



BRUNEL

An educational community
with no barriers, only potential

A warm welcome to Brunel

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A young boy with dark hair is sitting on a window ledge, looking out. He is wearing a light-colored polo shirt and dark pants. A soccer ball is on the ledge in front of him. To the right, a pair of hands is reaching out towards the ball. The background shows a window looking out onto a paved area with some planters.

Our Vision

To be a vibrant, innovative education community opening doors, opening minds and realising potential.

Our Mission

We will significantly improve life chances and outcomes for all children and young people through:

- High quality Education
 - High quality People
 - High quality Practice
- Leading to exceptional outcomes

Our Values

The Vision and Mission are underpinned by the shared core values:

- Aspiration
- Integrity
- Inclusion

Welcome from the CEO

I am very pleased to welcome you to Brunel Academies Trust (BAT) and its subsidiary company Brunel Education (BE). We are an aspirational educational community that enables all our children and young people to succeed and acquire the knowledge and skills they need to contribute to their community.



We are all working together to provide learning opportunities that lead to significantly improved life chances and outcomes for all our children and young people. Brunel's vision is underpinned by our aspiration to ensure all our children and young people achieve their goals and become valued members of their community. The Brunel community is committed to this vision, firmly believing there should be an educational community with no barriers only potential.

To be able to offer these exceptional opportunities for our children and young people we need to have exceptional people. We invest heavily in the people who work in our provisions and believe in developing our staff across every level of the Brunel family. Working together the Brunel family makes a difference every day.

Jackie Fieldwick MBE



Director of Education's Introduction to Melksham House School

I am proud to welcome you to our new Melksham House School. This school is an integral part of our local community, which will serve to support and educate pupils from the Wiltshire community with a social, emotional and mental health profile (SEMH) profile.



Our vision as part of Brunel Education, a subsidiary organisation to Brunel Academies Trust, is that of being an Educational Community with No Barriers, Only Potential; and as educational professionals, we work tirelessly to ensure education, care and therapy impacts positively on pupils their families, local communities and colleagues alike. We are passionate and proud of our pupils and look forward to welcoming all stakeholders from 2025.

Our schools and alternative provisions each own their unique identity; and Melksham House School will be no different reflecting the diverse communities it serves. We believe that collaborative leadership and strong partnership development can lead to a significant positive impact on the quality of education through sharing the best collective practice; and it is with great anticipation that we are now building the foundations of an outstanding team of Senior Leaders, Teachers and Support to deliver this exciting and innovate school.

What our Melksham House School team positively achieve, will be pivotal to the development and successes of its pupils, so we are keen to recruit a team of dedicated, committed professionals. This team will be fully supported by a wider network that spans across Wiltshire and Swindon. The Melksham House team will be an essential part of our growing Trust adding value to our supportive and collaborative family that makes up Brunel Academies Trust and Brunel Education.

Mike Thomas

Vision

Our vision is clear 'no barriers, only potential'. Our vision will be underpinned by the application of a consistent model and approach. Building **trust** with children and young people is a core component of our model. Without trust, the child or young person won't feel **safe**, which will in turn remove their opportunities to engage positively and build emotional resilience. Without this secure base the child or young person will not **learn**, know or remember, limiting progress through the planned curriculum. Our core model of support will ensure the child or young person will build trust, feel safe and subsequently learn.

The Curriculum offer

At Melksham House we offer 3 curriculum pathways

EYFS – Our EYFS curriculum is accessible, engaging and effective for our SEMH cohort. Early intervention is the key and we will ensure we a positive start to Melksham House life by modelling and embedding our focus of 'trust, safety and learning'. We provide a person-centred approach to learning building on the Children and young peoples interest and successes.

Primary – Primary children and young people can access the breadth of the Primary National Curriculum. Teachers personalise, adapt and focus schemes of learning to the individual needs of the children and young people. Reading and phonics are prioritised.

