

Sir John Thursby Community College



Candidate Information Pack Headteacher

Contents

1. Welcome Letter
2. Headteacher Advert
3. Headteacher Job Description
4. Headteacher Person Specification
5. Chair of Governors Welcome Letter
6. Current Headteacher Welcome Letter
7. Student Council Welcome Letter
8. Headteacher Salary Range
9. Strategic Vision & Values 2022 – 2025
10. Further Information

Dear Applicant,

Thank you for your interest in the post of Headteacher at Sir John Thursby Community College, full details of the position are included in this pack.

Sir John Thursby Community College is a mixed 11-16, multi-cultural, fully inclusive school which values all students, staff and our community partners. We have over 1,100 students on roll and over 150 staff enjoying working together to provide the best for everyone. We are also fortunate to work in a fantastic building that was one of five community high schools within the Building Schools for the Future project in Burnley.

Everything we do is driven by our strategic vision and our ambition to be a truly great school. Three words are central to what we do: Belong, Believe and Achieve. We are committed to ensuring that all our students have bright futures and collectively, as a staff, we commit to our beliefs which are set out in our Strategic Vision (included in this pack).

In our latest Ofsted report in April 2023, the school was graded 'good' in every area and inspectors commented that the pupils *'enjoy attending this thriving and popular school'* and that they *'feel a strong sense of belonging to the school community.'* The report also identified that students *'achieve well'* and that *'almost all pupils successfully move on to apprenticeships, A levels or other forms of education, employment or training'*.

People and relationships are at the heart of what we do. One of our key values is that all members of our school community are known, valued and loved and we work hard to ensure this happens. We were delighted that Ofsted saw this in our relationships with our young people when they commented that *'staff know pupils very well'*. We work hard to create an environment in which staff feel a strong sense of belonging to our school, our students and our families. We are firmly committed to ensuring that all our staff have a positive work/life balance and as a result we give all our teaching staff a minimum of 20% non-contact time and staff have excellent CPD opportunities.

In our 2023 staff survey, 97% of staff were proud to be a member of our school community and 95% said that they enjoyed working at the school. Staff commented that:

- *'Leaders care and lead by example'*
- *'SJT is a great place to work'*
- *'I love being part of the SJT team and appreciate the opportunities that the school provides for its staff and pupils'*
- *'The staff are extremely positive and supportive of each other and value relationships with their students'*
- *'I do believe this is a great place to work, and I feel lucky to have this opportunity'*

We have a highly ambitious curriculum with over 70% of students following the EBacc subjects. Our results are consistently strong with students Attainment 8 and Progress 8 in line with other schools nationally.

We have a positive behaviour system which has *'high expectations of pupil's behaviour'* (Ofsted 2023).

We are proud of our achievements and continue to go from strength to strength. I would encourage you to come and visit SJT to see why we all believe that it is a special place to work and make a difference. Please contact Leanne Barwell, Headteacher's PA (l.barwell@sirjohnthursby.lancs.sch.uk) to arrange an appointment. We look forward to receiving your application and please contact us if you would like any further information.

Yours Sincerely,

R Browning

Rob Browning
Headteacher

Headteacher

Group 7 ISR L28 - L35 (£91,633 - £124,700*)
***for a suitably experienced candidate**
To start 1st January 2025

Are you a strategic, visionary and experienced leader who can build on our strength and drive us forward to become Outstanding? We are rated “Good” by Ofsted, April 2023 and our P8 scores are in line with other schools nationally. Over 71% of students were entered for EBac subjects in 2023, reflecting our students’ aspirations and our high expectations as a school. Our current headteacher has built a successful and oversubscribed school and a strong and respected personal reputation, leaving our school in a very good place.

This is an exciting opportunity for the next successful headteacher of Sir John Thursby.

You will

- Have a good understanding of the unique challenges faced by the community we serve and the characteristics and needs of the local community
- Have a vision for our school and an ability to inspire others
- Have a proven track record of leading and delivering research-based school improvement
- Have a pastoral ethos which puts the student at the centre of all we do and a passion for improving the life chances of all our students
- Have the strategic ability to develop and nurture a highly effective leadership team
- Have a firm commitment to the well-being and professional development of all staff
- Be approachable, inspiring trust and confidence across the school and diverse community, whilst leading by example

We are a comprehensive 11-16 school rated Good by Ofsted (2023). We are proud that they recognised “Pupils enjoy attending this thriving and popular school. They feel a strong sense of belonging to the school community. Pupils achieve well and almost all successfully move on to apprenticeships, A levels or other forms of education, employment or training. Staff have high expectations of behaviour and know pupils very well”.

