

# EMPLOYEE WELCOME PACK



BATH & WELLS  
**Multi Academy Trust**

*'That they may have life, life in all its fullness' John 10:10*

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# OUR TRUST FAMILY

# WELCOME



It gives me great pleasure to introduce you to the Bath and Wells Multi Academy Trust family. My name is Nikki Edwards. I have been Chief Executive Officer of our Trust since September 2020. It is an immense privilege for me to hold this position. I hope this 'Welcome Pack' gives you a real sense for our vision and hopes for the children in our care.

## **About us**

Our Trust was established in 2012. Our 34 primary schools' range in size from 40 to 460 pupils and cover the 0-11 age range. Trust schools are clustered into four geographical areas in Bath, North Somerset, Taunton, and South Somerset and are located within market towns and more rural communities.

## **Our Vision**

We are driven to ensure an outstanding education for every child, enhanced by a distinctive Christian ethos within our Trust FAMILY. This work is underpinned by a set of key values: Educational and Aspirational Values; Moral and Christian values; and Collaborative values. This means we are constantly striving to offer the very best teaching and learning, led by committed staff who are supported at every step of their career by strong Leaders and our Trust team. We also share our values of kindness, respect, forgiveness, perseverance, and love. These are more than words; they drive our lived experiences within the Trust family. We want to help develop our family and those who work and are educated within it to flourish.

## **How we achieve this**

Our staff work as a team, within their own schools and in the wider Trust family, with teaching and non-teaching staff equally committed to their own professional standards and development. We provide opportunities for all our practitioners to share best practice, develop expertise, draw on local, national, and international research and form partnerships within and beyond the Trust. We are also committed to communication and health and wellbeing support for every member of our team, including governors.



## **Why?**

We want every child to fulfil their dreams and potential. In one of our children's words 'to be the best version of me I can be'. We are committed to enabling each child the best start in their early years, experience the best quality provision and ensure the chance to change and to positively develop through learning.

# MEET OUR TRUSTEES

# WELCOME

## **Nikki Edwards, CEO**

Nikki joined the Trust on 1 September 2020. Previously she was Director of People (including Education, Adult and Child Care) at Bracknell Forest Council (an unitary authority). She has wide experience having worked in Local Authorities and the Private Sector, but is an educationalist at heart with executive roles in two MATs and been a Head Teacher in two schools, including a Church Primary School. Nikki is also a Department for Education Leadership Improvement Partner.



## **Gill Minns**

Gill has lived in Somerset for the past 25 years, and her children attended local schools. They were taught by some inspirational teachers who lay the foundations for a lifetime love of learning. She is a Human Resource specialist, with over 10 years board level experience gained by working for two Animal Charities based in the Southwest. Gill now uses this experience as a freelance consultant to support leadership teams in a wide variety of organisations on the development and implementation of people strategy and business plans and works with managers to find solutions to complex people management issues.



## **Dom Wells**

Being born and living in Weston-super-Mare, and having spent most of my career working in Bristol and Bath, I have great fondness for the area. I am a Chartered Surveyor and an experienced construction professional who is an ex. Board Director of Stride Treglown Architects. I have over thirty five years of project management expertise.

I am a strong believer in giving young people every opportunity possible and that is why I'm delighted to accept this opportunity to be a Trustee of the Bath and West Multi Academy Trust. My wife and I have three children all of whom have attained degrees.



## **Peter Taylor**

Peter is a Chartered Management Accountant with over 30 years' experience of working within the industrial & retail sectors & latterly working with leading independent schools and charities. Before semi-retiring, he was Chief Operating Officer at the oldest independent girls' school in the country Redmaids' High School based in Bristol.

He is a Freeman of the City of London & is married with two grown up sons.



## **Nigel Daniel, Chair**

Nigel recently retired from National Westminster Bank after 39 years where most recently he was a Relationship Director for large not-for-profit organisations and has extensive experience of Multi Academy Trusts.

Nigel is a non-executive Director and Treasurer for a number of Charities and other Community Bodies.

## **Oliver Cofler**

Oliver is an engineer by training and has worked in industry during his entire career. He has extensive experience of governance and performance and is keen to use his experience to support education.



**Pam Cosh**

Pam Cosh retired recently as Principal of ICAN's Meath School in Surrey. She has worked with SEND learners for the last 25 years, specialising in teaching children with Speech and Language difficulties. She has a passion for coaching teachers and improving the quality of education. Pam is married to an Anglican priest and is fully involved in church life.

**Dr Alexander Priest**

Having started as a Cancer Research Chemist at Oxford University and Chief Executive of an educational charity in the City of London, Alexander recently left a career in law to become Chief Executive of Mind (the mental health charity) in South Somerset. He serves as Chairman of Wessex Scouts and is an adoptive parent at a Bath and Wells Academy school.

**Julian Thompson**

Julian has been a primary head in inner city Sheffield and Bath and NE Somerset. He left headship to become Primary School Improvement Advisor with BaNES. He has been Regional Director for the National College in the Southwest and Programme Leader for the Leadership Pathways programmes (now NPQSL). He has also worked as an Ofsted and SIAMs inspector. He is currently an independent consultant with schools, diocese, headteachers and governors. Julian lives in South Somerset. As well as spending time with his family he enjoys music, travel and the theatre.

**Becky Edwards**

Becky is a chartered management accountant with a specialism in education. She has worked in the field of post-16 further education since 1999 and held the role of finance director at Strode College and City of Bristol College. She is currently a member of the national Further Education Commissioner's team, working as an FE adviser with a specialism in finance. She is particularly motivated by providing strong organisational frameworks to support the availability of good education, training and associated life opportunities. She has lived in Somerset for most of her life and has two adult children.

