Head of School

Application Pack

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Madresfield Primary School

Required for September 2024

Salary: Leadership Group Pay Range L6-11

We warmly invite all those who are interested in this post to discuss their application with the Headteacher or Chair of the Local Academy Board. All applications will be warmly welcomed.

  **Tel: 01905 573620**

 Email: office@madresfield.worcs.sch.uk

 **Website: https://www.madresfieldschool.net/**

Caring and challenging

*Madresfield CE Primary School is part of The Diocese of Worcester Multi Academy Trust, which is a charitable company
limited by guarantee and registered in England and Wales with registered number 10390487.
Its registered office is at Field House, 29, Sansome Walk, Worcester, WR1 1NU*

Letter from the Chair of the Local Academy Board

Thank you for your interest in the post of Head of School for Madresfield CE Primary school. We hope you will find the enclosed information pack useful and look forward to receiving your application.

Madresfield CE Primary School is a small, rural primary school set in a close, supportive community just outside of Malvern. We are very proud of our delightful school and of the community it serves. We all work together – governors, teachers, support staff, parents and Friends of the school – to make sure our children are happy, safe and achieve their very best. Visitors to the school often comment on how friendly and polite our pupils are and how well-behaved they are on school trips. We are determined to ensure our school offers an ethos and learning experience that is purposeful, relevant and enables our pupils not only to achieve academically, but also to develop as thoughtful, sensible and confident young people.

We place a great emphasis on our school values, underpinned by our Christian faith, and have a strong family ethos. We have close links with our local Church situated across the road and the Diocesan Education Team.

Madresfield CE Primary was confirmed as a Good school by Ofsted in November 2022. The report was very positive and had the following observations to make about our lovely school.

*This small school has a caring ethos and warm atmosphere. Staff are attentive to pupils’ needs and mindful of their well-being. Pupils feel safe at school. They like the way they learn. They enjoy the variety of extra-curricular activities the school offers. Leaders and staff have high expectations for all the pupils. They make sure that pupils have a well-rounded education. Leaders have designed a curriculum that helps pupils to achieve well. It also prepares them well for their future.*

In November 2023 the school had a successful SIAMS.

*In 2017, we decided to join the Diocese of Worcester Multi Academy Trust (DoWMAT) and have since benefited from being part of an increasingly strong partnership of diverse academies throughout Worcestershire, all determined to work collaboratively and share good practice. This ensures we keep up to date and never feel isolated in an increasingly challenging educational landscape. I know our new Head of School will be welcomed into this group and will appreciate the additional strength and support being part of such a partnership brings.*

As Head of School, there will be many challenges for you ahead but we have a strong and talented staff group to support you. We hope that you will share our vision and excitement for the future and wish you all the best with your application. We look forward to meeting you.

Regards,

Beverly Cherry

Chair of the Local Academy Board

Madresfield CE Primary School

Message from the Chief Executive Officer of the Diocese of Worcester Multi Academy Trust (DoWMAT)

Thank you for your interest in the post of Head of School for Madresfield CE Primary School.

This role provides an exciting opportunity for an inspirational system leader to work with the staff at Madresfield to continue to improve outcomes for all children within the school. We are looking to appoint an outstanding candidate who naturally inspires others and is passionate about teaching and learning. The successful candidate will be a highly effective and knowledgeable practitioner with a proven track record in delivering excellent teaching and learning and securing excellent outcomes for pupils. It is important that the successful candidate is able to gain the trust and confidence of all stakeholders and champion the mission of the school. Applicants should be driven by a commitment to create the best possible educational opportunities for all children, including those from vulnerable backgrounds.

The Head of School post will be ideal for an excellent classroom practitioner looking for the next stage in their career. The successful candidate will be fully supported by an Executive Headteacher based in a local academy who will be available to provide a high level of advice and take the lead with matters involving finance, staffing, Health and Safety; empowering the Head of School to focus their attention on ensuring the pupils in the school benefit from the highest levels of teaching, learning and curriculum opportunities.

Madresfield CE Primary School joined the Diocese of Worcester Multi-Academy Trust (DoWMAT) in May 2017. The DoWMAT now serves 16 academies within the Diocese of Worcester, which encompasses the Local Authorities of Worcester and Dudley. All are deeply committed to implementing a collaborative approach to developing and securing excellent educational provision for all our pupils.

