



Application Pack





Message from the Headteacher

Dear Applicant.

St John and St Francis Church School is a larger than average sized primary school on the outskirts of Bridgwater. The school converted to academy status in April 2013 joining the Bath & Wells Multi - Academy Trust.

We are a large, caring Church School and aspire to be the best in all we do with high expectations and great ambition for all our children. We strive to achieve the highest possible standards both academically and socially to meet the needs of all our children. We expect the highest standards from each member of our school community as we support each other in our day-to-day learning.

Our School is organised into 14 classes with single age groups. Behaviour for learning is good and the children are engaged and interested in their lessons and the wide range of activities on offer.

We have extensive grounds which include a playpod, forest school and a pond. Every child has at least one 'Outdoor Learning' session each week to explore, discover and connect to the natural world.

We are committed to offering a wide range of sporting activities and experiences for our children including swimming, gymnastics, fencing, multi-sports, netball, football, rounders and cross-country events.

Parental interest and support is good, and we actively encourage all parents and carers to contribute wherever possible to their child's time in school and at home.

We are committed to safeguarding and promoting the welfare of children and expect all adults entering the School to share this commitment. We have in place many policies and procedures to ensure the development of a vigilant and safe culture for all.

Yours sincerely

Mrs Jenny Venning
Headteacher



BATH & WELLS
Multi Academy Trust

'That they may have life, life in all its fullness' John 10:10

Message from the Board of Directors

Dear Applicant,

Thank you for your interest in the post at Bath & Wells Multi Academy Trust (BWMAT).

The Trust was established in 2012 with four schools, all of which needed sponsored academy conversion following inadequate Ofsted judgements. As of April 2018, the Trust has increased to 30 schools, with in excess of 8,000 pupils; of these only 2, recent joiners, are in Special Measures and 4 Require Improvement, a radical transformation.

The Trust is at a key point in its development, with a clear vision and strategic plan for the future, and is continuing to expand in size with 11 new schools, both church and community ones, having joined in the Spring of 2018. Good and Outstanding schools are keen to join us and work within the supportive but aspirational Christian environment that we are developing. This offers enormous opportunities and significant change to oversee.

Our leaders share our vision of the Trust as an outstanding provider of education, but education that is not only excellent academically, but also offers every child the opportunity to develop as an individual in mind, body and spirit. The BWMAT works in partnership with the Diocesan Education Department.

As part of the support team you will bring your expertise and experience to this role, supporting our schools to meeting our objectives and the needs of the children.

The candidate appointed will play a pivotal part in the development of the Trust both as an outstanding educational provider and delivering its Christian mission to ensure that we provide the opportunity for every child and member of staff to experience 'Life in all its Fullness'. We look forward to receiving your application.

Yours sincerely

Nigel Daniel
Chair of the Board of Directors
Bath & Wells Multi Academy Trust





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The Application Process

We hope you find this pack provides all the information you need in order to consider your application for this post.

Due to Covid 19 restrictions, we are unable to offer you the opportunity to come in to visit the team; if you would like to discuss the role, we can arrange a telephone call for you with Mrs Jenny Venning – Headteacher. If you would like to arrange this, please book an appointment via email: office@sisf.bwmat.org.

Applications

Please ensure your application is submitted by the deadline for this post as detailed on the advert. Unfortunately, we are unable to accept applications after this time unless the recruitment process is reopened.

Shortlisting

To ensure the fairness of the selection process, shortlisting will be based upon the information which you provide in your application and assumptions will not be made about your experience or skills. We will look for demonstrable evidence that you meet the criteria set out in the person specification.

All applicants will be notified of the outcome of the shortlisting process.

Interview

Further details regarding the selection process will be communicated at the time applicants are invited for interview. If you are offered the position then this appointment will be subject to satisfactory pre-employment checks.

Due to Covid 19 restrictions, interviews will be online via Teams, until further notice.

Bath and Wells Multi Academy Trust Mission, Aim and Objectives

Mission Statement: John 10:10
'That they may have life, life in all its fullness'

The Bath & Wells Multi Academy Trust's mission is to provide an education which is life-enhancing for every child.

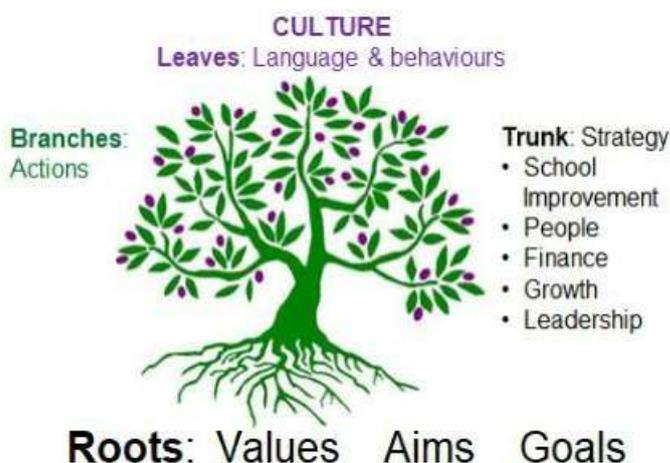
We promise an experience which is lovingly inclusive and inspired.

