



THE
BLUE COAT
SCHOOL



CANDIDATE RECRUITMENT INFORMATION 2020/2021

THE BLUE COAT SCHOOL, LIVERPOOL

'non sibi sed omnibus' - 'not for oneself but for all'



Executive Summary

The Blue Coat School is a unique school. For over 300 years we have played a vital role in shaping the lives of Liverpool boys and girls - helping them to realise their academic potential and providing them with the skills and values they need for life's journey.

We believe in the power and value of education to change lives and change the world.

The Blue Coat School is a co-educational selective grammar school which converted to Academy status in March 2012. Awarded Outstanding in all four areas in our OFSTED inspection in 2012, we have an enviable reputation, both locally and nationally, for our academic excellence.

In November 2015 we were recognised as State Secondary School of the year by the Sunday Times, and in more recent years we have been the top performing school in the North West.

We have approximately 1,199 students on our roll, including 325 students in our Sixth Form.

We know we are an outstanding school. However, we want to be better and this post represents a fantastic opportunity to ensure this outstanding school continues to go from strength to strength.

Working at The Blue Coat School provides a wonderful opportunity for the right candidate to ensure the School achieves its ambitious vision for the future.

We look forward to hearing from you.

Vision Statement 2018-2025

The Blue Coat School will specialise in providing an education that is tailored to the academic, personal and social needs of very able children from all social, economic and cultural backgrounds. Our students will be the very best scholars of English and mathematics with a passion to be highly literate in sciences, humanities, languages, technology and the arts. They will be socially and globally aware through their interactions with each other and the opportunities provided by the school's curriculum. Students will get an educational experience that exceeds those provided to students of similar ability in any other establishment.

The school will be recognised as student centred, forward thinking and innovative. It will inspire the confidence of all members of its community and its strengths will be seen in all accountability measures. The school will be seen by policy makers as a place of great practice that can make a significant contribution to improving educational provision.

We will achieve this by challenging ourselves to ensure that...

Achievement

Students of all age groups will aspire to achieve the very highest academic, personal and social outcomes. Boys and girls from every different background will make exceptional academic progress from their starting points. Every student will build on their individual characteristics to develop sophisticated personal and social skills that ready them to pursue any future of their choice. They will be equipped to be the next generation of leaders capable of having the most positive influence on society.

Teaching and learning

Teaching will always promote the joy of learning. Teachers will be experts at planning and adapting pedagogy to meet the needs of able students. Throughout the school and at all age groups, teachers will excite students with innovative approaches that develop resilience, problem solving, creativity and independence. Teachers' expert subject knowledge and creative teaching strategies will inspire all students to learn about themselves whilst mastering their subjects. Teaching will challenge students to develop the courage to learn by taking risks.

Wider provision

Provision will be planned specifically to meet able students intellectual, personal and social development needs. The formal curriculum will provide a balanced menu of wide-ranging opportunities for students to develop, apply and evaluate new knowledge, understanding and skills. Exciting extra-curricular activities will complement and enrich students' experience at all stages of their education. Students future opportunities will be limitless because they are confidently equipped for and expertly guided about the next stage of their educational and development.

Staff growth

Leaders at every level will inspire others by role modelling exceptional standards and practice. They will promote a culture of evaluation, research and development where evidence based decision making informs improvements to policy, practices and outcomes. Staff development will always be centred on improving students' learning and be informed by innovation in education and other sectors, both nationally and internationally. A well-resourced professional development programme will support all teachers and support staff to deliver outstanding provision and acquire new knowledge, understanding and skills. The school's reputation for outstanding provision will attract ambitious applicants to join the school and contribute to securing further improvements.

Community

The Blue Coat School will be a vibrant, purposeful, confident organisation that engages positively with all sections of its community. Explicit values will be shared across the community and shape the vision, strategy, policies and practices of all stakeholders. A commitment to mutual support and challenge will underpin the relationships across all stakeholder groups. The community will know, understand and meet the needs of each other allowing all students and staff to flourish and reach new potentials. The needs of the students will be at the heart of all decision making.

