



Midsomer Norton
Schools Partnership

Careers at MINSPP

**Be part of a team delivering inspirational
leadership, teaching and support**

Warm Welcome



Thank you for expressing an interest in joining the Midsomer Norton Schools' Partnership Multi Academy Trust.

Our aim is to provide outstanding education to all pupils, whilst ensuring the unique character and ethos of our schools is preserved.

We are committed to providing inspirational leadership, teaching and support in all our schools and therefore ensure we make a positive impact on the lives of the children that learn with us.

Our staff are our most important resource and we are determined to be known as the employer of choice within the areas we work. We are constantly seeking to improve and grow the Trust and therefore support our colleagues with better career progression, wider opportunities and first-rate training.

We value our staff highly and want to recruit people who share our values and are passionate about providing the very best education and opportunities for children. If your views are similar to ours, then we would welcome your interest in the wide variety of roles we have on offer as an organisation.

We look forward to receiving your application and wish you the best of luck.

Alun Williams

Executive Headteacher/CEO

Our Vision and Mission

The **Midsomer Norton Schools' Partnership (MNSP)** was established in 2009, as a result of the successful merger between Norton Hill and Somervale Schools, both situated in Midsomer Norton in Bath & North East Somerset.

Our vision is simple: we strive to ensure all children can attend a good or better school, regardless of their socio-economic background or postcode. We believe that this can be achieved through well-planned, meaningful collaboration between schools and relentless high expectations in everything we do.

Over the past few years the Trust has grown significantly to include several new schools, thereby expanding its reach and impact both locally and beyond. This collaborative effort has empowered us to provide exceptional educational opportunities for children in communities across Bristol, South Gloucestershire, Bath & North East Somerset, Wiltshire, North Somerset and Somerset.

As a highly successful Trust with an enviable track record of excellence, we remain resolute to expanding our reach and transforming life chances for more young people in the South West of England. In July 2023, Ofsted validated our successes.

At the core of the MNSP Trust lies a shared commitment to supporting our local school communities in their hubs. This region is a fantastic place to live and work and our member schools are dedicated to nurturing personal development, wellbeing and academic excellence. We are committed to always putting the needs of our children first, to support outstanding educational outcomes. Working together within our hub network offers numerous advantages for the children and staff in our schools. Whether it's through the exchange of resources and the promotion of best teaching practices, or the assurance of immediate assistance from our closely-knit partner network when challenges arise. What is clear, is our collaborative approach is invaluable to all who are part of the Trust. Our positive impact on schools and children is significant and we are relentless in our pursuit to ensure every child in our Trust attends a good or better school.

Through our collective endeavours, we aspire to develop children who want to achieve well, empowering them to lead fulfilling lives. Our moral purpose is the same today as it was in 2009 when the Trust was formed. Simply put, every child not only has the right to attend a good or better school and achieve great outcomes, but also when they leave our schools, they are good people, who contribute positively to society.



Growth Plan



Sustainable Plan with incremental growth.

Capacity to support growth planned with necessary financial and staffing modelling.

All schools to be rated good or better in Ofsted inspections

All schools to be financially secure.

Investment to support acceleration in school improvement managed via the Hub system.

Traded service provision for other MATS.

National profile for being leading MAT in England for school improvement impact.

Agile leadership to take advantage of quick response to merger with other small MATS.

Integral to growth plan quality standards to ensure MAT remains on trajectory of robust improvement.

All schools are fully staffed.

Trust to be financially secure during the growth phase.

Central office relocation.

National profile as a leading MAT.

Excellence



We strive for excellence in everything we do, whether it's teaching, administration, or support services. We set high standards for ourselves and our students, pushing boundaries and embracing innovation to achieve outstanding results.

Empowerment



We empower our staff to take ownership of their roles, fostering a sense of autonomy, responsibility, and initiative. We believe that by empowering individuals, we cultivate a culture of accountability and drive positive change.

Collaboration



Collaboration is at the heart of our success. We recognise the value of teamwork and actively promote collaboration across departments, schools, and communities. By working together, we leverage our collective strengths and expertise to achieve common goals.

Respect



We treat everyone with respect, dignity, and kindness. We value diversity and promote an inclusive environment where all individuals feel valued, supported, and heard. Mutual respect forms the foundation of our relationships, fostering trust and cooperation.

Continuous Growth



We embrace lifelong learning and foster a culture of continuous growth and development. We encourage curiosity, and reflection, recognising that learning is a journey, not a destination. Through ongoing professional development and feedback, we empower our staff to reach their full potential and adapt to evolving challenges.

Workplace Ethos

At Midsomer Norton Schools Partnership, we foster a culture of collaboration, respect, and continuous improvement. Our ethos is rooted in the belief that every individual has the potential to excel and contribute meaningfully to our community. We are committed to providing a supportive and inclusive environment where diversity is celebrated, and all voices are heard.

Our workplace ethos revolves around **five core principles**.

By upholding these principles, we create a workplace where individuals thrive, students flourish, and the community prospers. Together, we inspire excellence and make a positive impact on the lives of those we serve.



The Midsomer Norton Schools Partnership provides a variety of benefits to its employees, fostering not only a fulfilling career, but also a supportive and enriching work environment.

Supporting Our Colleagues

Key benefits include:

Pension Scheme

As well as teachers pension we offer a comprehensive local government UK pension scheme, ensuring employees can plan their future financial security with confidence. Our scheme provides a range of benefits including a secure income for life upon retirement, protection for your family with survivor benefits, and the option to take a tax-free lump sum.



