



Recruitment Prospectus

# KOINONIA FEDERATION

Christ Church C of E Primary School, Greenwich  
St Mary Magdalene C of E All Through School,  
Woolwich & Greenwich



# About The Federation

The Koinonia Federation consists of two schools: St Mary Magdalene C of E All through school and Christ Church C of E Primary school. A hard Federation between the two schools was formed in September 2015, with one Governing body for the Federation, after a successful soft collaboration between the schools since March 2013. Since the start of the Koinonia Federation in 2015, we have rapidly expanded (in key stage and in pupil numbers).

Christ Church is a one form entry primary school in East Greenwich. It is a Victorian building which has been added to over the years with lots of outside space around the school which includes a flourishing community garden.

St Mary Magdalene is now one large school with two campuses, serving very different communities:

The first and founding school campus in Woolwich is a two-form entry primary school. The school building was completely rebuilt with a modern building which opened in March 2011 when the school expanded from one form entry to two form entry.

The second campus is on the Greenwich Peninsula which opened in November 2018 - it is Greenwich's first all-through school building. The new all-through campus now has thirteen classes across EYFS, KS1 and KS2 which are part of a newly emerging community on the Peninsula. The six-form entry secondary phase has 900 students across Years 7, 8, 9, 10 and 11. In September 2021 we moved forward with our Federation's expansion and opened a sixth form with capacity for 300 students.

The Koinonia leadership including governors, have pursued their vision to provide an outstanding education through the creation of this federation which is underpinned by Biblical principles. Through our sense of service to others and our pursuit to support every child to flourish we are now able, as a Federation of schools, to support children right through their education – from the start of their educational journey to supporting them to enter the world of work or university. We are well known in the Royal Borough of Greenwich and the Diocese for our inclusiveness and warm, personal Christian approach. We are now the only school to provide Church of England Education at a secondary phase for the local authority and feel privileged that we can deliver our vision not only to primary pupils but also to secondary pupils and beyond.



# Welcome Message

## from the Federation Executive Co-Headteachers

It is a great privilege to be the Executive Co-Headteachers for the Koinonia Federation. The Koinonia Federation consists of two schools over three campuses: our original school - St Mary Magdalene C of E in Woolwich, our new All Through St Mary Magdalene C of E Campus on the Greenwich Peninsula and Christ Church C of E Primary in Greenwich.

We have strong Parish links with our churches and work closely with them so that we encourage fellowship throughout our communities. We have church services at least once a term and the pupils work hard to be out reaching and support charities with harvest gifts, food bank supplies and other fund-raising activities.

At each of our schools we nurture pupils from all backgrounds with care and dignity: developing them academically as well as supporting any spiritual and special individual needs they may have. We are inclusive and our explicit and deeply embedded Christian ethos permeates all that we do. Our staff routinely go the 'extra mile' for pupils and families, we are proud of our successful and effective working relationships. Ofsted (2023) recognised 'Working relationships between staff and pupils are extremely positive. Staff know individual pupils very well, which ensures that they are safe in school.'

Our curriculum provides a strong framework through which every pupil can continue to grow. Our pupils benefit from a range of visits in this country and further afield (in the secondary phase) which enhance and extend their life experiences. The theatres, museums and galleries of London provide numerous prospects for pupils to enrich classroom-based learning. Pupils are offered rich opportunities within and beyond the academic curriculum to find and develop a lifelong love of learning. These wide opportunities we provide our pupils enables them to achieve academically and we are very proud that our GCSE results 2023 in English and Maths, Progress 8 and Attainment 8 are above national average. Our 2023 SATs results in Reading, Writing and Maths at Key Stage 2 also continue to be above the national average.

Our aim is to be a federation of happy and positive schools where everyone learns together. Staff lead learning in an environment of mutual respect, where everyone makes a contribution. We strive for excellence, driven by our passion to provide the very best education for all our children, from nursery to the end of their secondary education. The working climate, supported by a strong Christian ethos, ensures every individual is valued.

We look forward to working with you within the Federation.

Claire Harrison and Victoria Wainwright

# Vision

## Our Koinonia Vision

'Do unto others, as you would have them do unto you'  
Luke 6.31

In the Koinonia Federation we strive for excellence and high standards through:



A Koinonia student will go out into the world happy, courageous, resilient, motivated with a lifelong love of learning, fully equipped to make a positive contribution to society.





## THE KOINONIA FEDERATION COMPETENCY FRAMEWORK

These are the core values and personal attributes we expect our staff members to uphold.

### WELL-BEING

We strive to create a culture of positivity where everyone is happy and healthy.

