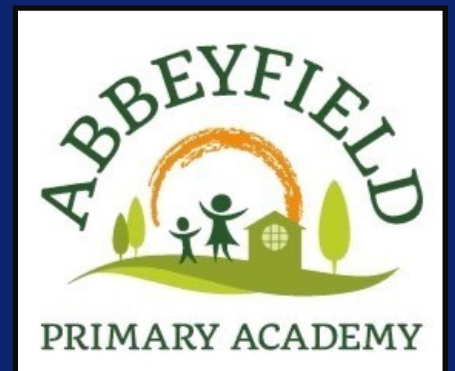


FIVE RIVERS
Multi Academy Trust



Five Rivers Multi Academy Trust



Abbeyfield Primary Academy



Vision and Values

Five Rivers Multi-Academy Trust will be a close knit community of schools, providing a hub from which opportunities can be created and choices provided for all of our children. All of our children will receive the very best education, to enable them to lead well rounded and successful lives.

We will provide a local forum for the provision of the highest standards of pupil outcomes and well-being. This provision will be influenced and guided by national and global developments in education; a development in which we also expect to be leaders.

We will be a financially sustainable local Trust, serving the Sheffield City Region and operating in areas of social challenge.

We will be a financially sustainable local Trust, serving the Sheffield City Region and operating in areas of social challenge.

Through our commitment to equality, dignity, and respect, we develop confident, positive citizens of the wider world through adherence to the United Nations Convention on the Rights of the Child, and to British values;

We take pride in our local communities and celebrate our differences in faith, culture, religion and identity.

Our Vision and Values:

- A 'WHOLE CHILD' FOCUS
- SUCCESS FOR ALL
- A CENTRE OF DISTINCTION IN TEACHING AND LEADERSHIP



The Abbeyfield way: respectful, ambitious, happy and safe



Vision and Values (continued)

A 'whole child' focus where

- every child can feel safe and secure, able to overcome emotional barriers and express their worries and concerns;
- partnerships with businesses, universities and independent schools allow us to raise our children's aspirations and outcomes;
- parents, families and carers are central to our academies' developments.

Success for all where

- all pupils are challenged to reach their full potential regardless of their background, culture and life experiences;
- each and every child receives individual, personalised support to become an autonomous, enthusiastic learner ready to achieve our unapologetically high expectations in relation to behaviour, attendance and attitudes to learning;
- our mastery approach to learning enables our children to grow in confidence and independence.

A Centre of Distinction in Teaching and Leadership in which

- we have high expectations of ourselves and others and hold every individual to account for their contribution to children's outcomes;
- our trustees provide the right level of challenge and support and foster a culture of accountability across the whole trust, ensuring that our academies are governed effectively to secure the very best outcomes and continued improvement;
- we are committed to lifelong learning and professional development, to succession and sustainability and the development of leaders of the future;
- evidence-based research, intelligent use of data, collaborative learning and system leadership underpin our strategies for success;
- our strategies for teaching new arrivals and children who are new to English will become world-class as we develop our experience and expertise.

Our Vision and Values:

- A 'WHOLE CHILD' FOCUS
- SUCCESS FOR ALL
- A CENTRE OF DISTINCTION IN TEACHING AND LEADERSHIP



Abbeyfield Primary Academy

Our School Community

The school is located in an area of significant deprivation in the North of Sheffield. We aim to meet the holistic needs of the whole child and provide for our children's social, and emotional needs to ensure that all children are ready to learn. The school operates a Community Hub which supports families experiencing financial hardship with uniform, toiletries and food. Vulnerable children and families are well-supported by our highly skilled pastoral and teaching team.

We also have a high proportion of pupils with English as an Additional Language, including some children who are International New Arrivals. We have a well-established Language Acquisition class where children have specialist provision in the mornings and join their peers in the afternoons.

The School Site

The school site is split across four buildings. We also have a well-established Forrest Schools provision and 6 separate playground areas. Visits to the school are warmly welcomed. Call 0114 242 0109.

