



# QUEEN'S PARK HIGH SCHOOL



## Post of: Pastoral Support Manager Application Pack

Full-time, Permanent contract

Start Date: As soon as possible

Salary Grade: Grade 7, SCP 17 to SCP 23

£31,022 - £34,434 (pro rata £26,648.85 - £29,579.87)

Term Time + 1 week (39 weeks per year) 37 hours a week

Closing Date: Wednesday 4th March 2026



*Inspiring Individuals • Empowering Minds • Defining Futures*

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QUEEN'S PARK HIGH SCHOOL • QUEENS PARK ROAD • CHESTER • CH4 7AE

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Headteacher: Mr Tom Kearns

# Our Vision



As a school, Queen's Park High has ambitious outcomes for all its students and we aim to provide the very best learning and personal development opportunities for every young person that we serve. Our vision is founded upon the following principles:

- *Inspiring Individuals*
- *Empowering Minds*
- *Defining Futures*

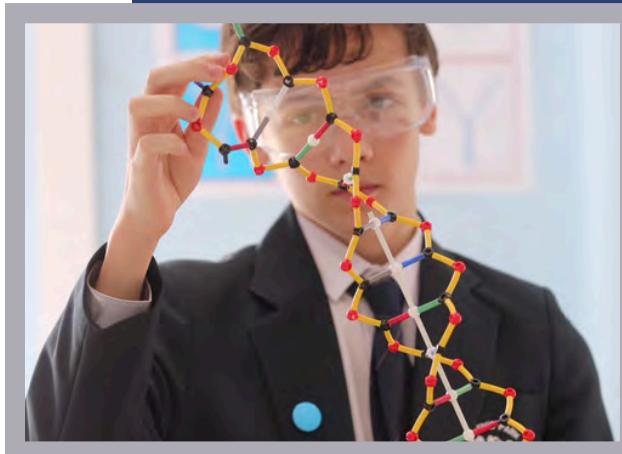
## **Inspiring Individuals**

We value the uniqueness of everyone in our school, and we have committed to make excellence in teaching the core value of our school, so that all members of our community are inspired to learn and achieve.



## **Empowering Minds**

We believe that everyone has ideas to share, aspirations to realise, and opinions that matter. It is our mission to liberate young people to think freely, without constraint and beyond limits.



## **Defining Futures**

In all that we do, we are guided by the knowledge that the foundations of every young person's tomorrow are laid today. By achieving excellence in all that we do, we aim to make today's young people tomorrow's era defining leaders, thinkers and pioneers.



**“ Staff have high expectations for what pupils should achieve. ”**  
Ofsted 2025





# Headteacher's Welcome

## POST

### Pastoral Support Manager

Thank you for your interest in this post and for considering a career at Queen's Park High School. I am delighted to welcome you to our school, an academy within The Learning Trust, situated just south of the River Dee in the heart of Chester.

Queen's Park High School is a community built on care, ambition and belief in young people. Working closely with Christleton High School, Chester International School and Belgrave Primary School, we share a mission to empower every student to flourish academically, socially and personally. Our aim is for students to leave us with the confidence, character and skills they need to succeed in life. Further information about The Learning Trust can be found at [www.tltrust.co.uk](http://www.tltrust.co.uk).

Relationships sit at the heart of everything we do. We believe that strong, respectful and trusting relationships between staff and students are the foundation of effective learning and personal growth. Our high expectations for achievement and behaviour are rooted in this relational culture, built on integrity, kindness and mutual respect. When students feel known, valued and supported, they are able to achieve far more than they thought possible.

Our staff team is the strength of the school. We are a group of dedicated, reflective and compassionate professionals who care deeply about making a meaningful difference to young people's lives. Colleagues work collaboratively and consistently go above and beyond to ensure every student feels safe, inspired and supported to reach their full potential.

We are committed to developing the whole child, recognising that education extends beyond the classroom. All staff contribute to our compulsory enrichment programme, which is central to our vision for students' personal development, wellbeing and character. This programme provides opportunities to build relationships, broaden horizons and develop the skills and experiences that equip students for life beyond school. We therefore seek colleagues who are enthusiastic about enrichment and eager to play an active role in the wider life of the school.

Our ambition for the future is clear: continuous improvement and an unwavering commitment to providing every student with the very best education. We build on our strengths, embrace reflection and innovation, and remain firmly focused on excellence and equity for all learners.

This is an exciting time to join Queen's Park High School. Student numbers have grown by 42% over the past three years, reflecting the confidence placed in us by our community. As we continue to grow, we seek staff who share our values and believe in the transformative power of education.

Please visit: [QPHS - Vacancies](#) and click '**Apply Now**' via the *MyNewTerm* section on our school website's vacancies page.