Partnerships

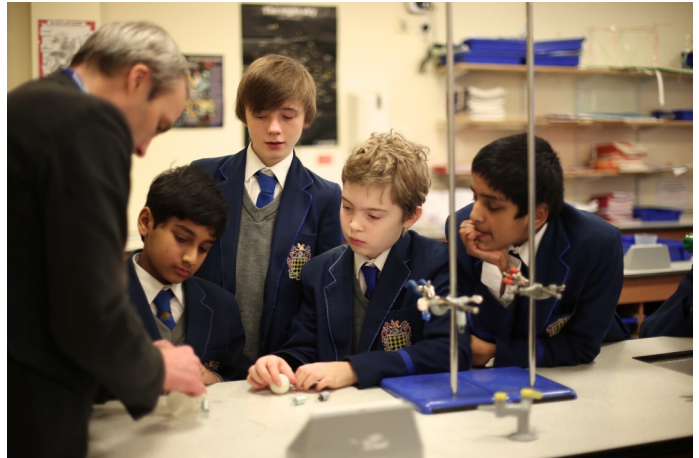
The Blue Coat School will seek partnerships that benefit its students more than if the school worked alone. As a renowned provider for very able students, the school will forge local, national and international educational partnerships that add value to all involved. Partnership activity will support able children in other schools, especially those who are socially or economically disadvantaged. In keeping with the aims of our founders, the school will work in partnership with others who share its desire to improve social mobility locally and nationally.

We are about three things...

1. We have a proud history

- The Blue Coat School is Liverpool's oldest educational institution
- We were founded in 1708 and have been at the heart of the life of the city for over three hundred years
- We are part of a great tradition of Liverpool philanthropy and progressive social reform
- We are proud of our history; it has helped to forge our character and shape our values. It gives us a strong sense of identity and a clear sense of direction
- We are ambitious for the future. We challenge and inspire our students to excel, innovate and discover.

Our history is not what just we did yesterday; it's what we make today and tomorrow.



3. We're family

- The Blue Coat is a warm and welcoming school. We celebrate diversity and value individuality
- We're a family that supports and encourages each other. Our staff, trustees, students and parents are all integral to our success
- We respect and cherish our traditions. We remember and honour all those who have contributed to our story, who have helped make the Blue Coat a unique and exceptional school
- But we also reach out and look forward. We're part of a bigger community and an even bigger world. We want to share and give something back. And like every family we stay in touch. We get together to share, remember and celebrate.

We're a family that supports and encourages each other.

2. We provide an excellent education

- The Blue Coat School is a school dedicated to achieving academic success and excellence
- We believe in the power and value of education to change lives and change the world
- We are proud of what our students achieve in school and in life. Academic success is enormously important but we focus on nurturing all our students' talents and their human potential. Our gift is more than an excellent academic education
- We provide our young people with the means to be successful and fulfilled; to be active and responsible citizens who make a positive and valuable difference.

We believe in the power and value of education to change lives and change the world.

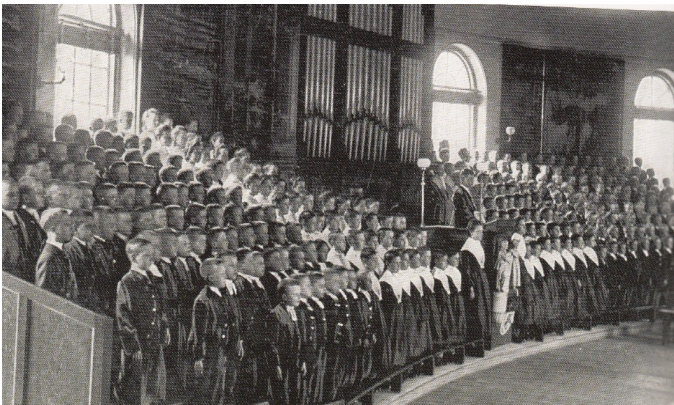


Our Story...

