THE Boswells SCHOOL

A community of lifelong learners where everyone can thrive



Applicant Information Pack

CLP CHELMSFORD LEARNING PARTNERSHIP

Introduction

The Boswells School is an extremely popular, academically successful, over-subscribed 11-18 school in Chelmsford, Essex that has an excellent reputation within the community.

Our academic success makes us one of the highest achieving schools in Essex. We pride ourselves in providing our students with a high quality education, through innovative and inspiring teaching in the classroom and a wide-ranging extra-curricular provision that enables every individual student to flourish.

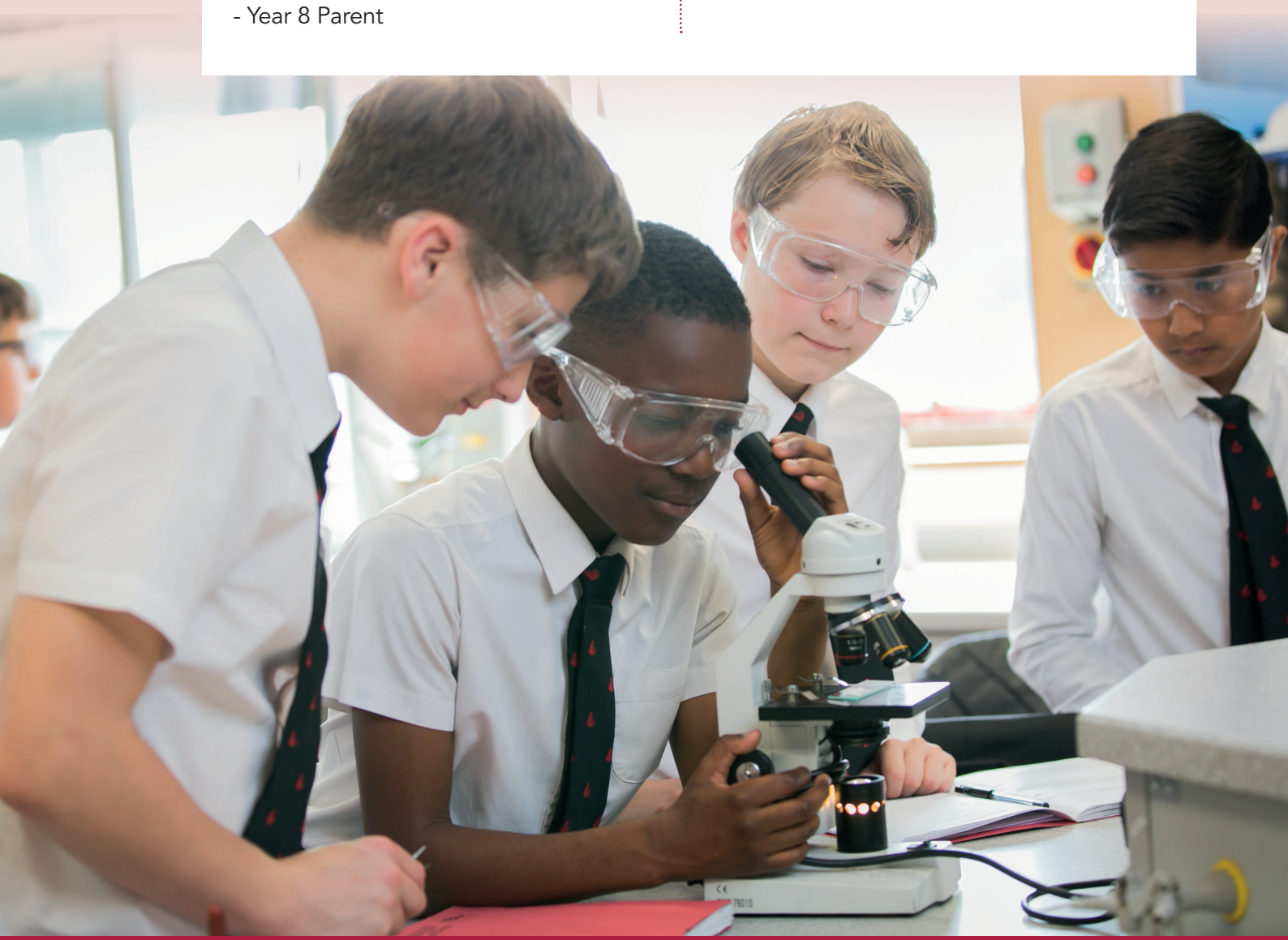
The school has excellent facilities including a theatre, sports hall, swimming pool and vast playing fields.

