



The Bluecoat School
Bringing Learning To Life

The Bluecoat School

Preschool Leader

Recruitment Pack



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Valuing People



High Quality
Learning
Environment



Pursuit of
Excellence



Extending the
Boundaries of
Learning



Achievement
for all

About The Bluecoat School

I would like to warmly welcome you to The Bluecoat School! There has been a Bluecoat School here in Stamford for over 200 years, and I am proud to be part of this heritage of our town, having joined the team in May 2022.

Our school has always been at the centre of our community, and it continues to be so. At The Bluecoat School, a proud member of Meridian Trust, we value every member of our community celebrating our differences and recognising these differences help us to grow and support each other. We pride ourselves on our inclusivity, aspirations and ambition for all of our children. At our school, every voice is important and matters; every voice is heard and every new voice that joins us, strengthens our community.

Our vision is to bring learning to life for our children and we believe, 'Creativity in learning encourages critical and reflective thinking and produces excited, enthusiastic and enquiry driven learners'

By upholding our aims and values, we strive to create a positive and supportive learning environment where all students can thrive, and these are:

- To challenge all children to be independent, creative learners who aspire to achieve their very best in all they do.
- To excite children to learn through real, motivational and meaningful learning experiences which connect them with the community in which they live.
- For our children to develop and demonstrate respect, consideration and

tolerance for others supported through an embedded understanding of core values.

The academy is underpinned and supported by the ethos and values of Meridian Trust. The core of this philosophy is:

- Achievement for all
- Valuing People
- A high-quality learning environment
- The pursuit of excellence
- Extending the boundaries of learning

We look forward to welcoming you to The Bluecoat School! We're confident that your skills and enthusiasm will be a valuable addition to our school. We are looking forward to the positive impact you will make to the children of Bluecoat Primary School.

Principal

Emma Houlton



Valuing People



High Quality Learning Environment



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Achievement for all

A Brief History

Meridian Trust, formerly known as Cambridge Meridian Academies Trust (CMAT), is a values-led Trust and has risen to be one of the highest performing academy groups in the country. Our Trust was first formed as an educational trust to create a federation of schools in 2006 with a desire to provide high quality and dynamic education for everyone, right in the heart of our community. Through various government policies, our commitment to collaboration has remained consistent.

Meridian Trust was formed in 2011 to deliver more widely on that clear vision to provide high quality and dynamic education for all at the heart of the communities we serve. Our steady growth since then reflects our commitment to the communities we serve and our track record of success. The period since 2018 has seen an increase in speed of growth as many long term projects matured and our relationship with Sharnbrook Academy Federation emerged.

We are currently a family of 30 academies (including 14 primary, 3 special and 13 secondary schools). The secondary schools include a University Technology College, an Upper School, four 11-16 schools and six 11-18 schools. We also have 2 new secondary free schools in development. All within 20 miles of Cambridge and Peterborough and the main communication routes between. We merged with Cambridge Primary Education Trust to become the Meridian Trust in April 2022. In addition to operating schools, we are the home of the Cambridgeshire and Peterborough Teaching School Hub, and train more than 150 new teachers each year through Meridian Trust ITT. We retain a strong commitment to growing and supporting staff throughout their training and career development. We have a

proven track record of school improvement and transforming the lives of children and young people over the last 10 years.

Students thrive in Meridian Trust academies as a result of the implementation of our values, our successful and proven systems and our commitment to valuing people. We are among the highest performing multi-academy trusts in the country for student progress. Our academies are well-run and our staff benefit from excellent access to professional development.

Our commitment to the education system goes beyond just our own academies. We operate 'The Cambridge Partnership', one of the largest initial teacher training providers in the country which has recently merged with the SAF ITT, and 'Leadership East' these further strengthen our capacity and commitment to professional development. We also provide support through various SLAs to a number of other trusts and academies.

As a strong, regional multi-academy trust we currently operate schools across Bedfordshire, Cambridgeshire, Lincolnshire, Peterborough, and Northamptonshire. We are proud to have strong partnerships within all these communities.

Trust Vision, Mission and Values

Our values and who we are:

Meridian Trust is a successful multi-academy trust founded on its commitment to people and communities.

Our proven approach over more than a decade has elevated us to a respected and admired academy trust, a national leader in education and a source of great pride to the communities we serve.



Valuing People



High Quality Learning Environment



Pursuit of Excellence



Extending the Boundaries of Learning



Achievement for all

Every child is known, equally valued and supported to achieve their potential in all our academies. Every community we serve benefits from the facilities and services we provide.

Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported.

We ensure that well-run schools retain and develop their distinct contextual identity, while sharing and contributing to Meridian Trust values, practices, curriculum approaches and operational systems.

Our Vision:

High-quality educational provision for all at the heart of local communities.

Our Mission:

To deliver, promote and inspire high quality educational provision in schools at the heart of their local communities so that:

- Young people become successful learners and confident, empowered individuals;
- Young people are encouraged to think for themselves and act for others, equipping them with the values, attributes, knowledge and skills to make a rewarding contribution to society;
- Every school is a hub for community activities, a centre for extended services and a source of immense pride for students, their families, and other local stakeholders;
- Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported;

- Well-run schools retain and develop their distinct contextual identity while sharing and contributing to the Meridian Trust values, practices, curriculum approaches and operational systems.

The enactment of our values for staff:

- 

Engaged, developed, supported, and consulted.
- 

Experts who strive for continual development. Collaborative networks, trusted to deliver.
- 

Set ambitious goals and model what success looks like. Eager to improve.
- 

Make connections, provide opportunities. Generous and sharing of knowledge and expertise.
- 

Are accountable for the outcomes we contribute towards and strive for the very best.

Why work for us

Meridian Trust aims to be the employer of choice for the communities we serve. Since 2010 we have nurtured and developed the careers of many people. You can read about some of those journeys in the 'Meridian Trust People' section of this website. We are committed to making a difference to young people's lives and the communities we serve. Help us make our mission a reality.

Benefits:

As a multi-academy trust of 30 schools, Meridian Trust can provide a wide network of opportunities for collaboration and career development for both teaching and support staff. With an initial teaching training facility and a teaching hub network within our Trust, there are ample opportunities to both, get into teaching, and develop within the profession.

- As well as the above we also offer:
- Unlimited access to CPD via Meridian Learning
- Free annual eye tests
- Access to a free Employee Assistance Programme, offering mental health and wellbeing support
- Unlimited value cycle to work scheme

To see the full range of benefits available, please visit [Employee Benefits - Meridian Trust](#)

How to apply

To apply please complete the online form on MyNewTerm. Your supporting statement should address and evidence the selection criteria detailed in the Person Specification.

Closing Date: Tuesday 14th January 2025

Interviews: Thursday 16th January 2025

Applying:

For any questions about the application process please contact: Kyla Murray, HR Officer

Email: kmurray@meridiantrust.co.uk

Meridian Trust is committed to safeguarding and promoting the welfare of children. All appointments will be subject to satisfactory pre-employment checks including enhanced DBS disclosure.

We are committed to diversity & inclusion and equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, race, religion or belief and marriage and civil partnerships.

Meridian Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced disclosure and barring service check. We expect all adults who work for the Trust to share our commitment to safeguarding and the health and wellbeing of our students.

JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title:	Deputy Pre-school Leader
JD Reference:	STD WAC 04
School/Academy:	The Bluecoat School
Weeks:	38 weeks
Hours of work:	37 hours
Salary:	Grade 6
Responsible to:	Pre-School Leader

Role:	Support the Pre-School Leader with the running of the pre-school provision within the school.
Purpose of job:	To provide safe, high-quality education and care for preschool children fulfilling legal and statutory requirements. Supervise staff on a day-to-day basis, contribute and implement pre-school policies, liaise with EYFS Leader regarding the provision, progress, and model good, competent practice.

Responsibilities and Accountabilities:

- Support the Pre-School Leader with all aspects of the provision, deputising in their absence when needed.
- Ensure the national standard for childcare are met.
- Support with curriculum planning and monitoring the effectiveness of this.
- Be responsible for providing a high quality of teaching, ensuring that staff are properly deployed and offer appropriate engagement and support to the children.
- Ensure that outcomes for all children are underpinned by the EYFS principles and commitments.
- Support with the organisation of the key person system and to effectively supervise staff daily; to be responsible for monitoring the quality of teaching; to participate in staff performance management discussions and to identify in-service training needs.
- Liaise closely with parents/carers informing them about the pre-school and its curriculum, exchanging information about children's progress and encouraging parents' involvement.
- Liaise with the Pre-School Leader to ensure that all legal and statutory requirements are implemented.
- Contribute to and to implement all pre-school policies and procedures, especially those on equal opportunities and confidentiality.

- Update the waiting list and organization of school places regularly, with the support of the school finance team.