Aim

To ensure that every school within the Trust provides an outstanding education for every child, enhanced by its distinctively Christian ethos.

Objectives

- That every school in the Trust is able to progress to SIAMS and Ofsted 'Outstanding' and to remain outstanding
- To provide outstanding leadership at every level of the Trust
- To ensure high quality teaching and high-quality learning environments for all
- To provide high quality governance at every level
- That the distinctively Christian ethos underpins all the work of the Trust and every aspect of curriculum delivery



Our Ethos and Values



Church schools are integral to the ministry and mission of the Church and can offer a genuine witness to the incarnation and the creative, redemptive and transforming purposes of God. They do this by loving and valuing all humanity equally, and the quality of the community life and concern for individuals. Church schools are called to bring fullness of life to their pupils, whatever the beliefs of the children and young people or their families.

Each school within the Trust is unique and distinctive and we are committed to celebrating the local context and purpose of each school. Our vision is for all of our schools to become highly successful and meet the needs of the community which they serve. Our vision is for all of our schools to be something in which children, parents, staff and the community can take pride.

In May our schools come together at Wells cathedral for a 'Together in Voice, Together in Faith, Life in All Its Fullness', where children from all of our schools came together for an evening performance of singing, thoughtful readings and prayers. To listen to one of the children's songs please click on the below link: <https://drive.google.com/file/d/0B-8x22DIBpBhWVhFSzI4eFBpZ2M/view?usp=sharing>



We are bound by a number of guiding principles:

- To promote an educational community based on love and inclusivity, providing a beacon of hope where all can flourish
- To foster, maintain and celebrate Christian distinctiveness in our schools
- To ensure that our academies are centres of excellence with a focus on the nurture of all their members
- To promote mutual support, encouragement and benefit between all our academies
- To develop future and aspirational thinking based on our educational heritage and to make use of the latest research in pedagogy and child development

- To support the nurture and respect of God's creation with a close focus on the sustainability agenda
- Each child is a unique human being and worth the highest possible standards of education and care and the closest attention to what will enable them to flourish
- We must ensure that 'every child and young person has a life enhancing encounter with the Christian faith'
- To recognise those who often remain invisible, through ethnic or cultural disadvantage, or through disability or poverty
- Church schools have a particular vocation to the poor, to enable them through education to change their lives



The purpose of the Trust is to secure the rapid and sustained improvement of all its academies. The Trust will enable schools to work together, share expertise and maximise resources. Our vision is for a family of Bath & Wells academies that offers a great learning experience for every child.



We seek to ensure the best possible educational outcome for every child. The Trust believes that every child has the right to a good education and this will be achieved within a distinctively Christian context, valuing each child as an individual and enabling them to discover and develop their God given gifts.

As academies within the Trust grow and develop, they will be expected and required to share their journey, skills and expertise with other Bath & Wells academies. The Trust will encourage and nurture the dissemination of good practice, fostering a self-sustaining culture of aspiration for educational excellence across all schools.



Working and Living in Bath and Somerset

The Bath & Wells Multi Academy Trust works within the parameters of the Diocese of Bath & Wells, which is nearly coterminous with the traditional county of Somerset. It is a diverse region with:

- an extensive coastline along the Bristol Channel, often referred to as Somerset Coast
- three Areas of Outstanding Natural Beauty – the Blackdown, Quantock and Mendip Hills
- a large part of the Exmoor National Park
- the wetlands of the Somerset Levels

Bath, Weston, Taunton and Yeovil account for nearly 1/3 of the population of the diocese.

Church schools are a significant activity of the diocese. 36,000 children attend Church of England schools or academies. 50% of primary aged children attend a Church of England school.

There are six Church of England secondary schools and three middle schools. State schooling in the diocese is provided by three Local Education Authorities: Bath and North-East Somerset (BANES), North Somerset, and the larger Somerset County Council.

In the 2011 census, 64% of Somerset people put their religion as 'Christian', significantly higher than the national average, but still a drop of 11% over the decade. Over the last 10 years the number specifying 'no religion' has doubled to 250,000. Other religious groupings are small: at 3,500 the Muslim population is the next highest, followed by Buddhists and Pagans.