**Charles Thomas**

Charles works as a freelance consultant, specialising in large-scale programme management and strategic business transformation. Widely regarded as an expert in capacity management, having worked with many of the world's best known organisations to develop capabilities that improve performance by configuring resources and operations in different ways.

Having lived and worked across 52 countries (and counting..) Charles remains based with his family in rural Oxfordshire, where he provides foster care for vulnerable children and indulges an amateur triathlon hobby.

**John Swainston**

John retired from the Diocese of Bristol in February 2019, where he had been the Diocesan Director of Education and the CEO of the Diocese of Bristol Academies Trust. Prior to that John had been a teacher and the Headteacher of three schools. Between 2001 and 2012, John held various posts in educational leadership, most notably as a Senior Adviser in the DfE and as Assistant Director of Children's Services in Cumbria County Council through the implementation of Every Child Matters. Joining the Board of BWMAT is John's first voluntary role since retiring.

At a personal level he is married to Lynne. Jointly they have six married children and nine grandchildren .... and still counting!





# MEET OUR CENTRAL TEAM

## WELCOME

CHIEF EXECUTIVE OFFICER  
NIKKI EDWARDS

nikki.edwards@bwmat.org



DIRECTOR OF EDUCATION  
RACHEL MORGAN-YATES

rachel.morgan@bwmat.org



DIRECTOR OF OPERATIONS  
DARREN LING

Darren.Ling@bwmat.org



DIRECTOR OF HR  
PAULA BROWN

Paula.Brown@bwmat.org



CHIEF FINANCE OFFICER  
ZOE DAVEY

zoe.davey@bwmat.org



ASSITANT DIRECTOR OF  
EDUCATION  
FAYE BERTHAM

faye.bertham@bwmat.org



ASSITANT DIRECTOR OF  
EDUCATION  
TOM MORRISON

tom.morrison@bwmat.org



ASSITANT DIRECTOR OF  
EDUCATION  
PAULA SHORE

paula.shore@bwmat.org



HR ADVISOR  
GILL MERCER-  
MATTHEWS  
gill.mercermatthews  
@bwmat.org



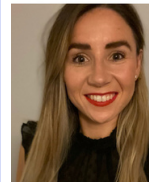
HR ADVISOR  
PHIL DAVIES

Phil.Davies@bwmat.org



HR & OD  
ADVISOR  
JADE KNAPMAN

jade.knapman@bwm  
at.org



ASSISTANT HR  
ADVISOR  
CHLOE BRIDGES

chloe.bridges@bwmat.  
org



LEAD FINANCE  
BUSINESS PARTNER  
DONNA BREWER

donna.brewer@bwmat.org



FINANCE  
BUSINESS PARTNER  
ANNETTE WILLIAMS

annette.williams@bwmat.org



FINANCE  
BUSINESS PARTNER  
KERRY JOLLIFFE

Kerry.Jolliffe@bwmat.org



TECHNICAL FINANCE  
MANAGER  
MARTIN BALDWIN

martin.baldwin@bwmat.org



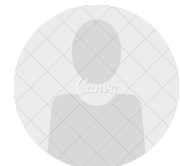
ACCOUNTING TECHNICIAN  
EMMA SHORE

emma.shore@bwmat.org



FINANCE ASSISTANT  
CAROL BRENT

carol.brent@bwmat.org



GOVERNANCE LEAD  
LIBBY JOHNSON

libby.johnson@bwmat.org



GOVERNANCE  
ADMINISTRATOR  
FIONA SCRIVEN

fiona.scriven@bwmat.org

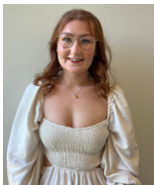


ESTATES AND FACILITIES  
OFFICER  
TARA JONES

tara.jones@bwmat.org

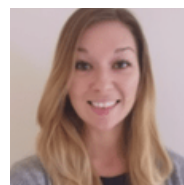
CENTRAL TEAM  
APPRENTICE  
HOLLY EDWARDS

holly.edwards@bwmat.org



SCHOOL IMPROVEMENT  
ADMINISTRATOR  
VICTORIA DULLEY

victoria.dulley@bwmat.org



CENTRAL TEAM  
ADMINISTRATOR  
JOANNA HOLLIS

joanna.hollis@bwmat.org



IT MANAGER  
BEN FORD

ben.ford@bwmat.org



TECHNICAL IT  
OFFICER  
HARRY BURR

harry.burr@bwmat.org



IT FIELD TECHNICIAN  
MERION PRYSOR

merion.prysor@bwmat.org



IT FIELD  
TECHNICIAN  
DONOVAN  
WILLIAMS

donovan.williams@bw  
mat.org



# SAFEGUARDING



The Bath and Wells Multi Academy Trust is committed to safeguarding and promoting the welfare of children. All staff members must be aware of the role of the Designated Safeguarding Lead (DSL) and who the DSL is in school. They must also know who the Deputy DSLs are in their absence (KCSIE).

All staff members must be clear about the systems and procedures in school for safeguarding and must have read the key documents below. They must sign to say that they have read them, understand what they mean in terms of their responsibilities and behaviour and have clarified anything they are not clear about.

