

Fioretti Trust  
Aspiration Wisdom Compassion

# Saint John's & St Peter's CofE Primary School

## Recruitment Pack



2026



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

-St Francis of Assisi

# WELCOME TO ST JOHN'S & ST PETER'S



We support the whole child - academically, socially and spiritually. Daily Devotions, thoughtful Religious Education and opportunities for reflection help children explore faith and values in meaningful ways. While we are proudly rooted in the Christian tradition, we warmly welcome families of all faiths and none. Our aim is simple: to nurture confident, compassionate young people who are ready to make a difference in the world.

St John's and St Peter's is a one-form entry Church of England primary school in the heart of Ladywood, Birmingham, with around 210 children from Reception to Year 6. We are proud to serve a vibrant and diverse community, and we see that diversity as one of our greatest strengths. Ours is a school family - warm, welcoming and deeply relational. At the centre of everything we do is our Christian vision: placing God's love in action so our children flourish, our culture is transformed, and our community thrives.



Our curriculum is carefully designed to give children the knowledge and vocabulary they need to succeed - particularly those from disadvantaged backgrounds. We set the bar high and support children to reach it through strong teaching, clear routines and thoughtful pastoral care. Beyond the classroom, our partnerships with local churches, community organisations and businesses enrich school life. Events such as The Big Breakfast bring together hundreds of families and reflect our deep commitment to community.

We believe in high standards - for learning, for behaviour, and for ourselves as professionals. Classrooms are calm, purposeful and ambitious.

Every child is expected to achieve well because every child is capable of excellence. At the same time, we work hard to ensure children feel safe, known and valued; inclusion is not an initiative here, it is part of who we are.



# MEET THE HEAD

## Welcome to St John's & St Peter's C of E Primary School

St John's and St Peter's C of E Primary is a school with real heart and real ambition. I feel incredibly privileged to lead it. My leadership is rooted in my faith and a belief that school should have both high standards and deep compassion. I am a firm believer that culture is king. When culture is strong - when expectations are clear, relationships are healthy, and everyone knows why we are here - everything else follows. At our school, children feel safe, staff feel supported, and learning is purposeful and calm.



**Mr J Bateson**

We are warm, yes, but we are also ambitious. Those two things belong together. I am passionate about great teaching. I believe every child deserves high-quality instruction, a rich curriculum, and adults who never lower the bar. I also believe that staff deserve clarity, professional trust and honest leadership. I work hard to create a culture of high support and high challenge, where we can grow, improve and have difficult conversations when needed, but always with humanity. Our Christian vision shapes how we lead and how we treat one another. It isn't a slogan on the wall; it is the lens through which we make decisions. We are proud to serve the diverse community of Ladywood and are committed to ensuring that every child, regardless of background, flourishes here.

On a personal level, I love this school community. I have served here as an ECT, as Deputy Head, and now as Headteacher. I am visible in classrooms, on the playground and at the school gate. I believe leadership should be present, consistent and relational. You'll find me celebrating good teaching, thinking hard about improvement, and occasionally walking the corridors with Lucca, our therapy dog, who is arguably more popular than I am.

If you are someone who believes in strong culture, high expectations and working as part of a committed team, you will thrive here. St John's and St Peter's is a place where we work hard, support one another, and never forget that the children come first.



# Our School Values

St John's and St Peter's C of E Primary School is a welcoming school family that seeks to serve the Ladywood community by equipping its children and families for success. **By placing God's love in action at the heart of everything we do, we hope to see our children flourish, our culture transformed, and our community thrive.** Through high-quality education and an enriching curriculum, we will equip every child with the knowledge and skills they need to overcome challenges and therefore achieve their full potential. **Our hope is that every child at St John's and St Peter's C of E Primary School can uniquely contribute to the community and make it a place they are proud to call home.**

Our six school values underpin all of school life. Each half term, we focus on a different value. We believe that these values enable all of our school community to show God's Love in Action in everything that they do



