



**BIDDULPH
HIGH
SCHOOL**

BIDDULPH HIGH SCHOOL

An Academy



REASONS TO WORK FOR US...



Achieve Excellence

WELCOME FROM THE HEADTEACHER

Thank you for your interest in a position at Biddulph High School. We are a 13-19 mixed Comprehensive School with a Sixth Form.

At Biddulph High School we take the responsibility of preparing young people for happiness and success in adult life extremely seriously. We understand that it is a rare privilege to educate children and a huge responsibility to provide them with the best all-round education. We care about the individual and pride ourselves in the warmth of a community in which all feel valued.

Examination success is only one aspect of education at Biddulph High School. We provide an inclusive education that provides a broad and exciting curriculum, a House system, character education in the form of a 'My Personal Best' programme, a rich and vibrant extra-curricular and enrichment programme, peer mentoring, a student leadership team, extra support through our Hubs (SEND and AP), volunteering, Duke of Edinburgh (up to Gold Award), an Honours system and commitment to working with our local community.

All of our students are entitled to the highest quality of education and provision. Our core value, of meeting the needs of the individual and building relationships, sits at the heart of everything that we do. We believe in 'Quality First' teaching and an outstanding classroom experience for all supported by high expectations of both work and conduct.

Our most recent Ofsted report recognised the "strong culture of safeguarding in the school and that opportunities to address safeguarding issues permeate the curriculum for all pupils and sixth-form students." In addition, "students talk about the very strong and tight-knit school community they are part of and the excellent support they receive from their teachers, which is a key reason they choose to remain at Biddulph High School." Ofsted also praised the leadership of the school: "Leaders' self-evaluation of the school is thoughtful and measured. Their judgements are based on robust evidence about strengths and weakness. Actions to address key priorities are appropriate and there is good evidence of the positive impact they are having."

Thank you for your interest in a position at Biddulph High School. I hope you will be enthused by what you read. If your experience and qualifications match our job specification, and if your philosophy of education stands comfortably with the expectations of the School, particularly in terms of providing added value outside the classroom, then I warmly invite your application.

Elizabeth Robinson
Headteacher



ABOUT BIDDULPH HIGH SCHOOL

Biddulph High School Academy converted to become an academy on Thursday 1 September 2011. The school is smaller than the average secondary school with around 800 students. A new Headteacher has been in post since January 2021. The percentage of students who are eligible for Pupil Premium (which provides additional funding for students in local authority care, those known to be eligible for free school meals and students with families in the armed services) is below average. The proportion of students registered as disabled or having an EHCP is average. The school is rated as 'Good' by Ofsted.

THE TOWN OF BIDDULPH

The school serves a local town community and is proud to work with schools in our local area in what is referred to as the Biddulph Pyramid. The 'pyramid' aims to ensure clear curriculum progression, a common language across the town to ensure consistent messages to parents and the community, and a sharing of training and expertise.

The district of Biddulph comprises of Biddulph, Gillow Heath, Knypersley, Biddulph Moor, Brown Lees and Biddulph Park. Along with Leek and Cheadle, Biddulph is part of the Staffordshire Moorlands, a local government district in Staffordshire on the edge of the Peak District. Principal industries are agriculture, fashion and tourism. Visitor attractions include the National Trust property Biddulph Grange, the Churnet Valley Railway, the UK's largest theme park Alton Towers Resort, and the annual Leek Arts Festival. There are also a variety of outdoor pursuits such as rock climbing (The Roaches), sailing (Rudyard Lake) and cycling (Waterhouses).

It was the Anglo Saxons who named it Bydelph. "By" (near) and "delph" (the digging place). Evidence of quarrying can be seen all around the valley – Troughstone Hill is a good viewpoint and old quarry site. Views across the Cheshire Plain and the Welsh mountains, Jodrell Bank, Manchester and the Wrekin can be seen from here.

The valley is also a major watershed for the whole of England. The River Trent rises at Biddulph Moor before making its way via Knypersley Pool and Stoke-on-Trent to the east coast. Streams which flow to the north and into the Biddulph Brook join the Dane and eventually arrive on the west coast. (It is said that the rain running down the west side of Newpool Road will end up in the Irish Sea while the gutters to the east deliver their water to the North Sea.)

There is a range of housing available in the town and a number of our staff live locally. Manchester is a short distance by train (from Congleton) or car and there is easy access to a range of large towns and cities.