The successful candidate will fully embrace our ethos of ‘Belong, Believe, Achieve’ whilst bringing fresh ideas and vision that will build on current strengths and achievements. Our state-of-the-art building ensures that our students and staff have the best learning environment in which to achieve our aims.

For more information see the covering letters from the Chair of Governors, Student Cabinet and current Headteacher, the job description and additional information enclosed.

More information about the school can be obtained from our website:

www.sirjohnthursby.lancs.sch.uk

Please submit your application form and personal statement (maximum 3 side A4) by 12 noon Friday 1st March 2024 to l.clayton@sirjohnthursby.lancs.sch.uk

Interview dates: Tuesday 16th April and Wednesday 17th April 2024

Pre-application visits by arrangement: please contact Mrs Leanne Barwell, Headteacher's PA on 01282 682313 or email: l.barwell@sirjohnthursby.lancs.sch.uk

For an application pack please:

- download from the 'vacancies' section on the college website: www.sirjohnthursby.lancs.sch.uk
- telephone 01282 682313
- or email l.clayton@sirjohnthursby.lancs.sch.uk

Send your completed Application form to: l.clayton@sirjohnthursby.lancs.sch.uk

Closing date: 12noon Friday 1st March 2024

Shortlisting: Monday 18th March 2024

Interviews: Tuesday 16th & Wednesday 17th April 2024

The school is committed to safeguarding and promoting the welfare of children and expects staff and volunteers to share this commitment. You will be required to undertake an enhanced DBS disclosure and a range of other recruitment checks. Please note that in line with Keeping Children Safe in Education 2023 an online search will be carried out as part of our due diligence on shortlisted candidates.

HEADTEACHER JOB DESCRIPTION

This job description reflects the **Headteachers' Standards (2020)**. These standards are built upon The Teaching Standards (2012) which apply to all teachers, including Headteachers.

The appointment is subject to the current conditions of employment of Headteachers, contained in the **School Teachers' Pay and Conditions** document and other current educational and employment legislation, including that of the Department for Education. In carrying out his/her duties, the Headteacher shall consult, where appropriate, with the Local Authority, the Governing Board, the staff of the school, its pupils and the parents of its pupils.

A. The Core Purpose of the Headteacher

The core purpose of the Headteacher is to provide professional leadership and management for the school. This will promote a secure foundation from which to achieve high standards in all areas of the school's work. To gain this success the Headteacher must establish high quality education by effectively managing teaching and learning and using personalised learning to realise the potential of all pupils. The Headteacher should establish a culture that promotes excellence, equality and high expectations of all pupils.

The Headteacher is the leading professional in the school. Accountable to the Governing Board, the Headteacher provides vision, leadership and direction for the school and ensures that it is managed and organised to meet its aims and targets. The Headteacher, working with others, is responsible for evaluating the school's performance to identify the priorities for continuous improvement and raising standards; ensuring equality of opportunity for all; developing policies and practices; ensuring that resources are efficiently and effectively used to achieve the school's aims and objectives and for the day-to-day management, organisation and administration of the school.

The Headteacher, working with and through others, secures the commitment of the wider community to the school by developing and maintaining effective partnerships with, for example, schools, other services and agencies for children, the Local Authority, higher education institutions and employers. Through such partnerships and other activities, Headteachers play a key role in contributing to the development of the education system as a whole and collaborate with others to raise standards locally.

Drawing on the support provided by members of the school community, the Headteacher is responsible for creating a productive learning environment which is engaging and fulfilling for all pupils.

B. Headteacher Standards

1. School culture

Headteachers:

- establish and sustain the school's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community
- create a culture where pupils experience a positive and enriching school life
- uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life
- promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment
- ensure a culture of high staff professionalism

2. Teaching

Headteachers:

- establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn
- ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains
- ensure effective use is made of formative assessment

3. Curriculum and assessment

Headteachers:

- ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught
- establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
- ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading
- ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum

4. Behaviour

Headteachers:

- establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils
- ensure high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy
- implement consistent, fair and respectful approaches to managing behaviour
- ensure that adults within the school model and teach the behaviour of a good citizen

5. Additional and special educational needs and disabilities

Headteachers:

- ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities
- establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively
- ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs⁸ and special educational needs and disabilities⁹ of pupils, providing support and adaptation where appropriate
- ensure the school fulfils its statutory duties with regard to the SEND code of practice