**Closing date:** 9.00am on **Wednesday 4th March 2026**

**Interviews:** w/c **Monday 9th March 2026**

We look forward to receiving your application and welcoming you to our school.

**Tom Kearns**  
Headteacher  
The Handbridge Site



# About Us

Queen's Park High School is an inclusive school, where students are nurtured and supported to grow into active and responsible citizens. We have 3 basic principles on which we build our expectations and the pastoral team work alongside curriculum staff to ensure that all students focus on these principles which are:

## **Prepared • Engaged • Respectful**

All members of teaching staff are allocated a role as a form tutor, which we believe is a fundamental key role within our school. Tutors are key members of staff who, by interacting with their tutees every day will be key in setting and maintaining high standards and expectations with their tutees. Tutors move with their groups through the school and are able to know students and families well. This means that they can recognise the strengths of each child, support and intervene where needed and celebrate success, both in and outside of school.

Each Key Stage is led and managed by a Key Stage Lead and supported by Assistant Key Stage Leads. We also have a small number of experienced non-teaching staff who support behaviour and wellbeing.

We believe that building and developing positive relationships are key to our core values and to building the community that is Queen's Park High School.

*Prepared  
Engaged  
Respectful*



**“Pupils, and students in the sixth form, enjoy the calm and considerate culture at Queen's Park High School. They appreciate the positive relationships that they have with staff.”**

Ofsted 2025



## **Our Curriculum**

Our curriculum is the beating heart of our school and central to our provision. We aim to provide our students with a world class academic and personal development curriculum.

We want all of our students to be able to experience an innovative and dynamic curriculum that prepares them to take their place in the world of work, as articulate, literate and confident adults. At every level, and in every subject, our mission is clear: we want every child to discover their aptitudes and talents; to be supported to maximise their potential; and to achieve their very best.

Full details about our curriculum can be found on our website: [www.qphs.co.uk](http://www.qphs.co.uk)

# About Us

## Key Stage 3

In years 7 to 9 students are taught in ability sets in the core subjects of English and Maths, and in mixed ability groups in Science. They follow a broad and balanced curriculum including subjects such as: Art, Drama, Geography, History, ICT, Music, PE, RE, Spanish and Technology. These foundation subjects are taught in mixed ability sets to foster a sense of co-operation and collaboration between students. Cycles of learning and assessment points are carefully planned to ensure KS3 prepares students in the best way possible for the start of their GCSE courses. There is a well-developed and comprehensive guidance programme around option choices in Year 9. Students and parents are well informed, supported and consulted to ensure the right choices are made by each individual student to enable them to be successful in their GCSEs.

## Key Stage 4

In years 10 and 11 students have carefully completed their option choices. We offer a wide range of GCSE qualifications well suited to students' interests and aspirations. We offer all the EBacc subjects of: Geography, History, Computer Science, French and Spanish. This is in addition to the prescribed core curriculum of: English, English Literature, Maths, PE, RE and Science (including the option of separate GCSEs in Biology, Chemistry and Physics). Additionally students can choose from a wide range of other options, including: Art, 3D Design, Drama, Food Technology, Music, Photography, RE, Sports Studies and Triple Science. Students are taught in ability groups in core subjects.

**“** Pupils benefit from a suitably broad and ambitious curriculum that supports their academic and vocational interests. **”**

Ofsted 2025

## Key Stage 5

In years 12 and 13 the majority of our students choose to continue their studies here in the Sixth Form once they have completed Year 11. Alternatively we support students to move on to full time college places or to take up an apprenticeship within the local and surrounding area.

We have a strong track record in preparing students for Higher Education and our Key Stage 5 curriculum offers a wide range of courses at Level 3 including traditional A Levels, alongside vocational BTEC courses in a variety of subjects. For further information about Queen's Park High School's Sixth Form, please visit our website or request a copy of our Sixth Form prospectus.



**“** Pupils are well prepared to embark on positive and meaningful next steps in education, employment or training. **”**

Ofsted 2025

# About Us

## Creative Curriculum

As a former Specialist Visual Arts College we benefit from an exceptional range of teaching resources, facilities and opportunities to deliver art education at an extremely high level.

Facilities include: two art studios, a ceramic studio and sculpture garden. Our highly experienced staff deliver well-established and popular courses in the visual arts which represent the enthusiasm and diverse interests of our students. Results in the visual arts overall are frequently exceptional and the work of our students is regularly exhibited around the school.

Perhaps the highlight of our performing arts calendar is the annual school production. With over 20% of the school population involved, it is clear to see how this popular extra-curricular opportunity is as successful as it is.