Employee Assistance Programme (EAP)

Our commitment to staff well-being is reflected in our Employee Assistance Programme, which provides access to counselling and various support services for both personal and professional challenges.



Free Eye Tests with Spectacle Contribution

We care about the health and comfort of our employees, offering free eye tests and contributions towards spectacles for computer use.



Competitive Salary

Our employees enjoy a competitive salary structure, with support staff offered a range that allows for career progression.



Enhanced Annual Leave

Employees benefit from generous annual leave entitlements, promoting a healthy work-life balance. Leave increases to up to 31 days after five years of service.



Continuing Learning and Development

We prioritise the growth and development of our employees, offering numerous opportunities for continuing education and professional advancement to help them enhance their skills and career prospects.



Cycle Scheme

Employees can save at least 25% on new bikes and accessories through a salary sacrifice scheme, which offers tax and National Insurance savings over a 12-month, interest-free period.



Additional benefits:



Free Flu Jabs



Free parking – at most schools



Discounted Shopping



Access to excellent, low-cost food through our in-house catering service - available at some schools.

Opportunities



Support Staff Apprenticeships

We have many Apprenticeship opportunities available throughout our Trust for those looking to gain hands-on experience with 'on-the-job' training while earning a salary. An apprenticeship offers a great opportunity to build or develop your career by gaining practical experience in a real work environment, receiving mentorship from experienced professionals, and achieving industry-recognised qualifications. This programme allows you to earn a salary while you learn and build a strong foundation for your future career. For more information, please contact hr@msnpartnership.com.

Teacher Apprenticeships

Our Teacher Apprenticeships opportunities offer a comprehensive pathway into the profession, combining practical classroom experience with academic learning. Candidates need a minimum of GCSEs in English and Mathematics (grade C/4 or above) and a degree in a relevant subject. This programme allows you to earn while you learn, with mentorship from experienced educators and leads to Qualified Teacher Status (QTS) upon completion. It's an excellent opportunity to gain invaluable experience, earn a salary, and achieve industry-recognised qualifications while making a meaningful impact in education. For more information, please contact hr@msnpartnership.com.

CPD

At Midsomer Norton Schools Partnership, we are dedicated to the continuous professional development (CPD) of our staff, offering a range of opportunities to enhance skills and advance careers. Our CPD programme includes workshops, training sessions, and access to external courses that cover the latest educational practices and innovations. Staff can benefit from mentorship programmes, collaborative projects, and leadership development initiatives designed to support career progression and personal growth. By fostering a culture of lifelong learning, we ensure our educators are well-equipped to provide the highest quality of education to our students.

Safeguarding

Midsomer Norton Schools Partnership is committed to safeguarding children and requires all staff and volunteers to undergo an Enhanced DBS check, in line with the Department for Education's Safer Recruitment guidance. This includes verifying identity and qualifications, obtaining references, checking employment history and gaps, conducting medical health checks, completing a Childcare Disqualification Declaration, and proving the right to work in the UK.

Application Process

Our application process, which involves completing an Application Form, ensures fair and efficient assessment, upholds equity and inclusivity, and aims to identify talented individuals who can contribute to our educational community.

Equal Opportunities

We are committed to fostering an inclusive environment where no one faces discrimination based on any protected characteristic, ensuring everyone is valued, respected, and has the opportunity to thrive.





What our staff say

"Joining the Midsomer Norton Schools Partnership as a HR Administrator has been an incredibly rewarding journey. From day one, I've been welcomed into a supportive and dynamic team that values growth, collaboration, and innovation.

In my role, I've found ample opportunities to develop professionally while contributing meaningfully to the success of our schools and the well-being of our staff. Whether it's assisting in recruitment processes, implementing HR policies, or supporting employee relations, every day presents new challenges that keep me engaged and motivated.

What truly sets Midsomer Norton apart is its commitment to fostering a positive work environment where individuals are empowered to thrive."

Vicky Andrews
Trust HR Administrator

"I've been working for the MNSP Trust for 11 years. My roles have adapted which is one of the benefits of working for the Trust. I started as a TA which soon developed into a HLTA role within a primary school. This worked perfectly when my children were younger. They're now teens and attend the Trust Secondary schools so it was a perfect time for me to also find new challenges.

I am now MSN Sixth Form Office Manager and T Level Work Placement Coordinator. Both roles are with post 16 students and I find the roles are a great balance between my strongest assets – organising and working with young people. The Trust is a great organisation to work with as it supports your personal development and offers all the essential benefits that you'd welcome from an employer - health support, pension scheme, structured pay grades and annual appraisals."

Sarah Jackson

MSN Sixth Form Office Manager and
T Level Work Placement Coordinator



"Having been at my current school for 17 years, I have seen first hand how rewarding it is to be part of MNSP. Our school has gone from strength to strength due to the support and expertise within the MAT. In my role as deputy head teacher of a large primary school, I have been able to collaborate with colleagues in order to make the best decisions for the young people in our school community. There is always someone on hand to offer support and guidance and no question is left unanswered. MNSP is a great MAT in which to develop your career as there are always a wealth of opportunities for every role."

Emma Dando

Deputy Headteacher – Peasedown St John primary School

Careers at MNSP

hr@msnpartnership.com

Company No: 7365778

www.midsomernortonschoolspartnership.com



Midsomer Norton
Schools Partnership