- Keeping Children Safe in Education (KCSIE) January 2022
- Allegations Policy and Guidance for Safer Working Practice
- Safeguarding and Child Protection Policy
- Code of Conduct
- School Behaviour Policy
- Social Media and Networking Policy
- Use of Mobile Devices Policy
- Staff notice board, including recording procedures and how to make a referral to Children's Social Care - staff should
- be signposted to SWCPP website
- Whistle Blowing Policy
- What to do if you are worried about a child (March 2015)
- Threshold guidance and the Early Help process -staff must be clear that children must receive the right help at the right time
- Mandatory reporting of female genital mutilation (FGM) October 2015

All staff members must have attended Safeguarding Basic Awareness training (on Educare) and there should be a record of this training kept on the staff member's personnel file. All staff must attend/complete regular safeguarding updates (for example via e-mail, staff meetings or reading material).

# SAFEGUARDING INDUCTION CHECKLIST



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## Safeguarding Declaration

I have read all the documentation and policies and I am clear about my roles and responsibilities. I understand that my behaviour must be in line with the relevant policies and documentation.

I have clarified anything that I was unclear about in relation to the above.

Print Name: .....

Signed: .....

Date: .....

Position: .....

## Policy Checklist

I have read all the policies and I am clear about my roles and responsibilities. I understand that my behaviour must be in line with the relevant policies and documentation.

I have clarified anything that I was unclear about in relation to the above.

Print Name: .....

Signed: .....

Date: .....

Position: .....





## EQUALITY & DIVERSITY

The Trust promotes a work environment free from discrimination and where everyone will receive equal treatment.

The Trust will consider seriously and investigate fully reported incidents of harassment or discrimination. If such incidents come to light, they will be viewed as serious misconduct and appropriate action will be taken. There is an obligation on employees to cooperate in the adoption and furtherance of the Trust Equal Opportunities policies. The Trust's policy on Equal Opportunities can be found on SharePoint and should be read by staff.

## DIGNITY AT WORK

We want to provide a working environment where everyone feels they are treated with dignity and where they treat others with dignity.

If you believe you have suffered any form of harassment or bullying, we encourage you to speak to the person concerned and seek to resolve the matter. Further information regarding dealing with bullying and harassment can be found in the Trust's Bullying and Harassment Policy which can be found on SharePoint.

# STANDARDS & EXPECTATIONS

## 2. Code of Conduct

Employees are expected to support the values and aspirations of the Trust. All employees are required to read the Trust's Employees Code of Conduct and Aspirations; this covers areas such as Health & Safety, confidentiality, communications including social media.

## 2. Data Protection

Under the Data Protection Act 2001:

- We are obliged to inform you that we hold information provided to us by our employees both electronically and in manual filing systems. The data is used for purposes such as: producing the payroll, contacting employees in emergencies and financial and organisational planning.
- We will take all reasonable steps to ensure that the data held about you is accurate, relevant to your work and remains private. There are some Government Agencies that have a legal right to request information and we have no option but to supply the required information.
- You have the right to request access to information held in your personal file.
- It is the duty of all employees to comply with the Data Protection Act whilst working for the Trust, and to make sure they do not release other employees' personal details unless they have permission to do so. Our pupils' information is also covered by the data protection act, therefore we need to maintain confidentiality of their information unless we are complying with the safeguarding regulations/policies.

Full details of the Trust Data Protection Policy can be found on SharePoint.

## 3. Other Work

Employees should not undertake any other commercial or professional activity on their own account or for another employer without obtaining prior permission from their Line Manager. Such requests will not be unreasonably withheld, provided there is no conflict of interest, and it is unlikely to interfere with their performance at work. Under the Working Times Regulations employees should not exceed working 48 hours per week, therefore any additional work will need to be considered within this context.

## 4. Communication Standards

All members of staff should be aware of and adhere to the Trust branding and style guidelines. Correct and consistent use of branding is important to building both recognition and familiarity. Part of this includes the use of the correct logos and templates including for email signatures. The font which we use is Arial size 11 for all documents.

'Out of Office' messages should be used on Trust email accounts when members of staff are to be away from the office and without access to email for more than one working day. Out of office messages should indicate how long a member of staff will be absent for and ideally should give an alternative contact of who may be approached if the query is urgent.



# OUR TRUST FAMILY

# ETHOS & VALUES



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THE WORK OF OUR TRUST FAMILY IS  
UNDERPINNED BY EXCEPTIONAL  
**EDUCATIONAL AND ASPIRATIONAL** VALUES  
**MORAL AND CHRISTIAN** VALUES  
**COLLABORATIVE** VALUES

## **Educational and Aspirational values**

Every child will experience the highest quality teaching and learning

This teaching and learning will be delivered in the best possible environment

Teaching staff are committed to the best and most innovative practice and research

All children from all backgrounds are given the chance to change their lives positively through learning

Every school is on a trajectory to become or remain Outstanding

Outstanding leaders in all our schools

# ETHOS & VALUES

## OUR TRUST FAMILY



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THE WORK OF OUR TRUST FAMILY IS  
UNDERPINNED BY EXCEPTIONAL  
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### **Educational and Aspirational values**

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# OUR TRUST FAMILY ETHOS & VALUES



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## Moral and Christian values

Our distinctively Christian ethos underpins all the work of the Trust and every aspect of curriculum delivery

We reinforce values of kindness, respect, forgiveness, perseverance and love

Alongside an outstanding education, we deliver a focus on the quality of our children's characters

We guarantee year-round support for the most vulnerable and less well-off, as well as those who suffer discrimination and those living with disability

## Collaborative values

Our Trust fundamentally exists to enable our schools to flourish

We give leaders and teachers, as well as LGBs, the chance to work together, sharing best practice

The Trust family Central team will deliver exceptional HR, IT, financial services and other professional and training support for all staff

We work with the Diocesan Education Department, drawing on resources, services and a shared vision