Contribution



Peace



Resilience



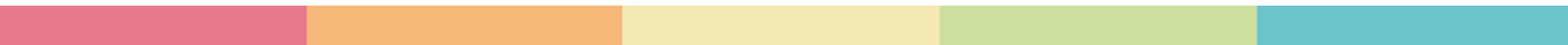
Understanding



Trust

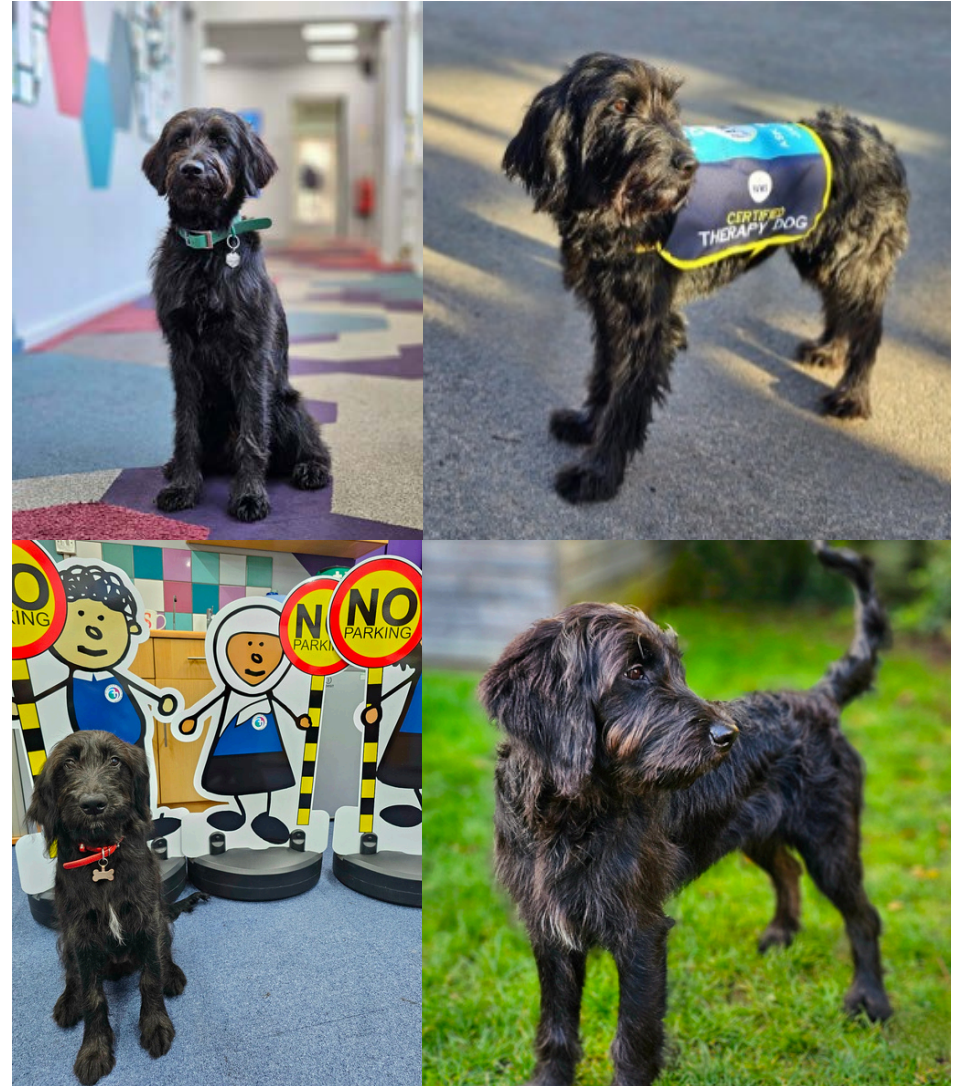


Joy




# Our School Dog

Meet Lucca! She is our fully trained Therapy Dog at St John's and St Peter's - and a much-loved member of our school family. Lucca is a three-year-old Goldendoodle (not very golden!) who joined Mr Bateson's family in the summer of 2023. Golden Doodles are known for their gentle, sociable temperament and trainability, making them particularly well suited to therapy and support work. Lucca has successfully passed her therapy assessment and works calmly and confidently with children across the school. But Lucca is much more than her breed or her training. She plays a quiet but powerful role in our culture. Some children read to her to build confidence. Some walk with her when they need space to regulate. Sometimes she simply sits beside a child who needs a steady presence. She helps children practise responsibility, empathy and self-control - often without them even realising it. Her presence reflects what we believe about education at St John's and St Peter's: that children flourish when they feel safe, understood and valued. Lucca brings calm, connection and a lot of joy to our corridors - and yes, she still loves a good game of fetch!



The benefits include: Cognitive, Social, Emotional, Environmental and Physical development

Two young girls, one white and one Black, are swinging happily on a swing set. They are both wearing blue and white checkered school uniforms. The girl on the left has long brown hair, and the girl on the right has her hair in two buns. They are both smiling and holding onto the blue ropes of the swing. The background is a grassy area with a blue building in the distance.

*“This is a happy and caring school. Everyone is welcome and all pupils are staff are valued.”*

The Ofsted logo features three stylized human figures in blue above the word 'Ofsted' in a bold, dark blue sans-serif font.

**Ofsted**

# 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.



## 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.

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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.

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.



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.

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 Strategy

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 TRUST'S VALUES

Aspiration Wisdom Compassion

**Our vision:** 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 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

## 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.”*



*“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 resources, while nurturing each school's individuality and unique strengths.

St Barnabas



St Francis



St John's & St Peter's



St Laurence Infant



St Laurence Junior



St Mary's



St Thomas



# IDEA Group

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

# D

# E

# A

## Inclusivity

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

## Diversity

Something that contains many different elements

## Equity

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

## Accessibility

Something that is easy to reach / obtain for everyone

# Staff Wellbeing

All Fioretti Trust employees have free access to the full range of wellbeing services provided by the Schools Advisory Service (SAS).

This service is designed to help our staff feel happier, healthier, and supported both in and out of work.

The support available 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.”*

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 members 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



"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."

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

## Application

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.

## Shortlisting & Interview

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.

## References

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.

## Employment

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)

## Equality

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, age, disability, sexual orientation or religion.

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 ●

● 7 Schools ● 2205 Pupils ● 310 Staff ● 1 Family ●

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