



Head of School Job Application Christ Church First School



BATH & WELLS
Multi Academy Trust

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



Head of School Required Leadership L4 – L10 Permanent, Full-Time

Key information about Christ Church First School, Frome. BA11 5AJ	
NOR: 76 pupils (4 – 9)	36% traveller pupils
64% pupil premium pupils	Ofsted: No judgement.
The school has made rapid progress and needs to consolidate improvements.	SIAMS: June 2023 Good
We are seeking a Head of School who:	We can offer you:
Has a strong vision for inclusion and equity, and is aspirational for every pupil	An exciting opportunity for support and development in the next phase of your career
Is able to build on the recent significant and rapid improvements	Committed and enthusiastic staff, who are keen to get the best for the pupils
Successfully engages, inspires and develops people	Experienced and committed governors
Leads with integrity and passion	Happy pupils who appreciate school and the adults who support them
Is resilient and confident	Great support from an effective MAT team and a collaborative group of local schools to work within
Is committed to collaboration and trust-wide working.	High quality CPD to develop your leadership skills.
For more information and to apply:	
Arrange a school visit:	enquiries@christchurch.bwmat.org
Recruitment Pack:	Bath and Wells Multi Academy Trust - Current vacancies (bwmat.org)
Completed applications:	hr@bwmat.org
For further information, please contact the school's Assistant Director of Education	Name: Faye Bertham Email: faye.bertham@bwmat.org

Closing date: **12.00pm Monday 8 April 2024**

Shortlisting date: **Wednesday 10 April 2024**

Interview dates: **Tuesday 16 April 2024**

This post will commence in **September 2024**

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS and all relevant pre-employment checks.



Letter from our Chair of Governors

Dear Candidate,

Thank you for your interest in joining us in the role of Head of School.

We are keen to find the right candidate for our school and hope that the information pack enables you to get to know us and the Bath and Wells Multi-Academy Trust that we belong to. The school has a strong focus on the Christian ethos. Our values of kindness, courage, respect, responsibility, perseverance and forgiveness, are integral to the way our school works.

The school was judged to be inadequate in February 2022 and we became part of Bath and Wells Multi-Academy Trust in January 2023, with the current headteacher joining the school at that time. A significant amount of progress has been made in the last 12 months but the improvements need to be sustained and built upon for the school to provide a good standard of education for all our pupils.

The successful candidate should be highly committed to inclusion and be able to work well with the community to further strengthen existing relationships. He or she will need to be able to work effectively with the Executive Headteacher to drive the school forward and to support pupils to catch up quickly.

The children and parents of Christ Church School talk enthusiastically about the improvements they have experienced and are keen for these to be maintained. We are very appreciative of the commitment of our staff and recognise that the improvements would not have been possible without their hard work.

We very much encourage you to visit our school and you are welcome to request a conversation with the Assistant Director of Education to know more about the challenges and opportunities of this role.

On behalf of the Governing Body, thank you again for your interest in this position. We look forward to receiving your application.

Louise Adams

Chair of Governors



Key Information

About The Role and Application

Position	Head of School for Christ Church First School
	Full time
	Permanent
ISR	L4 – L10
Start date	September 2024
Address	Feltham Lane
	Frome
	BA11 5AJ
Phone	Telephone: 01373 463781
Email	enquiries@christchurch.bwmat.org
Closing date	12.00pm Monday 8 April 2024
Shortlisting date	Wednesday 10 April 2024
Interview dates	Tuesday 16 April 2024
Completed applications	hr@bwmat.org
Arrange a school visit	enquiries@christchurch.bwmat.org
Recruitment Pack	Bath and Wells Multi Academy Trust - Current vacancies (bwmat.org)
Assistant Direct of Education	For more information, please email faye.bertham@bwmat.org

About the School:		Outcomes	
Pupil Numbers	76	GLD	43%
Number of	4	Phonics	43%
Classes		KS1 Reading	38%
		KS1 Writing	6%
% Pupil Premium	64%	KS1 Maths	26%
% SEN Support	42%	KS2 Reading	NA
% EHCP	18%	KS2 Writing	NA
% EAL	0	KS2 Maths	NA
% Traveller	36%	KS2 Combined	NA



Staff

Pupil

voice

What staff say about the school:

- “ I love the children and the friendly staff.
- “ I love being able to achieve something with the children every day.
- “ I make a difference to children's lives. Every day is different.
- “ I love working here – the staff, pupils and parents are great!
- “ It has been really hard work but we have made so much progress. I feel really proud of everyone here.

