



Headteacher Application Pack



Powick CE Primary School

Required for Summer term/September 2026

Salary: Leadership Group Pay Range L14-18

We warmly invite all those who are interested in visiting the school prior to application to contact us at:

Vicky Rudge, Executive PA to the CEO Diocese of Worcester Multi Academy Trust

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Email: office@powick.dowmat.education

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Embracing Learning Together

Powick CE Primary School – About Us

Powick Church of England (CE) Primary School is a one-form entry school which also provides morning childcare from 7:45am. The after-school provision is run at the Parish Hall. The staff who run this provision pick up at the end of the school day and after the school clubs.

The school was rated as ‘Good’ in May 2025 when it was inspected by Ofsted. The inspectors recognised that ‘Pupils thrive on responsibilities, such as being a member of the pupil parliament, for example, by completing a litter collection project and presenting information to the local academy board. Pupils also benefit from participating in events, such as debating competitions.’ The inspectors also commented on how ‘Pupils behave well in lessons and around school. They are respectful to each other and supportive of those with additional needs.’ ‘Pupils live up to the school’s intention for all pupils to do well. It ensures pupils who find work challenging, or have barriers to overcome, have the resources and support they need to achieve as well as other pupils’

As part of the Diocese of Worcester Multi Academy Trust (DoWMAT) we share close links with other schools in the area and mutually benefit from the expertise within this group. Our school has a distinctive Christian ethos which was praised in our SIAMS inspection in 2017 with the report stating that, ‘Through a focus on the six core Christian values of trust, generosity, perseverance, thankfulness, compassion and courage, leaders have established a culture where children are cared for, nurtured and encouraged to be the best they can be. Parents speak warmly about Christian values which are a ‘way of life’ at Powick and appreciate seeing them lived out daily by committed staff.’

Staff, parents, pupils and governors have a shared vision ‘Embracing Learning Together’ and six key values; perseverance, community, respect, forgiveness, thankfulness and compassion.

Our teaching staff are committed to providing a safe and stimulating environment that encourages the children to become confident, self-disciplined and motivated learners; they will grow to become responsible, reflective and thoughtful citizens who care about their local community and the wider world.

We are very proud of our school and everyone who contributes to making it the family that it is.

The Diocese of Worcester (DoWMAT) Board of Directors and the Local Academy Board are looking to recruit an experienced senior leader/headteacher to take on this exciting opportunity. Ideally, the successful candidate will be someone who:

- ✓ Can clearly articulate a compelling vision of educational excellence
- ✓ Can maintain high standards of teaching and learning and pupil outcomes
- ✓ Is passionately committed to developing the distinctive Church of England ethos of the school
- ✓ Inspires, leads and motivates all staff and pupils to give of their best and continuously improve
- ✓ Is committed to the Trust’s vision of inclusive education
- ✓ Can build excellent relationships with all stakeholders and partners
- ✓ Is committed to leading the development of collaboration with neighbouring schools and the wider Trust academies

Powick CE Primary School – Our Vision and Values

Our Christian Vision

‘Embracing Learning Together’

At Powick CE Primary School we are a caring Christian community where everyone is welcome and, following the example set by Jesus, we thread kindness and compassion through everything we do. Through working together, we desire for everyone in our community to flourish by developing their God given talents.

Our Christian Values

As part of being a Church of England School we teach our children about the core Christian values which help us know how to act and make good choices.

Our Christian vision encourages us to consider every child and adult's place in our school community and, as a result, we look for and celebrate examples of our values in action by all members of our school community. We also learn about our values when we explore the wider communities we are part of including the diverse community which makes up the world.

From EYFS our children learn about these key values and how to show them in lots of different ways so that when they leave us in Year 6 they understand them deeply and are able to act as good role models and kind and responsible members of our local and global communities.

Message from the Chair of the Local Academy Board

Thank you for your interest in the post of Headteacher at Powick CE Primary School. We hope you will find the enclosed information pack useful and look forward to receiving your application. Please also look at our website. We would encourage you to visit our school as we firmly believe this is the best way for you to meet our dedicated staff and amazing pupils and find out first-hand what we can offer. Please contact Vicky Rudge on vicky.rudge@dowmat.education if you would like to visit the school prior to application.

Emma Holland

Chair of the Local Academy Board, Powick CE Primary School

Message from the Chief Executive Officer of the Diocese of Worcester Multi Academy Trust (DoWMAT)

Thank you for your interest in the post of Headteacher for Powick CE Primary School.

