THE BISHOP FRASER TRUST
A CHURCH OF ENGLAND MULTI ACADEMY TRUST

Bolton St Catherine's Academy

# Information for Applicants

# Year Leader (Year 9)

***Closing date: 9.00am Tuesday 28th January 2020***

# 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. On a Wednesday afternoon, the pupils leave school slightly earlier and staff have two hours of training and development. This provides an opportunity to work with our trust schools and 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.

# Welcome to Bolton St Catherine's Academy from the Headteacher, Rachael Lucas

Dear applicant,



This is an exciting time to consider joining the highly professional team at Bolton St Catherine's Academy, a centre of learning where achievement, expectation and enjoyment combine.

It is our mission to create an environment where every child and young person is important and where they are guaranteed success.

We are a fully inclusive, purposeful all age Academy that sets high expectations of both our students and our staff. We understand that success stems from positive relationships and people will learn and work far more effectively in an environment where they are happy, feel secure and where they feel they can make a positive contribution.

We have an exciting, engaging and relevant curriculum that responds to the needs of our young people. Our curriculum enables staff to encourage and develop students' learning through stimulating and modern teaching. We are supported in delivering the curriculum by our fabulous new building with state of the art technology and innovative learning spaces.

Our staff firmly believe that they can make a difference by putting our students at the heart of the educational experience. As well as focusing on their students' progress, achievement and enjoyment, staff have the flexibility to develop effective and innovative approaches to learning whilst maintaining a relentless focus upon raising standards and attainment.

Our team needs to have determination, view challenges as opportunities and have well-honed interpersonal skills. We must be at the top of our game and understand that our students' achievements are ours and that they are at the centre of everything that we do.

Being a Year Leader is a key role for the Academy and our young people. You will need to demonstrate the required skills, personal attributes and resilience to lead the pastoral work of a year group, having their spiritual and emotional needs and wellbeing at the heart of your work, whilst at the same time utilising those strategies which best motivate them to engage in their learning to ensure they achieve their potential.

Joining the then recently formed Bishop Fraser Trust in 2018 alongside the Ofsted "outstanding" Canon Slade School and St James's C of E High School and with St James's Teaching School designation, provides opportunities to work collaboratively within the wider MAT community, sharing good practice and building on the much needed improvement work and progress that has been taking place over the past two years.

With our own Ofsted "good" primary and sixth form provision and the great work we are undertaking in the secondary phase of the Academy, we are confident that

Bolton St Catherine's Academy will continue to progress on its mission to provide a high quality education for young people in north Bolton.

We are seeing rapid yet well considered changes in the way we help our learners to better understand concepts such as "behaviour for learning" as well as the consequences that come with both good and challenging behaviour. We are determined to develop the mind set and culture within the Academy so that every member of our community, student and staff, wishes to and strives hard to make progress, taking immense pride in their effort and work.

With the fantastic facilities we have in our £36m new build, a progressive attitude to CPD and advancement through the MAT's own teaching school and a strong and supportive senior leadership team, the new Bolton St Catherine's Academy is a great place for you to make a real difference in the lives of the young people of Bolton. We look forward to receiving your application.

# Year Leader (Initially Year 9) – Secondary phase

The success of our pastoral team revolves around the positive nature of the professional relationships built with students, which is crucial in the community we serve. Students need to know staff care about them. We serve an area of high deprivation with all the social challenges this brings and we have a high level of safeguarding issues to manage. To this end our current secondary pastoral team consists of:

- Deputy Headteacher
- KS3 & KS4 Pastoral Leaders
- Designated Safeguarding Lead
- Deputy Safeguarding Lead
- Non-teaching Year Leaders (one per year group)
- Form tutors

At Bolton St Catherine's Academy it is really important that we recruit the best practitioners or those with clear potential to become outstanding practitioners. Our students need and deserve this. Our Year leaders remain with their Year group from Year 8 through to Year 11 and then start again with a new Year 8 cohort. Our Year 7 Year leader is static with additional responsibility for primary transition.

Students leave early on Wednesdays, facilitating a 2 hour weekly slot for either dedicated administration time, CPD, team meetings etc.

