



BATH & WELLS  
**Multi Academy Trust**

'That they may have life, life in all its fullness' John 10:10



# Join Us

## Headteacher

St Georges Church School

**Application pack**



BATH & WELLS  
Multi Academy Trust

*'That they may have life, life in all its fullness' John 10:10*

*Celebrate Life  
and  
Learning  
Together*

*'Staff nurture a positive, inclusive climate for learning in classrooms.*

*This enables pupils to be confident learners who are eager to contribute and give their views.'*

# Contents

## All you need to know

- ◆ Meet our CEO. Click [here](#)
- ◆ Meet the Chair of Governors. Click [here](#)
- ◆ The voice of our children. Click [here](#)
- ◆ The voice of our staff and parents. Click [here](#)
- ◆ All about us at St Georges Church School. Click [here](#)
- ◆ Our Trust Family. Click [here](#)
- ◆ Bath and Wells Diocese. Click [here](#)
- ◆ Useful Links. Click [here](#)
- ◆ The Application Process / Shortlisting. Click [here](#)

**Application pack**





BATH & WELLS  
**Multi Academy Trust**

*'That they may have life, life in all its fullness' John 10:10*

*Dear Applicant,*

We are advertising for the post of Headteacher at St Georges Church School, a school within our Trust Family and we are delighted that you are interested in joining us.

In truth, though, we are looking for a lot more than a Headteacher.

We want to welcome an exceptional individual into our large family of 33 unique primary schools, but we are also looking for a colleague who brings new ideas and innovation, and who is as comfortable collaborating with other heads and colleagues as he or she is leading the team at St Georges Church School.

Another key attribute will be the ability to make St Georges stand out, while ensuring that the clear vision of the Trust is always at the heart of everything that goes on. This is a fine line to walk but this is why we are seeking an exceptional individual.

This vision is underpinned by Educational and Aspirational Values; Moral and Christian Values; and Collaborative Values. We will expect the Headteacher at St Georges to grasp this from Day 1 and use these values to shape the school's future.

Our Trust is unlike most others. We have the common bond of being primary educators, but each school is unique. That sounds like a cliché, but it is true, and it is this individual uniqueness, existing in a group of 33 schools, which is our strength. While we extend reassurance to our families, our 1,500 colleagues offer reassurance to each other, bringing different, varied, and imaginative solutions to problems. Every Headteacher in our Trust must be able to connect his or her own staff 'family' to this extended family.

It has been an unprecedented year for us all. We serve varied communities and we know every family has been touched by Covid, whether directly with the virus or as a result of hardship and, for many, the school has been a single beacon of reassurance and they will know they can rely on us – every single time. We want this sense of community to continue to thrive as we journey through 2021 and hopefully a return to some kind of normality.

As CEO, I have spoken before about kindness, respect, forgiveness, perseverance, and love being central to our school life. This must be central to the thinking of all of our Headteachers.

We hope that you will feel that this is the kind of environment you will flourish and grow within, and look forward to receiving your application

Yours sincerely

*Nikki Edwards*

Chief Executive Officer





# Welcome

## Meet Our Chair of Governors

*Dear Applicant,*

Thank you for your interest in applying for the post of Headteacher of St Georges Church School and Nursery. This pack shows some examples of what our fantastic pupils have achieved, and why our parents, staff and governors love St Georges so much.

This opportunity has arisen because our current Headteacher, Ms Walker, will be leaving at the end of the Summer Term after three successful years driving up standards in teaching and learning. In 2019, Ofsted judged the school to be 'good in all areas with different groups of pupils achieving well'. It also praised leaders as being 'passionate about providing a good education and care for all pupils.' Our new headteacher will join us at an exciting time for St Georges, leading the school further forward in its drive to deliver an outstanding education for all pupils and to enable each child to flourish and grow to his or her full potential.

