



WMG ACADEMY TRUST

STAFF RECRUITMENT BROCHURE

OUR VALUES

RESPECTFUL

Our learners treat others with respect, valuing the unique contributions of each individual. At WMG Academy, respect extends to active listening, open communication, and fostering an inclusive, supportive environment. This builds trust, positive relationships, and a cohesive team dynamic, essential for a thriving professional atmosphere.

PROFESSIONAL

At the academy, we expect learners to always demonstrate professional conduct and ethical standards. This includes being reliable, an effective communicator, professionally dressed, well-equipped, collaborative, adaptable, accountable, and punctual. Professionalism enhances the learning environment, teamwork, trust, and the academy's success.



ASPIRATIONAL

Our aspiring learners set high objectives for personal and professional growth. We expect them to pursue skill development and academic excellence with ambition and dedication to reach their full potential.



ENGINEERING THE FUTURE: THE WMG ACADEMY STORY

2014

The Blueprint Becomes Reality: WMG Academy Coventry

WMG Academy Coventry opens its doors. Designed to feel more like a high-tech firm than a classroom, the flagship site welcomes its first cohort of innovators alongside partners like the University of Warwick and Jaguar Land Rover.

2015

Building the Trust: The WMG Academy Multi Academy Trust

The WMG Academy Multi Academy Trust is officially formed. The mission: to scale this successful model of industry-linked education across the West Midlands.

2016

Doubling the Ambition: WMG Academy Solihull

WMG Academy Solihull opens, bringing over £2 million in specialist engineering equipment to a superb second campus. The "WMG Way" is now a regional movement, bridging the gap between education and the professional world.

2023

Growing what we do: The T-Level Revolution

The T-Level Revolution: The Trust becomes a pioneer for Engineering & Digital T-Levels. These high-octane qualifications blend classroom theory with massive industry placements, giving students a head start that traditional schools can't match.

2026

Opening more doors: The New Year 9 Entry Point

Recognising that the spark for engineering starts early, the Trust introduces the Year 9 entry point, opening our doors to more students, at age 13, getting an even earlier start in our world-class workshops and professional culture through our bespoke 'foundation year' curriculum.



WMG ACADEMY COVENTRY



WMG ACADEMY SOLIHULL

MEET THE TRUST LEADERSHIP TEAM

Stewart Tait | Chief Executive Officer, WMG Academy Trust

Focus: Vision, Philosophy, Growth.



"At WMG Academy Trust, we are redefining vocational education. As C.E.O., I am proud of the unique professional pathways we have built. One that bridges the gap between traditional schooling and the demands of the modern world.

Our strength lies in our partnership with the University of Warwick and a network of world-class employers. By blending academic excellence with technical mastery, we empower our students to become the next generation of innovators and problem-solvers of tomorrow. At WMG, we don't just teach for exams; we prepare young people for careers."

WMG Academy Trust — Engineering your future.

Louise Green | Chief Finance Officer, WMG Academy Trust



As Chief Financial Officer, I am proud to support a model built on strong financial stewardship, strategic partnerships with the University of Warwick, and close collaboration with leading employers. Our focus is simple: invest wisely, support innovation, and ensure every student benefits from outstanding opportunities that prepare them for the world of work. At WMG Academy Trust, we are committed to ensuring every resource is used to maximise impact for our students and their futures.

WMG Academy Trust — Building brighter futures.

Associate Principal, WMG Academy Solihull



As Associate Principal of WMG Academy Solihull, I am proud to lead a team focused on unlocking every student's potential. With a background in Design Technology, CAD, and electronics, I understand the power of a skills-based curriculum. Our focus is simple: strong academic outcomes, expert teaching, and a curriculum built for the modern world—equipping students with the skills and confidence to become future innovators.

WMG Academy Solihull — Bringing out the best in young people.

Adele Wallis | Associate Principal, WMG Academy Coventry



As Associate Principal of WMG Academy Coventry, I am proud to lead an academy where education and industry come together. With over 30 years in education and eight within the UTC model, I have seen the transformative impact this approach has on young people. In partnership with the University of Warwick and global employers, we combine academic rigour with hands-on technical learning, ensuring our students progress to outstanding STEM destinations and are ready for the workforce of tomorrow.