This role provides an exciting opportunity for an inspirational leader to work with a dedicated staff group to ensure excellent provision for all children across a wide age range. We are looking to appoint an outstanding leader who is highly organised, able to show initiative and has had proven success at

building and leading high-performing teams, and motivating pupils and staff. You will have an innovative and inspirational approach, along with a clear commitment to inclusive education in the community.

Powick CE Primary School is part of the Diocese of Worcester Multi-Academy Trust (DoWMAT). There is, therefore, potential within this post for the new Headteacher to become a system leader, working and sharing expertise across a range of DoWMAT academies. As such, the role should be of interest to candidates looking to extend their career and professional development into an exciting, new, collaborative direction.

It is important that the successful candidate fully understands the Vision and Values of the Trust (included in Appendix 1 of this Pack) and can support Powick CE Primary School as a DoWMAT school.

Both myself and our Chair of Governors would be happy to have a conversation with interested candidates regarding what it means to be part of our DoWMAT family, should you wish to do so.

May I take this opportunity to encourage you to visit the school, apply and to wish you all the best for a successful application.

Vicki Shelley

CEO, DoWMAT

What It Means to Be Part of DoWMAT

Our ambition is to ensure that every school within the Trust provides excellent learning outcomes for all pupils. In order to achieve this, the Trust is determined to extend and embed collaborative learning and professional development opportunities for all teachers and professionals throughout the Trust. In this way, we can ensure all staff are increasingly confident in their ability to deliver excellent provision for the teaching, learning and personal well-being of all pupils.

Trust schools also share a commitment to continue working with local partner schools to improve the educational opportunities for pupils within their wider communities.

DoWMAT supports its schools with:

Strategic Governance:

- All DoWMAT academies co-construct their own vision: a theologically based, Christian Vision which sits under the umbrella of the DoWMAT Vision.
- All DoWMAT academies retain their own Local Academy Board and receive governance support from the Trust Board.

Headteacher support:

- Half-termly Headteacher meetings
- Half-termly safeguarding supervision
- Coaching and leadership support from a qualified coach

School Improvement:

- All academies design their own curriculum with support from the Trust
- We have an extensive School Improvement offer: Half-termly School Improvement Advisor visits, Peer reviews, moderation, a comprehensive CPD offer and subject leader networks
- Trust Quality Assurance: Regular collaborative learning reviews, Rapid Improvement Boards, Internal and External Advisors
- EYFS Specialists Network
- Teaching and learning partners
- Trained writing moderators
- Middle leader training
- Trust DfE Pupil Premium lead
- Qualified Ofsted Inspectors within the Trust
- Church school ambassadors
- ECT lead
- Subject hub leaders
- Trauma Informed Schools network
- Behaviour management support
- MIS (Arbor) support
- Trust SENDCO

Finance support:

- Strategic finance support
- Collaborative budget setting and monthly management reports meetings
- Finance Training/CPD
- Finance policies and procedures
- Support for applications for grants/funding opportunities
- In-school support
- Tailored support for new Headteachers/Finance staff
- Procurement at a Trust level

Operations support:

- Model policies and guidance
- Compliance support via ‘Smartlog’
- RPA Insurance
- Legal support and advice
- Health & Safety advice
- Crisis Management
- Premises and Estates Management support
- Capital projects /Condition Improvement bids and project management/Section 106 projects
- Data Protection Lead
- HR advice/support
- Recruitment support
- Payroll and pension queries

Workforce Resilience and Wellbeing:

- Coaching
- Mentoring and support
- Buddy system for new Headteachers
- Trust Mental Health Lead

- Family friendly policies
- Trust Well-being policy and approach
- Workload Reduction Toolkit
- Sickness Absence Insurance
- Trust wide subscription to the Schools Advisory Service Employee Assistance Programme

The Recruitment Process and Key Dates

Thank you for requesting an application pack for the position of Headteacher at Powick CE Primary School.

In this pack, you will find information on how to apply and a job description, along with essential and desirable qualities for the position. Please ensure that your application form and covering letter endeavour to evidence all the aspects of the Headteacher's role as outlined in the person specification.

If you require any further information, please contact us via email at vicky.rudge@dowmat.education or telephone the DoWMAT office on 01905 700 803. A table of the key dates is shown below:

Item	Date	Notes
Closing date for applications	Wednesday 4 th February 8am	Applications received after this date and time will not be accepted.
Shortlisting for interview	Wednesday 4 th February	We will notify successful candidates chosen for interview. Unsuccessful candidates will also be notified following the appointment of the successful candidate.
Interview & Assessment Days	Friday 6 th February 2026	As part of the interview you will be required to: a)Lead a collective worship session on a theme of your choice (20 min) and b)Deliver a presentation on 'Challenges currently facing the education sector and how you would overcome them at Powick school' (10 min)
Panel decision	Friday 6 th February 2026	Subject to references and ratification by the Local Academy Board

Please apply through My New Term stating clearly how you meet the requirements of the job description: <https://mynewterm.com/jobs/145838/EDV-2026-PCPS-32752>.

