**Bolton and Farnworth Church of England Primary Multi Academy Trust**

**2 Full time Teachers Pay Scale starting at M1**

**Required from October 2019**

**Are you passionate about helping every child succeed and improve their life chances?**

**Are you prepared to work collaboratively for the benefit of all children?**

**Will you offer children the opportunity to flourish and shine by doing what it takes, no matter what their starting point or social challenges?**

**If so, Bolton and Farnworth Church of England Primary Multi Academy Trust would love to hear from you!**

Bolton and Farnworth Church of England Primary Multi Academy Trust has a fantastic opportunity for enthusiastic and motivated teachers to join our team. Successful candidates would have the opportunity to take a position at St James CE Primary or Bishop Bridgeman CE Primary.

Visits to the schools are warmly welcomed and encouraged at both schools, visits to Bishop Bridgeman are arranged for Monday 30th September and to St James CE on Wednesday 2nd October between 8am-6pm. Contact the school office at Bishop Bridgeman on 01204 333466 to arrange a suitable time to attend the open days.

The schools of The Bolton & Farnworth Church of England Primary Multi Academy Trust aim to offer:

* A high quality, inclusive and distinctive education with excellent learning opportunities
* A caring and nurturing environment based on our Christian values, recognising the uniqueness of each child.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The posts are subject to child protection screening including an enhanced disclosure from the Disclosure and Barring Service and also past employment checks. References will be sought prior to interview. We are an equal opportunities employer.

To apply please complete the online application form or, in the event of difficulty, download an application form from the Trust website.

<http://www.boltonandfarnworthceprimarymultiacademytrust.co.uk>

Bolton and Farnworth CE Primary Multi Academy Trust, Rupert Street, BL3 6PY

Closing date: **Monday 7th October 2019 at noon**.

****Welcome to The Bolton and Farnworth Church of England Primary Multi Academy Trust

Chief Executive, Jill Pilling

A very warm welcome from The Bolton & Farnworth Church of England Primary Multi Academy Trust. I am deeply proud of our schools, where each individual is welcomed, respected and loved. Our Trust was established on 1st August 2016. Our schools are happy, thriving environments where learning and individual successes are celebrated through our Trust values of faith, hope, love, trust and service.

I passionately believe that each of our schools, while maintaining their distinct character, community and identity, has greatly benefitted from the ethos of collaboration and support that as a Trust we provide. The schools in our Trust are, Bishop Bridgeman Church of England Primary School, St James Church of England Primary School and St Maxentius Church of England Primary School. They are situated in Bolton, each taking a role in their local clusters of schools. We are part of St James’s Teaching School Alliance and have very strong link with Manchester Diocese.

Curriculum development is key for providing excellent learning opportunities that enable our children to flourish. Staff from our schools work together to shape the curriculum, sharing good practice and tailoring experiences to meet the needs of individual school communities. We are committed to providing high quality training opportunities for all staff to ensure the very best quality of teaching and learning for every child within our Trust. I am delighted that all our schools are in line with or exceed national standards, due to the combination of high quality teaching and learning, an engaging curriculum and a shared vision.

Our committed Trustees work closely with the immensely supportive Local Governing Boards and parents to determine the unique direction of each school, to make a difference in their local community.

**Great people……**

We aim to recruit outstanding people who have the right attitude. If you have a love for teaching and are passionate about seeing children succeed, we would love to hear from you! For our part, we will provide excellent development opportunities, leadership training and the time to develop all of this so that you can be the best you can be.

Recruiting the right teachers and staff helps us to achieve the goals we set for our children. We are always keen to hear from educators who are passionate about working for the schools and communities we serve. We would rather make no appointment than appoint someone who does not share the same positive ethos that runs through our Academies. For this reason, we try to articulate clearly our vision, values and expectations when putting together information for applicants.