At Biddulph High School we are all important; we are valued, we are seen and we are heard.

Biddulph High School is ambitious and there is a consistent and persistent pursuit of excellence in academic and personal development.

Biddulph High School is student focused. We create an environment in which every student is valued as an individual and is challenged to achieve their full potential. We celebrate individuality and equality, believe that compassion is essential and treat all our community with empathy and care.

Biddulph High School provides a broad, creative and challenging academic curriculum alongside a full and vibrant range of opportunities enabling every student to explore and develop their interests and skills.

Biddulph High School teachers are passionate subject specialists and teaching goes beyond the narrow confines of exam syllabuses, personalising curriculum and fostering a love of learning. We offer all students the very best preparation for university, apprenticeships, employment opportunities and life.



VISION

At Biddulph High School the individual sits at the heart of everything we do, and we believe that it is through knowing our students that we can help them to fulfil their potential. We insist on excellence in work and conduct and aim to create individuals who work to achieve the best in all they do. Our learners become confident, resilient, tolerant, and independent individuals who leave the school prepared to contribute positively to society.

REASONS TO WORK FOR US

- ❖ Biddulph High School has a strong sense of community. We want to prepare all of our students for the world of tomorrow through our core values.
- ❖ Our curriculum is broad. We value all subjects and work to enable our students to follow their own skills and interests.
- ❖ Our staff are passionate about developing successful students who demonstrate courage, behave with integrity and live happy lives.
- ❖ A nurturing culture to enable all staff to exceed their professional goals. We have access to a broad range of CPD opportunities through the Trust and through our work with 'The Golden Thread'. We have leadership development at all levels and a range of coaching programmes.
- ❖ A highly motivated, supportive team of staff. This includes a dedicated Pastoral Team of teaching and support staff. Our school has two specialist Hubs to support our students and the local community.
- ❖ A staff voice that is actually listened to and an open door to the Headteacher.
- ❖ Good leadership at all levels, with integrity and moral purpose at the heart of all we do. Senior Leaders you can trust, who are human, and who all still teach.
- ❖ An outstanding co-curricular programme with extensive extra-curricular opportunities, PSHE programme, My Personal Best, student leadership, enrichment and careers education.
- ❖ Extensive facilities and a well-presented learning environment.
- ❖ At Biddulph High School we constantly endeavour to improve everything we do.
- ❖ At Biddulph High School we are all important; we are valued, we are seen and we are heard.

CURRICULUM INTENT

To deliver a broad and enriching curriculum through engaging and challenging lessons that provide a wide range of opportunities for all students to achieve their potential.

Students will be prepared to take their next steps in a diverse and ever changing future, ready to make a positive contribution to society.

Through a broad programme of extracurricular activities, students will have the opportunities to showcase their talents and experience new challenges.

We value individuals and all that they can offer, as well as supporting each other with kindness and empathy.

QUALITY OF EDUCATION

Intent: To deliver a creative, broad and challenging curriculum that provides a range of opportunities for students to explore and develop themselves and to excel in all areas of study.

Implementation: To empower students to become effective learners through high expectations and effective challenge.

Impact: To develop a culture that has a consistent and persistent pursuit of excellence.

BEHAVIOUR & ATTITUDES

To insist on excellence in work and conduct to ensure that all students are confident, resilient and tolerant individuals who show compassion and kindness.

PERSONAL DEVELOPMENT & SMSC

To embed a rich and vibrant co-curricular programme that enables all students to be well-informed, inclusive and caring individuals.

LEADERSHIP & MANAGEMENT

To empower all leaders to work collaboratively to become ambitious and passionate role models.



STAFF BENEFITS

- ❖ We pride ourselves on our welcoming and supportive community. A range of support is available to staff and we always focus on continuous, but manageable, self-improvement.
- ❖ Free use of Gym facilities.
- ❖ Free coffee and tea provided every break time. Staff kitchen and well-equipped staffroom are available throughout the day.
- ❖ All staff are provided with a laptop.
- ❖ Paid time off to attend important events: staff are encouraged and supported to go and see children in their school performances, to attend graduation events, weddings etc. Staff work together to cover colleagues.
- ❖ Free use of our Health and Well-being Service: free App, access to free counselling services, in-school support for staff.
- ❖ Delicious fresh food prepared on site daily, at extremely competitive prices.
- ❖ Mindfulness Coaching, from a qualified teacher, is available.
- ❖ In-house Mental Health First Aiders for you to talk to in confidence.
- ❖ Termly staff breakfast.
- ❖ The Trust is committed to looking at flexible working.
- ❖ Opportunities for professional development, including NPQ qualifications.
- ❖ Yoga is available every Monday evening (charges apply).
- ❖ Staff social events are organised regularly (although this has been impacted by Covid).
- ❖ The Trust provides opportunities to collaborate with colleagues from all Trust institutions. We hold a Trust INSET day annually.