It is important that the successful candidate fully understands the Vision and Values of the Trust (included in Appendix 1 of this Pack) and is able to support Madresfield School as a DoWMAT school.

You would be welcome, as part of your considerations for this post, to contact our DoWMAT offices so we can explain our offer to each DoWMAT academy. We also have a website full of information about our services for your information.

DoWMAT Office: 01905 700 802

[www.dowmat.education](http://www.dowmat.education)

I know leaders in other DoWMAT academies would also be happy to have a conversation with interested candidates regarding what it means to be part of our DoWMAT family, should you wish to contact any of them.

May I take this opportunity to encourage you to apply and to wish you all the best for a successful application.

Regards,

Claire Davies

CEO DoWMAT

Our School

Madresfield Church of England Primary School is a voluntary aided Church of England School, for children aged 4 - 11. We are a small, rural school set in beautiful surroundings on the edge of the Malvern Hills in the parish of Guarlford and Madresfield with Newland. Our church of St. Mary the Virgin is directly opposite the school.

We have a dedicated and professional team of teachers and support staff who ensure that each and every child has a rich and positive learning experience filled with challenges and excitement. We are committed to providing a high standard of education and to sharing the Christian faith. The school is at the heart of a community where children really matter and every child's ability is recognised, developed and rewarded. We aim to develop the whole individual child and challenge our children and our staff to be the best they can be. We are very proud of our school and its family ethos underpinned by Christian values.

At Madresfield we set the highest possible standards in every area of the curriculum and recognise the crucial role personal, social and emotional development plays in a child's learning journey. We are proud to have an extensive PHSE curriculum embedded as part of our school and we make use of our beautiful surroundings in all areas of the curriculum, including Forest School.

We are extremely proud of the achievements of our pupils, the expertise and dedication of our hard-working staff and of the role we play in our local community.

We work hard to prepare our children for a fulfilling role in society and believe that the partnership between home, school and the community is central to preparing our children for the adult world.

The best way to find out about us is to visit. We would be happy to introduce you to our school and answer any questions you may have. If you would like to come and see us, please contact the school office on 01684 573620.

Our Christian Vision

Ignite Illuminate Inspire

At Madresfield we are a caring inclusive school, where everyone is welcome as Jesus welcomed all. We work closely with all stakeholders to support our children in achieving their God given potential. Inspired by Psalm 119:105 "God's word is a lamp to guide our feet and a light for our path".

As a school we aim to: ​

Ignite: to cultivate a love for learning and awe and respect for God's world. ​

Illuminate: to trust in God to guide us and develop our wisdom and compassion as we journey through school. ​

Inspire: to help our children to shine as we celebrate their successes and help them to develop into beacons of hope for others within our school and wider communities.

Our Values

These values underpin all that we do and are at the heart of our school life.

LOVE, HOPE, JOY, FORGIVENESS AND COURAGE

Our Curriculum

*“The national curriculum is just one element in the education of every child. There is time and space in the school day and in each week, term and year to range beyond the national curriculum specifications. The national curriculum provides an outline of core knowledge around which teachers can develop exciting and stimulating lessons to promote the development of pupils’ knowledge, understanding and skills as part of the wider school curriculum”. (2014 National Curriculum)*

The aim for our school is to create a curriculum that both reflects and serves the needs of the children within the community in which they are geographically and culturally located. The only requirement is that this “school curriculum” should encompass the statutory requirement to teach the National Curriculum. At Madresfield, this means that we follow the objectives laid out in the curriculum but use the teachers and children’s interests to create our own bespoke Madresfield curriculum. We aim for outcomes to be based on real life experiences and to keep pace with social and educational changes.

The curriculum is permanently evolving and continually seeking to focus on the children’s interests and to keep pace with social and educational changes.

