



Working at the Forward As One Academy Trust
One team; One mission; One family

Welcome

Welcome to this introduction to the Forward As One Academy Trust.

As a family of schools, we believe that our children – no matter what their background or circumstances - deserve the very best opportunities to fulfil their potential and achieve their dreams.

There is no better job than one that contributes to making these ambitions for children a reality, and I am delighted that you are considering applying for a position within our trust.

We believe that the quality of children's learning and experience of school fundamentally depends on attracting, recruiting and retaining the very best people to work with us. The success of our trust is based on the enthusiasm, passion, skills and commitment of the people who work here.

As well as providing an inspiring place in which to work, Forward As One invests significantly in the development of our staff. All of our staff have the opportunity to learn from others across our schools, to benefit from a culture of support, and to access a range of training and 'on the job' opportunities to help them develop in their roles and careers. We work hard to spot and promote talent and to ensure that every member of staff feels supported and encouraged to thrive in their roles. Most importantly, we recognise that every member of staff has an important role – in some way or another - in making a difference to children's lives and inspiring children to reach their full potential.

I do hope that you are inspired to learn more about our trust and the opportunity to make a difference to the lives of our children and young people.



Karen Bramwell

CEO Forward As One CE Trust





“As staff within Forward As One, we are constantly encouraged to believe in ourselves and to ‘step up’ once you are ready. Everyone here believes there is no limit as to what can be achieved. That’s important because its what we also need our children to believe.” Lucy, AHT, St. Paul’s CE.

As a Trust with a Church of England foundation, we live the following values:

Family –	working together for collective success
Openness –	sharing with and being accountable to others
Resilience –	overcoming challenges through commitment and perseverance
Wisdom –	developing a life-long love for learning and understanding the world around us
Aspiration –	pursuing excellence in all that we do
Research –	grounding everything we do in evidence and best practice
Diversity –	fostering inclusive and vibrant learning communities

Our aspirations for children

It is our aim that all children within Forward As One CE Academy Trust become: -

- | | |
|--|--------------------------------|
| • Enthusiastic and life-long learners | • Critically reflective |
| • Confident citizens | • Respectful |
| • Resilient | • Hard workers |
| • Strong communicators | |

We strongly believe that every child should leave our schools with a deep enthusiasm for life and for learning.



Our Schools

The schools within Forward As One Academy Trust each have their own unique ethos and culture. We celebrate both the diversity of our schools and the shared commitment to excellence that they provide. We are one family and one team, with one mission. Everyone within our trust is committed to each other's success - yet also proud of the uniqueness of our individual schools.

St Paul's CE Primary School, Astley Bridge - St Paul's, Astley Bridge has been designated as a National Support School (which means it has been recognised by the government as a beacon of support to schools that are looking to improve). The life of the school is strongly underpinned by its Christian ethos, a commitment to diversity, hospitality to all cultures and faiths, and a deep passion for providing children with outstanding learning.

Gorsefield Primary School, Radcliffe - Joined Forward As One in April 2015 and has since been on a significant journey of improvement. The school also has a nursery, where children from as young as two are accessing high quality learning and provision at such a crucial stage in their development.

St Peter's CE Smithills Dean Primary School - Joined Forward As One in May 2018. The school's core purpose is rooted in the Bible passage from Matthew 5 v 16: "Let your light shine before others so that they may see your good deeds and glorify your Father in Heaven." At St Peter's we want all our children to shine – in whatever they do.

Beacon Primary School, Horwich – Joined Forward As One in November 2018 and since then continues to strive forward in its journey of improvement. The staff and children are proud of their school as it is a place where everyone is valued for their individuality and can develop their potential through quality experiences.

St. Paul's, Astley Bridge, most recent Ofsted Inspection Report.

"Teaching is exemplary. Teachers have exceptionally high expectations of all pupils, they plan challenging lessons, ask deep and meaningful questions, and meticulously plan lessons which involve and excite pupils of all abilities"

"Pupils say that they feel safe and cared for and that they are proud to be members of the school family. They are highly cooperative and understand the importance of learning together."



At Forward As One we
strongly believe that:

- All schools are unique
- All schools should reflect the needs of their community
- All schools should be supported to determine a curriculum that meets the needs of its community
- All schools should work in close partnership with parents and the community
- Each school should determine how its local governing board manages its own structures
- All schools should be committed to one another's success and to learning from each other



Canon Johnson CE Primary School, Tameside -Joined Forward As One in January 2019 and continues to grow and develop. The Christian school family aims to immerse every child in a diverse, thought-provoking, memorable curriculum which places the children at the heart of discovering their true potential.

