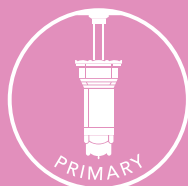


# Your Future Career at St Paul's Way Primary School

## Candidate Information Pack

*A transformational education for all*



**St Paul's Way**  
Aspiration • Integrity • Community  
PART OF UNIVERSITY SCHOOLS TRUST



**University  
Schools Trust**  
A transformational education



# Contents

- 03 Why I work at St Paul's Way Primary
- 04 Welcome to UST
- 06 Our culture
- 08 Why SPW is a great place to work
- 10 Building lifelong careers
- 12 Giving more to our staff



“Leaders, including trustees, care about staff’s wellbeing. Staff enjoy working here, and they feel well supported. Leaders consult staff about planned changes and ask for feedback, for example through staff surveys. Staff appreciate that leaders respond to their ideas.”Ofsted 2022



## Why I work at St Paul's Way Primary

It is my pleasure to welcome you to SPW Primary, a thriving school in the heart of Tower Hamlets, one of London’s most innovative and diverse and boroughs.

The fundamental reason I work in education is to make a positive difference in children’s lives. But why this school?

I was born and raised in inner London and so have an affinity with this area and the demographic we serve. I count myself very fortunate that I had a supportive family who encouraged me to be curious about the world around me. I discovered my passion for working with children from an early age and I am driven to work our families in our community to make sure that together we ensure SPW Primary’s children succeed. The education that our children receive at this formative stage will shape the rest of their lives, and so every day I am motivated by our vision to provide a transformational education for all of them.

It is an honour to be the Headteacher of this school because I oversee a team that shares my ethos. Together we are unashamedly ambitious for our pupils. By joining this team you will become part of a whole school approach that is driven by our commitment to ensuring the best for our pupils and their families, but also for one another.

SPW Primary is built on a foundation that believes that every staff member is crucial if we are to be successful. Whatever your role, we want you to feel safe to be innovative, motivated to be the best you can and provided with the right opportunities and environment to thrive.

I look forward to meeting you and welcoming you to the St Paul’s Way family.

**Siobhan Fehim**  
Head of School (Primary)

“Together we are unashamedly ambitious for our pupils.”





# Welcome to University Schools Trust

I am proud to introduce you to University Schools Trust, a group of incredible schools providing an excellent education that is derived from exceptional teaching and learning.

## We were founded on the premise of transformation through partnership

We began as a unique partnership of six world-leading universities and other sector-leading bodies, supporting our shared vision of inclusive, high-quality and transformational education delivered by schools which are deeply rooted in the communities they serve.

Collaboration has always been at the heart of providing transformational experiences. Whether it's our incredible partners, school to school partnership groups, staff CPD opportunities or working alongside our dedicated parents, we learn from one another to improve the life chances of every child in our care.

## We believe in innovation and improvement

The UST School of Education, our innovative centre of excellence supports the development of our curriculum, teaching and learning principles and

wider school improvement. Our university links enable us to co-commission and participate in research to stretch our knowledge of what works and why, and our culture of open collaborative partnership encourages staff to share and learn with other education professionals.

## Pride in our staff

We pride ourselves on being inclusive, welcoming anyone who wishes to join UST. Support or teaching staff, whether you are new to the profession or looking to further an existing career, we want to work with you if you are determined, passionate and committed to supporting every child at UST.

I look forward to welcoming you to UST. It truly is an environment in which you can flourish, where hard work is rewarded.

Kind regards,  
**Gillian Kemp**  
Trust Leader







# Our culture

Our vision:  
'A transformational education for all'

## Simon Sinek's Golden Circle

We are firm believers in Simon Sinek's theory that people are motivated by *why* we do something, rather than *what* we do. He provides compelling evidence that we can achieve significantly more if we start everything we do by first asking a simple question: "Why?"

## The SPW Why

For us, our why comes from our vision:

**A transformational education for all.** This encapsulates the local context that we work in. Our community is diverse and aspirational, but faces hurdles to fulfilling potential.

Central to freeing everyone associated with SPW to realise their ambition is the fundamental belief that education can transform lives. We want our school to be a catalyst for upward social mobility. And we want this to be the case for every child who walks through our doors. This is what drives every decision we make.

## How we do what we do

**Our Mission:** Making SPW the best place to learn in, work in and partner with.

## Our Values

**Aspiration:** We aim for our individual and collective best and work with passion and commitment to achieve this.

**Integrity:** We do the right thing; even when it is hard; even when no one is watching.

**Community:** We make our school a safe and purposeful place where everyone belongs, contributes and thrives.

At SPW we live and breathe our values. They direct behaviours so that we uphold our commitment to achieving our vision. They are embedded in everything we do, from our curriculum to our performance reviews.

Our values ensure that we provide consistency, but also an environment in which we can hold each other accountable. Importantly, they allow us to strive for better. We want people to feel secure so that innovation is not shackled by fear.