Our Curriculum aims include:

* asking ‘big questions’
* having fun with friends and loving learning
* making memories that last
* being morally, spiritually and culturally aware
* working well as a team
* persevere through challenge
* creativity and problem solving
* tolerance, global awareness and respect for others
* keeping yourself safe
* using our Madresfield Christian values to support learning

The Madresfield curriculum aims to enrich each child’s life and that of their families. It draws on the creative arts, mathematics, literary world, dance, theatre, music, language, science and a plethora of other inspiration using technology to support learning and understanding.

Children also discover how to keep themselves safe through our detailed and rigorous curriculum for Personal, Social and Health Education and through taking part in Forest School. We are lucky to have our own on-site Forest School area, as well as access to other local ecological sites of special interest, when necessary.

We are very busy at Madresfield but ensure that every day we take part in Collective Worship and practise the fundamentals of handwriting, creative writing, mathematics, reading, multiplication tables and keeping fit and healthy.

The Recruitment Process & Key Dates

Thank you for requesting an application pack for the position of Head of School in our delightful school.

In this pack, you will find an application form and a job description, along with essential and desirable qualities for the position. More information about the school, including the latest Ofsted reports, can be found on our website at https://www.madresfieldschool.net

Please ensure that your application form and covering letter endeavour to evidence all the aspects of the Head of School’s role, as outlined in the person specification.

If you require any further information, please contact us via email or telephone via the school office. A table of the key dates is shown below:

|  |  |  |
| --- | --- | --- |
| **Item** | **Date** | **Notes** |
| Closing date for applications | 08.07.24 – 12 noon | Applications received after this date and time will not be accepted. |
| Shortlisting for interview | 08.07.24  | Chair of Governors will notify successful candidates chosen for interview. Unsuccessful candidates will also be notified. |
| Interview & assessment day | 09.07.24 |  |
| Panel decision\* |  | On receipt of references and appropriate checks  |

\*subject to references and ratification

Please return your completed application form and covering letter to the Trust through My New Term or by email to;

DoWMAT Central Team: Claire Roberts

applications@dowmat.education

JOB DESCRIPTION

**Position:** Head of School

**Post Holder:**

**Responsible to**: The Executive Headteacher, the CEO of the Diocese of Worcester Multi Academy Trust (DoWMAT) and the Local Academy Board for Madresfield CE Primary School

**Responsible for:** Day to day leadership and management of Madresfield CE Primary School

**Scale: L6-L11**

**Employment duties:** To be performed in accordance with the provisions of the School Teachers’ Pay and Conditions Document and within the range of teachers’ duties set out in that document.

*This job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the current conditions of employment in the School Teachers’ Pay and Conditions as they relate to the Leadership scale.* *This job description is based on the National Standards for Headteachers.*

MAIN PURPOSE OF THE ROLE:

Working under the direction of the Executive Headteacher to;

* Provide the day to day leadership and management of Madresfield CE Primary School
* Ensure that the Christian vision and values of the academy are clearly articulated, shared, understood and acted upon by all
* Contribute to key documentation, including the academy SEF and SDP
* Ensure standards of teaching and learning are high through effective monitoring of, and feedback to, staff
* Develop middle leaders and build leadership capacity within the academy and hold line management responsibilities for the teaching and non-teaching staff, as required
* Secure the best possible outcomes for all pupils at the academy
* Develop a safe academy ethos, which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes
* Work closely with the Local Academy Board (providing information, objective advice and support) to enable it to meet its responsibilities.
* Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in the academy and in the wider society
* Ensure Madresfield CE Primary School keeps parents and pupils well informed about the curriculum, pupil attainment, progress and next steps for learning

KEY PRIORITIES

Working under the direction of the Executive Headteacher to;