The Blue Coat School has a long and extraordinary history. It is a vital part of our identity and a source of inspiration and pride. It has helped to forge our character and shape our values. We are part of a great tradition of Liverpool philanthropy and pioneering social initiatives.

This is our story...

The original Liverpool Blue Coat School was founded in 1708 by master mariner Bryan Blundell* and the Reverend Robert Styth, the then rector of Liverpool. Reverend Styth took it upon himself to administer the first Blue Coat School, organising a place where poor children could be accommodated, cared for and learn to “read, write and cast accounts”. Blundell provided the Reverend with financial backing for the project.



The School Choir in 1898

The original school building was situated in School Lane in buildings formerly used by Cross’s Free Grammar School. Today, it is the oldest construction in the city centre, now functioning as the Blue Coat Arts Centre.

When Reverend Styth died in 1713, Bryan Blundell took over as the treasurer and trustee. During this time, he noticed the poverty of the period, which was causing the children to neglect the school out of hours and so changed the school into a boarding school that provided food, drink and lodgings for the young generation. The school by then needed extending and enlarging, and thanks to Bryan Blundell’s donations this work was finished in 1718.

It was only during the last 10 years of the 18th century that a uniform was introduced. Blue is the colour of alms-giving and Charity and it was the common colour for clothes in Tudor times, and so the charity children were dressed in blue Tudor frock coats, yellow stockings and white bands. The students of The Blue Coat School wore this uniform until 1948.

A move to the countryside...

By the end of the Victorian era, it had been realised that the school buildings were inadequate and in 1899 the trustees of the School took the decision to commission a new school building in what was then the countryside of Wavertree – away from the smoke and industry of the overcrowded city.

The project would cost over £80,000, an amount which was raised with the financial help of W H Shirley. Following his death in 1901, he left, in his will, £38,000 towards the building of the school. Along with many other contributions, the £80,000 was eventually raised and work began on the new school in 1903, which was completed in 1906. These are the buildings still occupied by the school – designed in the late English renaissance style – with later additions including the distinctive chapel dome and clock tower.



Our iconic clock tower

*Following on from a review about how we talk about our history, particularly our Founder Bryan Blundell, we are about to embark on a student-led project to ensure that we talk about our history in a more open and transparent way.

Our Story...

The Blue Coat retained its role as an orphanage until the late 1940s; boys and girls in old-fashioned dress having been a familiar sight around Liverpool for many years. In 1948 the school changed its status and became a day and boarding school for boys only.

In 1984, the City Council proposed a 'cease to maintain' order for the Blue Coat. It was defeated a year later following a successful campaign by the School that was supported by the people of Liverpool keen to maintain one of the city's great educational institutions.

The boarding school was eventually phased out until only a few remaining boarders lived in the school and the rest of the students were day students. The school stopped accepting boarders in 1989, the same year that girls were readmitted to the Sixth Form only.

The Chapel, funded by M T Fenwick-Harrison in memory of his late wife.

A New Chapter...

In September 2002 – the first time in more than fifty years – girls were admitted into the school alongside boys following an entrance examination. Two splendid statuettes, different but complementary, standing to this day in the School's Boardroom, clearly reveal the original inspiration of The Liverpool Blue Coat School: it was thoroughly co-educational before the word was coined.

History has given us both a strong sense of identity and a clear sense of direction. As we embark on a new phase of our story as an Academy, we remain faithful to the pioneering principles of our founders.



Admissions

Year 7 Admissions

Each year we are inundated with applications for Year 7 places, typically receiving over 1000 applications for 180 places.

Parents are invited to attend the School's Open Evening in the July preceding their child's entry into their final year in the Primary School Education. Upon receipt of a completed application form potential students are invited to sit an Entrance Test which consists of a Mathematics Test and English Test.

Eligibility for places are based on the following criteria:

- upto 27 places will be available to the highest scoring applicants who are eligible for free school meals and who achieve an Entrance Test score of 213 or more,
- The remaining places will be available to all other highest scoring applicants.

