



Applicant Information



THE BALCARRAS TRUST – OUR MISSION STATEMENT

The Balcarras Trust is committed to delivering outstanding inclusive, comprehensive education in each of its schools. Every child within The Trust will be expected, encouraged and supported to reach their full potential and, when they leave school, to be fully equipped to go on to be successful in the next phase of their lives.

The Trust will establish and maintain high standards of teaching, pastoral care and behaviour in its schools. No child will be "left behind." There will be excellent opportunities for extra-curricular activities.

Each member of staff in The Trust's schools will be an excellent role model and will play their part in ensuring that each of The Trust's schools will have its own special ethos. Students will feel proud of their school.

The Trustees will, at all times, uphold the highest standards of financial propriety and make efficient and appropriate use of the public money made available to them.

Underpinning all the activities in The Trust is the belief that, however strong the performance of The Trust's schools may be, there is always room for improvement. Everyone associated with The Trust, the Trustees, Governors, school leaders, staff and pupils will share this aspiration.

The Balcarras Trust is committed to its role as a 'system leader' in the wider educational environment. The Trust oversees the GLOW Maths Hub and the Balcarras Teaching School Partnership, both of which are leading providers of Continuing Professional Development for educators.

Bernard Roberts (Chair of Trustees)

Dominic Burke (CEO, The Balcarras Trust)

THE HIGH SCHOOL LECKHAMPTON – OUR VISION

At the High School Leckhampton we have an ambitious vision that fully embraces the inclusive and aspirational philosophy of The Trust. We are fully committed to creating an exceptional school with a culture of high expectations and academic excellence, where all pupils are inspired to become curious, confident, socially attuned, independent thinkers who go on to be happy and successful in 21st century society.

Our **aims** are driven by a strong resolve to secure the best educational outcomes for all our pupils, by our unrelenting focus on teaching and learning and our commitment to continuous improvement. Our **ethos** and **values** are underpinned by a belief that every child should enjoy school and make superb progress, regardless of their starting point. We are committed to ensuring that pupils' experience of school is happy and safe, that they develop healthy and positive relationships with their peers and go on to achieve fulfilment in later life. As such we expect all our colleagues to actively afford the highest standards of pastoral care. We believe passionately in developing the whole child and are immensely proud of our extra-curricular and enrichment programme. Additionally, we are a Rights Respecting School (Silver), an Eco-School, and have been awarded our Sports Mark and Music Mark for 3 years in a row. We promote and value partnership working and are totally committed to becoming the number one school of choice in the community we serve.

Our Approach:

We are committed to ensuring that:

- ❖ All pupils make superb progress, regardless of their starting point and achieve outstanding academic outcomes
- ❖ The curriculum is interesting, suitably challenging, relevant and delivered by first-class teachers, who go the extra mile to bring out the very best in our pupils
- ❖ We develop the whole child by providing enriching opportunities in areas such as sport, music and drama
- ❖ School is a safe, happy environment with a calm, purposeful atmosphere, where all pupils thrive
- ❖ Pupils have access to the best possible facilities to support all aspects of their learning

Above all else, we are seeking a colleague who shares our **vision, ethos** and **values**.

Helen Wood (Headteacher)

Who are we looking for?

Working at The High School Leckhampton is a unique opportunity, and in 2021 we got off to a flying start by recruiting a superb starting team which has grown in strength and number each year! Those successful in their application to join us, will initially be joining a small community of ambitious and dedicated staff. It is crucial that they have the right skills, talents and professional behaviours to both compliment and add strength to our team. Good relationships with colleagues will be essential.

Those joining our team are likely to be able to demonstrate:

- ❖ Resilience, commitment, and creativity. Working in a brand-new school is not a job for the faint hearted. You will be a highly visible and accountable member of a small team but as such will have limitless opportunities to get involved in many aspects of school life. You will welcome responsibility and accountability, be motivated to improve and learn from others and a real team player
- ❖ The potential to grow and develop as a professional. We are specifically looking for colleagues who would be excited to join as pioneers in a new venture. Applicants should have the leadership behaviour and flexibility to see the challenge of working in a new school as a hugely positive benefit to their development
- ❖ If you are applying for a Teaching position, you should have a track record of outstanding teaching and crucially the potential to keep improving. If you are a recently qualified or early career teacher, you must be able to demonstrate excellent subject knowledge and the potential to hit the ground running. All colleagues should be ambitious for the whole school community
- ❖ If you are applying for a Support Staff position, you should be able to demonstrate the highest standards of professional behaviour with excellent communication skills
- ❖ The ability to work collaboratively with colleagues across The Trust. You should demonstrate the very highest standards of professional conduct
- ❖ Total commitment to the safeguarding and the welfare of young people; alongside a passionate commitment to shaping the whole child by leading or supporting extra-curricular and super-curricular opportunities.



Recruitment

Our approach to recruitment

We are tremendously excited to be recruiting a community of exceptional Teachers and Support Staff for The High School Leckhampton; colleagues who will play a formative role in shaping the lives of pupils as the school grows.

There is no question that recruiting and developing the right body of teachers and support staff is at the heart of an outstanding school. Fundamentally, we are recruiting on the basis of our vision and values; we are seeking colleagues who are highly motivated by our vision and understand the privilege and potential of working with a team of like-minded, high-performing professionals.

As ours is a new school we are looking for a wide range of complementary skills in our work force. There is not one particular skill set required and we welcome applications from well qualified and motivated applicants, who above all else share our values and ambitions. This includes Early Career Teachers who are able to demonstrate excellent potential to become first class-teachers, those with an excellent track record in the classroom, those who already hold significant leadership positions, as well as those looking for part-time work.

If called for interview you will have the opportunity to explain your motivations for choosing to work at The High School Leckhampton, your experience and your leadership potential.

Our commitment to our staff

Working in a brand-new school is an immensely rewarding opportunity where you will have the unique chance to shape the curriculum, ethos and systems. We understand the importance of providing the structures and support to ensure staff are happy to come to work each day and can thrive. We already pride ourselves on our team ethos and sense of collegiality.

Our team will grow each year and therefore you can be sure of an excellent induction and continuing professional development programme for the next few years. We have an active Staff Development Committee and made a firm commitment to the Department for Education Wellbeing Charter. We hope all colleagues will feel energised by the challenges of growing a new school, supporting others and the sharing of good practice. For exceptional colleagues there will be clear career pathways, including opportunities for subject and pastoral leadership as the pupil numbers grow.

As part of the Balcarras Trust our teachers will have access to outstanding professional development networks, including the National Professional Qualifications and participation in Early Career Framework if appropriate. Colleagues who join us will be welcomed into a lively invigorating, stimulating community, committed to the very highest standards in all areas.

Therefore, if you are as excited as we are about the journey ahead, inspired by our vision and have all the character attributes, skills and enthusiasm to work at The High School Leckhampton we would be delighted to hear from you.