* Support the DoWMAT vision of ‘To Love, To Learn, To Serve’ so that all stakeholders are enabled to live life in all its fullness (John 10:10)
* Work closely with the CEO of DoWMAT, the Local Academy Board and others to ensure that the Christian vision and values of the academy are clearly articulated, shared, understood and acted upon by all
* Ensure the learning environment sets high expectations and delivers significantly with consistently improving pupil outcomes
* Secure and sustain effective teaching and learning by implementing strategies for monitoring and evaluating the quality of teaching and standards of pupils’ achievement
* Actively promote an engaging and exciting curriculum for learning which is rich, relevant and inspirational and contributes to outstanding attitudes and outcomes for all
* Ensure that high expectations of pupil achievement are established and secured through processes such as target setting, tracking, progress reviews, coaching, staff CPD etc
* Ensure assessment data is collected and used appropriately to optimise learning for all pupils and to continuously improve teaching and learning
* Ensure robust strategies to secure high standards of behaviour and attendance are maintained
* Uphold systems to tackle under-performance
* Ensure clear lines of accountability are followed with each teacher to secure good outcomes for all pupils
* Ensure moderation processes are robust, timely and inform next steps of learning
* Ensure regular Pupil Progress meetings take place for all children to determine appropriate next steps for all
* Ensure SEND provision at the academy is of high quality and effectively supports the academic performance and well-being of all children on the SEND register

SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN

Working under the direction of the Executive Headteacher to;

* To be fully aware of and understand the duties and responsibilities arising from the Children’s Act 2004 and Working Together in relation to child protection and safeguarding children and young people
* Ensure the implementation of effective procedures for the safeguarding and protection of children and young people across the academy and to follow the Child Protection/ Safeguarding procedures adopted by the academy and DoWMAT

QUALITIES AND KNOWLEDGE

Working under the direction of the Executive Headteacher to;

* Hold and articulate clear values and moral purpose, focused on providing a world class education for the pupils they serve
* Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community
* Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them
* Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development
* Work with political and financial astuteness, within a clear set of principles centred on the academy’s vision and the DoWMAT policies / procedures, ably translating local and national policy into the academy’s context
* Communicate compellingly the academy’s vision and drive the strategic leadership, empowering all pupils and staff to excel

PUPILS AND STAFF

Working under the direction of the Executive Headteacher to;

* Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils’ outcomes
* Ensure staff have access to high quality CPD and provide feedback to secure excellent teaching in each year group
* Develop and maintain a culture of high expectations for self and for others and take appropriate action when performance is unsatisfactory
* Treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture
* Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning
* Regularly review own practice, personal targets and take responsibility for own development, seeking advice and support from other agencies as appropriate
* Coach, mentor, support and motivate staff to build a culture of high commitment, standards and drive for success
* Manage own workload and that of others to allow an appropriate work / life balance
* Support the professional development of staff, including staff induction, professional development and performance review, as required
* Acknowledge the responsibilities and celebrate the achievements of individuals and teams
* Keep abreast of educational developments and best management practice in order to introduce appropriate innovation

SYSTEMS AND PROCESSES

Working under the direction of the Executive Headteacher to;

* Ensure the effective day to day deployment of staff to meet the needs of pupils
* Support recruitment, as required
* Ensure effective day to day communication within the school/s, between staff, pupils and parents
* Ensure resources are managed appropriately to support learning
* Recommend the purchase of additional resources to the Executive Headteacher, where appropriate
* Manage academy systems, organisation and processes and ensure these are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity and following DoWMAT policy
* Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society
* Uphold the rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice
* Welcome strong governance and actively support the Local Academy Board to understand its role and deliver its functions effectively – in particular, its functions to provide appropriate challenge and support for pupil outcomes, safeguarding, the curriculum, staffing and financial performance

STRENGTHENING COMMUNITY

* Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils
* Ensure that the academy plays an active and positive role in the community
* Promote and facilitate partnerships working within and beyond the academy for the benefit of improving outcomes for pupils
* Implement procedures to ensure effective communication with parents
* Mentor and support staff in building positive partnerships with parents
* Work with the staff team to promote opportunities for parents and the community to become involved in the school, their child’s learning and the wider context of the DoWMAT, where appropriate
* Contribute to the development of the DoWMAT by sharing effective practice, working in partnership with other academies and promoting innovative initiatives

OTHER DUTIES:

* To contribute to the positive team atmosphere and public image of the academy
* To act professionally and with integrity at all times
* To assist with the general care and welfare of all pupils striving to maintain a happy safe environment at all times
* To adhere to and maintain academy routines and codes of conduct, including confidentiality
* To support the aims and ethos of the academy at all times
* To maintain personal and professional development to meet the changing demands of the job, participating in appropriate training activities
* To undertake other such duties and training as may be reasonably required and which are consistent with the general level of responsibility of this job
* To undertake Health and Safety duties commensurate with the post and / or as detailed in the DoWMAT Health and Safety Policy

