Work with us...

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NORTH BROMSGROVE
HIGH SCHOOL & SIXTH FORM



Headteacher Welcome

Thank you for taking the time to find out more about working at North Bromsgrove High School and Sixth Form. The school is proud to serve the Bromsgrove community and currently has over 1000 students on roll with over 200 in 6th Form.

North Bromsgrove is an exciting place to work and learn, and was judged 'Good' across every area in our most recent Ofsted Inspection (January 2023). The report cited 'Leaders, staff, pupils and students have worked together to make North Bromsgrove High School a better place to work and learn. They have been successful. The school's 'CARE' values of 'community, aspiration, respect and endeavour' have been at the heart of their work.'

There is a shared moral imperative by all members of our staff to deliver an inclusive education within our state-of-the-art facilities, which ensures that 'everyone succeeds' and seeks to develop the 'whole person'.

Our school motto 'Studies Determine Character' is lived out day to day by offering a tailored academic curriculum in conjunction with an enormous range of opportunities on offer beyond the classroom.

Our enrichment programme fosters endeavour and commitment which complement leadership, teamwork, trust and kindness. The blend of academic and enrichment activities across the school ensures every student can grow and develop whatever their interests and talents.

When you visit North Bromsgrove High School you will find a community of positive students supported by hard-working teachers. It is a happy school where the vast majority of students aspire to get the best from their GCSE and post 16 qualifications. You will also sense a desire to see things improve even further from our national average P8 score to be one that is clearly positive. This will be much more likely to happen if we can recruit talented, hard-working, committed practitioners to all of our vacancies.

In joining North Bromsgrove High School you will find a place where talented teachers who go the extra mile for students can shine and develop as practitioners and leaders. Every member of staff here has the potential to be part of a transformation taking place where students' wider experience of school and their outcomes after exams will be excellent.

We hope you take the time to come and visit us.

N. Gibson
Headteacher





School Curriculum

At North, we have designed a curriculum that is ambitious and gives all learners the knowledge and cultural capital they need to be confident citizens and succeed in life. It is planned and sequenced towards cumulatively securing detailed knowledge and skills for future learning and employment.

In Year 9, all students study a Core Key Stage 3 Curriculum. This consists of English, Maths, Science, History, Geography, RE, Computer Science, PE and either French or Spanish. We also offer an experience of other subjects, on a rotation basis: art, drama, music, food, design technology, textiles, business studies and citizenship in preparation for GCSE choices. The curriculum also enables students to develop their character through the CARE (PHSE) lessons which allow their resilience, confidence and independence to thrive.

Our rich and ambitious academic curriculum embodies our school's motto 'Studies Determine Character'. It offers every student, whatever their ability, the opportunity to excel academically and also places a clear value on the arts and creative subjects (art, photography, music, drama, dance, design technology, engineering, food).

At North, every child and every grade is important. We place equal emphasis and celebrate the success of a student who has been targeted and achieves their nine grade 9s, in the same way as the student who meets and succeeds at lower target grades. We take the time to design our curriculum which is centred on the student and ensure that we support them at every stage of the options process in Year 9 selecting the correct courses, allowing them to go on to be successful citizens and make a positive contribution to society.

The GCSEs provide a seamless transition to courses on offer at our popular Sixth Form; this time offers an exciting chapter in our students' academic journey and we look forward to working with our new cohort and celebrating their forthcoming success and achievements.

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CPD at North

We provide a full range of CPD opportunities to support all staff to continually deliver the best in all they do.

Our Teaching & Learning CPD includes:

- In Service Training (INSET) which is delivered during non-teaching days and a variety of twilight sessions.
- Attendance at external training events.

There are also Progress Leaders, department meetings, pastoral meetings, regular teaching and non-teaching staff meetings - all allowing opportunities to communicate, share good practice and ensure everyone is secure in the part they play in the success of the school.

We actively work with other schools to share good practice and challenge each other as we develop and adapt to ongoing educational changes.
In order to support current and aspirant leaders, we encourage participation in local and national leadership training programmes.



We were very happy with the help our son received throughout his years at North; the staff were always able to give us information and advice when needed.

PARENT

The Opportunity

English Teacher



> **North Bromsgrove has supported my child at every stage of their educational journey brilliantly.**
>
> YEAR 13 PARENT

Are you an ambitious and motivated teacher of English? We are looking to appoint an innovative teacher, who is passionate about their subject and can work collaboratively to drive further improvements in the faculty. This is an excellent opportunity for someone with a passion for pedagogy and a commitment to supporting professional development.

North Bromsgrove High School is an exciting place to work and learn and was judged 'Good' in its most recent Ofsted inspection in which it was cited ' Leaders have ordered the content of the curriculum carefully in all key stages. This means that pupils' knowledge builds over time and is linked to what they have learned before. Teachers use their expert knowledge of their subject to explain new ideas and concepts clearly to pupils'.

It is our shared belief in providing well delivered lessons that lead to positive outcomes in an environment of which promotes excellent behaviour and high aspirations for all.

North is an academic, vibrant and inclusive school, enjoying enviable facilities.
Our vision is to enable our students to become confident, ambitious and successful in their chosen fields, by reinforcing our CARE values: Community, Aspiration, Respect and Endeavour. We treat every child as an individual, prioritising academic excellence through continuous reflection and focus on self-improvement across all areas of the school.

