



Sawtry Village
Academy

Helping Young Minds Grow

Pushing students to their full potential



Sawtry Village Academy

Site Manager

Recruitment Pack



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Valuing People



High Quality
Learning
Environment



Pursuit of
Excellence



Extending the
Boundaries of
Learning



Achievement
for all

About Sawtry Village Academy

I have spent all of my working life in education, with the majority of this time spent in Sawtry, and I am delighted to welcome you to our team. Sawtry is committed to providing a high quality educational experience in a school that puts learning and individual achievement at the heart of everything it does. It has been an exciting period of rapid improvement and development for both staff and students at the Academy, since joining Meridian Trust in April 2015.

Sawtry Village Academy has high expectations of all its students and in return offers a high-quality education at the heart of its local community. We develop our students into successful, confident, responsible and employable citizens whilst providing a nurturing and supportive hub for students, their families and the wider community.

Following the most recent Ofsted inspection, in October 2023, it is evident that students at Sawtry Village Academy benefit from good teaching by staff who have good subject knowledge and who continuously enhance their teaching skills to ensure the best possible progress and attainment outcomes for all students.

There is an excellent standard of student care provided across the Academy by all staff and this ensures high aspiration for student attainment can be realised. Students benefit from following a broad and balanced curriculum which facilitates the development of the important skills of leadership, teamwork and co-operation through participation in a broad range of opportunities beyond the classroom such as sport, music and community involvement. In addition we expect students to engage in the completion of PLEDGES.

We expect students to work hard, developing resilience when the going gets tough and together we will celebrate their progress and achievements, whatever their level of success. We know that learning is at its best when staff, students and parents work closely together, and it is a privilege to be sharing the responsibility of educating the young people in our care with you.

The academy is underpinned and supported by the ethos and values of Meridian Trust. The core of this philosophy is:

- Achievement for all
- Valuing People
- A high-quality learning environment
- The pursuit of excellence
- Extending the boundaries of learning

I look forward to collaborating with you in the future and hope that you will join us in achieving the aim of knowing and supporting every student to achieve and enjoy their school experience.

Simon Parsons

Principal of Sawtry Village Academy



A Brief History

Meridian Trust, formerly known as Cambridge Meridian Academies Trust (CMAT), is a values-led Trust and has risen to be one of the highest performing academy groups in the country. Our Trust was first formed as an educational trust to create a federation of schools in 2006 with a desire to provide high quality and dynamic education for everyone, right in the heart of our community. Through various government policies, our commitment to collaboration has remained consistent.

Meridian Trust was formed in 2011 to deliver more widely on that clear vision to provide high quality and dynamic education for all at the heart of the communities we serve. Our steady growth since then reflects our commitment to the communities we serve and our track record of success. The period since 2018 has seen an increase in speed of growth as many long term projects matured and our relationship with Sharnbrook Academy Federation emerged.

We are currently a family of 32 academies (including 16 primary, 3 special, 1 all through and 12 secondary schools). The secondary schools include a University Technology College, an Upper School, four 11-16 schools and six 11-18 schools. We also have 2 new secondary free schools in development. All within 20 miles of Cambridge and Peterborough and the main communication routes between. We merged with Cambridge Primary Education Trust to become the Meridian Trust in April 2022. In addition to operating schools, we are the home of the Cambridgeshire and Peterborough Teaching School Hub, and train more than 150 new teachers each year through Meridian Trust ITT. We retain a strong commitment to growing and supporting staff throughout their training

and career development. We have a proven track record of school improvement and transforming the lives of children and young people over the last 10 years.

Students thrive in Meridian Trust academies as a result of the implementation of our values, our successful and proven systems and our commitment to valuing people. We are among the highest performing multi-academy trusts in the country for student progress. Our academies are well-run and our staff benefit from excellent access to professional development.

Our commitment to the education system goes beyond just our own academies. We operate 'The Cambridge Partnership', one of the largest initial teacher training providers in the country which has recently merged with the SAF ITT, and 'Leadership East' these further strengthen our capacity and commitment to professional development. We also provide support through various SLAs to a number of other trusts and academies.

As a strong, regional multi-academy trust we currently operate schools across Bedfordshire, Cambridgeshire, Lincolnshire, Peterborough, and Northamptonshire. We are proud to have strong partnerships within all these communities.



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Trust Vision, Mission and Values

Our values and who we are:

Meridian Trust is a successful multi-academy trust founded on its commitment to people and communities.

Our proven approach over more than a decade has elevated us to a respected and admired academy trust, a national leader in education and a source of great pride to the communities we serve.