Curriculum

We offer a broad and diverse curriculum to meet the needs of all our pupils. Since the introduction of the 2014 national curriculum, we have engaged with a range of research to develop the curriculum we offer. The teaching team, led by the SLT and the FRMAT, have co-constructed detailed schemes of work, which ensure that each year group have knowledge-rich, well-resourced programmes. The teachers plan in teams, to develop well planned and resourced lessons which reduce individual teacher workload and improve the quality of the lessons for all children. All our schemes of work ensure pupils' progress in knowledge and skills and offer oracy-rich experiences.

Our Vision and Values:

- To recognise and celebrate diversity
- To inspire a love of learning and to have fun
- To provide a relevant, innovative curriculum for all children
- Nurture children's confidence and creativity
- For children to value others and themselves
- To foster a sense of belonging to a global community
- To create and develop sustainable links between the school and community
- For children to operate as independent learners and thinkers

The Abbeyfield way: respectful, ambitious, happy and safe



Abbeyfield Primary Academy (continued)

SEND

We are a mainstream school committed to providing access to the curriculum and a full school life for all our children.

We believe that children are entitled to an education that enables them to achieve their best, become confident individuals living fulfilling lives and to make a successful transition into adulthood whether in employment or further education.

Pupil Premium

We have high aspirations and ambitions for all of our children and we believe that all learners should be able to reach their full potential. We aim to do this through providing opportunities that allow children to develop the appropriate skills and values required to succeed.

Pupils in receipt of the Pupil Premium Funding face specific barriers to reaching their full potential and, at Abbeyfield, we endeavour to provide the support, provision and guidance they need to help them overcome them and enable them to successfully move through each Key Stage and onto Secondary School.

Find out more about our school on our website.
www.abbeyfieldprimaryacademy.co.uk



Our School Community

- 2 form entry Primary Academy
- 39 place Nursery 3+
- Number on Roll - 432
- 66% English as an Additional Language
- 48% Pupil Premium
- 24% pupils with SEND
- 21 Teachers
6 Curric. Specialists / HLTAs
20 TAs & Pastoral Staff
19 Lunchtime & Premises Staff
5 Admin staff

The Abbeyfield way: respectful, ambitious, happy and safe



The Workforce Charter

Five Rivers Multi Academy Trust is committed to being an employer of choice with a reputation for taking care of its colleagues and being 'a great place to work'.

We recognise that many of the difficulties that staff experience have been the response to historic high stakes accountability systems that can drive leaders to behave in ways that increase stress and anxiety for staff. We insist that our leaders do everything they can to guard against this and create a culture that supports colleagues and protects them from unnecessary demands. The reduction of workload will only benefit colleagues if the trust and academy cultures are safe, respectful, professional and fair. Maintaining integrity by modelling ethical leadership at all times will strengthen the positive working culture. All leaders are supported with training and mentoring to ensure that they have a confident understanding of the Trust's ethical principles.

FRMAT believes wholeheartedly that our success is as a result of the high calibre of our entire workforce. Our team is made up of those who teach and those who give essential support to our teachers so that they can focus on teaching our children to the highest of standards.

Equality, Diversity and Inclusion

We do not believe our team is a homogenous group; we recognise our people are individuals with differing needs, characteristics and behaviours. This is why equality and equity form the basis of every policy, every procedure and every practice. We are committed to protecting all characteristics under the Equality Act 2010 and the Public Sector Equality Duty.

As an organisation, we are taking particular action to tackle discrimination and promote equality of opportunity for people of colour and other minority ethnic groups across the Trust.

Our Workforce charter aims to:

- embed EQUALITY, DIVERSITY and INCLUSION
- promote a REDUCTION IN WORKLOAD and ENHANCE WELLBEING
- embed ETHICAL PRINCIPLES and a SUPPORTIVE CULTURE
- promote PROFESSIONAL DEVELOPMENT Instead of performance management



The Workforce Charter (continued)

Reduction in Workload and Enhancing Wellbeing

FRMAT believes wholeheartedly that our success is as a result of the high calibre of our entire workforce. Our team is made up of those who teach and those who give essential support to our teachers so that they can focus on teaching our children to the highest of standards.