Secondary EBSA – Secondary pupils can access the breadth of the secondary national curriculum. However, how they access the curriculum will be dependent on the children and young people presenting need. This cohort of pupils will benefit from access to teachers and a pupil coach who will work with them on an outreach model to create a PLP that provides the emotional literacy support to help them manage their mental health needs. It is expected that pupil timetables move from an outreach model to a hybrid model of outreach, online learning and school site education with the long-term goal that the pupil's attend full time education on the site of the school.

Class structures

EYFS and children and young people pupils benefit from small group approach with access to consistent members of staff. This model supports the vision of trust, safety, learning and allows the children and young people to develop a sense of belonging. Transitions will be reduced to further reduce anxiety. We understand that many of the children and young people may find social interaction and managing relationships challenging and therefore are able to scale up or down class sizes.

Secondary children and young people. Personalisation is the cornerstone of our class structures; the curriculum is bespoke and programmes are crafted to meet individual needs which demands a totally flexible and adaptable approach to teaching and learning from all involved. We work flexible in the home, online, in the local community and on school site.

Preparation for adulthood

We appreciate that every child's developmental journey to adulthood is unique. Our curriculum has a specific Personal Development focus which helps our pupils develop the knowledge and skills to inform post-school planning regards employment, independent living, community inclusion and health. The Annual Review of EHCPs encompasses a personal centred 'My Life, My Way' PATHs approach to planning provision and pupils' next steps.

Therapy

Melksham takes a therapy first trauma informed approach. Leaders work closely with the education team to ensure the right pedagogical and pastoral support is in place to allow pupils to maximise their potential. Our children and young people benefit from a tiered structure of support that ranges from ELSA support to counselling, play and art therapy. In addition, pupils benefit from discrete therapeutic support as identified in their EHCP e.g. SALT. OT.