We are seeking to appoint a headteacher who will inspire, challenge, support and nurture pupils and staff alike. The school staff with the governors have recently been working towards further raising the profile of reading, improving assessment in mathematics and increasing the percentage of pupils at KS2 achieving reading, writing and mathematics combined. The new Headteacher will develop the school's key priorities to ensure pupils working at greater depth across the curriculum are appropriately challenged and to continue the 'Catch Up' curriculum, addressing the gaps in writing application and stamina for all pupils. A further important key priority is preparation for the upcoming SIAMS inspection.

The local governing board is seeking to appoint a Headteacher who will build on current good practice and also bring a fresh perspective. The person appointed needs to be able to lead and work with a group of dedicated staff, all keen to provide the best education for our children. They will need to support our vision 'Celebrating life and learning together' which was arrived at collectively and encapsulates and demonstrates the Christian vision of our school with its ecumenical Christian foundation. Local clergy regularly lead collective worship following chosen themes which are rooted in our Christian values. The children love the special occasions such as Christingle and the main Christian festivals and are keen to share their understanding.

As a church school we are very much at the heart of the local community. The new Headteacher will maintain and extend links beyond the school boundaries while leading and developing our enthusiastic staff team. We enclose a job description and person specification, which provide more details about the role.

In collaboration with the staff, applicants should be prepared to lead the development of a broad and balanced curriculum, with a strong emphasis on outdoor learning. They need to be organised and understand the financial management of the school. A commitment to providing the very best opportunities that enable each child to make the progress they are capable of and deserve is essential. We place emphasis on communication with parents and it is essential to have an ability to work with them to ensure their ongoing support. We see this as an exciting opportunity for the right candidate. The school is now in the position to further grow and flourish under the right management. We see ourselves as a big family belonging to the even bigger family of the Bath and Wells Multi Academy Trust.

Thank you again for your interest in this position; we look forward to your application and meeting you should you visit the school. I enclose information about the school and the local community which I hope will encourage you to proceed with your application.

Yours sincerely

**Application pack**





BATH & WELLS  
Multi Academy Trust

'That they may have life, life in all its fullness' John 10:10

# All about St Georges Church School

St Georges Church School is a popular one-form-entry primary school in the largely residential St Georges area of Weston-super-Mare. Nursery provision provides full day, morning and afternoon places. Most year groups are at capacity or near capacity and reception class places are over-subscribed for September 2021. The school joined the Bath and Wells Multi Academy Trust in September 2016.

The school is a Christian learning environment at the heart of its community. We aim to live out our vision, 'Celebrating life and learning together', that is underpinned by the verses from John 10:10 'That they should have life, life in all its fullness'. We promote care, respect and responsibility, and we expect high standards in all aspects of school life. The Christian ethos is at the heart of everything that our school seeks to do and achieve through our values of faith such as honesty, generosity, selflessness, forgiveness, reconciliation, care and respect for others. These will find full expression in the life of the school, where every individual is cared for and valued. Our school's ecumenical Christian foundation is supported by the Church of England, Baptist and Methodist churches. There is a daily act of collective worship, where pupils and staff come together to share a time of praise, prayer and reflection.

St Georges is an inclusive primary school, designed to meet the educational needs of today's children. The school welcomes equally pupils with a Christian faith, pupils with other faiths and pupils with no faith. We seek to cater for children of all abilities by offering a broad and distinctive curriculum in an inspiring learning environment. We believe that the education we provide is holistic and should nurture the social, personal, mental, cultural, physical, emotional and spiritual development of each child. We believe that outdoor education is the key to this development, and, using our extensive school grounds, we can already see the benefits of this in the attitudes of our children.



**Application pack**



# All about St Georges Church School

We have a first-class team of dedicated, professional staff to ensure that every child has the opportunity to reach their full potential in all areas. We build a partnership between children, parents, staff, governors, churches and the community as a whole, and we also share expertise and facilities with other schools within the Trust and with the wider community. We believe in learning for life, and St Georges aspires to provide pupils with the best start possible. We will provide a rich and stimulating curriculum and environment, where learning is fun so that all individuals can achieve their God-given potential.

