



Headteacher Job Application St John the Evangelist Church School



BATH & WELLS
Multi Academy Trust

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



**Headteacher Required
Leadership L14 – L20
Permanent, Full-Time**

St John the Evangelist Church School Clevedon. BS21 5EL	
Key Information:	
NOR: 280	Age Range: 4-11
The school is doing well and is ready for the next stage of the improvement journey, building on its successes.	School Ofsted Good May 2019
The school continues to be the school of choice in the local area.	SIAMS Good January 2020
Are you an experienced senior leader who:	We can offer you:
Has a strong understanding and application of distributed leadership	Engaged, motivated and kind pupils
Is excellent at building relationships with pupils, staff and the parent community	An excellent team of dedicated professionals
Understands the challenges and opportunities of mixed-age classes	A supportive parent community who want the best for their children
Able to drive improvement in an already successful school.	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:	Emily.dawson@stje.bwmat.org
Recruitment Pack:	Bath and Wells Multi Academy Trust - Current vacancies (bwmat.org)
Completed applications:	hr@bwmat.org

Closing date: **12.00pm Monday 26 February 2024**

Shortlisting date: **Thursday 29 February 2024**

Interview dates: **Monday 11 and Tuesday 12 March 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,

Welcome to our wonderful school, and thank you for your interest in joining us in the role of Headteacher.

If your core motivation is to make a positive difference to the lives of young people, helping to equip them with the confidence, skills and knowledge to achieve their full potential, then you may well be the person we are looking for!

At St John's, we are incredibly proud of our school community and our new Headteacher will build on our many strengths, capably steering us towards excellence in all areas.

We are blessed to have a strong team of dedicated, inclusive, energetic teachers and support staff; parents who value the partnership between home and school and who are aspirational for their children; governors who are supportive and visionary; and above all, more than 280 amazing pupils, each one unique and with enormous potential.

St John's may be located in a quiet seaside town, but we strive to ensure that our pupils are prepared to embrace the many opportunities and adventures that life will offer them. Wellbeing and self-belief are just as important as achieving good outcomes and we actively promote a nurturing environment in which to work and learn. Our new Headteacher will inspire those around them to be the best version of themselves, to work hard, be kind, aim high and to show courage, compassion and humility.

If you feel excited about the prospect of being part of our school community and leading us on the next stage of our journey, then please visit, look around and speak to our staff and pupils. You will be warmly welcomed.

Thank you again for your interest in this role, we look forward to receiving your application.

Best wishes,

Caroline Chambers

Co-Chair of Governors



Key Information

About The Role and Application

Position	Headteacher of St John the Evangelist Church School Full time Permanent
ISR	L14 – L20
Start date	September 2024
Address	Fosseway Clevedon BS21 5EL
Phone	Telephone: 01275 873417
Email	Emily.dawson@stje.bwmat.org
Closing date	12.00pm Monday 26 February 2024
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About the School:		Outcomes	
Pupil Numbers	280	GLD	70%
No of Classes	10	Phonics	86%
		KS1 Reading	69% EXS/+ 26% GDS
		KS1 Writing	69% EXS/+ 13% GDS
% Pupil Premium	8%	KS1 Maths	79% EXS/+ 15% GDS
% SEN Support	8%	KS2 Reading	67% EXS/+ 20% GDS
% EHCP	1%	KS2 Writing	60% EXS/+ 9% GDS
% EAL	9%	KS2 Maths	64% EXS/+ 20% GDS
		KS2 Combined	53% EXS/+ 7% GDS



Staff

Pupil

voice

“ We are all part of a team that is kind and genuine, and everyone enjoys working with everyone else.

“ You feel valued and known as an individual.

“ The school is part of the community and we have really strong relationships with families.

“ We look out for and support each other, as well as having fun together.

“ You are given permission to try new things, without fear of failure.

“ All the staff are kind. It's a really positive environment and you can make friends easily.

“ The teachers are really nice. They help you learn and are kind if you get stuck.

“ Our school playground is brilliant. We have a sensory garden, the stage and Explorers' Challenge.

“ I like how everyone loves reading - I think it's the best thing about our school.

“ The year groups mix so you have friends of different ages.



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:	Headteacher
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

PERSON SPECIFICATION

Job Title:	Headteacher
Reports To:	Chair of Local Governing Committee

KEY CRITERIA	ESSENTIAL	DESIRABLE
Qualifications and Experience	<ul style="list-style-type: none"> • Qualified teacher status • Recent safeguarding training • Can demonstrate a successful track record as an experienced senior leader • 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 all 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 in creating, retaining and deploying effective staffing structures • Experience of developing good working relationships with all stakeholders • Evidence of continuous professional development • Experience 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 school • Experienced in managing a variety of curriculum areas • Substantial leadership experience in more than one setting • Experience in contributing to collaborative activities with partner schools



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
[\(https://www.bwmat.org/\)](https://www.bwmat.org/)



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

Our 5 PLEDGES



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Read more at
[Bath and Wells Multi Academy Trust - Strategic Plan 2023-28 \(bwmat.org\)](https://www.bwmat.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: nci1234

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

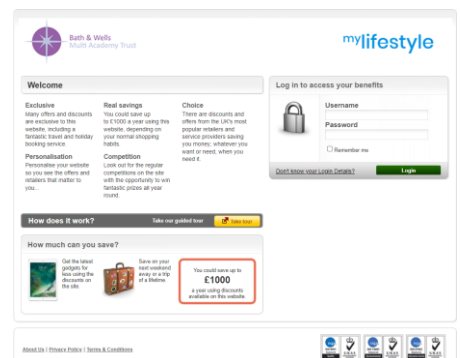
Positive relationship with trade unions and professional associations, meeting termly with recognised TU Representatives

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.
- Apprenticeship 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 by email to hr@bwmat.org

Privacy notice

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



BWMAT Schools

37 schools
1500+ staff
7600+ pupils

North Somerset
7 schools

Bath and North East Somerset (B&NES)
12 schools

12 schools

Somerset
18 schools

Not just part of BWMAT,
they ARE BWMAT!