### INTEGRITY

We strive to create a culture of trust.

### GROWTH

We strive to create a culture where we take personal responsibility and initiative to develop as individuals and as a Federation.

### KINDNESS

We strive to create a culture of generosity of spirit and compassion.



### WISDOM

We strive to create a culture where well-informed and measured decisions are made.

### SERVING OTHERS

We strive to create a culture with children at the heart of all we do.

'DO UNTO OTHERS, AS YOU WOULD HAVE THEM DO UNTO YOU'

Luke 6:31

# POSITIVE INDICATORS

## INTEGRITY

We strive to create a culture of trust.

### POSITIVE INDICATORS:

- Being honest, open and transparent in your interactions with others.
- Being reliable and punctual.
- Making decisions that are fair and ethical which are in line with Federation policies.
- Regulating one's emotions, thoughts and behaviours.

## GROWTH

We strive to create a culture where we take personal responsibility and initiative to develop as individuals and as a Federation.

### POSITIVE INDICATORS:

- Building resilience in order to flourish in your role.
- Having confidence to take risks and learn from mistakes.
- Showing self-awareness by regularly reflecting on your own practice for the benefit of yourself and others.
- Taking ownership of your own professional development.

## WISDOM

We strive to create a culture where well-informed and measured decisions are made.

### POSITIVE INDICATORS:

- Acting calmly and rationally in all situations.
- Being willing to consult and consider advice from others.
- Listening to understand rather than listen to reply.
- Sharing our knowledge and experience.

## SERVING OTHERS

We strive to create a culture with children at the heart of all we do.

### POSITIVE INDICATORS:

- Demonstrating humility and willingness to do what you ask of others.
- Actively seeking to improve the lives of our children and families.
- Supporting others in a selfless manner.
- Being flexible.

## KINDNESS

We strive to create a culture of generosity of spirit and compassion.

### POSITIVE INDICATORS:

- Having respect and care for all.
- Sharing difficult messages with empathy and sensitivity.
- Being able to forgive and move forward.
- Communicating with warmth and understanding.

## WELL-BEING

We strive to create a culture of positivity where everyone is happy and healthy.

### POSITIVE INDICATORS:

- Looking after yourself and others.
- Being considerate of other peoples' time.
- Being aware of your own emotions and the impact on others.
- Sharing your concerns with those who can make a change.



# The Application Process

## Invitations to interview

Applicants will be short-listed according to the quality, relevance and applicability of their professional and personal qualities to the role. Short-listed applicants will be invited to attend a formal interview.

(Candidates with a disability, who are invited to interview, are asked to please inform us of any reasonable adjustments to assist in attending said interview). All candidates invited to interview must bring proof of identity (eg passport or driving licence) with them to their interview. Once an offer has been made, further paperwork will be required. This will include documents needed for an enhanced DBS, plus original or certified copies of any educational and professional qualifications that are necessary or relevant for the post.

## References

We will seek references for shortlisted candidates and may do so before interview. If you do not wish us to take up references before interview, please notify us when submitting your application.

## Equal opportunities

We are committed to promoting equality of opportunity and diversity, so we support and encourage applications from under-represented groups. We encourage and enable employees and students to achieve their full potential in an environment which is free from all forms of unfair treatment, discrimination and harassment. The Executive Co-Headteachers ensure that all appointment panels give due regards to this policy, so that no one is discriminated against when it comes to employment and training opportunities.

## Safeguarding and Welfare

We are committed to safeguarding and promoting the welfare of young people. All successful applicants must satisfy an enhanced disclosure check with the Disclosure and Barring Service.



# KOINONIA FEDERATION CPD FOR TEACHERS AND SUPPORT STAFF

**UNIVERSAL OFFER:**

**Wednesday Staff  
Development  
Meetings**

**INSET Days**

**Safeguarding  
Training**

## ECTs

1:1 Mentoring  
ECT Koinonia  
programme  
weekly sessions  
SDBE ECT  
training  
Thames South  
Teaching School  
Hub membership

## TEACHERS

Subject specific  
and phase  
specific courses  
from:  
-SDBE  
-Exam Boards  
-RBG  
-GSSP  
-Little Wandle  
-Maths Hub  
Year group and  
subject specific  
moderation  
sessions  
Subject CPD

## SUBJECT LEADERS

PrimaryAGAS +  
RBG +SDBE  
Network  
Meetings  
Federation cross  
phase network  
meetings  
Subject  
Association  
Training  
NPQLT  
(Flex offer led by  
our Federation +  
C of E)  
Associate roles  
Coaching Quads