We aim to recruit staff who:

* are excited by their role and by the prospect of working with young people, even those who are less well motivated;
* love the processes of learning and teaching and are keen to continually develop their own skills;
* recognise that teaching can be a demanding job but react positively to those demands with resilience;
* wish to make a real difference in the lives of others;
* will subscribe to the ethos of the Trust and ‘go above and beyond’ in terms of time and commitment to get the very best from our children;
* are quick to praise and slow to criticise; and are not afraid to admit to seeing themselves as potential leaders of the future.

**CPD and training**

Continual Professional Development is seen as a priority at all our schools. It is vital that staff have the time to further develop themselves and to stay abreast of changes within education, developing pedagogy and practice through innovative processes which are research based. We have a wide range of strategy groups that meet regularly, including Year2/6 and EYFS, SEND, Personal Development and Welfare, DSL, Curriculum and many more. These groups provide staff with support, sharing of knowledge and skills and a platform to develop leadership skills.

The Bolton and Farnworth Church of England Primary Multi Academy Trust, via the St James’s Teaching School Alliance, offers a clear professional development route, from NQT to headship, allowing staff to take opportunities within leadership at all levels, should they wish to. Through the Teaching School we are proud of the work carried out by our Subject Leaders in Education (SLEs) and hope to grow more in the future.

**Bolton & Farnworth Church of England Primary Multi Academy Trust**

**Vision statement**

Bolton & Farnworth Church of England Primary Multi Academy Trust is committed to improving the life chances of all children. We aim to develop a family of outstanding academies where world-class leaders and teachers put children at the heart of all they do.

**Values and Ethos**

Bolton & Farnworth Church of England Primary Multi Academy Trust is founded in the values of Faith, Hope, Love, Trust and Service firmly rooted in the Christian faith.

Bolton & Farnworth Church of England Primary Multi Academy Trust has been established within the Diocese of Manchester. The Trust is working to support all of its member academies and to develop the culture of mutual support and development. In the Diocesan context each school remains part of the broader family of schools. The commitment to developing a high quality curriculum, delivered by highly trained staff, quality first teaching and sharing expertise is at the heart of the Trust’s vision and development.

**Aims and Objectives**

1. To enable autonomous outstanding academies within the Trust framework. We will achieve this by:

\* ensuring rapid progress to outstanding for all schools.

\* retaining and developing Christian distinctiveness and character of each academy.

\* welcoming all schools into the Trust and securing excellent outcomes for all schools.

\* providing stability and strength in governance and leadership.

\* encouraging innovation and sound decision making.

\* building capacity and resilience.

2. To be recognised as a Trust with outstanding learning opportunities. We will achieve this by:

\* raising aspirations to secure high levels of academic achievement.

\* providing a wide range of memorable learning opportunities.

\* ensuring equality of opportunity within a safe nurturing environment.

3. To maintain and develop rigorous Trust wide school improvement programmes to support staff and Governors in raising achievement. We will achieve this by:

\* ensuring effective Governance together with ambitious and determined leadership,

securing the best outcomes for our academy communities.

\* valuing committed, reflective, positive staff who challenge themselves to be creative

and take risks enabling outstanding performance.

\* developing leadership capacity within the Trust.

\* providing continual professional development and promoting a well resourced, high

quality environment.

4. Every school in the Trust becomes the school of choice for parents, staff and Governors.

\* each academy is recognised as a centre of learning excellence, disseminating best

practice within and across the Trust.

\* become the employer of choice.

\* successful engagement with parents/ carers and the local community to support pupil

progress, well-being and achievement.

5. To establish a financial foundation to enable the Trust to fulfill its vision.

6. To promote the Trust’s core values al all times.

Mrs Jill Pilling CEO

****

***Bolton & Farnworth Church of England Primary Multi Academy Trust is founded in the values of Faith, Hope, Love, Trust and Service firmly rooted in the Christian faith.***

Dear Applicant

Thank you for your interest in our current vacancies within the Trust.

We want to create an environment where *everyone* matters and *everyone* is involved in continuing to move the school forward. If you can work collaboratively, are emotionally intelligent and resilient, then Bolton and Farnworth CE Primary Multi Academy Trust is a fantastic place to be.

