

# Fradley Park Primary & Nursery School

## Recruitment Pack



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c/o John Taylor Free School  
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A background image showing a group of children in a forest setting. In the foreground, a young girl with blonde hair, wearing a blue and white checkered dress, is smiling and looking towards the camera. Behind her, another girl with dark hair is partially visible. In the lower right, a boy is seen from the side, looking down at something in his hands. The background is filled with green foliage and trees, suggesting a forest environment.

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# Welcome

## TO JOHN TAYLOR MULTI ACADEMY TRUST

Dear Applicant

Thank you for your interest in a position within John Taylor Multi-Academy Trust. I hope that the information in this recruitment pack is valuable in furnishing you with the detail to assist you in your application and, more importantly, helping to develop your understanding of what it means to work within the JTMAT community and its family of schools.

Our mission statement within JTMAT is simple, and pre-dates the Trust itself, emanating from the founder school, John Taylor High. It is a statement of intent, and a commitment that we carry through all our work:

“We believe in the power of education to improve lives – and the world.”

Schools within the Trust are staffed with colleagues – teaching and support – who share this belief, and are supported by governors and trustees who underpin it. The outcomes of our children are testament to it also. By the term “outcomes”, we know that this transcends raw data measures (although it does include them) to reflect the true concept of education as “what survives after what has been learned has been forgotten.” Our schools therefore value educational trips and visits, performances and events, and the interaction of children and adults beyond the formality of the timetable. We believe that this sets us apart.

In all that we do individually and collectively, we endeavour to display six key attributes that will enable us to be successful. They are:

- Our commitment to ensure learning is at the heart of all we do: Keeping “the main thing, the main thing” – prioritising our people, time, energy and funding to the improvement of the educational experience – both formal and informal – we provide.
- A passion for excellence: Only comparing ourselves with the best. When finding it, seeking to match and then surpass it.
- Restlessness and curiosity: Looking for opportunity to be involved and to learn from new experiences.
- Courage to innovate: Leading change – in teaching and learning, curriculum development, organisational structures.
- Tenacity and resilience: Holding to our mission in times of turbulence, and remaining resolute until we achieve what we set out to do.
- Collegiality: Listening to others, sharing with others, learning from others.

We want all of the children and young people in our schools to exhibit these qualities also.

I hope that you find the information enclosed useful in your considerations.

Much more can be found on our website at [www.jtmat.co.uk](http://www.jtmat.co.uk). Should you share our vision and choose to apply for this position, I wish you every success

With best wishes.



Mike Donoghue  
CEO, John Taylor MAT



# Welcome

## FROM OUR SCHOOL IMPROVEMENT TEAM

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There are currently ten primary/infant schools within JTMA, all with their unique distinctive character and ethos. Each school has a headteacher and staffing team who are ably supported by their own local governing bodies. The Trust's overarching objectives and values help shape each school's vision and educational offer.

Common amongst all our schools is the passion and enthusiasm to work together, collaborate, and do the very best job we can possibly do. We have many networks operating across our schools, where staff share best practice, innovate and learn together. Examples of these include; leaders of English, science, early years, SEND, computing, wellbeing and maths. The headteachers meet regularly, to support each other and work together on a range of school improvement topics.

The Trust's Strategic Plan 2021-2024 values the development of staff at all stages of their career and developing leaders across the Trust is important to us. We currently have secondees from our schools leading on maths, English and early years supporting all our primary schools and leading on the dissemination of local and national developments within their area. As the Primary School Improvement Partner, I support schools through collective procedural and curriculum developments as well as bespoke support within each school.

Having the John Taylor Teaching School Hub <https://jttshub.co.uk> and the Staffordshire Research School <https://researchschool.org.uk> based in one of our partner schools ensures the very best professional development opportunities are at our finger tips.

Believing in 'the power of educational to improve lives – and the world' our schools are exciting, creative and positive places to learn and work, where leaders place the children at the heart of all they do.