"Boswells is a fantastic school with great teachers in all subjects. My child thoroughly enjoys spending each day there. The extra-curricular clubs are a huge asset too."

- Year 8 Parent

"I have been so pleased with the level of support from all those who teach my daughter."

- Year 11 Parent



Ethos and Values

At The Boswells School, our aim is 'to provide an outstanding education for all our students'. We expect our students to aspire for excellence in everything that they do.

To achieve this aim, every member of our school community adheres to those 'beliefs' that are incredibly important to us as a school:

High quality teaching and learning

We believe outstanding teaching and learning should take place in every lesson.

Exemplary behaviour

We have the highest expectations of our students and we reward hard work and effort. Our students take pride in being part of our community.

High achievement

We believe students, regardless of their ability, should make excellent progress. Our rigorous and detailed tracking systems allow us to ensure that all students are meeting our high expectations.

Aspiration

We believe that all students should be given the opportunity to follow a career pathway that is relevant to them after The Boswells School. We expect all our students to aspire for excellent academic achievement, regardless of ability.

Personalised curriculum

We believe in the importance of helping our students achieve their future ambitions through a curriculum pathway that suits their individual beliefs.

Developing character

We believe in the importance of helping our students develop into independent, confident citizens. We offer a range of school trips, sporting clubs and teams, performing arts clubs, STEM as well as other extracurricular clubs and enrichment activities to help support and complement the learning that goes on in the classroom.

Working at The Boswells School

Staff at the school are highly committed to ensure our students achieve the best possible outcomes. There is a strong sense of teamwork amongst teachers and support staff which underpins the outstanding work that takes place in the school.

Chief among our priorities are ensuring students are challenged and supported to achieve their very best in the time they have with us, and our research-informed approach to the principles of **challenge** and **aspiration** are reflected in our curriculum of excellence and our day-to-day practice and staff are well-supported in their core roles to achieve these aims.

At The Boswells School, we pride ourselves on provision of high quality training for staff, with every opportunity for career development. We strongly believe in the principle of lifelong-learning are committed to sharing and developing best practice across the school and within the Trust, with many of our own in-house CPD led 'by staff, for staff'. We have developed a strong culture of aspiration for all, and this is reflected in the uptake of our CPD sessions and contributions to our Teaching & Learning newsletter.

Many of our staff have the opportunity to take advantage of opportunities outside of the school, which is cascaded effectively back to share within teams.

The school offers a wide range of benefits to teaching staff, which includes:

- A strong commitment to professional development
- Free 24/7 access to an Employee Assistance Programme for you, your partner and dependents
- Reduced Gym Membership
- Free weekly sporting activities
- Calendared social events
- Free NHS Health Checks (for those aged 40 to 74)
- Free access to supervision
- Free staffroom refreshments at breaktime



We have strong and supportive pastoral systems which complement our excellent teaching and learning practice. We reward and sanction as appropriate and students' behaviour is good. Relationships between staff and students are positive because our students trust what we do at The Boswells School.

The highly successful introduction of our House System encourages student voice and collaboration across the age ranges as well as supporting an ethos of healthy competition across a range of areas in the school. Our student leadership programme supports our highly effective transition at both Year 7 and Year 12 and our curriculum leaders offer support to students in subject areas.

We are proud of and grateful for our extra-curricular provision which further complements our academic success; our sports and performing arts provision are excellent. Students are able to choose from and enjoy a wide-ranging offer to enhance their experience whilst at The Boswells School.

General Requirements

All School staff are expected to:

Through their own conduct, manner and appearance, support the general values and objectives the School seeks to promote including its responsibility for safeguarding pupils. Contribute to the School's rich programme of extra-curricular activities and clubs. Observe the School's health and safety policy to ensure a safe working environment for pupils, staff and visitors.

How to Apply

Please apply sending a covering letter and completed application form to Mrs Maria Williams, HR Officer **mho@boswells-school.com**. Only applications made on the official school application form can be accepted.