6. Professional development

Headteachers:

- ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs
- prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development
- ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning

7. Organisational management

Headteachers:

- ensure the protection and safety of pupils and staff through effective approaches to safeguarding¹⁰, as part of the duty of care¹¹
- prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds
- ensure staff are deployed and managed well with due attention paid to workload
- establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently
- ensure rigorous approaches to identifying, managing and mitigating risk

8. Continuous school improvement

Headteachers:

- make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement
- develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context

- ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time

9. Working in partnership

Headteachers:

- forge constructive relationships beyond the school, working in partnership with parents, carers and the local community
- commit their school to work successfully with other schools and organisations in a climate of mutual challenge and support
- establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils

10. Governance and accountability

Headteachers:

- understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility
- establish and sustain professional working relationship with those responsible for governance
- ensure that staff know and understand their professional responsibilities and are held to account
- ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties

The applicant will be required to safeguard and promote the welfare of children and young people. The Headteacher is expected to demonstrate this commitment to safeguarding and promoting the welfare of children and young people and is expected to hold all staff and volunteers accountable for their contribution to the safeguarding regulations.

This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions Document as they relate to Headteacher

**PERSON SPECIFICATION/SELECTION CRITERIA FOR
HEADTEACHER AT SIR JOHN THURSBY COMMUNITY COLLEGE**

Selection decisions will be based on the criteria below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met and the ability to fulfil the job description for the post. Candidates failing to meet any of the essential criteria will automatically be excluded at any stage of the process. The appointing panel will use a combination of assessment tools to determine each candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form, supporting statement, information gathered during the interview process and references.

[A] Qualification requirements	Essential/ Desirable
Qualified teacher status	E
Degree	E
NPQH or relevant postgraduate qualification	D

[B] Professional Development	Essential/ Desirable
Evidence of regular, recent and appropriate professional development for the role of headteacher (for a first-time head) OR Evidence of ongoing leadership and management professional development (for a serving head)	E
Up to date safeguarding training and knowledge of legislation for the protection of young people.	E

[C] School leadership and management knowledge and experience	Essential/ Desirable
Successful leadership as a headteacher	D
Successful leadership as a head of school or deputy headteacher	E
A track record of significant and successful leadership in a secondary school	E
Evidence of successfully leading school improvement	E
Knowledge and understanding of strategic financial planning and budgetary management in relation to their contribution to school improvement and pupil achievement	E
Experience of leading curriculum development	D
Evidence of the application of strategies to review, evaluate and improve teaching and learning	E
Experience of monitoring and developing the performance of individuals and/or teams	E
The ability to provide support and advice to the Governing Board to enable it to meet its responsibilities	E
Maintains good awareness of current national education research, policy and strategy relevant to our school context	E

[D] Experience and knowledge of the Quality of Education	Essential/ Desirable
Experience of teaching in more than one school	D
Experience of teaching in a school with a multi-ethnic intake	D
A working and current knowledge and understanding of the curriculum at Key Stages 3 and 4 and how this can be shaped to meet the needs and interests of our school community	E
A clear understanding of how children learn, how teachers can best teach and how to raise achievement for all pupils	E
An understanding of, commitment to and experience of equality, inclusion and diversity	E
Can effectively analyse school data to inform strategic school improvement planning	E

[E] Professional Attributes	Essential/ Desirable
An awareness of the needs of our school community and how these can best be met	E
An understanding of leadership and governance issues pertinent to a school within a MAT	E
A clear rationale for behaviour management and a proven track record of the effective implementation of a range of inclusive behaviour management strategies	E
Excellent written and oral communication skills to a range of audiences	E
A leader of learning who demonstrates and encourages outstanding classroom practice	E
A commitment to the professional development for all staff, and self	E
Able to assess and balance risks and opportunities	E
Able to engage and work collaboratively with parents, carers and the wider community	E
Able to plan, prioritise and organise self and others	E
Show a good commitment to sustained attendance at work	E

[E] Personal Qualities	Essential/ Desirable
Demonstrate personal enthusiasm and commitment to the continued promotion and further development of the strong culture at Sir John Thursby, as reflected in our core strategic vision and values: <i>Belong, Believe, Achieve</i>	E
A caring and empathetic attitude towards the members of our school community, which values each individual's contribution and potential	E
The ability to develop and communicate a clear shared vision for the school to all people	E
Be a positive role model with the ability to inspire, challenge, motivate and empower teams and individuals to achieve high goals	E
Build and maintain quality relationships through effective communication, professional integrity and creative, innovative and dynamic leadership	E
Inspire trust and confidence across the school and community	E
Possess strong personal presence and the ability to act as a successful ambassador for Sir John Thursby	E
Flexibility, initiative and personal responsibility to maintain a positive attitude in the face of a challenging and demanding job	E
Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others	E