With students auditioning for roles from September, the six-month process challenges everyone involved to work incredibly hard as a member of a highly motivated and successful team which involves students from Year 7 right the way through to Year 13.

**“** We learn a lot about working together in teams and challenging ourselves to do things we didn't always think we could. **”**

Year 8 Student



Students who are interested in the technical and backstage aspects of the production begin their work in October, with a range of opportunities available making use of our professional theatre equipment. Previous productions include: Les Misérables, Disco Inferno, Little Shop of Horrors, Rock of Ages, School of Rock, Grease, We Will Rock You, Billy Elliot, Popstars. The 90's Musical and most recently, Ghost The Musical.

In addition, students from all years have the opportunity to experience the arts internationally with recent trips to Tokyo, Ghana, Colombia, West Coast America and New York enriching our curriculum.



# About Us

## Extra-Curricular

Personal Development and extra-curricular is central to our culture of strong relationships between staff and students.

At Queen's Park High School, we offer an extensive extra-curricular programme designed to enrich students' experience by providing the opportunity for them to make new friends, find new interests and develop new and existing skills.

We offer a wide range of activities many of which take place at lunchtimes throughout the week or after school. These are reviewed and updated each term to make our provision as diverse and inclusive as possible.

We encourage all our staff to actively engage in extra-curricular and enrichment. We believe memories made during these experiences last a life time.



“Younger pupils appreciate the opportunities that they get to broaden their interests or to make a positive contribution to their locality, through clubs, competitions or the varied opportunities to raise money for charities.”

Ofsted 2025

## Rowing at Queen's Park High School

As one of only four state schools in the country to have exclusive access to a Rowing Club, we are immensely proud of Queen's Park Chester Rowing Club (QPHRC) and its achievements. Our rowers regularly and successfully compete at a national level.

Over the years a number of the club's rowers have been invited to join the Olympic GB training camp. In 2025 a former student won gold for Great Britain at the European Rowing Coastal and Beach Sprint Championships and in 2023 two students were selected to represent Wales in the Under 19 Welsh rowing squad.

Dry activities take place in our specialist fitness suite with water-based activities taking place throughout the week all year round.

# About Us

## Our Staff

Our culture of continuous learning and development applies to our staff as well as our students. On Wednesdays after school, staff engage in our highly effective CPD programme. This programme includes a whole range of CPD workshops and sessions focusing on: pedagogy and practice, safeguarding, leadership development and time ring-fenced for independent study and professional growth. It also facilitates regular meeting time for departments to share best practice and focus on the development of teaching and learning in subject areas.

## Early Career Teachers

We offer an enhanced package of support for all of our Early Career Teachers (ECTs) which follows the Early Career Framework. Our delivery partner, Best Practice Network, facilitate a whole range of supportive modules to enhance the growth of professional skill sets including approaches to behaviour management, assessment and curriculum development.

“ The school...ensure that a culture of aspiration, collaboration and support is experienced by staff. The school's proactive consideration of staff's workload and well-being ensures that staff feel well equipped to undertake their roles. ”

Ofsted 2025

We believe, that our ECTs learn best from each other and as such, offer two additional opportunities for sharing best practice and the development of professional skill sets:

- Weekly meetings with the Assistant Head for Teaching and Learning to share best practice and talk through the latest developments in pedagogy.
- Half termly meetings for ECTs and RQTs together to reflect on innovative practice and develop bespoke CPD sessions for the rest of the teaching staff.



“ I have had incredible support at Queen's Park High School as an ECT. Everyone is ready to help out and nothing is too big of an ask. The CPD and constant support have helped me to develop my teaching practice this year and I feel that working at Queen's Park for my ECT years will help me to form a strong foundation for my entire teaching career. ”

Heather, MFL ECT

# About Us

## Partnership with Parents

Our highest priority is to ensure that students are happy, safe and supported in school and we can only achieve this through a close partnership with parents and carers.

We recognise the importance of excellent communication between home and school to encourage closer links and better understanding. This is facilitated through Parents' Evenings, the school website, newsletters, e-mails, text messages and social media.

All parents can access real time student data online through School Synergy, including: registers, homework assignments and assessment information. We encourage our parents to access this information and to regularly discuss how things are progressing in school with their child. Parents also receive information about their child's assessment grades each term and a summative report annually.

The school also has a very committed Parent Teacher Association (PTA) which actively supports both the school and our students. They organise fundraising events throughout the year to help fund extracurricular activities to benefit our students.



