



CANON SLADE SCHOOL
Bradshaw Brow
Bolton
BL2 3BP

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Information for Applicants

Deputy Head Teacher

Permanent post
Contract start date: September 2021
Salary: Leadership scale L21 – L25 (£69,031 - £76,141)
Full time

Closing Date for Applications: Friday 29th January 2021 – 9am
Interview Date: 2-day interview process - W/C 8th February 2021

Welcome to The Bishop Fraser Trust from the Chief Executive, Tania Lewyckyj



The Bishop Fraser Trust was a new MAT set up on the 1st December 2017 with St James's CE High School (11-16) and Canon Slade School (11-18). Bolton St Catherine's Academy (an all through school from nursery to Sixth Form) joined the trust on the 1st May 2018.

All our schools are situated in Bolton and all remain part of Bolton's collaborative network where 17 high schools work together through the Bolton Learning Alliance. We are an **outward facing trust** and constantly look to learn and collaborate with others. We are also part of **St James's Teaching School Alliance**, which offers excellent CPD and school to school support. Our links with **Manchester Diocese, GMLP and the Bolton Learning Partnership** continue to be strong.

We became a trust to secure the special nature of our individual schools as we do not think that one size fits all. We also wanted to secure our ethos and distinctiveness, enabling us to work together and to become the trust of choice for local families and staff. Staff are very important to us as we rise or fall by the professionalism and dedication of our staff, and that means **all** staff.

It is an absolute privilege to have the opportunity to make a difference in the lives of our young people. From 3 to 18 years old, we have the potential to enhance life chances in all of our schools and improve our town at the same time. **Our focus is on more than exams;** it is about the development and wellbeing of the whole child, allowing them to effectively thrive in this fast-moving world in which we live. If this is the first time you have heard about us, we hope you are inspired and feel that you could thrive within our positive and aspiring trust.

Tania Lewyckyj

Tania started her career in teaching 35 years ago and has worked in a number of schools across the North of England, as well as a year teaching English in Japan. Tania has been a headteacher for 10 years, is an NLE and set up the St James's Teaching School in 2012, which has gone from strength to strength, offering excellent training and development opportunities from NQT to Headteacher level for the trust and beyond. Tania also leads on the Christian Leadership Programme on behalf of the Manchester Diocese, training future leaders.

Great people.....

We aim to recruit outstanding people who have the right attitude. If you have a love for teaching and are passionate about seeing children succeed, we would love to hear from you! For our part, we will provide excellent development opportunities, leadership training and the time to develop all of this so that you can be the best you can be.

Recruiting the right teachers and staff helps us to achieve the goals we set for our children. We are always keen to hear from educators who are passionate about working for the schools and communities we serve. We would rather make no appointment than appoint someone who does not share the same positive ethos that runs through our Academies. For this reason, we try to articulate clearly our vision, values and expectations when putting together information for applicants.

We aim to recruit staff who:

- are excited by their role and by the prospect of working with young people, even those who are less well motivated;
- love the processes of learning and teaching and are keen to continually develop their own skills;
- recognise that teaching can be a demanding job but react positively to those demands with resilience;
- wish to make a real difference in the lives of others;
- will subscribe to the ethos of the Trust and 'go the extra mile' in terms of time and commitment to get the very best from our young people;
- are quick to praise and slow to criticise; and are not afraid to admit to seeing themselves as potential leaders of the future.

CPD and Training

Continual Professional Development is seen as a priority at all our schools. It is vital that staff have the time to further develop themselves and to stay abreast of changes within education, developing pedagogy and practice through innovative processes which are research based. Opportunities are provided to work with our trust schools and this has allowed us to do cross moderation and joint training. It also allows valuable time for departments, encouraging joint planning and subject development. The Bishop Fraser Trust, via the St James's Teaching School Alliance, offers a clear professional development route, from NQT to headship, allowing staff to take opportunities within leadership at all levels, should they wish to. We are proud of the work carried out by our 35 Subject Leaders in Education (SLEs) and hope to grow more in the future.

Deputy Head Teacher

Permanent post

Contract start date: September 2021

Salary: Leadership scale L21 – L25 (£69,031 - £76,141)

Full time

Canon Slade School is seeking to appoint a Deputy Head Teacher in this very popular and successful Church of England Academy of 1,760 students (335 in the Sixth Form). We welcome applications from highly talented and experienced leaders who want to achieve amazing things with our great students in our oversubscribed 11-18 school. Our students progress onto world-class universities and institutions to further study or gain apprenticeships and employment. Our aim is to fulfil individual potential and prepare pupils for life in a rapidly changing world by providing an excellent education within a Christian environment.

Canon Slade School is a member of the recently formed Bishop Fraser Trust, a C of E multi academy trust established in 2017. This is an exciting time to join us as it provides a great opportunity to work closely with the other two schools in the MAT - St James's C of E High School and Bolton St Catherine's Academy; sharing good practice and building on our ongoing progress.

The schools of The Bishop Fraser Trust aim to offer:

- A high quality, inclusive and distinctive education
- A caring and nurturing environment based on our Christian values, recognising the uniqueness of each child.

