



Application Pack



Message from the Board of Trustees

Dear Applicant,

Thank you for your interest in the post at Bath & Wells Multi Academy Trust (BWMAT).

The Trust was established in 2012 with four schools, all of which needed sponsored academy conversion following inadequate Ofsted judgements. As of April 2018, the Trust increased to 30 schools, with in excess of 7,800 pupils; of these only 2, recent joiners, are in Special Measures and 4 Require Improvement, a radical transformation.

The Trust is at a key point in its development, with a clear vision and strategic plan for the future and is continuing to expand in size with 3 more schools set to join in the Autumn of 2019. Good and Outstanding schools are keen to join us and work within the supportive but aspirational Christian environment that we are developing. This offers enormous opportunities and significant change to oversee.

Our leaders share our vision of the Trust as an outstanding provider of education, but education that is not only excellent academically, but also offers every child the opportunity to develop as an individual in mind, body and spirit. The BWMAT works in partnership with the Diocesan Education Department.

As part of the support team you will bring your expertise and experience to this role, supporting our schools to meeting our objectives and the needs of the children.

The candidate appointed will play a pivotal part in the development of the Trust both as an outstanding educational provider and delivering its Christian mission to ensure that we provide the opportunity for every child and member of staff to experience 'Life in all its Fullness'. We look forward to receiving your application.

Yours sincerely,

Nigel Daniel
Chair of the Board of Trustees
Bath & Wells Multi Academy Trust

Message from the Headteacher



Dear Applicant,

St. John the Evangelist Church School is an Academy within the Bath & Wells Multi Academy Trust. The school is located in the popular town of Clevedon, North Somerset and is within easy reach of the M5 motorway, which gives access to the beautiful Mendip Hills, the thriving city of Bristol and the counties of Devon and Cornwall. We are within walking distance of the historic town centre and picturesque seafront. We are a one and a half form entry primary school with an excellent reputation locally, throughout North Somerset and across the Diocese of Bath and Wells.



Our mission is to provide a truly outstanding education for every child enhanced by a distinctly Christian Ethos. Our ethos is apparent throughout the school and underpins everything that we do. We strive to ensure that every child is cherished and nurtured in order to support them in all aspects of school life.

Our vision for every member of our school community is that we are able to demonstrate love for one another; that we are all able to learn to the best of our ability: and that by working together, we can all soar to reach our greatest potential, both in our learning and in our capacity to be the best person we can be.

Everything we do at St John's is underpinned by our whole school values of Faith, Fellowship, Agape (Christian Love), Hope, Forgiveness and Humility, which is reflected in the positive attitudes, and behaviour of the children. We are a caring, forward-looking, creative learning community and visitors often comment on the "special feeling" within our school.



"This is a community that checks on the wellbeing of everyone and so deepens the ethos of the school. There is a strong sense of everyone looking out for each other."

(SIAMS, January 2020)

We are committed to providing the highest possible standard of education in an environment that both motivates and empowers children to become independent learners and good and caring citizens. We are committed to developing the whole child and ensuring our children are best prepared for the 21st Century, equipped with the appropriate skills and attitudes to enable them to succeed now and in the future. Our creative curriculum offers children a lively and exciting learning experience. Designed using pupil, parent, staff and governor ideas, the curriculum is covered through a range of different themes (topics) in each year group, and we aim to make relevant and meaningful links between subjects. Potent, rich texts are at the centre of each theme and we ensure learning is linked to real life and real experiences. Pupils develop their knowledge by visiting places, listening to visitors and taking part in challenges that develop their independent learning skills. We are very fortunate to have a well-resourced learning environment, which includes lovely grounds that give access to our own low ropes course, a dedicated Forest School, a large field, two large playgrounds and a Sensory Garden.

The four main teaching areas are comprised of a Foundation Stage Unit and three phases - Lower, Middle and Upper Primary. All Foundation Stage pupils are taught together, and the remaining year groups are in three "Bases" with three parallel classes in each (Y1/2; Y3/4; Y5/6). There is capacity for 315 pupils on roll. Attendance is well above the national average. The percentage of children in receipt of pupil premium is currently 12%, the percentage of children identified as SEND is 8.7% and children with EAL is 4%.



All staff have the highest expectations and aspirations for children in their care; they are committed to finding and developing children's gifts and strengths and ensuring that every child makes the best possible progress and fully succeeds during their time here.