WMG Academy Coventry — Where ambition meets opportunity.

EMPLOYEE BENEFITS

WELLBEING

- Professional 24/7 helpline for personal, financial, legal or work-related support
- Private Medical Health subsidised rates for all staff through our Partners who offer BUPA Dental and Health packages.
- A whole suite of professional resources provided by our external partner, for health and wellbeing management including Occupational Health Assessments, Counselling, Physiotherapy, CBT and other online training.
- Annual Staff Wellbeing Survey
- Generous PPA for Teachers to support development and down time.
- Flexible Working Policy, parental leave, carers leave, dependant leave and various other enhanced leave entitlement.
- Scheduled Flexitime during summer term
- Staff discounts and vouchers for shopping and entertainment via our external partnership through Coventry City Council.

Financial Benefits

- Staff benefit from appropriate refreshments at Academy out of hours events and Inset.
- National and Global well being days celebrated with free fresh fruit and other staff treats!
- Free Onsite car parking
- Membership of Pension schemes appropriate to role.

PROFESSIONAL DEVELOPMENT

- Ongoing professional training and development opportunities for all staff.
- Sponsorship applications for professional qualifications.
- Weekly CPDs within contracted hours
- 7 dedicated staff training days annually, including time for personal development

MONEY

- Staff recruitment referral scheme - refer a friend and earn up to £200
- Shopping and Lifestyle discounts through Vivup/Coventry City Council for all staff
- Cycle to Work Scheme
- UPS Teachers go up in salary half a point each year, subject to an application at various stages.

TIME

- Excellent PPA time compared to secondary schools
- No meetings scheduled outside of working hours
- A very balanced timetable

***A UTC Trust where everyone knows everyone and
we care about the things you care about!***



WHAT IS IT LIKE TO WORK FOR US?

A Day in the life of...



**Elaine Laws, HLTA,
WMG Academy Coventry, 2016**

A Day in the Life of a HLTA

Morning | Preparation & Core Subjects

My day starts at 8:15 am. I use this time to check emails and prep resources so I'm ready to hit the ground running. Mornings are high-energy and varied:

- English: Helping students deconstruct exam questions and structure their writing.
- Maths & Science: Working with small groups to break down complex concepts into "lightbulb moments."

Mid-Day | One-to-One & Collaboration

This is the most rewarding part of my role. I focus on students with EHCPs or those needing extra intervention:

- Check-ins: I start with a chat about their week to build rapport before diving into work.
- Intervention: I help students organize coursework and proofread work, always building their independence.
- Teamwork: I'm constantly communicating with teachers and parents to ensure our support is consistent.

Afternoon | Engagement & Progress

End of Day I head back into the classroom to help maintain a calm, focused atmosphere. Once lessons finish, I focus on:

- Records: Updating student progress and learning profiles.
- Planning: Preparing bespoke resources for the next day.
- Reflection: Thinking of new ways to remove barriers to learning.

The Bottom Line: No two days are the same, but the goal is always the same: helping every child feel confident and ready to succeed.

A Fun Fact about Elaine:

From Invigilator to a full-time force in SEN, Elaine's WMG roots run deep! As both a staff member and a proud parent of former students, she sees the Academy's impact from both sides and is one of our biggest fans!

WHAT IS IT LIKE TO WORK FOR US?

A Day in the life of...



Alan Bain, Lead for Enrichment and Community Engagement. WMG Solihull 2016

A Day in the Life of the Lead for Enrichment and Community Engagement

Morning | Connection, Organisation & Student Support

The day starts early with preparation and organisation, ready for the day ahead. There's usually time for a quick coffee and catch-up with colleagues before welcoming students into the academy.

- Supporting students through morning interventions and check-ins
- Creating a calm, organised environment for the day ahead
- Building positive relationships through daily interaction and visibility

Some mornings include 8:15 academy meetings to set expectations and start the day strongly for students and staff.