Lisa Farmer  
Primary School Improvement Partner



# Information about the Trust

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JTMAT was established in 2014 with John Taylor High School as its first school. In 2015 our family of schools grew to include Kingsmead School in Hednesford, followed by Thomas Russell Infants School and Yoxall St Peter's C of E Primary School in Spring 2016. We were joined by Rykneld Primary School in November 2017 and Shobnall Primary School, The Mosely Academy and Winhill Village Primary and Nursery School joined in Summer 2018. In September 2018 we opened John Taylor Free School in Tatenhill and further extended our Trust with the inclusion of All Saints C of E and Needwood C of E Primary Schools on 1 December and Walton on Trent C of E Primary and Nursery School on 1 January 2019. In September 2019, we were joined by Church Gresley Infants and Nursery School and In February 2020 by Paulet High School. Each school has its own Local Governing Body which reports to the Trust Board. In addition to the above, the Trust is the DfE appointed sponsor for a new 1 FE (extended to become a 2FE in due course) Primary and Nursery school at Fradley Park in Lichfield which will open in September 2022, an all-through free school set to open in Rugeley in 2023, and a further 2FE primary at Branston Locks in 2024.

JTMAT is led by Chief Executive Officer, Mike Donoghue who was appointed Headteacher at John Taylor High School in January 2010 and designated a National Leader of Education in March 2013. He oversaw the first change to 'converter' academy status of an 'outstanding' school in Staffordshire in November 2010 and worked alongside other professional colleagues towards John Taylor's designation as a National Teaching School, again one of the first in Staffordshire. In 2014, Mike was elected to the inaugural Headteachers Board for the Regional School Commissioner (West Midlands) and was subsequently re-elected in September 2017 to serve a second, three-year tenure. He is a trained Pupil Premium Reviewer, a member of the Department for Education's Secondary Headteacher Reference Group and in January 2019 was elected Regional Lead (West Midlands) for the Teaching School Council.

Mike is supported in leading and managing the Trust by a Chief Operating Officer and central Trust team who bring specialisms in the areas of HR, finance, ICT, estates management, governance and school improvement.

Each school within the Trust has its own headteacher or head of school supported by skilled professionals who deliver their best every day, making a positive impact on the young people we are privileged to educate.

## JTMAT Schools



# JTMAT Objectives

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## **‘We believe in the power of education to improve lives – and the world’**

This statement is at the heart of the John Taylor story. We are driven to ensure that our communities can realise their true potential through learning. This is our mission. To that end, we provide the experiences, resources, structures and systems to enable all to engage, all to progress, all to achieve.

Through the opportunities that our Multi-Academy Trust offers, we extend our mission beyond the school in which it originated.

Our commitment to developing provision, improving learning and achieving greater outcomes within and across our schools is set out in the core objectives for the Trust:

- A. Children and young people are well-prepared for the next stage in their lives through experiencing the best learning opportunities through exceptional teaching and support, and access to high quality resources and provision in and beyond the classroom. Our schools’ curricula enrich and inspire more than those found elsewhere.
- B. Children achieve more, and make better progress, by attending a JTMAT academy than would otherwise be expected. We add value.
- C. Our academies are full, and always oversubscribed as a result of their popularity, reputation and success.
- D. Our academies are staffed with high-performing professionals, exhibiting passion and taking pride in their work which is underpinned by evidence-informed best practice, in a context of effective support and challenge. Impressive and ambitious people aspire to work for JTMAT.
- E. Individuals are recognised and valued by our academies, and the Multi-Academy Trust, where we place high value on the physical and mental health and the wellbeing of all with whom we engage.
- F. Accommodation and premises are safe, well-maintained, and with facilities that are constantly improving.
- G. Infrastructure is both effective and efficient, underpinned by sound financial management practices whereby value for money is always given due regard.
- H. Management systems are coherent and cohesive, and staffed by colleagues who are innovative, adaptable, and capable of absorbing new initiatives.
- I. Our academies, and the Multi-Academy Trust, are held in the highest regard by others within and beyond the education sector, and our work and its impact is validated by external accreditation and inspection



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Covering the districts of East Staffordshire, Cannock, Lichfield, Tamworth, North Warwickshire and Nuneaton and Bedworth, the John Taylor Teaching School Hub is based at John Taylor High School, an Outstanding 11-18 school near Burton on Trent, and part of John Taylor MAT. Through high-quality service and the forging of local partnerships, we have established a strong track record of, and reputation for, providing exceptional professional development and support for teachers and leaders.