## HEADS OF YEAR/SENIOR PASTORAL LEADERS

Associate roles  
NPQBC  
SEN specific  
courses  
Mental Health  
Lead Training  
SDBE and cluster  
networks for  
SENCoS

## SENIOR LEADERS

NPQSL/ NPQH  
Coaching  
Leadership  
Networks  
Bespokeleadershi  
p training  
Action Learning  
SDBE and RBG  
Network  
meetings  
PIXL training

## FEDERATION LEADERS

Essentials for  
Headship  
Exec HT Action  
Learning  
RBG Conference  
SDBE School  
Leaders  
meetings  
SDBE Conference  
NSLN + CEFEL  
NPQH

## SUPPORT STAFF

Autistic Spectrum Disorder – ASD including PECS Training

Speech and Language Training – SALT

LEAFE (restraint) Training

Little Wandle Training – Phonics Programme

LEGO Therapy Training

Emotional Literacy Support Training

Opportunities to achieve National Professional Qualification In Behaviour and Culture (NPQLBC)



# ECT & NPQ FEEDBACK

'I really enjoyed taking part on the NPQLT course. I really enjoyed the practical application part of the course. This gave me an opportunity to apply what I had learnt directly to my own school contexts, which makes the training relevant and immediately useful. Speaking to other members of my school community and other teachers on a wider scale was key in sharing our experiences and learning about best practice. As the course progressed, I saw my mindset change and I began thinking more as a leader of teaching rather than as a teacher. This was very beneficial for me as I am currently a leader of teaching, leading a small team and this course really helped me to expand my skills set and enhance my leadership abilities.

Having now completed the course, I hope this will be a stepping stone to higher leadership roles within education and within my federation.'

'The NPQLT program was run extremely well. The facilitators led fruitful discussions that allowed all of us to share our opinions and beliefs, regarding the material, in a safe environment. It was through these discussions that I truly deepened my understanding of how to effectively lead teaching. It also allowed me to actively learn from others thoughts and made me consider how I can apply their ideas to my own practise.'

'I have found the ECT induction programme at Koinonia Federation really supportive. The opportunities to meet and talk through different aspects of teaching with my mentor has been really useful. Also, I have enjoyed working with the other ECTs across the primary campuses, this gives me lots of opportunities to reflect on my own practice'.

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'One of the most significant benefits of the induction program has been the opportunity to observe and learn from seasoned teachers. These observations have provided me with practical examples of effective teaching methods and classroom management techniques. Coupled with the regular feedback from my mentors, this hands-on learning experience has been crucial in shaping my teaching approach and fostering a growth mindset.

The open exchange of ideas and best practices has enriched my teaching experience, enabling me to develop a diverse and adaptable skill set.'



# Our Benefits

## WELLBEING

- Counselling
- Employee assistance programme
- Cycle to work scheme
- Financial wellbeing – access to specialist financial advisor

## FINANCIAL

- Maternity pay
- Sick pay
- Other absence leave
- London Weighting
- Pension Scheme (TP & LGPS)
- National pay for teachers & support staff
- Season ticket loan

## GREAT TRANSPORT LINKS

All three of our campus are within a proximity of about 15 minutes and all offer great transport links.

- Our Woolwich campus is a short walk from Woolwich Dockyard Station, Woolwich Arsenal, Woolwich Dockyard, Woolwich DLR & Elizabeth Line
- Christ Church campus is close to Greenwich High Street and a short journey away to Greenwich, Maze Hill and Cutty Sark Stations
- Our Peninsula campus is very close to the O2 and North Greenwich Station with access to the Jubilee line

All campuses have bus stops minutes from our entrances

## KF BENEFITS

- Onsite staff gym
- Socialising
- Staff breakfast
- Onsite discounted food
- Each year our staff enjoy a whole Federation Christmas party and end of the school year BBQ, both organised by the Federation Executive Co-Headteachers to celebrate all of their hard work during the school year.

# Contact Details

## KOINONIA FEDERATION

Christ Church C of E Primary School, SE10 0DZ

Tel. 0208 858 3974

St. Mary Magdalene C of E All Through School - Woolwich Campus, SE18 5PW

Tel. 0208 854 3531

St. Mary Magdalene C of E All Through School - Primary and Secondary Phase  
at Peninsula Campus, SE10 0NF

Tel. 0208 858 1309 - Primary

Tel. 0203 873 5555 - Secondary

[www.koinoniafederation.com](http://www.koinoniafederation.com)

For HR enquiries please contact HR

[HR@koinoniafederation.com](mailto:HR@koinoniafederation.com)

To arrange to speak with the

Federation Executive Co-Headteachers

please contact their PA

Ellis Holliday

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