Every child is known, equally valued and supported to achieve their potential in all our academies. Every community we serve benefits from the facilities and services we provide.

Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported.

We ensure that well-run schools retain and develop their distinct contextual identity, while sharing and contributing to Meridian Trust values, practices, curriculum approaches and operational systems.

Our Vision:

High-quality educational provision for all at the heart of local communities.

Our Mission:

To deliver, promote and inspire high quality educational provision in schools at the heart of their local communities so that:

- Young people become successful learners and confident, empowered individuals;
- Young people are encouraged to think for themselves and act for others, equipping them with the values, attributes, knowledge and skills to make a rewarding contribution to society;
- Every school is a hub for community activities, a centre for extended services and a source of immense pride for students, their families, and other local stakeholders;
- Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported;
- Well-run schools retain and develop their distinct contextual identity while sharing and contributing to the Meridian Trust values, practices, curriculum approaches and operational systems.

The enactment of our values for staff:



Valuing People

Engaged, developed, supported, and consulted.

Experts who strive for continual development. Collaborative networks, trusted to deliver.



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Set ambitious goals and model what success looks like. Eager to improve.

Make connections, provide opportunities. Generous and sharing of knowledge and expertise.

Are accountable for the outcomes we contribute towards and strive for the very best.

- Unlimited access to CPD via Meridian Learning
- Free annual eye tests
- Access to a free Employee Assistance Programme, offering mental health and wellbeing support
- Unlimited value cycle to work scheme



Why work for us

Meridian Trust aims to be the employer of choice for the communities we serve. Since 2010 we have nurtured and developed the careers of many people. You can read about some of those journeys in the 'Meridian Trust People' section of this website. We are committed to making a difference to young people's lives and the communities we serve. Help us make our mission a reality.

Benefits:

As a multi-academy trust of 30 schools, Meridian Trust can provide a wide network of opportunities for collaboration and career development for both teaching and support staff. With an initial teaching training facility and a teaching hub network within our Trust, there are ample opportunities to both, get into teaching, and develop within the profession.

- As well as the above we also offer:

To see the full range of benefits available, please visit [Employee Benefits - Meridian Trust](#)

How to apply

To apply please complete the online form on MyNewTerm. Your supporting statement should address and evidence the selection criteria detailed in the Person Specification.

Closing Date: 02/02/2026, 9.00 am

Interviews: to be held in w/c 02/02/2026

Applying:

For any questions about the application process please contact: Maria Taylor, HR Officer, at

Email: recruitment@sawtryva.org

Meridian Trust is committed to safeguarding and promoting the welfare of children. All appointments will be subject to satisfactory pre-employment checks including enhanced DBS disclosure.



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We are committed to diversity & inclusion and equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, race, religion or belief and marriage and civil partnerships.

Meridian Trust is committed to safer recruitment practice and pre-

employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced disclosure and barring service check. We expect all adults who work for the Trust to share our commitment to safeguarding and the health and wellbeing of our students.



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JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title:	Site Manager
JD Reference:	STD SIT 08
School/Academy:	Sawtry Village Academy
Weeks:	52 Weeks
Hours of work:	37 Hours – shift pattern in place including early mornings and evenings
Salary:	Grade 8 Points 19 to 24
Responsible to:	Area Manager / Principal

Role:	To be responsible for all aspects of site management for all agreed sites including a wide range of duties and responsibilities connected with the fabric and grounds of the school. This includes security, monitoring contracts/contractors, lettings, monitoring routine maintenance and refurbishment and minor repairs. To lead and line manage the site team.
Purpose of job:	To improve the productivity of the Trusts sites and to carry out pre-planned maintenance programmes in conjunction with the Estates Area Manager/Principals and to promote the efficient use of the Academy's assets to support the educational objectives of the sites.

Responsibilities and Accountabilities:

- To lead the site team. Resolve day to day line management issues. Performance manage the site team. Ensure weekly rotas of work duties are in place and followed. Monitor to ensure that delegated tasks are completed in a timely and appropriate way.
- Site Maintenance – ensure the academy buildings are fit for purpose and that all planned and reactive maintenance is carried out to both buildings and grounds as required. An annual schedule of required works will need to be maintained and liaison with contractors required.
- Planning – ensure a premises development plan, including energy conservation, is progressed by costing and planning projects to ensure best value. Agree an annual program of work in conjunction with the Trust Estates Team.
- Fire & Security – ensure all systems are maintained and tested and that relevant policies and procedures are in place and regularly updated. This role will also require the post holder to brief staff and students on the safe evacuation of the building and to arrange appropriate practices in consultation with the Principal.

