



Information for job applicants

*Together, pursuing life in all its fullness*

# Our Trust

Thank you for your interest in joining The Diocese of Coventry Multi Academy Trust, we are delighted to provide you with an application pack. It is hoped that the information will be of interest and will help you to begin your journey with us.



The Diocese of Coventry Multi Academy Trust was formed by the Diocese of Coventry in 2013 and is now one of 2,200 Academy Trusts in England. Our children, volunteers and staff come from all faiths and none, and the Diocese remains a key partner in all that we do.

The trust is now home to twenty-two academies spread across the Diocese of Coventry. This scale makes us one of the 100 largest Multi Academy Trusts in the country.

Our vision, “together, pursuing life in all its fullness”, is based on John 10:10 and reflects the Church of England’s vision for education. You will see this come to life in all of our academies every day. We offer a vision of human flourishing for all, one that embraces excellence and academic rigour, but sets them in a wider framework. We offer opportunities for children to realise their God given potential and flourish.

Our strategic plan focuses on five key stakeholder groups and recognises that these groups will flourish together, far better than they will flourish alone. We aim to:

- Support colleagues to flourish
- Support children to flourish
- Support those involved with governance to flourish
- Support families to flourish
- Support the wider church school family to flourish

To work with us, you must aspire to be an outstanding colleague, be prepared to go the extra mile and be comfortable with high levels of accountability for the progress of over 5,000 children. You must be willing to share and learn. You must be kind, and able to support and challenge others in order to help them flourish. Above all else, you must like young people and aspire to make them outstanding citizens.

In return, we offer excellent working conditions, first class professional development, genuine career development and opportunities for growth. All of our teachers are offered membership of the Teachers Pensions Scheme and all support staff are offered membership of the Local Government Pension Scheme.

In short, we believe our Trust has a bright future and are looking for bright people to help us get there.

Thank you once more for your interest in The Diocese of Coventry Multi Academy Trust and in the position available. I hope that this introductory letter has given you a clear sense of our vision and I hope that this pack gives you a feel for what we need. We look forward to hearing from you and exploring your future with us through our selection process.

**Michael Cowland, Chief Executive Officer**

# Our Diocese

## The Diocesan Board of Education (DBE)

The DBE seeks to serve and equip the church school family in a variety of ways. The Diocesan Director of Education, Rev'd April Gold, is supported by a team of highly qualified, experienced and well-regarded professionals who aim to:



- ✦ 'be there' for our church school family and act as a central reference point supporting pastorally and professionally
- ✦ facilitate creative and flexible networking between schools;
- ✦ promote excellence and distinctiveness within the family of church schools/academies and beyond
- ✦ share best practice collectively
- ✦ provide professional development: for staff at all stages of their careers and for governors
- ✦ facilitate collaborative school improvement partnerships through the growth of our six CofE majority MATs
- ✦ support the process of academy conversion
- ✦ promote the establishment of new church schools
- ✦ represent church schools to the wider church, to diocesan groups, in the press, and in public and community debate
- ✦ champion inclusion and equality including advising on admissions policies and managing appeals
- ✦ protect the status of church schools and promote the importance and the continuance of the voluntary sector.

As a Diocese, our 76 Church of England schools serve more than 18,500 children, and their families. The 2000 members of staff and all the volunteers who support, as governors, directors, and other contributors, are seeking to offer both an excellent education and ensure that all our young people have the opportunity to live life to the full. We aim to do this by living, telling and sharing the values of Jesus Christ. Thank you for being willing to share in this journey with us.

## Message from Bishop Sophie

Thank you for considering the possibility of offering yourself to lead one of our academies. Since becoming Bishop of Coventry, I have been delighted to discover a vibrant, engaged and dedicated community of schools across the diocese with a team of professionals who are wholeheartedly committed to the flourishing of the children and young people in their care. I know that in spite of all the current challenges, particularly around resourcing and support for education at present, you will find an exceptional group of colleagues, among whom you could have real impact for good. Our schools have sought to rise to these challenges with creativity, offering an inspiring and compassionate response.



The Diocese of Coventry is in a new season as we seek to develop a refreshed vision and strategy for the years ahead. Children and young people are at the heart of that vision as we seek to 'Grow a Diocese: Reconciled to God, With each other, For the world.' With our rich history of reconciliation emerging from the story of our cathedral, our schools are a vital part of our community of reconcilers, with many visiting the cathedral and reflecting on the themes of peace and reconciliation at home and at school, all paramount in today's world.