All schools are judged as Good by Ofsted and have Good/Outstanding SIAMs Inspections. We are forward thinking with high aspirations for all. We are not complacent and constantly aim to improve all aspects of our work.

You will find further information about the schools on their respective websites. We hope that you will find the details informative and of interest to you.  If there is anything else you would like to know please contact me.

If you have not been contacted within ten days of the closing date please assume your application has been unsuccessful.  Whatever the outcome, we thank you for the interest shown.

Yours sincerely

**Mrs Nikki Patel**

**School Improvement Director**

****



****

**Bolton & Farnworth Church of England Primary Multi Academy**

**Trust Job Description**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Job Title:** | |  | **Department/Group:** |  |
| **Level/Salary Range:** | | **Grade** | **Reporting to:** |  |
| **Weeks per year:** | |  | **Hours per week:** |  |
| **Safer Recruitment Statement** | | | | |
| **Bolton & Farnworth Church of England Primary Multi Academy Trust Job Description**  **is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.** | | | | |
| **Vision Statement** | | | | |
| **To provide our children with the opportunity to flourish and shine by doing what it takes, no matter what their starting point or social challenges:**  **by**   * Offering a high quality, inclusive and distinctive education * A caring and nurturing environment based on our Christian values * Recognising the unique nature of each child. | | | | |
| **All staff employed by Bolton & Farnworth Church of England Primary Multi Academy Trust are required to:** | | | | |
| * uphold and promote the Trust’s vision; * uphold and promote the Christian ethos of all schools in the Trust; * As an employee within Bolton & Farnworth CE Primary MAT, staff may be required to work at any school within the Trust. * support and contribute to the achievement of all students academically and pastorally; * support and contribute to the Trust’s responsibility for safeguarding all pupils; * undertake professional training to enhance personal development and job performance; * comply with all Trust and individual school policies and procedures including safeguarding, child protection, health, safety and security, confidentiality and GDPR, Academy Financial Handbook and Trust accounting and finance policy. * maintain high professional standards of attendance, punctuality, appearance, conduct and positive relationships with all pupils, parents/carers, colleagues, governors, trustees and members; treating everyone with dignity and respect; * share best practice, expertise and skills with others. | | | | |
| **Main Objectives of Role:** | | | | |
| * **See specific job description** | | | | |
| **Job Description** | | | | |
| * **See specific job description** | | | | |
| **All staff at Bolton & Farnworth Church of England Primary Multi Academy Trust will:** | | | | |
| * Seek to be positive and build up the common good through their own individual contribution to the life of their school; * Offer ideas and suggestions for making things better; * Engage actively in the appraisal and performance review process * Seek to develop a better work/life balance; * Appreciate that whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified in this job description; * Work within The Trust and individual school’s Health & Safety policies to ensure a safe working environment for all staff and pupils; * Follow any reasonable request from the Headteacher or SLT to undertake work of a similar level that is not specified in this job description; * Be courteous to colleagues and provide a welcoming environment to visits and telephone callers; * Promote equality and celebrate diversity, seeking to reduce disadvantage, and to encourage aspirations and participation from people who might not otherwise join in.   This job description is current at the date shown, but following consultation with you, may be changed by the Headteacher or SLT to reflect or anticipate changes in the job which are commensurate with the salary and job title. It reflects allocated duties and responsibilities but does not direct the amount of time to be spent on carrying them out. The above responsibilities are subject to the general duties and responsibilities contained in the statement of conditions of employment. | | | | |
| **Last updated:** | **September 2019** | | | |