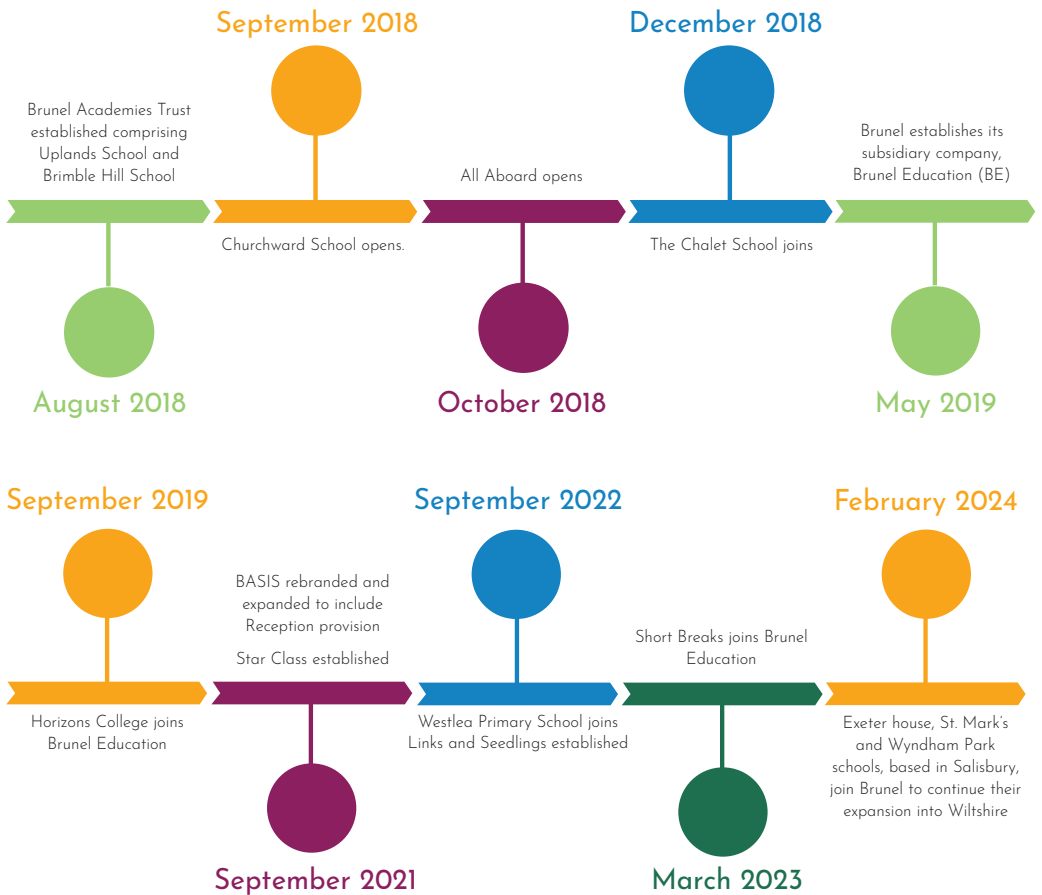
People Development

Equipping our staff with the knowledge and skills to be able to meet the presenting needs of our children and young people is a priority. All staff receive training in supporting mental health e.g. 12-hour Mental Health First Aid qualification as well as SEND specific training pertinent to the range of needs for which we cater; EBSA, autism, ADHD, pupils with attachment and trauma difficulties. ELSA (Emotional Literacy Support Assistant) will be core training for teaching support staff. Teaching staff can access SEND and subject specific qualifications as well National Professional Qualifications (NPQ) as part of their development. All staff are encouraged to seek and participate in additional training beyond the provision's professional development program.



The Brunel Journey

The Brunel Academies Trust (BAT) and its subsidiary Brunel Education (BE) started with the ambition to make a difference to the lives and aspirations of children and young people with special educational needs and/or disabilities (SEND) but now proudly serves a diverse education community that supports and enables all our children and young people to reach their potential.



Welcome from Director of People and Culture

Hello!

It is my pleasure to welcome you to the Brunel family and we hope you feel in every way part of the Trust.

Our employees are our most valuable asset and appointees will be joining a growing, extensive group of connected and dedicated education and business professionals, who are passionate about supporting, nurturing and developing our Children and Young People.

We value our colleagues and the effort they put into our Children and Young People day in and out, so I hope this booklet provides you with a good starting point for the benefits our People rightly deserve, and the options available in support of continued professional development (CPD).

We want appointees to feel confident in their role and settled as part of their team as soon as possible.

We are here to help.

David West



Our Swindon Provisions



Early Years and Primary Specialist Education Provisions



All Aboard Nursery offers daytime care for Children and Young People aged 3 and 4 with additional needs that are primarily sourced in social communication difficulty including autism. The nursery is located in Headlands Grove.



Brimble Hill School is a primary school for Children and Young People with severe or profound and multiple learning difficulties. Brimble Hill School is split over two sites. The main site is located in the north of Swindon on a campus with Uplands School and two other mainstream schools and the satellite is located in East Swindon. The school has 122 pupils on roll.



The Chalet School is a primary school for Children and Young People with Autism Spectrum Condition. It is co-located on a site with Liden Primary Academy in East Swindon and currently has 86 pupils across two sites on roll.



Seedlings is a primary alternative provision that can accommodate up to 18 Children and Young People from Early Years and Key Stage 1 and has been designed to support Children and Young People who have a SEND profile often including Autistic Spectrum Condition / Social Communication Interaction Difficulties. Seedlings is based at Shaw Farm Centre in West Swindon.



Secondary Specialist Education



Churchward School is a special school for Children and Young People aged 11-19 years with Autistic Spectrum Condition (ASC) and/or Social Communication Interaction Difficulties (SCID). Churchward School has 125 students on roll. Churchward School operates over three sites, the main site in North Swindon, a satellite provision in Lydiard Millicent and a third satellite provision in the town centre.



Uplands is a school for Children and Young People with severe (SLD) or profound and multiple learning difficulties (PMLD) aged 11 - 19 years and/or Autistic Spectrum Condition (ASC). Children and Young People will often have additional complex needs. Uplands School is located in the north of Swindon on a campus with Brimble Hill School and two other mainstream schools. Uplands school has 171 students on roll.



Connex is a secondary alternative provision for up to 17 Children and Young People and has been designed to support young people who have a SEND profile often including Autism/Social Communication Interaction Disorder. Connex is located in Headlands Grove.



