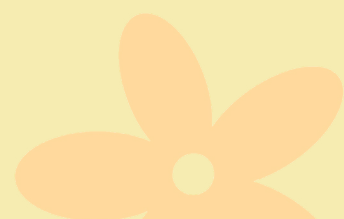


A group of diverse primary school children are in a kitchen, smiling and holding up various vegetables like carrots and tomatoes. They are standing around a large tray filled with more vegetables. The image has a warm, reddish-pink tint.

# Fioretti Trust

# Recruitment Pack

A Primary Multi-Academy Trust in the West Midlands.  
Founded on the Christian values of aspiration, wisdom and compassion.





*“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 FIORETTI TRUST

Our vision is to build a family of schools 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 individuality and unique strengths.





# FIORETTI 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.



## **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.

**Claire Grainger**  
Head of Trust



# 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 TRUST'S VALUES

*Fioretti Trust: Little Flowers – flourishing together*



Aspiration



Wisdom



Compassion



**Our vision:** is to build a family of schools, with individually distinctive Christian characters, ethos and values. To share a similar ethos and values, to learn and grow together and to aim for excellence in all we do.

**Our Aim:** Through its vision and practice, each school is living up to its foundation as a Church school and is enabling children and adults to flourish

5 Schools

1529 Pupils

209 Staff

1 Family

## Aspiration

We improve the life-chances of young people and enable all to aspire to be their best self. Together, we see the potential in others and set high expectations.

## Wisdom

We make wise choices to positively impact the communities we work with, & flourish together. Together, we build on experience to enable all to develop knowledge & skills.

## Compassion

We treat each other with kindness. Together, we nurture positive relationships, ensuring that people feel valued and that they belong to our Trust family.

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

Ephesians 4:32





*“Fioretti Trust recognises each school’s uniqueness and provides guidance and support.”*

Miss J Mattocks  
Headteacher at St Francis CofE Primary

# 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 resouces, while nurturing each school's individuailty and unique strengths.



**ST BARNABAS**



**ST FRANCIS**



**ST JOHN'S & ST PETER'S**



**ST MARY'S**



**ST THOMAS**





# IDEA

The Fioretti Trust IDEA group was set up in May 2022, by our Head of Ethos, staff from the central team and 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

*"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."*



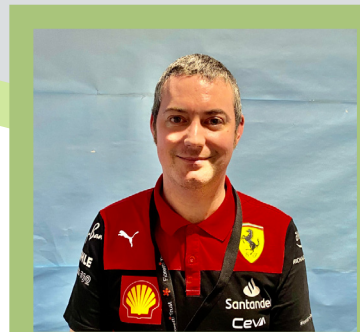
Cindy Cassin is the Site Manager at St Barnabas and is one of our longest serving member of staff across our Trust.

*"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 am looking forward to supporting and working with staff across the MAT in my ethos champion role and exploring 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

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.



# Fioretti Trust



 *Aspiration*  *Wisdom*  *Compassion* 

[hello@fioretti.co.uk](mailto:hello@fioretti.co.uk)

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[www.fiorettitrust.co.uk](http://www.fiorettitrust.co.uk)