Pupils say a good Head of School is someone who:

- “ ...helps us to be kind and polite.
- “ ...lets us do fun things like school trips and wet play, like we do now.
- “ ...makes us have kind hands, kind feet and kind mouths.
- “ ...gives us certificates, and stickers and other rewards when we do well.
- “ ...helps us with whatever we need and keeps us safe!



Job description

Please click on the image or [here](#) for key information the purpose of the job and the main responsibilities

Bath & Wells Multi Academy Trust

Job Title:	Head of School
Reports To:	Chair of Local Governing Committee



Our Vision

An excellent education for every child, enhanced by a distinctive Christian ethos within our Trust Family

We believe in exceptional

- Educational and Aspirational Values
- Moral and Christian Values
- Collaborative Values

Our 5 PLEDGES

1

'Our Trust family places children instinctively at the heart of decision making and leadership thinking at all levels.'

2

'Our Trust will remove barriers, challenge injustice and celebrate diversity to improve Education in every community we serve.'

3

'We will maximise the financial resources provided and employed for the benefit of our children through leveraging economies of scale and expertise.'

4

'We recognise our workforce as our most precious resource; their wellbeing is secure, empowering them to be the best version of themselves.'

5

'We will develop and sustain a unique vision for each individual school in our Trust.'

Person specification

Please click on the image or [here](#) for key information about essential and desirable qualifications, knowledge, skills and abilities, and work-related personal requirements

Job Title:	Head of School
Reporting To:	Executive Headteacher

KEY CRITERIA	ESSENTIAL	DESIRABLE
Qualifications and Experience	<ul style="list-style-type: none"> • Qualified teacher status • Recent safeguarding training • A commitment to work with relevant agencies to protect children and young people • Recent experience in senior management within a school • Experience in teaching EYFS/KS1/KS2 • Proven track record of successful collaborative and inspirational leadership, and delivery of learning • Experience in ensuring ambitious standards for all pupils • Experience in managing others and holding staff to account • Experience in ensuring a collaborative approach where staff views are shared in bringing about improvement • Experience in developing rigorous systems for measuring and managing performance • Experience in monitoring and improving the quality of teaching and learning • Experience in analysing performance data to inform personalised target setting • Demonstrable experience in translating local and national policy into a school context • Experience of developing good working relationships with all stakeholders • Evidence of continuous professional development • Experienced in motivating, challenging, inspiring and empowering teams and individuals to achieve high performance 	<ul style="list-style-type: none"> • NPQH • Diocesan pre-headship training • Experience of working in more than one other school • Experience in managing a variety of curriculum areas • Experience in contributing to collaborative activities with partner schools • Experience of overseeing EYFS

Bath and Wells Multi Academy Trust

Welcome from our CEO

Dear applicant

Thank you for your interest in our schools. The Bath and Wells Trust is a family of schools and we work closely to support one another in order to deliver the highest quality experiences for our children. Leaders who apply to be part of our trust should be committed to our values, collaboration and working with other schools.

Our driving force is to ensure every school within our Trust provides an outstanding education for every child, enhanced by a distinctively Christian ethos. We want to provide every child with an outstanding education of the mind, body and spirit through: a creative, innovative, engaging curriculum underpinned by the Christian values of kindness, respect, forgiveness, perseverance and love.

We are all striving to be the best version of ourselves. We all have an important role to play in ensuring our BWMAT family positively impacts on the life chances of our children.

I hope that the information provided helps you to see yourself as a leader in our trust.

Nikki Edwards
Chief Executive Offer



Vision & Values

Read more at
[Bath and Wells Multi Academy Trust - Vision and Values \(bwmats.org\)](https://bwmats.org)



The Trust Board has committed to 5 pledges in the Trusts 2023-2028 strategic plan to support our vision and values.



Read more at
[Bath and Wells Multi Academy Trust - Strategic Plan 2023-28 \(bwmats.org\)](https://bwmats.org)

BWMAT – Support for Schools

Being part of the BWMAT family, means that you get great support from our central team of experts.