Mainstream Primary Provisions and Outreach & Inreach Services



SWINDON BAT

Westlea Primary School, located in West Swindon, has 284 children on roll, this includes a Nursery class for children aged 3-4yrs, 10 mainstream classes, three Unit Classes for children with Complex Needs, and a Special Resourced Provision (SRP) for children who are physically disabled. All of the SRP children, along with others with complex learning and emotional needs are all fully integrated into the mainstream school.



BASIS
BRUNEL AUTISM SUPPORT &
INCLUSION SERVICE

SWINDON BAT

BASIS (Brunel Access Support Inclusion Service) is the umbrella term to describe a range of services and specialist staff available to support schools, professionals, parents and families to meet the needs of Children and Young People with additional needs including those that can be considered as Special Education Needs and Disabilities (SEND).



Sportsport

STUDENT

STUDENT

Further Education and Specialist Respite Provisions



SWINDON BE

Horizons College is an independent specialist provider of further education based in Royal Wootton Bassett, just outside Swindon. The College has 79 learners on roll.



SWINDON BE

Short Breaks respite is based at Shaw Farm Centre in West Swindon and offers a provision for Children and Young People aged between 5 to 18 with SEND. The Short Breaks provision provides after school, weekend and school holiday respite.

Our Wiltshire Clusters





SALISBURY BAT

St. Mark's School is a mainstream Church of England Junior School with 357 pupils (including Resource Base Spaces) on roll aged 7-11 years. St. Marks C of E School is co-located on a site with Exeter House and Wyndham Park Infants School in the North of Salisbury, Wiltshire.



SALISBURY BAT

Wyndham Park Infants School is a mainstream primary with 245 pupils (including 20 unit spaces within the Resource Base) between the ages of 4-7 and is co-located on a site with St. Marks C of E School and Exeter House in the North of Salisbury, Wiltshire.



SALISBURY BAT

Exeter House School is a special school for children aged 4-19 years of age with severe, profound and multiple learning difficulties and complex needs. Exeter House School has 192 children, all with an EHCP, across three sites. Exeter House is co-located on a site with St. Marks C of E School and Wyndham Park Infants School in the North of Salisbury, Wiltshire.



Introducing Melksham House School, a specialist educational provision that will provide education for children and young people from the age of 4-16 with complex social, emotional and/or mental health/medical needs which have prevented them from successfully engaging in or attending school. We are situated in the heart of Melksham, adjacent to the 'community campus'.



Introducing Bitham Park School, which is currently under construction for a 4 - 19 SEMH Free School of 130 children and young people.

Safeguarding

Brunel is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and requires everyone working within and on behalf of Brunel to share this commitment.

Safeguarding and promoting the welfare of children, young people and vulnerable adults is everyone's responsibility and everyone who comes into contact with our learners and their families has a role to play, by placing learners at the centre - this means considering what is in the best interests of learners at all times.

All employees and volunteers who join Brunel are engaged via a robust safer recruitment process and receive a comprehensive induction regarding the practices, systems, policies and procedures in place to safeguard and protect our learners.

We ensure that all employees and volunteers go on to receive continuous professional development, to ensure that their safeguarding knowledge and practice is secure and up to date and that they feel supported in carrying out their roles. Employees and volunteers are trained on how to identify learners who may benefit from early help, how to identify the signs of abuse or neglect and the action to take, how to respond to disclosures and what to do should allegations or concerns arise in relation to anyone working within or on behalf of Brunel.

Those who visit our provisions or work alongside us are appropriately vetted and trained and we recognise and value the diverse contributions that all those working within or on behalf of Brunel make to removing barriers, keeping learners safe and creating an environment in which all learners can achieve their potential.

If you have a Safeguarding concern, please ensure you have read your Safeguarding policy and are familiar with who your Designated Safeguarding Lead (DSL) or Deputy Designated Safeguarding Lead (DDSL) is. If your Safeguarding concern pertains to a member of your leadership team or the existing DDSL or DSL - please contact safeguarding@brunel.org.uk

JOIN TODAY TO MAKE HUGE SAVINGS



Make great savings on your everyday purchases with discounted eVouchers, promo codes, competitions and more...

Brunel People Benefits

Brunel Perks - Sign up today!