If you have any further questions please contact the school office.

Visits to the school are warmly welcomed and encouraged. These visits can also be arranged by contacting Vicky Rudge, Executive PA.

Job Description

Post Title:	Headteacher
Grade:	L14-18
Reporting to:	The CEO of the Diocese of Worcester Multi Academy Trust (DoWMAT) and the Local Academy Board of Powick CE Primary School
Responsible for:	The strategic direction of Powick CE Primary School

This job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions as they relate to Headteachers.

DUTIES AND RESPONSIBILITIES

This job description is based on the National Standards for Headteachers which are expected to be fully met by the successful candidate.

The Headteacher is accountable to the DoWMAT and the school's Local Academy Board for the organisation and management of the school. This job description will be subject to review as part of the performance management cycle.

MAIN PURPOSE OF THE ROLE

The Headteacher will have overall responsibility for the organisation, management and conduct of the school, providing:

- Professional leadership and strategic direction to ensure the achievement of the highest possible standards in all areas of the school's work, to ensure its improvement and success.
- High-quality education and standards that will satisfy the vision and aims of the school.
- Highly effective management of the school's resources.
- The cultivation of an environment that secures and promotes the achievement of both pupils and staff.
- Full support for the distinctively Christian character of the school and DoWMAT.

SCHOOL CULTURE

- Establish and sustain the school's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community.
- Create a culture where pupils experience a positive and enriching school life.
- Uphold ambitious educational standards which prepare pupils from all backgrounds and abilities for their next phase of education and life.
- Promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment.
- Ensure a culture of high staff professionalism.

TEACHING

- Establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn.
- Ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains.
- Ensure effective use is made of formative assessment.

CURRICULUM AND ASSESSMENT

- Ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills, understanding and values that will be taught.
- Establish effective curriculum leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities.
- Ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics to teach early reading.
- Ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge, skills and understanding of the curriculum.

BEHAVIOUR

- Establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils.
- Ensure high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy.
- Implement consistent, fair and respectful approaches to managing behaviour.
- Ensure that adults within the school model and teach the behaviour of a good citizen.
- Promote high levels of attendance and support pupils and their families to ensure this happens.

ADDITIONAL AND SPECIAL EDUCATIONAL NEEDS AND DISABILITIES

- Ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities.
- Establish and sustain culture and practices that enable all pupils to access the curriculum and learn effectively.
- Ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate.
- Ensure the school fulfils its statutory duties with regard to the SEND code of practice.

PROFESSIONAL DEVELOPMENT

- Ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs.
- Prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standards for teachers' professional development and those of support staff.
- Ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning.

ORGANISATIONAL MANAGEMENT

- Ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care.
- Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds.
- Ensure staff are deployed and managed well with due attention paid to workload.
- Establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently.
- Ensure rigorous approaches to identifying, managing and mitigating risk.

CONTINUOUS SCHOOL IMPROVEMENT

- Make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement.
- Develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context.
- Ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time.

WORKING IN PARTNERSHIP

- Forge constructive relationships beyond the school, working in partnership with parents, carers and the local community.
- Commit their school to work successfully with other schools and organisations in a climate of mutual challenge and support.
- Establish and maintain working relationships with fellow professionals and colleagues within the Trust, local area and across other public services to improve educational outcomes for all pupils.

GOVERNANCE AND ACCOUNTABILITY

- Understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility.
- Establish and sustain professional working relationships with those responsible for governance.
- Ensure that staff know and understand their professional responsibilities and are held to account.
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.

SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN

- To be fully aware of and understand the duties and responsibilities arising from the Children's Act 2004, KCSIE and Working Together in relation to child protection and safeguarding children and young people.
- Ensure the implementation of effective procedures for the safeguarding and protection of children and young people across the school and to follow the Child Protection/ Safeguarding procedures adopted by the school and DoWMAT.

OTHER DUTIES

- To contribute to the positive team atmosphere and public image of the school.
- To act professionally and with integrity at all times.
- To assist with the general care and welfare of all pupils striving to maintain a happy safe environment at all times.
- To adhere to and maintain school routines and codes of conduct, including confidentiality.
- To support the aims and ethos of the school at all times.
- To maintain personal and professional development to meet the changing demands of the job, participating in appropriate training activities.
- To undertake other such duties and training as may be reasonably required and which are consistent with the general level of responsibility of this job.
- To undertake Health and Safety duties commensurate with the post and / or as detailed in the School Health and Safety Policy.

