



BDMAT
Birmingham Diocesan
Multi-Academy Trust

Information about BDMAT

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A career in leadership in BDMAT

One of the joys of working within a large multi-academy trust is the career opportunities and the support that we can offer. These accounts by three of our headteachers, outline how it feels to be a headteacher in BDMAT:

Awen Simpson, Woodside CE Primary Academy



Woodside C of E Primary was part of Heartwood MAT; a small MAT consisting of four small rural schools which joined BDMAT in September 2019. Initially I had some reservations about the possible loss of autonomy and control over my own school but the outcome has been an entirely positive one. I feel fully supported by the Central Team and have far more time available to devote to teaching and learning as the time-consuming aspects of health and safety, site management and HR are dealt with so effectively by the Central Team. The improvement in IT support has also been significant. All of the headteachers work together collaboratively and are keen to share expertise and understanding, which is a real bonus for a one-form entry school like ours. There is a real commitment throughout BDMAT to 'living life in all its fullness'; embodied in so many ways from effective high class CPD for all staff to a variety of forums to ensure that a full range of voices are heard across the BDMAT population. BDMAT is a forward-thinking organisation with its roots firmly planted in Christian values.

Linda Francis, St George's CE Primary Academy, Newtown



I am the Headteacher of St. George's Primary Academy in Newtown Birmingham. I joined BDMAT in April 2019. As the Headteacher of one of the 17 schools within the MAT it would be easy to think that you might lose your sense of individuality and leadership style. In fact, this is quite the opposite. The support from the Central Team allows you to develop your leadership practice whilst maintaining your school's individuality.

One of the many advantages of leading a BDMAT school is having the strategic and operational services in house. The Central Team is supportive and on hand whenever

you need them. They all have recent experience of working in or leading a school and subsequently any advice given is grounded in real life experiences, which is invaluable and creates a family atmosphere despite being one of seventeen schools.

If you are keen to develop your leadership experience in a supportive environment, able to rise to the challenges of leading a school and most importantly have an innate desire to really make a difference in the lives of our students and their families, then BDMAT is the place for you.

Matt Edwards, Coleshill CE Primary School



Would I recommend becoming a Headteacher within the Birmingham Diocesan Multi-Academy Trust? The simple answer is an unequivocal yes.

I have been Headteacher at Coleshill C of E Primary school since April 2018 with the school joining BDMAT in the September. Finding the right post to succeed as a headteacher is quite a daunting task and knowing there is a quality support network around you is of paramount importance. With this Trust, positive support, guidance and encouragement has been regularly offered from the start. My experience has been one of being invested in. The Central Team, from the CEO down, invest in their people so that we can bring about the best experiences and provision for our pupils.

When you work in an organisation that requires the kind of dedication and commitment that headship demands, seeing consistency in direction and vision around you is essential. At the heart of BDMAT's purpose is the drive to enable children to experience 'life in all its fullness' and I have seen a genuine integrity in pursuing this. Children are well and truly at the centre of the MAT's business.

BDMAT also offers excellent peer-to-peer support and mentoring with our well-developed Heads' Networks. These operate at whole MAT level but also importantly at a local hub level. Quality professional relationships have been fostered between heads and we are beginning to work together and collaborate on school improvement. These close links with other heads also gives a different critical dynamic. Simply having a trusted colleague who you can pick up the phone to and talk things through knowing they understand can make all the difference when you're having one of those days!

For a senior leader looking to take their first step into Headship, this is a Trust I can definitely recommend.



Information about our schools

The Warwickshire Hub

School	Location	Number on roll	Headteacher	Ofsted judgement
Coleshill CofE Primary	Coleshill	391	Matt Edwards	Good
Nethersole CofE Primary	Polesworth	275	Jo Alexander	Good
Warton Nethersole CofE Primary	Warton	158	Susan Friend	Good
Austrey CofE Primary	Austrey	90	Sara Eley	Good
Newton Regis CofE Primary	Newton Regis	94	Sara Eley	Good
Woodside CofE Primary	Grendon, Atherstone	203	Awen Simpson	Good