Candidates who are invited to interview will be required to bring an original identification document and proof of eligibility to work/reside in the UK, as well as documents confirming educational and professional qualifications. The Boswells School is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

Any candidate wishing to seek additional information about the school or the role should visit **https://www.boswells-school.com** or contact Mrs Maria Williams, the HR Officer **mho@boswells-school.com** or telephone **01245 264451**.

Visits to the school prior to application for a post are welcomed.

Stephen Mansell
Headteacher





The Boswells School

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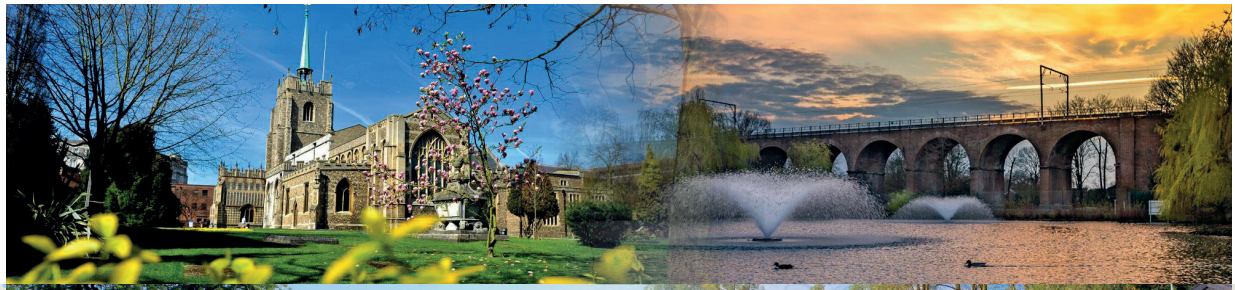
Chelmsford and the Locality

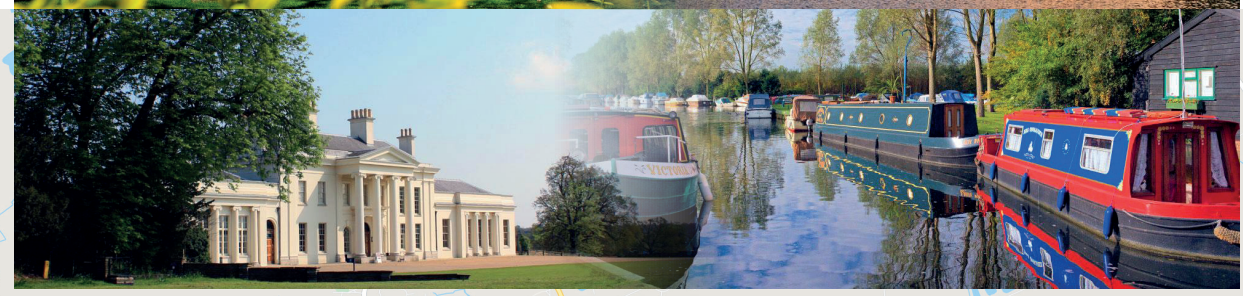
Chelmsford is Essex's only city and one of England's newest, offering great transport links, including a short 35 minute train ride to and from Central London and quick access to the A12.

For a family day out, visit Chelmsford's outstanding attractions, with history to be explored at Chelmsford Museum or watch a game of cricket at the County Ground. Take in the impressive architecture of buildings such as Chelmsford Cathedral and Shire Hall and admire the beauty of the fully restored Grade II listed Hylands House. Get closer to nature by visiting RHS Hyde Hall, or take a stroll in one of the many parks or surrounding picturesque villages Chelmsford has on offer.

For shopping lovers, Chelmsford boasts three shopping centres (Bond Street, High Chelmer and the Meadows) offering high street names including a John Lewis department store, as well as independent and boutique shops. There is no shortage of restaurants, cafés, bars and pubs, whether you are in the mood for a casual bite or are celebrating a special occasion.

Anglia Ruskin University's Chelmsford campus is just 2.6 miles away, including Essex's first School of Medicine. The Boswells School is an integral part of the local Springfield community with strong local support.