# WELLBEING & SUPPORT

BWMAT recognises the importance of happy and healthy staff. We believe by involving, valuing and supporting staff in looking after their wellbeing that our staff feel a sense of belonging to our organisation

## HEALTH

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- Eye tests, contributions towards glasses for DSE use

## WELLBEING

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- Wellness resources (e.g. mindfulness, resilience, work life balance monthly webinars)
- Employee Assistance Programme through Care First.
  - Available to all employees for free.
  - The service offers confidential expert advice, information and specialist counselling and support 24 hours a day, 365 days a year.
  - Tel: 0800 174319
  - Many useful resources available via their website: [www.carefirst-lifestyle.co.uk/](http://www.carefirst-lifestyle.co.uk/)
  - Username: SCC 001 | User password: ncil1234
- We work with an Occupational Health Provider to ensure we are providing well-being support to staff.

## Lifestyle Benefits

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- Generous annual leave entitlements for support staff
- Annual staff survey and staff listening events- valuing our employees opinions
- Positive relationship with trade unions and professional associations, meeting termly with recognised TU Representatives
- An extensive BWMAT benefits platform including:
  - gym discounts
  - retailer discounts
  - dental insurance
  - medical insurance
  - Free Will Writing Service

*You will be provided with log in details to the benefits platform within your first month of service.*



# WELLBEING & SUPPORT

## SUPPORT

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- Values and Parish support - the majority of our schools have strong connections with their local parishes which are also available to provide support.
- Diocese of Bath and Wells support - information, advice and support is available on all matters related to bereavement. Please contact David Williams (Assistant Director of Education for Bath and Wells Diocese) - [david.williams@bathwells.anglican.org](mailto:david.williams@bathwells.anglican.org)
- Trust family - we ensure that every school within the Trust develops its own uniqueness, providing staff with a sense of belonging.

## CAREER AND TRAINING

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- ECT training programme with our chosen provider - Pickwick.
- As an NPQ delivery partner, we encourage future leaders to access the official Church of England NPQ modules.
- Annual 'Teachmeets'. Here teachers are invited to share good practice, practical innovations and personal insights in teaching, in a fun and fast paced, informal event.
- Leading Teachers
- Continuous online learning through our training partner - Educare. .
- We hold a termly 'Leadership Induction Programme', made up of four modules, for all new leaders in the Trust.
- School Improvement curriculum networks - networking events, often led by external experts, allowing subject leads across the Trust to network together.
- HR & Finance Networking events - These are termly events where Business & Office Managers are invited to attend a networking event led by both the Central team Finance & HR. Here, Office & Business Managers will benefit from sharing best practice collaboration.
- SENDCO & Safeguarding hubs. Here is where schools within a similar geographical area attend termly networking events to develop the SEND offer and safeguarding practices within their own school.
- Apprentice Opportunities

# OUR SCHOOLS

## **ALL SAINTS CHURCH SCHOOL - SOUTH SOMERSET**

All Saints is an attractive Ham stone, purpose-built primary school. Set in beautiful countryside, it has all the advantages of a new building. We have 7 classes, from our early years foundation class up to year 6. The school motto is 'sub hoc signo floreamus' which means 'beneath this sign may we flourish'.

## **BATHAMPTON PRIMARY SCHOOL - BATH**

Our school has a rich history and an excellent reputation to accompany it. The village of Bathampton offers a characterful and friendly atmosphere. The children at Bathampton are happy and inquisitive. The learning at Bathampton is an adventure and when pupils leave, they leave as well-rounded individuals with a good sense of moral purpose. At Bathampton we aim to work with pupils and parents in a triangular partnership, to ensure that our broad and balanced curriculum provides each child with a wealth of experiences, together with the understanding and skills needed to achieve their full potential.

## **BATHEASTON CHURCH SCHOOL - BATH**

Located on the outskirts of Bath, Batheaston Church School is an innovative and creative one form entry primary school. Set in idyllic grounds alongside an inspiring outdoor learning environment, affectionately known as Mike's Meadow, the school continues to be proud of the happy and nurturing environment it provides for the children, while making learning exciting, fun and memorable. Batheaston Church School is a place where children learn to love learning.

## **BATHFORD CHURCH SCHOOL - BATH**

Bathford Church School is a caring, creative school in beautiful surroundings. We work in partnership with parents to develop the best provision for every child. Each child is different and has their own talents. Our job, and privilege, is to unlock the potential in every pupil.

## **BATHWICK ST MARY CHURCH SCHOOL - BATH**

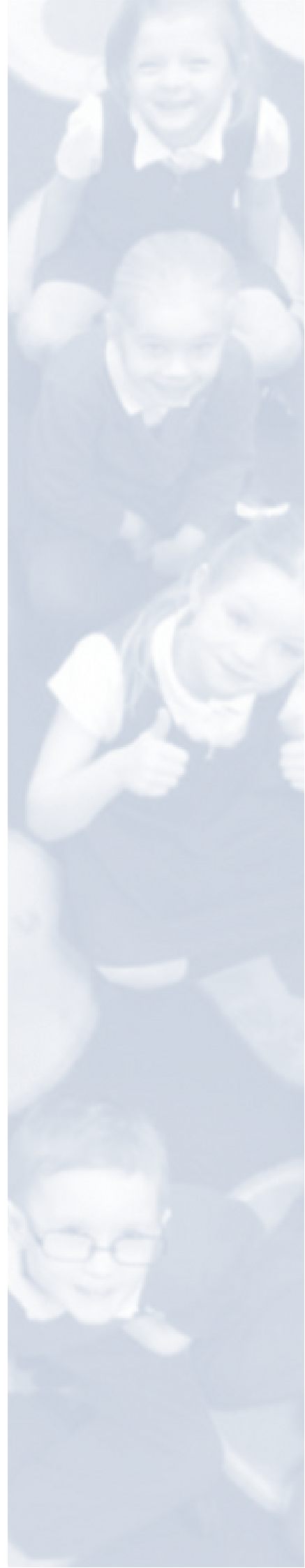
Bathwick St. Mary is a popular one form entry Church School in the centre of the World Heritage City of Bath. We provide a creative, caring and supportive environment, based upon our strong Christian values, through which children grow as individuals, lifelong learners and positive global citizens. We aim to nurture every child to 'be the best they can be' and by each member of our community striving to do their best, we all will 'Achieve excellence through the pursuit of doing good'.