In joining us, colleagues place themselves at the forefront of national education innovations, initiatives, and bespoke, quality professional development by working in a Trust of schools that are part of a DfE designated Teaching School Hub. A range of opportunities become available for staff to develop personally and professionally as teachers and leaders, through access to, and possible facilitation on, a diversity of CPD programmes and work in partner schools to ensure the provision of a high quality 'golden thread' of professional development for colleagues at all career stages, working in all phases and sectors of education.

Our Teaching School Hub affords staff in our partner schools numerous opportunities, whether that be involvement in training the next generation of teachers, facilitating National Professional Qualifications to train middle and senior leaders, participating in exciting research and development projects or being able to study for a Masters-level qualification. The opportunities are extensive and include:

<i>Initial Teacher Education (JT SCITT)</i>	As a Teaching School hub, we are able to build on our success and expand our provision, reaching out and developing partnerships with more schools across East Staffordshire, Lichfield, Tamworth, Cannock, North Warwickshire, Nuneaton and Bedworth. The John Taylor SCITT works with over 60 local schools and offers Primary and Secondary Initial Teacher Training courses. Many staff from across JTMAT schools share their expertise on these programmes and act as Mentors and Subject Pedagogy Tutors to our trainee teachers.
<i>The Early Career Framework</i>	The content of the ECF has been designed to build upon, and complement, Early Career Teachers' initial teacher education. It is intended to support ECTs to develop in five core areas: Behaviour Management, Pedagogy, Curriculum, Assessment and Professional Behaviour. We are delivering a fully funded Full Induction Programme developed by Educational Development Trust, in partnership with Sheffield Institute of Education part of Sheffield Hallam University. Opportunities available for staff include in-school ECT Co-ordinator and Mentor roles and ECF facilitators for the Teaching School Hub.
<i>National Professional Qualifications</i>	The John Taylor Teaching School Hub will be delivering National Professional Qualifications in partnership with our chosen Lead Provider, Ambition Institute. We will be delivering a suite of five NPQs including Leading Teaching, Teaching Teacher Development, Leading Behaviour & Culture, Senior Leadership and Headship. There are opportunities for John Taylor MAT staff to train as a Visiting Fellow with Ambition Institute and develop current and future leaders from across Staffordshire, Warwickshire and the West Midlands.
<i>Continued Professional Development</i>	We also offer a range of bespoke CPD programmes to meet the needs of teachers, leaders and support staff in our region. All our CPD is high-quality and evidence-based, focusing on developing the quality of provision for Early Years, Primary, Secondary and Special School settings. It is complementary to ITT, ECF and NPQ content and underpinned by and meets the Standard for Teachers' Professional Development. We source the best facilitators to support us to deliver this training and a range of opportunities are available for staff to develop their skill sets, knowledge, facilitation experience and leadership of others to make an impact beyond their own settings.



# Welcome to Fradley Park School

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As Headteacher Designate of Fradley Park Primary and Nursery School and on behalf of John Taylor Multi Academy Trust, I thank you for your interest in our wonderful new school and welcome you to the process of application.

We are eagerly anticipating our official opening in September 2022 where we will be making way for our first ever school community of children and their families. It is truly exciting!

Fradley Park will be an inclusive, engaging, outstanding place to learn. We will nurture the potential in every unique child and provide the best possible start to their lifelong, learning journey. Ensuring that, 'what happens early, matters for a lifetime', will be a central value for our growing school from the onset and underpin every step we take.

I hope that you feel you could significantly contribute to the delivery of these aspirations and support the school's growth and development, as a brand new primary school within the John Taylor MAT.

