



A Welcome from the CEO of Diocese of Bristol Academies Trust.



Welcome and thank you for your interest in the job of Principal at St Mary Redcliffe C.E Primary School.

As the academy sponsor for the school, the Diocese of Bristol Academies Trust (DBAT) is seeking an inspirational and innovative leader who will take full advantage of this unique chance to create an exceptional learning environment in a large multi-ethnic area of Bristol which serves the communities of Windmill Hill, Victoria Park, Totterdown, Bedminster and Redcliffe.

While there is significant challenge in the recent judgement of Special Measures, the school is on a journey of rapid improvement and whole-school change is underway. The school has recently been judged to be making good progress since the Ofsted inspection, and strong systems and curriculum development are increasingly becoming embedded as the school continues to make good progress. There is a strong partnership between children, parents, carers, staff, governors and the local church. The school community is looking forward to a period of consistent leadership that will raise standards significantly, and will improve the quality and consistency of teaching and learning. We intend to reach “Good” and then “Outstanding” status as soon as possible.

The Local Board are very supportive of the school and are keen to work closely with the new Principal to deliver a shared vision via a clearly delivered strategy; maintaining a focus on standards and progress. The children are polite, enthusiastic and caring, and they love the creative curriculum learning opportunities available in the school.

Our Principal must be committed to the Christian ethos of our Academy and passionate about ensuring that each pupil fulfils their unique potential. The Academy currently has a ‘Good’ SIAMS accreditation which we seek to develop and improve upon.

Our aim is for academies in our Multi-Academy Trust to share practice across the Trust, as well as with the Church family of schools and academies in the Diocese. We aim to support schools and academies to help each other through collaborative working practices, sharing good practice, networking and staff development, all enhanced by access to the expertise within the Diocese and with our partners. The new Principal at St Mary Redcliffe C.E Primary School will be a key player in collaboration amongst the family of DBAT Principals, and will play a key part in promoting the benefits of the Trust to the wider community.

A shared vision

We seek to add powerful momentum to the progress of our family of schools and academies through a shared aspirational vision and an inclusive ethos. The Principal will demonstrate a commitment to encouraging high aspirations and success for everyone through excellent learning and teaching. The Principal will also be a natural community leader with the ability and desire to contribute to the well-being of the church and the community as a whole. We believe in:

- Ensuring highly effective and inspirational leadership and management;
- Establishing an environment where all are safe, and where personal development, behaviour and welfare are highly regarded;
- Promoting high aspirations and success for all;



- Ensuring progressive and sustained improvement in standards of education, through high quality teaching and learning, and effective assessment that impacts on outcomes;
- Establishing an ethos based on Christian values and principles;
- Creating a learning environment where staff promote and deliver a positive, exciting and relevant learning experience for pupils;
- Supporting and building leadership and management capacity at all levels;
- Developing a community where parents and carers are valued;
- Contributing to the promotion and development of the DBAT community and supporting others;
- Valuing and encouraging the continual professional learning of staff;
- Contributing to the development of children as caring and loving citizens who are enabled to explore their personal beliefs.

Intrinsic to our approach at the Diocese of Bristol Academies Trust is the belief that all schools are different with needs that emerge from their unique context. We work in partnership with the Principal, governors, staff, parents and carers, and pupils to affect a programme of long-term and sustainable excellence that will have a real impact, first for the pupils, but also for the staff and wider community. Financial, HR and legal aspects are supported centrally, allowing the Principal and staff team to focus on teaching and learning and the pastoral role that is naturally part of academy and community life.

In summary, we are looking for an outstanding teacher with the skills, leadership and enthusiasm to lead the Academy and ensure it becomes a centre of educational excellence for its pupils and community and a flagship academy for the Trust.

If you believe you have the skills and expertise to make such a significant contribution I hope that you will apply.

We value your application and thank you in advance for your time in its consideration and submission.

Kind regards

John Swainston