**GENERAL**

* The job description allocates duties and responsibilities. It does not direct the particular amount of time to be spent in carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities, the post holder will have regard to the needs and priorities of the academy.
* The job description is not a comprehensive definition of the post and you may be required to undertake such other tasks appropriate to the level of appointment as the DoWMAT CEO may reasonably require. It may be reviewed annually or earlier if necessary and may be subject to modification or amendment at any time after consultation. You may discuss your job description with the CEO at any arranged time.
* DoWMAT is committed to safeguarding and promoting the welfare of children and, as such, requires all staff and volunteers to share this commitment.
* The duties described in this job description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the DoWMAT Equality Policy and Code of Conduct. All employees are expected to be committed to these.
* DoWMAT academies are a non-smoking environments

*DoWMAT is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We expect all staff and volunteers to share this commitment. Any offer of employment will be subject to the receipt of a satisfactory DBS Enhanced Disclosure, two positive references, medical clearance and evidence of appropriate qualifications.*

**PRINCIPAL CONTACTS**

Local Academy Board members, pupils, parents / carers, senior leaders, Academy Office staff, classroom teachers, teaching / support assistants, EWO, clerical assistants, other professional groups, contractors, suppliers, DoWMAT Central Team

**NOTES: The Leadership of the Academy Trust reserve the right to alter the content of this job description, after consultation, to reflect changes to the job without altering the level or responsibility. The duties described in this Job Description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all people and is consistent with the DoWMAT Equality Policy.**

**Signed (issued by): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_**

**Signed (received by): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Date: \_\_\_\_\_\_\_\_\_\_**

Person Specification

The DoWMAT Board of Directors and the Local Academy Board for Madresfield CE Primary School are looking for an inspirational leader who can enable our pupils to achieve of their very best and to create an environment where staff are fulfilled and motivated to prepare the children for the future. The right person will have the flair and skill to release the potential of the school, to build on the commitment of all stakeholders to further the culture of continuous improvement, and to set and deliver high standards of behaviour and attainment.

The successful candidate will have proven success at building and leading high-performing teams and motivating pupils and staff. He or she will have an innovative and inspirational approach, along with a clear commitment to inclusive education in the community.

|  |  |
| --- | --- |
| **Essential Qualifications, Skills and Qualities** | **Desirable** |
| **Training and Qualifications** * QTS
* Good Honours Degree
* Relevant or recent development that prepares the applicant for this post
* Be willing to undertake further training where relevant
 | Higher Degree or equivalent National Professional Qualification for Headteachers, or working towards this  |
| **Experience of teaching and school leadership** * A record of highly successful teaching and achievement with the ability to demonstrate outstanding practice to others
* A commitment to learning and teaching and a track record of delivering strategies which raise standards for all students
* Evidence of the use of monitoring and evaluation strategies that raise the quality of teaching and learning, and pupil outcomes
 | Experience of managing staff and leading whole school initiativesExperience of some aspects of whole school leadership with evidence of having made a positive impact on standards |
| **Vision and Strategy** * Able to clearly communicate their strategic vision; and to motivate and inspire staff and children in the constant pursuit of excellence
* A commitment to sustaining the distinctive Christian character and embedding the Christian Values of the school
* Able to support the ethos and aims of DoWMAT
* A commitment to Equal Opportunities in its widest sense and a clear understanding of the differing barriers to achievement for different groups
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| **Strategic Leadership and Management** * Strong evidence of strategic planning and delivery
* Evidence of leading by example in order to promote the school’s vision and values for the students, staff, governors and parents
* The ability to build a constructive and candid relationship with governors
* The ability to identify and acknowledge excellence, and the resolve to challenge inadequate performance at all levels
* A commitment to staff development at all levels
* Experience of managing pupil behaviour processes and procedures
 | Experience of managing HR issuesExperience of successful leadership and of building teams |
| **Accountability and Financial Management** * Awareness of the principles of managing and overseeing budgets and an understanding of the responsibilities of the Head of School
 |  |
| **Skills and Knowledge** * Possess an in-depth understanding of national education priorities and trends, including an up-to-date knowledge of Ofsted requirements
* Have an analytical and evidence-based approach with a clear understanding of data, and of how to use data appropriately
* Be systematic and thorough, paying attention to detail at all operational levels of the school environment
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| **Communication** * Have excellent written communication skills, and the ability to think creatively, anticipate and solve problems
* Be an engaging oral communicator who can adapt to a wide range of audiences
* Be a good listener with the ability to value and be receptive to the ideas and concerns of others
* Be a responsive communicator who understands the benefits of the use of a variety of media (including social media) to communicate the vision, ethos and operational aspects of the school
 |  |
| **Pupils** * Ability to develop a philosophy of high aspiration and expectation for every pupil
* The ability to command the respect of pupils by demonstrating a firm but fair approach and a highly visible presence in the school
* The ability to maintain and build up high standards of pupil behaviour
* An understanding of the need to develop a strong pastoral system that protects and safeguards pupils, and encourages them to enjoy school and achieve their potential
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Appendix 1: DoWMAT Vision and Values