This is an opportunity to be a part of something amazing. Start your new year with a bang - come and join us!

Chrissie Allen  
Headteacher



# A message from our Chair of Governors

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We are excited that, in September 2022, Fradley Park Primary and Nursery School will open in a new, purpose-built building, ready to accept its first intake of nursery and reception aged children.

As part of the John Taylor Multi-Academy Trust (JTMAT) “we believe in the power of education to improve lives – and the world”. As an employee within a Trust school, you will have access to excellent personal and professional development and will work in an environment where everyone is respected, encouraged and supported.

We will develop children who are keen learners inspired by teachers and staff who are ambitious for every child to be a successful, confident and active learner. We will do this through:

- the provision of the Forest School to support play, exploration and appropriate risk-taking in a natural environment;
- a curriculum that promotes participation, enquiry, team working, leadership and self-management knowledge and skills;
- providing exciting after-school clubs and activities – exploring both academic and creative opportunities; and by
- working in partnership with parents/carers and our local community to provide the best support for every learner.

Our website <https://fradleyparkschool.co.uk> gives you a taste of our ambitions and aspirations. We are delighted you are considering accompanying us on this exciting journey. Being part of Fradley Park is a ‘once in a lifetime’ opportunity and we invite you to join us and play a significant part in its development.

Anthony Stainer  
Chair of Governors and JTMAT Director

# Our Vision for the Free School

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John Taylor Multi Academy Trust wishes to build on the success of its schools – both primary and secondary - and use their expertise and educational leadership in the area to replicate many of the key areas of the curriculum in a new primary free school built in the centre of a large new housing development of both owner occupied and social housing.

The village of Fradley boasts a vibrant and active community, where many social activities take place in the village hall and church. We are looking to extend and enhance the opportunities available for local residents both existing and new. Our knowledge of the cohort is limited to the uniqueness of the school being in a new housing development, but we are aware that this will be a diversity of people from across the area who will need to be led and moulded into a strong and resilient community, and young children will be at the heart of that community for a generation. Our knowledge of the area as highlighted in section above will be helpful in establishing relationships and developing our unique school. The Trust as a confident community hub will enable people moving into these new houses to work together to build a highly educated, cohesive and welcoming community. The Trust will encourage a wide range of groups such as cubs/brownies, sports clubs and community groups to use the school facilities to enable all age groups to come together. The Trust will facilitate summer schools, weekend activity courses and an adult and parent education offer (to be determined by the needs of the community subsequently) to enable the whole community to learn new skills and knowledge. The Trust understands the commitment to its residents and will work in partnership with Fradley and Streethay Parish Council.

The Curriculum will mirror many of the successes of the broad and balanced curriculum on offer at the other MAT primary schools within the Trust, but will also build on the Ofsted-praised 'STRIPE' (Self-Manager, Team Worker, Reflective, Innovate and Create, Participate, Enquirer), skills curriculum developed at John Taylor High School that enables children to become independent learners with excellent attitudes to their own learning. The new free school will replicate and further enhance the heritage of leadership development evident at John Taylor High School, and will promote within and beyond the taught curriculum the skills and personal attributes required to be a successful leader, and ensure that opportunities to demonstrate and hone these skills and attributes are plentiful – from Nursery to Year 6.

The new Fradley Primary School will work closely with the Trust's family of schools. The Trust's primary schools (and those due to join soon) collaborate extensively, and the addition of a new primary school into the Trust and the locality will create new and exciting opportunities for innovation and the sharing of best practice across schools. The Trust has developed cross-schools leadership groups where leaders from all schools meet to share practice on safeguarding, SEND, Pupil Premium, assessment monitoring and reporting, all which are having a positive impact in our schools. The use of experts within schools to support and mentor staff from other schools within the Trust has had a positive impact on standards and outcomes for pupils.

All schools, including John Taylor High School, work positively together – and the development of a leadership curriculum, together with the "STRIPE" skills curriculum, will provide a clear focus to ensure that all local schools in the Trust are working together in the new school, irrespective of their phase.

