

BELONG

CE Multi Academy Trust

One light, one trust







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WELCOME FROM THE CHIEF EXECUTIVE OFFICER



Dear Applicant,

It is a privilege to lead Belong Church of England Multi Academy Trust, a family of schools united by a shared commitment to inclusion, excellence and belonging.

Belong is built on the belief that education is relational at its heart. Our schools are places where children and young people are known, valued and supported to flourish, and where staff are trusted professionals who make a meaningful difference every day.

As a Church of England Trust, our work is rooted in the Christian values of Hope, Love, Community and Compassion. These values shape our ethos and guide our decisions, while our Trust community itself is richly diverse. We warmly welcome colleagues of all faiths and none who share our commitment to safeguarding, inclusion and ethical practice.

Our schools work closely together, supporting and challenging one another with professionalism and care. Through collaboration, reflective practice and shared responsibility, we strive to provide the very best opportunities, experiences and outcomes for the children and families we serve.

Thank you for your interest in Belong. I hope this pack gives you a sense of who we are, what we value and what it means to be part of our Trust.

Claire Madeloso
Chief Executive Officer





WELCOME TO BELONG CE MULTI ACADEMY TRUST



Thank you for your interest in working with Belong Church of England Multi Academy Trust. We recognise that choosing to apply for a role is an important decision, and we hope this pack gives you a clear and authentic sense of who we are, what we value and what it means to work as part of our Trust. We are a growing Trust serving richly diverse communities across Liverpool, united by a shared commitment to providing high-quality, inclusive education in which every child and adult is able to flourish.

Belong is a Trust where people matter. Our schools are places of learning, care and ambition, rooted in strong relationships and professional trust. We are proud of the diversity of our pupils, families, staff and leaders, and we believe this diversity is one of our greatest strengths.

This is an exciting time for our Trust, which was formed in December 2025, as we build strong foundations and look forward to welcoming new colleagues who will help shape our future together.

We welcome applications from individuals of all faiths and none who share our commitment to safeguarding, inclusion, professional integrity and being positive role models for the young people we serve.





*“I belong to Christ,
and Christ
belongs to God.”*

(1 Corinthians 3:23)



OUR VISION



Our vision is to create a flourishing community of schools where every child and adult is nurtured to grow academically, socially and spiritually, within a culture of belonging.

Inspired by the Christian understanding of belonging, and by the words of scripture:

“I belong to Christ, and Christ belongs to God.” (1 Corinthians 3:23)

This verse captures the heart of our Trust. It speaks of identity, dignity and relationship, reminding us that belonging is rooted in being known, valued and connected. While our vision is shaped by Christian theology, it is lived out in ways that are inclusive, welcoming and respectful of people of all faiths and none.

Belong offers a counter-narrative to fragmentation and exclusion. We seek to build communities characterised by connection, dignity, hope and purpose, where difference is respected and every individual is encouraged to flourish.

OUR VALUES



Our work is shaped by four core Christian values that guide everything we do:

Hope

We believe in the potential of every child and adult. Hope inspires high expectations, resilience and ambition for the future.

Love

Love underpins our relationships. We foster cultures of care, respect and kindness, where people feel valued and supported.

Community

We are stronger together. Our schools collaborate to share expertise, celebrate diversity and serve their local communities.

Compassion

We respond to need with empathy and action. Compassion drives our commitment to inclusion, wellbeing, justice and safeguarding.

These values inform our decisions, behaviours and expectations, while welcoming and respecting people of all backgrounds and beliefs.



OUR SCHOOLS



Belong CE Multi Academy Trust is made up of a small family of founder schools, each serving its own local context while contributing to the collective strength of the Trust. Our schools work closely together, sharing expertise, resources and professional learning, while retaining their distinctive identities.

