



CALDERSTONES SCHOOL

APPLICANT INFORMATION PACK



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Opening MESSAGES

Welcome

A MESSAGE FROM THE **HEAD TEACHER** AND THE **CHAIR OF GOVERNORS**

Thank you for expressing an initial interest in Calderstones School. This is an incredible opportunity to join a diverse, highly inclusive, ambitious secondary school with the notion of 'family' and 'community' at its heart.

Calderstones is a wonderful place to work, full of hard-working, values-rich staff and students. Everyone is on board. There is no doubt that the school has challenges ahead if it is to fulfil the long-term aspiration of providing a truly first-class education to the students in its care but the challenge of constantly raising the bar for every stakeholder in the school community is one that we welcome each and every day that we walk through those gates.

As Head Teacher, I am looking for someone who will inspire and enrich the education of our students. We believe that 'no-one rises to low expectations' and we expect the very best from our staff and students.

I care deeply for our students, our staff, and our school community. As such, the person and the character behind the skills, background and experiences for this role is critical.

I look forward to reading your application and to potentially seeing you in person.

Best wishes, **Mr Lee Ratcliffe**



Welcome from the Chair of Governors

On behalf of the Governing Body, thank you for considering our school. We believe that for the right candidate this will be an exceptionally rewarding opportunity. The Calderstones School community has always been strong, and we believe this to be an essential role in continuing to cement our togetherness.

We believe we have a charismatic, collaborative, and challenging head who welcomes the vigour, support and ideas our new colleagues bring to the school.

I wish you all the very best with your application and to hopefully meeting you in the future.

Best wishes, **Mr Joseph Rowe**



CALDERSTONES SCHOOL – AN EDUCATIONAL PROFILE



CALDERSTONES – AN EDUCATIONAL PROFILE

About Calderstones School

Calderstones School is often described as a truly comprehensive secondary school but in reality, this is too simplistic a tag-line and does not do the school justice. The word 'comprehensive' is sometimes misused to mean 'typical' here. In one regard, the school is of course typical in that it is representative of the wider community and educates young people of all abilities and backgrounds. However, the values and the population of the school are more complex than this and as such, no one word or term can do the school justice. The vision for the future of the school though, is based around this principle: that of wanting to create a first-class comprehensive education for the community that we serve.

Calderstones is a larger than average, highly inclusive comprehensive school with provision for post-16 students in the sixth form. Each Year group contains 265 students and the 6th Form traditionally hosts around 250 students. The school employs 111 teaching staff and 37 support staff. As a PFI school, approximately 25 additional staff are on site supplementing the work of those directly employed by the school. In terms of population, this makes the school one of the largest in the city region. It is also one of very few remaining Local Authority maintained schools in the area.

The school draws its student population from across the south of the city and from a range of postcodes. Whilst the school is set in what many describe as the leafy suburbs (amongst the most expensive area of housing in the city) and directly opposite one of the largest green spaces in Liverpool, this is deceptive as the intake comes from a much wider geographical area. This is evidenced by the fact that, in terms of deprivation indicators, the school is located in quintile one ('least deprived') but the student base is in quintile 4 ('more deprived').

The proportion of students eligible for SEND support is in line with the national average whilst the proportion of students with an Educational Health Care Plan is slight below average but improving.

The proportion of students from minority ethnic backgrounds and also those students who speak English as an additional language is above average but these simple statements hide a complexity and value that would be easily overlooked. Our students hail from 52 different ethnic origins and speak 36 different languages, identified as their 'first' language. This gives a diversity and intrinsic strength to the school, one that cannot be underestimated and which is highly celebrated and utilised. EAL students make very good progress at Calderstones.

Our School Vision

To provide a first-class comprehensive education that finds the potential in each student and develops resilient individuals ready for adult life.



Resilient Individuals:

Ensure that students are well prepared for adult life, demonstrate kindness, tolerance and determination and feel happy, secure and safe.



