



Midsomer Norton  
Schools Partnership



**JOIN OUR TEAM**  
Recruitment Information

## Welcome to the Trust

Thank you for expressing an interest in joining the Midsomer Norton Schools' Partnership Multi Academy Trust.

Our aim is to provide outstanding education to all pupils, whilst ensuring the unique character and ethos of our schools is preserved.

We are committed to providing inspirational leadership, teaching and support in all our schools and therefore ensure we make a positive impact on the lives of the children that learn with us.

Our staff are our most important resource and we are determined to be known as the employer of choice within the areas we work. We are constantly seeking to improve and grow the Trust and therefore support our colleagues with better career progression, wider opportunities and first-rate training.

We value our staff highly and want to recruit people who share our values and are passionate about providing the very best education and opportunities for children. If your views are similar to ours, then we would welcome your interest in the wide variety of roles we have on offer as an organisation.

We look forward to receiving your application and wish you the best of luck.



**Alun Williams**  
Chief Executive Officer for the  
Midsomer Norton Schools Partnership

# About Midsomer Norton Schools Partnership Trust

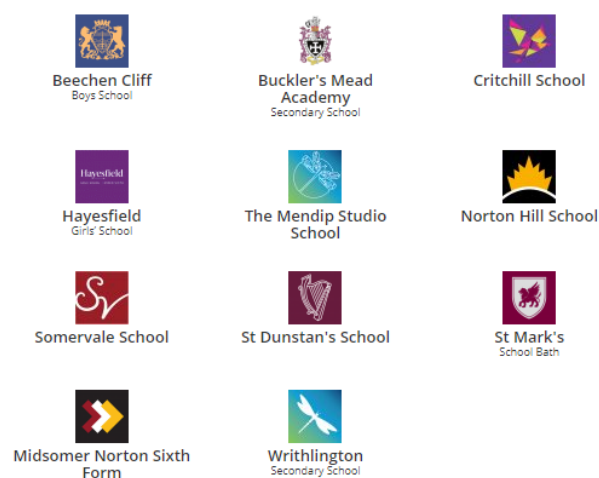
## Background and Context

The Midsomer Norton Schools Partnership Trust was formed in 2009 following a hard federation between Norton Hill and Somervale secondary schools, both located in the town of Midsomer Norton. Since that point, the Trust has grown to include 10 secondary schools, 1 special school and 17 primary schools, all located in the Southwest of England: Bath and North East Somerset, Somerset and North Somerset.

### Primary Schools



### Secondary Schools & Sixth Forms





Midsomer Norton Schools' Partnership Trust (MNSP) is focused on school improvement as its primary aim.

Trustees believe that through effective and true collaboration, excellence can be achieved in our schools. The Trust does not seek to make all schools the same, but through sensible standardisation of practices and outstanding support and challenge, we aim to ensure all schools within the Trust are 'good' or better.

We have very high expectations and real ambition for our schools. We provide support and expertise so that our entire community of children and young people can achieve their very best. The unique character of each school is celebrated and nurtured to ensure choice and variety in educational provision. The Trust is committed to providing a broad, balanced and aspirational curriculum in all of its schools, so that all children and young people develop the character and qualifications needed to open doors to their future success.

Our track record suggests that we are having a positive impact on schools, their communities and of course, the lives of the children who learn with us. We have strong, collaborative relationships across the Trust and our schools work very closely together. Staff benefit from sharing best practice and from being part of wider teams which exist within and across schools. This has generated a sense of loyalty to one another and led to staff feeling more valued and able to see that their work goes beyond just one school.

The Trust has grown and as of September 2021 we will have over 12,000 pupils and in excess of 2,000 staff. We have invested heavily in centralised support services, including HR, Finance, Catering, IT and Premises Management. This central provision and support ensures schools can focus on their core business - ensuring children are happy, safe, learn well and become good citizens in modern Britain.