Each school is committed to:

- High expectations for learning, behaviour and personal development
- Inclusive practice that reflects and respects the diversity of pupils and families
- Strong safeguarding culture and pastoral care
- Positive partnerships with parents, carers and the wider community

ARCHBISHOP BLANCH CE HIGH SCHOOL



Archbishop Blanch CE High School is a vibrant and faith-led community for girls in Years 7–11, with a mixed Sixth Form, serving the Diocese of Liverpool. Rooted in our Christian values of Community, Compassion, Forgiveness, Friendship, Thanksgiving and Trust, the school nurtures a culture where every individual is known, valued and supported to flourish. Its vision is to inspire a love of God, foster respect for the beliefs and traditions of others, and instil a deep sense of self-worth in all pupils. Archbishop Blanch is proud to be a school where faith, learning and belonging come together to shape confident, compassionate young people ready to make a positive difference.





CHILDWALL CE PRIMARY SCHOOL



At Childwall CE Primary School, staff are committed to equipping every child with the skills, knowledge and experiences they need to thrive—academically, personally and spiritually. Rooted in high expectations and the Christian values of Friendship, Forgiveness, Compassion and Thankfulness, the school nurtures confident, independent learners who are well prepared for the future. Through a rich and varied curriculum, Childwall promotes excellence in core subjects while celebrating personal growth, kindness and active citizenship. The school is proud of its strong historical ties to Liverpool and grateful for the continued support of the Trustees of Salisbury House.



KIRKDALE ST LAWRENCE CE PRIMARY SCHOOL



Kirkdale St Lawrence CE Primary School is a nurturing and inclusive school rooted in Christian values and a strong sense of family encompassing school, church and the wider community. Guided by its Christian vision, the school serves as an anchor within its diverse neighbourhood, supporting every child to flourish spiritually, academically and personally through God's love. Core values of Hope, Thankfulness, Courage, Compassion and Trust shape daily life at Kirkdale, alongside a strong commitment to partnership with families and a welcoming, community-focused ethos.





BELONGING IN ACTION



Belonging is not a slogan; it is a lived experience shaped by daily interactions, professional behaviours and shared responsibility. In our schools, belonging means:

- Creating environments where every child feels safe, known and valued as an individual
- Establishing classrooms and workplaces built on trust, consistency and respect
- Supporting staff to grow professionally, reflect on practice and work with integrity
- Welcoming families as partners and recognising the expertise they bring about their children
- Valuing difference while building unity and shared purpose across cultures, beliefs and backgrounds

Belonging also means listening carefully to pupil, staff and community voice, and responding thoughtfully and ethically. Whether you are a teacher, leader, support professional or central team colleague, you will be part of a Trust where your contribution matters and where collaboration is central to success.





WORKING FOR BELONG



This section is designed to help you understand what working for Belong feels like in practice, and what you can expect as a member of our Trust community.

An Inclusive and Diverse Community

Belong CE Multi Academy Trust serves communities that reflect the full diversity of modern Britain. Our staff body reflects this diversity, and we are committed to ensuring that our workforce represents and understands the pupils and families we serve. We actively encourage applications from candidates from under-represented groups and from all backgrounds. Appointment decisions are made on merit, guided by our commitment to equality, inclusion and safeguarding.

Professional Trust and Respect

We start from the assumption of professional trust. We believe that staff want to do their best for children and that respectful working relationships are essential to sustained improvement.

Being a Positive Role Model

All colleagues at Belong understand the importance of being positive, visible role models. Working with young people brings both responsibility and privilege, and we expect staff to uphold the highest standards of conduct, professionalism and care.

We recognise that role models come from many backgrounds and experiences. We value authenticity and integrity, and we welcome staff who reflect the diversity of the pupils and families we serve.





SAFEGUARDING AND CHILD PROTECTION



If you join Belong, safeguarding will be a core part of your professional role, regardless of your position within the Trust.

Safeguarding is central to everything we do at Belong. We are committed to creating a culture of vigilance, care and responsibility, where safeguarding is everyone's responsibility.

Our approach to safeguarding is:

- Proactive and preventative
- Embedded in daily practice and relationships
- Informed by professional curiosity and challenge
- Rooted in respect for children's dignity, voice and wellbeing

We expect all staff and volunteers to share this commitment and to contribute positively to a safe and supportive environment for children and young people.