Find the potential in each student:

Create a learning experience and curriculum that is broad, balanced, relevant and engaging and enables students to fulfil their potential.



First Class Comprehensive Education:

Ensure that outcomes for students are consistently above expectation and exceeding national averages.

CALDERSTONES – AN EDUCATIONAL PROFILE

About Calderstones School

Calderstones has an above average intake of students known to be eligible for the Pupil Premium. However, the Indices of Deprivation suggest that many of those students in receipt of Pupil Premium at the school come from areas of particularly high and long-term deprivation. This is complicated by the fact that many students from economically deprived background have other factors which may present additional barriers to the learning, for example SEND or EAL. The progress made by non-disadvantaged students at Calderstones is much better than that of disadvantaged and this significant gap needs to be closed.

There are almost twice as many boys as girls across the school, mainly because of the nature of the intake and admissions policies of some of the other neighbouring South Liverpool schools. Nonetheless, the spread of abilities of both boys and girls is broadly representative of what might be expected in a comprehensive school. Historically, girls perform particularly well at Calderstones, above their peers nationally.

On average, approximately a fifth of the students who finish their education in Year 11 at Calderstones did not start their education at the school in Year 7. Those who did the full five years tend to perform significantly better than those that did not.



OUR COMMITMENT TO EQUALITY



OUR COMMITMENT TO EQUALITY

Proud to be a disability confident employer...

We recognize that some of our candidates may encounter additional challenges during the recruitment process due to disabilities. However, our commitment to providing everyone with an equal opportunity to succeed remains unwavering. To that end, we're delighted to offer reasonable adjustments, as mandated by the Equality Act 2010, to ensure that all candidates can fully participate in the recruitment process.

If you require any adjustments during the recruitment process, please inform us, and we'll be happy to assist you. We prioritize confidentiality and will only share your information with relevant parties to provide the necessary adjustments.

We firmly believe that making reasonable adjustments is not only our legal obligation but also critical in creating an inclusive workplace where everyone can thrive. We're prepared to do whatever it takes, whether it's modifying testing procedures or providing aids to ensure you have a fair chance. Join us, and let's create a more inclusive and equitable work environment together!



Embracing Diversity

Promoting Community, Equality, Diversity and Inclusion

We encourage applications from individuals across all ethnicities, genders and ages. We stand behind and support our LGBTQ+ colleagues, and we take pride in our diverse staff and student body.

In addition to providing a first class education to our students, engaging with our community is a top priority at Calderstones School. We are committed to creating an environment of inclusivity, where everyone is accepted and celebrated for their unique strengths and abilities. We make an effort to level the playing field for colleagues who have caring responsibilities, those with young families or disabilities alike. Because we believe, together, we are stronger.



EMPLOYEE BENEFITS AT CALDERSTONES SCHOOL



Supporting our **People**

Set against the beautiful backdrop of Calderstones Park, our school has a mixture of new and historic buildings, including a purpose-built science building with 15 science labs set over three floors. Classrooms and offices across the school boast bright, welcoming spaces and are well-resourced.

Staff can take advantage of the ample facilities on site and can access a wide variety of benefits including the Calderstones Ways to Well Being framework. We are immensely proud to support our colleagues every day through various considerate ways of working, initiatives and dedicated time for well being. So much so, that our whole school wellbeing programme was shortlisted for it's innovation at the Educate Awards.

We are also proud of our growing learning and development programme, offering continuous programmes of learning, coaching, mentoring and access to professional qualifications for both teaching and support staff.