[G] Safeguarding	Essential/ Desirable
Displays commitment to the protection and safeguarding of children and young people	E
Able to form and maintain appropriate relationships and personal boundaries with young people	E
Has up to date knowledge and understanding of relevant legislation and guidance in relation to working with and protection of children and young people	E
Will co-operate and work with relevant agencies to protect young people	E

[H] Professional Skills
Each candidate will be expected to demonstrate knowledge and understanding of the Headteachers' Standards 2020 which also form the basis of the Job Description. Candidates will be expected to show evidence of having applied this knowledge and understanding in their current setting as well as an awareness of how this will be applied in Sir John Thursby Community College.

[I] Confidential References and Reports	
Positive recommendation from all referees, including current employer	E

[J] Application Form and Supporting Statement
<i>The form must be fully completed and legible. The supporting statement should be clear concise and related to the specific post (no longer than 3 sides of A4 in font Arial point 11).</i>

Chair of Governors Welcome Letter

Dear Applicant,

I'm very happy that you have shown an interest in the position of Headteacher at Sir John Thursby Community College. SJT is a successful school and we are proud of our recent rating of Good by Ofsted. We have passionate staff who are actively involved in bringing the best out of our students who come from diverse backgrounds with different challenges.

Our governing body consists of a group of skilled individuals who reflect our school community and who are dedicated to achieving the very best for our children and their families. Their expertise and community representation provides effective support to the leadership of the school and they are keen to support the new Headteacher in all areas of school life and the wider community. We are committed to finding someone to lead our school who understands the true depth and importance of our vision – 'Belong, Believe, Achieve' and can continue to develop our school, building on the success of the last six years with an inspirational Headteacher. The school plays an important role in our local community and is continuously oversubscribed. We therefore need someone who is committed to understanding our students as well as the community we serve and wants to truly be part of it.

We are looking for drive and vision balanced with practical everyday hands-on skills. Someone who cares about each student and values our staff, recognising what they individually offer to SJT. We want a leader who creates an environment that our people want to be part of everyday, delivering inspirational and innovative learning. We want our Headteacher to be passionate about preparing the students of SJT for the future beyond academic achievement, by learning who they are, about their lives and their unique journeys.

We hope you will be someone who will shape our future, beyond any level we could imagine, and truly build a learning community which makes the critical difference to everyone's lives.

I hope you will take up the invitation to visit our school. Please contact Leanne Barwell, l.barwell@sirjohnthursby.lancs.sch.uk to arrange an appointment.

With best wishes

Shameem-Ara Khan

Chair of Governors

Current Headteacher Welcome Letter

Dear Applicant,

Let me start by thanking you for taking the time to explore the role of Headteacher at Sir John Thursby Community College at this extremely exciting time for us as a school, as we prepare to join with two other local secondary schools to form a new multi-academy trust – North West School’s Partnership, but more on this later.

I have had the privilege of leading SJT for six very rewarding and happy years – even through the challenges brought by the pandemic. We are a confident and caring school, whose success has been built on the strong relationships between all the members of our school community. We are driven by our values of ‘Belong, Believe, Achieve’. We are a school where students and staff have a strong sense of belonging to our school community, where we are highly aspirational for students and staff, helping all to believe in themselves and each other and where our students and staff achieve very well.

Alongside ‘Belong, Believe, Achieve’, we believe that all members of our school community should be ‘known, valued and loved’ and as a school leadership team we always seek to do the right thing for our students, their families, our staff and our wider stakeholders.

Over the past four years, we have followed the EEF model for school improvement and have embedded a robust quality assurance process to monitor our progress. We have focussed on a small number of priorities (currently – mixed attainment teaching, assessment, literacy, and Equity, Diversity and Inclusion) that run over 3 to 5 years to ensure that improvements are embedded and secure.

During my time as Headteacher I have worked with a committed and passionate Governing Body who have offered real support whilst challenging myself and my team when it has been appropriate to do so. I work with a highly effective and dynamic leadership team, who have led lasting and sustained school improvement in a confident and sensitive way, ensuring that all staff are fully engaged and that they receive the support needed. We have a strong team of middle leaders who were described by a former deputy regional director of Ofsted as the most powerful set of middle leaders that he had seen in 20 years. SJT has a wonderful, committed and hardworking staff team who support and care for our students and each other.