CLP CHELMSFORD LEARNING PARTNERSHIP

Recruitment and Selection Policy Statement

The Boswells School is part of The Chelmsford Learning Partnership and adheres to the following Recruitment and Selection Policy Statement:

The Chelmsford Learning Trust is committed to:

- Safeguarding and promoting the welfare and safety, and the spiritual, moral, social and cultural development, of children and young people;
- Promoting equality of opportunity and community cohesion where the diversity of different backgrounds and circumstances is appreciated and positively valued;
- Promoting the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs

and expects all staff, volunteers and other workers to share this commitment. It is recognised that this can only be achieved through sound procedures, good inter-agency co-operation and the recruitment and retention of competent, motivated employees who are suited to, and fulfilled in the roles they undertake.

The Chelmsford Learning Partnership recognises the value of, and seeks to achieve a diverse workforce, which includes people from different backgrounds, with different skills and abilities. We are committed to ensuring that the recruitment and selection of all is conducted in a manner that is systematic, efficient, effective and promotes equality of opportunity. Selection will be on the basis of merit and ability, assessed against the qualifications, skills and competencies required to do the job. We will uphold obligations under law and national collective agreements to not discriminate against applicants for employment on the grounds of the protected characteristics of age, sex, sexual orientation, marriage or civil partnership, pregnancy, gender re-assignment, disability or health, race (which includes colour, nationality and ethnic origin), religion or belief.

We will implement robust recruitment procedures and checks for appointing staff and volunteers to ensure that reasonable steps are taken not to appoint a person who is unsuitable to work with children, or who is disqualified from working with children, or does not have the suitable skills and experience for the role.

We will ensure that the terms of any contract with a contractor or agency requires them to adopt and implement measures described in this procedure. We will monitor the compliance with these measures and require evidence that relevant checks have been undertaken for all workers deployed.

The following pre-employment checks will be required where applicable to the role and setting:

- Receipt of satisfactory references
- Verification of identity
- A satisfactory DBS disclosure if undertaking Regulated Activity
- Verification that you are not barred from working with Children
- Verification that you are not prohibited from teaching
- Verification of medical fitness for the particular role
- Verification of qualifications and of professional status where required e.g. QTS status
- The production of evidence of the right to work in the UK
- Verification of successful completion of/ exemption from statutory induction period
- Verification that you are not subject to a section 128 direction preventing you from holding a management position within a school
- A declaration that you are not disqualified from working with children by virtue of the Childcare (Disqualification) Regulations 2018 or that you have provided a valid disqualification waiver from Ofsted

NB: It is illegal for anyone who is barred from working with children to apply for, or undertake Regulated Activity.

The Chelmsford Learning Partnership (CLP) is a successful and established multi-academy trust based in Springfield, Chelmsford. There are currently 8 schools across Essex in the CLP multi academy trust.

The schools in the CLP are: Barnes Farm Infant School, Barnes Farm Junior School, Lakelands Primary School, Perryfields Infant School, Roding Valley High School, The Beaulieu Park School, The Boswells School and The Tyrrells Primary School.

Our vision for our schools is a simple one. We believe that, as a collective of schools, we are stronger together and that by working together we provide an outstanding education for every child in our family of schools.

We also believe it is important for schools in our trust to keep their individual identity and all our schools operate with their own autonomous Headteachers, Leadership teams, staff and Local Governing Bodies; each with their own ethos that makes every school in our trust unique.

As a trust, we employ 550 staff and there are over 4,500 students in our schools.

We recognise that the greatest factor in securing an outstanding education for all the children in our schools is our staff and we are committed to the continued professional development and well-being of our staff. All staff in our trust:

- Have access to pay and conditions that are, at least, in line with nationally agreed pay and conditions
- Have access to a comprehensive programme of professional development that will not only develop their current role but prepare them for career development should they wish
- Have a commitment from the trust to look after the well-being of every member of staff and have working practices and policies that allow this to happen.
- Have access to an Employee Assistance Programme (EAP) to help support with any personal matters that may impact their work, health and well-being. The partners and dependents of staff are also entitled to access support from this scheme.
- Are fully consulted on all workplace policies that impact on them - we recognise the importance of staff having real representation in the development of our workplace practice and policies

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The Chelmsford Learning Partnership is a charitable company limited by guarantee registered in England and Wales with company number 07907388.
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