## **BISHOPS LYDEARD CHURCH SCHOOL - TAUNTON**

This happy and caring school is a medium sized primary school, with one class per year group from Reception to Year 6. They are extremely fortunate with location, as we are situated in the centre of the popular village of Bishops Lydeard.

## **CHEDDON FITZPANE CHURCH SCHOOL - TAUNTON**

Cheddon Fitzpaine a smaller than average primary school, set on the outskirts of Taunton, enjoying easy access to both town and rural facilities. We joined the Trust in 2013 and since then have had two 'good' Ofsted gradings. Due to our size, we are a very nurturing school and ensure that the children are at the heart of everything we do.



# OUR SCHOOLS

## **CHURCHFIELD CHURCH SCHOOL - NORTH SOMERSET**

Churchfield Church School is a sixteen-class primary school & nursery in the market town of Highbridge in Somerset. It has been a member of the Trust since April 2013. Our mission is to be a school that has children at the heart of all it does and is committed to helping individuals learn and develop, within a supportive, caring environment where we are all respected and valued. The school, which was built in 2009, has extensive grounds with wildlife areas, large playing field, pond dipping area, a multi-use games area, a Food Technology room and large playground and plaza. We work closely with St. John's Church which is located next door and we strive to ensure we are a school that children, parents, staff and the community are proud of.

## **COURT DE WYCK CHURCH SCHOOL - NORTH SOMERSET**

Set in a small village between Bristol and Weston-Super-Mare with spacious grounds, Court de Wyck has close links with other schools in the area. Promoting their ethos of 'Growing together, belonging and achieving', there is an emphasis on 'crew' where children of all ages work together to inspire, nurture and challenge each other to do their best and achieve more than they ever thought possible.

## **FRESHFORD CHURCH SCHOOL - BATH**

We believe that first-hand experience is the foundation stone of finding out who we really are and what we might become. We inspire our children to be at the centre of their own learning by questioning, experimenting, thinking hard, being challenged, heard and given the time to try new and different ways. Through the journey of seeing and knowing your child, we are able to insist that they recognise the excellence within them. At Freshford our children innovate, create and explore; they show kindness, joy and love. With these tools, we know they are well placed to influence and change the world for the better.

## **HOLY TRINITY CHURCH SCHOOL - SOUTH SOMERSET**

We are very proud to be a part of Trust, whilst maintaining a strong link with Holy Trinity Church, and providing an education firmly rooted in Christian principles. The aims of our school are central to all we do. By creating a caring, Christian ethos and a rich environment for learning, we can watch our children grow, not only in knowledge and understanding, but also in confidence and responsibility. The school was judged OUTSTANDING in all areas.

## **HORSINGTON CHURCH SCHOOL - SOUTH SOMERSET**

Are community of learners and seek to create, within a Christian ethos an environment in which all members of the school can grow in self-esteem and develop their full potential.

## **KINGSHILL CHURCH SCHOOL - NORTH SOMERSET**

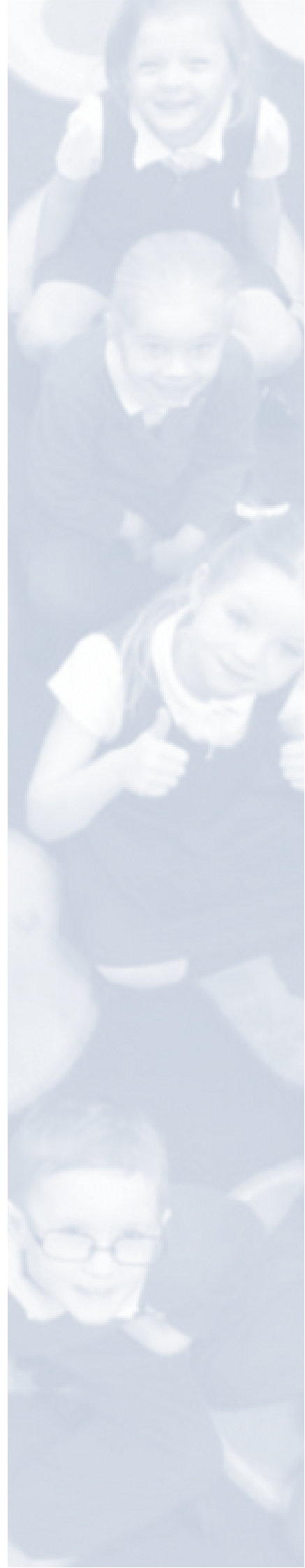
Our children are encouraged to embrace our ever-changing world with confidence, courage and creativity. They are encouraged to respect and care for themselves and others and are encouraged to challenge themselves academically, physically and spiritually and to have a sense of their belonging to our local communities. The school is strengthened by commitment of our active parent body.

