



Inspiring All to Excellence

The Fierté Multi Academy Trust

Recruitment Pack

Welcome

Dear Applicant,

Thank you for your interest in a position within the Fierté Trust. We hope that the information in this recruitment pack is valuable in providing the details required to assist you in your application and to further your understanding of what it means to work within the Trust and our family of schools.

Further information can be found on our Trust or individual academy websites.

Guidance

Please complete the application form in full ensuring you have provided true and accurate information.

If you are asked to provide a letter with your application form, it should be no more than 2 sides of A4 in font size 11.

Please note CV's are not accepted. Only fully completed application forms are accepted and can go forward to be considered for shortlisting.

Please send your application form and letter of application (if required) to the email address specified by 12 noon on the date provided in the advert. Applications received after the closing date/time will not be considered.

You may arrange a visit before applying for a post or prior to an interview if you are shortlisted, by contacting the Central Support Team at Violet Way on (01283) 248542.

After submitting your application

Please note if you have not received communication from the Trust inviting you for an interview within ten working days of the closing date of the post, you can assume that you have not been shortlisted on this occasion. We thank you for your interest in the Trust and encourage you to apply for suitable vacancies in the future.

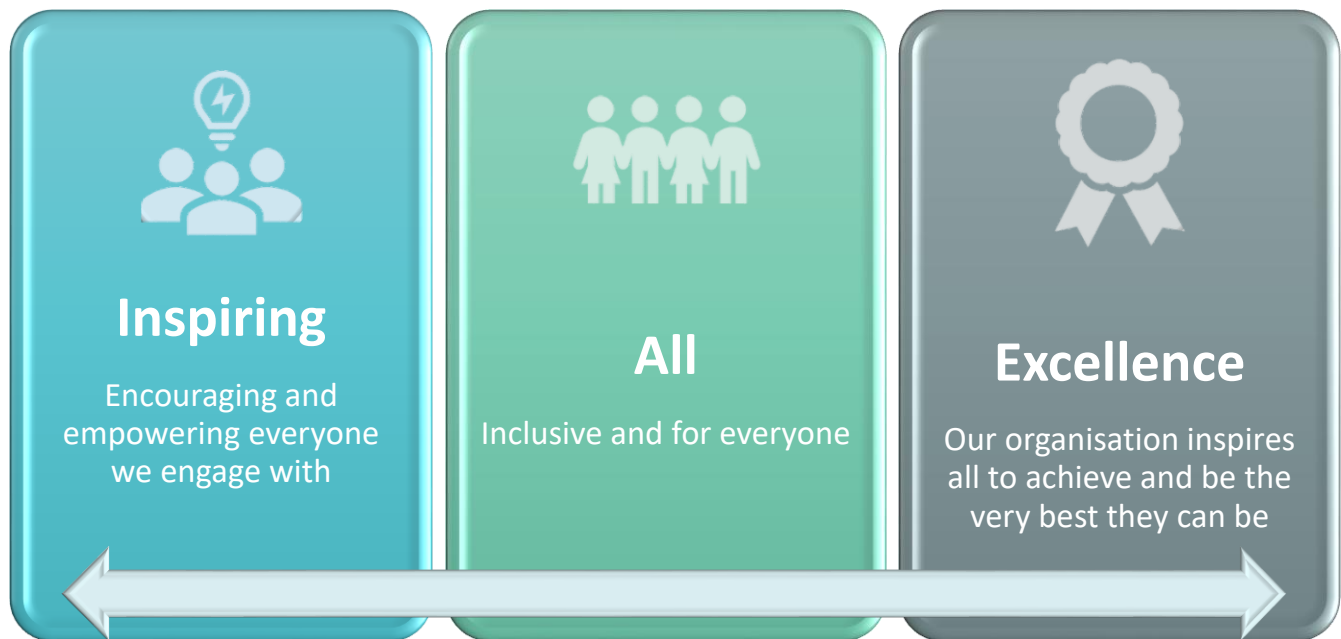
We look forward to receiving your application should you decide that the post is suitable, you are committed to the vision and values of and wish to make a personal contribution to our Trust.

Yours faithfully

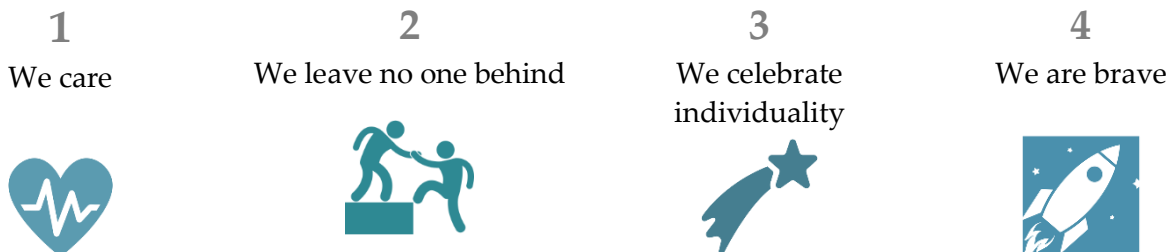
Mrs Maria Hamblin, CEO

Our Vision and Values

Inspiring All to Excellence



Our values reflect how we operate and behave and the culture we create with our children, our staff, and our stakeholders, they are:



Our central commitment is to help children, staff and communities achieve excellence. To deliver our vision our focus is on four key areas:

- I. Our people** – investment in our people in all areas and across all stages creating a strong Trust people proposition for our children, staff, and stakeholders.
- II. Excellence** – we support excellence with a systematic focus on continuous school improvement.
- III. Growth and development** – sustainable growth of the Trust, ensuring strong governance, financial and operational infrastructure to support Trust growth with clear and effective communication and engagement across all schools.
- IV. Wellbeing** – we develop self-belief, mental and physical well-being and aspiration of our children, staff, and communities.

As a group of primary schools located between Burton upon Trent and Tamworth, **we believe passionately in the power of working as one entity: advancing education for the public benefit with a shared moral and legal purpose.** We wholeheartedly commit to supporting our local communities to thrive by maximising every opportunity for learning and care. Our stance is that we strive to inspire all to excellence and that we offer sincere investment in our people in all areas and across all stages.

Our values are the thread that drives excellence. *We are brave; we care; we celebrate individuality and we leave no one behind.* We invest in all staff, at all levels, supporting them to capitalise on the most important aspect of their role, the education of our children. The support we provide to schools - HR, Finance, IT, marketing, and school improvement, makes this possible and opportunities limitless. We expect all within the organisation to ensure that our values are realised across and within all facets, including those who make the decision to join the Trust.

Our pledge to staff is that as a family of schools we will be bound and work closely together, share excellence and value the core threads of education. We offer structured career pathways for all staff supported by high-quality professional investment so that staff, at all levels, learn continuously. We commit to delivering on reduced workload increasing work life balance. Our staff have a strong sense of personal and job satisfaction, relishing the roles they undertake and their working relationships. We ensure that every member of staff feels supported and is provided with high-quality Continuing Professional Development. We are committed to safeguarding and promoting the welfare of children and young people and all staff, in all roles, share this commitment.

We pledge our pupils will engage with learning that inspires and fosters curiosity. We deliver an education that develops well-rounded individuals, accessing a range of experiences that challenge and enhance skills, talents, and aptitudes. The pervading culture of elevated expectations leads to high pupil achievement and personal success. Strong ambition is fostered through the development of self-belief, mental well-being, and aspiration.

The Fierté Trust

Fierté Multi-Academy Trust was established in October 2014. Working together collaboratively with the schools in the Trust enabled us to develop close-knit professional collaboration to offer expertise, advice, and guidance to improve outcomes for all pupils. Within Fierté, each school has been able to maintain their individual and unique identity but benefit from the school-to-school support and collaborative networks developed at a Trust level. We have grown to become a family of eight schools.

The Fierté Family



Our behaviours linked to our values



1. We Care

Caring interactions and communication	Strong purpose and pride and highly engaged	Compassionate and empathetic
We care about those we engage with and we demonstrate care in our interactions and communications.	Driven and highly passionate. Motivated to innovative and develop creative solutions for potential improvements.	Ethical leadership, strong integrity, and humility.
Leads and influences people, building constructive working relationships, enabling empowerment and delegation.	Creates belonging and galvanises people around common sense of purpose.	Understanding, compassionate and mindful approach.



2. We leave no one behind

Not giving up on individuals	Embrace accountability	Solutions orientated
Leaders and others prepared to take the time and effort to support others through 'think and thin' seeking alternative solutions until the right one is found so success is achieved.	Takes personal responsibility and full accountability.	Growth mind-set, always looking to improve and flexible in approach.
Listening and actively engaging with all. Passionate in demonstrating values in every interaction they have.	Know the targets and goals you need to meet and take full ownership.	Always identifying solutions to potential problem.



3. We celebrate individuality

Everyone has their moment to shine	Excites & Inspires	Inclusive for all
Treats all children, staff, and stakeholders as individuals, giving everyone their moment to shine.	Passionate about the power of Fierté and excited and inspired to be working with the Trust.	Non-judgemental and inclusive, leading by example, demonstrating genuine inclusivity all the time.
Use communication behaviours that establish clearly what each child needs.	Challenges and excites others in the interest of helping all excel.	Always approachable and individuality reflected.



4. We are brave

Resilient	Always aspire to achieve more	Believes in themselves and is courageous
Able to face and deal with challenges and difficult situations.	Is confident and brave, willing to innovate, seeks new ideas.	Stands up for what they believe in and able to have courageous conversations.
Overcoming setbacks and not seeking to pass blame on to others.	Calculated risk taking to deliver improved performance for their area.	Decisive and ensures informed, effective decision making, staying true to the right course of actions.

Fierté Multi- Academy Trust
Registered Office: Violet Way Academy
Violet Way
Stapenhill
Burton upon Trent
Staffordshire
DE15 9ES

Telephone: (01283) 248542
Website: www.fierte.org