Parochial CE Primary School, Tameside -Joined Forward As One in January 2019 and the school's strive towards outstanding continues. The school prides itself as being a creative school where the children are 'preparing for the future; living, learning and growing together in God'

St. James's CE Primary School, Tameside - Joined Forward As One in April 2020. The school serves a vibrant and diverse community and each individual brings with them their own unique qualities. Through its inclusive Christian values, the school aims to empower the whole community to grow spiritually, academically and morally to build a better world for the future.

Greenhill Community School, Radcliffe – joined Forward As One in April 2021.The school believes that by everyone ' working together' each child can realise their full potential within a happy, purposeful and caring community.

St John with St. Michael, Shawforth – joined Forward As One in February 2021.The strong Christian ethos encourages children to develop positive attitudes to learning along with inquisitiveness about the world around them helping them to flourish as model citizens – "Living in the Light of Christ"

Working at Forward As One

The core purpose of Forward As One is to provide every child within our trust with the very best educational experience possible. Children deserve the highest quality of learning and development and we are passionate that our children are well prepared to succeed in the lives that lie ahead of them.

Alongside our commitment to ensuring the highest standards of teaching and outcomes in core subjects, we believe that all children should be inspired by the opportunities and the wonders of the world around them. Our schools provide a wealth of extra-curricular and cultural activities – through music, sport, the arts and experiencing life beyond our immediate communities. We believe that children should see the endless possibility that comes through hard work, dedication, and passion for learning and the world around them. Our staff are encouraged to channel their own passion and enthusiasm into making this vision a reality for our children each and every day.

As a trust, we are also deeply committed to children's and staff wellbeing. We believe that we can only learn and thrive if we are supported and confident in our roles and work. We work hard to make sure that there is a strong culture of support, understanding and listening across our schools-and that no one is left behind.

Staff Development

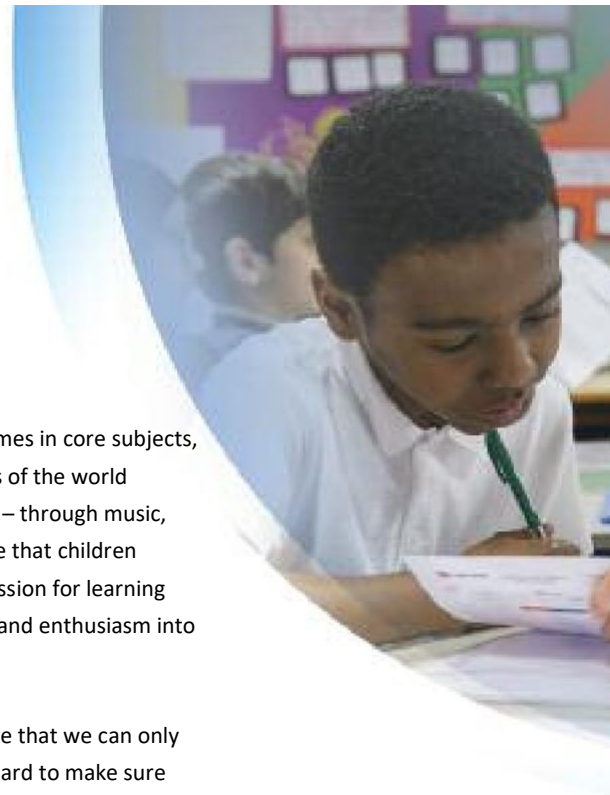
The success of our schools depends on our investment in colleagues' professional development and learning.

As a trust we are very proud that so many of our staff have progressed in their careers and are making an even bigger difference to children across our area. Whether it's the growing number of teachers who have progressed from being trainees with us and are now working in senior leadership roles within the trust, or the office and estates staff who now have responsibilities for working across more than one school – the opportunities to develop and grow within our organisation are endless.

Our emphasis on staff development and 'growing our own' talent is based on our commitment to spotting people's enthusiasm and potential at an early stage, investing in every member of staff's development through 'in house' and external courses, coaching and mentoring, and a culture where there are numerous opportunities to step up and lead projects across our schools and to support other schools in the region. Our staff are able to access coaches and mentors from across our schools who are experts in their fields – including designated National, Local and Specialist Leaders of Education.