Our pupils leap at every opportunity to play an active part in school life, whether through the school council, the eco council or the ethos committee. They participate enthusiastically in our daily act of collective worship, and the whole school can celebrate individual achievements at our special celebration worship each week. Children also particularly enjoy special events within the school curriculum including the recent Music and Design Technology themed weeks. Singing, dance and drama are promoted and taking part in competitions and festivals is encouraged. We are a very sporty school and our teams take part in a wide range of competitive events with local schools and always acquit themselves well, demonstrating excellent sporting behaviour.

Pupils are always eager to help those less fortunate than themselves. We have long standing links with the Mutende project in Zambia and through our Baptist Church with a school in Bangladesh. They are always keen to engage in national charitable or local community events together, raising funds for local and national causes.

Finally – and most importantly – our school family tell us that they feel very strongly that the school is at the heart of the community, and that it has been a lifeline for parents, carers and children who have struggled through the pandemic.

**Application pack**





# The voice of our children...

"Happy and friendly."

"Someone who is proud of me when I am good."

"Be nice to us."

"Be respectful and listen to the children."

"Cheerful and makes us laugh."

"Someone who is happy and proud."

"I hope they have good ideas and are loving."

"Someone that has a sense of humour."

"Someone that has a sense of fun."

"Someone that is kind and listens to the views from the children and the adults within the school."

"Someone that brings life into the school".

"I want them to be good."

"I want them to have a nice voice (like Miss Bavin)"

"To play Lego with me."

"To come on a 'welly walk' in their wellies on the field with us."

"Kind."

"They should help and be nice."

"They should listen and help."

"They should be respectful."

"Look after our school."

"Look after the children and teachers."

"Look after the toys."

"To be nice."

"To be a good headteacher."

"Keep us safe."

"Someone who I'm not afraid to talk to, someone kind."

"Someone who is sporty."

"Someone who can help cheer us up if we are sad and knowing that they will be there for us."



# The voice of our staff and parents...

Has a strong Christian ethos who promotes this through the school ensuring the strong family-feel of the school remains

A strong leader who is inclusive, listens, values our professional opinions and leads by example

Will bring fresh ideas to our school including developing our school grounds for outdoor learning

Someone who is easily approachable and has excellent communication skills

Is a visual presence for parents and staff, acting upon any concerns that they and we have.

Prioritises staff wellbeing and treats staff equally

Values each one of us for what we do challenging us effectively to help us reach our potential.

Is a good motivator bringing a new lease of life with passion and visions enabling us to progress and support the school on the journey to outstanding teaching and learning.

Shows a knowledge and drive to ensure early years is valued just as much as the whole school, and can continue to develop our Nursery provision, in order to support local families within our community.

Someone who is fun and that the children and staff can laugh with creating a happy, positive and loving place of work and education.

Someone who is positively committed to improving pupil progress and supporting professional development of staff at all levels.

Someone who is visible to children and will pop into the classrooms regularly so that the children know who they are.

Someone who has clear visions and values and seeks to enhance community and parental partnerships gaining the confidence of staff and parents.

Someone who has a genuine love of the school, puts the children at the heart of our school supporting us to be a pillar in the local community.

Sustains the strong sense of family that exists within the school and its community.





