

St Barnabas CofE Primary School



Recruitment Pack

"We encourage one another and build each other up, to be our best selves."

Proud to be part of

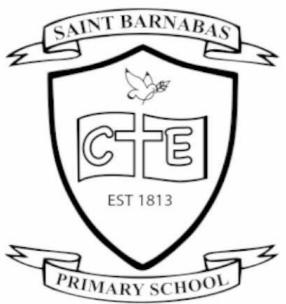
Fioretti Trust





“First do what is necessary. Then do what is possible. And before you know it you are doing the impossible”

Saint Francis of Assisi



WELCOME TO ST BARNABAS

Through Jesus we encourage one another and build each other up, to be our best selves



We are a friendly, welcoming and caring school. We believe that children and adults achieve more when they feel happy, secure and valued.

There is a real sense of community within our school – we are a family school. The children are very proud of their school and always have lots of positive things to talk about!



Through the quality of the relationships our children develop whilst at St Barnabas – the nurture, care, guidance, support and encouragement they are given, they leave us being confident individuals ready to embrace the next phase of their education.



We want the children to enjoy their learning and we have high expectations for their achievement, creative, emotional and social development. Our Christian ethos is central to the underpinning success of the school and we have excellent links with St Barnabas Church.



WELCOME FROM THE CEO AND THE CHAIR



Welcome to Saint Barnabas CofE Primary school.

Dear Applicant,

Thank you for your interest in the position of Headteacher at St Barnabas Church of England Primary School, Erdington. This appointment follows Emma Grice's transition to her role as Director of Education for the Trust.

St Barnabas is a school with a distinctive character. Firmly grounded in its Christian foundation, we serve a vibrant and diverse community where every child is welcomed, valued and supported to flourish. Our staff team works tirelessly for our pupils and their families, and the daily life of our school reflects a shared belief that every child has unique potential and the capacity to make a positive difference in the world.

We are looking for a Headteacher who leads with authenticity, compassion and a strong moral purpose. Someone who understands that education encompasses far more than academic success - it's about nurturing children's confidence, curiosity, character and faith. We hope to appoint a leader who will uphold and enrich our Christian ethos, build trusting relationships and articulate a clear vision for the future of our school. This is a community that deeply appreciates the impact a great school can have - not only for the children in its care, but for the wider families and local area it serves.

You will be joining a dedicated team of staff, a committed governing body and a network of supportive partners, including our trust, church and local community. Together, we remain ambitious for our children and determined to give them the very best foundations for life. If you share our conviction that schools can transform lives and communities, we would be delighted to receive your application. St Barnabas is a place full of promise, optimism and opportunity. We look forward to welcoming a leader who will help guide the next chapter of our journey.

With warmest wishes,

Louise Ordidge
Chair of Governors for
St Barnabas Church of England Primary



Who are we?

The Fioretti Trust was established in 2016, with St Francis CE Primary and Nursery as the founding school. 'Fioretti' (which means: Little Flowers) is the title of a book containing a collection of popular stories about St Francis. St Barnabas joined in October 2019, following an informal partnership of collaborative working and St Mary's approached the Trust about joining in 2021. St John's and St Peter's and St Thomas CE Primary Schools joined in September 2024. Further growth has been approved by the Department of Education and a further three schools are joining this academic year.

The ethos of the Trust is to enable all schools to maintain their unique identity and celebrate the individual distinctiveness of each school, whilst working together at a time where the function of local education authorities has diminished. We are proud to serve a range of communities across different areas of Birmingham.

St Barnabas Headteacher: who are we looking for?

We are looking for an experienced Headteacher with a proven record of outstanding leadership, sustained school improvement and providing high quality education for all. Our new Headteacher will have a clear and strategic vision for our Christian school. Most importantly, we are seeking an enthusiastic individual who will live and breathe our Values and will engage effectively with all levels of stakeholders – our wonderful children, dedicated staff, committed governors and trustees and supportive parents/carers. We are therefore looking for a leader who will actively promote Christian distinctiveness in every aspect of school life.

If you think you have the passion and drive to fulfil this role, please read on!

I hope this pack is informative and provides you with the key information to help you decide whether to apply for the position. However, I encourage you to arrange a tour of the school or contact me to discuss the position in further detail. St Barnabas is a welcoming and happy place to visit and I'm sure you will learn more about its greatness and potential.



Kind regards,
Claire Grainger
Head of Fioretti Trust.



OUR SCHOOL VALUES

Inspired through Jesus and His followers St Barnabas and St Paul.

In Acts 11:24 it says Barnabas was “a good man, full of the Holy Spirit and faith”. We try to do the right thing and learn about making the right choices through our St Barnabas values.

For each of our values, we have a bible story to help us understand what it means to live that value in everyday life. Our values are explored in detail below, giving our key Christian story, which gives a biblical example of how to show this value and an explanation of our expectations and how we can live our values in our everyday lives. There is an explanation of what these values mean to our school. For example, we explore cooperation through trust and forgiveness as these are what we need to be able to work together at St Barnabas.

