

Bullers Wood School

*St Nicolas Lane, Logs Hill, Chislehurst, Kent BR7 5LJ
Tel: 020 8467 2280 ext 359 (Gill Newton)*

Email: gnewton@bwsgirls.org

Website: www.bwsgirls.org

Appointment of a Co-ordinator of Careers, Work Related Learning and Enterprise (temporary post)

To commence asap until July 2019



Bullers Wood House

Closing date - Monday, 14th January 2019 - 9.00am



Bullers Wood School

St. Nicolas Lane, Logs Hill, Chislehurst, Kent, BR7 5LJ

Headteacher Mr. B. Greene BA NPQH

020 8467 2280

office@bwsgirls.org

www.bwsgirls.org

Dear Applicant

Thank you for expressing an interest in the post of Temporary Co-ordinator of Careers, Work Related Learning and Enterprise at Bullers Wood School. The information in this pack will, we hope, give you a good flavour of the school, as well as the application procedure and I hope having read it, you will decide to apply.

This post is available now and offers an exciting opportunity to join an enthusiastic staff and very supportive department whose members are committed to making a real difference. The school was last fully inspected by Ofsted in May 2011 and we were awarded Outstanding. The report is available on our website. We are very proud of our achievements and for the last 4 years we have been congratulated by the Minister of State for Schools on our achievements at GCSE level placing us in the top 100 non-selective state-funded schools in England. In addition, we were in the top 100 for pupils achieving the English Baccalaureate. We have also regularly been in the top 10% nationally (out of over 2,500 schools and colleges) for our A level performance assessed by ALPS.

We are looking for an enthusiastic individual to help us to ensure that in every way Bullers Wood remains an outstanding school at our next Ofsted inspection, and that every one of our students achieves and exceeds both their targets and expectations.

The successful candidate will join Bullers Wood at an exciting time as September 2018 saw the opening of a new secondary free school, Bullers Wood School for Boys. This coincides with the establishment of the Bullers Wood Multi Academy Trust leading to opportunities for enhanced professional and career development for colleagues working within the Trust. The successful candidate may be required to work at either school.

When completing the application form, please follow the instructions below and demonstrate clearly how you meet the person specification and job description.

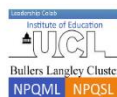
If you have any questions, please do not hesitate to telephone or email us.

We very much hope to receive your application.

Yours sincerely

B. Greene
Headteacher

q u o d p o t e s t e n t a



THE POST AND SPECIFICATIONS

The Post – available until July 2019

To be responsible for the delivery of careers education within the Multi Academy Trust and other work related activities as required, including Enterprise activities.

Manage the statutory careers delivery, reporting to Leadership and governors through Line Leaders and working towards the 8 Gatsby Benchmarks.

Careers

- Coordinate the delivery of careers education and guidance to students from Year 7 onwards as directed by LL , through curriculum assemblies and extra curriculum activities
- Organise annual Careers Conference for Year 9
- Support careers information and opportunities to post 16 students.
- To provide relevant information for Careers Adviser and arrange weekly careers interviews; follow up with students as needed
- Liaise with IT regarding the delivery of careers information via the school's network and ICT lessons
- Liaise with LL and HoY to deliver career workshops for vulnerable students
- Facilitate encounters with employers and employees
- Manage the careers library and resources

Work Related Learning

- Co-ordinate subject audits and student surveys as directed by LL to inform planning
- Maintain and develop links with businesses and providers to support WRL
- Arrange for training and evaluation for WRL
- Meet targets and deadlines for all WRL activities and audit when requested

Work Experience

- Provide debrief survey to students
- Oversee administrative work relating to work experience placements in Vocational KS4 & KS5
- Ensure DBS checks are complete for Health & Social Care and Childcare students where required
- Update and source Careers programmes. Update WRL on VLE including CV templates
- Maintain and develop links with businesses and providers to support Enterprise
- Arrange for training and evaluation for Enterprise

Enterprise

- Organise and facilitate the Enterprise Activities Week for years 7, 8 and 9 by finding appropriate speakers, timetabling staff and activities.
- Work with LL and HoY to ensure students have encounters with employers and employees
- Organise equipment, resources and hospitality for guest and teachers. Co-ordinating staff, allocating duties, booking activities/trips.
- Designing and facilitating PowerPoint presentations for Enterprise to relevant cohorts.
- Prepare and distribute evaluation sheets to staff, students and Guests.
- Comply with the School's Health and Safety Policy

This job description is not necessarily a comprehensive definition of the post. It may be subject to modification or amendment at any time after consultation with the post holder.

Person Specification:

We are looking for the following qualities in the successful applicant:

- Good academic qualifications, particularly in English and Mathematics
- Strong organisation, administrative and communication skills
- Excellent interpersonal skills, particularly with young people
- A flexible approach and willingness to go the extra mile
- Commitment and reliability
- Patience
- Attention to detail
- Good IT skills, including Excel and Word

This post is for 28 hours per week and for 37 weeks per year.

The salary for this position is in the range £23,482 to £25,572 per annum dependent upon skills and experience.

If working 28 hours per week and for 37 weeks per academic year on an FTE of £23,482, the actual salary will be £14,523.79 (28 x 37 x £23,482/1675).

The annualised salary is paid in 12 monthly instalments.