BATH & WELLS  
Multi Academy Trust

'That they may have life, life in all its fullness' John 10:10

# Our Trust Family

## Bath and Wells Multi Academy Trust

The work of our Trust family is  
underpinned by exceptional

**Educational and Aspirational** values

**Moral and Christian** values

**Collaborative** values

### **Educational and Aspirational values**

Every child will experience the highest quality teaching and learning

This teaching and learning will be delivered in the best possible environment

Teaching staff are committed to the best and most innovative practice and research

All children from all backgrounds are given the chance to change  
their lives positively through learning

Every school is on a trajectory to become or remain Outstanding

Outstanding leaders in all our schools



**Application pack**



# Our Trust Family

## Ethos & Values

### Moral and Christian values

Our distinctively Christian ethos underpins all the work of the Trust and every aspect of curriculum delivery

We reinforce values of kindness, respect, forgiveness, perseverance and love

Alongside an outstanding education, we deliver a focus on the quality of our children's characters

We guarantee year-round support for the most vulnerable and less well-off, as well as those who suffer discrimination and those living with disability

### Collaborative values

Our Trust fundamentally exists to enable our schools to flourish

We give leaders and teachers, as well as LGBs, the chance to work together, sharing best practice

The Trust family Central team will deliver exceptional HR, IT, financial services and other professional and training support for all staff

We work with the Diocesan Education Department, drawing on resources, services and a shared vision



# Bath and Wells Diocese

The Bath & Wells Multi Academy Trust works within the parameters of the Diocese of Bath & Wells, which is nearly coterminous with the traditional county of Somerset. It is a diverse region with:

- ◆ An extensive coastline along the Bristol Channel, often referred to as the Somerset Coast
- ◆ Three Areas of Outstanding Natural Beauty – the Blackdown, Quantock and Mendip Hills
- ◆ A large part of the Exmoor National Park

Bath has a distinct identity from much of the rest of the diocese, and the proximity of Bristol exerts a powerful influence on commuting and employment patterns.

The population of just over 909,000 has grown by 6.7% since 2001, faster than the national average, and is projected to grow to about 1 million by 2021. This is almost entirely through internal migration from other parts of the UK. Nearly all the increase in population in the last 10 years is accounted for by a higher proportion of adults, over 40, than the national average, and 20% fewer in their 20s-40s..

Church schools are a significant activity of the diocese. 36,000 children attend Church of England schools or academies. 50% of primary aged children attend a Church of England school. There are six Church of England secondary schools and three middle schools. State schooling in the diocese is provided by three Local Education Authorities: Bath and North-East Somerset (BANES), North Somerset, and the larger Somerset County Council.

Bath and Wells is overwhelmingly 'White British' (95%), with significantly lower rates of ethnic diversity and international immigration than England as a whole, even though these are slowly rising. BANES is closer to the national profile (83% 'White British', 8% black, Asian or mixed race), but still below average. 'White other' is the only other ethnic group to register above 2%, with pockets of European immigration in some urban centres.

In the 2011 census, 64% of Somerset people put their religion as 'Christian', significantly higher than the national average, but still a drop of 11% over the decade. Over the last 10 years the number specifying 'no religion' has doubled to 250,000. Other religious groupings are small: at 3,500 the Muslim population is the next highest, followed by Buddhists and Pagans.







# Living in Bath and Wells

Local sport and leisure ranges from the all-conquering 'Paul Nicholls' stable in Ditcheat' to the Somerset CCC and Yeovil Town FC , with a thriving local club scene in many sports. This includes three local racecourses at Wincanton, Bath and Taunton.

The diocese is rich in cultural opportunities - with literature and music festivals in the well-known centres such as Bath and Wells, as well as in the smaller towns and communities.

The Glastonbury Festival draws 180,000 visitors each year and Somerset's autumn cycle of carnivals is the biggest of its kind in Europe.

The beautiful city of Bath has been a wellbeing destination since Roman times. The waters are still a big draw, both at the ancient Roman Baths and the thoroughly modern Thermae Bath Spa, which houses the only natural thermal hot springs in Britain you can bathe in.

Additionally, the thriving city of Bristol is just less than an hour away where you will find a range of events throughout the year including the famous Balloon Fiesta and the Hippodrome Theatre, which has established itself on the touring circuit for all major musical productions, thus becoming known as 'Bristol's West End Theatre'.





BATH & WELLS  
**Multi Academy Trust**

'That they may have life, life in all its fullness' John 10:10

# Useful

## Links to help you find out more about us

To learn more about our school's values, the community, curriculum, learning & teaching, assessment and leadership please have a look at our school's website.

