

Dear Prospective Applicant

Thank you for expressing interest in joining our team at Baysgarth. We are a small (but growing rapidly) close-knit school with a strong heart – proud of our community and passionate about being the best school we can be.

Over the last five and a half years Baysgarth School has gone from strength to strength, transforming from one of the poorest performing schools in the Local Authority, to being named the most improved school in North Lincolnshire and one of the top five schools in the Humber region. For five consecutive years our results have been outstanding and have continued to improve, with a sustained positive Progress 8 score that is in the top two schools in the Local Authority, solidifying our position within the top 5% of schools nationally for progress.

This transformation has come about for a number of reasons. Firstly, we raised our expectations of what our students can achieve and insisted on high standards of behaviour and appearance. Secondly, we focused our staff on the quality of learning taking place in the classroom. We have our own Baysgarth Learning Model that underpins our lessons and focused on promoting collaborative learning and Kagan techniques in the classroom. Thirdly, we focused on changing the culture of the school to ensure that we promoted strong teams, encouraged creativity and risk-taking, and praised success.

As a result, our classrooms have become vibrant and creative places that are enjoyable for staff and students. We have a very strong teaching staff in all departments which means that any new colleague will be well supported and have the opportunity to continue to grow and develop professionally. As a result of our strong teams and commitment to professional development, we have been fortunate enough to recruit Hull University's PGCE student of the year twice in the last few years and we think this is because staff new to the profession appreciate our commitment to learning and professional development and see Baysgarth as a great place to start their career.

In October 2016 we moved into a brand-new school and every teacher has their own classroom with state-of-the-art facilities that enhance their ability to deliver consistently good and outstanding learning. The site also includes the Baysgarth Sports Village, which incorporates a wide range of sporting facilities. These were further enhanced during the autumn term of 2017, with the addition of the latest specification full-size, floodlit 3G pitch for use by the school and the community. No local school can match the facilities that Baysgarth has and we are very proud of our facilities and provision.

We continue to be ambitious for the future of the school and community and have come up with our own definition of what it means to be a truly great school. We want to be recognised by Ofsted as Outstanding but see this as just a step on the journey to creating the school that every member of the community can be proud of and one where every member of staff would be proud to send their own children. Our Ofsted report of October 2017 confirmed that we are one of the top 10% schools in the country and commented that we were well on our way to becoming Outstanding.

This only happens because we believe in working collaboratively as strong teams. Our style is to empower teachers and leaders, firmly believing that the best solutions to problems in schools come from the bottom up rather than the top down. We have a strong commitment to staff wellbeing, mental health and work-life balance. Our School Improvement Plan commits every department and member of staff to look for solutions that will decrease the marking workload for staff whilst at the same time improving the speed and effectiveness of feedback

to students and our staff are currently engaged in creative ways to reach this goal, thus embodying our principles of students first, empowering staff and commitment to a healthy work-life balance.

Baysgarth is ideally placed at the meeting point of four authorities – North Lincolnshire, North East Lincolnshire, Hull and East Riding. Half of our teaching staff live on the North Bank and travel across the Humber Bridge every day, all of them commenting on the speed and ease of travel with Baysgarth being within 15 minutes of all the West Hull villages and only 20 minutes from Hull city centre. With the area having lower property prices and higher average wages than surrounding areas we are an ideal spot to live and work.

At Baysgarth we all feel proud and privileged to work in a profession and community that is vibrant and making a difference to young people's lives. I hope you will feel the same way and want to join us as we work towards being the Outstanding provider that this community and these students deserve. Feel free to contact us if you want more information or to arrange for a visit. We look forward to meeting you!

Yours faithfully



Richard Briggs
Head Teacher