'St John's is a lovely school with very caring staff who are willing to go the extra mile for your child.'
(OFSTED, May 2019)

Working partnerships are a key strength of the school and our staff team staff work closely together in a variety of ways which support our strong collaborative learning culture. The school is an integral part of the Bath and Wells Multi Academy Trust and we work very closely with our family of hub schools in North Somerset. We are committed to providing a high standard of staff development and, supported by the Trust and our hub family, there are excellent opportunities for professional training and development. Staff wellbeing and mindfulness are central to this provision. We also work closely within the local cluster of Clevedon schools, which provides us with further opportunities to work with others and offer a range of enrichment opportunities for both children and staff. We also have very strong links with our local church of St John the Evangelist and we are always striving to find ways to engage with the parish and local community.



Many parents, governors and family members help us in school and we are grateful for their support. The Local Governing Board has a membership of twelve made up of Parent, Staff & Foundation Governors. The Friends Association organises social events and fundraising activities to provide additional resources for the benefit of pupils. We also have a very successful, well attended, extended school care provision.

Visits to the school are actively encouraged; please contact the School Business Manager to make an appointment. The successful applicant will be joining a very friendly supportive team. We welcome applicants with energy, commitment and the enthusiasm to become fully involved with the life of the school, community, parish and the local school partnership.

Further details can be found on our school website:

[St. John the Evangelist Church School – A Bath and Wells Academy \(stjohnevangelistbwmat.org\)](http://stjohnevangelistbwmat.org)



We look forward to receiving your application form.

Kind regards

Ian Doswell
Head teacher
St John the Evangelist Church School

Caroline Chambers/Elyse Wilson-Frier
Co Chairs of Governors
St John the Evangelist Church School

Please note: If you have not been contacted by the interview date, then on this occasion unfortunately your application has not been successful.



BATH & WELLS Multi Academy Trust

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

The Application Process

We hope you find this pack provides all the information you need in order to consider your application for this post.

If you would like a more detailed discussion about the role, please contact the office on email office@stje.bwmat.org or by calling the office on 01275 873417.

Applications

Please ensure your application is submitted by the deadline for this post as detailed on the advert. Unfortunately, we are unable to accept applications after this time unless the recruitment process is reopened.

Shortlisting

To ensure the fairness of the selection process, shortlisting will be based upon the information which you provide in your application and assumptions will not be made about your experience or skills. We will look for demonstrable evidence that you meet the criteria set out in the person specification.

All applicants will be notified of the outcome of the shortlisting process.

Interview

Further details regarding the selection process will be communicated at the time applicants are invited for interview. If you are offered the position, then this appointment will be subject to satisfactory pre-employment checks.

Applicant Privacy Notice

Data controller: Bath and Wells Multi Academy Trust, The Old Deanery, Cathedral Green, Wells, Somerset, BA5 2UG

Data protection officer: I West – Audit West, BaNES, Guildhall, High Street, Bath, BA1 5AW

As part of any recruitment process, the BWMAT collects and processes personal data relating to job applicants. The BWMAT is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

What information does the BWMAT collect?

The BWMAT collects a range of information about you. This includes:

- Your name, address and contact details, including email address and telephone number;
- Details of your qualifications, skills, experience and employment history;
- Information about your current level of remuneration, including benefit entitlements;
- Whether or not you have a disability for which the BWMAT needs to make reasonable adjustments during the recruitment process;
- Information about your entitlement to work in the UK; and
- Equal opportunities monitoring information, including information about your ethnic origin, sexual orientation, health, and religion or belief.
- Information obtained during the interview process

The BWMAT collects this information in a variety of ways. For example, data might be contained in application forms, CVs, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment.

The BWMAT will also collect personal data about you from third parties, such as references supplied by former employers, information from employment background check providers and information from criminal records checks. The BWMAT will seek information from third parties as appropriate throughout the recruitment process and will inform you that it is doing so.

Data will be stored in a range of different places, including on your application record, on IT systems (including email).

Why does the BWMAT process personal data?

The BWMAT needs to process data to take steps at your request prior to entering into a contract with you. It also needs to process your data to enter into a contract with you.

In some cases, the BWMAT needs to process data to ensure that it is complying with its legal obligations. For example, it is required to check a successful applicant's eligibility to work in the UK before employment starts.

The BWMAT has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows the BWMAT to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. The BWMAT may also need to process data from job applicants to respond to and defend against legal claims.

Where the BWMAT relies on legitimate interests as a reason for processing data, it has considered whether or not those interests are overridden by the rights and freedoms of employees or workers and has concluded that they are not.