Click [here](#)

Our OFSTED Report:

Click [here](#)

Our SIAMS Report

Click [here](#)

To visit the Bath & Wells Diocesan Academies Trust website:

Click [here](#)

**Application pack**



# Key Information

## The application process | Shortlisting

### School visit

Due to the current National Lockdown, I regret to state that the opportunity to come and visit the school at this point is limited. To ensure the safety of our children, staff and any potential candidates, we will only be offering schools visits after school hours on the week commencing Monday 29th March. These will be available by appointment only. Please contact Jade Knapman at [jade.knapman@bwmat.org](mailto:jade.knapman@bwmat.org) to arrange a visit.

However, please take a moment to view the school video. This video was made to provide you with an insight into the life and priorities of St Georges Church School and Nursery.

[Click Here To Watch The Video](#)

We would also invite you to discuss the position further with the Regional Director of Learning and Achievement for St Georges Church School. Please contact Jade at [jade.knapman@bwmat.org](mailto:jade.knapman@bwmat.org) to arrange a phone appointment.

### Applications

We hope you find this pack will provide all the information you need in order to consider your application for this post. If, however, you have any further questions please email Jade Knapman at [jade.knapman@bwmat.org](mailto:jade.knapman@bwmat.org)

To apply please visit <http://www.bwmat.org/vacancies/> for the application form. Once completed please return the application form with a covering letter of no more than two pages in length.

Closing date for applications: **Sunday 11th April, 2021**

Please send your application either by post: **Human Resources Department, Bath & Wells Multi Academy Trust, Flourish House, Cathedral Park, Wells, Somerset, BA5 1FD.**

Or via email to: [jade.knapman@bwmat.org](mailto:jade.knapman@bwmat.org)

**Application pack**





# Key Information

## The application process | Shortlisting

### Shortlisting

To ensure the fairness of the selection process, shortlisting will be based upon the information which you provide in your application and assumptions will not be made about your experience or skills. We will look for demonstrable evidence that you meet the criteria set out in the person specification.

The shortlisting of candidates for interview will take place on: **Wednesday 14th April, 2021.**

If you are invited to interview, we will notify you by email on: **Thursday 15th April, 2021** and your referees will then be sent a reference request.

### Interviews

Interviews will take place over two days.

To ensure that the safety of all staff and candidates remains a priority throughout the recruitment process, the initial day of interviews will be held virtually over Teams. Successful candidates will then be invited to the second day of interviews.

This final stage will take place in St Georges Church School, Pastures Avenue, St Georges, Weston-Super-Mare, North Somerset, BS22 7SA

Further details regarding the selection process will be communicated at the time applicants are invited for interview. The appointment will be subject to satisfactory pre-employment checks.

The interviews will take place on 19/04/2021 & 20/04/2021



# For You

## Applicant privacy notice

**Data controller:** Bath and Wells Multi Academy Trust, Flourish House, Cathedral Park, Wells, Somerset, BA5 1FD.

**Data protection officer:** I West – Audit West, BaNES, Guildhall, High Street, Bath, BA1 5AW

As part of any recruitment process, BWMAT collects and processes personal data relating to job applicants. The BWMAT is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

### What information does the BWMAT collect?

The BWMAT collects a range of information about you. This includes:

- ◆ Your name, address and contact details, including email address and telephone number;
- ◆ Details of your qualifications, skills, experience and employment history;
- ◆ Information about your current level of remuneration, including benefit entitlements;
- ◆ Whether or not you have a disability for which the BWMAT needs to make reasonable adjustments during the recruitment process;
- ◆ Information about your entitlement to work in the UK;
- ◆ Equal opportunities monitoring information, including information about your ethnic origin, sexual orientation, health, and religion or belief.
- ◆ Information obtained during the interview process

The BWMAT collects this information in a variety of ways. For example, data might be contained in application forms, CVs, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment.

