



EXECUTIVE PRINCIPAL CANDIDATE PACK

St Matthews C of E Primary Academy and Havergal
C of E Primary Academy, St Chad's Academies Trust

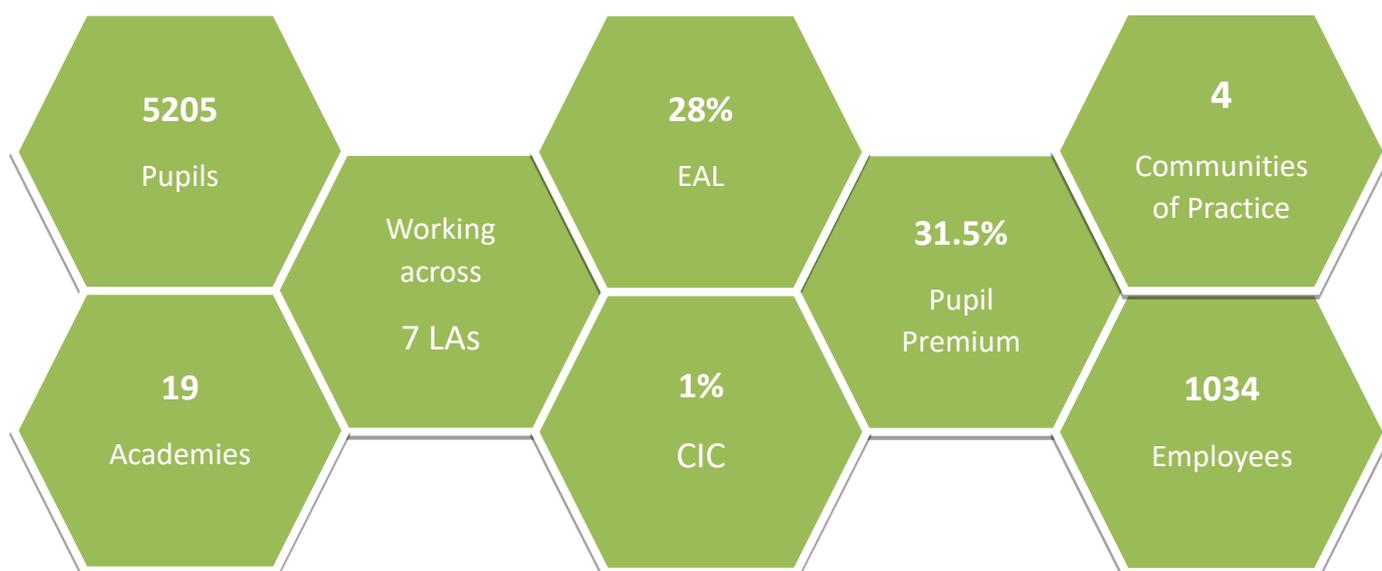
St Chad's Academies Trust thrives from the rich diversity of each other's communities, working together, seeking the common good, raising standards and aspirations, working for equality and hope for all.



Welcome from the Chief Executive Officer

As the Chief Executive Officer of St Chad's Academies Trust I am pleased that you have shown an interest in this new and exciting post as Executive Principal within the Trust.

As the Diocesan Multi Academy Trust for the Lichfield Diocese our Christian values underpin all that we do to improve outcomes and life chances for the children in our care. Our focus is, and will always remain, **'Children First'**.



As the largest Primary multi academy Trust in the West Midlands Region there are nineteen academies within the Trust across seven local authorities.

- Sandwell
- Stoke-on-Trent
- Staffordshire
- Shropshire
- Telford and Wrekin
- Walsall
- Wolverhampton

We enjoy effective partnerships with the local authorities that we serve, and benefit from sharing good practice across the region. We celebrate and benefit from rich, diverse communities and work with academies situated in small villages to large inner-city organisations.

We have developed four Communities of Practice where smaller groups of academies geographically connected meet and work together on generic and identified issues and developments. We also meet regularly as one family to support, guide, challenge and look out for one another.