Although community and service isn't one of our core values, we reflect on this in the summer because it helps us focus on the impact that learning and living our values has on us and the world we live in. It helps us see how our behaviour and actions can have a positive impact on others.



Determination



Honesty



Kindness



Co-operation



Friendship

“Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you.”



“Pupils and staff flourish at this welcoming and harmonious school. Pupils arrive happily in the mornings.”



FORETTI TRUST



Welcome to the Fioretti Trust, founded on the Christian values of aspiration, wisdom and compassion.

The Fioretti Trust was established in 2016, with St Francis CE Primary School and Nursery as the founding member. Since then, the trustees have worked to evolve effective systems that support and challenge our schools.



We are fortunate to have experienced, committed and passionate staff, governors and trustees who are dedicated to support & challenge each other to ensure we accomplish remarkable things and create a lasting legacy for generations to come.



Being part of a Trust gives our staff access to exciting professional development opportunities, gives children the chance to interact with others from different schools and provides challenge and support to school leaders through effective governance.



Fioretti is an inclusive Trust where everything begins and ends with the children, this vision involves everyone working together to achieve and be the best. As a family of schools, we strive to provide the best learning opportunities for the communities we serve and ensuring we are living our Trust values: aspiration, wisdom and compassion.



As a Trust we promote the individuality of our schools and provide them with the freedom to develop their own strengths, distinct character and to meet the needs of their communities, whilst at the same time seeking to maximise the benefits of being part of a larger network and collaboration.



Claire Grainger
Head of Trust

Fioretti means “Little flowers” and is the title given to a collection of stories about Saint Francis. The Trust was established in 2016 and the founding school is St Francis. The trustees wished to give a subtle acknowledgment to the founding school and therefore decided to create a name with a connection to St Francis.

Fioretti Trust

Our Vision

'Through God's love, we are the rich soil where roots grow and seeds flourish' - Luke 8:4-15

Our Mission

Enabling every child and every adult to flourish. Every day.

Our Values

Aspiration

Wisdom

Compassion

**Great teaching.
Great learning.**



Ensuring high performing schools through excellent leadership at all levels with high ambition and aspiration for all our pupils.

Providing an excellent curriculum for our children, equipping them for the new digital world and strong professional growth and collaboration for our staff.

Creating the highest quality, equitable offer for our SEND and disadvantaged children so they flourish.

People



Building a strong sense of belonging: attracting the best people-investing in their talent, retaining their services and benefitting from their expertise.

Embracing equity and diversity and celebrating differences and ensuring that we all belong.

Prioritising wellbeing for staff and enabling them to flourish in all they do through our staff culture charter, 'The Fioretti Way'.

Finance and Operations



Maximising the financial resources provided and implementing a strategy to centralise services, more efficiently for the benefit of our children through leveraging economies of scale and expertise.

Having highly effective Premises/Estates and IT strategies, which are well led and managed.

Ensuring that there is an equitable approach to finance and operations so all children in the trust have the opportunity of high-quality resources, regardless of demographics.

Leadership



We will seek opportunities to grow and develop our core offer, ensuring our trust remains sustainable and effective.

Growing and developing a collaborative trust, effectively equipping all stakeholders, firmly rooted in our Christian vision.

To be a civic-minded trust by actively engaging with our communities, embracing innovative technologies and committing to a more sustainable future.

OUR SCHOOLS



Our trust has a family of school sharing similar ethos and values, to learn and grow together and to aim for excellence in all we do. Our schools work in partnership, sharing expertise and central resources, while nurturing each school's individual and unique strengths.



St Francis C of E Primary School



St Barnabas C of E Primary School



St John's and St Peter's C of E Primary School



St Thomas C of E Primary School



St Mary's C of E Primary School

Fioretti Trust



Joining this year:
St Laurence Church Infant School
St Laurence Church Junior School
Christ Church CofE Primary School

IDEA

The Fioretti Trust IDEA group was set up in May 2022, and involves stakeholders from each school in the trust.

“A working party driving Fioretti Trust to provide learning environments that are inclusive, diverse, equitable and accessible so that every child is heard. To provide consistency for each child to reach their potential”

I

Inclusivity

// the fact or policy of not excluding members or participants on the grounds of gender, race, class, sexuality, disability

D

Diversity

// something that contains many different elements

E

Equity

// the quality of being fair and reasonable in a way that gives equal treatment to everyone

A

Accessibility

// something that is easy to reach / obtain for everyone



OUR PEOPLE OFFER



The opportunity to consolidate and grow excellent practice within a supportive, ambitious Trust

Trust wide support and collaboration, working alongside experienced leaders, system support and a responsive central team

Professional growth and leadership development, with opportunities to shape Trust wide strategy as one of our senior leaders

A community rich in diversity, with strong links to families and partners in Erdington

A comprehensive wellbeing package, reflecting our commitment to a healthy, sustainable work life balance.

