



THE
Beaulieu Park
SCHOOL

Learning today, leading tomorrow

Applicant Information Pack

"I'm so proud of my daughter.
She has blossomed so much at Beaulieu!"

Parent



CHELMSFORD
LEARNING
PARTNERSHIP

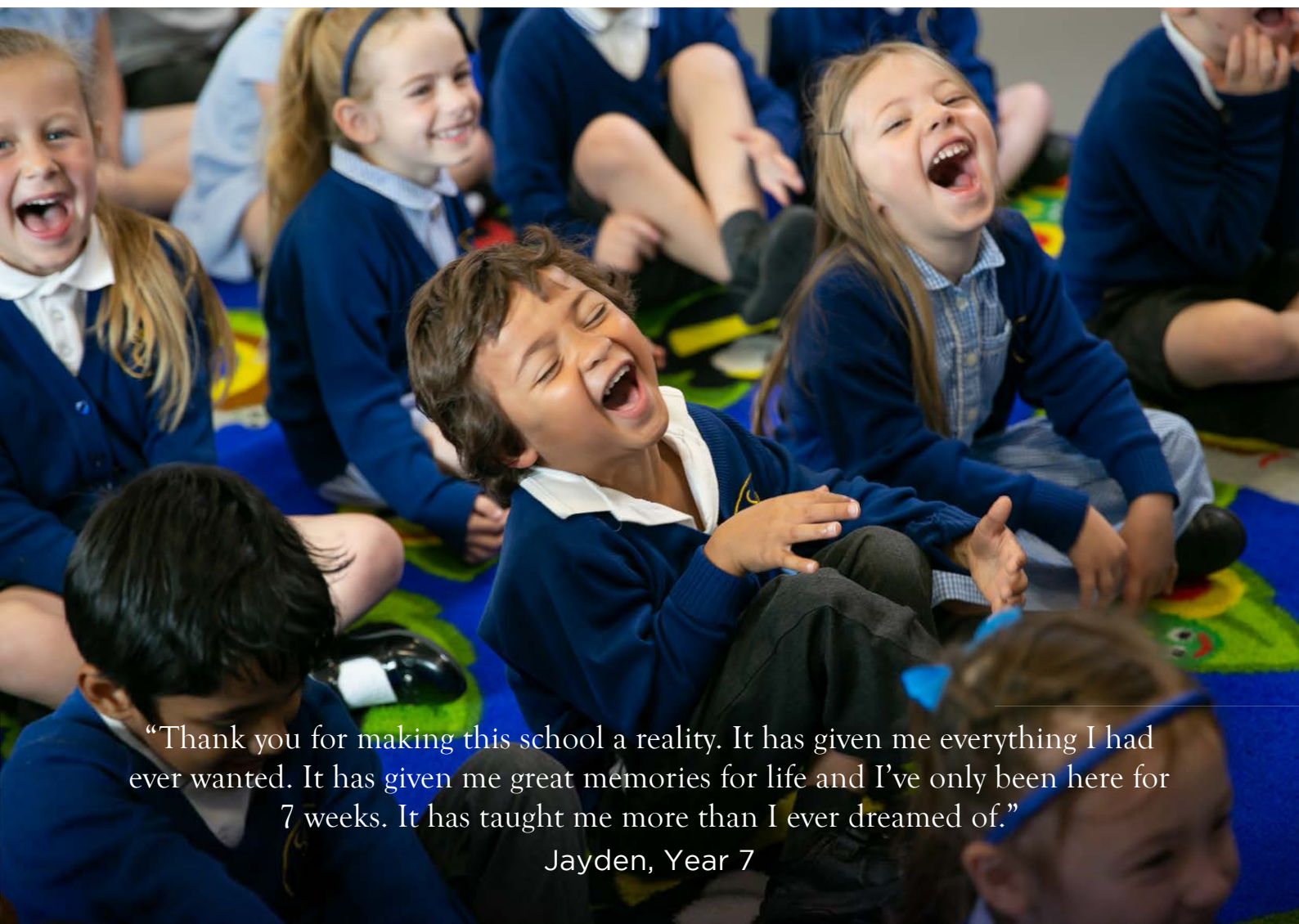
Introduction

The Beaulieu Park School is a new, all-through school, located in the exclusive Beaulieu Park development in Chelmsford. Our School opened in 2018 to our first cohort of Reception children and in September 2019 to our first cohort of Year 7's.

