

Recruitment Information



Codsall

Multi-Academy Trust

Growing as One





Welcome From our CEO



I am delighted to welcome you to our Trust community. Our Trust is currently composed of three schools – two first schools and one middle school – all serving the community of Codsall, in Staffordshire. At the heart of our trust is a shared commitment to our vision and values. Although our Trust is comprised of Faith and Non-Faith schools with different strengths and characters, we share the same core DNA. We grow as one.

One of the unique aspects of our trust is the continuous journey we offer our pupils, from ages 3 to 13. We are proud that almost all of our pupils remain within our trust, allowing us to provide a seamless educational experience that prepares them for the next stage of their learning. This continuity is a testament to the strong relationships we build with our families and the trust they place in us.

As we continue on our journey, we are excited to build upon our successes and explore new opportunities to enhance the educational experience of our pupils. Our shared Trust values allow us to remain pupil-centred and standards driven, modelling behaviours to achieve excellent academic and personal development within the local community.

Thank you for your interest in Codsall Multi Academy Trust. We look forward to welcoming you into our community.

Jodie Parker



Commitment



Compassion



Community

Our Vision, Our Values

Commitment

CMAT Commits: We invest in our people, leading them to flourish, including pupils, parents, staff and community members.

Compassion

CMAT Cares: We want to make a difference to the world for today and for tomorrow.

Community

CMAT Serves: We are a learning community and so much more. Our schools are places of safety and support and we are proud of our locality and it's people.

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Commitment



Compassion



Community



Joining CMAT

An opportunity to...

- Enjoy working with pupils without excessive pressures of accountability
- Flourish in an environment where pupils are polite, well-behaved and keen to learn.
- Work in an organisation that is active in reducing workload and protecting staff wellbeing.
- Develop as an individual, accessing high-quality, bespoke CPD.
- Be the best version of yourself, working with supportive colleagues and flexible leadership.
- Gain experience across a range of age groups, working closely with colleagues across the CMAT schools.



Careers Testimonial:

Philippa: Senior Leadership Role

“ I joined Codsall Middle School as leader of English in 2013. I enjoyed this role and the opportunities it gave me; however, when I started a family, the school supported me with the decision to step back from my middle leader role and focus on my family. I then decided to take a break from the profession when I had my second child.

When my children were a little older, I rejoined CMS as a part-time classroom teacher. One thing led to another, starting with increasing my days and being appointed as a Teaching and Learning coach. Eventually, I was leading the Teaching and Learning team across the school. An opportunity arose to complete an NPQSL, which was valuable and enlightening. These experiences meant I felt confident and suitably prepared to for an SLT position when the position was advertised. I've been able and encouraged to add many strings to my bow at Codsall Middle School- something I will be forever grateful for.

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Professional Growth

CMAT Commits to staff development and professional growth. We recognise the value of high-quality, bespoke learning opportunities and place reflective practice at the centre of our professional development programmes.

We understand that every member of staff has unique experiences and needs, so we prioritise flexible and personalised approaches. We work as close teams, with all of the benefits of support and wellbeing that come alongside that.

Careers Testimonial:

Zoe: Experienced Teacher

I have been working at St Nicholas First School since I qualified in 2015. I started my career in the Nursery and am now one of the Reception teachers. St Nics is a wonderful place to work, hence spending my career to date in the same school! The entire staff team care about each other, support each other and go out of their way to help each other. The senior leadership team are incredibly approachable and will always do their best to support and guide you. I have been given many professional development opportunities during my time here, and have recently completed a course in early years leadership. I took on the role of phonics leader a few years ago and I couldn't have asked for a more supportive staff and leadership team in the implementation of a new phonics programme. I have grown in so much confidence as a teacher throughout my time in St Nics and feel that I have been encouraged to be the best that I can be.



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What can CMAT offer you?

Induction

A well-planned and comprehensive induction package, including an in-school mentor and opportunities to visit before you start.

Community

- A supportive and enthusiastic local communities
- Schools where every employee is valued and respected

Careers Testimonial: Shelley: Teaching Assistant and Forest School Lead

“

'Working for CMAT has been a truly rewarding experience, offering a supportive environment that has significantly contributed to my professional growth. CMAT has supported me to re-train as a Forest School Leader, a role that involves running school wide classes independently. This has lead me to undertake new challenges, develop my knowledge and skills and expand my class leadership experience. CMAT's strong sense of community, for pupils and staff, has made it an ideal place to thrive both professionally and personally.'

