

St Mary's



Recruitment Pack

Through our Christian values of love, peace and hope, we work together and play together to be the best that we can be.

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 Assisi





WELCOME TO ST MARY'S

We grow together in our faith and aspiration



At the heart of our community, we serve to embrace lifelong learning through our Christian foundations. We step forward with love in our hearts, peace in our actions, and hope in our aspirations. We enable all to; flourish in our diversity of faith and belief, be ambitious and be our unique selves.

Our most recent Ofsted inspection (November 2023) reflects our vision for the school. "This is a school that wants pupils to flourish, and they do. Pupils are cherished. They know that they are valued and that everyone is welcome in their school."

In reflecting the Church of England's original purpose, St Mary's aims to provide both a quality academic grounding and sound moral character, equipping children on their first step to success.



"For I know the plans I have for you," declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future."

Jeremiah 29:11



As a church school we are committed to providing an education to all in our community, regardless of faith. Through our Christian values of love, peace and hope, we grow together in our faith and aspirations in order to live life in all its fullness.



MEET THE HEAD



*Welcome to St Mary's CofE
Primary Academy.*



Mrs J Booker

St Mary's CE Primary Academy is located in the culturally rich community of Handsworth. St Mary's is a church school working at the heart of the community for the community. I am proud to be the Head Teacher of this vibrant, friendly and hardworking school.

Expectations are high at St Mary's and every child is encouraged to be the best that they can be, at all times. The school's strong Christian values and ethos shape an environment where every child is empowered to become a lifelong learner. I want our children to know that in life they have choices and that the choices they make shape their lives.

Conduct is equally important at St Mary's and expectations of behaviour are high. St Mary's children are proud to belong to our school; they treat each other with respect and celebrate their differences. Children's well-being is paramount at St Mary's. I believe that the development of self-esteem and confidence along with a sense of self pride and resilience are building blocks to effective learning.

We are looking for practitioners who have equally high expectations and a desire to work within our diverse community. We are seeking staff who place children at the heart of all that they do. We believe in a work life balance that ensures that our pupils get the very best from the adults in school. We look forward to welcoming you to our team and to working in partnership to ensure the very best for our children.



OUR SCHOOL VALUES

“Through our Christian values of love, peace and hope, we work together and play together to be the best that we can be.”

Our core Christian values lie at the heart of our daily lives. They should be lived in both our own practice and in the children’s learning. Our daily focus on the values of Love, Peace and Hope at the start and end of collective worship support the children’s understanding of the Trinity.

God as the Father gives us unconditional love

God as the Son bringing the gift of peace to the world

God as the Holy Spirit gives us hope, a firm assurance that God will always be there for us.

In addition to this we embed our values in our daily lives and the lives of our community.

Love

Love – being nurtured and celebrating differences

Peace

Peace – Working and playing together in harmony and respecting our differences

Hope

Hope – Aspirations for our future and the future of our community

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

Ephesians 4:32



"Pupils are cherished. They know that they are valued and that everyone is welcome in their school."



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

Why are we called Fioretti?

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.

● 5 Schools ● 1529 Pupils ● 209 Staff ● 1 Family ●

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 BARNABAS



ST FRANCIS



ST JOHN'S & ST PETER'S



ST THOMAS



ST MARY'S

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 Inclusion

// 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

"Our staff are our greatest asset"

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'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."



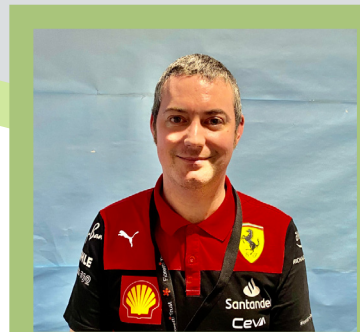
Cindy Cassin is the Site Manager at St Barnabas and is one of our longest serving member of staff across our Trust.

"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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Fioretti Trust