## **NORTON FITZWARREN CHURCH SCHOOL - TAUNTON**

Norton Fitzwarren is a 6-class village school set in beautiful grounds. It has small classes that are taught in lovely classrooms named after trees. The school has all advantages of being near the town centre whilst having the grounds that you would expect to see in village school!

## **OAKHILL CHURCH SCHOOL - SOUTH SOMERSET**

A rural school situated on the Mendip Hills, who are very fortunate to have access to a forest, a river valley at Ashwick Grove and a hill fort at Measbury to bring learning alive. Outside learning and Forest school are an important part of the school's curriculum which skills and enquiry based.



# OUR SCHOOLS

## **SHEPTON BEAUCHAMP - SOUTH SOMERSET**

Our School is child centred so that the learning is appropriate for our individual children and their families. We have small classes and talented staff that enable our children to succeed academically, socially, emotionally, physically and spiritually. We are part of the three saints federation this partnership gives us the benefits of a larger school but maintains the unique small school setting in each village.

## **ST ANDREW'S CHURCH SCHOOL - BATH**

St Andrew's Church School is a one form entry primary school and nursery in the heart of the heritage city of Bath. Our school motto "Learning for Living, Life in all its Fullness" wonderfully describes our nurturing and inclusive learning community in which our children learn, play and build relationships. We are committed to providing a creative and enjoyable approach to learning and the Creative Curriculum we offer is supported by a series of exciting partnerships and collaborations enriched by the wonderful city we live in.

## **ST ANDREW'S CHURCH SCHOOL - TAUNTON**

We are an average sized school at the heart of our local community, having one class per year group. At our school we aim to provide the best education we can for our children. This education will develop their academic, artistic, creative, physical and personal skills. All the adults involved in the school, work together to create an ethos which will give the children the best opportunities which are supported by our core values of aiming high, showing respect and making a difference.

## **ST GEORGE'S CHURCH SCHOOL - NORTH SOMERSET**

The school is a partnership between the Church of England, the Methodist Church and the Baptist Church. Its Christian vision and values lies at the heart of all that they do or aim to achieve.

## **ST JAMES CHURCH SCHOOL - TAUNTON**

We are a large, busy and growing school in the heart of Somerset's County town of Taunton. We have a vibrant nursery for 2 - 4-year olds spread over 2 different rooms and we have 2 classes for each year group from YR to Y6 (14 in total). Our school logo reflects the symbols of St James. The bible, the St James cross, and a scallop shell to show pilgrimage by the sea, reminds us that we are all taking our own journeys through life and learning, growing along the way.

## **ST JOHN & ST FRANCIS CHURCH SCHOOL - TAUNTON**

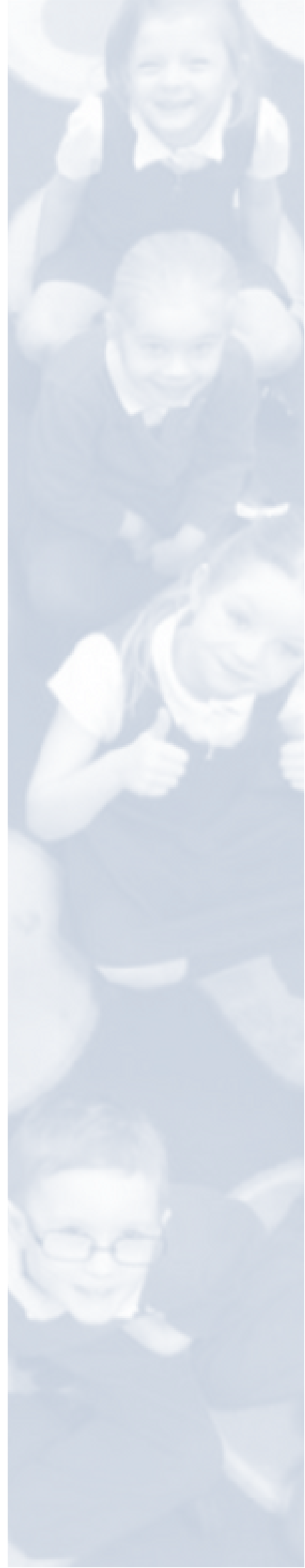
St John & St Francis is a large, caring Church School with high aspirations for all our children. Striving to achieve the highest possible standards both academically but also in meeting the needs of our children.

## **ST JOHN THE EVANGELIST CHURCH SCHOOL - NORTH SOMERSET**

Motivating and empowering children to become independent learners, good, and caring citizens, is at the heart of St John the Evangelist's mission. All staff have the highest aspirations for children in their care, they are committed to finding and developing children's gifts and strengths.

## **ST MARY & ST PETER'S CHURCH SCHOOL - SOUTH SOMERSET**

We are a good village school that warmly welcomes children and their families to become part of our small caring community. Every child is special in our school and we pride ourselves on the individual attention that we are able to give our pupils to perform their very best. Tucked away in the heart of our village we have strong links to our church community and use Christian values to underpin our approach to school life, our harvest festival for instance that takes place in a real working farm. Though small we have excellent resources with plenty of space and enthusiastic, caring staff.





# OUR SCHOOLS

## ST MARK'S ANGLICAN METHODIST ECUMENICAL SCHOOL - NORTH SOMERSET

St Mark's celebrate the uniqueness of each child. They have high aspirations for them whilst on their learning journey with us in laying firm foundations for their future lives. As summed up by one of our pupils recently "St Mark's is a family of friends".