## What we do

Clarity of direction and purpose is paramount. Our clearly articulated whole school strategy has been devised through evidence-based decision making, and is built on systems and processes which allow staff to work towards achieving our shared vision.

To provide the best environment for staff to flourish, our culture is underpinned by an understanding of psychological safety. Trust is the cornerstone of this; we are non-judgemental because we want people to have open and honest conversations and be able try new approaches without fear of negative repercussions.

Our culture is what allows us to continuously improve, build strong relationships and create a workplace that people want to be in.



## Katerina

Culture is the backbone of any school. We are lucky that ours has been nurtured in such a considered way. From the vision and strategy, through to our values and implementation, no stone has been left unturned in creating a high performing team.

That strategic vision is at the heart of everything we do. It is reinforced in our meetings and every CPD session. As staff this makes it incredibly easy to understand the direction we are taking, but also to inspire the pupils.

From a personal perspective, I rely heavily on the school development plan. The clarity it provides, mapping out the targets in our roles, means we all understand individual priorities and how they connect with other people's.

One of the reasons I enjoy working at this school so much is that its values are aligned with my own. Every time there is a challenging situation I revert back to them because they provide a common language that everyone at SPW understands.

Psychological safety is central to ensuring this approach works. This school is a secure place to be because I am comfortable making suggestions and understand that challenge is positive. People only want the best for each other, so feedback is always constructive. Leaders in our school want you to be a success, they are approachable and clear in their decisions.



## Karyce

Our mantra of a transformational education for all is visible everywhere you go. Whether that's on the walls or in the way people approach their jobs, you see it and you feel it.

As a senior leader, the clarity in purpose at SPW makes it so much easier to support my team. When we are all singing from the same hymn sheet we can perform much better.

This clarity underpins our engagement with pupils and families. The common language we all use means that expectations are clear. This can only have the impact you want if you live and breathe it, and we really do that.

The holistic approach to embedding culture means that people engage with it far more. Nobody feels it is thrust upon them because they feel part of it.

Our children have responded so well to the values characters. I love seeing how they talk about making decisions based on what they think Integrity Isra, Community Casey or Aspirational Adam would do.

## What is Psychological Safety?

"Whether you're in a team with new colleagues or working in a stable team, effective teamwork works best in a psychological safe workplace." Dr Amy Edmondson

Psychological safety is the foundation for teamwork; it allows teams to speak openly, challenge and set ambitious goals and not worry about mistakes. Leading psychologically safe teams takes a lot of deliberate effort, whole school organisation; including clear roles and responsibilities, school wide quality assurance systems, teaching and learning principles, models for feedback and coaching, but also the humility to ask for help.



# Why SPW is a great place to work

Only opened in 2014, we are fortunate to have a purpose-built 21st century building that has all the modern resources to help staff thrive. It creates a stimulating environment that everyone at SPW is proud of.

The benefits of being a relatively new school extend far beyond our physical surroundings though. We are still creating and still innovating. From our ever-evolving curriculum to the ways our admin team work, we never accept that what we do already is sufficient.

Progress is important to our team’s sense of purpose. It unites us and gives us a shared sense of belonging.

How we have built an ethos that continuously maintains the desire to improve is based on three core principles:

### Clear Communication

*“The single biggest problem in communication is the illusion that it has taken place.”*

We prioritise a strong, clearly defined line management that provides confidence and clarity, and an invaluable platform for expressing views safely and constructively.



### Empowering People

*“The only limit to the height of your achievements is the reach of your dreams and your willingness to work for them.”*

From a through induction and appraisal system, through to weekly professional development, staff have the platform to thrive.



### Change makers

*“It takes a village to raise our child.”*

When we ask for ways to make our school better, we mean it. Every member of our team feeds into the development plan, and in turn has operational control to deliver.



David

**The strategic vision for the school provides us all with the utmost clarity. The level of planning we do makes life so easy. In every week of every term I know what we’re doing and when.**

By having clearly defined roles and responsibilities we embark on each day with certainty. Managing your workload then becomes all that much easier.

The well-structured approach to school life means we have the breathing space to be innovative. What I love most about our approach to this is that we never change for change’s sake. We identify issues, consult the relevant research and adapt in a measured and feasible way.

Much like everything we do at SPW, positive change is brought about by input from everyone. We are all given a platform to make a difference, no matter how small or big that may be.



Dave

**I am relatively new to the school, and when I joined it was important to me that I felt part of something. Normally it takes a while to settle into a new job, but that just was not the case at SPW.**

The vision and values are so well embedded in the school. It makes it simple for someone new to feel part of the bigger picture very quickly. The clarity and consistent use of language around the school is easy to pick up and the children soon recognise you as part of the school.

Added to this, clear line management and a positive staff culture mean that you never feel isolated. Everyone is so approachable and keen to help make you feel at home. When busy colleagues demonstrate the levels of empathy and care that I have received you just know you have found a great place to work.