Beaulieu Park School is the first all-through school in the county, creating tremendous opportunities for curriculum and pastoral continuity. Beaulieu Park is heavily oversubscribed and our students are drawn from a very small radius locally.

As a new school, our facilities are superb. Teachers and students are incredibly fortunate to enjoy working and learning in a state of the art environment and with all the resources they could possibly need.

Beaulieu Park will continue to grow until it is full and we look forward to opening our 6th form when our first group of Year 7's reach Year 12.



“Thank you for making this school a reality. It has given me everything I had ever wanted. It has given me great memories for life and I’ve only been here for 7 weeks. It has taught me more than I ever dreamed of.”

Jayden, Year 7

Ethos

At The Beaulieu Park School our aim is to equip every student with the knowledge, drive and character necessary for success at university and beyond. It is our passionate belief that all children, regardless of their ability or background, should have access to an outstanding education. At The Beaulieu Park School traditional subjects are given additional lesson time in our longer school day (secondary school); giving pupils a better grounding for further study.

Our curriculum is traditional and with an emphasis on reading and writing. Students learn Mathematics and English/Literacy every day in all phases. Science, Spanish and Humanities (History, Geography, R.E.) have four hours dedicated learning per week in the Secondary School. We place tremendous value too on the performing, creative and visual arts, physical activity and competitive sport.

Our co-curricular programme is rich and diverse. With a focus on Sport, Performing and Creative Arts, Public Speaking and debate, Music, additional learning and qualifications (and more), our main curriculum is complemented and enhanced, adding to the skills and cultural experiences of our students.

At Beaulieu, we have tremendously high expectations of our students in terms of their attitude, conduct and manners. We expect our students to demonstrate pride in their school, to always do their best and above all to be kind and to regularly demonstrate that kindness. Our ARRK principles underpin our ethos.

A

Aspiration

- I am ambitious
- I am resilient
- I am hardworking
- I am optimistic
- I am courageous

R

Respect

- I care for my environment
- I take care of myself
- I am polite and have good manners
- I value the views of others
- I celebrate the differences of others

R

Responsibility

- I take ownership of my actions
- I am trustworthy
- I lead by example
- I am always ready to learn
- I make mistakes and learn from them

K

Kindness

- I show empathy
- I care for others
- I am patient
- I am grateful
- I am helpful

"Our son struggled at his last school. Since joining Beaulieu he is like a different child! Enthusiastic, polite, happy. Thank you so much!"

Parent

Working at The Beaulieu Park School

Teachers and support staff that work for our trust are people with moral purpose. They believe that education is the key to a brighter future. They are the idealists of our profession, prepared to go the extra mile so that every child, regardless of background or ability can fulfil their individual potential. Teachers and support staff at The Beaulieu Park School believe that a university education is a choice that all children should be in a position to make when they complete their studies at school and whatever their background.

We believe our school is unique. To join Beaulieu is to become part of a special family. Every day, we work hard to develop our relationships with each other, developing those crucial soft skills of manners, consideration and conversation. Our relationships are strong. Discipline is extremely important, but that is because we care deeply for our students. We expect the best from them and we wholeheartedly celebrate their successes and recognise their efforts and as often as possible. We help our students to become the best version of themselves and always praise their personal best. Beaulieu is an extremely happy place to work and we are always thinking hard about how we can become the best we can be for our colleagues, parents and students.



General Requirements

All School staff are expected to:

Through their own conduct, manner and appearance, support the general values and objectives the School seeks to promote including its responsibility for safeguarding pupils. Support the Assembly programme and take responsibility for a class/form group. Contribute to the School's rich co-curricular programme. Observe the School's health and safety policy to ensure a safe working environment for pupils.



How to Apply

Please apply sending a covering letter and completed application form to Mrs K Baggott **kbaggott@beaulieuparkschool.com**

Only applications made on the official school application form can be accepted.

Candidates who are invited to interview will be required to bring original identification documentation (e.g. passport) and proof of eligibility to work/reside in the UK as well as documents confirming educational and professional qualifications.

The Beaulieu Park School and The Chelmsford Learning Partnership are committed to:

- Safeguarding and promoting the welfare and safety, and the spiritual and cultural development of children and young people;
- Promoting equality of opportunity and community cohesion where the diversity of different backgrounds and circumstances is appreciated and positively valued;

- The fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs and expects all staff, volunteers and other workers to share in this commitment.

Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

Any candidate wishing to seek additional information should contact Mrs Baggott by e-mail (**kbaggott@beaulieuparkschool.com**) or telephone (**01245 943 500**).