Additionally the child should meet their Home Education Authority's preference criteria.

Sixth Form Admissions

We are pleased that the majority of our students stay at the School for their A Level studies after completing their GCSEs. In addition we admit 60 external candidates into Year 12 each year.

Admission is made with reference to GCSE grades and a demonstration of an aptitude for further academic study appropriate to the needs of the student. The minimum entry requirement is 52 points from best 8 GCSE's, grade 6 in GCSE Maths, Grade 6 in GCSE English Language or Literature, plus the pre-entry grade required for their chosen A Level subjects.



Academic Excellence

We are renowned, both locally and nationally for our high standards of academic performance. This year with the Government cancelling the external examinations the following results are those that were awarded by the School as part of the Centre Assessment Grade process (CAGs).

GCSEs 2020 CAGs

Our Year 11 students achieved 59% at grades 9-8 and 81% of grades were 9-7 in all subjects. 45 students achieved a grade 9 and 8 both English and Mathematics. 52% of students achieved grade 9 in Chemistry, 70% of students achieved grade 9-8 in Maths, 74% of students achieved grade 9-8 in Music and 92% of students achieved a grade 9-8 in Latin.

A Levels 2020 CAGs

58% of the grades achieved were A*- A and 81% of all grades were A*- B grades.

87% of students attained their first choice place at University, whilst 10% gained a place at their insurance choice. 72% gaining places at Russell Group Universities.

18 students successfully attained places at Oxbridge Universities, studying Languages, Engineering, Physics, History, Classics, Music, Natural Sciences and Medicine.



OFSTED

In 2012 we were awarded Outstanding in all four areas in our OFSTED inspection: achievement of students; quality of teaching; behaviour and safety of students; and leadership and management.

To view our OFSTED report please click [here](#).

“An outstanding school in which students thrive and flourish. Standards are exceptionally high across all subjects. Teaching is outstanding because senior leaders have very high expectations. There is a relentless but supportive focus on each teacher improving their teaching in order to teach high-quality lessons.” OFSTED

A Transformational Education

Our gift is more than an excellent academic education. Whilst academic success is enormously important, we also focus on nurturing all of our students' talents and potential.



Music

The making and appreciation of music is one of the most established and vibrant traditions of the Blue Coat School, and one of the paintings in the archives shows the School Band in 1840 parading proudly in the Town Centre. To this day, we have an active orchestra, choir, stage bands, the Christmas Carol Service, the Spring Concert, the Summer Recital as well as concerts in the local community such as at the Philharmonic Hall.

Sport

Our successes in sporting competitions have been, over recent years, many and great. It is almost unknown for our football and basketball teams not to figure in local and regional finals. Moreover, football and basketball teams have on several occasions returned triumphant with National trophies.

The dedication and expertise of our teachers ensures that we have highly skilled and ambitious teams at all age levels in football, basketball, cricket and athletics, and are now seeing success in our hockey, netball and cross-country teams to the same standard.

School Show

The annual school show is one of the most established traditions of the School, and continues to be an integral part of School life.

In February 2020 the school show was Legally Blonde, it was an immense success which demonstrated a prodigious talent in our students and staff. The show was also supported by our fine musicians.



Duke of Edinburgh

We re-launched the Duke of Edinburgh programme in 2013/14 with Bronze and Silver. Following the launch success In 2017 we offered Gold Award for the very first time. The DofE Award Scheme is one of the most popular extra-curricular activities within the school. Duke of Edinburgh helps to develop students' skills and confidence, and research recently carried out by the United Learning Trust found that employers consider DoE to be the most important extra-curricular activity at School for increasing employability.

"My favourite part of DofE was arriving at the campsite after a full day of trekking, with the sun beginning to set behind us and cheers from people who had already got there. It was a great feeling of achievement and made the day totally worth it."

Pastoral Care

The pastoral care of our students at The Blue Coat School is immensely important. Our strong pastoral team ensure that students are able to get the most out of their learning and personal development.

