



APPLICANT INFORMATION

Vision

The Trust will establish the highest educational standards in our schools. We believe strongly in the value of comprehensive education, and we are committed to the belief that all children should receive an outstanding education regardless of ability, prior attainment or background.

Certain values underpin the work of Trust and are non-negotiable. We insist that all our schools are comprehensive and focussed on the achievement of every child. We ensure that our schools are inclusive and welcoming, including to children who have specific barriers to learning. We value the contribution of our teachers and support staff because they are our most prized asset. We will always look to establish close working relationships with our parents and families.

Our Mission Statement

The Balcarras Trust is committed to delivering outstanding inclusive, comprehensive education in each of its schools. Every child within the Trust will be expected, encouraged and supported to reach their full potential and, when they leave school, to be fully equipped to go on to be successful in the next phase of their lives.

The Trust will establish and maintain high standards of teaching, pastoral care and behaviour in its schools. No child will be “left behind.” There will be excellent opportunities for extra-curricular activities.

Each member of staff in the Trust’s schools will be an excellent role model and will play their part in ensuring that each of the Trust’s schools will have its own special ethos. Students will feel proud of their school.

The Trustees will, at all times, uphold the highest standards of financial propriety and make efficient and appropriate use of the public money made available to them.

Underpinning all the activities in the Trust is the belief that, however strong the performance of the Trust's schools may be, there is always room for improvement. Everyone associated with the Trust, the trustees, governors, school leaders, staff and pupils will share this aspiration.

The Balcarras Trust is committed to its role as a 'system leader' in the wider educational environment. The Trust oversees the GLOW Maths Hub and the Balcarras Teaching School Partnership, both of which are leading providers of Continuing Professional Development for educators.

WHO ARE WE LOOKING FOR?

Are you passionate about education and committed to making a real difference? Our three-school academy trust is dedicated to delivering outstanding, inclusive, and comprehensive education for every child. We believe every student should be supported and encouraged to reach their full potential and leave school fully equipped for success in the next stage of life.

We are looking for talented, enthusiastic individuals who share our values and high expectations. As part of our team, you will:

- Set and maintain high standards of teaching, pastoral care, and behaviour.
- Act as an excellent role model, helping to create a positive ethos where students feel proud of their school.
- Embrace our commitment to inclusivity and continuous improvement, ensuring no child is left behind.
- Work collaboratively with families and colleagues to provide exceptional opportunities, both in and beyond the classroom.

In return, we offer a supportive environment where staff are valued as our greatest asset, and where your contribution will help shape the future of our schools.

If you believe in the transformative power of education and want to be part of a trust that strives for excellence every day, we'd love to hear from you.

Recruitment

Our approach to recruitment We are tremendously excited to be recruiting a community of exceptional Teachers and Support Staff for The High School Leckhampton; colleagues who will play a formative role in shaping the lives of pupils as the school grows. There is no question that recruiting and developing the right body of teachers and support staff is

at the heart of an outstanding school. Fundamentally, we are recruiting on the basis of our vision and values; we are seeking colleagues who are highly motivated by our vision and understand the privilege and potential of working with a team of like-minded, high-performing professionals. As ours is a new school we are looking for a wide range of complementary skills in our work force. There is not one particular skill set required and we welcome applications from well qualified and motivated applicants, who above all else share our values and ambitions. This includes Early Career Teachers who are able to demonstrate excellent potential to become first class-teachers, those with an excellent track record in the classroom, those who already hold significant leadership positions, as well as those looking for part-time work. If called for interview you will have the opportunity to explain your motivations for choosing to work at The High School Leckhampton, your experience and your leadership potential

Our commitment to our staff

Working in a brand-new school is an immensely rewarding opportunity where you will have the unique chance to shape the curriculum, ethos and systems. We understand the importance of providing the structures and support to ensure staff are happy to come to work each day and can thrive. We already pride ourselves on our team ethos and sense of collegiality. Our team will grow each year and therefore you can be sure of an excellent induction and continuing professional development programme for the next few years. We have an active Staff Development Committee and made a firm commitment to the Department for Education Wellbeing Charter. We hope all colleagues will feel energised by the challenges of growing a new school, supporting others and the sharing of good practice. For exceptional colleagues there will be clear career pathways, including opportunities for subject and pastoral leadership as the pupil numbers grown. As part of the Balcarras Trust our teachers will have access to outstanding professional development networks, including the National Professional Qualifications and participation in Early Career Framework if appropriate. Colleagues who join us will be welcomed into a lively invigorating, stimulating community, committed to the very highest standards in all areas. Therefore, if you are as excited as we are about the journey ahead, inspired by our vision and have all the character attributes, skills and enthusiasm to work at The High School Leckhampton we would be delighted to hear from you.