



The Bishops' Blue Coat
Church of England High School

The Bishops' Blue Coat Church of England High School

Recruitment Information Pack

Position:
**Assistant Headteacher – Development and
Aspiration**

Start: January 2023
L12 – L16

Applications by: Monday 26th September, 12noon

Interview: Friday 14th October



Our Vision and Values

The Bishops' Blue Coat Church of England High School is an exciting place to be. We know, nurture and inspire our community to be the best versions of themselves through a better understanding of the Christian faith and a rich set of opportunities that support and challenge our learners so they are equipped to succeed.

Through their engagement in society at Bishops' and beyond, students make a positive difference through their wise action and a sense of responsibility.

Our students' initiative, drive and resilience will enable them to flourish and live **'life in all its fullness'**. (John 10:10)

Dear Candidate,

Thank you for your interest in this position. I hope that the enclosed details inspire you to decide that this role is one where you can build upon our ethos and vision to make a difference to the quality of education here at Bishops'.

We are seeking to appoint an enthusiastic, suitably qualified Assistant Headteacher. Bishops' is an exciting school and the successful applicant will be supported by an able team as we return to the many strengths outlined in our November 2019 [Ofsted Inspection](#) and shared on our website.

You would be working as part of an experienced senior team of seven, including the Headteacher, two Deputy Headteachers, Business Manager and three Assistant Headteachers. Dedicated to enhance the development and education of our students, this role will have strategic oversight for the personal development of our students, raising self-esteem and confidence of all, by providing holistic opportunities and celebrating achievements. Key individual responsibilities and key tasks will depend upon the strengths of the successful candidate and the specific priorities identified each year by the Headteacher, in line with the school's strategic priorities.

We aim to be a school where students are known, nurtured and inspired. We believe that we have a responsibility to ensure that our students gain examination results in line with their potential, and experience relevant and effective curriculum courses. In light of being a Church school, we are particularly interested in the development of the whole person. We would hope that when students leave us, they are equipped with the skills and attributes of well-rounded individuals, who have the ability and desire to make a positive contribution to the society in which they live.

If you share the School's vision based on the belief that children learn through all aspects of their daily lives and that their values and knowledge, experiences and habits are underpinned by a high-quality curriculum experience, we would be delighted to hear from you. To apply please complete our teacher job application form and submit a letter of support which addresses how you meet the Person Specification. In so doing, please explain two whole school improvement initiatives driven by you which led to a positive impact on disadvantaged student outcomes (maximum 2 sides A4). Applications should be submitted through the careers and vacancies page on our school website by 12noon on Monday 26th September 2022.

Yours sincerely,



Ian Wilson
Headteacher

About Our School



The Bishops' Blue Coat
Church of England High School

The Bishops' Blue Coat Church of England High School is an excellent oversubscribed, high performing secondary school. Our aim is to know, nurture and inspire not only our students but our staff through a strong CPD, collaborative working and support to build on and continue to grow outstanding teachers and leaders.

Our values are rooted in those of the Church of England but interpreted for our own unique setting and students. We apply these through an ethos of high expectations with a supportive and cooperative approach. We have a set of curriculum principles to underpin our approach:

- **Wisdom, Knowledge and Skills**
- **Dignity and Respect**
- **Hope and Aspiration**

The school enjoys a fantastic campus close to the historic Chester city centre. The school benefits from modern facilities including a large sports hall, newly converted activity studio, lecture theatre, prayer space, assembly hall, newly upgraded ICT suites and Food and Nutrition classrooms, dedicated Sixth Form building and recently completed extension to our English and Maths building which has created an additional 9 classrooms. We invest significantly in technology, with full migration to Microsoft Office 365, knowing that this is a key element in delivering a high-quality learning experience. The environment and resources support great learning and allow students to make the most of what we have on offer. We have high expectations of our students at all times, and work alongside families to help our students meet these expectations. Our seven-year journey culminates with an excellent Sixth Form experience with students leaving Bishops' to their chosen destinations.