The Birmingham Central Hub

School	Location	Number on roll	Headteacher	Ofsted judgement
St. Clement's CofE Primary	Nechells	205	Devina Shryane	Good
St. Michael's CofE Primary	Handsworth	188	Mel Johnson (Acting)	RI
St. George's CofE Primary	Newtown	319	Linda Francis	Good
St. George's CofE Primary	Edgbaston	210	Shirley Atkar	Good
Holy Trinity CofE Primary	Handsworth	193	Paula Burns	RI

Birmingham South and Solihull Hub

School	Location	Number on roll	Headteacher	Ofsted judgement
Christ Church CE Secondary Academy	Yardley Wood		Mark Dalton Bowman	Due to open September 2021
Lady Katherine Leveson CofE	Temple Balsall, Solihull	196	Simon Russell	RI
St. Margaret's CofE Primary	Olton, Solihull	210	Anita Delaney	Outstanding
Hawkesley CofE Primary	Kings Norton	204	Sam Smith	RI
St. Michael's CoE Primary	Bartley Green	415	Jane Bruten	RI
Nonsuch Primary	Woodgate	198	Sally Roberts	RI
Quinton CofE Primary	Quinton	208	Carl Watkins	Good



Information about BDMAT

The Trust was established in 2017 by Birmingham Diocesan Board of Education, which has a strong track record of providing excellent educational provision and achieving rapid school improvement. The trust currently has 17 schools, all primary, spread across three local authority areas: Birmingham City (9 schools), Warwickshire (6 schools) and Solihull (2 schools). Our plan is to increase initially to twenty schools including a brand-new secondary school which is due to open in 2021.

The vision of the Trust is to ensure pupils have 'life in all its fullness'; providing an education that will offer a wide range of opportunities and experiences within a Christian framework.

BDMAT's mission is:

To provide high quality education within a Christian framework that allows all pupils to reach their full potential through experiencing a broad and balanced curriculum whilst ensuring staff have a good work / life balance and are fulfilled in their roles.

BDMAT's strategic aims:

Strategic aim 1: Education is led by BDMAT's vision and values, and for our Church of England schools these are embedded within a Christian ethos: Owner: Chief Executive Officer

Strategic aim 2: To work in partnership with parents and carers to promote pupils' social, moral, spiritual, cultural and physical development within happy and caring environments: Owner: Chief School Effectiveness Officer

Strategic aim 3: Every school provides a broad and balanced curriculum that equips all pupils to thrive, achieve their goals, succeed in later life and contribute to a diverse society and respect the environment: Owner: Chief School Effectiveness Officer

Strategic aim 4: Pupils are provided with effective pastoral support and safeguarding arrangements meet all national and local requirements: Owner: Chief Executive Officer

Strategic aim 5: Our schools are at the heart of the communities that they serve, collaborating with the church, other schools, stakeholders and organisations in the area to best support their community: Owner: Chief Executive Officer





Strategic aim 6: Working in partnership with parents and carers we promote pupils' intellectual development as evidenced through external and internal indicators that demonstrate the vast majority of pupils make good or better progress in our schools and as a result, attainment is high in all of our schools or improving rapidly: Owner: Chief School Effectiveness Officer

Strategic aim 7: All of our schools are graded 'good' or better by Ofsted or are improving quickly towards achieving 'good' at the next inspection: Owner: Chief School Effectiveness Officer

Strategic aim 8: The practice of staff is enhanced by high quality professional development and performance management systems: Owners: Chief School Effectiveness Officer & Chief Finance and Operations Officer

Strategic aim 9: The Trust has highly effective pastoral arrangements in place for staff who, as a result, feel supported and have good life / work balance and the Trust is recognised as a good employer for staff: Owner: Chief Executive Officer

Strategic aim 10: The Trust is sustainable, with secure finances allowing high quality services to underpin our work, ensuring staff in schools are able to concentrate on providing effective provision for their pupils: Owner: Chief Finance and Operations Officer

Christian values

The Church of England, and the Birmingham Diocesan Multi-Academy Trust believe that every child is unique and deserves the very best education, and therefore we believe that education should support and promote a set of Christian values, rooted in scripture:

- **Hope** – we have hope that there can always be a positive outcome
- **Honesty** – we are honest with all inside and outside our organisation, whilst being sensitive to how we deliver these messages