The main benefit from working at Biddulph High School is our genuine commitment to the well-being of our whole community. Our behaviour policy has been created to provide clear support to all staff in managing behaviour consistently; we believe in providing time for CPD; we have staff and students who look after each other and an ethos of valuing every member of our community. We encourage staff to bring their own unique and individual skills to our school so that we can continue to grow and develop a rich and diverse community.

MEET “BERTHA” OUR SCHOOL DOG



We are always looking for innovative ways to develop the daily experience we offer our students. It is proven that having a school dog programme in schools delivers significant benefits to students and also to the working environment and social dynamic of the school. Bertha, a female Labradoodle, has been in residence as our school dog since September 2019. She is owned by Mrs Condliffe, our Business Director, at no cost to the school. We utilise Bertha to support our students in a variety of ways.

- **To support Attendance:** There is a greater enjoyment of being in the school environment, improved attendance and a willingness to participate and Bertha is on duty on the school gate.
- **To support behavior:** Researchers report that students can identify with animals and, with empathy for the dog, can better understand how classmates may feel.
- **To support emotional development:** Dogs can be a friend for students to talk to about their problems or to help students to calm.
- **To support social development:** Dogs are especially useful for building self-esteem, learning about positive and negative reinforcement, responsibility and boundaries. With the presence of a ‘calm and well-trained dog’, students find social support and peer interaction.
- **To support reading:** Students who might be embarrassed to read aloud to the class or even adults are likely to be less scared to read to a dog. It might be less stressful to read aloud to a dog than to a teacher or a peer. Dogs are used to encourage struggling readers to practice reading aloud.
- **To support individuals:** Dogs can work with students on a one-to-one-basis (under adult supervision) to support students going through upsetting/difficult times or even those who are scared/phobic of dogs.
- **As a reward:** Dogs will be gentle and loving, but at the same time be enjoyable. Students can be rewarded with spending time with the dog for walking, grooming, play or training.

POSITIVE COMMENTS FROM PARENTS AND THE COMMUNITY

Thoughts from a selection of former parent events:

- “Very informative, friendly, bubbly atmosphere, great all round.”
- “Lovely to be led around by both a student and teacher.”
- “A very informative tour of the school, very well organised, staff very enthusiastic and professional.”
- “My child felt very welcome.”
- “Headteacher’s presentation very informative. Enjoyed seeing the classrooms in action and speaking to the students.”

Other recent events:

- “Can I please pass on my thanks to all the staff who accompanied the children over half term on the ski trip. My Son Sam has returned home safely having had an amazing week, he said the staff were great fun and helped make the week really enjoyable and the journey bearable. The updates and photos provided on Twitter were also brilliant for me as a parent. THANK YOU.”
- “I just wanted to thank you all, since our last meeting my daughter’s time at school has really improved, this is all down to your intervention, thank you for helping her and for helping me to help her.”
- “I would like to thank the school for their participation in Biddulph in Bloom and for their wonderful art designs, these gave us good comments from the Heart of England Judges.” Hilda Sheldon MBE
- “Last night I had the good fortune to be part of the congregation at St Lawrence’s Church for your annual Christmas Carol Service. The musical talent amongst your students is incredible and very diverse. Of course, these are the students’ own talents, but it is clear that the school (Mr Windsor in particular) has nurtured and encouraged these young people and given them the confidence in their own abilities to stand in front of strangers and perform to such high standards. Young people today often get a bad press; the students at Biddulph High School certainly redressed the balance last night and you should be very proud of them.”
- “Thank you for the support that you have given to both of my children throughout their time at Biddulph High School. My son is going on to study Aeronautical Engineering at Loughborough University and would never have got there without the excellent teaching and pastoral care that he has received. My daughter cannot wait to start in the Sixth Form and couldn’t imagine studying anywhere else.”
- “I just wanted to thank all of the staff for their amazing work over lockdown. My daughter has been well-supported with regular check-ins and excellent online learning.”

Biddulph High School

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