Brunel Academies Trust are delighted to announce that they are offering an amazing benefits platform

Where you can save...

Supermarkets



Home and Entertainment



Food and Drink



Want to find out more?
Visit: www.brunelperks.co.uk
Call: 01908 303531



Brunel Academies Trust are committed to providing benefits of value, your financial wellbeing is important to us, Brunel Perks has the potential to save you £100's a year, we hope you take full advantage of this benefit on offer to you.

Apprenticeship Opportunities

Early Years

Programme	Length
Early Years Level 2	14 months
Early Years Level 3	18 months
Early Years Level 5	24 months
Early Years Initial Teacher Training(EYTS)	12 months
Early Years SENCO Level 3	4 months
NPQ - Early Years Leadership	21 months

Schools

Teaching Assistant Level 3	18 months
Initial Teacher Training(QTS)	12 months
Early Career Framework	24 months
NPQ - Executive Leader	18 months
NPQ - Headteacher	18 months
NPQ - School Leader	18 months
NPQ - Leading Behaviour & Culture	12 months
NPQ - Leading Teacher Development	12 months
NPQ - Leading Teaching	12 months
NPQ - Leading Literacy	15 months

CPD

National Award for SEN Coordination	14 months
Higher Level Teaching Assistant	6 months
Diploma for School Business Managers	12 months
National Award for SEN Coordination	14 months
Higher Level Teaching Assistant	6 months
Diploma for School Business Managers	12 months



Best
Practice
Network



Specialist services

Accounts or Finance Assistant (AAT)	17 weeks
Digital Marketer	20 weeks
Content Creator	19 weeks
IT Solutions Technician (Hardware/Software)	24 weeks
Laboratory Technician	19 weeks
Information Communications Technician	18 weeks
Assistant Accountant (AAT)	20 weeks
Marketing Executive	20 weeks
Professional Accounting (AAT)	24 weeks

Business & Professional

Business Administrator	16 weeks
Team Leader or Supervisor	16 weeks
HR Support	20 weeks
Library, information, & archive assistant	20 weeks
School Business Professional	19 weeks
Operations or Departmental Manager	20 weeks
School Business Professional	19 weeks
Operations or Departmental Manager	20 weeks

Teaching, Early Years & Sports

Teaching Assistant	16 weeks
Sports Teaching Assistant	16 weeks
Early Years Educator	19 weeks
Sports Coach	21 weeks
Early Years Lead Practitioner	26 weeks
Learning & Skills Teacher	27 weeks
Children, Young People & Families Manager	26 weeks
NEW - Higher Level Teaching Assistant	19 weeks
NEW - School Staff & Community Wellbeing Champion	14 weeks

Health and Safety at Brunel

Here at Brunel, we recognise and accept the responsibilities to provide a safe, healthy workplace for its employees and learning environments for its Children and Young People. We continually strive to meet and adhere to all relevant Health & Safety regulations and legislation, and we actively monitor our Health & Safety performance to reduce the potential for work-related injuries, cases of occupational ill health or other incidents. Your safety is paramount to experiencing an enjoyable working environment with us.

Under the Health & Safety at Work Act 1974, section 7, it is the duty of every employee while at work, to take reasonable care for the Health & Safety of themselves and of other persons who may be affected by their acts or omissions at work; and to co-operate with their employer on matters of Health & Safety to ensure compliance.

Brunel fosters a positive Health & Safety culture, which exists because employees understand the importance of safety and exhibit positive safety behaviours. We wear our PPE and follow safe working practices; we complete and implement risk assessments, recording and reporting all accidents, incidents and near misses.

Brunel operates an open two-way communication platform for good cooperation on Health & Safety matters. We would urge all employees to report directly to their line manager or Health and Safety Champion, any Health & Safety concerns, hazardous conditions or defects in the Health and Safety arrangements.

If you would like to contact the team at any time, please do so via healthandsafety@brunel.org.uk



Notes



To register interest in our
opportunities, please contact

Resourcing at
resourcingwiltshire@brunel.org.uk

01722 321201

<https://www.brunel.org.uk/>