Our workforce is the jewel in our crown and the reason our children succeed. We are committed to improving wellbeing even further through the reduction of workload.

Ethical Principles and a Supportive Culture

At Five Rivers Multi Academy Trust we are committed to creating a caring ethos where people feel supported and challenge is focused on the professional development and not perceived as a personal attack. We are committed to creating an environment where the conditions are right and our colleagues are happy to be held to account.

We all aim to abide by the principles of public life:

- Selflessness
- Honesty
- Openness
- Integrity
- Objectivity
- Accountability

Professional Development Instead of performance management

We have moved from measuring staff performance to investing in research informed training. We want a culture where everyone is committed to improving their practice. We are creating a professional development offer that focuses on investment and support.

Our Workforce charter aims to:

- embed EQUALITY, DIVERSITY and INCLUSION
- promote a REDUCTION IN WORKLOAD and ENHANCE WELLBEING
- embed ETHICAL PRINCIPLES and a SUPPORTIVE CULTURE
- promote PROFESSIONAL DEVELOPMENT instead of performance management

The Children's Charter (EYFS)

We pledge that every child in the Five Rivers Multi Academy Trust will, during their early years education, have an opportunity to... :



1. Go on a mini beast hunt.
2. Splash in puddles.
3. Jump in a pile of autumn leaves.
4. Go to the beach, build a sandcastle and paddle in the sea.
5. Ride on a train or tram.
6. Walk alongside a canal, river or stream.
7. Bake or cook with a grown-up.
8. Go on a number hunt in the local area.
9. Go on a word and letter hunt in the local area.
10. Build a snowman.
11. Plant, grow and eat fruit or vegetables.
12. Go pond dipping or rock pooling.
13. Visit a farm and see/stroke the animals.
14. Feed the birds.
15. Visit a library.
16. Watch caterpillars turn into butterflies.
17. Watch eggs hatch and care for chicks.
18. Make a wormery.
19. Take part in a performance.
20. Build a den.
21. Dress up in fancy dress.

The Children's Charter (KS1&2)

We pledge that every child in the Five Rivers Multi Academy Trust will, during their education, have an opportunity to... :



1. Regularly attend an academy after school club.
2. Take part in an academy sporting, cultural or educational event.
3. Engage with new experiences/try new things.
4. Listen to inspirational speakers to raise aspirations and ambitions for the future.
5. Take part in a celebration for another faith/culture that is different from their own.
6. Take part in a formal presentation to an audience.
7. Hold a position of responsibility in our school.
8. Be involved in an experience involving other countries
9. Be actively involved in a community experience (parents could help too).
10. Take part in a fundraising event.
11. Meet children from other schools.
12. Develop a social conscience, caring about what happens to other people, trying to make a positive contribution to society.
13. Build caring and effective relationships - be a good friend, care about other children and get on well with adults.
14. Lead a team or group.
15. Design/build something as part of a team.
16. Visit an art gallery and use the experience to create your own painting.
17. Take part in a debate - share views in a formal situation.
18. Learn about budgeting your own money.

All our staff are expected to:

- be familiar with and committed to the guidance in *Keeping Children Safe in Education*.
- be passionate about safeguarding children
- be committed to the use of positive behaviour strategies to achieve a culture that promotes fairness, respect and consideration towards others

Please read our *Safeguarding Policy* Prior to interview. The Safeguarding policy can be found on our website.



Keeping Children Safe

The trust is committed to safeguarding and promoting the welfare and safety of children and expect all staff to share this commitment. We recognise that everyone who comes into contact with children and their families has an important role to play in safeguarding. Our staff work effectively with social care, the police, health services and other services to promote the welfare of children and protect them from harm.

We have in place clear policies, systems and strategies that ensure the safeguarding and welfare of pupils especially those relating to child protection, behaviour, bullying, safe recruitment of staff, health and safety, harassment and discrimination. All those who work within the Trust, including Trust Directors and Trustees, put the safeguarding of pupils as our highest priority to ensure that all children are free to learn without worry or fear or harm.