At the off-set we want our students to feel part of the Blue Coat Family and we hope to promote this ethos at the very start of a student's journey here at Blue Coat through the induction process.

Students are placed in one of six Form Houses and each has a Form tutor who is responsible for the day to day well-being of 30 students. Our Form Tutors monitor both the behaviour and welfare of our students as well as their achievement and progress.


Another layer of care is provided by the Key Stage Leaders. There are two leaders for each of the three Key Stages. These members of staff are responsible for monitoring the general welfare and progress of students and implementing any appropriate intervention as well as being the liaison between the students, parents and

staff. At Blue Coat we adopt an holistic approach as we teach, monitor, support and guide our students.

In the Sixth Form, students are placed in appropriate tutor groups headed by Sixth Form tutors who are similarly responsible for the overall well-being of their students. We welcome around 60 external students into our Sixth Form and are keen to ensure that they are well supported through this transition.

Our Student Support Department offers a range of strategies and support to meet the individual needs of each student. It is a service that students can access when they need guidance and support with particular challenges.

The Blue Coat School is a family that supports and encourages each other and the pastoral care of our students is paramount. We strive to ensure that all our students thrive and achieve the best that they can in all areas of school life.



"A key strength of the school is the highly professional relationship teachers have with students, as one student commented, 'it is the bond between teacher and student that makes this school great and helps us to learn'." OFSTED

Governance & Leadership

The Blue Coat School has a well-deserved and longstanding reputation for academic excellence.

However, we are not prepared to rest on our laurels and are committed to continuous improvement and ensuring all students benefit from an outstanding all-round education.

It is therefore important that we recruit and retain talented, inspirational teachers and leaders who are equally committed to this vision.

The Trust Board acts as a 'critical friend' to the school, providing both support and challenge where appropriate, to ensure the highest standards of academic achievement, behaviour, safety and financial probity are maintained.

We welcome all applicants who aspire to contribute to the further development of our outstanding school.

Joan Bonenfant
Chair of Trustees

"The governing body oversees the school's work and gives exceptional challenge and support. There is a significant focus on accountability at all levels and governors have helped the school to improve students' achievement." OFSTED



The Blue Coat School Community

The Blue Coat School Foundation

The Foundation exists, as the charitable arm of the Blue Coat School, to create and use its funds to support its programme of development and maintain the school estate.



It does this whilst maintaining a portfolio of investments to enable it to meet future school needs which increasingly cannot be met due to pressurised central government funding.

The Foundation's aims are to provide items, services and facilities for The Blue Coat School, to promote the education of individuals attending the School who are in need and promote the education of former students from the School who are in need.

The Foundation supports the school in upgrading its

The Blue Coat School PA

The Blue Coat School Parents Association is a hugely important part of our School community. The PA has played an active role in supporting the School over the past 30 years, organising a fantastic calendar of events to raise funds.



As well as assisting the School's clubs, societies and other fundraising projects, the PA provides the opportunity for staff and parents to meet together socially.

The PA enthusiastically fundraise for a variety of projects and activities. Their aim is to fund the 'extras' that enable our students to have the very best opportunities and education possible.

facilities to provide a 21st century learning environment for its students, as well as maintaining its significant and important cultural heritage, comprising the School's Grade II* listed buildings which marks the school among the top 8% of all Listed Buildings nationally.

Recently the Foundation has committed a significant sum of money to remodel the older part of the school into a new facility for our Sixth Form, as well as necessary remedial, redevelopment and refurbishment work to key parts of the school including Shirley Hall.



Sixth Form students volunteer at Heritage Open Day, September 2018

Each year they raise around £10,000, and most recently they have donated £10,000 towards the School's Library Appeal.

As well as raising funds the PA also provides crucial support to the School, such as serving refreshments at School events such as the Christmas Carol Service, School Show and Summer Recital.

The Blue Coat School Community

Old Blues

When our students finish their studies at School they automatically become an 'Old Blue' and remain part of the Blue Coat community for life – we want our Old Blues to be an integral part of the future of our School, not just our past.