GENERAL

- The job description allocates duties and responsibilities. It does not direct the particular amount of time to be spent in carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities, the post holder will have regard to the needs and priorities of the school.
- The job description is not a comprehensive definition of the post and you may be required to undertake such other tasks appropriate to the level of appointment as the DoWMAT CEO may reasonably require. It may be reviewed annually or earlier if necessary and may be subject to modification or amendment at any time after consultation. You may discuss your job description with the CEO at any arranged time.

- DoWMAT is committed to safeguarding and promoting the welfare of children and, as such, requires all staff and volunteers to share this commitment.
- The duties described in this job description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the DoWMAT Equality Policy and Code of Conduct. All employees are expected to be committed to these.
- DoWMAT academies are a non-smoking environments.

DoWMAT is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We expect all staff and volunteers to share this commitment. Any offer of employment will be subject to the receipt of a satisfactory DBS Enhanced Disclosure, two positive references, medical clearance and evidence of appropriate qualifications.

PRINCIPAL CONTACTS

Local Academy Board members, pupils, parents / carers, senior leaders, classroom teachers, teaching / support assistants, administrative assistants, other professional groups, contractors, suppliers, DoWMAT Central Team.

NOTES

The Leadership of the Academy Trust reserve the right to alter the content of this job description, after consultation, to reflect changes to the job without altering the level or responsibility. The duties described in this Job Description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all people and is consistent with the DoWMAT Equality Policy.

Signed (Issued by): _____ Date _____

Signed (Received by): _____ Date _____

Person Specification

The DoWMAT Board of Directors and the Local Academy Board at Powick CE Primary School are looking for an inspirational leader who can enable our pupils to achieve of their very best and to create an environment where staff are fulfilled and motivated to prepare our children for the future. The right person will have the flair and skill to lead the school on the next stage of its journey, to build on the commitment of all stakeholders to further the culture of continuous improvement, and to set and deliver high standards of behaviour and attainment.

The successful candidate will have proven success at building and leading high-performing teams and motivating pupils and staff. They will have an innovative and inspirational approach, along with a clear commitment to inclusive education in the community.

Essential Qualifications, Skills and Qualities	Essential/ Desirable (E/D)	Method of Assessment A =Application I =Interview R = Reference C = Certificate
Training and Qualifications		
QTS (Higher Degree or equivalent)	E	A/C
Good Honours Degree	E	A/C
Relevant or recent development that prepares the applicant for this post (National Professional Qualification for Headteachers, or working towards this)	D	A/C
Be willing to undertake further training where relevant	E	A/I
Experience of teaching and school leadership		
A record of highly successful teaching and achievement with the ability to demonstrate outstanding practice to others	E	A
Significant experience of managing staff and leading whole school initiatives	E	A
A commitment to learning and teaching and a track record of delivering strategies which raise standards for all students	E	A
Evidence of the use of monitoring and evaluation strategies that raise the quality of teaching and learning, and pupil outcomes including Disadvantaged and SEND.	E	A
Experience of whole school leadership with evidence of having made a major impact on standards.	E	A
Knowledge of how to improve whole school attendance and effective strategies that can be used	E	A
Vision and Strategy		
Able to clearly communicate their strategic vision; and to motivate and inspire staff and children in the constant pursuit of excellence	E	I

A commitment to sustaining the distinctive Christian character and embedding the Christian Values of the school	E	A/I
Able to support the ethos and aims of DoWMAT	E	A/I
A commitment to Equal Opportunities in its widest sense and a clear understanding of the differing barriers to achievement for different groups	E	A/I
Strategic Leadership and Management		
Strong evidence of strategic planning and delivery	E	A/I
Knowledge of effective implementation processes	E	A/I
Evidence of leading by example in order to promote the school's vision and values for the students, staff, governors and parents	E	A/I
The ability to build a constructive and candid relationship with governors	E	A/I
Use of effective performance management processes, the ability to identify and acknowledge excellence, and the resolve to challenge inadequate performance at all levels	E	A/I
Experience of successful leadership and of building teams and a commitment to staff development at all levels	E	A/I
Experience of managing HR issues and pupil behaviour processes and procedures	E	A/I
Commitment to safeguarding and promoting the welfare of children	E	A/I/C
Accountability and Financial Management		
Awareness of managing and overseeing budgets and an understanding of the responsibilities of the Headteacher	D	A/I
Awareness or managing and overseeing the school estate	D	A/I
Skills and Knowledge		
Possess an in-depth understanding of national education priorities and trends, including an up-to-date knowledge of Ofsted requirements	E	A/I
Have an analytical and evidence-based approach with a clear understanding of data, and of how to use data appropriately	E	A/I
Be systematic and thorough, paying attention to detail at all operational levels of the school environment	E	A/I
Communication		
Have excellent written communication skills, and the ability to think creatively, anticipate and solve problems	E	A/I
Be an engaging oral communicator who can adapt to a wide range of audiences	E	I