****

**Bolton & Farnworth Church of England Primary Multi Academy Trust Person Specification**

|  |  |  |
| --- | --- | --- |
|  | **JOB TITLE - CRITERIA** | **Essential/Desirable** |
| Work related circumstances – professional values and practices of The Bolton & Farnworth Primary Multi Academy Trust | High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic background and a commitment to raising their educational achievements |  |
| Ability to build and maintain successful relationships with pupils, treat them consistently, with respect and consideration and demonstrate concern for their development as learners |  |
| Commitment to The Trust’s Christian ethos and educational purpose, demonstrating and promoting the positive values, attitudes and behaviour they expect from the pupils with whom they work |  |
| Ability to work collaboratively with colleagues and carry out the role effectively, knowing when to seek help and advice |  |
| Able to liaise sensitively and effectively with parents and carers recognising their role in student learning |  |
| Able to improve their own practice through observations, evaluations and discussion with colleagues |  |
| Be flexible with an ability to be able to embrace and generate change |  |

****

**How to apply**

We hope that you have enjoyed reading about the Bolton & Farnworth Church of England Primary Multi Academy Trust and our school and that you will feel able to apply for this post.

Please complete the **online** **application form.** Please do not send CVs or open references as part of your application as these will not be considered.

It is important that you provide a complete employment history from when you left full time education. If the application form is not fully completed or has unexplained gaps in your employment history, your application will not be considered. Copies of your qualifications will be required at the interview stage; please do not send these with your application.

Please also write **a letter of no more than two sides of A4** to explain why you want to work within our Trust, why you are the best candidate for the post and what you would contribute to our schools, with examples from your recent work if possible.

Please let us have both the supporting letter and the application form by **noon** on the **Monday 7th October 2019** as we will not be able to consider applications received after that.

In accordance with the Data Protection Act, the details provided in the application form will be used for selection and interview procedures, and for employment records if your application is successful.

If you are disabled, please give details of how we can ensure that you are offered a fair selection and interview process.

Successful candidates will be asked to provide, prior to taking up the appointment, documentary evidence (including National Insurance number) showing their entitlement to work in the UK. We will also carry out an enhanced DBS and declaration of health check. References will also be required in line with Keeping Children Safe in Education 2019.



Bishop Bridgeman is a special place where “we work, we play, we care and we pray…”

At Bishop Bridgeman, we aim to inspire minds. The primary years are the most important in a child’s life and are certainly the most exciting. The sense of wonder and discovery children experience as they start their learning journey here is a privilege to observe and to be a part of.

The school is a friendly, happy place, buzzing with activity and positive energy. The atmosphere within school is very supportive and purposeful, which is what underpins our pupils’ successes and enables them to find their unique talents and strengths.

Our staff are committed to developing in each pupil a love of learning and developing the skills and values to support their all-round development, to make a positive contribution to the school community and become responsible members of society.

Providing our children with the very best education possible is our primary aim. Staff provide our children with exciting opportunities enabling them to grow into confident young people. Giving them the life skills to succeed in whatever they choose to do makes me proud, of not only our children but the staff who go above and beyond to make Bishop Bridgeman a special place.

The school work closely together with a dedicated team of governors and executive leaders as well as parents who challenge and support the school to be the best it can be. Bishop Bridgeman is an Academy within the Bolton and Farnworth Church of England Multi Academy Trust. We work as part of a family of schools to raise standards and to enable children to achieve and surpass their potential. Together we ensure children are given the educational opportunity of a lifetime.

Applications would be welcomed from anyone who feels they can add to this wonderful team. The warmth and welcome which you feel at being part of such a special school and trust is tangible.

## 

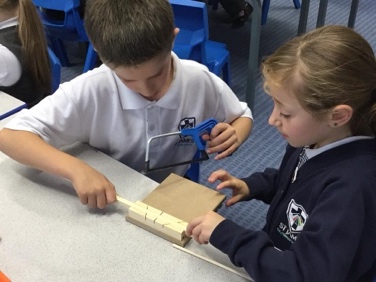
Mrs Hafsha Hafeji

Principal



My name is Lisa Belfield and I am the very proud Principal of our special ‘St James Family’. Each day is an absolute pleasure working with the staff and parents who are committed to make a difference to the lives of the pupils we work with. Our children are nurtured through the Christian values of respect, peace, love, forgiveness, honesty and hope. As a result, our pupils are kind, caring and polite; visitors always feel a warm welcome when they walk through our front door. The children of St James are utterly delightful, with exemplary behaviour and a real credit to the school and their families.