Support for School/Academy/Place of work:

- Participation in staff events by arrangement.
- Attend Staff Meetings.
- Contribute and participate in Trust events and activities where possible.
- Develop and maintain effective working relationships with other staff and parents/carers.
- Adhere to the Trust values.
- Follow school policies, practices, and procedures.

Data security:

- Act in accordance with legal provisions regulating confidentiality and security of data and information in accordance with GDPR regulations.
- Ensure records are properly maintained, e.g., daily attendance register, accident, and incident book in line with school policy.

Health and Safety:

- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions.
- Co-operate with the Trust on all issues to do with Health, Safety & Welfare.
- Work/operate all equipment within Health and Safety and other legal regulations, including risk assessments.
- Contribute to the maintenance of a safe and healthy environment.
- Ensure that the pre-school is a safe environment for children, staff, and others, that equipment is safe, standards of hygiene are high, safety procedures are always implemented, and fire drills are regularly practised.

Continuing Professional Development:

- In conjunction with the line manager, take responsibility for personal professional development, keeping up to date with research and developments related to school/academy/place of work efficiency, which may lead to improvements in the day-to-day running of the Trust.
- Undertake any necessary and identified professional development taking full advantage of any relevant training and development available, particularly when related to the use of ICT, for data management and record keeping.
- Maintain a professional portfolio of evidence to support the Performance Management process – evaluating and improving own practice.

Child Protection and Safeguarding:

- The post holder will have a shared responsibility for the safeguarding of all children and young people. The post holder also has an implicit duty to promote the welfare of all children and young people.
- Inform the Child Protection Officer of any issues relating to the safety and well-being of students.
- Promote and safeguard the welfare of children and young people, implementing safeguarding and child protection procedures including taking on the role of Designated Person.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.

All staff will be subject to an enhanced check with the Disclosure & Barring Service.

Updated: January 2022

Person Specification – Pre School–Leader

Assessment Key:
A = Application Form
I = Interview

Education and Qualification		Essential	Desirable	Assessment
1	English and Maths GCSE at grades A* - C (9-4) or equivalent	✓		A
2	NVQ3/ L3 in childcare or equivalent qualification	✓		A
Experience		Essential	Desirable	Assessment
3	Minimum of 3 years' experience in an Early Years setting	✓		A/I
4	Good working knowledge of child development and learning processes, relevant legislations		✓	A/I
5	Knowledge of Early Years Foundation Stage curriculum		✓	A/I

6	Experience of effective communications with parents or carers		✓	A/I
7	Implementation of the policies of inclusion and equal opportunities		✓	A/I
8	Knowledge of procedures related to the safeguarding of children's welfare		✓	A/I
Knowledge and understanding		Essential	Desirable	Assessment
9	Understanding of the education system	✓		A/I
10	A good knowledge of the SEND Code of Practice	✓		A/I
11	Understanding of how children learn	✓		A/I
12	Understanding of phonics, numeracy, and literacy development	✓		I
13	A sound grasp of the concept of inclusive practice	✓		I
14	Knowledge of the concept of confidentiality and to maintain throughout the role	✓		I
15	Knowledge and experience of using basic diagnostic tests for identifying specific needs		✓	A/I
16	First aid certificate		✓	A
17	Ability to act as a positive role model and to inspire pupils as individuals	✓		I
18	Able to use school ICT systems and undertake a range or administrative tasks	✓		I
Skills and abilities		Essential	Desirable	Assessment
19	Skilled at making and sustaining positive relationships with children	✓		I
20	Skilled at developing children's self-esteem and motivation so that they become resilient, independent learners	✓		I
21	Ability to use language and other communication skills that parents,	✓		I

	and pupils and staff members can understand and relate to			
22	Excellent written and oral communication skills	✓		I
23	Ability to contribute to team meetings and contribute ideas	✓		I
24	Able to deliver EYFS educational programmes evaluate and implement strategies to enhance learning	✓		I
25	Take responsibility with minimum supervision, for delivering planned activities over an extended period to groups of children including those with special educational needs	✓		I
Personal Qualities		Essential	Desirable	Assessment
26	Willingness to undergo further training and development	✓		I
27	Positive and enthusiastic approach towards work	✓		I
28	Ability to act on own initiative	✓		I
29	Kindness and empathy towards students and colleagues	✓		I
30	Ability to work as part of a team effectively			I
Child Protection		Essential	Desirable	Assessment
31	Support the Academy policies on safeguarding and child protection	✓		A/I
Other		Essential	Desirable	Assessment
32	Flexibility of working hours	✓		A/I