Our Strategic Priorities



The Bishops' Blue Coat
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We have five strategic priorities:

1. Celebrating the best of Bishops' community

To ensure that we celebrate successes and are proud of our achievements as a school community. We will utilise national benchmarks such as STEM, Arts Mark and REQM and use these to create and increase opportunities for staff and students. We embrace building positive relationships that will enhance students' engagement in society at Bishops' and beyond. Students will make a positive difference through their wise action and a sense of responsibility.

2. Fostering a culture of personal development and continual improvement to strive for excellence

To develop a culture of personal development in both staff and students. We will focus on achieving excellence for all. We will provide a continual professional development (CPD) programme that offers everyone opportunities to understand what excellence looks like in their field of work and share this practice in Bishops' and beyond. We will nurture academic and social excellence in our students through a rich set of opportunities that support and challenge them so they are equipped to succeed.

3. Laying the foundations of an outstanding education through appropriate curriculum design

To realise the potential in everyone our curriculum will be broad and balanced at all key stages to ensure that there is progression and pathways for all to succeed.

4. Develop an understanding of and application of Christian Values

To develop a shared understanding of our vision and what makes Bishops' distinctively Christian. All staff members and governors will have opportunities to develop their understanding of a Church school education. Our commitment for students to flourish and 'life in all its fullness.' (John 10:10) will be seen through all aspects of school life. The school community will be able to explain how biblical teaching roots the school's vision giving it coherence, relevance and sustainability.

5. Sustainability in all its senses without losing momentum

We will maintain outstanding governance, business and financial performance which underpins educational standards. In times of economic challenge, we will offer value for money whilst maintaining an appropriate curriculum.

Job Description: Assistant Headteacher

The information contained below is to help staff understand and appreciate the work content of their post and the role they are to play. It should be noted that the outline duties and responsibilities may change over time. Specific areas of responsibility allocated to the Headteacher will be rotated from time to time to provide ongoing professional development and considering the changing needs of the school. Any major change in the manner and scope of responsibilities mentioned below will be agreed through discussion between the holder and the Headteacher. The successful candidate must comply with all School Policies, Child Protection and Health and Safety regulations.

Core Purpose

To work with the Senior Leadership team, in the overall management, guidance and supervision of the school to provide a high-quality education for all students.

The functions and specific responsibilities below are to be undertaken in conjunction with the duties of an Assistant Headteacher as defined in the Teachers' Pay and Conditions Document.

Key Responsibilities

The key individual responsibilities and key tasks will depend upon the strengths of the successful candidate and the specific priorities identified each year by the Headteacher, in line with the school's strategic priorities. The role will have strategic oversight for Development and Aspiration of each individual. The role involves raising the self-esteem and confidence of all students and securing the personal development section of the Ofsted criteria.

Strategic lead for the development of each individual

- Personal Development Ofsted Criteria
- Raising self-esteem & confidence of all students.
- Celebrating and rewarding lesson outcomes
- RHSCE
- Cultural Capital, British Values, SMSC
- Stakeholder engagement incl. student voice
- Extra-curricular, including an operational Evolve role
- Developing and enhancing the school's personal development strategy
- Line managing colleagues supporting them with their own professional development
- Interventions of disadvantaged first
- Pupil premium reporting
- Careers (IAG, work experience and career events for years 7 – 11)
- Promoting and celebrating the holistic achievements of students – Aspiration at Bishops' curriculum principle and part of broader SIAMs work (Strand 3: Character Development, hope, aspiration, courageous advocacy).

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1. Achievement and Standards

- Demonstrate high expectations and set challenging objectives for students' performance
- Ensure a consistent and continuous focus on student personal development, using data when possible, to track and monitor the progress of every student's learning
- Challenge underperformance and support middle leaders in raising achievement
- Use national, local and school data effectively to analyse and evaluate student progress
- Plan and implement effective work with Governors
- Continuously monitor and evaluate the effectiveness of provision across the school
- Make explicit and constantly reinforce to students, parents, teachers and wider community the school's high expectations that all students can succeed