The main purpose of this role is:

- to be the strategic lead for all aspects of school curriculum (including management of curriculum resources), timetabling, KS4 & 5 options process, quality assurance and whole school monitoring & evaluation
- to lead the School Improvement Group and lead meetings and briefings with Curriculum Leaders and Heads of Department
- to be the SLT link to the Local Governing Board's Curriculum & Standards committee.

We are seeking an inspirational and established school leader who:

- is ambitious and well qualified
- has a proven track record in leading and innovating change
- particularly has experience in leading aspects in curriculum design and timetabling
- shares and embodies the School's ethos and values
- has a commitment to academic excellence
- is an enthusiastic and innovative team player with strong interpersonal skills and a commitment to achieving high standards
- quickly builds rapport and effective professional relationships with both our young people and colleagues
- has a genuine passion for quality learning, pastoral care and excellence and ensures that students are at the centre of every decision
- demonstrates personal resilience and role models those personal qualities we wish to instil in our young people
- is prepared to share good practice and actively seek to continue to explore ways to improve their own and others' teaching and pastoral care.

In return we can offer:

- fantastic facilities
- a supportive and encouraging staff team
- 24/7 access to an Employee Assistance Programme
- access to a Cycle to Work Scheme
- a rigorous and motivational weekly programme of continuous professional development and access to opportunities through the Trust's Teaching School
- a long weekend at the end of November.

An Applicant Information Pack, Job Description and Person Specification for this post are attached.

For more information, please contact our HR team on recruitment@thebishopfrasertrust.co.uk

Telephone conversations about the post with Karen Sudworth prior to application are warmly welcomed. Please email Natalie Lenehan (Headteacher's PA) on nlenehan@canon-slade.bolton.sch.uk to arrange.

Application Information

To apply, please complete the **TES online application form** – do not send CVs or open references as part of your application, as these will not be considered.

Please also include an **accompanying letter**, no more than 2 pages of A4, demonstrating what you would contribute to the school and why you would be the best candidate for this role.

We welcome applications from strong, experienced senior leaders; either individuals who are ready to progress to the next stage of their career or experienced deputy headteachers seeking to share their expertise and gain experience in a different establishment.

It is important that you provide a complete employment history from when you left full time education. If the application form is not fully completed or has unexplained gaps in your employment history, your application will not be considered. Copies of your qualifications will be required at the interview stage; please do not send these with your application.

Selected candidates will be emailed (usually within 48 hours of the closing date) to invite them to interview. Please note that referees will be contacted at this stage of the process.

If you do not hear from the school within two weeks of the closing date, then please assume that your application has been unsuccessful on this occasion.

The school has an Equal Opportunities policy. If you consider yourself to be disabled, please state the nature of the disability, giving details of how we can accommodate these needs should you be selected for interview and subsequently appointed.

In accordance with the Data Protection Act, the details provided in the application form will be used for selection and interview procedures, and for employment records if your application is successful. A copy of our Recruitment Privacy Notice can be found on the Bishop Fraser Trust website. Safer Recruitment practice will be followed at all times.

Prior to taking up the appointment, the successful candidates will be asked to provide documentary evidence (including National Insurance number) showing their entitlement to work in the UK. We will also carry out an enhanced DBS and declaration of health check.

Closing date: Friday 29th January 2021 at 9am

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Canon Slade School Bolton



Thank you for your interest in a job at Canon Slade School.

Below are some details about the Bolton area and Canon Slade School itself which I hope will give you all the information you need before applying for the post at our school. If you need any further details, please get in touch.

The Area

Bolton is a friendly and vibrant town in the North West fringes of Manchester, surrounded by the beautiful countryside of the West Pennine Moors. We have our own theatre (The Octagon), museum and library as well as great sports and leisure facilities. We have excellent transport links to the surrounding towns and cities. The price of housing and the cost of living in this area are reasonable and affordable. We have 250 staff working at the school, with a mixture of those who live locally and others who travel to work from further afield.

The School

Canon Slade is a friendly, vibrant and exciting place in which every member of our school is recognised and valued for the individual they are, made in the image of God, and where each is given every opportunity to fulfil their potential. Set on a beautiful 57-acre site, the school enjoys splendid views and has hundreds of mature trees, a river bank, and two wildlife ponds! Our facilities and the breadth of opportunities offered to young people are outstanding. The quality of teaching and learning, academic results, pastoral care, extra-curricular opportunities and Christian nurture at Canon Slade School stand amongst the best of the nation's state schools.

The school currently has around 1700 students with just over 300 in the Sixth form. Each year for the next four years, 30 additional students will be enrolled in Year 7 and sixth form numbers are expected to rise to around 360, giving us a total of 1860 students on roll by 2022/23. As a result of this, a £2.2 million expansion programme began in January 2019 to provide 11 new classrooms, dining room expansion and some improvements to the sports facilities. We have a well-deserved reputation for outstanding academic work, Drama, Music, Sport and many other activities. We have achieved the Sportsmark Award and have had regular success in national competitions. We are one of only three schools nationally to hold the distinguished Diamond Award for Cultural Diversity.