“ I'm so happy I picked Queen's Park High School for my daughter who is going into Year 8 . . . Queen's Park High School is just the best in every way. ”

Year 7 Parent



## Further information

To find out more about school life at Queen's Park High School and keep up to date with all our news and events, please visit our school website and read our termly school newsletters:

<https://www.qphs.co.uk/newsletters>  
or follow us on social media:



[www.qphs.co.uk](https://www.qphs.co.uk)



@qphschester



@qphschester



QPHS Chester

# Job Description



**Role:** Pastoral Support Manager

Responsible to: Assistant Headteacher

Liaising with: Year Leads, Group Tutors, Parents/Carers  
Subject Teachers, External Agencies

**CLOSING DATE**

9.00am

Wednesday 4<sup>th</sup> March 2026

## Main Responsibilities

- To work in partnership with Year Leads, other Pastoral Support Managers, and Senior Leaders to ensure the safeguarding, wellbeing and positive behaviour of students throughout the school in line with our school vision.
- To maintain accurate records of behaviour interventions, tracking patterns and liaising with parents as appropriate.
- Be aware of and comply with safeguarding policies and procedures relating to child protection, health and safety including online safety, confidentiality and data protection, reporting all concerns to the appropriate person.
- To be a 'highly visible' member of the pastoral team responding to 'Patrol calls' and being available at key points in the day e.g. before the start of the day, during break and lunch times and at the end of the school day.
- To create and support effective home/school partnerships liaising with external agencies as appropriate.
- Communicate with parents to facilitate effective support programmes for students.
- Be a first port of call for parents when they call into school without appointments, to meet with them, take note of concerns and action as appropriate.
- To act as mentor to individual students and to monitor, review and report on their progress.
- To support all staff in maintaining a positive climate for learning within the school.
- Be proactive around school in maintaining high standards of behaviour.
- To assist Key Stage Leaders by occasionally leading assemblies to promote positive behaviour and the personal development of students throughout the school.

## Pastoral Behaviour

- Under the direction of the Assistant Headteacher and Year Leads, assist in the monitoring of student behaviour, maintaining up to date records and reports.
- Implement established programmes of support (e.g. Anger Management / behaviour management / counselling) with individuals and/or small groups of students as appropriate.
- Support the SENCO/Year Leaders in the creation and implementation of Team around the Family (TAF) forms liaising with parents and other agencies where appropriate.
- Support 'internal exclusion' procedures within the school

## Pastoral Behaviour (continued)

- Explore and implement alternative provision arrangements based upon individual needs as identified within the wider pastoral team
- Liaise with the appropriate Senior Leader, and external agencies e.g. Behaviour Support team, Early Help and Prevention Team regarding students, taking appropriate action as required:
  - Investigate incidents fully
  - Ensure the completion of accurate student / staff reports
  - Assist in implementing restorative justice/mediation work as required
- Assist Year Leads in managing students 'on report'.
- Assist in resolving relationship issues between students.
- Support the wider pastoral team to help reduce exclusions for some of our more vulnerable students.
- Organise and participate in study support, lunch time activities and after school sessions as appropriate.
- Assist SENCO/Year Leads in the preparation of documentation and maintain accurate minutes of meetings.
- Promote more effective learning through the development of behaviour management programmes and the use of bespoke alternative provision (AP) both within and beyond the school.