As we move forward there are exciting times ahead. This vacancy has arisen as I am moving on to be the Trust Leader/CEO of a new MAT initially made up of three secondary schools in Burnley – Shuttleworth College, Unity College and ourselves. The drive to build this new Trust comes from the passion of all three Headteachers to create a partnership to serve our immediate communities by working to support each other and to continue to improve all three schools. We strongly believe that schools and Headteachers should have high levels

of autonomy over how they are run. We are not looking to create Heads of School but rather to support and challenge the Headteachers in the Trust to be highly effective school leaders making a real difference to the lives of their young people and their families. The Trust plans to open later this year and in time will expand to include primary schools, another secondary school and an alternative provision free school.

As a Southerner, living and working most of my professional life in Yorkshire, Burnley was never somewhere I felt attracted to or I thought I would ever work. However, the last six years working at SJT have been fantastic and I would encourage anyone reading this, to come and see for yourselves why SJT is so special and Burnley is such a fantastic place to lead a school.

Rob Browning
Headteacher

Student Council Welcome Letter

Dear Applicant,

Thank you for your interest, we are excited at the prospect of you applying to lead our school and look forward to meeting you.

The students of Sir John Thursby would be delighted to welcome a Headteacher who interacts with students on a daily basis; someone who is visible on corridors, generally approachable and good with students. The fantastic relationship between the teachers and students at Sir John Thursby is very important to us and we'd like it to be important to our future Headteacher. In addition, we would like a Headteacher who is enthusiastic in regards to our local community because we as students think this is important.

We want a Headteacher who values the importance of all subjects including Music, Art, Drama and P.E. as well as the vocational subjects that some of our students excel in. We want someone who is willing to give recognition to students who excel in all subjects so that no subjects are overlooked. We feel that these subjects allow students to shine in their own individual ways and often provide balance to an increasingly challenging curriculum.

It is important that the new Headteacher is firm but fair. Essentially, someone who is consistent in their approach but also understanding of the varying needs of our students. A successful Headteacher should also ensure there is consistency with staff enforcing rules thus meaning fairness and equality for all students at Sir John Thursby.

With exam stress being a concern of our student body, we feel we need someone who provides students with the tools and resources required to improve and make progress. The new Headteacher should be dynamic in their support of students to alleviate exam stress by providing facilities such as revision support and relaxation resources. Keeping parents involved is crucial when making sure students can reach their full potential. Many parents do not feel that they have the skills or tools to support their children during exam times. We would really appreciate a Headteacher who could help our parents to help us.

We would love to have someone who is willing to be hands on and get involved in student activities and the student voice as this would make sure the hard work of our students is recognised. Likewise, we would like someone to acknowledge and get involved in the work of our student ambassadors and be there to encourage them.

Ultimately, the students of Sir John Thursby want a new Headteacher who listens to students and takes on board what they have to say. We need someone who is as passionate about the success of our students as our staff. Someone who is supportive of our staff and cares about our wider community, but most importantly understands the importance of producing happy, healthy students who can achieve to the best of their individual abilities.

We look forward to meeting you.

The Student Cabinet

SIR JOHN THURSBY COMMUNITY COLLEGE HEADTEACHER SALARY RANGE

NOR 1125 GROUP 7 ISR L28 – L35 (£91,633 - £124,700)*

** enhanced pay range includes a permanent 'recruitment and retention' payment of £17,000 for a suitably experienced candidate (see detail below)*

By default, the new headteacher will be appointed at the lowest point on the 8-point “Group 7” range below of £91,633 - £107,700.

If, as a result of their current salary, the successful candidate is eligible to be appointed at a point other than the minimum of the Group 7 ISR range below, then the governing body will pay one point higher than their existing salary, up to a maximum of L32.

*** If a suitably experienced candidate is currently paid at L32 or above, the salary will include a permanent 'recruitment and retention' payment of £17,000 and the approach above will then be applied to determine the starting point on the enhanced salary range of £108,633 - £124,700.**

		Group 7 Pay Range	Enhanced Salary*
	L39	£118,732	
	L38	£117,067	
	L37	£114,240	
	L36	£111,470	
Salary Range for the Advertised Post	L35	£107,700	£124,700
	L34	£106,138	£123,138
	L33	£103,578	£120,578
	L32	£101,067	£118,067
	L31	£97,639	£114,639
	L30	£96,239	£113,239
	L29	£93,902	£110,902
	L28	£91,633	£108,633
	L27	£88,530	
	L26	£87,253	
	L25	£85,146	
	L24	£83,081	

