

Welcome to the  
**James Montgomery  
Academy Trust**



Candidate Information Pack

**Dear Prospective Applicant,**

**T**hank you for your interest in joining **James Montgomery Academy Trust**. We are delighted that you are considering a role within our organisation, and we hope the information provided encourages you to take the next step toward becoming part of our dedicated and growing Trust community.

Established in 2016, **James Montgomery Academy Trust** has grown into a large and ambitious primary trust serving communities across South Yorkshire. Our vision is clear and consistent: our schools are child-centred and distinctive, delivering excellence in education, sharing best practice, and building aspiration.

At **JMAT**, everything we do begins with children. We consistently put children at the heart of decision-making, ensuring that every child receives exceptional educational experiences regardless of background or starting point. We are committed to being inclusive, valuing the individuality of each school, and maintaining environments in which all pupils feel safe, supported, and able to thrive.

Our Trust encompasses a family of diverse and distinctive primary schools, each with its own identity and strengths. While every academy retains its uniqueness, all share a commitment to our core principles:

- **Championing school individuality**
- **Continually improving through innovative, research-driven practice**
- **Delivering a rich, contextualised and ambitious curriculum**
- **Providing high-quality inclusive practice and purposeful learning environments**
- **Supporting pupils to achieve their aspirations and contribute positively to their local and global communities**
- **Developing a reflective, knowledgeable and highly skilled workforce**
- **Fostering positive, productive partnerships**

Our values are further reflected in our strong culture of inclusion, equality, safeguarding and wellbeing, which permeates every aspect of school and Trust life. This child-centred ethos is widely recognised and celebrated throughout our communities.

We are proud to collaborate closely with families, colleagues, partners, and wider professional networks to strengthen practice and secure the very best outcomes for children. Our staff teams are dedicated, reflective and aspirational qualities we actively seek in those who join us. The Trust offers excellent opportunities for professional development, wellbeing support and career progression, and we are committed to being an employer of choice within the sector.

**David Silvester (JMAT CEO)**

# About James Montgomery Academy Trust

James Montgomery Academy Trust (JMAT) is an established primary Multi-Academy Trust serving communities across South Yorkshire. Founded in 2016, the Trust has expanded from an initial group of five Rotherham schools to a vibrant family of 20 distinctive, child-centred primary schools, educating more than 4,500 pupils from diverse localities, many of which experience high levels of deprivation.

At the heart of JMAT is a commitment to putting children at the centre of every decision. The Trust's vision is clear: its schools are child-centred, inclusive and distinctive, delivering excellence in education, sharing best practice, and raising aspirations for every young person.

JMAT schools design and deliver distinctive, rich and ambitious curriculum offers that are carefully shaped around the individual needs of their pupils and the wider communities they serve. Each of our schools has its own unique identity and ethos, reflecting the character, culture and aspirations of its specific community. These curriculum offers are delivered within safe, happy and purposeful environments, with every school championing its individuality while contributing to collective improvement across the Trust through innovative, research-driven practice. The Trust is recognised for its strong culture of inclusion, equality, safeguarding and wellbeing, which permeates every aspect of school life and organisational conduct.

Collaboration sits at the core of JMAT's approach. Whilst we place great value on working closely together across our family of schools, we recognise that we cannot grow, develop, or deliver on our vision for every child without strong, meaningful partnerships. At the heart of this is the relationship between home and school, where open and honest communication helps us truly know our young people and enable us to meet their needs.

Our schools work closely with families, colleagues and partners at local and national levels to secure high-quality provision and successful outcomes for all pupils. The Trust develops reflective, knowledgeable and highly skilled professionals through structured professional development opportunities, further strengthened by partnerships such as Forge CPD, led by JMAT leaders. These collaborative relationships ensure that we continue to innovate, share expertise and deliver the very best for every child in our care.

As the Trust continues to grow and evolve, it offers exciting pathways for ambitious individuals who are passionate about making a difference. JMAT values its people highly; collegial working, shared responsibility and a commitment to continuous improvement shape a positive and supportive professional culture. New colleagues benefit from strong induction, ongoing development, and the chance to contribute meaningfully to a Trust with a shared moral purpose.

JMAT is proud to be an inclusive and welcoming organisation, committed to equality of opportunity and to building a workforce that reflects the diversity of the communities it serves.