## Supporting the School

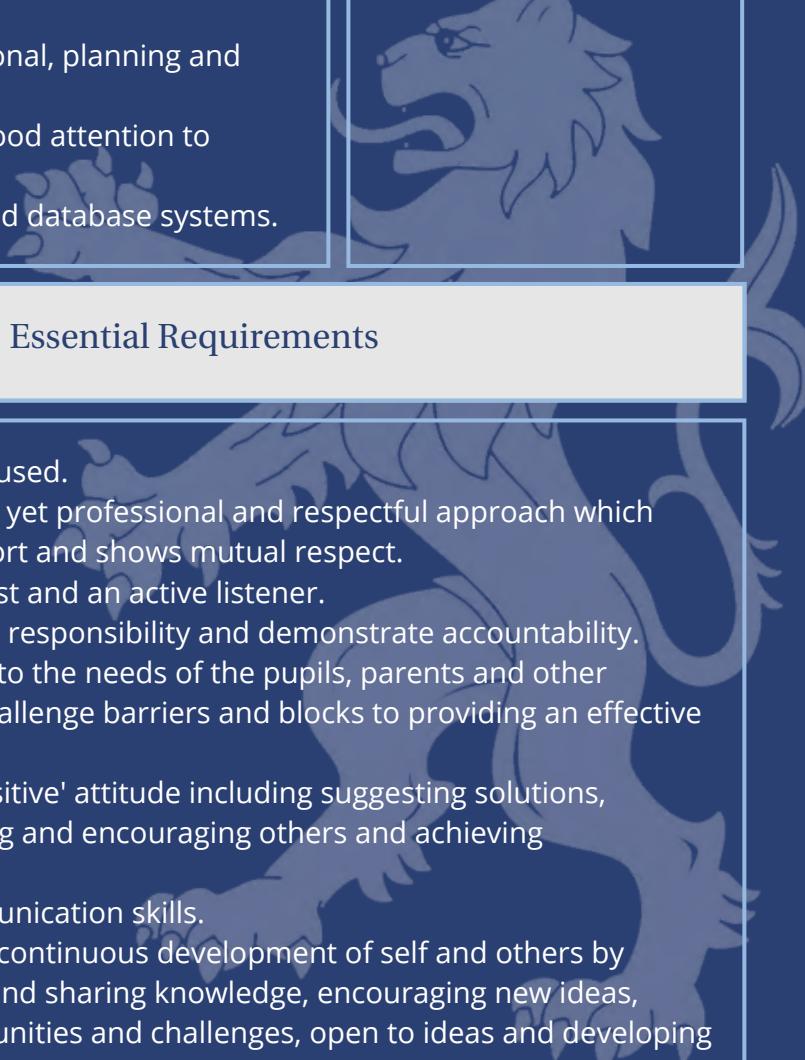
- Attend and participate in meetings as required, before and after the school day.
- Have the ability to work flexibly and effectively as an individual and team member.
- To take a proactive response to Continual Professional Development and be willing to undertake further training if required. e.g. Counselling courses, Restraint & handling, DSL training.
- Participate in training, other learning activities and performance development as required
- Assist in the supervision, training and development of staff in relation to the behaviour of our students.
- Any other duties commensurate with the duties/ responsibilities/ grade of the post as reasonably requested by the Headteacher.

Whilst every effort has been made to explain the main duties and responsibilities of this role in school, each individual task undertaken may not be identified. Employees will be expected to undertake work of a similar level which is not specified in this job description.

**This job description will be reviewed on an annual basis and following consultation may be changed to reflect or anticipate school, local and national changes in the job requirement which are commensurate with the job title and salary grade.**

# Person Specification



Criteria	Essential Requirements	Desirable Attributes
Qualifications	<ul style="list-style-type: none"> <li>• Educated to A level standard or above (desirable)</li> <li>• Current driving licence</li> <li>• Right to work in the UK</li> </ul>	<ul style="list-style-type: none"> <li>• First Aid Qualification</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Experience of working with young people.</li> <li>• Experience of providing administrative support.</li> </ul>	
Knowledge and Skills	<ul style="list-style-type: none"> <li>• Ability to work constructively as part of a team, understanding school roles and responsibilities.</li> <li>• Excellent organisational, planning and prioritisation skills.</li> <li>• Methodical with a good attention to detail.</li> <li>• Experience of ICT and database systems.</li> </ul>	
Criteria	Essential Requirements	
Behavioural Attributes	<ul style="list-style-type: none"> <li>• Must be student focused.</li> <li>• Must have a friendly yet professional and respectful approach which demonstrates support and shows mutual respect.</li> <li>• Must be open, honest and an active listener.</li> <li>• Must be able to take responsibility and demonstrate accountability.</li> <li>• Must be committed to the needs of the pupils, parents and other stakeholders and challenge barriers and blocks to providing an effective service.</li> <li>• Demonstrates a 'positive' attitude including suggesting solutions, participating, trusting and encouraging others and achieving expectations.</li> <li>• Has excellent communication skills.</li> <li>• Is committed to the continuous development of self and others by keeping up to date and sharing knowledge, encouraging new ideas, seeking new opportunities and challenges, open to ideas and developing new skills.</li> </ul>	

# Application Process

## Timetable for the Appointment

The selection committee will consider applications and candidates selected will be notified as soon as possible thereafter and provided with more detailed information including the necessary paperwork to bring to the interview.

## The Interview

During the interview process the applicants will be assessed to determine how they fulfil the requirements of the post and this will include a consideration of the applicant's suitability to work with children.

