



The Bishop Konstant
Catholic Academy Trust
Learning Communities, Inspired by Faith

For the Greater Glory of God

Recruitment Pack

St Ignatius Catholic Primary school
Ossett

Thank you for your interest in applying to become another valued member of staff at St Ignatius- part of the Bishop Konstant Catholic Academy Trust. We hope this pack will give you an insight into what it is like to work at our school and the type of person we are looking for.

About our school

At St Ignatius Catholic Primary schools mission statement promises that our school is a place for all to flourish through faith and learning. Meaning everyone who is a part of our school community will be gifted the opportunity to Flourish.

St Ignatius, alike all of the schools within the Bishop Konstant Trust, is a Catholic school for the whole community and offers each young person, whatever their background the best start to their educational journey.

The BKCAT schools are sanctuaries, which welcome and provide an environment where children can flourish into the best possible version of themselves. The ultimate aim is for all primary school pupils to leave school in year 6 academically, spiritually and emotionally prepared for the next phase of their education.

A rich and stimulating curriculum from Early Years is delivered throughout the school, underpinned by fantastic facilities and resources, talented staff and strong engagement with our Parish church and our wider local community.

Our pupils spend their days in an orderly, purposeful environment where achievement is celebrated, and individuality is valued. We take enormous joy and pride in being a very happy school, where pupils feel safe and cared for.

We insist on respect, kindness and excellence from all members of our community, and in return we guide and support them in light of the aims of our mission statement and school ethos.



We are proud of our excellent reputation, which is built upon the extensive local history, our excellent attainment and outcomes for pupils and outstanding pastoral care in which each child is valued and supported throughout their school journey.

The small size of the school enables us to structure learning in a way that allows us to genuinely get to know each child as an individual, enabling a more personalised approach that helps them to thrive and flourish.

Our school embodies the unique and distinctive character of Catholic education, yet we believe it stands out even more in its ethos and approach. We are dedicated not only to academic success but also to the holistic development of each pupil.



A message from the Headteacher

Dear Applicant

Thank you for your interest in joining our school community. At St Ignatius, we are dedicated to fostering a vibrant and inclusive environment where both pupils and staff can thrive. We take immense pride in our virtues of respect, resilience and responsibility, which guide everything we do.

Our school is a dynamic place to work, where professional growth and the well-being of our staff are central to our success. Whether it's through continuous professional development or the supportive community that we nurture, we are committed to ensuring that every member of our team has the opportunity to grow and excel.

In this application pack, you will find all the information you need to understand what makes St Ignatius a special place to work. We believe that your skills, enthusiasm, and passion for education could make a significant contribution to our school, and we look forward to learning more about you through this process.

Thank you again for considering St Ignatius as your next professional step. We wish you the best of luck with your application and hope to welcome you to our team soon.

Helen Cooke



About the BKCAT Trust

St. Ignatius is a part of the Bishop Konstant Catholic Academy Trust which comprises of twelve Primary Schools and three secondary schools. The Trust's vision goes beyond individual academies and changes perception from "my academy" to "our academy." Working collaboratively, each academy benefits from others' strengths and expertise within the Trust, and practically from the services provided and procured centrally.

The Bishop Konstant Catholic Academy Trust is a dynamic entity, which responds to the needs of each of our parish communities, whilst upholding Catholic principles. As a Catholic Multi Academy Trust, we have a wonderful opportunity to shape the future of Catholic education and have a positive impact on the lives of around 5000 children and young people who attend our academies.

Our schools are supported by a Trust Central Team operates under the leadership of the CEO. The team provides core business functions to ensure that the Trust complies with its statutory responsibilities and supports the operations and educational performance of our schools. The team works with staff and Governors in schools to ensure that the required outcomes and priorities of schools are achieved in accordance with the Trust's Mission and Strategic Plan as agreed by the Trust Board.

If successful, you will join a Trust with a strong sense of solidarity and collaboration among our school leaders and communities. School leaders are ready to share their expertise and, where necessary, their staff to support Trust schools experiencing difficulties. Centralised financial, governance, human resources, marketing, IT, and administrative support is readily available to our schools and is welcomed by them.

Further benefits from the Trust:

- **Induction:** We offer an annual welcome event for all new employees and provide local induction programmes, online learning packages and regular team meetings.
- **Pensions:** Fantastic pension schemes with competitive employer contributions.
- **Continuous Development:** Access to professional and personal development to support you with your role.
- **Events and Networking:** Opportunities to attend events throughout the year; Celebrations, expert seminars/talks, well-being days and more.