We are a *Cross of Nails Centre for Reconciliation* in association with Coventry Cathedral.

We have been graded outstanding by Ofsted since 2012 and the following comments, taken from the report, give a sense of what our school has to offer:

“The school’s firmly held values and caring ethos underpin all aspects of its work and are proudly endorsed by the students, staff, leaders and governors who make up the Canon Slade School family”;

“All students make outstanding progress as a result of excellent teaching that challenges their thinking and engages their independent learning”;

- *“The Sixth Form is outstanding. Students make excellent progress academically and their personal development is exceptional. The vast majority of students secure places at the universities of their choice”;*
- “Staff know all the students extremely well”;
- “Students relish the many opportunities the school provides for them”;
- “Students’ behaviour is excellent and contributes to their exceptional learning”;
- *“Links with parents are strong”.*

Similarly, in November 2017, we were graded as outstanding in all areas in the SIAMS (Statutory Inspection of Anglican and Methodist Schools) inspection. The full report can be found on our website.

We are part of The Bishop Fraser Trust which is a new MAT set up on the 1 December 2017 with St James’s CE High School (11-16). Bolton St Catherine’s Academy (an all through school from nursery to Sixth Form) joined the trust on the 1 May 2018.

All our schools are situated in Bolton and all remain part of Bolton’s collaborative network where 17 high schools work together through the Bolton Learning Alliance. We are an outward facing trust and constantly look to learn and collaborate with others. Our links with Manchester Diocese continue to be strong.

We also have links with St James’ Teaching School and several universities, particularly Manchester University and MMU. Through them, we offer a range of placements for trainees in all subject areas and staff are encouraged to be involved in their training by acting as subject mentors, offering training sessions, etc.

The development of our staff at Canon Slade School is very important to us and opportunities for CPD are available for all staff at all levels – from newly trained to leadership. CPD and appraisal are linked and line managers take a real interest in encouraging staff to be the best that they can be.

We have a strong team of support staff who make a valuable contribution to the life of the school. All our support services are provided in house by our own specialist staff, whether that is administration, pastoral support, learning assistants, finance, site staff or others.

We feel that Canon Slade is a place where you can begin your career, enhance your expertise and develop your leadership capabilities so that everyone can realise their potential. We look forward to meeting you,

Mrs Karen Sudworth
Headteacher

About the schools in the Bishop Fraser Trust

St James's Church of England High School **Headteacher: Catherine Anderson**

St James's is judged 'Outstanding' by Ofsted and is currently judged to be in the top 3% of schools nationally for teaching and learning.

The school motto of 'Caring for Others † Achieving Excellence' is central to everything we do. When young people join the school, they become part of the school family and through this develop their potential through academic success, personal and social development and self-discipline, based on the beliefs and values of Christian faith.

Academic standards are very high and well above the national average. The school curriculum offers a personalised approach, meeting the needs and abilities of each young person, whether they are gifted and talented or have special educational needs.

It is very important that students feel confident and secure at school and display the Christian values of respect for self and others. The whole school, including its Pastoral Care provision, was rated 'Outstanding' by Ofsted and the school takes pride in the close links it has with parents and carers. Work within the community, locally and internationally, allows students to see how they can take an active role in society and make a difference in the world.

Pupils and parents are expected to be fully supportive of the Christian principles which form the foundation of the education and care provided. The school intake reflects the commitment of parents to our Christian foundation and also recognises other faiths and service to others

Bolton St Catherine's Academy **Headteacher: Rachael Lucas**

Bolton St Catherine's Academy educates children and young people from 3 to 19 years of age. The values of Bolton St Catherine's Academy are underpinned by a growing Christian ethos. They are an inclusive Academy for those of Christian faith, for those of other faiths, and those of no faith. St Catherine is the patron saint of students and scholars and at Bolton St Catherine's Academy, learning is at the heart of everything.

Students will leave the Academy with:

- **Good academic outcomes**
- **The Christian values of respect, tolerance and service**
- **A positive and enduring outlook**

so that they live happy, healthy and purposeful lives – irrespective of their background or circumstances.

The entire Academy is geared to support every single child as they develop and progress, guaranteeing success for each individual. Bolton St Catherine's Academy is located in a £36million building with innovative spaces and state of the art facilities to support children's learning. These facilities are amongst the very best in the country and support in delivering a rich, varied and relevant curriculum.

Challenging targets and goals are set for every single student and staff work tirelessly to ensure these are achieved. Children learn and develop most effectively when they are happy

and secure. At Bolton St Catherine's Academy staff strive to develop an environment in which learners thrive, working to develop trust and mutual respect between everybody within the Academy and beyond.

It is through the school's new values of Believe, Strive, Care and Achieve, that the Academy will continue to build on the progress it has made. In 2016 Ofsted judged the Primary School and Sixth Form as "Good". In 2018, the Primary school gained the best KS2 results of any school in the BL2 postcode area and was in the top 3 % nationally for Maths and the top 10% nationally for Writing.