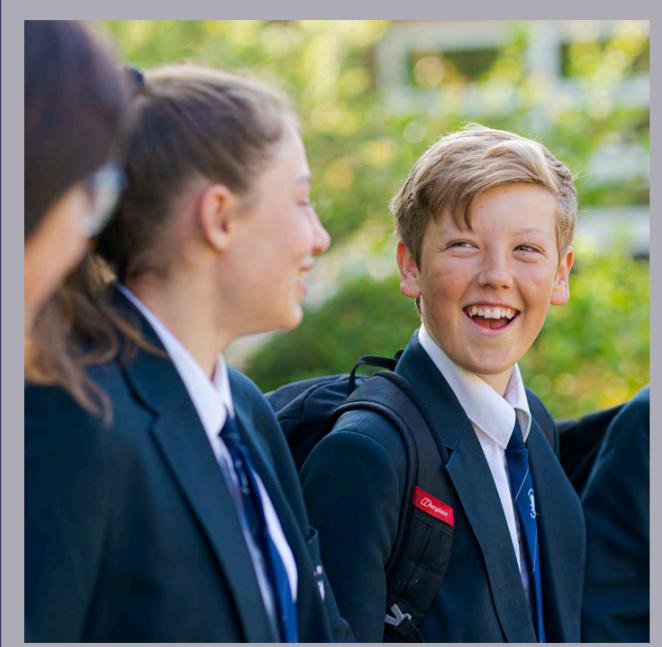
If the applicant is shortlisted, any discrepancies or anomalies in the information provided or issues arising from references will be taken up at interview.

## How to Apply

In order to promote fairness and consistency amongst applicants, only application forms fully completed will be accepted (please refrain from using "*please see attached CV*" when completing sections of the form). You may wish to provide further information on a separate sheet where space is limited on the form. However, should you have a disability that prevents you from completing an application form, please contact the school for advice.

Incomplete forms or a form containing gaps in the information provided may be returned for completion before it can be considered.

We encourage applications from a diverse range of applicants.



To apply for this post, please follow the link below to our website's vacancies page, then click on '**Apply Now**' in the *MyNewTerm* section:

**<https://www.qphs.co.uk/page/?title=Vacancies&pid=19>**

If you have any recruitment queries, please contact:  
**[tltrecruitment@tltrust.co.uk](mailto:tltrecruitment@tltrust.co.uk)**

Interviews will take place:  
**w/c Monday 9th March 2026**

**CLOSING DATE for applications:** 9.00am on Wednesday 4th March 2026

# Additional Information



## Referees

References will only be sought for those candidates who are invited to attend for interview. Applicants should provide details of two referees on the Application form, one of whom must be your current or previous employer. These referees will be contacted prior to interview as part of the pre-appointment checks.

## Evidence of Eligibility to Work in the UK

In accordance with the requirements of the Immigration Act 2016, if you are invited to interview you will be required to produce evidence of your eligibility to work in the UK and you must bring original documents with you to the interview in the form of:

- A passport/national identity card confirming either British Citizenship or European Economic Area Nationality /or a valid work-permit to cover the role applied for or;
- A document from the Home Office confirming that you are allowed to work in the UK.

If you do not have any of the documents listed above you will need to discuss with the HR Administrator who will facilitate an alternative approach.

## Short-Listed Candidates

An online search will also be carried out as part of due diligence on all short-listed candidates.

All short-listed candidates are required to complete a criminal record self-disclosure declaration form prior to interview. If the Trust does not receive your completed declaration, the Trust reserves the right to withdraw the offer of interview.

## Verification of Educational/Professional Qualifications

You will be required to provide evidence of any educational or professional qualifications necessary or relevant to the post you have applied for.

Originals or certified copies must be produced. When these are not available, written confirmation of the relevant qualifications should be obtained from the awarding body.

## Pre-Employment Health Declaration

All successful applicants upon offer of employment will be required to complete a pre-employment Health Declaration to ensure that they are both physically and mentally fit to carry out the role applied for. Health conditions should be declared to enable the consideration of reasonable adjustments.

## Feedback

We welcome feedback on the quality and scope of our recruitment process.



# Safeguarding

## The Rehabilitation of Offenders Act

The Rehabilitation of Offenders Act allows for a person who has been convicted of a criminal offence involving a sentence of not more than 2.5 years imprisonment and who has since lived trouble free for a specified period of time (related to the severity of the offence) to be treated as if the offence, conviction or sentence had never occurred. This is known as a spent conviction.

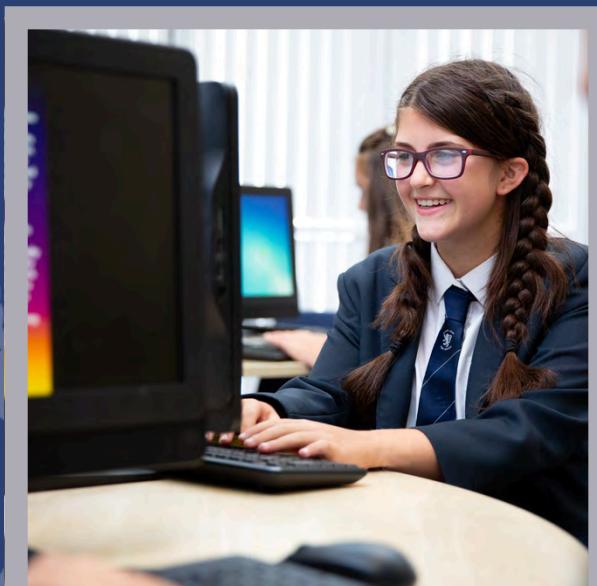
This job is one of those to which the provisions of the above Act in relation to spent convictions, do not apply. Applicants must therefore disclose whether they have any previous convictions, whether or not they are spent.