**“Clear line management and a positive staff culture mean that you never feel isolated.”**







# Building lifelong careers

A hallmark of our staff is that they never feel they have mastered their craft. From the Headteacher to those just starting their careers, we are always looking to improve. This self-awareness ensures we are curious, motivated practitioners.

Whatever the role you are seeking, we will provide a bespoke training programme to ensure you are able to deliver for our community and forge a pathway that matches your aspirations.

### University Schools Trust

As part of UST all staff have access to:

- Collaborative Learning Hubs
- Coaching and Mentoring
- Work with university partners
- THEPs cross-borough network meetings

### Teacher Training

Every part of your teaching career is catered for:

-  **Middle leader:**  
Curriculum development meetings
-  **Class teacher:**  
Fortnightly CPD and coaching
-  **ECT:**  
Teach First training programme
-  **LSA:**  
Weekly CPD and bespoke training
-  **Pastoral:**  
Access to THEWS and THEP

## Development Days

9 guaranteed INSET days  
6 'Twilight' sessions  
(equivalent to 3 days  
of professional  
development)



### Yolanda

The school is committed to helping all of us progress in our careers. It does not matter what your starting point is, they want to help you succeed.

I began as a Learning Support Assistant eight years ago. Thanks to the school's career planning, outstanding mentors and a culture of regular development I have been able to progress. I am now in my fifth year teaching, with additional responsibility as Head of Early Years and the Phonics Leader.

I am an integral member of UST's EYFS Hub. I have welcomed all my peers from the Trust's other schools, and we have been to visit schools outside of our family. This collaboration has been invaluable, both in terms of learning from others and validation of what we are doing well.

I never thought I would be able to progress so quickly, but the school committed to my development. Aside from supporting my transition to teaching and the Trust's support, I also benefit from a specialist THEP Advisor and a phonics consultant who acts as a further mentor.

School leaders are a constant source of reassurance. They give me the confidence to thrive. I will be doing the NPQSL in Nasrin the near future, something I never dreamed would be possible when I first walked through the door.



### Nicole

I joined the school less than two years ago, but already I have benefited from an extensive development programme which is built into the calendar throughout the year.

When I first started I was asked to work on the Primary Science Quality Mark. The school supported me with a wonderful external consultant who guided me through the process. Her coaching, alongside regular 1:1 meetings with SLT members, gave me the confidence to secure the accreditation, something I am very proud of.

Networking meetings are hosted with local schools so that I can share and learn from numerous peers also working in the same community. This is a great way of keeping an eye on what to expect in the future as well as focusing on the here and now.

My leadership aspirations are being matched by the school. They are supporting me to complete the NPQSL, something which will be invaluable in helping me prepare for the challenges ahead.

"I never thought I would be able to progress so quickly, but the school committed to my development."



# Giving more to our staff

We do everything we can to make sure that staff get the best rewards package possible.

### Investing in you

Professional qualifications can be invaluable, but they can also be prohibitively expensive. One third of our staff are currently doing a school funded National Professional Qualification.

### Teaching Learning Responsibility (TLR)

If you are looking to supplement your income then we offer numerous TLRs. This additional responsibility offers a way to boost earnings if you want to.

### UST's wellbeing workshops

From coping with menopause to demystifying pensions, UST runs regular online workshops for all staff to better understand the support available and what they can do to help themselves.

### Every little helps

- Three extra days of holiday per year
- Six Headteacher 'thank you' breakfasts
- Access to a free gym
- Cycle to work scheme
- Free tea and coffee

### Flexible working

Planning, preparation and assessment time can be carried out at home – this is up to three hours every week.



### Nasrin

We have the option to take up an additional Teacher Learning Responsibility if we want to. TLRs boost my personal income, but they are also a good way of developing skills. We are given protected time every fortnight to focus on our specific area, which allows us to maximise the impact.

This is just one of the many ways the school goes above and beyond to provide additional benefits for the team. One thing in particular that they have provided everyone with is access to a mental health programme. In addition, the school funded Dr Helen Kelly to run a series of seminars for us, and she spoke with authority about the need to prioritise our own wellbeing and steps we should take to do so.

All of this was in response to staff requests, so it just serves to show that we are listened to and our opinions valued.



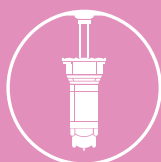
### Carly

I know as a member of staff in this school that I am valued and appreciated. From the small things, like the free tea and coffee, to the way that senior leaders are always checking in with us, I feel that people go the extra mile to make sure we are well looked after.

There is a real culture of celebrating success. We have regular 'thank you' breakfasts where we all get together to recognise recent achievements, shout outs in staff briefings and of course the end of year celebration! The regular focus on positive contributions is great for staff morale.

“The school goes above and beyond to provide additional benefits for the team. One thing in particular that they have provided everyone with is access to a mental health programme.”





**St Paul's Way**

Aspiration • Integrity • Community

PART OF UNIVERSITY SCHOOLS TRUST

32 St Paul's Way, Bow, London E3 4AL  
020 7987 1883 [foundationadmin@spwt.net](mailto:foundationadmin@spwt.net)