‘To Love, To Learn, To Serve’ sums up DoWMAT’s vision for those who come together to create the MAT, enabling all to flourish both as individuals and in community with each other; living life in all its fullness (John 10:10).

**To Love**

The New Testament sums up the entire law as a call to “love your neighbour as yourself” (Galatians 5:14). The Bible teaches that we are only able to love because God first loved us (1 John 4:10). This love is expected to characterise the way in which the DoWMAT operates, makes decisions, builds relationships, and carries out its day-to-day business: each person putting the needs of others before their own, with a commitment to the flourishing of all. The exposition of love in 1 Corinthians 13 reminds us that love is patient, kind, forgiving, generous, humble, trusting, respectful, hopeful, resilient and enduring. Those who learn and work in the DoWMAT, and all who come into contact with it, can expect to experience that love in the way that they are treated.

Therefore, we:

* treat everyone with love and respect in the same way that we, ourselves, would like to be treated
* recognise that everyone is a child of God and has talents which are to be nurtured
* welcome people who are different from us and treat them with dignity and respect at all times

**To Learn**

The DoWMAT is a Christian learning community that is committed to enabling all to live a life of freedom and transformation as a result of the hope and wisdom that learning brings. Learning is at the heart of the Church of England’s vision for and commitment to education. Growing in wisdom is celebrated in the Bible and all are exhorted to listen, to seek guidance, to acquire knowledge and to learn discretion (Proverbs 1: 1-6), largely through human relationships and interactions. Jesus’ teaching, as summed up in the Beatitudes (Matthew 5:3-10), describes human beings who are learning to live a life that is characterised by humility, compassion, mercy, righteousness and peace. The learning that takes place within the DoWMAT is expected to be recognisably rooted in these godly characteristics and focused upon enabling the holistic development of people who are made in the image of God.

Therefore, we:

* are committed to enabling a lifelong love of learning through growing and celebrating together
* will ensure that our curriculum, resources and professional development enable all to flourish
* prioritise spiritual development and growth for all

**To Serve**

Service and servant leadership, was a striking feature of the way in which Jesus lived his life. The example he gave to his disciples in washing their feet (John 13:1-17) provides us with a role model for the way in which we should seek to live in community with others. Putting the needs of others before our own, supporting people in their growth and development as holistic human beings, enabling people’s gifts and talents to come to the fore as a result of our service to them are all defining characteristics of the way in which the DoWMAT operates. In serving others and meeting their needs through generosity of spirit, we manifest God’s grace and love for others (1 Peter 4:8-11).

Therefore, we:

* consider others at all times rather than always putting ‘me’ first
* ensure that everyone is safe and has their needs understood and met
* live and work in a way that is deeply Christian and which serves the common good

These core values underpin all aspects of our Trust as we strive to make a positive difference to the lives of all DoWMAT pupils whilst they are at school and in later life. Through these values, we can be sure our community is one of hope; a place of transformation and trust, where all are treated with respect and dignity.

OUTSTANDING PROFESSIONALS : COLLABORATIVE PARTNERSHIPS : STRONG SYSTEMS : CONFIDENT LEARNERS