School Improvement:

- Our school improvement approach is built on professional dialogue, strong insightful relationships, and ambition for all children.
- We know our schools well, with professional conversations detailing and sharing evidence such as pupil, staff and parent voice, data analysis, first hand feedback including school visits, triangulated with effective quality assurance.
- Through this relationship and approach, priorities for continued improvement are collectively identified and owned. A family approach ensures expertise and learning is shared at all levels.
- We have an education strategy that focuses on pedagogy, shared values, collective ownership and ambition for excellence.

HR:

Our HR team provides a bespoke people service for your school, working collaboratively with central team colleagues where appropriate. This includes:

- Maximising your organisational capacity
- Support with school or team restructuring
- Hearing and acting on staff voice
- Advising on best practice for managing staffing issues, performance management and appraisal systems
- HR health check

Finance:

Our finance team supports school leaders with the following areas:

- Preparation of annual budgets and three-year budget forecasts to ensure financial sustainability for schools
- Preparation of monthly management accounts identifying key variances against budget and projected year-end outturn positions
- Presentation of management accounts and budgets to Local Governing Committees
- Use of market leading budgeting software to provide effective budget setting and real-time forecasting
- Support to key stakeholders including offices staff, Headteachers and Local Governing committees
- Support office staff with budgetary spend against budget.

The central team also provides support with estates management, health and safety, IT, governance and media.

Employee offer

BWMAT recognises the importance of happy and healthy staff. We believe by involving, valuing and supporting staff in looking after their wellbeing that our staff feel a sense of belonging to our organisation

Health

Eye tests, contributions towards glasses for DSE use

Wellbeing

Wellness resources (e.g. mindfulness, resilience, work life balance monthly webinars)

Employee Assistance Programme through Care First. This is available to all employees for free. The service offers confidential expert advice, information and specialist counselling and support 24 hours a day, 365 days a year. Tel: 0800 174319

Many useful resources available via their website: www.carefirst-lifestyle.co.uk/ Username: SCC 001 | User password: ncil1234

We work with an Occupational Health Provider to ensure we are providing well-being support to staff.

Lifestyle Benefits

Generous annual leave entitlements for support staff
Annual staff survey and staff listening events– valuing our employees’ opinions

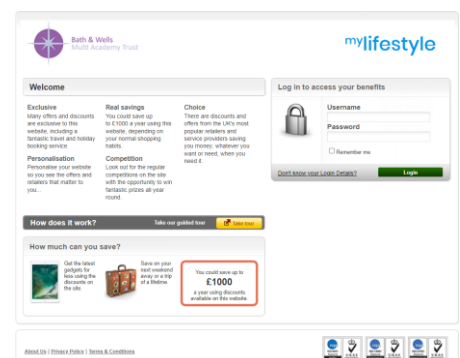
Positive relationship with trade unions and professional associations, meeting termly with recognised TU Representatives

An extensive BWMAT benefits platform including:

- Gym discounts
- Retailer discounts
- Dental insurance
- Medical insurance
- Free Will Writing Service

You will be provided with log in details to the benefits platform within your first month of service. The site is found here: <https://www.edenred.uk.com/>

Care first Supporting you 24hrs everyday



Employee offer

Support

- Values and Parish support - the majority of our schools have strong connections with their local parishes which are also available to provide support.
- Diocese of Bath and Wells support - information, advice and support is available on all matters related to bereavement. Please contact David Williams (Assistant Director of Education for Bath and Wells Diocese) - david.williams@bathwells.anglican.org
- Trust family - we ensure that every school within the Trust develops its own uniqueness, providing staff with a sense of belonging.



Career and training

- ECT training programme with our chosen provider – Pickwick.
- As an NPQ delivery partner, we encourage future leaders to access the official Church of England NPQ modules. Annual 'Teachmeets'. Here teachers are invited to share good practice, practical innovations and personal insights in teaching, in a fun and fast paced, informal event.
- Leading Teachers
- Continuous online learning through our training partner – Educare. .
- We hold a termly 'Leadership Induction Programme', made up of four modules, for all new leaders in the Trust.
- School Improvement curriculum networks – networking events, often led by external experts, allowing subject leads across the Trust to network together.
- HR & Finance Networking events – These are termly events where Business & Office Managers are invited to attend a networking event led by both the Central team Finance & HR. Here, Office & Business Managers will benefit from sharing best practice collaboration.
- SENDCO & Safeguarding hubs. Here is where schools within a similar geographical area attend termly networking events to develop the SEND offer and safeguarding practices within their own school.
- Apprentice Opportunities



Application process

We hope you find this pack will provide all the information you need in order to consider your application for this post. If, however, you have any further questions please email hr@bwmat.org

To apply please visit <http://www.bwmat.org/vacancies/> for the application form. Once completed please return the application form with a covering letter of no more than two pages in length.