EMPLOYEE **BENEFITS**



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|  | Occupational health support and enhanced occupational sick pay |  | Enhanced occupational maternity, paternity & adoption benefits |  | Professional development, learning and development opportunities |
|  | Generous employer pensions and Life Assurance (in-service death benefits) |  | Free gym use on site, or discounted membership to Lifestyles gyms |  | Free annual flu jab, eye tests and discounted glasses |
|  | Access to bespoke employee health and wellbeing programme |  | Cycle to Work salary sacrifice scheme and bicycle storage sheds on site |  | 12 month Travel loan – <i>save money by purchasing a 12 month pass</i> |
|  | Generous holiday entitlement |  | Free parking & regular discounted valeting onsite |  | Medicash – <i>up to 100% cashback on personal healthcare and alternative therapies</i> |
|  | Family friendly policies and flexible working practices. |  | Onsite canteen with discounted, healthy food options |  | Employee Assistant Programme – <i>free on-going counselling support, life management and 24/7 health advice</i> |



HIRING PROCESS

City of Liverpool
PENNY
LANE **L18**



HIRING PROCESS

HOW TO APPLY

01

Application Form

Complete the application form provided. The job description and person specification can be used to assist in populating the form. CV's and agencies will not be accepted unless invited.

02

Include Supporting Statement

Sending a **covering letter**, of no more than 2 sides of A4 to enhance your application. This is your opportunity to provide further context on how your skills and vision have prepared you for a role at our school.

03

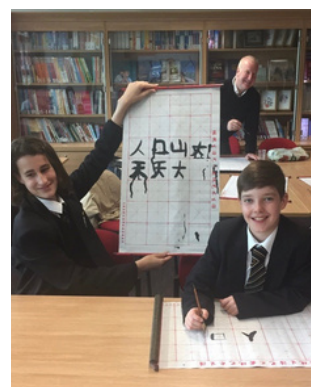
Equal Opportunities Form

Complete and return the equal opportunities form. This is confidential and helps us to ensure we are inclusive in our recruitment processes.

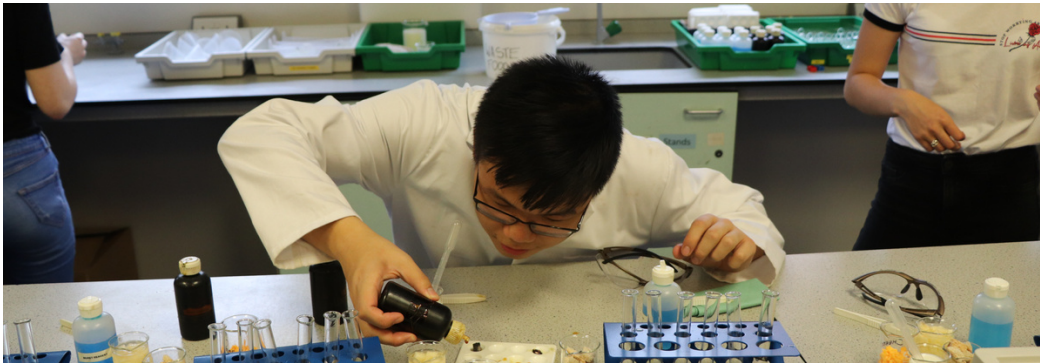
04

Return Documents 1-3

Return documents to: recruitment@calderstones.co.uk. Documents should be in either MS Word or PDF format.



HIRING PROCESS



WHAT HAPPENS **NEXT...**

Shortlisted

If your application is successful, you will be notified by e-mail and invited to attend an interview or selection day at our school. Full instructions will be provided and you will be provided with additional documentation to complete for our safeguarding procedures.

References

Following our invitation, we will contact your nominated referees, unless you have expressly indicated that we should not contact them at this stage. You should provide a minimum of two referees, at least one from your current or most recent employer.

Interview or Selection Day

Interviews take place on the school site and where possible, will include a tour of the school. The successful candidate(s) will be notified as soon as possible after the process has concluded. All offers are conditional upon meeting statutory criteria, including successful pre-employment checks.

Outcome

All candidates will be notified within one working day of the outcome of the interview. Successful candidates will receive a written offer. Feedback can be provided upon request for those who have attended interview.

CALDERSTONES SCHOOL

APPLICANT INFORMATION PACK



GET IN TOUCH:



www.calderstones.co.uk
recruitment@calderstones.co.uk
0151-724-2087