- **Integrity** – we have strong principles rooted in our Christian mission that lead our actions and decisions
- **Helpfulness** – we work in co-operation and partnership with all staff and stakeholders
- **Respect** – we respect all those that we come across
- **Dignity and compassion** – we treat all those within and outside our organisation with dignity, irrespective of the circumstances, and we show everyone compassion for the difficulties that they are experiencing
- **Wisdom** – The decisions we take are wise; they are based on informed discussions and evidence and we aim to ensure we achieve the best outcomes for all without compromising our values

Life / work balance charter for BDMAT staff

The Birmingham Diocesan Multi-Academy Trust has at its foundation the principles of the Christian faith and is particularly guided by the statement in John 10:10 where Jesus

proclaims, ***“I have come that they may have life, and have it to the full”***. The Trust directors have therefore used this quote from the gospel to guide its first vision statement – ‘life in its fullness, for all’. We want all our pupils AND our staff members to be able to experience life in its full; for this to occur staff must have a good life / work balance. This charter therefore sets out our commitment within the organisation at all levels to ensure that staff feel they have the right balance in their lives; we have used the phrase life / work balance rather than work / life balance to reiterate the need to prioritise our whole lives rather than the work element. We believe that this charter not only supports our Christian mission but also ensures we are a good employer to our staff, therefore helping to promote retention of colleagues.





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BAME Forum



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Promoting diversity across our Trust

BDMAT has a forum to consider matters affecting our Black, Asian, Minority and Ethnic communities and staff. Rahmet talks about her involvement in the forum:

'The BAME forum brings together a group of representatives from across BDMAT schools to push for initiatives that prioritise inclusiveness, diversity and representation, in a welcoming and safe environment where the views of all its members are valued and respected. I am committed to work with the BAME forum to build a curriculum and community where everyone has the opportunity to achieve their potential and has the confidence to be themselves.'

Rahmet Waja, Lady Katherine Leveson CE Primary School

The BAME Forum is currently working on ideas and structures to implement mentoring for BAME staff and also on developing history curricula in our schools so that they truly represent the history of modern Britain.

LGBTQ+ Forum



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Proud to support our LGBTQ+
staff, pupils & families

In November 2020 we held our first meeting for staff who associate themselves with the term LGBTQ+, or those that are allies.





Marc reflects on joining the BDMAT Central Team recently:

'Upon starting at BDMAT, I was excited to learn that an LGBTQ+ Forum was going to be formed since having been educated when Section 28 was in force (outlawing the "promotion" of homosexuality within schools) it is something that people in my generation didn't have access to, and the buzz within our first forum meeting was great.

With a mix of people from within the LGBTQ+ community, as well as 'allies', we discussed the importance of what having the forum means to us and how we would like to make a positive impact within the Trust, as well as some experiences to explain just why an LGBTQ+ Forum is still necessary today.

Visibility is such a key part of embracing the LGBTQ+ community and showing support, and letting our schoolchildren and staff know that whether they're straight or gay, cis or trans, or anything in between that they're welcome here, and I am proud to be part of this'

Marc Humphries, BDMAT Senior ICT Technician

Staff Forum

'The Staff Forum has given all staff the opportunity to be heard and feel listened to and has brought our school community closer in doing so. It has helped me and other members of staff to consider different perspectives and think about situations from the point of view of others. It's so helpful to meet with other schools in the academy and we are able to share ideas and solutions to challenges within the school setting and ways to make our schools a better place for the future.'

Jade Conway, Coleshill CE Primary School





Health Assured

All staff have free access to Health Assured. They provide a confidential Employee Assistance Programme (EAP). This provides a 24-hour confidential help and support line for all staff employed by BDMAT and our governors, their partners and children living at home that are still in full time education aged between 16-24.

Services Include:

- Life support
- Legal information
- Bereavement support
- Medical information
- CBT online
- Wellbeing Portal and Health e-Hub Mobile App

Cycle to work scheme

The BDMAT cycle to work scheme was launched in December 2020. Employees can save 25-39% on a new bike for work. You choose a bike, hire it for an agreed length of time, then buy it for a fraction of its original value at the end of the hire period.