When applying, you must provide a full employment and education history, including periods of unemployment, with dates (to the nearest month) and the names and addresses of previous employers.

The trust reserves the right to contact the present employer and any previous employer. Employers will be asked about disciplinary offences, including those which have expired.

The trust will only offer appointments if the above checks are satisfactory.



The Abbeyfield way: respectful, ambitious, happy and safe

The successful candidate will be required to complete an enhanced Disclosure Barring Service from in line with Section 115 of the Police Act 1997.

The school will also check whether you have been barred from working with children prior to interview. It is a criminal offence to apply for a position at our school if you have been barred from working with children.



Pre-Recruitment Checks

The post for which you are applying is exempt under the Rehabilitation of Offenders Act, so all criminal convictions must be declared, with dates. Failure to do so will disqualify you from appointment, and if appointed, may render you liable to immediate dismissal without notice.

If you are shortlisted you will be sent a self-declaration form to complete and return to the Headteacher by email: headteacher@abbeyfield.sheffield.sch.uk. The information you disclose (if any) will be read and considered by the Headteacher and we may meet with you prior to interview to discuss any information you disclose.

If successful in the selection process you will be required to undergo an enhanced check carried out by the Disclosure Barring Service to identify that you are a suitable person to work with children. Further checks will be made at regular intervals thereafter.

An individual barred from working with children through any of the various means available is guilty of an offence if he or she knowingly applies for or accepts any work in a regulated position, i.e. working with children. (Criminal Justice and Court Services Act 2000). In the event that our checks reveal an offence has been committed, it will be reported immediately to the Police.

The trust will only offer appointments if the above checks are satisfactory.



If shortlisted you must bring with you to interview original documents from either list A or list B.

List A

acceptable documents to establish a continuous statutory excuse

List B

acceptable documents to establish a time-limited statutory excuse

Immigration Act 2016



Immigration Act 2016

Working illegally is a criminal offence. Illegal workers face having their wages seized. They may also be prosecuted and can be imprisoned for up to six months.

The Immigration Act 2016 made it an offence to work illegally in the UK. A person commits this offence if they are subject to immigration control, and they work when they are disqualified from working by reason of their immigration status. The offence applies when they know, or have reasonable cause to believe, that they are disqualified from working.

'Disqualified from working by reason of their immigration status' means that they: have not been granted leave to enter or remain in the UK; or their leave to enter or remain in the UK is invalid, has ceased to have effect (whether by reason of curtailment, revocation, cancellation, passage of time, or otherwise), or is subject to a condition preventing the person from doing work of that kind.

The offence carries a maximum penalty of six months' imprisonment and/or an unlimited fine in England and Wales and six months' imprisonment and/or a fine of the statutory maximum in Scotland and Northern Ireland. Wages gained from illegal working may be seized as the proceeds of crime and assets may be confiscated.

If shortlisted you must bring with you to interview original documents from either list A or list B.



List A

acceptable documents to establish a continuous statutory excuse

List A

1. A passport (current or expired) showing the holder, or a person named in the passport as the child of the holder, is a British citizen or a citizen of the UK and Colonies having the right of abode in the UK.
2. A passport or passport card (current or expired) showing that the holder is a national of the Republic of Ireland.
3. A current EEA or Swiss citizen, and which indicates that the holder is permitted to stay in the United Kingdom indefinitely.
4. A document issued by the Bailiwick of Jersey, the Bailiwick of Guernsey or the Isle of Man, which has been verified as valid by the Home Office Employer Checking Service, showing that the holder has been granted unlimited leave to enter or remain under Appendix EU to the Jersey Immigration Rules, Appendix EU to the Immigration (Bailiwick of Guernsey) Rules 2008 or Appendix EU to the Isle of Man Immigration Rules.
5. A current Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder indicating that the person named is allowed to stay indefinitely in the UK or has no time limit on their stay in the UK.