## ST MICHAEL'S JUNIOR CHURCH SCHOOL - BATH

Since April 2018, we have been a proud member of the Trust. At St. Michael's, we support our children with their personal development and growth and strive to ensure that they become confident, lifelong learners. We create a safe, loving, caring and nurturing environment that promotes our Christian values. We want our children to develop a strong sense of Christianity and prepare them for the next stage in their educational journey. We have 5 classes, including 2 mixed age (Y4/5 and Y5/6). We believe together we can.

## ST SAVIOUR'S NURSERY & INFANT CHURCH SCHOOL - BATH

We are situated in a lovely valley on the outskirts of the city of Bath. We are dedicated to the education of our 200 enthusiastic and brilliant children, all aged between 2 and 7 years old.

## ST SAVIOUR'S JUNIOR CHURCH SCHOOL - BATH

At St. Saviour's Junior Church School, our values of Integrity, Enthusiasm, Respect, Resilience, Empathy and Aspiration are guided by strong Christian values which run through everything that we do. We believe children develop a lifelong love of learning through inspirational teaching in a nurturing, supportive and challenging environment. The culture of our school is to promote a sense of wellbeing and high aspirations, encouraging children to be resilient, embracing and learning from failure while celebrating success.

## ST STEPHEN'S CHURCH SCHOOL - BATH

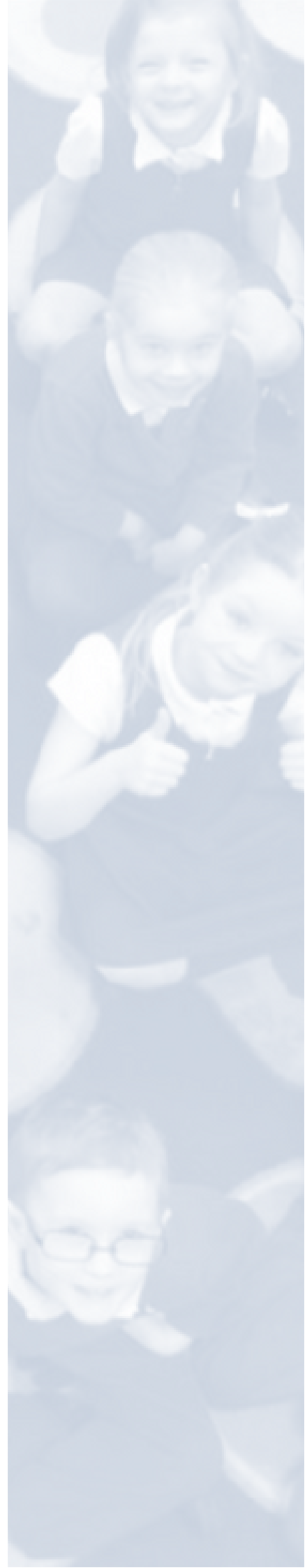
Our happy, productive school family is built around our four values of Love, Courage, Creativity and Joy. We aim to help every child to feel nurtured and challenged so that they are able to thrive emotionally, socially and academically and grow into confident, caring, creative citizens of the world. We are blessed with talented and caring teachers and a supportive community who enable us to achieve this.

## ST VIGOR & ST JOHN CHURCH SCHOOL - BATH

St Vigor and St John Church School lies in the village of Chilcompton, in the Mendip Hills, and serves the communities of Chilcompton, Stratton-On-The-Fosse and the surrounding area. Our learning community is made up of seven classes, one for each year group, and The Mill Nursery. The staff and Governors strive to create a secure and stimulating environment, that promotes Christian values, built on our four cornerstones of being Adventurous, Ethical, Connected and Unique.

## STAPLEGROVE CHURCH SCHOOL - TAUNTON

Staplegrove School is set in beautiful grounds on the outskirts of Taunton. We have seven classes, with no mixed year groups. Our recent Church Inspection graded our school as 'Outstanding' and we would agree. Children are challenged to achieve high standards. They tell us they feel safe and well cared for and the overwhelming majority of parents say they would recommend our school to others.



# OUR SCHOOLS

## SWAINSWICK CHURCH SCHOOL - BATH

We are a caring, friendly and successful rural school. At Swainswick we provide a nurturing and stimulating environment for learning, where children grow and thrive in a supportive atmosphere of high expectations. Through our Christian values and strong partnership between children, parents, staff, governors and the wider community, we believe that children must be happy to become confident learners. Learning is fun, creative and shared.

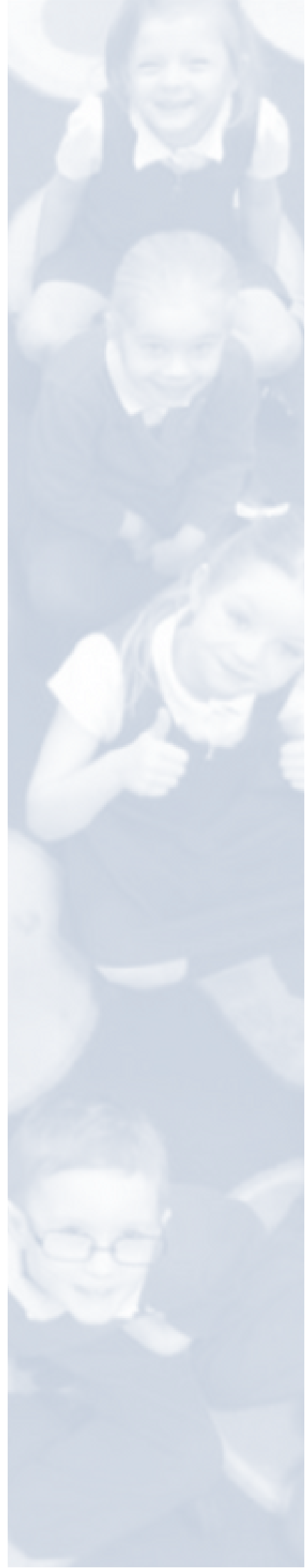
Our broad and balanced curriculum provides learning opportunities which are creative, exciting and challenging. Through our school code, safety, caring, achievement, resilience and friendship, together with our growth mindset philosophy, we support our children to be the best they can be. This enables the children to become confident, successful and independent learners, with skills they can apply in their learning through life and rise to every challenge.