You will benefit from joining a large team of supportive and experienced colleagues. As the school grows from strength to strength, our student numbers are flourishing, and the team is expanding. Each year, our Year 9 cohort has grown and we have every indication that in September 2023, we will be over-subscribed.
The sixth form provision has broadened, also leading to greater numbers.
North also benefits from its location: it is just south of Birmingham and attracts many staff from that area via a short commute; it is also between the M5 and M42 hence providing ease of access for staff travel.

We are looking forward to reading letters of application from experienced classroom practitioners with a track record of success who believe they have the skills and experience needed to become lead practitioners.



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> **Working here has brought out the best in me as a teacher: we talk about the 'North Family' and it's true. I feel supported, and I am making a real difference to the lives of the children that I teach.**
>
> **TEACHER**

We can offer you:

- A welcoming and supportive environment
- Effective professional support and development
- Opportunities for leadership development
- Successful A Levels in English Literature, English Language and Film Studies
- Excellent facilities - modern, spacious classrooms, an Apple Mac suite
- A forward-looking school where excellent teachers can transform lives

Ofsted January 2023 reported that ' Leaders and staff work tirelessly to realise their vision of an inclusive community school. All are reaping the rewards of their collective endeavour. Staff feel supported by leaders and know leaders value their efforts. Leaders' mantra of the 'North family' is evident in many facets of the school across all year groups.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will undertake an Enhanced Disclosure via the DBS, where appropriate.

Further information and an application form are available on the school website.

Submit applications to Mrs Kite, the Headteacher's Personal Assistant:
akt@northbromsgrove.worcs.sch.uk

For further information, or to arrange a visit, please contact Mrs Winer, the Head of Faculty:
lwi@northbromsgrove.worcs.sch.uk

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Why North?

Our school is a thriving, bustling place to work. We believe in our 'North Family' working together to ensure we are happy and well-supported.

North Bromsgrove is a thriving, bustling place to work. We have staff who are keen to drive the school forwards and provide the best learning opportunities; students who want to learn and are supported by parents who want to work with the school to ensure they have the best experience and outcomes that we can provide.
We have superb facilities: a purpose-built school with large, light and airy classrooms; a wide range of computer facilities including iMacs and up to date programmes plus fantastic resources for physical education and outdoor learning. We have a large staff room equipped with computers to work on and a real sense of team spirit with a focus on well-being.
We believe in our 'North Family'; working together to ensure we are all happy and well-supported. Colleagues in the school are kind and support one another. The leadership team listen to your ideas and look to develop you further in your career at the pace that suits you. As a team, we all work together to make the school a success and provide high quality learning experiences for all students.
We hope that you will balance the expectations of hard work and commitment to the students with your own well-being and self-care.









Why North?

Overall, the well-being of our teaching and associate staff is very important to us and we are committed to ensuring North Bromsgrove High School is a caring, exciting and rewarding place to work.

- The North family: staff and students are kind to each other and support each another
- Rarely cover – we employ supervisors and, where necessary and budget permits, agency staff when colleagues are absent from school to ensure that teachers' important PPA and non-contact time is well protected
- Staff Discounted Gym membership at newly built BSLC situated next to the school
- Easy access to M42/M5 corridor and only 45 minutes from major cities and towns of interest e.g Birmingham/ Stratford/ Cotswolds
- Cycle to Work scheme
- A bite to eat – for those times when colleagues need to stay after school for directed purposes, such as parents' evenings and open evening
- A commitment to your professional development and growth with a healthy Inset budget to enable colleagues to develop their ambition and skills, and plan their future careers
- A programme of Inset for the academic year on identified school priorities in the SDP/SEF with free lunch on Inset days
- Access to accredited middle leader and senior leader development programmes for those looking to broaden their professional portfolio and pursue promotion, either internal or external
- Well-being / relaxation / mindfulness sessions offered as CPD, such as meditation, art therapy, yoga, cooking, also, staff sports opportunities such as football, badminton and netball
- Opportunities for promotion – we always consider internal applications for advertised posts and we find other ways of promoting colleagues within school too if possible
- Regular upgrades to staff facilities; you will certainly enjoy the pleasant and relaxing staffroom, where hot drinks are provided free of charge throughout the day
- Staff committee who organise social events
- A whole host of travel opportunities to near and far-flung places, from skiing in Europe to Camps International trips to Peru and Borneo
- Staff committee who organise social events
- Opportunities for additional paid teaching / support commitments, for example, master class programme, involvement in summer activity weeks, twilight tuition
- Opportunities to undertake outreach work and receive cover for normal timetabled lessons
- Professional external invigilation of almost all external examinations – to provide 'gained time' in which colleagues can carry out their work
- Outstanding teaching facilities, maintained to the highest standards and equipped for subject needs
- 'Open door' policy to Head and consultative practice in respect of new policies and procedures
- Supportive and appreciative parents



Thank You

Thank you for taking the time in considering joining our North Bromsgrove family. It is an extremely exciting time as the school goes from strength to strength and we appreciate the interest you have taken in exploring the next step of your career. We hope that you have all of the information you need in making this important decision. Equally, we encourage an 'open door' policy and offer the invite for you to you to come and visit us and see the school is action. We look forward to receiving your application and wish you every success for the future.

Studies Determine Character

North Bromsgrove High School

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