The Trust already has strong relationships with business, universities, hosts (via John Taylor High School) the National Forest Teaching School Alliance [now superseded by the John Taylor Teaching School Hub, and augmented by the Staffordshire Research School] and runs its own Secondary SCITT, with a primary SCITT being developed for September 2018 [now a longstanding and successful feature of our provision]. We will use these relationships and this expertise to ensure our children, whatever their background, achieve their very best. The Trust has already been praised for its work with pupil premium students and intends to develop this strongly in the new primary free school. 2 [now three] members of the Trust are trained to deliver pupil premium reviews which will add a rigorous approach for this group of children from the start.

The school will:-

- Have an inclusive approach that offers the best education for all local 3-11 year olds.
- Be non-selective, welcoming children of all faiths, social, ethnic and cultural backgrounds.
- Offer a broad, balanced, high quality curriculum, underpinned by exceptional support, care and guidance.
- Be a learning hub for the wider community, seeking to contribute to cohesion in an area of new housing development with limited alternative local amenities. Referencing the Fradley Neighbourhoods Plan 2017-2029, we would welcome the opportunity for the school to be used in the first instance to support some of the gaps identified such as a Library and inside sporting area.
- Work effectively alongside the many neighbouring schools, both primary and secondary, but especially St Stephens Primary School which we would seek to work very closely with.
- Equip its children with the knowledge, experiences, skills and attributes to enable success into the next phase of their formal education and beyond.
- Further the innovative culture of John Taylor Multi-Academy Trust, through the extension of our strengths: the achievement and progress of the most able, the acquisition of key learning skills, and the development of leadership attributes and experiences – both within and beyond the taught curriculum





# Free School Aim and Ethos

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*"We believe in the power of education to improve lives – and the world." This statement, at the heart of John Taylor Multi-Academy Trust, will also be at the heart of the curricular and extra-curricular provision offered at the Free School. All themes and subjects, and the effectiveness of their delivery, have been constructed to improve the lives, both current and future, of the children we serve, and in so doing enable them to in turn improve the world around them – locally, nationally, and globally.*

For all associated with the John Taylor community of schools, including the Free School, the above aim can only be realised if all work together, drawing on one another's talents and aptitudes, and setting individual and collective aspirations beyond our expectations. The ethos of rejecting complacency and mediocrity will be at the heart of the Free School's values, and will percolate through our curriculum, pastoral care and behaviour management, and into the wider opportunities of leadership and challenge to the most able we will be presenting young people with throughout the eight years they are at the school.

We will replicate this aim and ethos in the Free School, believing that it is as relevant in the context of the new community we will serve.



# Curriculum Aims of the Trust and the focus at primary level

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All phases of the school will follow the appropriate National Guidelines, which are the Early Years Foundation Stage (EYFS) and The National Curriculum for KS1 and KS2.

The Foundation Stage (Nursery and Reception) will follow a curriculum designed to build on the children's knowledge and interests and will prepare them for the National Curriculum to follow. This Foundation Stage curriculum is based on three prime areas of learning and development:



Communication and  
language



Physical development



Personal Social and  
emotional development

and four specific areas:



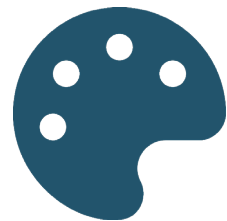
Literacy



Mathematics



Understanding of  
the world



Expressive arts  
and design

We would deliver these areas with a belief in the three themes of EYs: The Unique Child, Positive relationships, Enabling Environments which if established will lead to learning and development.



# Forest School

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*The Forest School process helps and facilitates more than knowledge-gathering, it helps learners develop socially, emotionally, spiritually, physically and intellectually.*

*The Forest School Association*

The Free School's curriculum will be developed and led by the outstanding project team based on a Forest School Ethos, a desire to develop the leaders of the future and the National Curriculum and Early Years Foundation Stage Curriculum.

We are fully committed to the benefits of adopting a Forest School Approach throughout the school as a vehicle for teaching and learning.