Should an applicant have a criminal conviction, this will be discussed in confidence at interview.

However only convictions that are relevant to the job in question will be taken into account. Failure to disclose any conviction could lead to an application being rejected, or, if appointed, may lead later to dismissal.

People who have convictions will be treated fairly and given every opportunity to establish their suitability for the job, all applicants will be considered on merit and ability.

Any information that you give will be kept in strict confidence and will be used only in respect of your application for the job.



## Disclosure and Barring Service (DBS)

Successful applicants will be asked to apply for a Criminal Record Check (Disclosure) from the Disclosure and Barring Service.

This job is subject to an Enhanced Disclosure which provides details of all convictions held on the Police National Computer Database, including current and spent convictions as well as details of any cautions, reprimands or final warnings. If a job involves working with children, the disclosure will indicate whether information is held on government department lists. There is an additional level of check which also includes a check on local police records.

A copy of the Disclosure and Barring Service Code of Practice is available on request. Further information about the Disclosure scheme can be found at <https://www.gov.uk/disclosure-barring-service>

A copy of the school's Safeguarding Policy can be found here:  
QPHS Policies & Documents

# Our Pastoral Staff



Katrina Brown  
Deputy Headteacher  
Culture



Jill Cutler  
Assistant Headteacher  
Behaviour & Attendance



Zoe Williams  
Safeguarding Lead



Marc Howens  
SENCO



Rachel Brandreth  
SEND Manager



Lucie Staden  
SEND Manager



Ceri Bearcroft  
Transition Lead



Becci Rigby  
Pastoral Support  
Manager



Dean Ratcliffe  
Pastoral Support  
Manager



Helen Catton  
Pastoral Support  
Manager



Vacancy  
Pastoral Support  
Manager



Teri Mckay  
Pastoral Support  
Manager



Tyler Mazurek  
Year Lead - Year 7



Cara Davies  
Year Lead - Year 8



Billy Girow  
Year Lead - Year 9



Ajay Pandya  
Year Lead - Year 10



Donna Domelow  
Year Lead - Year 11

# Our Senior Leadership Team



**Tom Kearns**  
Headteacher  
Handbridge Campus



**Ashley Jones**  
Deputy Headteacher  
IC Raising Standards & Outcomes



**Katrina Brown**  
Deputy Headteacher  
IC Culture & Ethos



**Matt Yeoman**  
Assistant Headteacher  
IC Character & Culture



**Lisa Phillips**  
Assistant Headteacher  
IC Teaching & Learning / CPD



**Jill Cutler**  
Assistant Headteacher  
Behaviour & Attendance



**Daryl Goodwin**  
Assistant Headteacher  
IC Teaching & Learning



**Dave Helsby**  
Director of IT (TLT)



**Zoe Langford**  
Safeguarding Lead

We look forward to welcoming you to Queen's Park High School

Queen's Park High School is part of **The Learning Trust (TLT)**. Our Trust exists to serve young people, to educate, enlighten and give them the expertise and confidence to succeed. Our values are displayed on this page. We believe that through them and through honest and open collaboration, higher standards will be achieved across the Trust.

TLT currently comprises three secondary schools: Queen's Park High School, Christleton High School and Chester International School, and one primary school: Belgrave Primary School - and discussions continue with the aim of expanding our offer to partners both local and international. Our offices are based at Queen's Park High School, Chester. We believe that Chester and the North West offers a truly brilliant opportunity for education, business and quality of life, and it is our mission to further enrich this by providing an education service which is both diverse and outstanding.



**Darran Jones**  
Chief Executive Officer



**Paul Heath**  
Chair of Trustees

**1. Students are always first** - the prime consideration in all decisions will be the best interests and educational outcomes of current and prospective students.

**2. Mutual benefit** - the interests of the Trust will always be combined with the interests of individual schools, seeking the very best and co-operating to share resources and success.

**3. Inclusivity** - the Trust will welcome students of all backgrounds and abilities.

**4. Freedom to innovate and make decisions** - optimum delegation to local Governing Bodies and individual schools commensurate with the Trust's statutory responsibilities and efficiency.

**5. Excellence and learning** - every student will be supported and challenged to achieve their potential. All adults employed by and associated with the Trust will have and exhibit a 'learning mindset'.

