

St Francis



Recruitment Pack

Together in God's love, we aspire to be our best!

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 FRANCIS



St Francis C of E Primary is a vibrant, forward-thinking Church of England school located in the leafy suburb of Bournville in Birmingham. We are part of the small, but growing Fioretti Trust who promote the individuality of each school allowing us to meet the needs of the community we serve.

Our vision and values are at the core of everything we do. They underpin our teaching and learning, and provide an environment which prepares our pupils to become confident and happy citizens.



Community is important to us at St Francis; we value the strong connections we have with our families, the Church and the broader community. We value the rich history that our local area of Bournville has upon our children's educational experience and see educating the children of St Francis as a partnership with families.



We aspire to be our best! St Francis is a place where everyone grows in mind, body and spirit, with the confidence to be aspirational, independent and creative learners who enjoy their work and achieve in all aspects of their life. We seek through shared service to flourish and succeed through our 'High Five' values of compassion, honesty, integrity, respect and perseverance.



MEET THE HEAD



Miss J Mattocks

*Welcome to St Francis CofE
Primary and Nursery.*

Here at St Francis, our core values and strong interpersonal relationships with pupils, families and staff contribute to developing our unique ethos; visitors often comment on the distinctive caring and family feel of our school.

This ethos, combined with high standards of teaching and learning, mean we are constantly striving to 'be our best'. We are proud of our children's academic achievements, but we are equally proud of the fact that our children leave St Francis as confident, well-rounded individuals, well equipped for the challenges of secondary school and beyond.

Our school is equipped with well-resourced classrooms and extensive grounds, including our own Forest School, sports field and other outdoor areas which have enabled us to implement our OPAL (outdoor play and learning) programme to provide outstanding play opportunities for all.





OUR SCHOOL VALUES

“Together in God’s love, we aspire to be our best!”

Everything we do is underpinned by our vision: Believing that we are:
“His handiwork, created in Christ Jesus to do good works,’ we aspire to be our best.” *Ephesians 2:10.*

We put the children at the **heart** of all we do and aim to provide the very **best education** for the children of St Francis, which **equips** them for the next stage in their schooling career, but also, to become **valuable citizens**, through our ‘High Five Values’.

Through living out our Christian ethos and ‘High Five Values’ of compassion, honesty, integrity, respect and perseverance, we are committed to teaching the children to care for one another and be kind and respectful to all.

Compassion



Honesty



Integrity



Respect



Perseverance



“Accept one another, then, just as Christ accepted you, in order to bring praise to God.”



“A happy, child-centred school where pupils feel safe and embrace all that is on offer” - Ofsted March 2025



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 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 MARY'S



ST JOHN'S & ST PETER'S



ST THOMAS



ST FRANCIS

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

"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."



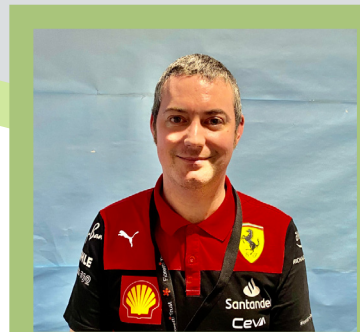
Cindy Cassin is the Site Manager at St Barnabas and is one of our longest serving member of staff across our Trust.

"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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