Our success is attributed to open and honest relationships, where academy leaders shoulder the responsibilities of all children within the Trust and work for the success of other academies as well as their own, working together for the greater good and actively demonstrating effective system leadership. We are in this together!

We work in an environment where we learn together collectively as a group. Everyone sees the bigger picture and understands how parts of the organisation connect to each other and the whole. Attitudes, behaviour, and the overall culture within the organisation are embedded and have become a successful learning community.

We believe:

- All children have the right to the **best education** that can be provided.
- All academies **can improve** to become good and outstanding.
- All children and young people in our care have an **entitlement to spiritual care** and guidance.
- Every academy will **champion the ethos and values** of the Trust enabling children to clearly identify themselves as children of God.
- All staff have access to well-planned, **bespoke professional development** to meet the needs of the academy and the individual
- **Partnership and collaboration** with and between academies will bring about **significant improvement** in the education of all children in our care.

We are seeking to appoint a like-minded leader for St Matthew's Church of England Primary Academy and Havergal Church of England Primary Academy.

Both academies are successful and high performing, enriched and enhanced by a hard-working energetic staff who put children at the forefront of their thinking. Children are nurtured and flourish within the academies taking full advantage of the opportunities laid before them.

If you want to make a difference to the lives of children, support fellow colleagues and help develop leaders for the future then please express your interest. If you would like further information or a conversation before taking this exciting step, please don't hesitate to contact me via Jon.mannion@Stchads.uk who will be happy to arrange a conversation.

Sue Wedgwood
CEO, St Chad's Academies Trust

St Matthews Church of England Academy

Welcome from the Chair of LAC

I would like to take this opportunity to warmly welcome you to St Matthew's. I am enormously proud to be the Chair of Local Academy Committee here.

We are a happy and welcoming academy which aims to strengthen our relationship with God and each other every day. We believe this academy is a special place and we want our children to learn together and fulfil their potential, laying the foundations for a lifelong journey of discovery and exploration. We also know that children need to enjoy their learning and we aid this through an active and challenging curriculum, delivered by a team of talented, hardworking and committed staff who are dedicated to doing the very best for all children.

At St Matthews, we take pride in developing outstanding teaching and learning by having high expectations of ALL of our pupils and knowing and caring for each and every child well. We challenge all children to strive for academic, creative, sporting and personal accomplishment within our broad, vibrant and enriched curriculum. Our children are given time to explore subjects and develop deep understanding. We celebrate perseverance; resilience and risk taking, ensuring children welcome challenge and are not frightened to make mistakes. We encourage children to take ownership of and responsibility for their learning, so they have the confidence and curiosity to ask questions, solve problems and respond to quality feedback. Children are praised for hard work, determination and having a positive attitude.

To create an inclusive academy where everyone can flourish, whatever their background, we promote an ethos of respect and empathy, where diversity is valued and celebrated – both within academy and the wider world. Safeguarding and welfare is extremely important, and pupils are taught the virtues of kindness and appreciation through the Christian Values.

Special care is taken to educate everyone in the St Matthew's community about the needs of others and how best to meet them. We promote open and honest communication with parents, carers and specialists and actively seek to engage with all members of the St Matthew's community in a positive and supportive manner.

It is our aim for all children to leave St Matthew's as independent learners with self-belief and an abiding respect for others. We aim to instil a lifelong love for learning and a strong grounding for future success.

If you feel that you are the right person and therefore have the necessary skills to lead St Matthew's on the next stage of their journey to 'outstanding', we encourage you to apply for this exciting opportunity.

Yours sincerely

Gaynor Rogers, Chair of Local Academy Committee

Overview

As a Church of England Academy, the teachings of Jesus are at the very centre of the daily lives of the staff and pupils. Therefore, our Christian ethos is of paramount importance and permeates all strands of Academy life.

As a small Academy, located on the outskirts of Stoke on Trent, we feel we have a very welcoming and caring family atmosphere where everyone feels valued. At St Matthew's all staff insist on high standards and strive to ensure that every child achieves his maximum potential in all spheres of their learning.