Mid-Day | Teaching, Opportunities & Student Engagement

A large part of the day is spent teaching, something I genuinely enjoy, alongside working with students across the academy.

- Delivering engaging lessons in a supportive classroom environment
- Working with community programmes, artists, and external partners
- Seeking out new opportunities that enrich student experiences

Breaks and lunchtimes are often spent around students, whether supporting activities, helping with football, or challenging students to table tennis... still got it most of the time.

Afternoon | Enrichment, Reflection & Balance

Afternoons focus on enrichment, preparation, and ensuring students benefit from opportunities beyond the classroom.

- Leading and supporting enrichment activities such as DoE, Greenpower, F1 in Schools, and Dungeons & Dragons
- Helping students develop employability skills alongside academic success
- Keeping strong communication with parents through regular updates and phone calls

The end of the day is about reflection and reset, aiming for an organised inbox and a clear plan for tomorrow, while maintaining a healthy work-life balance and protecting family time outside of school.

The Bottom Line: After almost ten years at WMG, the most rewarding part of the role is seeing the impact we have on young people. Supporting students, creating opportunities, and helping guide their futures is what continues to make me proud to work here.

WHAT IS IT LIKE TO WORK FOR US?

A Day in the life of...



**Alice Goodman, Engineering Teacher
WMG Academy Coventry, 2023**

A Day in the Life: Engineering Teacher

Morning | Prototypes & Precision

My day starts early with a coffee and an 8:20 am staff briefing. Then, it's straight into the workshop:

- **Product Design:** I act as a "consultant" for Year 13s, troubleshooting real-world dilemmas. I teach them that analysing a failure is often more valuable than a perfect first result.
- **Engineering Manufacture:** After break, we move to the milling machines. I observe Year 11s as they craft engineer's squares, looking for mastery in safety, datum setting, and hitting tight tolerances.

Mid-Day | Feedback & Focus

This time is dedicated to high-level technical assessment and student growth:

- **Efficient Marking:** During my PPA (planning) time, I use Google Classroom and streamlined rubrics to grade T-Level mocks. Digital tools keep the workload manageable.
- **The "Consultant" Role:** I return the work to Year 12s immediately. They create action plans while I float between benches, helping them fix missing research or strengthen their material justifications.

Afternoon | Community & Professionalism

The afternoon shifts from technical skills to professional habits:

- **The Social Hub:** Lunch is one of the best parts of the day. It's a chance to connect with colleagues across all departments and spark new friendships.
- **Tutor Time:** I meet with my Year 12s to discuss attendance and conduct—not as "school rules," but as the industry standards they'll need in their future careers.

The Bottom Line: Teaching engineering here is about building resilience and "industry-ready" habits. It's a fast-paced environment where technical paperwork is just as valued as practical skill.

A Fun Fact about Alice:

From student to leader! Alice (Class of 2019) turned her passion for Design and Engineering into a teaching career, and she now heads up our KS4 Enrichment program.

WHAT IS IT LIKE TO WORK FOR US?

A Day in the life of...



**Saima Hussein, Lead for Science
WMG Academy Solihull, 2022**

A Day in the Life: Lead for Science-Physics teacher

Morning | Connection, Intervention & Teaching

The day starts with a staffroom catch-up and form time focused on Year 11 intervention, helping students build confidence ahead of GCSEs.

- Targeted support to close knowledge gaps
- Quick, focused starters to engage learners
- Strong relationships built across the academy

I then teach GCSE and A Level Physics, plus A Level Engineering, using practical, applied learning to bring concepts to life.

Mid-Day | Leadership & Learning

Midday combines teaching with leading the Science department and supporting colleagues.

- Developing high-quality Physics and Engineering teaching
- Using assessment and feedback to track progress
- Planning and refining resources for impact

It's a balance of classroom delivery and driving improvement across the team.

Afternoon | Collaboration & Development

After lunch and time with my tutor group, the afternoon shifts towards wider enrichment, independent learning, and collaboration.

- Supporting student projects and independent learning
- Sharing ideas and best practice with colleagues
- Contributing to ongoing departmental growth

The Bottom Line: Being a scientist at WMG means bringing the curriculum to life. It's a rewarding routine centered on inspiring the next generation of experts through applied, rigorous learning.