We organise various events and activities which enable us to stay in touch with our students once they move on to pastures new, but also help us get in touch with long lost friends. We offer opportunities for Old Blues to connect with each other, as well as the School.

We encourage our Old Blues to support the School in whatever way they can and many volunteer at our annual Careers Fair, deliver careers talks on their area of expertise to our Sixth Form students and help with practice interviews.

“At the time school just felt like life as normal, but with hindsight I realise that I thrived amidst a culture of excellence”

Stuart Ford, Class of 1988, CEO IM Global

“I will always be grateful to the School for giving me the encouragement to apply for and achieve a place to read Law at The Queen’s College, University of Oxford.”

Margaret Parr, Class of 2003, Barrister

“My advice to students today would be to make the most of every opportunity you have at the school. Be ambitious; but let your ambitions be about the good you can do for others in the world.”

Professor Tom Greggs, Class of 1999, Professor in Historical and Doctrinal Theology at the University of Aberdeen



Old Blues at our event London in February 2019

The Development Team

The Development Team works with parents, Old Blues and friends of the school to provide the very best resources, facilities and opportunities for our students. We proactively raise funds and encourage supporters to contribute to our Development Fund which provides the extras for our students. Recent projects we’ve funded include new resources for Chess Club, new equipment for our Fitness Room and entry fees for maths and science competitions.

Our current focus is our first large-scale capital campaign which aims to raise the £1.2 million needed to refurbish the school library. This is an ambitious project for the

school and we hope that with the support of the whole school community we can make this vision a reality.



What we can offer you as your employer...

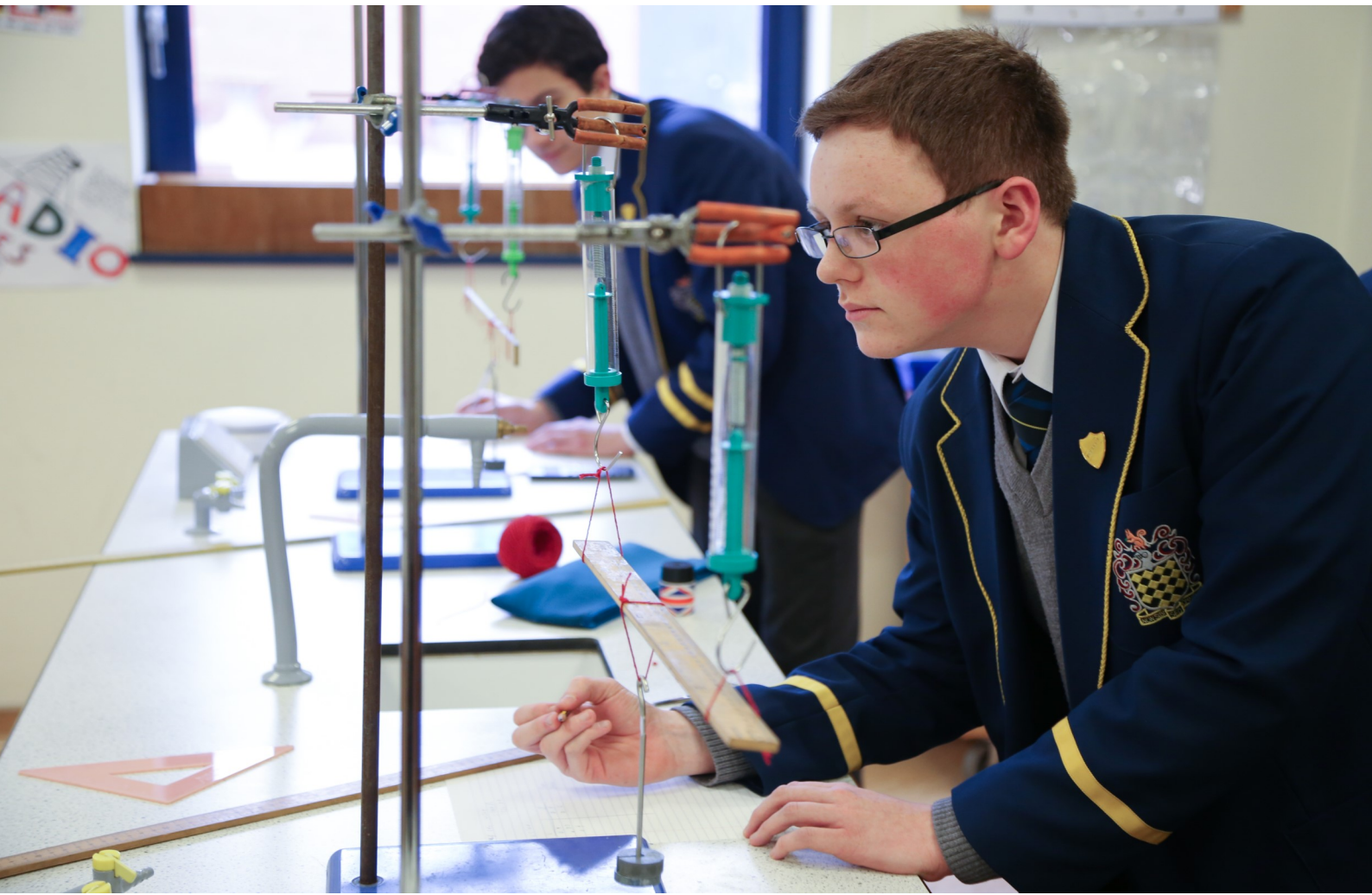
We want to ensure that we attract the very best candidate to support our ambitious vision for the School and our students.