The BWMAT processes health information if it needs to make reasonable adjustments to the recruitment process for candidates who have a disability. This is to carry out its obligations and exercise specific rights in relation to employment.

Where the BWMAT processes other special categories of data, such as information about ethnic origin, sexual orientation, health or religion or belief, this is for equal opportunities monitoring purposes.

For most roles, the BWMAT has a responsibility to seek information about criminal convictions and offences. In addition to these checks, information will also be sought in respect to Safeguarding and the suitability to work with children. Where the BWMAT seeks this information, it does so because it is necessary for it to carry out its obligations and exercise specific rights in relation to employment.

If your application is unsuccessful, the BWMAT will keep your personal data on file for six months.

Who has access to data?

Your information will be shared internally for the purposes of the recruitment exercise. This includes members of the HR and recruitment team, interviewers involved in the recruitment process, school office staff and school leadership and IT staff if access to the data is necessary for the performance of their roles.

The BWMAT will share your data with third parties, as appropriate throughout the recruitment process. The BWMAT will then share your data with former employers to obtain references for you, employment background check providers to obtain necessary background checks and the Disclosure and Barring Service to obtain necessary criminal records checks.

Your data may be transferred outside the European Economic Area (EEA) to support right to work checks, where this occurs BWMAT will ensure compliance with data protection law is maintained.

How does the BWMAT protect data?

The BWMAT takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties. The BWMAT has a specific data protection policy and Freedom of information policy

For how long does the BWMAT keep data?

If your application for employment is unsuccessful, the BWMAT will hold your data on file for six months after the end of the relevant recruitment process. At the end of that period, your data is deleted or destroyed.

If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment. The periods for which your data will be held are detailed in the BWMAT records retention document.

Your rights

As a data subject, you have a number of rights. You can:

- Access and obtain a copy of your data on request;
- Require the BWMAT to change incorrect or incomplete data;
- Require the BWMAT to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing;
- Object to the processing of your data where the BWMAT is relying on its legitimate interests as the legal ground for processing; and
- Ask the BWMAT to stop processing data for a period if data is inaccurate or there is a dispute about whether or not your interests override the BWMAT's legitimate grounds for processing data.

If you would like to exercise any of these rights, please contact the Head Teacher of the school or BWMAT HR department. You can make a subject access request in writing including via e-mail.

If you believe that the BWMAT has not complied with your data protection rights, you can complain to the Information Commissioner.

What if you do not provide personal data?

You are under no statutory or contractual obligation to provide data to the BWMAT during the recruitment process. However, if you do not provide the information, the BWMAT may not be able to process your application properly or at all.

You are under no obligation to provide information for equal opportunities monitoring purposes and there are no consequences for your application if you choose not to provide such information.

Automated decision-making

Recruitment processes are not based solely on automated decision-making.

Bath and Wells Multi Academy Trust Mission, Aim and Objectives

Mission Statement: John 10:10
'That they may have life, life in all its fullness'

The Bath & Wells Multi Academy Trust's mission is to provide an education which is life-enhancing for every child.

We promise an experience which is lovingly inclusive and inspired.

Aim

To ensure that every school within the Trust provides an outstanding education for every child, enhanced by its distinctively Christian ethos.

Objectives

- That every school in the Trust is able to progress to SIAMS and Ofsted 'Outstanding' and to remain outstanding
- To provide outstanding leadership at every level of the Trust
- To ensure high quality teaching and high-quality learning environments for all
- To provide high quality governance at every level
- That the distinctively Christian ethos underpins all the work of the Trust and every aspect of curriculum delivery



Our Ethos and Values



Church schools are integral to the ministry and mission of the Church and can offer a genuine witness to the incarnation and the creative, redemptive and transforming purposes of God. They do this by loving and valuing all humanity equally, and the quality of the community life and concern for individuals. Church schools are called to bring fullness of life to their pupils, whatever the beliefs of the children and young people or their families.

Each school within the Trust is unique and distinctive and we are committed to celebrating the local context and purpose of each school. Our vision is for all of our schools to become highly successful and meet the needs of the community which they serve. Our vision is for all of our schools to be something in which children, parents, staff and the community can take pride.

