The Balcarras Trust

Balcarras School

Applicant Pack

The Balcarras Trust

The Balcarras Trust came into existence on December 1st 2020. We are a Multi Academy Trust based in Gloucestershire. Prior to this the company (Balcarras School) was a Single Academy Trust.

The Mission Statement of The Balcarras Trust:

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 school in the Trust will have its own special ethos. Students will feel proud of their school.

THE SUNDAY TIMES SCHOOLS GUIDE 2021
SOUTHWEST STATE SECONDARY SCHOOL OF THE DECADE

Balcarras is a co-educational 11-18 comprehensive school situated in Charlton Kings on the Eastern side of Cheltenham. Consistently rated outstanding by Ofsted, it has also been recognised by The Sunday Times as the highest performing comprehensive school in the Southwest. Balcarras's performance at A level and GCSE is amongst the highest for any school in the country.

The Balcarras Trust

Currently there are three schools in the Trust:

Balcarras: an 11-18 coeducational academy with 1402 pupils on roll. Consistently rated outstanding by Ofsted, the school secures superb outcomes at both GCSE and A level. Recently the school was awarded the Sunday Times Southwest State School of the Decade Award. The school is led by Dominic Burke (Headteacher). Balcarras is the lead school in the GLOW Maths Hub and the Balcarras Teaching School Partnership. Balcarras is located in Charlton Kings and is currently where the Trust's registered office is located.

The High School Leckhampton: a brand new 11-16 coeducational comprehensive academy with an eventual capacity of 900. The school opened in September 2021 initially on the Balcarras site. It transferred to its own purpose built accommodation in September 2022. It now occupies a beautiful campus at Farm Lane in Leckhampton. This facility cost £35 million and is state of the art. The school is led by Helen Wood, who combines this role with CEO of the Trust. The High School Leckhampton has for the first four years of its existence been oversubscribed.

Winchcombe School: a high-performing school with High Expectations for their students balanced against a supportive environment to help every individual towards success. This has been highlighted with their recent successes in examination results in 2023. As a smaller than average school, led by Parin Gohil - of only 500 pupils, they are well placed to unlock their passions and interests. Set in an idyllic location with excellent facilities they offer an environment for learning that is both unique and stimulating. A recent multi-million pound investment has added new and refurbished facilities in Sport, Science, Technology and Drama.

In addition the Trust has a wider role as a system leader:

Outreach work: The Balcarras Trust is a leading provider of professional development for educators. The Trust runs the GLOW Maths Hub which is responsible for leading maths education in this region. GLOW has an annual turnover of close to £1 million. The Trust has the contract to run the Teaching School Hub for Cheltenham, Stroud and The Cotswolds.

The Trust runs its own School Direct teacher training programme working alongside the Gloucestershire Initial Teacher Education Programme (GITEP) which is run by the Gloucestershire Association of Secondary Headteachers Limited (GASH). In 2024 Balcarras will become the lead school for GITEP.

We mention these initiatives because we believe it demonstrates our commitment to professional development and the importance of collaboration.

Balcarras
From strength to strength

THE SUNDAY TIMES SCHOOLS GUIDE 2021
SOUTHWEST STATE SECONDARY SCHOOL OF THE DECADE

Balcarras
Teaching School Hub

The High School Leckhampton

MATHSHUBS GLOW

WINCHCOMBE SCHOOL

gitep SCITT

The Balcarras Trust

The Balcarras Trust

Balcarras
From strength to strength

Balcarras Aims and Values

We provide our pupils with an education of the highest quality so that they leave us with the qualifications, skills and personal qualities they need to lead a successful life.

To achieve this, we will ensure:

- Our commitment to the highest academic standards
- A caring and stimulating environment
- A wide range of extra curricular activities
- A partnership with parents, business and the local community

What is it like working at Balcarras?

It is a very exciting and rewarding time to be working at Balcarras. Our latest GCSE grades were extraordinary and put us in the Top 30 comprehensive schools in the country based on the percentage of pupils gaining 5+ in English and Maths. At A-level the picture was similar. We were listed by the Sunday Times as the second highest performing comprehensive school in the Southwest in Parent Power published in November 2023. It is this commitment to the highest academic standards, whilst at the same time being a caring and stimulating environment, that makes Balcarras feel different from anywhere else.