”

Wellbeing

- Your wellbeing prioritised - Mental Health First Aiders and SLT Leads are in each school
- INSET days devoted to wellbeing
- Access to support from the ThinkWell service and Occupational Health service
- A proactive approach to reducing workload

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What can CMAT offer you?

Benefits

- CMAT acknowledge continuous service in other local authorities
- Teachers Pension Scheme supported
- Children of staff employed by CMAT favoured in admissions criteria for reception above distance
- A supportive approach to flexible working requests
- Access to friendly HR advice
- Pay and conditions that follow the Staffordshire CC pay policy
- Access to 'Cycle to School' and 'Laptop for Schools' schemes
- Encouragement to undertake professional qualifications
- Full access to Vivup employee benefit scheme

Careers Testimonial: Olivia: Early Career Teacher

“Starting my teaching career at Codsall Middle School has been an exciting and rewarding experience. The supportive environment, enthusiastic students, and dedicated staff create the perfect place to grow as an educator. With plenty of professional development opportunities and a strong sense of community, I've felt encouraged every step of the way. Inspiring young minds, building confidence, and making a real difference has made teaching at Codsall Middle School a truly fulfilling journey.”

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Codsall
Middle School

Visitors to Codsall Middle School always note the warm, friendly atmosphere in our school – it is a lovely place to work and to learn. Pupil behaviour is excellent which means our staff can experience the satisfaction of making a difference to pupils in a positive and supportive environment.

Teaching at CMS gives the opportunity to progress professionally, to develop subject expertise and learn from colleagues. Our staff are enthusiastic and energetic: we are a team, we work together, and reducing workload and promoting work/life balance are important to us.

If you are interested in working at CMS and want to find out more about the benefits of joining our team, we thoroughly recommend that you visit our school and see what makes us tick!

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Great
Reasons to
Work in a
Middle
School



Teaching pupils who are well-behaved, enthusiastic and ready to learn



Freedom from the stress and accountability of GCSEs – a chance to love teaching!



Using your subject expertise over different key stages, keeping your options open



Greater ownership and control of your subject area



The opportunity to work closely with colleagues in first school and high school settings

Codsall Middle School



Age range: 9–13 years

Pupils: 500+ pupils in a vastly over-subscribed school

Organisation: Secondary-style lessons taught by subject specialists

Staff retention: 79% of staff have been at CMS for more than 5 years. 34% more than 10 years.

OFSTED: October 2024, **maintained** standards from previous inspection

We are always on the lookout for talented and enthusiastic people to join our team.

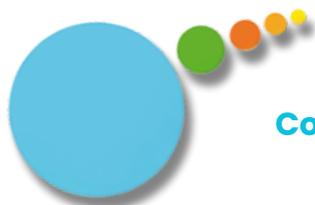


Alongside our current vacancies, we are always looking to hear from people who would love to work at CMAT in the future, so we have created a Talent Pool to register your interest with us.

We will keep your details on file, and you will be the first to hear if we have an opportunity that could be a great match for your skills and experience.

Whether you are an experienced educator, a passionate support staff member, or just starting your career in education, we may have the opportunity you are looking for.

Ready to start your journey? Join the CMAT talent pool by emailing hr@cmat.academy . We'll use this information to match you with future roles that align with your skills and interests.



Contact us to join our Talent Pool





About Our Schools

There is more information about the schools in Codsall Multi-Academy Trust on their individual websites.



[Birches First School](#)

Birches First School Profile

Headteacher: Miss S Varricchione
Age Range: 3 to 9 Years

Contact Details:

Birches Avenue,
Codsall,
Wolverhampton,
WV8 2GJ
Telephone: 01902 297910
email: office@birches.staffs.sch.uk



[St Nicholas First School](#)

St Nicholas CE First School Profile

Headteacher: Miss J Parker
Age Range: 3 to 9 Years
Distinctiveness: Church of England

Contact Details:

Belvide Gardens,
Codsall,
Wolverhampton,
WV8 1AN
Telephone: 01902 842998
email: office@st-nicholas.staffs.sch.uk



[Codsall Middle School](#)

Codsall Middle School Profile

Headteacher: Mrs K Reade
Age Range: 9 to 13 Years

Contact Details:

Wolverhampton Road,
Codsall,
Wolverhampton,
WV8 1PB
Telephone: 01902 843177
email: office@codsall-middle.staffs.sch.uk



Committed to Safeguarding

Codsall Multi Academy Trust (CMAT) is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expect all staff and volunteers to share this commitment. This position is subject to a criminal records check from the Disclosure and Barring Service which will require you to disclose details of all unspent and unfiltered spent reprimands, formal warnings, cautions and convictions in your application form.



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