Please send your application by email to hr@bwmat.org

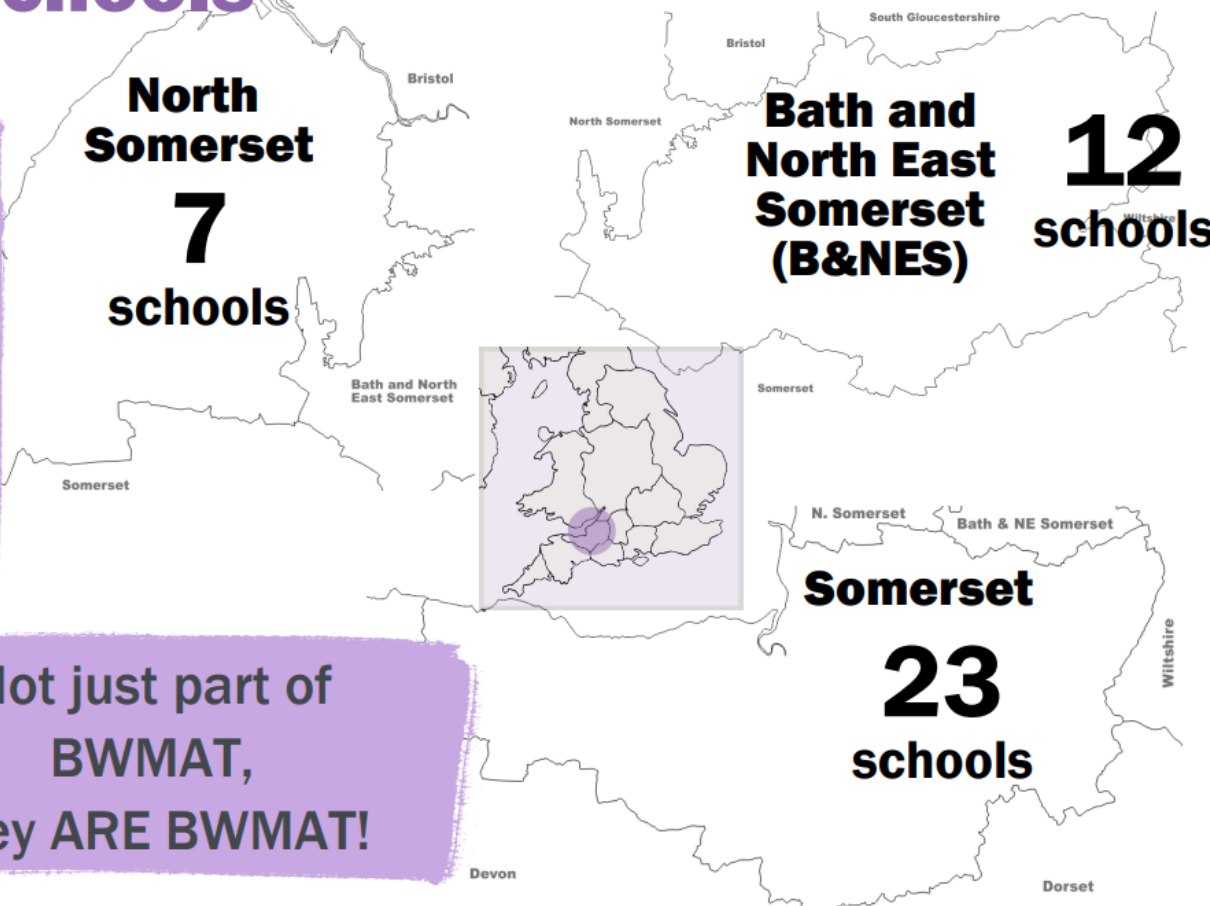
Privacy notice

You can read our privacy notice for job applicants [here](#)



Our schools

42 schools
1382 staff
8000+ pupils



Not just part of
BWMAT,
they ARE BWMAT!

