



The Barlow RC High School

& Specialist Science College

"If you believe you can achieve!"


Ofsted

Good
Provider



RECRUITMENT PACK

Join us at The Barlow RC High School



Welcome to The Barlow RC High School

Thank you for taking an interest in developing your career at our school. I am confident that we are able to offer a vibrant and welcoming learning community for any staff member joining us.

We have an aspirational and inclusive culture at the school that encourages everyone – students and staff alike – to achieve their best. Underpinned by our Christian values of Service, Prayer, Achievement and Respect the school has been successfully rated as “Good” in all categories by Ofsted, July 2019.

In the report Ofsted inspectors state that senior leadership is a strength of the school and that the Head Teacher and Deputies have instilled a culture of high standards, reflection and ambition amongst staff. They state that the quality of Teaching, learning and assessment is good and that pupil's make good progress and - in a number of subjects make much better progress than others nationally. They commented that pupil's behaviour is good, that they are happy courteous and confident young people and are highly motivated and learn with great enthusiasm.

Our school provides the highest quality training, professional development and opportunities for sharing good practice, both in school and beyond for our current staff, new staff and trainees. This affords further opportunities for our staff to provide a vital contribution in our pursuit to deliver the highest standards of educational excellence. We are delighted that this year one of our trainees was named as “Trainee Teacher of the Year” in the MEN Schools Awards 2019, and he has secured a permanent contract at The Barlow.

We are a diverse, inclusive and welcoming faith school which continues to be oversubscribed being the first choice school for many of our local families. I would strongly encourage you to visit us yourself to experience first-hand what The Barlow offers its staff and students.

A handwritten signature in black ink that reads "C Mc Carron".

C Mc Carron
Head Teacher

The Barlow Way – Our Values

At The Barlow, we have created a well-ordered, respectful, caring environment where Christ is at the heart of our community. We aim to help our students succeed and gain in confidence so that they contribute to society as skilful, happy and respectful young people. Our vision is to create a school community based on Catholic principles where everyone works together to provide a happy, supportive and productive learning environment. We have 4 school values:



Service

The Barlow is a happy, secure place in which to learn and grow in faith. We incorporate service projects into the curriculum; teaching students the value of helping others as an expression of faith and good citizenship. We are proud of our excellent pastoral care, strong relationships and the caring nature of our students who actively support and serve each other. Our students are encouraged to put their faith into action through charity and community work. They are aware of the importance of helping others and this is reflected through their enthusiastic fundraising and involvement in voluntary projects.



Prayer

Our students are actively encouraged to take part in a full programme of collective worship including special masses, prayer groups and liturgies. Weekly assemblies are instrumental in helping to develop the aims, attitudes and values of our school. Our Chaplaincy is a central part of school life and contributes to the development of the school as a Christian community by offering spiritual guidance to students and staff. Through the Chaplaincy, we provide help, support, encouragement and care to help ensure that The Barlow is a happy, spiritual place in which to learn and grow in faith.



Achieve

At The Barlow, our aim is to develop the whole child; academically, morally, socially, spiritually and physically. We foster a positive attitude to learning and offer our students a range of opportunities to discover and develop their God-given talents. Our dedicated staff are totally committed to working to ensure that each child is happy, safe and secure, enjoys their education and achieves their full potential. Each child is challenged to achieve, and where possible to surpass their academic targets. We encourage our students to trust in their abilities and to strive to be the very best they can be.



Respect

At The Barlow, we have created an atmosphere of mutual respect and co-operation; providing the foundation for a happy and successful school life. Our friendly and focused learning atmosphere is often remarked upon by visitors. Our students maintain a high level of respect for everyone around them including staff, other students, themselves and God. We see our students flourish and move on as confident, respectful young people, certain that we have worked with them to develop the virtues and values of the Catholic Church.

Building and Location



Our school building has been significantly improved over the last few years, creating a new high-specification science block, lecture theatre, sports hall, ICT suites, astro-turf pitch and reception area. The English, Maths, Art and Design Technology departments were all remodeled, creating an environment that is both purposeful and inspiring.

You will be located in Didsbury, (often voted as one of the most popular places to live in Manchester) only a short walk from the vibrant shops, bars and restaurants of Didsbury village. You will also have access to excellent transport links to Manchester city centre and surrounding areas

Staff

The school has 66 teachers, teaching across the full range of age and ability. The teaching staff are supported by 46 professional and very competent support staff. We work as a unified team to support and enhance the learning experiences of our students

IT

The ratio of students to computers is better than 2:1 and every classroom is equipped with an interactive whiteboard

Ofsted

In June 2019, OFSTED judged The Barlow RC High School to be a Good education provider.

Some highlights from the report are:

- The Headteacher and deputy headteachers provide especially strong leadership. They have instilled a culture of high standards, reflection and ambition among staff.
- Leaders are not complacent nor satisfied with the improvements made to date but are ambitious to further strengthen pupil's education and life chances.
- Pupils behave well in lessons. They listen to teachers and one another and take pride in their work.
- The quality of teaching, learning and assessment is good overall, helping pupils make strong progress. Teachers use their good subject knowledge to consistently engage pupils in challenging and interesting activities.
- The pupils at this school make good progress.

Curriculum

We place a huge emphasis on teaching and learning at The Barlow, ensuring there is the opportunity for high quality, bespoke CPD for all teachers. Our view is that if we can ensure that teaching is of an excellent quality, this, alongside an appropriate curriculum that meets pupil needs, means that all pupils will reach their full potential in terms of outcomes and will be able to access the next stage in their education journey. Currently, teaching over time is graded as 80% 'good' or better, with a high proportion of this graded as 'outstanding'.