- **Employee help and support:** We are committed to our staff and pupil wellbeing. You will have access to a 24/7 confidential Employee Assistance Programme to support a range of issues including physiotherapy, physical and mental health support, access to specialist counselling and much more.
- **Opportunities for collaboration:** As mentioned about with colleagues across our Trust, but also collaboration with peers across the schools in the Leeds Diocese.
- **Generous family friendly policies.**

Who are we looking for?

For any role within our school- Be it senior leadership ,teachers, support staff, estates, catering, administration, finance, we are looking for a passionate, engaged, ambitious and personable individual. We have worked hard to cultivate an aspirational culture and we need someone who will add to our fantastic team.

We are also interested in a number of personal qualities, which we believe will help you thrive in our school, and deliver the best results for our children and the school.

They are:

- Willingness to support the Catholic ethos of the school
- Excellent interpersonal skills
- Excellent communication skills
- A team player with the ability to work autonomously
- Ability to contribute to the wider effectiveness of the whole school
- Effective time management
- Flexibility
- Ability to work under pressure
- A sense of humour



What is it like to work here?

We are a small community school, and proud of the fact that this allows us to deliver excellent pastoral care to all of our team, helped by the fact we are united by our underlying Catholic values of kindness, love and respect.

Our staff are open and welcoming, happy to share their experiences but also receptive to new ideas and ways of working, which can benefit them, and more importantly, the children.

Emily Quinn, Nursery Nurse and After School Supervisor

“I love that I can help children across the school as a part of my role and build relationships with children to help them feel supported, safe and provide a sense of belonging whilst in their school. I also try to support parents during any communication I have with them.

The school has always felt like a safe and welcoming environment. My eldest daughter also attends the school (she has additional needs) and it had been wonderful to see the support she receives.

The school has a very positive culture, I feel like parents can come to staff openly and honestly about any issues that may arise. Staff are very supportive of everyone who enters.

I feel supported in my role because if I am ever unsure, other staff members will help. I feel 100% comfortable in speaking to any member of staff if I need to. The Headteacher is very welcoming and helpful with any personal or professional issues.

I would recommend this school to anyone considering a role as it has a wonderful working environment and you can approach anybody openly.”



Sara Rodriguez- Assistant Headteacher

“I chose a career at St Ignatius as it is a welcoming community in which Catholic values are modelled daily, and staff are listened to and supported. A part of my role is supporting the rest of the team, but I also feel supported to progress in my career.

In three years, I have progressed in my role from my first year of teaching, to KS1 Leader to Assistant Headteacher. I have learnt strategies and increased my knowledge in education as a result of the support I have received in my time here.

I would recommend the school, especially if you would like to feel that you are a part of a family and progress in your career.”

Lizzie Hastings- Teaching Assistant Early Years

“In my role I support the staff and Nursery and Reception children in Class 1. I love seeing how the children are so keen to learn; they are so enthusiastic and full of life. They are like sponges and their growth is so evident from one week to the next. The children never fail to make me smile every single day, they make every day full of joy.

The culture at St Ignatius is deeply rooted in love and support for not only the children and staff but also the wider community. There is a great sense of family. The staff know they can rely on each other, and everyone goes the extra mile to ensure we provide the best possible education for the children. The Catholic ethos comes through in all that we do. It is a wonderful place to work, and grow alongside supportive colleagues.

I started my journey at St Ignatius as Administration Officer, before moving into the classroom as a TA. This change in role was fully supported, and the transition was gradual and well thought out. Senior colleagues in the Trust and those I work alongside all offered support and advice and made me feel like a valued member of staff.

Opportunities for further qualifications, such as training to be an HLTA or going into teaching, have been discussed, and support has been offered in terms of helping me achieve my short and long-term goals.



Building relationships with our Trust colleagues, staff in school, parents, and pupils is something that I value so much, and it helps to breed a culture of togetherness where we are all working as one unit for the best in our community. I will forever be grateful for the opportunity to be part of St Ignatius and I feel I have become a better person because of the people I am surrounded by every day.

I would recommend our lovely school to anyone. It's a small school with a big heart, and all staff members have such a big impact on the lives of the children. Everyone is warmly welcomed into the St. Ignatius family."

Thank you for reading

We will look forward to receiving your application. Please feel free to visit the St Ignatius website and the Trust website listed below for any further reading about our school/Trust.

Candidates are most welcome and encouraged to arrange a visit to the school by appointment. Please contact Mrs Cooke on 01924 271625 to arrange a visit.

St Ignatius website- <https://stig.bkcat.co.uk/>

The BKCAT website- <https://www.bkcat.co.uk/vacancies/>

God Bless