We aim to provide a broad and balanced curriculum which is enriched by a variety of visitors into the classroom and educational visits which support and enhance the pupils' work. We also provide wrap around care, from 7.15am (breakfast included) until 8.40am, then after school from 3.30pm – 4.45pm. We also offer a wide range of extra-curricular activities including, Busy Bees (Christian Club) and daily sports clubs. *These are currently suspended due to Covid-19 restrictions.

At St Matthew's we hope to receive support from all stakeholders: parents, Local Academy Committee members, the church, and the wider community. We are here to ensure that the pupil's education is at the heart of our academy in achieving a level of excellence for all learning.

In our recent Ofsted Inspection Report (October 2016) it stated that:

“This inspection found that the current quality of teaching is effective, academic standards are above average and pupils feel safe, happy and behave well at academy.”

The Statutory Inspection of Anglican & Methodist Academies (SIAMS) report (September 2016) stated that:

“This church academy is good in providing nurturing Christian care through an environment where children, regardless of background, faith or ability, thrive. Parents appreciate the inclusive approaches which successfully unite the richly diverse academy family.”

All staff strive to provide a secure, caring, Christian family environment which ensures that the children receive the very best possible educational opportunities.

Academy Vision & Values

To provide a safe, happy, and stimulating educational learning environment which furthers every child's' aspirations, with the teachings of the Christian Faith underpinning their journey.

Our Motto for our pupils is:

“Together we work, play, learn and pray with Jesus”

This statement centres on our shared belief in everyone in the academy community working together; with the children and their learning at the heart of our thinking.

Our core values which underpin our 10 promises:

Prayer

“When you pray, go into your room, close the door and pray to your father, who is unseen. Then your father, who sees what is done in secret, will reward you.” **Matthew 6: 6**

Friendship:

Love for all

“But love your enemies, and do good, and lend, expecting nothing in return, and your reward will be great, and you will be sons of the Most High, for he is kind to the ungrateful and the evil.” **Luke 6: 35**

Generous living

“Every pound you have, every material item you own, every skill you have is a gift from Almighty God. Knowing that, all we have is a gift from God” **James 1: 17**

Faithfulness through trust.

“For many deceivers have gone out into the world, those who do not confess the coming of Jesus Christ in the flesh. Such a one is the deceiver and the antichrist. Watch yourselves, so that you may not lose what we have worked for, but may win a full reward.” **2 John 1: 7-8**

Respect:

Compassion

*“Then the righteous will answer him, saying, “Lord, when did we see you hungry and feed you, or thirsty and give you drink? And when did we see you a stranger and welcome you, or naked and clothe you? And when did we see you sick or in prison and visit you?” And the King will answer them, “Truly, I say to you, as you did it to one of the least of these my brothers, you did it to me.” **Matthew 25: 37-40***



Forgiving insults

*“For I am convinced that neither death nor life, neither angels nor demons, neither the present nor the future, nor any powers, neither height nor depth, nor anything else in all creation, will be able to separate us from the love of God that is in Christ Jesus our Lord.” **Romans 8: 38-39***

Hospitality for the less fortunate

*He said also to the man who had invited him, "When you give a dinner or a banquet, do not invite your friends or your brothers or your relatives or rich neighbours, lest they also invite you in return and you be repaid. But when you give a feast, invite the poor, the crippled, the lame, the blind, and you will be blessed, because they cannot repay you. For you will be repaid at the resurrection of the just." **Luke 14: 12-14***

Perseverance:

Endurance

*"For this light momentary affliction is preparing for us an eternal weight of glory beyond all comparison, as we look not to the things that are seen but to the things that are unseen. For the things that are seen are transient, but the things that are unseen are eternal." **2 Corinthians 4: 17-18***

Quality work

"Whatever you do, work heartily, as for the Lord and not for men, knowing that from the Lord you will receive the inheritance as your reward. You are serving the Lord Christ."