As part of the Balcarras Trust, our teaching staff have access to outstanding professional development networks including NPQs and ECTs if appropriate.

Balcarras is a great place to work, from staff football and wreath making sessions to Chinese cookery — Balcarras creates opportunities for staff cohesion. We recently ran a whole Trust staff inset on staff wellbeing that covered topics such as physical well being, mental well being, financial wellbeing and reducing workload . Both staff and pupils benefit from Buddy the school dog who is the one of best appointments ever made!

What is the surrounding area like?

Members of staff moving into the area to join Balcarras have a wide variety of locations from which to choose. There are the large urban areas of Cheltenham and Gloucester together with the many modern housing developments clustered around them, the older market towns such as Cirencester and the smaller villages and hamlets of the Cotswolds. Within a short distance of the school it is possible to find both the facilities of a thriving urban area and the tranquility of unspoiled countryside.

Balcarras occupies an attractive site at the very edge of Charlton Kings. The woods and fields of the Cotswold escarpment rise up to the east and south east, while in other directions there is housing surrounding the old village centre.

General Job Description—School Cleaner

JOB TITLE:	School Cleaner
HOURS:	30 hours per week (6am-8am & 2pm-6pm).
RESPONSIBLE TO:	Cleaning Manager
GRADE:	Point 2 £12.65 per hour

Each cleaner will be responsible for an area of the school and will be expected to clean it to a high standard. The Cleaning Manager may from time to time instruct the cleaning staff to clean other areas of the school as required.

It is the Cleaning Manager's responsibility to ensure that high standards of cleanliness are reached and maintained. Periodically, the Cleaning Manager will carry out spot checks on any aspect of cleanliness he/she feels is appropriate.

MAIN DUTIES AND RESPONSIBILITIES:

Daily Tasks

· Change bin liners

· Vacuum carpets & hard floors

· Mop hard floors

· Damp-dust/wipe (desks, work surfaces, computer areas, computer screens, keyboards)

· Clean sink areas

· Toilet areas – clean urinals, toilets, sinks, wipe glass, mop floors, wipe handles/door handles

· Wipe clean door glass/handles

Monthly tasks

· Damp-dust ledges, windowsills & skirting boards

· Wipe wall marks, skirting board marks

· Wipe fire extinguishers

· Vacuum/damp-dust chairs/bases of the chairs

· Remove cobwebs

· Toilets: disinfect toilet brush holders

Person Specification

- Hard working
- Ability to demonstrate an understanding of why equal opportunities are important in employment and service delivery
- Ability to respect and value the different experience, ideas and backgrounds others can bring to work and teams
- Have an awareness of and display a commitment to the relevant legislation and guidance in working practices in relation to the safeguarding of children and young people
- To undertake any training relevant to the role
- Must be in good health
- Able to communicate clearly, understand and follow instructions
- Experience of undertaking general cleaning duties

This job description outlines some of the main duties and responsibilities of the cleaners. Such duties may vary from time to time without changing the general character of the post or level of responsibility. It is not an exclusive/ exhaustive list. Cleaners are required to follow instructions given to them by the Cleaning Manager.

The Balcarras Trust

Balcarras
From strength to strength

Selection Process

⇒ After the deadline for the position has passed there will be a shortlisting meeting with the Headteacher, Head of Department/Line Manager to review the applications.

⇒ Qualifications, experience and suitability for the post will be considered during the shortlisting process.

⇒ Unsuccessful applications will be notified by email. Unsuccessful candidates can request feedback by email.

⇒ Successful applicants will be invited for interview by telephone or email.

⇒ References will be requested at this stage.

Please stipulate clearly on you application form should you wish for your references not to be checked prior to job offer.

⇒ A formal letter confirming the interview arrangements and plan for the day will then be emailed to candidates including details of documentation that will be required to be presented on the day.

⇒ One of the requirements of the day will be to complete a "Declaration of Criminal Record and other information" check.

⇒ If you have a DBS certificate from your current work place, you will be required to show this.

⇒ Candidates will be required to undergo a formal interview (including safer recruitment questions) and where appropriate a task. All information concerning the day will be provided in the formal letter.

⇒ A decision will be made on the day where possible.

⇒ Both successful and unsuccessful candidates will be notified by telephone where possible.

For all enquiries about this position please email jobs@balcarras.gloucs.sch.uk

https://www.thebalcarrastrust.co.uk