



## WHY BLATCHINGTON MILL SCHOOL?

### ACHIEVEMENT / CARE / INVOLVEMENT / INSPIRATION

Blatchington Mill School is an exciting and dynamic place to learn and work. Staff are incredibly supportive and all work hard to encourage students to achieve the best results they possibly can.

Blatchington Mill School has a wide range of exceptional resources which both students and staff can utilise, for example all weather pitches (staff football teams meet weekly and frequently take on the 6<sup>th</sup> form in a friendly match), a fantastic theatre which hosts many performances including both lower and upper school musicals, fashion shows and many other concerts. Staff are invited to be part of the school performances both within staff bands / choirs and also to support the students.

CPD is incredibly important to our Senior Leadership Team (SLT) who ensure that there are a range of staff development opportunities, including:

- Weekly 15 minute forums – these are open sessions which staff can attend, focusing on specific areas of teaching and learning. They are led by both staff and SLT members and are a brilliant way of encouraging best practice.
- TLC groups – these are staff learning communities which enable staff to focus on specific areas of teaching and create projects to research, plan and deliver within the classroom.
- Staff have weekly meetings which are either department/ faculty based or whole school. These are planned to discuss department / faculty specific issues and or school wide policies and facilitate joint planning and sharing of resources.
- Staff are encouraged to take advantage of CPD outside of school and in Brighton and Hove we take part in a yearly “Joint Practice Development Day” linking staff in specific subject areas to colleagues within other schools.

Staff welfare is very important to our school and all unions are well represented. Here are a few examples of what our staff like about working at Blatchington Mill:



*Why I have stayed at Blatchington Mill School for 15 years:*

*Supportive staff and a strong SLT  
Good behaviour from students  
Good facilities for students*



*Staff welfare – unlimited complimentary hot drinks!  
Trust in staff – emphasis on self-reflection and  
improvement of teaching  
Lots of opportunities for quality CPD*

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*English Department*

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*Working at Blatch over the last year has been a wonderful experience. There is a great sense of professional pride at Blatch, with all the staff keen to do the best they can in order to enhance the students' experience and aid the teaching and learning in class.*

*When I joined the school I was impressed by the fact that such a large institution had a real sense of community. I was made to feel very welcome – with people going out of their way to be helpful - and the relevant CPD needed for my role identified and arranged quickly.*

*Although people take their work seriously here, they don't seem to take themselves too seriously. I'm particularly impressed by the SLT's understanding that this needs to be an enjoyable place to work, where people have to have a good work-life balance if they are going to be able to perform at their very best in a sustainable way.*

*Despite the fact we are expecting OFSTED any day, everyone has been told to carry on as normal – something which shows that the management know we are doing a good job and that we don't need to 'put on a show' just to satisfy the latest whims of government. With this in mind, much of my work has been about trying to make teachers' lives easier by automating manual processes, or using data to help identify where interventions can best be made. My ideas are listened to and I feel that the contribution I make is valued by teachers and management alike. I'd recommend Blatch to anyone who wishes to start working or continue their career in the education sector.*

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*Data Department*



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Having worked here for 10 years I can honestly say it is a great school. There is a really happy and positive environment around the place and I genuinely enjoy working here.

Students are well behaved and there is a good system in place to get support if you need it.

I get on well with both staff and students and feel very well supported. If you are interested in a position at the school I would highly recommend applying! Good luck.

*ICT Department*

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I've been a teacher for roughly a decade and in that time I've worked in four schools. At Blatchington Mill, I've found a real sense of community unlike the other schools I've worked in; people genuinely care about each other – staff and students alike. I've also found the provision to progress in my career at 'Blatch' and feel supported in my work and trusted to do a good job. I find Ashley, the Head Teacher, to be incredibly supportive, approachable and innovative and I am so proud to work in a school led by him.

Additionally, as an openly gay member of staff, I've finally found a school in which I feel safe and comfortable in my sexuality in a professional capacity. The LGBT community here is strong and it warms my heart to see our students feeling safe and encouraged to talk about their sexuality. My hard work is rewarded by both the school and the students and I thoroughly love the fact that we're more than an exam factory here. Students' academic ability is, of course, important, however, we care more about helping our students become caring, understanding and resilient people and again, this fits with my ethos. Work at Blatch – you won't regret it.

*English Department*

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