

# Join our team

## Recruitment information



# Welcome



Thank you for your interest in joining the team at Cathedral Schools Trust. We are an ambitious and inspiring family of education professionals who are committed to making a difference to the children in our schools.

We care deeply about our people, recognising that the strength of our organisation comes from the people within it. At CST we encourage our staff to be **reflective**, to think deeply about their strengths and their development needs, recognising what we need to do to improve further.

We believe that it is only by working together that we truly make a positive difference and we are therefore committed to **collaboration** within and across our schools and with our wider communities. We recognise the need to disseminate best practice working towards alignment where it is in the best interests of children.

We also encourage **creativity** from our staff providing opportunities to be ambitious, fulfilling their potential and moving forward in their career. Within CST we want to encourage our staff to think differently to “challenge the way,” ensuring that we are open to change so that we can continue to improve.

If you are searching for your next post, why not contact us now? You will be working at a great organisation and be part of a friendly, helpful team. We are always interested to hear from enthusiastic, committed individuals who want to work in education and who can actively contribute to developing our schools as centres of excellence.

**Neil Blundell**  
Chief Executive, Cathedral Schools Trust

# About CST

## Our mission

At CST we are unapologetic in our pursuit of excellence for the people and communities we serve. With a passion for learning within and beyond our classrooms and a deep commitment to music and the creative arts, every child and member of staff is empowered to realise their full potential as learners, people, and agents of positive change.

At CST we are **reflective, collaborative and creative**.

## Our values

### • Reflective

We nurture an understanding and respect for all people and cultures. We value the unique qualities of our schools and celebrate both the similarities and differences between our Christian and non Christian schools. We have high expectations, enabling every child to realise their potential, especially the most disadvantaged. We are ambitious for staff and encourage them to be reflective.

### • Collaborative

We collaborate within schools, across our family of schools and with our wider communities. We listen and encourage, sharing what we do well and providing one another with high levels of challenge and support. By doing so, we ensure that all of our students and school communities benefit from our collective wisdom, energy and skill.

### • Creative

We value creativity in particular in music, the performing arts and co-curricular, providing exceptional opportunities for staff and children to be ambitious and to fulfil their creative potential.

# Our schools

CST is a mixed multi-academy trust (MAT) including both primary and secondary schools in Bristol and North Somerset. Our schools are diverse and representative of the city and wider area with each school retaining its distinctive identity but sharing a commitment to collaboration and offering the best opportunities for our pupils, staff and the communities that we serve.

School	Phase	Type and forms of entry (FE)	Location
St Werburgh's Primary School	Primary	Academy 2FE	James Street, Bristol, BS2 9US
St Katherine's School	Secondary	Academy 6FE	Pill Road, Bristol, BS20 OHU
Victoria Park Primary School	Primary	Academy 2FE	Atlas Rd, Bristol BS3 4QS
Headley Park Primary School	Primary	Academy 2FE	Headley Lane, Headley Park, Bristol, BS13 7QB
Hotwells Primary School	Primary	Academy 1FE	Hope Chapel Hill, Bristol, BS8 4ND
Cathedral Primary School	Primary	Free school (C of E designation) 2 FE	College Square, Bristol BS1 5TS
Trinity Academy	Secondary	Free School 6FE	Brangwyn Grove, Bristol, BS7 9BY
Stoke Park Primary School	Primary	Academy 1FE	Brangwyn Grove, Bristol, BS7 9BY
Bristol Cathedral Choir School	Secondary	Academy (C of E designation) 5 FE	College Square, Bristol BS1 5TS

# Professional development

We are committed to ensuring that all our staff have access to a broad spectrum of continuing professional and leadership development (CPLD) opportunities.

## Leadership development programmes

- New to primary subject leadership course
- Full range of NPQ qualifications in partnership with Ambition Institute
- Bespoke middle and senior leadership courses

## Professional development programmes

- LSA/TA programme
- HLTA programme delivered by Best Practice Network
- Level 3 teaching assistant apprenticeship
- ITT and ECT programmes
- Effective Teacher Programme in partnership with the University of Bristol

## Other development opportunities

- Instructional coaching
- Best practice networks and curriculum groups
- Access to CPD website
- Collaborative planning opportunities
- Whole trust INSET days
- Career progression opportunities including secondments



# Staff wellbeing and benefits

We want to provide the best possible support for every member of staff in our family of schools. All CST staff can take advantage of benefits including:

## Wellbeing

- Employee assistance programme with 24/7 support including counselling and advice
- Wellbeing Charter
- Mental Health First Aiders in each school
- Range of staff led groups for Equalities, LGBTQ+, Neurodiversity and Menopause forum

## Health and fitness

- Discounted Pure Gym and Nuffield Gym membership
- Cycle-to-work salary sacrifice scheme

## Career

- A flexible and supportive approach to family leave
- CST Connect website with wellbeing support and professional development opportunities

## Personal

- Discounted Pure Gym and Nuffield Gym membership
- Cycle-to-work salary sacrifice scheme

# Application process

## Equalities and diversity

CST is an equal opportunities employer and recognises strength in diversity. Our schools have a wide range of cultural and socio economic influences and we use these to ensure that we broaden our understanding of each other and the world. Applications are welcome from all suitably qualified candidates regardless of race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, gender reassignment, disability or age, and maternity, marital or civil partner status. We particularly encourage applications from under-represented groups.

## Safeguarding

We are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff and volunteers to share this commitment. Your suitability to work with children and young people will form part of the selection process. During interview the panel will explore issues relating to safeguarding and child protection with you. All posts at Cathedral Schools Trust are subject to pre-employment checks including, but not limited to, initial and periodic enhanced level checks with the Disclosure and Barring Service.

Safer recruitment practice also includes a range of checks including: verifying original forms of identity and academic, professional and vocational qualifications; prohibition checks in relation to the children's workforce for teachers; a minimum of two satisfactory references; previous employment history and gaps in employment checks. We also require original identification of right to work in the UK. In all instances, original and valid documents will be required. We are unable to accept photocopies.