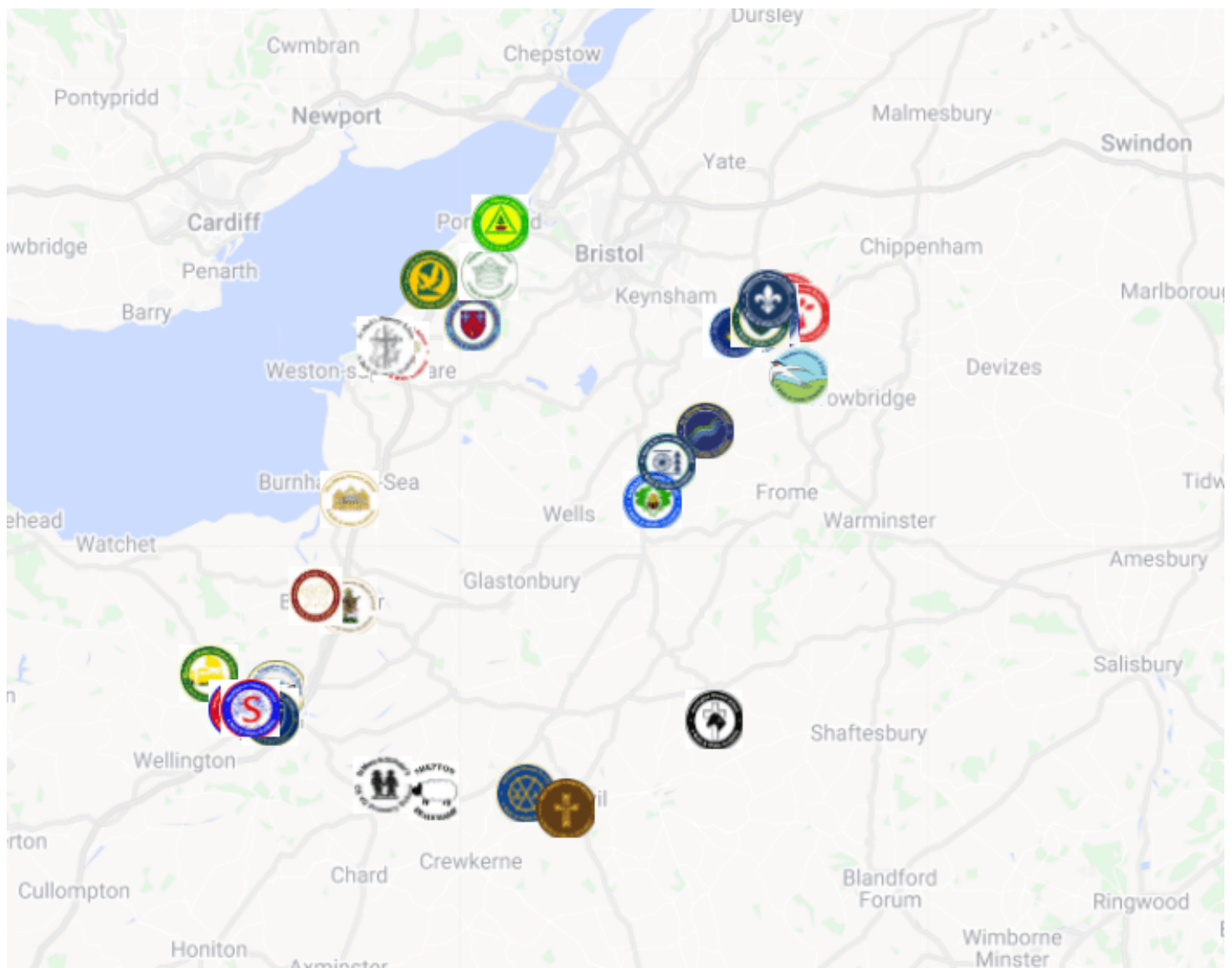
## TRINITY ANGLICAN METHODIST SCHOOL - NORTH SOMERSET

Trinity Church School believe that school should be enjoyable and exciting, where all children feel a sense of belonging and develop a sense of responsibility towards their school and wider community. Trinity has created a family ethos focused on caring, loving and nurturing all within it.

## WEMBDON ST GEORGE'S CHURCH SCHOOL - TAUNTON

We are a busy but friendly school with lots going on. We have 14 class rooms to cater for our 390+ pupils. We have good links with the local church and visit there at special times of the year.





# Our Schools



Please follow this link for the employee privacy data - [Privacy Notice](#)

# WELCOME PACK SIGN OFF



## Welcome pack sign off

I acknowledge that I am aware of the existence of the Welcome pack and associated policies and procedures and where they can be found now the Tupe transfer has taken place. I understand that it is my responsibility to make myself familiar with these documents as required and comply with the standards contained within.

Print Name: .....

Signed: .....

Date: .....

Position: .....

Place of Work: .....

Please return this acknowledgement to the School office.

Thank you.