In May our schools come together at Wells cathedral for a 'Together in Voice, Together in Faith, Life in All Its Fullness', where children from all of our schools came together for an evening performance of singing, thoughtful readings and prayers. To listen to one of the children's songs please click on the below link:

<https://drive.google.com/file/d/0B-8x22DIBpBhVhFSzI4eFBpZ2M/view?usp=sharing>



We are bound by a number of guiding principles:

- To promote an educational community based on love and inclusivity, providing a beacon of hope where all can flourish
- To foster, maintain and celebrate Christian distinctiveness in our schools
- To ensure that our academies are centres of excellence with a focus on the nurture of all their members
- To promote mutual support, encouragement and benefit between all our academies
- To develop future and aspirational thinking based on our educational heritage and to make use of the latest research in pedagogy and child development

- To support the nurture and respect of God's creation with a close focus on the sustainability agenda
- Each child is a unique human being and worth the highest possible standards of education and care and the closest attention to what will enable them to flourish
- We must ensure that 'every child and young person has a life enhancing encounter with the Christian faith'
- To recognise those who often remain invisible, through ethnic or cultural disadvantage, or through disability or poverty
- Church schools have a particular vocation to the poor, to enable them through education to change their lives



The purpose of the Trust is to secure the rapid and sustained improvement of all its academies. The Trust will enable schools to work together, share expertise and maximise resources. Our vision is for a family of Bath & Wells academies that offers a great learning experience for every child.



We seek to ensure the best possible educational outcome for every child. The Trust believes that every child has the right to a good education and this will be achieved within a distinctively Christian context, valuing each child as an individual and enabling them to discover and develop their God given gifts.

As academies within the Trust grow and develop, they will be expected and required to share their journey, skills and expertise with other Bath & Wells academies. The Trust will encourage and nurture the dissemination of good practice, fostering a self-sustaining culture of aspiration for educational excellence across all schools.



Working and Living in Bath and Somerset

The Bath & Wells Multi Academy Trust works within the parameters of the Diocese of Bath & Wells, which is nearly coterminous with the traditional county of Somerset. It is a diverse region with:

- an extensive coastline along the Bristol Channel, often referred to as Somerset Coast
- three Areas of Outstanding Natural Beauty – the Blackdown, Quantock and Mendip Hills
- a large part of the Exmoor National Park
- the wetlands of the Somerset Levels

Apart from the M5 from Bristol to Taunton, the county has no significant dual carriageways. The main A roads are radial routes from Bristol (A37, A38), and E-W crossings (A30, A303 in the south and A39, A361 across the centre). The main rail links are the London Paddington main line to the West Country through Taunton, and routes to London from Bath or Castle Cary. There is a significant but slower line that runs to London through the south of the diocese. Bristol Airport lies in the north of the diocese.

Bath has a distinct identity from much of the rest of the diocese, and the proximity of Bristol exerts a powerful influence on commuting and employment patterns.

The population of just over 909,000 has grown by 6.7% since 2001, faster than the national average, and is projected to grow to about 1 million by 2021. This is almost entirely through internal migration from other parts of the UK, and nearly all the increase in population in the last 10 years is accounted higher proportion of adults over 40 than the national average, and 20% fewer in their 20s-40s.



The main centres of population fall into three main clusters:

- in the north around Bath and the Bristol commuter belt - Keynsham, Portishead, Nailsea, Clevedon
- the A38/M5 corridor in the west - Weston-Super-Mare, Bridgwater, Taunton and Wellington (now mostly concurrent with the M5)

- along the A30 and A303 in the south of the diocese - Yeovil, Chard, Crewkerne and Ilminster.



Other significant towns are Frome in the east; and Wells, Glastonbury and Street in central Somerset.

Between them, Bath, Weston, Taunton and Yeovil account for nearly 1/3 of the population of the diocese.

Church schools are a significant activity of the diocese. 36,000 children attend Church of England schools or academies. 50% of primary aged children attend a Church of England school.

There are six Church of England secondary schools and three middle schools.

State schooling in the diocese is provided by three Local Education Authorities: Bath and North East Somerset (BANES), North Somerset, and the larger Somerset County Council.

Bath and Wells is overwhelmingly 'White British' (95%), with significantly lower rates of ethnic diversity and international immigration than England as a whole, even though these are slowly rising. BANES is closer to the national profile (83% 'White British', 8% black, Asian or mixed race), but still below average. 'White other' is the only other ethnic group to register above 2%, with pockets of European immigration in some urban centres.

In the 2011 census, 64% of Somerset people put their religion as 'Christian', significantly higher than the national average, but still a drop of 11% over the decade. Over the last 10 years the number specifying 'no religion' has doubled to 250,000. Other religious groupings are small: at 3,500 the Muslim population is the next highest, followed by Buddhists and Pagans.