However, we also do all that we can to be an exemplar employer and we are pleased to offer a number of benefits to our staff team.

We have an extremely supportive Trustee Board that works in partnership with the Headteacher, senior leadership team and other school staff to promote high standards of educational achievement and to drive the strategic direction of the school. In addition we have a committed team of staff, and a vibrant community of intelligent and hardworking students.

We have a good relationship with the Local Authority and currently subscribe to the School Improvement Partner Service.

Employees of The Blue Coat School are eligible for benefits such as a Pension administered by the Teachers Pension Services, Local Government Pensions, salary sacrifice schemes such as Childcare vouchers and the Cycle2Work scheme, as well as access to the School's health and fitness room.



RECRUITMENT

Appointments are with the trustees of the school under the terms of a contract signed with trustees as employers. It is subject to the current conditions of service applicable for this post and other current education and employment legislation.

All employees of The Blue Coat School have a responsibility to comply with policies and procedures relating to the safeguarding of students, child protection, health, safety, confidentiality, internet acceptable use (including social networking) and data protection.

All employees are expected to be flexible in undertaking their duties and meeting their responsibilities. Staff are expected to comply with any reasonable request to undertake work of a similar level that is not specified in this job description.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access for disabled members of staff or continued employment for any member of staff who develops a disabling condition.

Job descriptions are current at the date of application.

Disclosure

The governing body is committed to safeguarding and promoting the welfare of students and the highest priority is given to this following the guidance and regulations of safeguarding.

Post holders are subject to an enhanced disclosure from the Disclosure and Barring Service (DBS) and any other statutorily required clearance.



How to Apply

Vacancies will be advertised on the school website
www.bluecoatschoolliverpool.org.uk

For further information please contact Shirley Heath on
0151 733 1407 or at
recruitment@bluecoatschool.org.uk

Completed applications to be sent to:
recruitment@bluecoatschool.org.uk

Equal Opportunities

The Blue Coat School wholeheartedly supports the principle of Equality and Diversity in employment and opposes all forms of unlawful or unfair discrimination on the grounds of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

We believe that it is in the school's best interests and those of all who work in it, to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise.

To this end we are committed, to take every possible step to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training and career development are based solely on individual merits and abilities, appropriate to the job.

Thank you for your interest in The Blue Coat School.



The Blue Coat School

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Twitter: @LiverpoolBCS

'non sibi sed omnibus' - 'not for oneself but for all'