



# JOIN OUR TEAM

## Recruitment Pack



# Welcome

## Message from our CEO



Dear Candidate,

Thank you for your interest in working at Xavier Catholic Education Trust (CET). My name is James Kibble and I have the privilege of serving as CEO, coordinating the work of our schools as **we collaborate to ensure that every child has access to a world-class education.**

At Xavier CET we provide the central services, including teacher training and professional development, so that leaders in our schools are free to focus on what matters most, creating exceptional educational experiences for all the children in our care.

**Our Catholic faith is central to all that we do as it is the source of the values that inspire our work; you don't, however, have to be Catholic to work with us. All we ask is that people are committed to what we are trying to achieve; to help every child become the person they are called to be, live life to the full and play their part in making our world a better place in the future.**

Working at Xavier is a great opportunity to join a happy and successful community of schools and education professionals. If you join us, we will be totally committed to supporting and developing you in your role and career development and in turn, you will enjoy all the opportunities and benefits that come from working in what we believe is a 'flagship' Catholic Education Trust.

**Please visit our website [www.xaviercet.org.uk](http://www.xaviercet.org.uk) to find out more about the Trust, our schools and our other services or contact us via [info@xaviercet.org.uk](mailto:info@xaviercet.org.uk) for further information or to arrange a visit.**

James Kibble  
CEO - Xavier Catholic Education Trust



# Table of Contents

Our Story	4
Our Mission	5
Our Values	5
Our People	6
Testimonials	7
Why Work For Us	8
Job Specification	9-12
How To Apply	13



# Our Story

## Growing Together Continuously

In 2016 we came together as a group of Catholic schools wanting to support each other to consistently deliver exceptional educational experiences for all the children in our care.

When deciding our name, we wanted something different, memorable and meaningful. Jesuit missionary, St Francis Xavier was a teacher and gave much of his time to teaching children, realising that they are the future. Despite encountering difficulties and resistance he never gave up. **Inspired by Saint Francis Xavier, we continue to go wherever we are needed and can help; we learn from and share our ethos and faith with all we work with.** As Teachers, Governors, Directors and Support Staff in the Xavier Catholic Education Trust we devote ourselves to serving the children and spreading the good news of the Gospel and like St Francis, we too will never give up in our mission.

We have since grown to include 17 schools - 14 primary and 3 secondary schools – and proudly continue to learn from and grow with every new school we welcome into our trust family. **To find out more about our schools please visit: <https://www.xaviercet.org.uk>**

# Our Mission

## What we aim to achieve

To provide an outstanding Catholic education for all the children in our schools and exceptional training for teachers at all stages of their career.

We will follow the example and teachings of Christ and everything we do will be inspired by gospel values. We will strive for excellence in all areas of our work and cherish every child and member of staff in our care.

We know we are succeeding when everyone in our care is better off because we are there.

# Our Values

## How we operate

### **Faith**

Everything we do is rooted in faith and lived out through Gospel values

### **Hope**

We are optimistic about the future and see the God-given potential in everyone

### **Love**

We believe in the power of reconciliation and treat everyone with loving kindness

### **Service**

We accept the mantle of leadership and recognise that our mission is to serve

### **Integrity**

We work for the greater good, strive for justice and always try to do the right thing

### **Excellence**

We are committed to challenging ourselves to offer first-class provision in all that we do

# Our People

Join Us. Grow With Us. Flourish With Us.

Like any successful organisation, we rely on recruiting, developing and retaining the very best people to ensure that all that we do continues to be recognised as first-class by all those that we serve. The minimum requirement to work with us is to be energetic, enthusiastic, to have a “can-do” attitude and to be passionate about doing whatever it takes to ensure that the children and staff we serve get the best possible education.