**6. Partnership** - the Trust will continually seek to work in partnership to achieve better outcomes for current and prospective students, and to improve education in the area.

**7. Fairness** - all students and staff will be treated with fairness and parity whilst encouraging diversity and identity.

**8. Integrity** - all those associated with the Trust will act with kindness, courtesy and integrity, in accordance with both school and Trust ideals and values.



## QUEEN'S PARK HIGH SCHOOL

*I would like to wish you a very warm welcome to Queen's Park High School, a smaller than average 11-18 school, beautifully located to the south of the River Dee, in the heart of Chester. Queen's Park is an ambitious, forward thinking school with a clear vision, which is to 'Inspire Individuals, Empower Minds and Define Futures'. We strive to provide the very best learning and personal development opportunities for every young person in our care, but we also strive to provide these opportunities with care too! We are very proud to announce that our school was awarded Secondary School of the Year at the Excell Standard Education Awards 2024.*

**Tom Kearns, Headteacher - Handbridge Campus**



## CHESTER INTERNATIONAL SCHOOL

*Chester International School is a hub of technology, innovation and academic study which is unparalleled in its commitment to global and professional engagement. We offer extended field studies and our students can choose subjects and elective activities which really interest them and there are many opportunities for travel and adventure. As you explore what makes CIS unique, I encourage you to consider how you might fit in our dynamic community.*

**Tom Kearns, Headteacher - Handbridge Campus**



## CHRISTLETON HIGH SCHOOL

*We are a highly successful school situated in the picturesque village of Christleton, with over 1,350 students on roll. The School serves a community of small villages and housing on the east side Chester, approximately three miles from the City centre. We are a school where the desire to learn is infectious and students of all abilities flourish. Everyone works hard to create a learning environment where all are welcome and diversity is celebrated. Consequently, academic standards at the school are very high and frequently amongst the highest in the region, thanks to: highly motivated staff; children who wish to learn and parents who support them.*

**Kevin Smith, Headteacher**



## BELGRAVE PRIMARY SCHOOL

*Belgrave Primary School was opened in 1968 and was originally a one form entry primary school. It became an infant school in 1974 and returned to being a primary school in September 2008. Since 2008 our admission number has been 30 and we are a one form entry school. The school is attached to Westminster Park Community Centre which serves the local area. The school is well resourced with laptops and iPads in Key Stage One and Two in addition to desktop computers in the Key Stage Two workspace. All classes have interactive whiteboards. We have large practical "workspaces" outside the classrooms which are used for a range of lessons and activities including art, design and technology, Computing and group teaching.*

**Juliette Benton, Headteacher**

# Why The Learning Trust?



## We think The Learning Trust is a great place to work

We are committed to building a supportive and inclusive organisation, where wellbeing is taken seriously and where everyone can do their best work and achieve their full potential.

Joining The Learning Trust means there are plenty of opportunities to progress your career and to work with supportive and inspiring colleagues and students who are willing and eager to learn.

There are a range of benefits including competitive salaries, enhanced family friendly policies and tailored professional development.

**Our values are deeply embedded in all we do**



**Nurture • Ambition • Excellence**

### Benefits

- Cycle to work scheme
- Access to health and wellbeing support via our Employee Assistance Programme.
- A discounted gym membership with Brio Workfit Scheme
- Opportunities for training and further career development:
  - Trust Middle Leaders Development Programme
  - Lead Practitioner training and deployment
  - ECT Support Programme
- Onsite canteen facilities
- Free eye tests for DSE users
- Enhanced family friendly policies - including 2 weeks' paid paternity leave for all employees, plus flexible working policy to support work-life balance.
- Enhanced holiday entitlement and long service recognition: full-year, full-time, support staff receive 25 days holiday plus bank holidays, increasing to 30 days plus bank holidays after 5 years of service, pro-rata for part-time support staff.
- 37 hour per week for full time support staff.
- Our own Wellbeing and Work Reduction Charter
- Trust inset day
- Free Flu vaccinations

### Pensions

The Trust operates two pension schemes for staff:

- The Teachers' Pension Scheme for Teaching Staff
- The Cheshire Local Government Pension Scheme for Support Staff

### Flexible working

We accommodate flexible working patterns where possible, depending on the role, and we welcome open discussions regarding flexible working requests during the recruitment process.

### Terms & Conditions

- The Burgundy Book is incorporated into the contracts of employment of all teachers in The Learning Trust.
- The Green Book is incorporated into the contracts of employments of all support staff in The Learning Trust.
- The Learning Trust honours continuous service, Redundancy Payments Continuity of Employment in Local Government, Modification Order 1999 (RPMO) within the education sector in regard to maternity, sickness, holiday pay and redundancy.