All Fioretti Trust employee have free access to the full range of wellbeing service provided by Schools Advisory Service (SAS). The support includes:

Mental Health

- Unlimited Counselling
- One-to-one Therapy
- Mindfulness Programmes
- Relaxation Room Sessions

Medical Services

- 24/7 GP Phone Consultations
- Nurse Support Line
- Cancer & Chronic Illness Support
- Private Medical Operations & Referrals

Physical Health

- Physiotherapy
- Weight Management Support
- SAS Gym - Live Classes & Training Plans
- Happier Healthier You - Online Wellbeing

General Wellbeing

- Financial Advice
- Preparing Parents Guidance & Resources
- Manspace - Male Wellbeing Resources
- Annual Flu Jabs & Health Initiatives

Leadership Support

- Occupational Health Support
- School Leaders Thriving Programme
- Wellbeing Governors E-Module
- School Mental Health Award



OUR PEOPLE

“Our staff are our greatest asset”

“I've always been passionate about supporting children with SEND, and my manager encouraged me to pursue the SENCO NPQ. SLT supported my move from Class Teacher to SENCO, and the Trust's SENCO network has helped me learn from experienced colleagues. As my role grows, I know the Trust will continue to support and equip me to make a real difference.”



Stella Cipollaro is the SENDCo at St Thomas and has worked in our schools since 2017, starting her career with us as a class teacher.

“As Caretaker I have lived and worked at St Barnabas for over 30 years. I love the projects that we get involved with - building new exciting outdoor spaces for our children and looking after our lovely site.”



Cindy Cassin is the Site Manager at St Barnabas and is one of our longest serving member of staff across our Trust.

We believe that positive and constructive collaboration is at the heart of our success. Every member of staff is valued, challenged and given the opportunity to continuously develop, helping to raise aspirations for all.

“I joined St Barnabas as Finance Officer in 2017 and school have supported my training to become a qualified School Business Manager. My work is so varied and interesting - I work with amazing people everyday”



Mel Bourne is one of our experienced School Business Managers who has worked with us for 7 years at St Barnabas.

“I love my job because every day is different and making a difference to children's lives.”



Lee Harris has been a Teaching Assistant for 9 years at St Mary's.

“it has been reassuring to work collaboratively with colleagues across the Trust and take full advantage of the support network available, whilst also knowing that we are working to impact positively upon the lives of so many children across the city.”



Jess Mattocks started at St Francis in January 2023 and is our newest Headteacher to join our Executive Leadership Team.

HEAD OF ETHOS



Denise Gardner



Having worked in church schools for nearly 10 years, I am passionate about the [Christian vision of educational flourishing](#). This clear view of flourishing allows us to see pupils, staff and families as whole human beings and gives us the important focus on relationships and working towards a 'greater good'.

In no other type of school is the strong drive to make a difference to lived experience more evident than in a church school living the Church of England's vision for education and the impact of this cannot be underestimated.

I work across all our schools to support and explore how we can best live our ethos and flourish together.

HEAD OF SAFEGUARDING



Sarah Campbell-Swords



Throughout my career, [Safeguarding and the wellbeing of pupils and staff has always been my priority](#), it is also something I am extremely passionate about.

I am thrilled to be given the opportunity to be Head of Safeguarding for the trust and feel this position allows me to share my passion across all three schools. Through this opportunity, I am able to share my expertise, organisation and leadership of Safeguarding to ensure that the Lead DSL's and staff across our trust are fully supported.

I aim to be a supportive, caring, understanding, passionate leader and look forward to continuing work with staff, across the trust, to ensure we have outstanding practices and systems in place to keep the children, parents and staff of the Fioretti Trust safe.



Fioretti Trust is committed to Safeguarding and Promoting the Welfare of all its students. Each students' welfare is of paramount importance. We recognise that some children may be especially vulnerable to abuse e.g. those with Special Educational Needs, those living in adverse circumstances.

The Trust's Child Safeguarding Policy applies to all adults, including volunteers, working in or on behalf of the Trust.



APPLICATION PROCESS



Applications will only be accepted from candidates completing the **Trust's Application Form**. Please complete ALL sections of the Application Form which are relevant to you as clearly and fully as possible.

CVs will not be accepted in place of a completed Application Form.

Application

Once your application has been submitted, you will be notified if you have been shortlisted and selected for interview.

As in accordance with Part 3 of the Keeping Children Safe in Education, online searches of all candidates will be completed at this stage prior to interview.

Shortlisting & Interview

We require two satisfactory references before a job offer is confirmed; one of which must be your line manager / headteacher in your present or most recent employment.

Please check that your referees are actually able to provide a reference, as failure to do this could cause a delay in confirming your appointment.

References

All staff are required to undertake employment checks which include:

- References (incl volunteers)
- Right to work (ID Check)
- Qualification check
- Barred list check
- Online search check
- Health checks
- Childcare disqualification (where relevant)

Employment checks

Fioretti Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

We particularly welcome applicants from under-represented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

Equality

Please note any position that involves working with children requires declaration of ALL convictions/cautions regardless of whether these are deemed as spent and a DBS check will be carried out before any employment.





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Proud to be part of
Fioretti Trust