AN INTRODUCTION TO BULLERS WOOD

Context

Bullers Wood is a highly successful comprehensive 11 – 19 girls' school with boys admitted to the sixth form. We are significantly oversubscribed, with admissions from over 50 primaries, and enjoy an excellent reputation in the community.

Mission and Ethos

Our purpose is to develop well qualified, confident and appreciative individuals who show tolerance and co-operation and are ready to play positive roles in the international community.

Students

The number on roll is 1617, including 492 students in the mixed sixth form. We serve a generally affluent community and parents have a choice of Bullers Wood as a comprehensive school for girls or selective education within Bromley and other LAs (Bexley, Kent). The proportion of girls eligible for free school meals is below the national average. About a fifth of the total roll is from an ethnic minority background and some 15 languages are spoken. Very few students are learning English as an additional language. The behaviour of students is excellent, with the vast majority keen to learn and succeed.

In 2018, 82% of students achieved 5+ GCSE's at A* - C (9-4) including English and Maths, and just under 50% of A level results were graded A* - B.

School Organisation

The staff at Bullers Wood are friendly, hardworking and conscientious. We actively promote continuing professional development for all staff, in line with the needs of the individual and those of the School. We offer a full and comprehensive induction and ongoing support

programme for all new staff. NQTs are allocated a dedicated mentor to support them through their NQT year.

The School is a founder member of the highly regarded Bromley Schools Centred Initial Teacher Training Collegiate which enables our staff to share their expertise and good practice with others. We also train teachers through the Graduate Teacher Programme.

Our Accommodation and Facilities

Twenty two acres of woodland and landscaped grounds surround Bullers Wood House, a mansion with interior design by William Morris and exterior by Ernest Newton – both leading Victorian designers. This makes it unique, creating a high quality environment and atmosphere which students enjoy and remember.

CONDITIONS OF SERVICE

Employment is subject to a number of pre-employment checking procedures – these are given below.

Pension Scheme

Support staff, whether full or part time, will automatically be a member of the Local Government Pension Scheme Pension Scheme unless they elect to opt out. This is a contributory scheme, with the contribution rate dependant on the full time, term time salary of the post.

Policy on Equal Opportunities

The School is an Equal Opportunities employer and appointments are based on the applicant's ability to meet the requirements of the position.

The School is opposed to any form of discrimination against any individual or group and welcomes the fact that our School includes a diversity of individuals from many races and cultures.

Behaviour which is discriminatory on the grounds of race, colour, culture, nationality, gender, sexual orientation, disability, religion, will not be tolerated.

Application Procedure

- i. Read carefully all the information about this post
- ii. If you have any questions, please do not hesitate to telephone or email Gill Newton, Human Resources Manager, 020 8467 2280 ext 359; gnewton@bwsgirls.org
- iii. Complete the application form **as fully as possible**. If there is insufficient room on any section of the form, please provide the additional information on a separate sheet
- iv. In section 10 Letter of Application, please tell us
 - o Why you are applying for this post
 - o How your experience, skills, training and/or qualifications equip you for it i.e. how you meet the person specification and requirements of the job description

Send your completed application form by fax, email (if downloaded from our website) or through the post to:-

Mrs Caroline Sharp
Human Resources Administrator
Bullers Wood School
St Nicolas Lane, Logs Hill, Chislehurst, Kent BR7 5LJ
csharp@bwsgirls.org

Please send your application to reach us by **Monday, 14th January 2019 - 9.00am**

In the interests of economy, receipt of your application will only be acknowledged if you send a stamped addressed envelope or ask for an acknowledgement by email. Alternatively please ring Gill Newton.

If you do not hear further from us, then you may assume that your application has been unsuccessful on this occasion but we should like to nevertheless thank you for your interest in working at Bullers Wood.

Please note that it is our policy to hold on file for some time applications that have been unsuccessful in order that if another vacancy arises for which you may be suited, we can contact you. If you do not wish us to retain your application, you should please advise us to this effect.

Appointment Process

- i. Suitable applications will be shortlisted for interview within the first week (although sometimes it can take two weeks) after the closing date.
- ii. If you are successful, you will receive either a phone call and/or email inviting you to attend for interview. It is therefore important that you give us a daytime telephone number and/or an email address that you regularly access so that we can contact you to make the necessary arrangements if you are shortlisted.

If you require any assistance in attending for interview, please let us know the nature of that assistance in good time so that we may make appropriate arrangements.

- iii. Candidates called to interview will
 - be given a tour of the school
 - have an opportunity to meet with members of the department
 - normally be expected to conduct a short task
 - Have an interview with at least two senior members of the school.

Pre-employment Checks

The successful applicant will be required to:

- Provide details of two referees who know you in a professional capacity, one of which must be your current or most recent employer. It is our usual policy to take up references BEFORE interviews where possible. Employment is conditional on these references being deemed satisfactory.
- Provide proof of all relevant qualifications
- Provide proof of eligibility to work in the UK
- Undertake an enhanced Disclosure and Barring Service check, including List 99 check, and receive clearance. ***Please note that an enhanced check will reveal all criminal convictions on record, including those that might be considered "spent"***. It is therefore important that if you ever had any conviction, that you declare it in your application in the appropriate section.
 - Complete a Medical Declaration and receive fitness to work