- Health & Safety – ensure the Academy complies with current legislation, including the maintenance of appropriate records in conjunction with Meridian Trust’s Estates Team. This will require the post holder to maintain appropriate risk assessments for all areas of the build and to liaise extensively with teaching and support staff. Undertake frequent physical and system/procedural audits to ensure compliance.
- Cleaning & Welfare – ensure that the site is kept clean and tidy to deliver an environment suited to learning. The post holder will be required to manage the cleaning contract on all sites.
- Portering – manage the provision of portering services across the school sites. The post holder will be required to ensure that classrooms and examinations are set up in accordance with the requirements of the school’s teaching and examinations staff. They will also ensure that all deliveries made to the building are logged accordingly.
- Budgets – oversee the budgets for all the school to a value of over £100k and work with the Trust Estates Team, Finance teams and Site Officers to make sure ordering processes are kept to and money saving exercises are taken.
- Contracts and utilities – manage contractors and arrange visits to sites in conjunction with the Trust Estates Team, Finance Teams and Site Officers.
- Be a key part within the area estates team, working alongside the area estates manager.

Support for School/Academy/Place of work:

- Participation in staff events by arrangement
- Attend Staff Meetings
- Contribute and participate in Trust events and activities where possible
- Develop and maintain effective working relationships with other staff and parents/carers
- Adhere to the Trust values
- Follow school policies, practices, and procedures
- The normal working week will be as agreed and contracted with a maximum of 37 hours. These hours will be worked between 6:00 and 10:00 Monday to Friday. All work within this period will be carried out as part of the normal week’s work.
- The periods of work within the time limit will be flexible and the normal hours of duty of the Site Manager will be planned to cover the needs of the school, particularly weekday lettings. The hours of duty may vary from day to day.
- Hours authorized by the Area Manager more than full-time hours will be paid at the overtime rate.

Data security:

- Act following legal provisions regulating confidentiality and security of data and information in under GDPR regulations.

Health and Safety:

- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions.
- Co-operate with the Trust on all issues to do with Health, Safety & Welfare.
- Work/operate all plant and machinery within Health and Safety and other legal regulations, including risk assessments.
- Physically able to undertake manual work and to perform tasks set out in this job description.
- Contribute to the maintenance of a safe and healthy environment.

Continuing Professional Development:

- In conjunction with the line manager, take responsibility for personal professional development, keeping up to date with research and developments related to school/academy/place of work efficiency, which may lead to improvements in the day-to-day running of the Trust.
- Undertake any necessary and identified professional development taking full advantage of any relevant training and development available, particularly when related to the use of ICT, for data management and record keeping.
- Maintain a professional portfolio of evidence to support the Performance Management process – evaluating and improving own practice.

Child Protection and Safeguarding:

- The post holder will have a shared responsibility for the safeguarding of all children and young people. The post holder also has an implicit duty to promote the welfare of all children and young people.
- Inform the Child Protection Officer of any issues relating to the safety and well-being of students.

The post holder will undertake any other duties commensurate with the grade of the post, in consultation with the line manager.

This job description is subject to review and may be changed following consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Trust in relation to the post holder's professional responsibilities and duties.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. All staff will be subject to an enhanced check with the Disclosure & Barring Service.

Updated: October 2025

Person Specification Site Manager		Assessment Key: A = Application Form I = Interview	
Education and Qualification	Essential	Desirable	Assessment
Good educational background with GCSE or equivalent in English Language	✓		A/I
Experience	Essential	Desirable	Assessment
Experience of customer interface	✓		A/I
Experience of working in the education sector		✓	A/I
Experience of working with young people		✓	A/I
Experience of leading and managing a team	✓		A/I
Knowledge, Skills and Abilities	Essential	Desirable	Assessment
Knowledge of using different IT software such as Microsoft Office, Email. With training, use the school management information system	✓		A/I
The interpersonal skills to communicate effectively and professionally with staff, students, parents, and other outside agencies (by phone and in person)	✓		A/I
Ability to establish good working relationships with colleagues	✓		A/I
Ability to work as an individual, as well as part of a team	✓		A/I
Ability to work using own initiative	✓		A/I
Ability to remain calm and professional at all times	✓		A/I
Personal Qualities	Essential	Desirable	Assessment
Highly motivated and enthusiastic	✓		A/I
Committed and reliable	✓		A/I
High professional standards	✓		A/I
Excellent timekeeping	✓		A/I
Child Protection	Essential	Desirable	Assessment
Support the Academy policies on safeguarding and child protection	✓		A/I
Other	Essential	Desirable	Assessment
Flexibility of working hours	✓		A/I