Colossians 3: 23-24

Faithfulness through problems

*"In this you rejoice, though now for a little while, if necessary, you have been grieved by various trials, so that the tested genuineness of your faith—more precious than gold that perishes though it is tested by fire—may be found to result in praise and glory and honour at the revelation of Jesus Christ." **1 Peter 1:6-7***

Academy Organisation

The academy is organised into 4 classes, Nursery & Reception which is Class 1, Years 1 and 2 which is Class 2, Year 3 and 4 which is Class 3 and Years 5 and 6 which is Class 4. Across the Academy, we employ experienced teachers and teaching assistants. Several of the Teaching Assistant are qualified to Higher Level teaching Assistant Status, which is a bonus for our academy.

All children in the academy will follow the National Curriculum 2014 expectations with the highest standards sought in all areas. All core subjects are monitored weekly to ensure that the highest standard is expected from both the teachers and children, also, all core subjects are monitored termly by the Subject Leaders' Link LAC member to ensure consistency throughout the academy. All policy statements on all subject areas, devised by staff and approved by Local Academy Committee, are available on the website.

Formal and informal teaching techniques are used by all of the teachers and teaching assistants; new ideas and methods are adopted when of benefit to the children. Within each class the children may work as a class, in groups, or individually, according to the work being carried out and each child's particular individual needs.

On completing their primary academy life children will transfer to a variety of Secondary schools around the area; Sandon Meridian Academy, St Peter's C of E Academy, Blythe Bridge High Academy, St Thomas More Roman Catholic, St Joseph's College, Painsley Catholic College and Newcastle College.

7.30am: *Breakfast Club begins

8.00am: *Inspire to Engage Club

8.40am-8.55am: Main doors open for flexible drop off.

9.00am: Morning Worship

10.30am: Morning break

11.40 – 12.30: Nursery & Reception lunch

12.00pm-12.45pm: KS1 lunch

12.15pm – 1.00pm: KS2 lunch

3.15pm: Reception & KS1 end of day.

3.30pm: Nur & KS2 end of day.

3.30pm – 4.45pm: *Inspire to Engage after academy care.

*Breakfast/after academy care available to Rec – Y6 only.

What our children say:

"I like my academy very much. The teachers are very nice and helpful, and they teach us to be good to each other. I can't wait until we can actually go back to the academy building."

Davis: Jan 2021.

"My academy is great, it gives me lots of education and helps me to learn new things. My academy values are respect and perseverance. Perseverance shows me to never give up. Respect shows me to never disrespect anyone. St Matthew's is an amazing academy and makes me learn the most amazing things ever. The teachers are amazing, they always help me. They teach me new things every day. I am so thankful for my teachers and my academy.

Sarrinah: Jan 2021.

St Matthew's means a lot to me because, as soon as I started in Class 1, all the teachers were really nice. The teachers help us with work whenever we are stuck. I feel so lucky to attend St Matthew's. I am never scared to tell someone if I get stuck. The teachers make learning fun in this tough time.

Lexi: Jan 2021.



Havergal Pack for Candidates

Welcome from the Chair of LAC

Thank you for your interest in the post of Executive Principal at Havergal CE Primary Academy and St Matthews Church of England Academy.

As Chair at Havergal CE Primary, I am immensely proud of our Academy and the journey that we have embarked on thus far

The Academy is a vibrant place, has exceptional staff and children and I am very pleased that you are considering applying to lead our unique and magnificent academy(s)

Havergal CE Primary Academy is part of St Chad's Trust. St Chads is a unique and forward-thinking strategic partnership and are very supportive in every aspect of our academy life here at Havergal.

The application pack will tell you more about our academy and the sort of person we are looking for to fill this dynamic place in our team.

As an academy and Local Academy Committee, we want to employ someone who can build on the strengths that are firmly established in all that our staff have achieved; a "good" Ofsted rated academy with outstanding features and a strong Christian ethos that nurtures the whole child.

We would wish the chosen candidate to support the continuing development of the academy, building on our incredible achievements, to give our children, the best possible opportunities and experiences.

