



**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

Thank you for your interest in applying for this key post at Crosshill School.

At our school, we are driven by a powerful belief: every child deserves an excellent education and the opportunity to achieve beyond their perceived potential. We are committed to nurturing confident, independent young adults who combine ambition with compassion and show genuine respect for others. Our core values of **Aspiration, Resilience** and **Unity** underpin everything we do, shaping both our culture and our expectations. Together, we strive to **Prepare and Flourish** - ensuring that every member of our community is equipped not only for academic success, but for life beyond the classroom.

We are immensely proud of our Ofsted inspection in December 2022, where we were graded 'good'. This recognition reflects the dedication, expertise and unwavering commitment of our exceptional staff, motivated students and supportive parents and carers. Inspectors noted: *"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."*

These words capture the essence of our school community. Unity is central to who we are - we are proud of the strong relationships we build and the shared culture of high expectations that enable our students and staff to thrive together. Crosshill School has the ambition, expertise and determination to continue improving outcomes while further strengthening the character education of our students. Through aspiration, we encourage our young people to aim high; through resilience we equip them to persevere and overcome challenge; and through unity we create a genuine sense of belonging and shared purpose.

We are deeply committed to the professional growth and wellbeing of our staff. Every colleague benefits from bespoke CPD, with opportunities to take ownership of their career progression. We invest significantly in high-quality training, outreach work, nationally recognised leadership qualifications and research projects aligned with the needs of our students and school. Your wellbeing and professional development are a priority for us. We continually seek ways to manage workload effectively and to promote a working environment that is supportive, positive and professionally rewarding.

We are seeking a colleague who believes wholeheartedly that the child must be at the heart of everything we do - someone who builds positive, professional relationships with young people and demonstrates resilience, emotional intelligence and high expectations. Every student is entitled to an outstanding education and the opportunity to flourish; we are relentless in our pursuit of this goal. As part of Oak Learning Partnership we are proud of what we have achieved and excited by the next phase of our journey. This appointment will play a key role in shaping that future.

If you share our vision, values and commitment to helping every child prepare and flourish, we would be delighted 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](mailto:info@bchs.co.uk) to arrange an appointment.

I hope that having read the enclosed information, you feel inspired to apply for this important post. We very much 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

### Wellbeing day

An additional, fully paid day of leave each academic year that staff can use purely for themselves during term time.

### 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

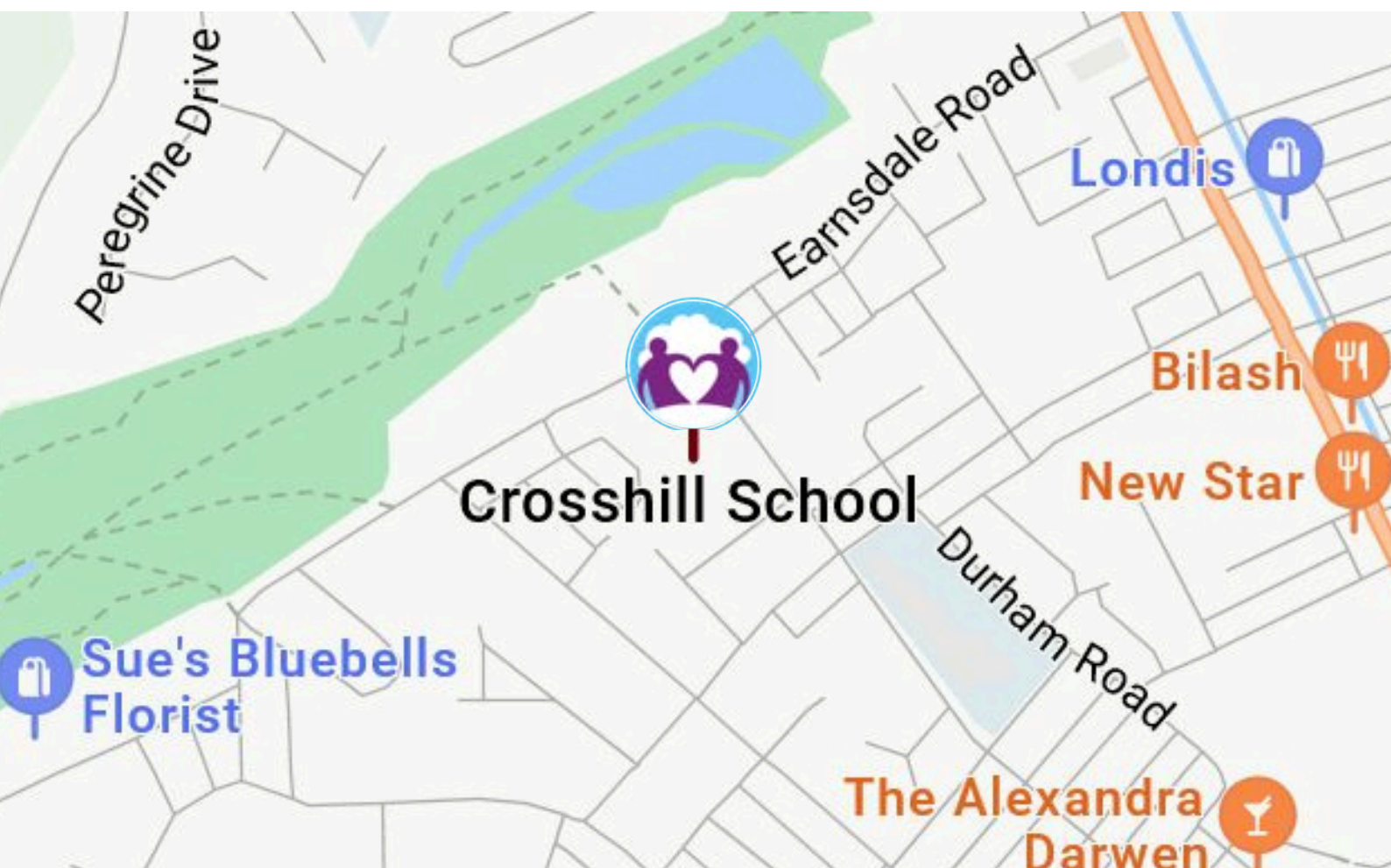
You can find us at:

Crosshill School  
Salisbury Road  
Darwen  
BB3 1HZ

 01254 667713

 [info@crosshill.blackburn.sch.uk](mailto:info@crosshill.blackburn.sch.uk)

 [www.crosshillblackburn.co.uk](http://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](mailto:info@bchs.co.uk)