Forest School is an innovative and inspirational educational approach to outdoor play and learning, that offers ALL learners regular opportunities to achieve and develop confidence and self-esteem through hands-on learning experiences in a woodland or natural environment with trees. The philosophy of Forest Schools is to encourage and inspire individuals of any age through positive outdoor experiences. We aim to use the land around the school site and plant trees and hedges with the support of the National Forest to carry out our learning and teaching.

By participating in engaging, motivating and achievable tasks and activities in a woodland environment each pupil will have an opportunity to develop intrinsic motivation, sound emotional and social skills. These, through self-awareness will be developed to enable children to reach personal potential. This learner-centred approach interweaves with the ever-changing moods and marvels, potential and challenges of the natural world through the seasons to fill every Forest School session and programme with discovery and difference.

This will be aimed at ensuring that all learners experience the cumulative and lasting benefits that quality Forest School offers.

Forest Schools has demonstrated success with children of all ages who visit the same local woodlands on a regular basis and through play, who have the opportunity to learn about the natural environment, how to handle risks and most importantly to use their own initiative to solve problems and co-operate with others. Children at our school will use full sized tools, play, learn boundaries of behaviour; both physical and social, establish and grow in confidence, self-esteem and become self-motivated.

Our Forest School will aim to develop:

- Self-Awareness
- Self-Regulation
- Intrinsic motivation
- Empathy
- Good social communication skills
- Independence
- A positive mental attitude, self-esteem and confidence
- Ability to take risks and experience challenge
- Ability to explore and discover and experience success
- A strong, positive relationship with the natural world

Our Forest School, through its application of accelerated learning techniques will create a unique learning vehicle that will be used to encourage our pupils and their families to utilise their unique local open space for interactive play, health, recreation and personal development uses. The approach will help to bring this new community together.



# Forest School Delivery

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It is envisaged that all pupils in nursery and Reception will have daily opportunity to learn in this way with all staff in Early Years to be fully qualified to lead Forest School. In Key Stage 1 and 2 pupils will have at least 4 of their learning sessions a week delivered through this model, with half the staff over the first 3 years becoming fully qualified. Materials and equipment will be budgeted for as well as loaned from nearby schools. 3 of our schools have fully trained leaders who will support staff development in the first 3 years. Humpty Dumpty Day Nursery in Yoxall have 6 trained staff who can train staff to level 4. Equipment can be shared, and good practice drawn on from these 2 settings.

It is envisaged that while waiting for trees and shrubs to grow around the new school site other forest school activities with brought in natural resources would be planned.

Local green areas in Fradley can be used for these activities such as the open space at the front of Wyndam Wood Close, which has maturing Oaks, Hawthorns, Sycamores and Horse Chestnuts. The Statfold Lane small open space and Fradley Wood on Gorse Lane with its abundance of flora and fauna can be used for these activities. The wood which contains Silver Birch, Oak and elder trees is the only natural woodland remaining in Fradley and would be a huge asset in our delivery of Forest School. Fradley has farmland and a nature reserve which can be investigated further. The village has a wealth of areas which would lend themselves to the safe delivery of Forest School learning.



# Pupil Leadership - STRIPE

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The School will develop an expertise in Leadership at primary level with pupils playing a key role in leadership in the community and the school.

In addition to the core curriculum offer, all children from Nursery to Year 6 will be offered opportunity to develop their leadership skills. The school will promote the importance of the development of personal qualities and skills of our children which will enable them to become the leaders of the future.

The development of 'leadership' within the school will be based on important life skills and will dovetail into the 'STRIPE' system John Taylor High School:

## **"STRIPE" at John Taylor High School [and John Taylor Free School since 2018]**

The curriculum at the primary school would seek to dovetail extensively on a thematic model created in-house at John Taylor High School ('STRIPE' – Self Manager, Team Worker, Reflective, Innovate and Create, Participate, Enquirer). The STRIPE programme achieves the following outcomes at John Taylor:

- significant impact on student 'readiness' for the secondary curriculum
- more cohesive student interactions as they integrate from up to twenty different local primary schools
- enables students to focus on skills development as much as knowledge and understanding
- heightens appreciation of the links between subject areas across the curriculum
- raises levels of participation, via the 'passport' of competencies that compels all to engage
- improves levels of enjoyment in learning
- provides stretch and challenge for children of all abilities and aptitudes

However, unlike some 'blended' learning/topic-based study, STRIPE achieves the above without compromising the academic and assessment rigour of a traditional subject-by-subject offer.