Mr J. Donaldson
Principal

Recruitment and Selection Policy Statement

The Beaulieu Park School is part of The Chelmsford Learning Partnership and adheres to the following Recruitment and Selection Policy Statement:

The Chelmsford Learning Trust is committed to:

- Safeguarding and promoting the welfare and safety, and the spiritual, moral, social and cultural development, of children and young people;
- Promoting equality of opportunity and community cohesion where the diversity of different backgrounds and circumstances is appreciated and positively valued;
- Promoting the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs

and expects all staff, volunteers and other workers to share this commitment. It is recognised that this can only be achieved through sound procedures, good inter-agency co-operation and the recruitment and retention of competent, motivated employees who are suited to, and fulfilled in the roles they undertake.

The Chelmsford Learning Partnership recognises the value of, and seeks to achieve a diverse workforce, which includes people from different backgrounds, with different skills and abilities. We are committed to ensuring that the recruitment and selection of all is conducted in a manner that is systematic, efficient, effective and promotes equality of opportunity. Selection will be on the basis of merit and ability, assessed against the qualifications, skills and competencies required to do the job. We will uphold obligations under law and national collective agreements to not discriminate against applicants for employment on the grounds of the protected characteristics of age, sex, sexual orientation, marriage or civil partnership, pregnancy, gender re-assignment, disability or health, race (which includes colour, nationality and ethnic origin), religion or belief.

We will implement robust recruitment procedures and checks for appointing staff and volunteers to ensure that reasonable steps are taken not to appoint a person who is unsuitable to work with children, or who is disqualified from working with children, or does not have the suitable skills and experience for the role.

We will ensure that the terms of any contract with a contractor or agency requires them to adopt and implement measures described in this procedure. We will monitor the compliance with these measures and require evidence that relevant checks have been undertaken for all workers deployed.

The following pre-employment checks will be required where applicable to the role and setting:

- Receipt of satisfactory references
- Verification of identity
- A satisfactory DBS disclosure if undertaking Regulated Activity
- Verification that you are not barred from working with Children
- Verification that you are not prohibited from teaching
- Verification of medical fitness for the particular role
- Verification of qualifications and of professional status where required e.g. QTS status
- The production of evidence of the right to work in the UK
- Verification of successful completion of/ exemption from statutory induction period
- Verification that you are not subject to a section 128 direction preventing you from holding a management position within a school
- A declaration that you are not disqualified from working with children by virtue of the Childcare (Disqualification) Regulations 2018 or that you have provided a valid disqualification waiver from Ofsted

NB: It is illegal for anyone who is barred from working with children to apply for, or undertake Regulated Activity.

The Chelmsford Learning Partnership (CLP) is a successful and established multi-academy trust based in Springfield, Chelmsford. There are currently 8 schools across Essex in the CLP multi academy trust.

The schools in the CLP are: Barnes Farm Infant School, Barnes Farm Junior School, Lakelands Primary School, Perryfields Infant School, Roding Valley High School, The Beaulieu Park School, The Boswells School and The Tyrrells Primary School.

Our vision for our schools is a simple one. We believe that, as a collective of schools, we are stronger together and that by working together we provide an outstanding education for every child in our family of schools.

We also believe it is important for schools in our trust to keep their individual identity and all our schools operate with their own autonomous Headteachers, Leadership teams, staff and Local Governing Bodies; each with their own ethos that makes every school in our trust unique.

As a trust, we employ 550 staff and there are over 4,500 students in our schools.

We recognise that the greatest factor in securing an outstanding education for all the children in our schools is our staff and we are committed to the continued professional development and well-being of our staff. All staff in our trust:

- Have access to pay and conditions that are, at least, in line with nationally agreed pay and conditions
- Have access to a comprehensive programme of professional development that will not only develop their current role but prepare them for career development should they wish
- Have a commitment from the trust to look after the well-being of every member of staff and have working practices and policies that allow this to happen.
- Have access to an Employee Assistance Programme (EAP) to help support with any personal matters that may impact their work, health and well-being. The partners and dependents of staff are also entitled to access support from this scheme.
- Are fully consulted on all workplace policies that impact on them - we recognise the importance of staff having real representation in the development of our workplace practice and policies

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The Chelmsford Learning Partnership is a charitable company limited by guarantee registered in England and Wales with company number 07907388. Registered Office: The Beaulieu Park School, Armistice Avenue, Chelmsford, Essex, CM1 6DT

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