2. Quality of Teaching

- Ensure all teaching in the school is highly effective and that students are engaged in outstanding learning experiences every day
- Secure and sustain effective teaching through structured monitoring, evaluation and review, including the analysis of performance data, observation of teaching, learning walks, work scrutiny and student interviews
- Demonstrate the knowledge and understanding of pedagogical practices that best inspire all learners to achieve well
- Contribute to the development of teaching and learning by leading and supporting professional learning programmes, coaching and mentoring of teachers
- Contribute to the development of the curriculum to best reflect the needs of all students
- Seek opportunities to collaborate with other schools and other relevant networks to share and develop excellent pedagogical practice
- Take a strategic role in the development of new and emergent technologies to enhance and extend the learning experience of students
- Implement strategies that ensure high standards of behaviour
- Promote extra-curricular activities and out of hours learning which enhance learning opportunities
- Teach high quality lessons, with a timetable in line with that which the Headteacher determines to be a suitable timetable for an Assistant Headteacher

3. Leadership and Management

- Lead by example, consistently and confidently articulate, live out and promote a vision rooted in distinctively Christian values
- Effectively manage an agenda of continual improvement to raise standards in all areas of school life
- Take the strategic lead for specified areas of improvement and development and make a significant contribution to the strategic development of all areas of the school, whether or not holding a direct responsibility for the strategic feature
- Contribute to the development and review of the School Improvement Plan, Self-Evaluation Form and related documentation
- Line manage designated members of staff to ensure they work effectively to raise student achievement and attainment across the school and provide effective support, guidance, challenge and information for all staff within designated areas of responsibility
- Maintain clear expectations, high standards of professionalism and collaboration to meet the school's improvement and development priorities
- Assist in the appointment of staff and their deployment to make most effective use of their skills, expertise and experience in order to raise standards of achievement across the school
- Ensure that all staff members have a clear understanding of their roles and responsibilities
- Use appropriate resources, in consultation with the Headteacher, for effective, efficient and safe teaching and learning across the school – including, for example; accommodation, agreed budgets, staff, time, courses, development opportunities and ICT resources
- Liaise effectively with all stakeholders, including parents, students, feeder schools, partner secondary schools, business and community partners and the wider community, as appropriate to designated strategic responsibilities
- Network with other institutions in order to learn more about the ways that they are effecting change and transformation
- Ensure the school is compliant with national and local legal and policy requirements

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4. Wellbeing

- Treat all members of the school community fairly, showing an understanding of and respect for diverse communities
- Create and maintain the ethos of the school, our Christian Values and a commitment to Religious Education
- Recognise and reward students who are making good progress and identify underachievement, putting in place appropriate support to help them overcome their barriers to learning
- Ensure that the whole curriculum is informed by a distinctive Christian vision that contributes well to student behaviour and attitudes as well as their spiritual, moral, social and cultural development
- Support the school's learners by 'diminishing differences' and celebrating student groups
- Ensure the safeguarding of all students through the implementation of effective policies and procedures
- Ensure a safe working and learning environment through application of appropriate risk assessment and adherence to current Health & Safety regulations

5. Professional Development

- Keep up-to-date with current research and practice in terms of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising students' achievement
- Lead professional development activities, as appropriate, to develop the skills of colleagues and implement appraisal processes
- Provide regular coaching and mentoring for less experienced colleagues
- Participate in Community activities and remain informed of local perceptions of our school

Person Specification: Assistant Headteacher

Qualification and Skills

	Requirements	Essential or Desirable		Requirements	Essential or Desirable
	A good degree and strong academic background	E		Successful leadership of a good-sized department or faculty	E
	Qualified Teacher Status	E		Evidence of direct, personal impact in delivering excellent academic outcomes as a senior leader	D
	Significant further education and/or professional development relevant to senior leadership	E		Demonstrable personal impact in improving the quality of teaching and learning of individuals and teams	E
	Demonstrable track record of delivering excellent academic outcomes (well beyond your own classroom)	E		Experience of successful leadership in at least two schools	D
	Experience of working in more than one school	D		Experience of stakeholder engagement leading to school improvement	D
	Successful experience of contributing to the leadership of pastoral welfare and development	D		Excellent written and oral communication and good ICT skills	E
	Excellent understanding of how to use systems (including data systems) and structures to monitor students' progress and raise standards across year groups and a key stage	D		Ability to sensitively and positively manage difficult situations including conflict with staff, parents and students	E
	Ability to think and operate strategically, at a whole-school level	E		Experience of working in a faith school and knowledge of the SIAMS (Statutory Inspection for Anglican and Methodist schools) framework	D

