**Reasons to work at Buile Hill?**

Buile Hill Visual Arts College is a warm and friendly environment, where our dedicated staff put the pupils at the centre of everything they do. According to our staff, these are some of the reasons why you would want to work here...

*1.We put our pupil’s first*

The school believes in lifelong learning and acknowledges that achieving well, and gaining good qualifications, is crucial for the employability of all our young people. A personalised approach to learning is the key to our students’ success. We ensure that all aspects of our curriculum incorporates transferable, relevant and functional skills into every learning experience. We pride ourselves on ensuring that children follow appropriate curriculum pathways unique to them. This inevitably has a detrimental impact on some of the school's headline measures as a significant number of students do not fully fill all elements of progress 8 due to our strong values and principles. Pupils will always come first at our school.

*2.Professional development*

The school culture is centred around ‘leadership at all levels’ and we strongly believe in developing staff skills and leadership capacity. Our professional culture ensures that everyone excels, and our CPD ensures career progression and fulfilment. We have a wide range of professional development opportunities for teachers and support staff at all stages of their careers, from our Leadership package to the Secondment to the Senior Leadership Team. Our provision is not only purposeful and bespoke; it is also highly effective in ensuring progression. Please see the ‘Provision Map’ and ‘Impact of CPD’ to demonstrate this.

*3. Provision, support and development for teachers new to the profession*

Our support and provision for Newly Qualified Teachers is exceptional. We have a robust and comprehensive support cycle beginning from induction. Every NQT has a linked member of SLT for support, a teaching and learning mentor to provide coaching and a curriculum mentor to support within your subject area. The curriculum and teaching and learning mentor will meet regularly with you to support with your progression towards the teaching standards and can arrange teaching and learning coaching opportunities across the school. In addition, there are weekly CPD sessions tailored for NQTS, regular staff voice sessions to provide feedback, school tours with the Teaching and Learning lead and ‘Showcase Weeks’ to observe and share best practice. This provision shown on the ‘NQT Provision Map.’ This highlights the importance of teacher development, collaboration and support within our school.

*4. The Buile Hill Family*

The teaching and support staff have a strong network backing them at all times. We have a strong Buile Hill Family ethos and believe that looking after the wellbeing of our staff is central to what we do. We have an extensive wellbeing programme supporting staff with all aspects of their work life and keeping them motivated, feeling valued and happy throughout the year - particularly at stressful times. The leadership of the school value staff wellbeing where happiness is a priority. As a school, we are fully cognisant of the significant link between positive, energised staff who feel motivated as well as inspired and the progression of our students.

*5. Our pastoral support team*

High quality Pastoral Care is central to our ethos at Buile Hill; it underpins everything that we do and along with high quality teaching and learning, it is what our community is all about. The Pastoral Team is based in the centre of the school and is there to support teaching and learning by promoting wellbeing and working with staff, pupils, families and other agencies. The skilled and compassionate Pastoral Team work cohesively to ensure our bright and well-motivated pupils blossom and thrive.

6. *Our community links*

We have strong links with our feeder primary schools delivering lessons regularly and hosting a conference annually for primary teachers. Our KS2 to KS3 planning is rigorous to ensure that our curriculum is in line with primary changes and that our staff are aware of the learning and standards which are expected at KS2. Year 6 teachers support our teaching and learning observations of Year 7 lessons. We also have a unique programme linked with Pendleton College, ‘The ASPIRE for excellence’ programme supporting transition of pupils to further education.

*7. Our outstanding SCITT*

Our ‘Outstanding’ SCITT provides teacher training opportunities in Salford and other parts of Greater Manchester. We are immensely proud of all of our trainees, 100% of whom are successful in finding jobs at the end of the course. This is a reflection of the quality of provision, dedication and hard work of all the trainees, mentors and staff who work not only at Buile Hill but also at our partner schools. We continue to grow with our reputation and will be welcoming at least 32 new trainees in 2018/19 in both the primary and secondary phases.

*8. Leadership*

We believe in "Leadership at all levels". All of our staff from our outstanding SCITT trainees to our senior leaders have opportunities to undertake relevant and challenging CPD. We have a robust induction programme for new staff, our new and aspiring middle leaders can complete our in-house leadership project and our more established middle leaders can work towards the NPQML. We encourage staff who have senior leadership aspirations to take part in a senior leadership secondment with us, additionally we have routes and colleagues on the NPQSL course.