STRIPE works by delivering content in several subject areas around a central theme. These themes provide the opportunity to deliver the subject content within a real-world context. Subjects are linked within a theme and each subject has a programme of study that allows pupils to develop their knowledge and understanding of relevant aspects of the curriculum. In order to develop the six STRIPE areas, each theme provides explicit opportunities to develop a particular skill.

Progress of pupils' knowledge and understanding is tracked though demonstrating competence across a series of age appropriate knowledge statements. This assessment is linked to current National Curriculum. Skills competence is monitored in a similar fashion allowing pupils to demonstrate Bronze, Silver, Gold or Platinum skills level.

# Pupil Leadership - Development

Leadership skill		Desired outcome Children will be:	Curricular opportunities	Co-curricular opportunities
1	Respect	Respectful to others at all times	<p>All curriculum areas will plan for these skills to be incorporated throughout the year.</p> <p>Science experiments, maths challenges, group drama and PSHE work are just some of the examples where the skills can be taught and practiced.</p> <p>Teachers will give children the opportunity to lead groups, present their work to others, solve problems and find answers, all the time developing the stage of leadership they are at.</p> <p>Subject leadership roles will include:</p> <ul style="list-style-type: none"> <li>• Music monitor (all year groups)</li> <li>• Librarian (all year groups)</li> <li>• Sports councillor (all year groups)</li> <li>• Reading Buddies (KS 1 &amp; 2)</li> </ul> <p>Non-curricular leadership roles will include:</p> <ul style="list-style-type: none"> <li>• School councillor (all year groups)</li> <li>• Welcoming ambassadors, for children new to the school (all year groups)</li> <li>• Playground buddy (KS2)</li> <li>• Gardening leader (all year groups)</li> <li>• Young leader (KS2)</li> <li>• House captain (all year groups)</li> <li>• Prefect (KS2)</li> </ul>	<p>All activities outside the classroom will support the key skills. These will include at least 1 lunch time club each week for each child. The selection of clubs will be interest driven and will include various sports, music, the arts, reading and coding.</p>
2	Negotiation	Problem solvers and conflict managers		
3	Positive thinking	Inspire positivity in others		
4	Good work ethic	Hard working at all times		
5	Confidence	Happy with their own abilities and choices		
6	Team work	Able to work with and alongside others		
7	Perseverance	Never give up		
8	Good listening	Able to listen to the points of view of others		
9	Good speaking	Able to talk with adults and children in an appropriate way.		

All activities outside the classroom will support the key skills.

These will include at least 1 lunch time club each week for each child. The selection of clubs will be interest driven and will include various sports, music, the arts, reading and coding.



# Application Guidance

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Vacancies with JTMAT are advertised on our website <https://jtmat.co.uk/vacancies>

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 11 font.

Please note: CV's are not accepted. Only fully completed application forms are to be submitted for shortlisting.

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

## **After submitting your application**

Please note if you have not received communication from JTMAT inviting you for interview within 10 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 our organisation and would encourage you to apply for suitable vacancies in the future.

Please note: JTMAT does not provide feedback to applicants who have not been shortlisted for a post.

## **Safeguarding**

JTMAT is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expect all staff and volunteers to share this commitment.

All vacancies are subject to an enhanced criminal records check from the Disclosure and Barring Service which will require you to disclose details of all unspent and unfiltered spent reprimands, formal warnings, cautions and convictions in your application form.

Please review the school's website for Safeguarding and Child Protection Policies.





Fradley Park Primary & Nursery School  
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