# Our Values and Aims

At James Montgomery Academy Trust, our work is guided by a shared set of values rooted in a commitment to placing children at the heart of every decision. We believe that all pupils deserve access to an excellent, distinctive education that reflects their individuality and the unique character of their communities. Our values shape who we are, how we work and the aspirations we hold for every child we serve.

## Our Values

- **Childcentred practice:** We consistently put children at the centre of decision making, ensuring that their needs, experiences and aspirations guide our work.
- **Inclusion and equality:** We champion inclusive, equitable and nurturing environments where every child is valued, supported and able to flourish.
- **Distinctiveness and individuality:** We respect and celebrate the individuality of each school, recognising the diverse communities we serve and the unique strengths each academy brings.
- **Excellence and aspiration:** We strive for excellence in all aspects of education, fostering ambition and raising aspirations so that every child has real choice in their future.
- **Collaboration and shared practice:** We believe that working together strengthens us. Our Trust promotes meaningful collaboration, sharing best practice and driving improvement across all schools.
- **Wellbeing and safeguarding:** We are committed to creating safe, supportive and caring environments that prioritise wellbeing for pupils, staff and families.

## Our Aims

- **Deliver a rich, ambitious and contextualised curriculum** that meets the needs of individual pupils and reflects the diverse communities we serve.
- **Provide safe, happy and purposeful learning environments** where children feel nurtured, inspired and able to achieve their potential.
- **Develop highly skilled, reflective and knowledgeable professionals** through ongoing professional development and a culture that encourages learning, innovation and growth.
- **Promote inclusion, equality, safeguarding and wellbeing** in every aspect of school life and Trust practice.
- **Build strong, positive partnerships** with families, communities and professional networks to enhance opportunities and outcomes for all pupils.
- **Raise aspirations and broaden horizons**, enabling pupils to see themselves as valued contributors to their local and global communities.





JMAT SCHOOLS

## Working in JMAT

**W**orking at **James Montgomery Academy Trust** means joining a values driven organisation where people, professionalism and purpose sit at the heart of all we do. Colleagues across JMAT benefit from a collaborative culture in which every individual is respected, supported and encouraged to thrive.

We are committed to investing in our workforce, offering bespoke CPD and tailored professional support designed to meet staff needs at every career stage. Whether you are new to the profession or an experienced practitioner, you will have access to high quality development opportunities that strengthen expertise, build confidence and support progression.

Staff wellbeing is a priority within our Trust. All colleagues have access to SAS wellbeing and support services, ensuring they can receive guidance, health support and professional assistance whenever needed. In addition, employees benefit from membership of local Teachers' and Local Government Pension Schemes, offering longterm financial security and peace of mind.

By joining JMAT, you become part of a community united by shared ambition, working together to make a meaningful difference for our children, our schools and each other.

# Safeguarding and Safer Recruitment

**A**t James Montgomery Academy Trust, safeguarding is at the heart of everything we do. We are **fully committed to safeguarding and promoting the welfare of children**, and we expect all staff, volunteers and those working in partnership with us to share in this commitment. Our approach reflects the principles and statutory expectations set out in **Keeping Children Safe in Education (KCSIE)** and underpins our vision for safe, nurturing and ambitious learning environments across all our academies.

All appointments are made following a rigorous **safer recruitment process**, including all required **preemployment vetting checks** such as an **enhanced DBS check**, identity and right to work verification, reference checks and, where applicable, children's barred list, prohibition, Section 128 and overseas checks, in line with KCSIE requirements.

## Equal Opportunities

James Montgomery Academy Trust is committed to being an inclusive and diverse organisation where every individual is valued and respected. We promote equality of opportunity for all and actively encourage applications from people of all backgrounds. We are dedicated to creating a working and learning environment free from discrimination, where everyone feels safe, supported and able to thrive. We celebrate the diversity of our communities and are committed to ensuring that all staff and pupils are treated fairly, with dignity and respect.



Our Privacy Notice for can be found on the JMAT website

[www.jmat.org.uk](http://www.jmat.org.uk)



**W**e warmly encourage prospective applicants to visit the **James Montgomery Academy Trust** website, along with the individual websites of our schools, to gain a deeper understanding of who we are and the communities we serve.

These platforms provide valuable insight into our Trust's vision, that our schools are childcentred, inclusive and distinctive, delivering excellence in education, sharing best practice and raising aspiration

Exploring our websites will help you see how this vision shapes our daily practice and underpins the unique identity of each **JMAT** school.