



Crosshill
School



Work with us



Part of the

Oak 
Learning Partnership

"Students said that school is a happy and safe place because staff work hard to make it that way. Pupils appreciate how well staff help them to learn and thrive."

Ofsted, November 2021



Welcome from the Headteacher

Dear Candidate

I am delighted that you have shown an interest in applying for this key post at our school. We believe that our students should receive an excellent education with opportunities to succeed beyond their potential, encouraging them to become confident, independent young adults, balanced by compassion and respect for others.

I am immensely proud of our OFSTED inspection in December 2022, which graded Blackburn Central High School as "Good." This outstanding achievement is a testament to the dedication, hard work and commitment of our exceptional staff, students and parents/carers who collectively contribute to our school's success. The Ofsted report commended our school by informing us that: 'Pupils are proud to attend this school. They have warm and trusting relationships with staff. Pupils told inspectors that they appreciate the family atmosphere of the school, where everyone is equally valued. Leaders and governors have high expectations of what pupils can achieve. Pupils respond positively to the challenges set for them. They enjoy learning and achieve well.'

BCHS has the ambition, expertise and determination to ensure that our outcomes will continue to improve, alongside developing the character education of our students. To do this, it is vital that we attract the right calibre of professional to work alongside our dedicated team of staff.

Every member of staff receives bespoke CPD. We empower staff to take ownership of their career progression and we invest significantly in training, outreach work, nationally recognised leadership qualifications and research projects linked to the needs of our students and the school. Your wellbeing and professional development, in order to enhance your career, is a priority for us. We continually monitor and pursue opportunities to manage workload effectively and promote a working environment that is supportive, enjoyable and positive for all.

We are looking for a colleague who shares the clear vision that the child is at the heart of everything we do. One who can enjoy positive, professional relationships with young people and who demonstrates high levels of resilience and emotional intelligence. Every child is entitled to an outstanding education where they have excellent opportunities to achieve beyond their potential. We strive to develop the aspirations and values of every student and member of staff.

As part of Oak Learning Partnership, we are proud of what we have achieved so far and excited by the continuous improvements and changes here at Blackburn Central High School. This appointment will form a key element in the next phase on our journey. If you would like to join our excellent team, then we would like to hear from you.

Visits to the school, prior to application, are both welcomed and encouraged. Please contact the school on 01254 505700 or by emailing info@bchs.co.uk to arrange an appointment.

I hope that when you have read the information enclosed, you will be encouraged to apply for this very important post. We look forward to receiving your application.

Nicola Pemberton
Headteacher



Welcome to Oak Learning Partnership

Dear Candidate

Thank you for your interest in this post at Crosshill School, part of Oak Learning Partnership.

I wanted to personally take a moment to say how much we appreciate you considering a role within our trust.

Oak is built on people - people who care deeply about children, about leading and about each other. We're a growing partnership, with a strong sense of purpose and a belief that schools are at their best when they work together and support one another. We make the most of the benefits of being part of a family of schools but are also passionate about each of our schools retaining their own identity and individuality, with space to innovate.

Every role here matters. What you do will help shape lives. We don't expect perfection, but we do value commitment, kindness and a willingness to learn and grow.

This welcome pack will give you a feel for who we are and what it means to be part of Oak Learning Partnership. We're proud of the work we do and we're excited about what lies ahead. Being part of a trust gives our staff significant benefits, including training and future career progression. We promote school cultures that are warm, welcoming and friendly and whilst we take our job seriously, as we know what a difference education can make, our schools are places where a good sense of humour is shared.

Whatever stage you're at in your career, thank you again for considering Oak Learning Partnership. I wish you all the best with your application and I hope to meet you in person soon.

Kind regards

James Franklin-Smith
CEO of Oak Learning Partnership



Inclusion is at the heart of our trust

Our trust is cross phase and consists of primary, special and secondary schools. We have a vision to transform lives through a highly inclusive approach. We live by our strapline 'Inclusion is at the heart of our trust' and are compassionately rigorous and support all of our pupils to reach their full potential. We have unconditional positive regard, leave no one behind and everyone is welcome.