Be a good listener with the ability to value and be receptive to the ideas and concerns of others	E	A/I
Be a responsive communicator who understands the benefits of the use of a variety of media (including social media) to communicate the vision, ethos and operational aspects of the school	E	A/I
Pupils		
Ability to develop a philosophy of high aspiration and expectation for every pupil	E	A/I
The ability to command the respect of pupils by demonstrating a firm but fair approach and a highly visible presence in the school	E	A/I
The ability to maintain and build up high standards of pupil behaviour	E	A/I
An understanding of the need to develop a strong pastoral system that protects and safeguards pupils, and encourages them to enjoy school and achieve their potential	E	A/I
The Wider Community		
Evidence of partnership working both within school, with other schools and with external individuals and organisations, including governors	E	A/I
Experience of successfully establishing links with parents, businesses, the local authority, and other key stakeholders including other schools, parents and the wider local community	E	A/I
Personal Attributes		
The candidate must have: Professionalism, loyalty and integrity, valuing diversity and the unique place and contribution of every individual in the learning community	E	A/I/R
Management skills and ability to maximise available resources to support and coach staff	E	AF/I
The ability to work independently and as part of a team	E	AF/I
The ability to maintain successful working relationships with other colleagues	E	I/R
The ability to motivate and inspire all members of the school community	E	I/R
A passion for delivering high-quality education for pupils and their families	E	A/I
A commitment to their own professional development	E	A/I
Good judgement; and be able to assess and balance risks and opportunities	E	A/I/R
High levels of drive, optimism, resilience and integrity, and a good sense of humour	E	A/I/R
Excellent time management skills	E	A/I/R

The candidate must be: Adaptable to changing circumstances and new ideas and be able to make decisions based on sound judgement	E	I
Self-aware, energetic, enthusiastic, reliable, approachable, highly visible (with personal impact and presence)	E	A/I/R
Self-motivated with a high level of organisational skills and the ability to prioritise workloads effectively, making professional management and organisational decisions based on informed judgements	E	A/I/R
Confident with effective leadership skills: decisive, analytical, motivating, inspirational and empowering	E	A/I/R
Committed to equality, diversity and inclusion	E	A/I/R
Able to recognise and use the skills and abilities of staff and governors to optimise the schools' success	E	A/I/R
Emotionally resilient; able to remain calm in difficult situations and handle change, ambiguity and knock-backs	E	A/I/R

Appendix 1: DoWMAT Vision and Values

Our Vision

DOWMAT's vision is to foster an inclusive, nurturing environment where everyone flourishes - academically, spiritually, and personally. Rooted in Christian values, we prioritise the vulnerable, promote work-life balance, and strive to deliver exceptional education, while celebrating each academy's unique identity—reflecting the fullness of life promised in John 10:10.

'To love, to learn, to serve - through collaboration, honesty, and hope.'

Our Values

Love

We are committed to **Compassion and Care**: As Christ commands, we strive to love one another deeply, fostering empathy, respect, and kindness. We create a culture where we genuinely care for each other, supporting personal, professional and spiritual growth, as we walk in His love.

Learn

We are committed to **Continuous Growth and Wisdom**: Following the call to grow in knowledge and understanding, we cultivate a culture of curiosity, adaptability, and continual improvement. We encourage all to seek wisdom and learning, guided by God's truth, that we might serve more effectively.

Serve

We are committed to **Service and Impact**: Inspired by Christ's example of humble service, we dedicate ourselves to serving others, contributing to the well-being of our schools, communities, and beyond, bringing His light and love into all we do.

Collaboration

We are committed to **Unity in Purpose**: We value working together in mutual respect, knowing that through collaboration, we can have a greater impact supporting each other to achieve our shared vision.

Honesty

We are committed to **Integrity and Truth**: Following Christ's call to live in truth, we foster a culture of honesty, transparency, and trust, ensuring that our actions reflect His integrity in all dealings, upholding the highest ethical standards.

Hope

We are committed to **Inspiring Hope and Faith**: As bearers of Christ's hope, we instil in every individual the belief in their God-given potential to achieve great things, trusting in His plan to bring good out of all circumstances, and inspiring hope for a future filled with His promises.