The BWMAT will also collect personal data about you from third parties, such as references supplied by former employers, information from employment background check providers and information from criminal records checks. The BWMAT will seek information from third parties as appropriate throughout the recruitment process and will inform you that it is doing so.

Data will be stored in a range of different places, including on your application record, on IT systems (including email).

### Why does the BWMAT process personal data?

The BWMAT needs to process data to take steps at your request prior to entering into a contract with you. It also needs to process your data to enter into a contract with you.

In some cases, the BWMAT needs to process data to ensure that it is complying with its legal obligations. For example, it is required to check a successful applicant's eligibility to work in the UK before employment starts.



# For You

## Applicant privacy notice

The BWMAT has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows the BWMAT to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. The BWMAT may also need to process data from job applicants to respond to and defend against legal claims.

Where the BWMAT relies on legitimate interests as a reason for processing data, it has considered whether or not those interests are overridden by the rights and freedoms of employees or workers and has concluded that they are not.

The BWMAT processes health information if it needs to make reasonable adjustments to the recruitment process for candidates who have a disability. This is to carry out its obligations and exercise specific rights in relation to employment.

Where the BWMAT processes other special categories of data, such as information about ethnic origin, sexual orientation, health or religion or belief, this is for equal opportunities monitoring purposes.

For most roles, the BWMAT has a responsibility to seek information about criminal convictions and offences. In addition to these checks information will also be sought in respect to Safeguarding and the suitability to work with children. Where the BWMAT

seeks this information, it does so because it is necessary for it to carry out its obligations and exercise specific rights in relation to employment.

If your application is unsuccessful, the BWMAT will keep your personal data on file for six months.

### Who has access to data?

Your information will be shared internally for the purposes of the recruitment exercise. This includes members of the HR and recruitment team, interviewers involved in the recruitment process, school office staff and school leadership and IT staff if access to the data is necessary for the performance of their roles.

The BWMAT will share your data with third parties, as appropriate throughout the recruitment process. The BWMAT will then share your data with former employers to obtain references for you, employment background check providers to obtain necessary background checks and the Disclosure and Barring Service to obtain necessary criminal records checks.

Your data may be transferred outside the European Economic Area (EEA) to support right to work checks, where this occurs BWMAT will ensure compliance with data protection law is maintained.





# For You

## Applicant privacy notice

### How does the BWMAT protect data?

The BWMAT takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties. The BWMAT has a specific data protection policy and Freedom of information policy

### For how long does the BWMAT keep data?

If your application for employment is unsuccessful, the BWMAT will hold your data on file for six months after the end of the relevant recruitment process. At the end of that period, your data is deleted or destroyed.

If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment. The periods for which your data will be held are detailed in the BWMAT records retention document.

### Your rights

As a data subject, you have a number of rights. You can:

- ◆ Access and obtain a copy of your data on request;
- ◆ Require the BWMAT to change incorrect or incomplete data;
- ◆ Require the BWMAT to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing;

- ◆ Object to the processing of your data where the BWMAT is relying on its legitimate interests as the legal ground for processing; and

Ask the BWMAT to stop processing data for a period if data is inaccurate or there is a dispute about whether or not your interests override the BWMAT's legitimate grounds for processing data.

If you would like to exercise any of these rights, please contact the Head Teacher of the school or BWMAT HR department. You can make a subject access request in writing including via e-mail.

If you believe that the BWMAT has not complied with your data protection rights, you can complain to the Information Commissioner.

### What if you do not provide personal data?

You are under no statutory or contractual obligation to provide data to the BWMAT during the recruitment process. However, if you do not provide the information, the BWMAT may not be able to process your application properly or at all. You are under no obligation to provide information for equal opportunities monitoring purposes and there are no consequences for your application if you choose not to provide such information.

### Automated decision-making

Recruitment processes are not based solely on automated decision-making.