St James is situated in a very vulnerable catchment area, with above average pupil premium and SEND figures. However, this does not stop our pupils from achieving what we set out for them, nor does it stop us as practitioners believing that our children CAN DO. I am very lucky to serve a staff who work incredibly hard to ensure the children in our care receive the very best that we can offer them. We are big advocates that ‘team work makes the dream work’ and we ensure that we are there to support, challenge and motivate each other. Staff new to school, or on supply, always comment on how helpful and friendly the staff team of St James are. We are always eager to grow our workforce with like-minded individuals who have a passion to make a difference. Our children deserve a great education with great professionals to ensure we achieve this.

Working within the Bolton and Farnworth Church of England Primary Multi-Academy Trust has opened many doors for school improvement and networking. Staff at St James have benefited from many CPD opportunities for training and sharing best practice. Strong and supportive relationships across staff flourish within our MAT. The impact for the children is also positive with the opportunity to visit other schools in contrasting environments and to work on joined up projects.



Thank you for considering our school and MAT to either start or further your career in education. I look forward to hearing from you.



**St Maxentius Church of England Primary School**

St. Maxentius CE Primary School is a one form entry school which sits at the heart of the community in Bradshaw (Bolton). The school was originally situated in the stone built house that is now known as the “Old Post Office” in 1806 and then moved to the (now derelict) building, next to St. Maxentius Church, which was subsequently converted to a restaurant called “The Old School House”. The current building was built in 1966. Its original design was around an open courtyard, however, our children would find it difficult to imagine that the corridors and cloakrooms were open to all weather conditions! Lots of improvements and adaptations have been made over the years and our school is now a warm, friendly and inviting place for all not just because of the building but because of the people within its walls.

Links between St. Maxentius School and Church are strong, as are links with other churches in the local area. We constantly strive to involve as many people as possible in the work and life of the school. Our children are courageous advocates who want to support and help others less fortunate than themselves so our Christian values support their goals.

At. St. Maxentius School, every aspect of our work is based on the parable of the Lost Sheep (Matthew 18:12–14) which we interpret as an insistence that all children and staff, no matter who they are or what their needs are, will achieve to their best in every aspect of school life and no-one will be left behind because everyone matters.

Our Curriculum, which lies at the heart of what we do, is designed to support our pupils’ development of Knowledge, Skills and Vocabulary in relation to all areas of school life. We constantly provide enhancement opportunities to engage our pupils, using Memorable Experiences to bring each topic to life and work to provide experiences which bring learning to life. We strive to develop cultural capital in our pupils so they can go out into the world, confident and able to converse and debate with people from a range of cultures and with similar or different beliefs. The learning culture within our school is built around the Christian Values which help to make our school a place where our pupils are ‘Believing and Achieving Together’.

At St. Maxentius the curriculum is designed to: engage learners, build on prior learning, provide relevant learning experiences, inspire a love of reading across a range of genres, allow the children to develop a range of skills, support the development of resilience and inspire creative, critical thinkers.

Although we are constantly evaluating every aspect of our school and aiming high, we go about this with a sense of fun. We believe that, if we have a school of happy adults and children, we can achieve more. Wellbeing is top of the agenda, mainly because we firmly believe Jesus’ teaching that we should treat others as we would like to be treated but, also, because we agree with Maslov’s findings in his hierarchy of need that to fulfil self-actualisation, all other needs have to be met first. Therefore, we need to ensure the wellbeing of every person in the school to create resourceful and innovative pupils and adults.

At St. Maxentius School, we have a history of successfully inducting NQTs and for supporting more experienced teachers through leadership pathways. Our commitment is to high quality professional development for teachers and other staff at any stage of their career. This doesn’t happen by chance. We employ a range of staff who are competent coaches and mentors and we use a team approach to development so every player within the team has the opportunity to shine.

St. Maxentius is a school which has been judged as ‘good’ by Ofsted but is judged as far, far better than that by the people who are involved in our day to day lives!