A current Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder indicating that the person named is allowed to stay indefinitely in the UK or has no time limit on their stay in the UK. 37

6. A current passport endorsed to show that the holder is exempt from immigration control, is allowed to stay indefinitely in the UK, has the right of abode in the UK, or has no time limit on their stay in the UK.
7. A current Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the named person is allowed to stay indefinitely in the UK, or has no time limit on their stay in the UK, together with an official document giving the person's permanent National Insurance number and their name issued by a government agency or a previous employer.
8. A birth or adoption certificate issued in the UK, together with an official document giving the person's permanent National Insurance number and their name issued by a government agency or a previous employer.
9. A birth or adoption certificate issued in the Channel Islands, the Isle of Man or Ireland, together with an official document giving the person's permanent National Insurance number and their name issued by a government agency or a previous employer.
10. A certificate of registration or naturalisation as a British citizen, together with an official document giving the person's permanent National Insurance number and their name.

Immigration Act 2016



List B

acceptable documents to establish a time-limited statutory excuse

Immigration Act 2016



List B

Group 1 – documents where a time-limited statutory excuse lasts until the expiry date of leave

1. A current passport endorsed to show that the holder is allowed to stay in the UK and is currently allowed to do the type of work in question.
2. A current Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder which indicates that the named person can currently stay in the UK and is allowed to do the work in question.
3. A current document issued by the Home Office to a family member of an EEA or Swiss citizen, and which indicates that the holder is permitted to stay in the United Kingdom for a time limited period and to do the type of work in question.
4. A document issued by the Bailiwick of Jersey, the Bailiwick of Guernsey or the Isle of Man, which has been verified as valid by the Home Office Employer Checking Service, showing that the holder has been granted limited leave to enter or remain under Appendix EU to the Jersey Immigration Rules, Appendix EU to the Immigration (Bailiwick of Guernsey) Rules 2008 or Appendix EU to the Isle of Man Immigration Rules.
5. A document issued by the Bailiwick of Jersey or the Bailiwick of Guernsey, which has been verified as valid by the Home Office Employer Checking Service, showing that the holder has made an application for leave to enter or remain under Appendix EU to the Jersey Immigration Rules or Appendix EU to the Immigration (Bailiwick of Guernsey) Rules 2008, on or before 30 June 2021. Entry to be removed - refer to List B, Group 2, no. 2
6. A frontier worker permit issued under regulation 8 of the Citizens' Rights (Frontier Workers) (EU Exit) Regulations 2020. 38
7. A current Immigration Status Document containing a photograph issued by the Home Office to the holder with a valid endorsement indicating that the named person may stay in the UK, and is allowed to do the type of work in question, together with an official document giving the person's permanent National Insurance number and their name issued by a government agency or a previous employer.

List B

acceptable documents to establish a time-limited statutory excuse

List B

Group 2 – documents where a time-limited statutory excuse lasts for six months

1. A document issued by the Home Office showing that the holder has made an application for leave to enter or remain under Appendix EU to the immigration rules (known as the EU Settlement Scheme) on or before 30 June 2021 together with a Positive Verification Notice from the Home Office Employer Checking Service.
2. A document issued by the Bailiwick of Jersey, the Bailiwick of Guernsey or the Isle of Man showing that the holder has made an application for leave to enter or remain under Appendix EU to the Jersey Immigration Rules or Appendix EU to the Immigration (Bailiwick of Guernsey) Rules 2008 together with a Positive Verification Notice from the Home Office Employer Checking Service. Entry amended.
3. An Application Registration Card issued by the Home Office stating that the holder is permitted to take the employment in question, together with a Positive Verification Notice from the Home Office Employer Checking Service.
4. A Positive Verification Notice issued by the Home Office Employer Checking Service to the employer or prospective employer, which indicates that the named person may stay in the UK and is permitted to do the work in question.
5. A Certificate of Application (digital or non-digital) issued by the Home Office showing that the holder has made an application for leave to enter or remain under Appendix EU to the immigration rules (known as the EU Settlement Scheme), on or after 1 July 2021, together with a Positive Verification Notice from the Home Office Employer Checking Service. Additional document entered on list.

Immigration Act 2016





The Abbeyfield way: respectful, ambitious, happy and safe

Abbeyfield Primary Academy

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