A Fun Fact about Saima:

From Teacher of Physics to Head of Science in 2025! Saima's journey shows real growth, turning classroom passion into leadership and now shaping the vision for Science across the academy.



CAREERS AT WMG ACADEMY

Come and Meet Us

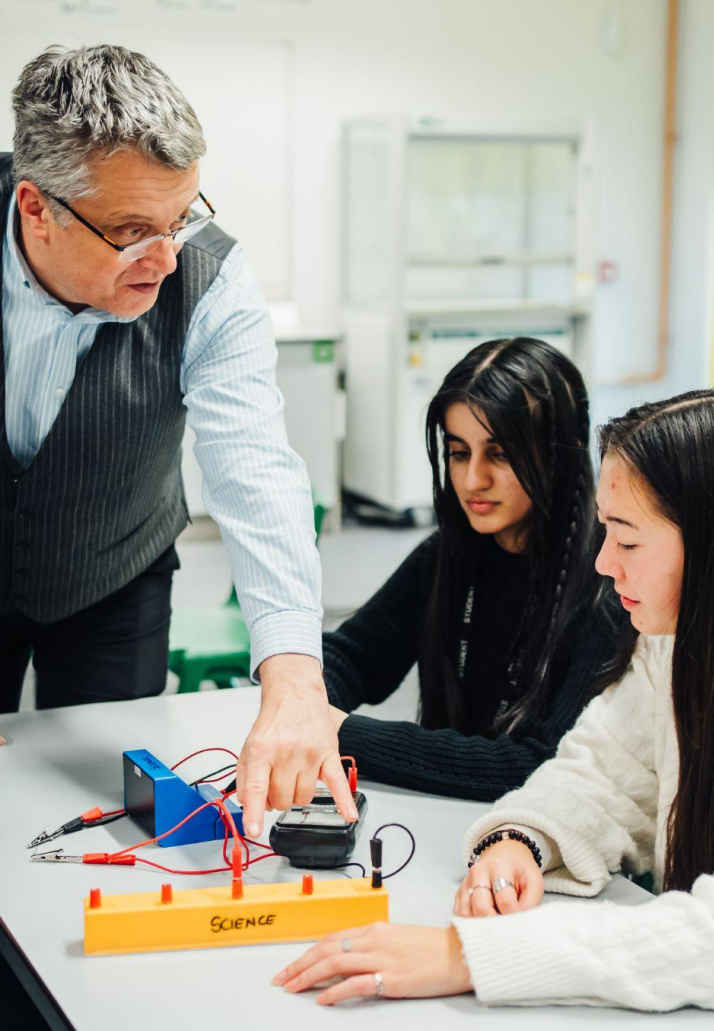
As a specialist Engineering Academy, we have opportunities for people who wish to join from industry to kick start a new chapter in Education, or for teachers and support staff who wish to join a business-like, broad skills based education environment where careers and real-life-experience for Learners is at the heart of what we do.

Vacancies are listed on our [website](#), however, we also welcome speculative applications. Get in touch with our Trust team at principal@wmgacademy.org.uk or request a visit our [website](#) - we would be happy to show you around, and introduce you to some of our staff!

Our Commitment

WMG Academy is committed to safeguarding, safer recruitment and promoting the welfare of pupils. Our comprehensive recruitment and selection processes aim to discourage and screen out unsuitable applicants. Successful candidates are subject to rigorous pre-employment checks. You will be required to provide evidence of identity, right to work in the UK, complete an enhanced DBS clearance and provide proof of professional qualifications. Online searches will be carried out as part of the recruitment process.

We are equally committed to eliminating discrimination and encouraging diversity. We aim for our workforce to be representative of society and that each employee feels respected. We oppose all forms of unlawful and unfair discrimination.



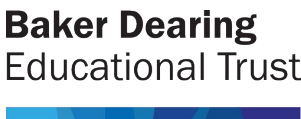
SUPPORTING BUSINESS PARTNERS



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SQUIRES

TATA MOTORS





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