SIR JOHN THURSBY COMMUNITY COLLEGE STRATEGIC VISION AND VALUES 2022-2025

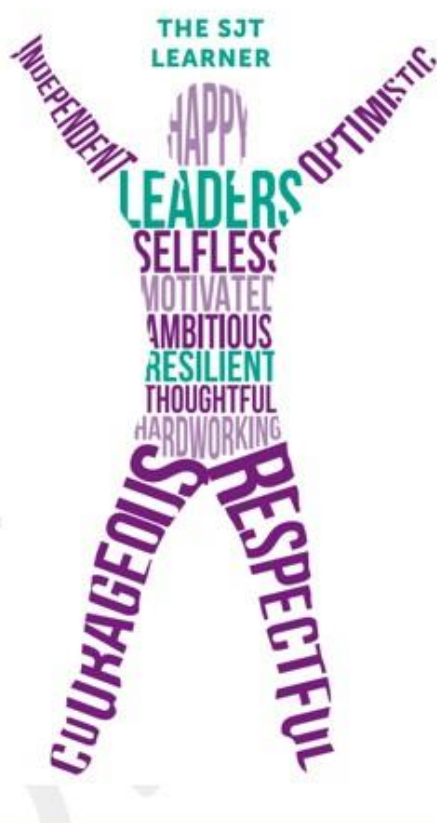
Being a truly great school through..

OUR CORE PURPOSE

- To be a community-centred school, where all students achieve the academic & creative success needed for further study and employment
- To support social mobility and to make a positive difference in the lives of our students and their families
- To enable our young people to become confident, resilient, informed, adaptable and caring members of society

MEASURING IMPACT

- Our students' outcomes place our school in the top 10% of similar schools
- Our teachers consistently deliver our curriculum effectively
- Our attendance will be at least 97%



OUR VALUES

- We are ambitious for our students
- We value and invest in our staff
- Our students deserve great teaching every lesson
- Strong positive relationships make a great school
- We treat each other with care, respect and kindness
- All members of our school community are known, valued and loved
- We are inclusive & support diversity
- Our families play a key role in supporting our students to be successful
- A great education includes learning & experiences beyond the classroom
- All of us at SJT have the capacity to improve what we do

OUR STRATEGIC PRIORITIES

1. To deliver a well-structured, knowledge-rich curriculum that enables our students to be successful in their next stages in learning and development
2. To ensure that all our students have the literacy skills needed to access the curriculum effectively
3. To ensure that our teaching is engaging and is responsive to the needs of all students
4. To ensure that the assessment of our students is accurate and enables gaps in learning to be addressed
5. To ensure that all our learners are 'Ready, Respectful and Safe'
6. To stop doing anything that prevents us from delivering great lessons and that creates unnecessary workload
7. To support the emotional well-being of our school community
8. To ensure that Leadership at all levels is highly effective



BELONG BELIEVE ACHIEVE

Further Information

Thank you for your interest in joining our fantastic team here at Sir John Thursby Community College.

Application forms can be found on our website: www.sirjohnthursby.lancs.sch.uk

Completed application forms should be returned by the closing date to Lynsey Clayton l.clayton@sirjohnthursby.lancs.sch.uk

CVs will not be accepted. Please note that we are only able to employ nationals of European Economic Area (EEA) countries, citizens of Switzerland and those legally entitled to work in the UK. Lancashire County Council does not hold a sponsorship licence and is unable to employ non-EEA nationals under tiers 2 or 5 of the points based system. If you submit an application form and are shortlisted for interview, you will be required to produce documentary evidence of your right to work in the UK. Please note that we will seek references for shortlisted candidates prior to interview.

The school is committed to safeguarding and promoting the welfare of children and expects staff and volunteers to share this commitment. If appointed you will be required to undertake an enhanced DBS disclosure and a range of other recruitment checks. Please note that in line with Keeping Children Safe in Education 2023 an online search will be carried out as part of our due diligence on shortlisted candidates.

Follow the link to watch 'Burnley By Drone' to see a beautiful area in which to live and work - [Burnley by Drone - YouTube](#)

For an interactive tour of SJT follow this link - [Sir John Thursby Community College - Interactive Tour of SJT](#)

If you have any questions please do not hesitate to get in touch.



Sir John Thursby Community College, Eastern Avenue, Burnley, BB10 2AT, 01282 682313
www.sirjohnthursby.lancs.sch.uk