Local sport and leisure ranges from the all-conquering (Paul Nicholls' stable in Ditchet) to the successful (Somerset CCC, Yeovil Town FC and Bath Rugby), with a thriving local club scene in many sports. There are three local racecourses at Wincanton, Bath and Taunton.

The diocese is rich in cultural opportunities - with literature and music festivals in the well-known centres such as Bath and Wells, as well as in the smaller towns and communities.

The Glastonbury Festival draws 180,000 visitors each year and Somerset's autumn cycle of carnivals is the biggest of its kind in Europe.



| KS2 RWM Combined 2014 (9 schools) 2015 (11 schools) 2016 (14 schools) 2017(18 schools) 2018 (19 schools) 2019 (30 schools) | | | | | | |
|---|------------|------------|-----------|-----------|-----------|-----------|
| | % L4+ 2014 | % L4+ 2015 | ARE+ 2016 | ARE+ 2017 | ARE+ 2018 | ARE+ 2019 |
| National | 79 | 80 (+1) | 53 | 61 (+8) | 64 (+3) | 65 |
| BWMAT | 68 | 76 (+8) | 53 | 61 (+8) | 67 (+6) | 67.3 |
| Difference | -11 | -4 | 0.0 | 0.0 | +3.0 | +2.3 |

| L4+ /ARE + Reading, Writing and Maths 2014 (9 schools) 2015 (11 school) 2016 (14 schools) 2017(18 school) 2018 (19 school) 2019 (30 schools) | | | | | | | | | | | | | | | | | | |
|---|----------|----------|------------|------------|------------|------------|----------|----------|------------|------------|------------|------------|----------|----------|-----------------|------------|------------|------------|
| | | | | | % Reading | | | | | % Writing | | | | | % + Mathematics | | | |
| | 2014 L4+ | 2015 L4+ | 2016 AR E+ | 2017 AR E+ | 2018 AR E+ | 2019 AR E+ | 2014 L4+ | 2015 L4+ | 2016 AR E+ | 2017 AR E+ | 2018 AR E+ | 2019 AR E+ | 2014 L4+ | 2015 L4+ | 2016 AR E+ | 2017 AR E+ | 2018 AR E+ | 2019 AR E+ |
| National | 89 | 89 | 66 | 72 | 75 | 73 | 85 | 87 | 74 | 76 | 78 | 78 | 86 | 87 | 70 | 75 | 76 | 79 |
| BWMA T | 82 | 86 | 67 | 74 | 76 | 75 | 83 | 82 | 76 | 79 | 81 | 82 | 77 | 84 | 68 | 72 | 79 | 80 |
| Difference | -7 | -5 | +1.0 | +2.0 | +1.0 | +2.0 | -2 | -4 | +2.0 | +3.0 | +3.0 | +4.0 | -11 | -4 | -2.0 | -3.0 | +3.0 | +1.0 |

| | Maths | | | Writing | | Reading | | R+W+M Combined |
|----------------------|----------------------|----------------|--------------------------|----------------|-----------------|----------------|-----------------|----------------|
| Key stage 2 | No. of Yr6 in cohort | % ARE or above | % GD or above (Nat 2018) | % ARE or above | % GD (Nat 2018) | % ARE or above | % GD (NAT 2018) | % ARE or above |
| MAT Average | 1049 | 80 | 29 | 82 | 27 | 75 | 30 | 67 |
| National 2019 | | 79 | 24 | 78 | 20 | 73 | 28 | 65 |
| | | +1 | +5 | +4 | +7 | +2 | +2 | +2 |
| North Somers | 305 | 82 | 30 | 82 | 27 | 74 | 26 | 66 |

| | | | | | | | | |
|---------------------------|-----|------------|------------|-----------|------------|------------|------------|------------|
| et Hub | | | | | | | | |
| | | +3 | +6 | +4 | +7 | +1 | -+2 | +1 |
| South Somers et Hub | 122 | 92 | 39 | 85 | 34 | 86 | 38 | 80 |
| | | +13 | +15 | +7 | +14 | +13 | +10 | +15 |
| Taunto n Hub | 288 | 79 | 25 | 80 | 22 | 70 | 25 | 65 |
| | | 0 | +1 | +2 | +2 | -3 | -3 | 0 |
| Bath Hub | 334 | 74 | 28 | 83 | 27 | 77 | 36 | 66 |
| | | -5 | +4 | +5 | +7 | +4 | +8 | +1 |