Please be assured of our prayers as you discern your next steps.

With every blessing

✠Sophie

# About the Multi Academy Trust



## Our Vision

Our vision, based on John 10:10, is for every adult, every child and every academy in our trust to come together in order that we may pursue life in all its fullness. We have a vision of building a better future for all within our academies, who in turn will positively impact their communities.

## Our Strategic Goals

Our strategic plan focuses on five key stakeholder groups and recognises that these groups will flourish together, far better than they will flourish alone. We aim to:

- Support colleagues to flourish
- Support children to flourish
- Support those involved with governance to flourish
- Support families to flourish
- Support the wider church school family to flourish

## Benefits Of Working For Us

We offer:

- A support network of professional colleagues
- A strong culture of professional development
- The opportunity to be part of an aspirational organization and contribute to its development and growth plans
- Employee Assistance Programme
- Cycle to Work Scheme
- Employee Benefits Scheme
- Eligibility to join Teachers' Pension Scheme (teachers) or the Local Government Pension Scheme (support staff)

# What our employees say about us

In our 2024 staff survey, the Trust scored above national benchmarks in almost every area. Support from colleagues is a particular strength of working for us: our staff value the respect and support they receive from their colleagues. Leadership is also an area of significant strength and staff rate their leaders highly. Finally, job satisfaction and employee communication are rated highly and above national benchmarks.

## Staff support and relationships

How comfortable are you with asking your colleagues for help when you need it?	<b>93%</b>
How respected by your colleagues do you feel?	<b>91%</b>

## Leadership

Leadership dynamics	<b>10% higher than national benchmark</b>
Professional support from line manager	<b>3% higher than national benchmark</b>

## Job satisfaction and communication

Effective and regular communication with employees	<b>90%</b>
Job satisfaction	<b>5% higher than national benchmark</b>

# Our Academies



**St Laurence's CofE Primary School**  
Old Church Road  
Coventry  
CV6 7ED



**St Bartholomew's CofE Academy**  
Bredon Avenue, Coventry  
CV3 2LP



**Queens CofE Academy**  
Bentley Road  
Nuneaton  
CV11 5LR



**Stretton CofE Academy**  
Stretton Avenue  
Coventry  
CV3 3AE



**St James CofE Academy**  
Barbridge Road  
Bulkington, Bedworth  
CV12 9PF



**Harris CofE Academy**  
Harris Drive  
Overslade Lane, Rugby  
CV22 6EA



**St Nicolas CofE Academy**  
Windemere Avenue  
Nuneaton  
CV11 6HJ



**Studley St Mary's CofE Academy**  
New Road, Studley  
B80 7ND



**Central MAT Office**  
The Diocese of Coventry Multi Academy Trust  
c/o St James CofE Academy  
Barbridge Road  
Bulkington, Bedworth  
CV12 9PF



**St John's CofE Academy**  
Winsford Avenue  
Coventry  
CV5 9HZ



**All Saints Bedworth CofE Academy & Nursery**  
Off the Priors, Mitchell Road  
Bedworth  
CV12 9HP



**Dunchurch Boughton CofE Junior Academy**  
Dew Close  
Dunchurch  
CV22 6NE



**St Oswald's CofE Academy**  
Addison Road  
Rugby  
CV22 7DJ



**St Michael's CofE Academy**  
Hazel Grove  
Bedworth  
CV12 9DA



**Leamington Hastings CofE Academy**  
Birdingbury Road, Hill,  
Leamington Hastings, Rugby  
CV23 8EA



**Leigh CofE Academy**  
Plants Hill Crescent  
Tile Hill, Coventry  
CV4 9RQ



**Salford Priors CofE Academy**  
School Road  
Salford Priors, Evesham  
WR11 8XD



**All Saints CofE Academy LW**  
Warwick Road  
Leek Wootton, Warwick  
CV35 7QR



**Burton Green CofE Academy**  
Hob Lane  
Burton Green, Coventry  
CV8 1QB



**Long Itchington CofE Academy**  
Stockton Road  
Long Itchington, Southam  
CV47 9QP



**Southam St James CofE Academy**  
Tollgate Road  
Southam  
CV47 1EE



**Dunchurch Boughton CofE Infant Academy & Nursery**  
School Street  
Dunchurch  
CV22 6PA



**Ryton-on-Dunsmore Provost Williams CofE Academy**  
Sodens Avenue  
Ryton-on-Dunsmore  
CV8 3FF