Our schools work closely with one another, they collaborate with purpose, support each other and share collective systems across both educational and business provisions. However, it's also important to us that each school has its own identity and individuality.

We make sure we focus on impact and ensure clarity and consistency from our leaders, always making sure common sense is at the heart of our decision making.

Our people matter; we understand that we can only achieve our vision by recruiting the right people and providing them with the support, training and time they need to allow them to flourish and be the best they can be. Whatever role an individual undertakes within our organisation, they are contributing to our collective aim of transforming lives. We invest heavily in our people, ensuring they feel valued and their wellbeing is always considered. We know that if staff feel valued and the impact they are having is recognised, they can perform at their best.

We are laying strong foundations for growing the trust and have a clear vision. This role is a key part of our growth strategy and is an excellent opportunity for the right candidate ready for their next step. We are a values driven organisation, highly ambitious, passionate about doing things with integrity and have a healthy sense of humour. If you want to make a difference to young people and join us at an exciting part of our journey, we'd love to hear from you.

The Oak Way

Our mantra of 'Inclusion is at the heart of our trust' overarches everything we do. We have spent time to define what this actually means in practise. The Oak way describes the behaviours we expect our community to display to underpin our culture.



Vision & shared principles

To transform lives through a highly inclusive educational approach. Inclusion is at the heart of our trust.

We are **compassionately rigorous**; we care deeply about our community, which is why we push everyone to reach their full potential, even if this feels difficult.

We have **unconditional positive regard**; we treat everyone with respect, dignity and warmth regardless of the circumstances or challenge.

We leave no one behind; we count in ones and focus on individual needs, whilst ensuring everyone can thrive.

Everyone is welcome; we actively embrace diversity and are relentless in how we teach our stakeholders the importance of this.

Shared principles



Values-driven



An exceptional education for all



Identity & individuality



Our people matter



Collaborate with purpose



Focus on impact

Our benefits

Professional development

Oak Learning Partnership is dedicated to learning, focusing on developing the skills and knowledge of our staff. We hold meaningful professional development review conversations, ensuring staff have access to the CPD needed to progress. All teaching staff can subscribe to the Chartered College of Teachers through Oak LP. Members can access the latest research, enhanced CPD and shared practice from leading experts in the field of education. We support progression at all levels - central and school-based, including secondment opportunities.

Our commitment to you

We offer numerous benefits to our staff, including:

Pension schemes (with defined benefits)

Support staff: most support staff pay less than 7% and the employer pays much more (roughly double) into a secure pension fund.

Teachers: depending on your salary, you will pay in line with the contribution rates for the scheme. The employer pays 23.68% of your salary as our contribution (reviewed every four years).

Generous occupational sick pay

Healthcare plan

Medicash is an easy to use health insurance package provided by Oak LP. The health cash plan provides cashback towards your everyday healthcare bills, benefitting from a range of digital and virtual tools to help you protect and improve your wellbeing.

Medicash wellbeing services

Oak LP values staff wellbeing and offers comprehensive and positive resources through Medicash, with access to a 24/7 telephone support service and face to face counselling services.

Active and healthy lifestyles

With discounts at over 3,000 participating gyms, pools, studios and outdoor fitness events across the UK.

Cycle scheme

A salary sacrifice arrangement where you agree contractually to a regular reduction from your gross salary to cover the cost of the bike and permitted accessories, therefore making tax and National Insurance savings. This scheme is open three times a year for two weeks.



Why work for us?

1

Our wonderful pupils and colleagues. You would be joining a truly inclusive, dynamic environment where no two days are ever the same.

2

Opportunities to collaborate with colleagues across our trust, sharing best practices and innovative ideas.

3

All trust schools are value driven with a strong ethos that prioritises wellbeing.

4

Access to training and support to gain experience and opportunities beyond your school.