Our new Principal should be a strong, approachable, compassionate and a supportive leader who is passionate and knowledgeable about the pursuit of teaching and learning in an academy setting and has a love of working with children.

As a Church academy our Christian values take central place in all our teaching and learning. We enjoy close links with St Marys and St Luke's Church and the Ministry, of which it is part. Please refer to our visions and values on our website for clarification

We look forward to receiving your application receiving your application.

Brian Churm, Chair of Local Academy Committee

Brief Overview of the Academy

We are a single form entry in the beautiful village of Shareshill, just off the main A460 Cannock Road, Wolverhampton. Shareshill boasts its own post office, church and even some alpacas! We aim to develop a happy, friendly, caring, and respectful atmosphere where a lot of 'Love, Laughter and Learning' happens.

We promote excitement, enjoyment, and enthusiasm for learning through a rich curriculum which caters for children of all abilities and enables them to achieve their full potential. We are very lucky to have lots of outdoor spaces and an outdoor classroom to enhance our Curriculum too.

We have an active Local Academy Committee (previously Governing Body) and receive support from the local church.

Vision and Values

We want our children to begin to acquire the skills, concepts, attitudes, and values needed to lead independent lives, benefiting from and contributing to society.

*All children are supported and encouraged to reach their full potential.

*We promote attitudes of mutual respect and responsibility within a disciplined yet caring environment.

*Havergal values strong links between the academy, home, Church and community, promoting care, courtesy and consideration.

*The spiritual development of everyone in the academy community is important, and worship plays a significant part in this.

*Christian values are built into the ethos and teaching of the academy, with the support of the Governors and staff, yet an understanding of and respect for other faiths and cultures is included.

Our Mission

We believe that there continues to be value in the link between the church and education and that this is seen most clearly in the work of Church Academies. We believe that the spiritual dimension in human lives needs to be nurtured and encouraged and that this can best be provided through the Christian Faith. We believe that a church academy should provide the best possible education within the framework of, and in to, the local Christian community. With these things in mind, we see our role in terms of sharing with the children our own understanding of what education – in its broadest sense, and Christianity as proclaimed by the Anglican Church – means for us. We therefore commit ourselves to attaining the highest academic standard through the twin pillars of sound learning practices

and valuing personal faith in Jesus Christ set within the secure and loving environment which will enable all pupils to realise their full potential in all aspects of academy life.

The Christian values that we share at Havergal Church of England Primary Academy are based on The Fruits of the Spirit: Love, Joy, Peace, Patience, Kindness, Goodness, Faithfulness, Gentleness, Self-Control.

What our children say:

“It’s a nice academy. Plenty of playground and lovely academy dinners. We’re one big family and help each other out from time to time.”

“Havergal is very happy and it makes sure all our mates are safe. This is an amazing academy.”

“Our academy is very hard working and kind.”

“Our academy is quieter than some others because it’s a nice, little academy.”

“Our academy is a small academy where everyone knows each other.”

“Havergal is a academy where we’re a family and we get along. We are brave to do things. We never give up.”

“We love our education and our academy ensures each child can learn to their fullest.”

“All the teachers are loving and kind and they will look after you and help you with your learning.”

“Havergal has manners. We respect one another. I feel safe.”

“Havergal is like a holiday to a really good place but you have to learn.”

“Havergal children always use their manners because they show respect. Havergal children concentrate on their work and the teachers help them stay safe.”

“We are smart, and we love everyone.”

What our children would like to see in their new Executive Principal:

- Kind
- Fun
- Good at Sports’ Day
- Patient
- Organised
- Bossy

- Helpful
- Must like children
- Child involved
- Confident
- Respectful
- Able to listen
- Good at maths
- Smart
- Hardworking
- Jolly
- Respectful to other people and staff
- Talkative
- Strict
- Caring
- Good at football

Thank you for taking the time to read through this brochure, which we hope will have provided you with a clear scope of our two academies and what we seek to develop, embed, and nurture on our continual journey.

For further information or an application pack please contact jon.mannion@stchads.uk