Key Stage 3

At The Barlow, KS3 is currently Year 7 and Year 8. Pupils are divided into two equal half year bands 'B' and 'L'. They are either taught in 'sets' or 'teaching groups' which are largely based on prior attainment data. Pupils follow a broad and balanced curriculum with a full suite of traditional, academic subjects alongside creative, artistic, technical and sporting disciplines in order to engage, challenge and develop the whole-child. As a Catholic school Religious Education is the 'Core of the Core' curriculum. Religious Education is also a vehicle through which we deliver PSHE, British Values and Catholic Social Teaching. Our website details the subjects and overview of topics that are taught at KS3.

Complementing subject disciplines is our RICH curriculum which runs during 30 minutes of Family Time each day. During this time pupils study Literacy, Numeracy, PSHE, Citizenship and British Values as well as CEIAG. There is a strong SMSC link throughout this, including our carefully planned 5W Weekly Focus which is delivered at the start of each week. We place high importance on this aspect of our curriculum provision and it is monitored and evaluated rigorously.

Key Stage Four

All pupils follow a 'core' curriculum of Religious Studies, English, English Literature, Mathematics and Science. Alongside this, pupils select three option subjects at the end of Year 8. They are able to select from a wide range of subjects and qualifications, including the traditional, academic GCSEs alongside vocational subjects. The KS4 offer is continuously reviewed in order to ensure it best meet pupils' needs and will vary year on year depending on the cohort.

Timetable

The timetable is a one week timetable, with a 25 period week, five periods a day. The contact for teachers who are MPR is 21/25 periods.

In 2018 the school's P8 measure was +0.1, Basics 4+ was 63% and Basics 5+ was 43%, the Attainment 8 was 46.74



Teaching and Learning

Teaching and learning is at the heart of all we do at The Barlow and is central to our journey of school improvement. The school works in an extremely challenging context. 42% of pupils are disadvantaged which is almost double the National Average. There is chronic deprivation within the Manchester context. Additionally, cohorts historically have been below National Average for reading, writing and mathematics on entry. Approximately 20% of pupils have English as an additional language. Pupils with additional needs (SEND) is significantly above the National Average. **However, we do not use this as an excuse for pupils to not fulfil their true potential, instead, this is our reason for wanting the very best for our pupils,** in order to break the cycle of poverty that some of our pupils experience. We believe that every child is capable of making exceptional progress given the right conditions and aspire for every student to progress to university or a real alternative.



There is a real focus in our school in developing the quality of teaching and learning. We have a dedicated Teaching and Learning Group: a group of outstanding, dedicated classroom practitioners, whose aim is to lead on teaching and learning development across the school. These colleagues have a key role in delivering a plethora of high quality CPD across the school and within subject areas.

It is the staff in our school that drive improvement on a day-to-day basis, and we are looking for colleagues who want to make a real difference to the lives of the children they work with; who want to challenge the consequences of poverty and disadvantage through education; who are committed to their own professional development and who want to be outstanding teachers, teaching assistants, leaders or a wide range of support staff in our school.

Pastoral Care

Pastoral Care is the responsibility of every teacher in school but is formalised on a year basis. Each student comes under the direct care of a form teacher who registers the form daily and looks after the day-to-day routines. Heads of Year and Year co-ordinators, co-ordinate the pastoral care within the year groups.

The school has a dedicated Safeguarding Manager and Pastoral Support Assistant who provide support for our most vulnerable students.

Professional Development



Our school runs a comprehensive programme of staff development activities, which includes personalised induction plans, mentoring & support for NQTs, continuing professional development, and leadership development.

In addition, there are opportunities for staff to develop through collaborative working across Manchester Catholic Schools (MANCEP), the Manchester Collaborative and subject networks.

Our teaching staff are fortunate to have been trained by the highly acclaimed education trainer and author, Mike Hughes. Over the last two years, and following on from whole-staff CPD, Mike has worked with a core group of staff in order to develop and embed the 'Magenta' principles. As part of this CPD, the school has also forged links with Moorside High and West Derby High Schools, and school leaders meet on a half termly basis to identify and develop further training for colleagues. Several visits took place over the last academic year and staff who benefitted said it was invaluable to see best practice in other schools.

Our CPD programme includes the following opportunities:

- Performance Management process which enables tailored, personalised professional development
- Access to high quality in-house and external professional training including NPQML/SL and NPQH.
- Links with the local Teaching School for both teaching and leadership development programmes.
- A minimum of 8 hours per year devoted to curriculum planning time across and within in Faculty areas.
- One INSET day dedicated to MANCEP as well as regular meetings to share best practice throughout the academic year.



Employee Benefits at The Barlow RC High School

Incentives

- Flexible working
- Generous annual leave allowance for support staff
- Childcare Vouchers – tax efficient child care vouchers as part of a salary sacrifice scheme
- Pension Scheme – Auto-enrolment into the Local Government or Teachers Pension Scheme
- Discounts on gym memberships, national retailers and leisure activities including Argos, Currys PC World, Debenhams, Expedia, GAP, H&M, Hotels.com, James Villas, Jet2 holidays, John Lewis, Marks and Spencers, New Look, Miss Selfridge, River Island, Sky TV, Thomas Cook, Wallis, Waterstones and WHSmith
- Parking – onsite car park and bike racks
- Tea and Coffee provided at break

Staff Wellbeing

- Employee Assistance Programme/ Counselling Service - Health Assured provide a professional confidential service free of charge to staff
- Occupational Health – Healthwork provides free health advice and support to staff
- Access to Astroturf – Staff football after school on Fridays
- Early finish on your birthday
- Golden Ticket – the member of staff making the best contribution to The Barlow each month is awarded an early finish.
- Colleague of the Week
- Staff Christmas Lunch
- Unsung Hero Award
- Treat Friday – cakes or toast provided to staff at break once a month

Finding Us

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