



## WHY BLATCHINGTON MILL SCHOOL?

### ACHIEVEMENT / CARE / INVOLVEMENT

Blatchington Mill School is an exciting and dynamic place to learn and work. Staff are incredibly supportive and all work hard to encourage students to achieve the best results they possibly can.

Blatchington Mill School has a wide range of exceptional resources which both students and staff can utilise, for example all weather pitches (staff football teams meet weekly), a fantastic theatre which hosts many performances including both lower and upper school musicals, and many other concerts and events. Staff are invited to be part of the school performances both within staff bands / choirs and also to support the students.

CPD is incredibly important to our staff and we ensure that there are a range of staff development opportunities, including:

- Opportunities to participate in training and development through a range of courses run by our Teaching School (Pavilion & Downs TSA) – staff have preferential access to these courses.
- Twilight CPD led by Lead Professionals – these sessions focus on evidence-informed pedagogy – for example recent sessions have covered learning for memory (cognitive load, retrieval, space practice, interleaving), barriers to learning, including educational disadvantage and principles of instruction.
- Staff have weekly meetings which are either department/faculty based or whole school. These are planned to discuss department/faculty specific issues and or school wide policies and facilitate joint planning and sharing of resources.
- Staff are encouraged to take advantage of CPD outside of school and in Brighton and Hove we have subject networks to share good practice in all areas.

Staff welfare is very important to our school and all unions are well represented. Here are a few examples of what our staff like about working at Blatchington Mill:



*Why I have stayed at Blatchington Mill School for 15 years:*

*Supportive staff and a strong SLT  
Good behaviour from students  
Good facilities for students  
Staff welfare – unlimited complimentary hot drinks!*



*Trust in staff – emphasis on self-reflection and improvement of teaching*

*Lots of opportunities for quality CPD*

*English Department*

”

“

*Working at Blatch over the last year has been a wonderful experience. There is a great sense of professional pride at Blatch, with all the staff keen to do the best they can in order to enhance the students' experience and aid the teaching and learning in class.*

*When I joined the school I was impressed by the fact that such a large institution had a real sense of community. I was made to feel very welcome – with people going out of their way to be helpful - and the relevant CPD needed for my role identified and arranged quickly.*

*Although people take their work seriously here, they don't seem to take themselves too seriously. I'm particularly impressed by the SLT's understanding that this needs to be an enjoyable place to work, where people have to have a good work-life balance if they are going to be able to perform at their very best in a sustainable way.*

*Business Staff*

”

“

*Having worked here for 10 years I can honestly say it is a great school. There is a really happy and positive environment around the place and I genuinely enjoy working here.*

*Students are well behaved and there is a good system in place to get support if you need it.*

*I get on well with both staff and students and feel very well supported. If you are interested in a position at the school I would highly recommend applying! Good luck.*

*ICT Department*

”



“

*I've been a teacher for roughly a decade and in that time I've worked in four schools. At Blatchington Mill, I've found a real sense of community unlike the other schools I've worked in; people genuinely care about each other – staff and students alike. I've also found the provision to progress in my career at 'Blatch' and feel supported in my work and trusted to do a good job. I find Ashley, the Head Teacher, to be incredibly supportive, approachable and innovative and I am so proud to work in a school led by him.*

*Additionally, as an openly gay member of staff, I've finally found a school in which I feel safe and comfortable in my sexuality in a professional capacity. The LGBT community here is strong and it warms my heart to see our students feeling safe and encouraged to talk about their sexuality. My hard work is rewarded by both the school and the students and I thoroughly love the fact that we're more than an exam factory here. Students' academic ability is, of course, important, however, we care more about helping our students become caring, understanding and resilient people and again, this fits with my ethos. Work at Blatch – you won't regret it.*

*I am proud to work at such a progressive, inclusive and caring school, where our focus is on the individual student and not just data.*

English Department

”

“

*I can honestly say Blatch is the most inclusive school I have ever worked at! There is a clear vision and my experience of the leadership team is that Heads of Departments are fully supported in making this a reality. Come and join us in this exciting journey.*

Student Support

”

“

*Everyone here treats you as family and welcomes you every day from day one. No one passes without saying hello or good morning/afternoon. Most importantly, everyone is willing to help you when in need if available at the time.*



*Everyone seems to just get along. Despite being a massive cohort of staff, everybody aims to interact with each other in a way that makes others' lives easier. Quite a rarity in today's society.*

”

*Science Department*

“

*There are a myriad of reasons as to why I love working at Blatch. Firstly, the unwavering commitment by everyone to inclusivity, diversity, opportunity and the Blatch Family. Secondly, our commitment to be a research informed school with excellent CPD. Finally, our wonderful community of staff and students- there's no place like it.*

*Staff across all levels are very friendly and supportive.*

”

*Humanities Department*

“

*Blatch is one big inclusive family for the students and staff alike.*

”

*Business Staff*