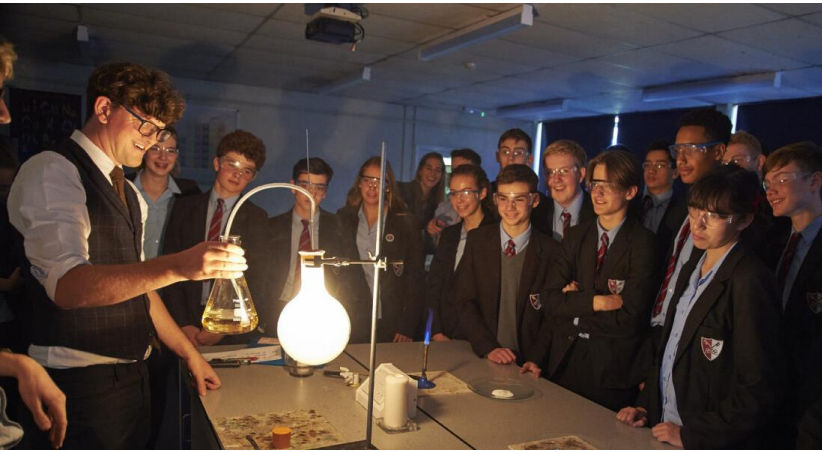
Beyond the passion required to join our team, you will also need to demonstrate the potential to be excellent at what you do and whilst you don't have to be Catholic to work with us, you certainly have to be supportive of everything we stand for and aspire to.

If that sounds like you, please know that Xavier is a brilliant place to work. Our staff are our greatest asset; everything we achieve is down to their hard work and dedication, and we therefore ensure that they are very well looked after.



# Testimonials

What our people say



"I wanted to work in a position I love and something I enjoy and know that I would wake up and go to work and come home having enjoyed my day and achieved something."

"Teaching for me is about having a passion for learning...having the passion, enthusiasm and energy needed to be a teacher."



"The NPQ program is a great opportunity to network with like-minded colleagues. It's provided me with a platform to discuss approaches to leadership and learn about my own style."



# Why Work For Us

## Staff Benefits

### EMPLOYEE WELLBEING

- Inclusive welcoming culture
- Work life and family friendly policies
- Flexible working opportunities
- Green Car and Cycle-to-work Schemes
- Dental Insurance, My Gym Discounts, Health discounts

### PENSION SCHEME

- Highly competitive Local Government Pension Scheme (Support Staff) and Teachers' Pension Scheme (Teachers)

### TRAINING & DEVELOPMENT

- Senior and middle leadership skills programmes
- Comprehensive development programme for trainee teachers and ECT's
- Coaching culture to support teacher learning and development.
- Holistic approach to appraisal system, focused on your CPD and not just on measuring performance

### TRUST-WIDE COLLABORATION

- Collaborate and share best-practice across our growing family of primary & secondary schools
- Trust-wide career development opportunities
- Work alongside Xavier Teach Southeast, and Teaching School Hub, an outstanding initial teacher training and ECT provider



# JOIN OUR TEAM

## Job Specification





# Welcome

## Message from the Head



Dear Candidate,

St. Augustine's is a very vibrant and happy school community with high standards and expectations. We are proud to be part of the Xavier Catholic Education Trust family of primary and secondary schools across Surrey. Xavier also run teacher training and leadership training. Together we collaborate to deliver on the mission of providing excellent education for all of our children.

We pride ourselves in knowing all our children really well so there is sufficient support and challenge across the curriculum. Our staff are nurturing, and plan highly engaging lessons tailored to the needs of our children allowing high levels of progress to be enjoyed. We are a very strong team and we work together really well to ensure that we can deliver the very best education and care each day. **The St. Augustine's ethos is encapsulated by our motto: 'Be the best we can be.'**

There is an abundance of lovely facilities which include a refurbished library, computing suite, an Arts Block, and an all-weather synthetic pitch for hockey and football. The children also benefit from a wealth of extra-curricular activities, including trips and residential visits to enrich their experience at school. St. Augustine's is a very successful school and behaviour is excellent.

We always warmly welcome visitors so please do contact us if you would like to learn more about our school.

Mrs Alison Walsh

Headteacher



# How To Apply

Please visit our Xavier CET website and eteach portal via these links:

[Xavier Catholic Education Trust - Vacancies \(xaviercet.org.uk\)](http://xaviercet.org.uk)

<https://www.eteach.com/careers/xaviercet-org>

You will be able to apply for any of our current job vacancies, as well as sign up for our Talent Pool, so that we may contact you about any suitable roles that arise in the future.

**SAFEGUARDING:** Xavier Catholic Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The appointment will be made subject to an Enhanced Disclosure and Barring Service approval ('DBS') as part of our rigorous approach to safeguarding our children.

## [Safer Recruitment Policies](#)

Please find the all the safer recruitment policies on the link below:

<https://www.eteach.com/careers/xaviercet-org>

**EQUAL OPPORTUNITIES:** Xavier Catholic Trust is committed to equality of opportunity for all colleagues, pupils and other stakeholders. Applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.



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