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Professional Knowledge and Understanding

	Requirements	Essential or Desirable		Requirements	Essential or Desirable
	Excellent understanding of the most effective pedagogical strategies for maximising pupil progress, including an awareness and understanding of some of the latest research in this area	E		Detailed understanding of best practice in preparation for Ofsted's current schedule e.g. Personal Development	E
	Excellent knowledge and understanding of the latest policy developments in education and the likely implications of these (e.g. student groups – catch up/ closing gaps)	E		Knowledge of how to value the uniqueness of each child and how school is a place where you can encounter God, thus enabling students to feel valued, safe and able to flourish, not only in terms of academic achievement but holistically	D
	Sound understanding of child protection procedures and safeguarding	E			

Personal Qualities

	Requirements	Essential or Desirable		Requirements	Essential or Desirable
	A genuine respect for, and motivation for working with, young people, a commitment to inclusive education and a willingness to respond to the needs of all	E		The ability to lead, motivate and inspire and to build warm and effective professional relationships with staff, students and parents	E
	A total commitment to continually improving the quality of education for all students and the drive, determination, resilience and capacity for sustained hard work necessary to make this happen	E		Support, facilitate and enhance our Christian ethos as we also aim to create unique experiences where staff and students can know God, have faith nurtured and be inspired to serve God and others	D

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Other Requirements

	Necessary Requirements	Essential or Desirable		Necessary Requirements	Essential or Desirable
	Enhanced DBS Disclosure	E		Flexibility with working hours to cover extra-curricular activities outside of school hours including, for example, open evenings, musical productions and stakeholder events	E

All staff have a responsibility and duty of care to safeguard and promote the welfare of students. Staff must be aware of the systems within the School which support safeguarding and must act in accordance with the School’s Safeguarding & Child Protection Policy and Code of Conduct. Staff will receive appropriate child protection training which is regularly updated. The schools Safeguarding Policy can be found here: [Safeguarding Policy](#)

Why work at The Bishops' Blue Coat CE High School?

In addition to a competitive salary, we can offer you continual professional development and the opportunity to further develop your skills and talents with us. You will have the opportunity to be part of a growing and dynamic school that provides support, effective challenge and strategic direction.

If appointed, you will be joining a strong and dedicated senior team, working with talented teachers and support staff, who are committed to delivering the best outcomes for students. We have low staff turnover and many of our leaders have grown up through our own staff team thanks to our excellent CPD activities, coaching and engagement with NPQs and teaching school hub.

Our vision, values and ethos provide an environment that enables everyone to work together in order that students flourish. Employees experience job satisfaction. We also have strong links with families, local churches and the wider local community and a dedicated governing body.

Staff benefits include:

- Bespoke professional development opportunities
- Full Office 365 license for home use
- Pension scheme
- Staff wellbeing events
- Dedicated annual staff wellbeing focus and Charter
- On-site parking (including charging points for electrical vehicles)
- Staff social activities such as a running club





“Staff across the school have high expectations of pupils. They expect every pupil to try their best. Pupils take pride in their work. They are polite and courteous. Pupils behave well during lessons and around school.”

Ofsted Nov 2019



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Applicants are invited to attend our open evening on
20th September from 6pm

or

visit school Friday 23rd September, 9am

Email tparry@bishopschester.co.uk to book a place

Deadline for applications:

Monday 26th September 2022, 12noon

Please complete a teacher application form along with a
supporting letter (2 sides of A4) and submit your
application through our careers and vacancies page on
our website.

<https://bishopschester.co.uk/careers-vacancies/>

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