Our Reference: RHIGG/CLA/060

January, 2018

Dear Potential Applicant,

Thank you for your interest in this post.

Blue Coat is an expanding Church of England academy serving a diverse intake. In 2014 we increased our admissions number to 8 forms of entry, and we are expanding our sixth form to meet the growing demand. By 2019 we will have a student population of around 1700, of whom 420 will be post-16. Our students are drawn from across North-East Manchester and come each year from around 100 primary schools. We have reserved a form of entry at Year 7 admissions for children of other faiths, in addition to those who gain places through our faith-based oversubscription criteria, details of which can be found on the website. Entry into the sixth form is based on academic attainment, with a third of our students joining us from schools across the town.

What has always characterised Blue Coat is a strong sense of community and family in which young people thrive. This does not happen by accident. We invest extensively in school ethos, structures and systems for pastoral care, nurture and inclusion, time set aside daily for reflection and worship, a thriving House system supplementing the work of the year groups, and an active commitment to community and social cohesion within school. We expect the highest standards of behaviour and personal integrity of both students and staff who are, as Ofsted commented, excellent role models. We try also to model that commitment to community as an institution in our work as a National Teaching School, and as the lead school of the Cranmer Education Trust.

In previous years, the needs of the school have required us to focus upon, and to refine our existing pastoral systems and structures. We have invested a lot of time and resources into creating effective systems for the monitoring and tracking of behaviour and attendance, developing the role of the form tutor and ensuring that our pastoral care and provision meets the needs of **all** our pupils. We have also introduced restorative practice and have created our own character development programmes, which are based upon the principles of mental toughness and growth mindset. As a result, our pastoral systems, structures and support mechanisms are well established and strong, so we no longer require the strategic direction of our pastoral provision to focus upon systems and structures – hence the creation of this role.

We are looking for someone who is ambitious for our students, and dedicated, on their way up, with lots of energy, creativity and drive. We need someone who is strategic and who understands the difference between pastoral care and pastoral provision – someone who understands that the nurture and development of young pupils is as much to do with curriculum, effective teaching and learning, aspirations and opportunities, as it is to do with pastoral systems, structures and interventions. The person we appoint needs to be emotionally intelligent and self-aware, able to engage with students, staff across the school, and parents to ensure there is clarity, vision, direction and communication.

S/he will work closely with the Assistant Headteachers responsible for progress, achievement for all, and staff development and will work with the Deputy Headteachers to ensure that all our young people thrive, make excellent progress in their learning and personal development and that they contribute to a happy, cohesive, purposeful and well-ordered (and exceptionally busy) community. S/he will focus particularly on pupils in Years 7 – 11, but our values and principles extend across our entire school community, so there will also be a strong link and involvement with our Sixth Form provision. S/he will line manage the (teaching) Directors of Learning (Years 7 – 11), the Director of SMSC and the Coordinator for the Duke of Edinburgh Award.

If you are interested and would like to apply, please do so by completing the full application form (available on our website), and writing a letter to the Headteacher, setting out clearly and with evidence how you meet the person specification and how your experience has equipped you for the post.

Please could you also say in a short paragraph **why** you would like to lead this area of work in our school – what draws you to the post, and what would you want to achieve. Please aim to be succinct in your letter, which should not exceed 3 sides of A4.

The closing date for applications is **Tuesday 23rd January 2018 at 4.00pm.** We will be shortlisting during the week and plan to hold interviews week beginning 29th January, 2018. If you have not heard from us by 26th January, I am afraid that your application has not been shortlisted on this occasion.

I look forward to hearing from you.

Yours sincerely,



Mr R. Higgins

Headteacher

The Blue Coat School