Forward As One is recognised by a number of national bodies as an accredited centre for professional development and training. We are designated to deliver School Direct placements for trainee teachers, the improving and outstanding teacher programmes for new and serving teachers, and a range of qualifications – including the National Qualifications for Middle and Senior Leadership – in partnership with Edge Hill University. This wide range of training provision ensures that our teaching staff receive the highest standards of professional development available – and it's on their doorstep! Alongside this, our non-teaching staff are provided with a wide range of learning opportunities and are able to access relevant courses, professional development and networks to ensure that they fulfil their career ambitions.

"I have had the chance to share my skills and experiences with teachers internationally through a visit to Singapore and other international connections through the British Council. At Forward As One we are encouraged to share our experience and support improvement in other schools, and that is such a positive way in which to pursue your own growth and development. I am learning all the time". Sheema Patel, Foundation Stage Leader, St. Paul's CE





“After joining St Paul’s as a caretaker five years ago, I am now working across the trust as Facilities Manager – with responsibility for areas such as health and safety and fire risk assessment, and line-managing a team of cleaners and apprentices. I was encouraged to step up and take on new opportunities, but also given the support and training I needed to really thrive in the job. We’re all part of a wider family and we’re making a difference to children in many different ways.”

George, Facilities Manager

Supporting improvements in more schools and communities

Forward As One has a long history and strong track record in supporting and securing improvements in schools across the North West of England. As a National Support School, St Paul’s is nationally recognised for the expertise and capacity that our staff have to support other schools to improve. Indeed, our staff have a well-earned reputation for the quality of their work and their positive impact on pupil’s learning.

Many of our staff have played a key role in supporting improvements in other schools. From providing coaching, mentoring and training to teachers in other schools to improve the quality of the environment and health and safety procedures-Forward as One has already made a significance difference to many schools and communities. Our staff tell us that working across schools and gaining the opportunities to learn from and share best practice with others is something they value very highly indeed.

Every employee of Forward As One is part of a wider family of schools and communities, each focused on making a difference to each and every child we serve – be they in Bolton, Bury, Tameside or elsewhere. The potential for our staff to make a difference to children’s lives is endless.



Central Team



Karen Bramwell, NLE FCCT

Karen Bramwell is CEO and Executive Headteacher. She is a National Leader of Education and has supported significant improvements in a number of schools across the North West. Karen regularly provides training to other headteachers and school leaders across the country. Karen joined St Paul's as Headteacher in 1997 and is now responsible for the success of all schools, staff and children across the Forward As One Academy Trust.



Janet Carter, ACMA, GCMA

Janet is the Chief Finance Officer and Chief Operating Officer for Forward As One CE MAT, she leads the operational function of our Trust, making sure that we support our school leaders with workload. She supports school admin staff in their roles and provides high quality professional development and guidance.



Elliot Costas-Walker, SLE

Elliot is currently responsible for developing Pedagogy and School Improvement across all the Forward As One schools. He has a proven-track record of supporting schools in various contexts, including special measures schools, and has been instrumental in the rapid improvement of attainment and progress outcomes in both KS1 and KS2. Elliot is a facilitator for ALL and engages with the NPQSL and NPQML programmes, his expertise is also utilised in the school to-school support for all NQTs.



George Taylor

George has a wealth of leadership experience – running his own business, being a workshop foreman and a Service Manager of 2 motor dealerships in Bolton. George's role has evolved overtime from Caretaker to Site Manager and now Facilities Manager, working across the Trust. He is heavily involved in the business, day to day operations and project management of the schools within the Trust.



Peter Bond – Chair of Trustees

Peter has been a school governor for over 20 years. Under his chairmanship, St Paul's C of E Primary School was deemed Outstanding in all areas in 2013.

Peter is determined that Forward As One provides service to our children and school communities and that we "put children first, second and third" as we pursue our mission to provide the best for all children through Grace, Hope and Love. Peter's professional background is in Project Management.



Forward As One Academy Trust

St Paul's CE Primary School,
Astley Bridge
Newnham Street,
Astley Bridge,
Bolton,
BL1 8QA





Michelle Ridsdale, LLE

Michelle is Trust Headteacher and is currently responsible for developing Strategic leadership and School Improvement across all the Forward As One schools. She has a proven-track record of supporting schools in various contexts, including schools in a category, and has been instrumental in the rapid improvement of attainment and progress outcomes in both KS1 and KS2.

Emma Pimbley – Trust Administrator



Emma is Trust Administrator and after completing her Education & Community Studies degree at Bolton University, Emma worked in the legal sector for 5 years specialising in various business roles. Emma thoroughly enjoys working as part of the central trust team completing a variety of administration, PA tasks and financial assistance which is forever evolving. Emma also has close relationships with all our Trust Headteachers and Office staff – she is at the forefront of the organisation.



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