# Midsomer Norton Schools Partnership Vision

## MNSP STRATEGIC VISION



<p><b>MAT VISION</b></p> <p>The MAT provides support and challenge to all of its schools so that its entire community of children and young people can achieve their best. The unique character of each school is celebrated and nurtured to ensure choice and variety in educational provision. The Trust is determined that all children should be able to attend a good or better school regardless of where they live.</p> <p>The MAT is committed to providing a broad, balanced and aspirational curriculum in all of its schools, so that all children and young people develop the character and qualifications needed to open doors to their future success. A strong focus on developing and providing inspirational teaching and leadership in all schools, through school-to-school improvement, ensures outstanding progress and educational enjoyment for all members of the partnership's community.</p>		
STRATEGIC INTENT	MAT VALUES	COMMON FEATURES
<ul style="list-style-type: none"> <li>The MAT is effectively structured to enable all schools, their children and staff, to realise their aspirations and potential</li> <li>A well-planned curriculum secures academic progression and personal development for all children and young people throughout each stage of their education</li> <li>Children and young people in all schools across the MAT enjoy learning and secure high outcomes</li> <li>Children and young people remember knowledge they have been taught and can use this throughout their lives</li> <li>The development of children will be underpinned by efficient and effective administration and services which will continue to focus on sustainable solutions to support the MAT</li> <li>The MAT is financially secure so that all schools are fully staffed and resourced to provide the highest standards of teaching to all of its students</li> <li>MAT expansion plans maintain a key focus on school improvement by enabling schools to work together in clusters of local collaboration</li> <li>The MAT and all its schools are highly regarded by working with other organisations to positively contribute to educational policy and outcomes both locally and nationally</li> <li>The MAT supports the Christian vision for education throughout its church schools</li> </ul>	<p>Moral values will underpin the strategic intents by defining how the MAT will operate. They are at the heart of our organisation, as we seek to improve the lives of children and all those who work in the MAT:</p> <ul style="list-style-type: none"> <li>School improvement is at the heart of the work of the MAT; school-focussed challenge is provided within a framework of professional support and guidance</li> <li>The individual identity and character of each school in the MAT is honoured; educational diversity is nurtured within a culture of high expectation and innovation</li> <li>Schools work together to support the personal development and academic achievement of all children and young people across the MAT; success is the result of great team work</li> <li>Funding is used to secure improvement in outcomes; as teaching has the biggest impact on learning all staff have an entitlement to professional development opportunities</li> <li>The wellbeing of staff and students is secured through a safe and happy working environment that is based on team work, courtesy; the growth of educational passion, enthusiasm, optimism, professionalism, leadership and innovation is encouraged at all times</li> <li>Ensure that dignity, respect and tolerance runs through all aspects of our work so that people who are associated with the MAT feel valued.</li> </ul>	<ul style="list-style-type: none"> <li>A relentless focus on safeguarding children</li> <li>Academic rigour and a broad and balanced curriculum focussed on knowledge and skills</li> <li>A sense of community within and beyond the school buildings</li> <li>A focus on outdoor learning and strong extra-curricular provision including residential experiences</li> <li>Inspirational teaching</li> <li>Opportunities for children to lead</li> <li>A focus on developing the whole child so that they are tolerant, resilient and have high aspirations for life.</li> <li>A focus on traditional values of courtesy and good manners</li> <li>A determination to ensure a love of reading</li> <li>The best qualified teachers and support staff</li> <li>Intervention programmes to ensure all children including those with a special education need or in receipt of pupil premium funding can achieve at the very highest levels</li> <li>A strong sense of collaboration with partner schools to realise the vision of the Trust.</li> </ul>

September 2021

The Trust strategic vision and other company documents can be found on our website:

<https://www.midsomernortonschoolspartnership.com/documents.htm>

## Staff Benefits and Wellbeing

As an employee of MNSP you will be part of a large organisation supporting the delivery of education to young people. We believe in creating a supportive environment where employees are encouraged to develop personally and professionally throughout their career.

All colleagues have access to the following benefits:

- Pension - all employees are automatically enrolled into the relevant pension scheme – either Teachers Pension or Local Government Pension Scheme.
- Employee Assistance Helpline - providing employees and their families with free confidential support and legal advice 24 hours a day 365 days a year.
- Counselling support - employees have access to face to face or telephone counselling sessions.
- Cycle Scheme - employees can save at least 25% on new bikes and/or accessories. Deductions are made via salary sacrifice which attracts tax and NI savings over 12 months' which is interest free.
- Free eye test - annual eye check and a contribution of up to £49 towards glasses.



## Application Process

All applicants are required to complete all sections of the Trust application form and ensure applications are submitted by the deadline, we are unable to accept applications after the deadline unless the position is re-advertised.



## Safeguarding

Midsomer Norton Schools Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced DBS check is required prior to appointment.

The Trust complies with the statutory Safer Recruitment guidance as outlined in the Department for Education - Keeping Children Safe in Education Policy (updated annually). All interviews will be conducted in-line with this statutory guidance.

Safer recruitment practice also includes the following checks:

- Verifying original forms of identity and qualifications.
- A minimum of two satisfactory references.
- Previous employment history checks.
- Scrutiny of gaps in employment.
- Medical health check.
- Childcare Disqualification Declaration relating to the “Disqualification under the Childcare Act 2006”.
- Proof of right to work in the UK.



# Equal Opportunities

Midsomer Norton Schools Partnership is committed to providing equal opportunities for all. The Trust will not discriminate either directly or indirectly on grounds of any protected characteristic.



[www.midsomernortonschoolspartnership.com](http://www.midsomernortonschoolspartnership.com)

Executive Headteacher/CEO: Alun Williams

Registered Address: Norton Hill Primary School, Silver Street, Midsomer Norton, BA3 2UD

Company No: 7365778