Find our school

You can find us at:

Crosshill School
Salisbury Road
Darwen
BB3 1HZ



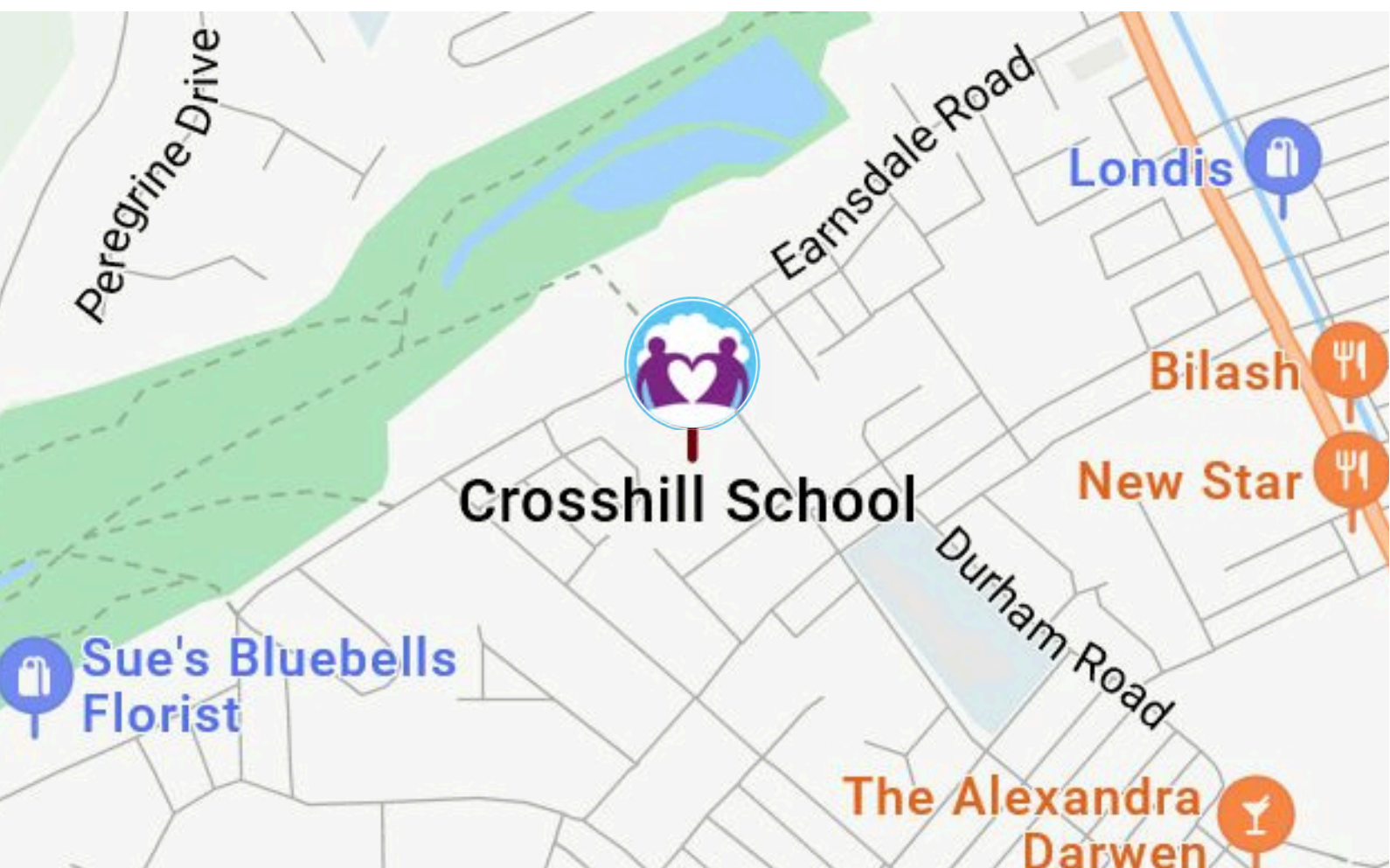
01254 667713



info@crosshill.blackburn.sch.uk



www.crosshillblackburn.co.uk





Please take the time to review the information provided through our candidate portal. If you feel that you have the skills, experience and passion to join our trust, and contribute to the success of our students, we would be delighted to receive your application.

For any further queries or to arrange a visit to the school, please do not hesitate to contact info@bchs.co.uk