PROFESSIONAL GROWTH AND DEVELOPMENT



Belong is committed to developing staff at all stages of their careers. We believe that investing in people strengthens outcomes for children and sustains positive organisational culture.

Professional growth at Belong is purposeful and inclusive. It recognises that colleagues bring different experiences, aspirations and strengths, and that development is most effective when it is tailored, reflective and collaborative.

We Offer:

- A comprehensive induction programme that supports new colleagues to understand our culture, expectations and safeguarding responsibilities
- Access to ongoing professional development aligned to school and Trust priorities
- Opportunities for leadership development and progression within and across schools
- Structured opportunities to collaborate, share practice and learn from colleagues across the Trust

Our approach encourages professional curiosity, reflective practice and ambition, while ensuring staff feel supported, valued and able to maintain a healthy work-life balance.





EMPLOYEE WELLBEING



Wellbeing is at the heart of our Trust. We are committed to creating a supportive and caring environment where every member of staff feels valued. Our excellent pastoral care ensures that employees have access to guidance and support when needed. We believe that by prioritising staff wellbeing, we enable our teams to thrive and deliver the very best for our pupils and communities.



COLLABORATION AND SCHOOL IMPROVEMENT



Our schools work together within a Trust-wide improvement strategy that is grounded in mutual respect, professional dialogue and shared moral purpose.

We believe that sustainable improvement is achieved when schools support and challenge one another with honesty, care and professionalism. Leaders and staff are encouraged to engage in reflective conversations, draw on evidence-informed practice and contribute to collective learning across the Trust.

Our approach to school improvement is characterised by:

- Collaboration rather than competition
- Shared accountability for outcomes and experiences
- Respect for each school's context, community and identity
- Constructive professional challenge that is rooted in trust and high expectations

Through this approach, we seek to ensure that every school both contributes to and benefits from the collective expertise of the Trust, always with the aim of improving outcomes and experiences for pupils.

DfE ATTENDANCE AND BEHAVIOUR HUB



Belong CE Multi Academy Trust is proud that Archbishop Blanch CE High School has been designated by the Department for Education as a Lead School within the RISE Attendance and Behaviour Hubs Programme.

As a Lead School, Archbishop Blanch works alongside the DfE to support other schools in improving pupil attendance and behaviour through the sharing of effective practice, professional development and peer support. This role reflects the Trust's commitment to collaboration, inclusion and sector-led improvement.

Participation in the RISE programme strengthens professional learning across the Trust, enhances expertise in attendance, behaviour and inclusion, and reinforces our moral purpose to ensure that every child is supported to engage positively with education.



GOVERNANCE AND ETHICAL LEADERSHIP



Belong is governed by Members, a Board of Directors and Local Governing Bodies who share responsibility for strategic oversight, accountability and ethos.

Ethical leadership underpins our work. Decisions are guided by our values, our responsibilities to children and communities, and our commitment to fairness, transparency and inclusion.

SAFER RECRUITMENT



Belong CE Multi Academy Trust is committed to safer recruitment and safeguarding children and young people.

All appointments are subject to:

- Enhanced Disclosure and Barring Service (DBS) checks
- Satisfactory references, including the most recent employer
- Verification of identity, qualifications and right to work in the UK
- Online and social media checks where appropriate

We expect all staff to uphold safeguarding responsibilities and to contribute to a culture where children feel safe, respected and heard.





HOW TO APPLY



We aim to make our recruitment processes fair, transparent and welcoming.

We welcome applications from individuals who are motivated to make a positive difference and who share our commitment to safeguarding, inclusion and professional excellence.

Further details about specific roles, application processes and opportunities to visit schools will be included in individual vacancy information.

Belong CE Multi Academy Trust is an equal opportunities employer and is committed to building a workforce that reflects the diversity of the communities we serve.



BELONG CE MULTI ACADEMY TRUST
RECRUITMENT PACK

Belong CE Multi Academy Trust

Kirkdale St. Lawrence CE Primary School, Fonthill Road, Kirkdale, Liverpool, L4 1QD

www.belongce.org.uk