Jason Whittaker, our pastoral Deputy Headteacher joined us in September 2018. Since his arrival, a new behaviour strategy 'Steps to Success' has been introduced and continues to be embedded in school routines. Consistency of application of this policy, use of correct language for learning and appropriate behaviour judgements and subsequent actions by all staff across the whole school is crucial to changing culture and moving the school forward. Students start each lesson with an attitude to learning score of '2' – 'Accepting the challenge'. Dependent on their decisions and actions during the lesson, students can be moved according to the following scale:

1 – Determined to succeed
2 - Accepting the challenge
3 – Lost learning
4 – Selfish behaviour
5 – Disrespectful behaviour

Rewards, sanctions and required teacher actions arise as a result of the categories a student is allocated in each lesson.

In September 2019, RISE time was introduced (Recognise, Inspire, Support and Engage), where students start school 15 minutes earlier at 8.30am and attend a whole year group RISE time session conducted by a member of SLT and supported by the relevant year leader. Class teachers collect their students from RISE time to take to lesson 1 at 8.45am. Form time, assemblies and a weekly PSHE lesson take place immediately after lunch.

***"It's culture that eats strategy for breakfast every time."***

# THE TRUST & VISION

We are a new Multi Academy trust which currently runs with a family of three schools, potential four with the application for a free school.

- St James's CE High School (11-16 ) Judged outstanding by Ofsted
- Canon Slade School ( 11-18) Judged outstanding by Ofsted
- Bolton St Catherine's Academy (3-19) judged RI by Ofsted but primary and sixth form are seen as good.

Our schools are supported by St James's Teaching School Alliance and the Bolton Learning Alliance.

Bolton St Catherine's Academy is based in a new state of the art building, whilst St James's and Canon Slade's buildings are more traditional in appearance but in good condition. However, it is what we do in the building that matters!

Our vision is based on our strongly held Christian values;

***To allow all children to experience 'life in all its fullness', no matter what their starting point.***

*John 10:10*

**We 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**

# ABOUT OUR SCHOOL

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.

# How to apply

We hope that you have enjoyed reading about The Bishop Fraser Trust and our school and that you will feel able to apply for this post.

Please complete the **TES online application form.** Please do not send CVs or open references as part of your application as these will not be considered.

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.

**APPLICATIONS:**
Please also include within the body of your application form **a statement of no more than two sides of A4** to explain why you want to work at our school, why you are the best candidate for this post and what you would contribute to our Trust and school, with examples from your recent work if possible.

Please let us have both the supporting letter and the application form by the closing date on the front of this pack as we will not be able to consider late applications.

In accordance with the General Data Protection Regulations, the details provided in the application form will be used for selection and interview procedures, and for employment records if your application is successful. Our recruitment privacy notice with further details is available both on our TES and school website.

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 are disabled, please give details of how we can ensure that you are offered a fair selection and interview process or if you would prefer, please contact the HR Manager at the school to discuss any requirements.

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

***Mrs R Lucas (Headteacher)***

# ABOUT OTHER SCHOOLS IN THE BISHOP FRASER TRUST

**Canon Slade School**

**Headteacher: Karen Sudworth**

Canon Slade School has a long and distinguished history, originally founded in 1855 by the then Vicar of Bolton, Canon James Slade. Over those one and a half centuries, the school has served families throughout Bolton and much farther afield in providing an outstanding education set firmly within a strong Christian ethos.

Though the school has changed much since its inception, our motto ***"Ora et labora"*** (Pray and Work) is still the guiding principle. It is this commitment to work and the Christian life that ensures the success of the school and its ability to flourish in a constantly changing and challenging world.

A visit to the magnificent school chapel bears witness to the centrality of Christian faith. Every member of the school community is involved in an act of Christian worship each day and everyone is expected to do their best in every aspect of their work. High standards of behaviour are demanded and mutual respect is part of the embedded culture.

Christian values of compassion and love for one another allow each individual to grow in a safe, caring community which has high expectations for all.

The Ofsted inspection of December 2012 rated the school to be outstanding in each of the four categories judged under the Inspection Framework. The National Society Statutory Inspection of Anglican School Report was also judged to be outstanding.

Canon Slade School is a friendly, vibrant and exciting place in which every member of the school community 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

**St James's C of E Church of England High School**

**Headteacher: Catherine Anderson**

St James's is judged 'Outstanding' by Ofsted and is currently 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.