



The Bishop Konstant  
Catholic Academy Trust

Learning Communities, Inspired by Faith



**Christ at the Centre**

# **Recruitment Pack**

**St Joseph's Catholic Primary school  
Pontefract**

**Thank you for your interest in applying to become another valued member of staff at St Joseph's— 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 Joseph's Catholic Primary School our mission statement is to love and serve with joy. Inspired by Catholic teaching, we learn how to serve and love each other as disciples of our world with the same faithful joy which we see in Jesus, our saviour and our Lord.

St Joseph's, 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.

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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

On behalf of St Joseph's Pontefract, I would like to welcome you and thank you for your interest in the advertised role.

Our school is a primary school, set in the heart of the town of Pontefract. We are proud of our school community and value the contribution that we make to the local area. We are a one form entry from Reception to Year 6. We offer Nursery for children who are 3 years of age, including 30-hour provision.

We believe in our children and their futures and encourage them to strive for greatness through self-belief and determination. When any visitor tours our school, they comment on our happy, inquisitive children who are highly respectful and engaged in their learning in a calm and stimulating environment. We are all immensely proud of our school and are committed to providing the very best possible education for all of our children.

The school has a dedicated team that works hard to reach high standards in everything we do and this is further embedded through our successful relationships with parents, the local community and the other schools within the Bishop Konstant Catholic Academy Trust.

We are regularly in receipt of high quality CPD opportunities that continue to strengthen our practice. If successful, you will find yourself working in a Trust with clear direction, a supportive nature and CPD opportunities provided to you.

I strive to lead by example. Having been at our school for seven years, I feel that I am in a strong position to take our school forward. As a former pupil at St Joseph's myself I know first-hand how the strong foundation this school provides can support you in life. I feel privileged to lead a team of professional, talented and dedicated staff who share my vision and work ethic. We work as a committed team who provide well planned, inspiring lessons and activities. A wide range of curriculum enrichment activities are also provided to enhance our children's learning.

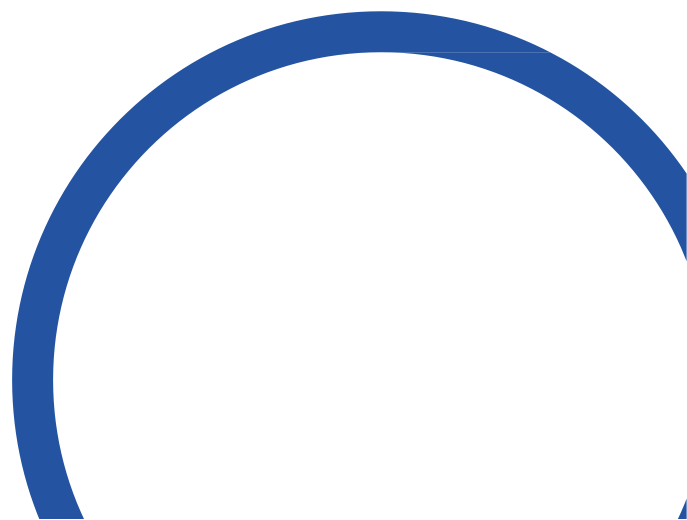
We have a supportive and hard-working group of academy council members who are skilled in a range of areas. The Academy council and staff work together to provide our children with the very best learning opportunities. Our Academy council work hard to achieve a working knowledge of our priorities and practices.



We believe that school should be a happy, caring, spiritual, respectful and hardworking environment, in which all staff should utilise their skills to enable the children in their care to recognise their true potential and talents. As a Catholic community, we endeavour to celebrate the successes of our children in all areas of school life. We work hard to ensure that we are a central part of the Catholic community of St Joseph's parish, and have a close relationship with our Parish Priest, Canon Timothy Wile. There is a strong emphasis on the Catholic faith at St. Joseph's and our children are taught to live by the virtues so their 'character' can flourish as a whole person. We look forward to receiving your application.

Best Wishes,

**Michaela Tomlin**



## About the BKCAT Trust

St. Joseph's 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.
- **Fantastic pension schemes** and 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 with colleagues across our Trust, it also includes 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 or Trust- Be it senior leaders ,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.

### Holly Buxton, Teacher

"I enjoy the team/school that I work with - we all support each other and work together well. I know that my team and my Headteacher will have my back and help with anything.

I also enjoy teaching the children. They are lovely to teach and enthusiastic about the lessons that are delivered. Across school, the children are well-mannered, caring towards all members of school and care about their own learning. This makes working in this school an enjoyable and positive place to be.

A stand out moment was how the whole school team came together to support each other with our recent Ofsted Inspection. I felt very proud to be part of such an amazing school team. This was my first Ofsted Inspection and I was interviewed by them as part of the Geography Deep Dive. I was supported in this interview as I was very nervous. I cannot express how fabulous this school team is, it feels more like a huge family, which really showed during the Ofsted.

St Joesph's is such a great place to work. I have worked in one previous school and the comparison between the two schools is immense. The level of support and care that comes from SLT is unmatched. It is very clear that Mrs Tomlin puts the children and her staff at the top priority of everything that she does. She is an excellent leader for an excellent school."





## **Lisa Rhodes, Teacher**

"I did supply work at this school for a few terms before the job role I applied for came up. From the first day I turned up on supply the staff were very warm and welcoming as were the children, it was always my favourite school to come to on supply. As an Early Career Teacher, I feel supported by the team around me and by the senior leaders in school and I have had lots of CPD so far.

The staff culture at school is supportive and collaborative. Staff are professional and caring with the pupils. I am supported by the team around me. The other teachers, support staff, subject leaders and senior leaders are all very helpful and responsive to any questions I have. Any issues I have I am supported to work through and when I have difficult moments staff are there to support. I would absolutely recommend St Joseph's to anyone considering a role, because it is a lovely place to work."

## **Joanne McHale, Teacher**

"I have always wanted to be a teacher, I love teaching, supporting children and watching their progress. The culture at St Joseph's is very supportive and caring. I would recommend St Joseph's to those considering a role, I have made lifelong friendships, it is a great place to work."

## **Thank you for reading**

We will look forward to receiving your application. Please feel free to visit the St Joseph's 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 Tomlin on 01977 701493 to arrange a visit.

**St Joseph's website-** <https://sjp.bkcat.co.uk/>

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

# **God Bless**

