Philips
High School







# Work with us

Part of the
Oak
Learning Partnership

“Philips High School is a diverse and welcoming community. Pupils enjoy coming to school. They feel happy and safe and they get along well with each other and staff."

**Ofsted, June 2022**



# Welcome from the Headteacher

Dear Candidate

It gives me great pleasure to welcome you to Philips High School. I am extremely proud to be a member of the Philips High School community and work with so many talented young individuals. My vision is that our children receive the highest quality of education in a supportive, respectful and ambitious school environment.

Philips High School was originally founded as a grammar school in 1688 and to this day has retained some of the nostalgia, charm and high academic standards of the old school. When you first visit Philips High School, you immediately sense the warm welcoming atmosphere from our pupils and staff. This wonderful, vibrant community is a great place to learn and achieve. It is hard to find a school that educates the whole person both academically and pastorally.

Our curriculum is both broad and ambitious, rooted in unrivalled holistic excellence. We place equal importance on performing arts, the creative subjects, technology, academia and sport through a vast range of experiences, both inside and outside of the classroom. This fosters happy, confident and well-rounded young people.

We are a caring community; providing high challenge as well as significant support for our pupils. Everyone is welcome at Philips and our core values of Success, Together, Aspire, Respect (STAR) are embedded into the heart of our school.

I am committed to working in partnership with parents and know that by working together we will ensure that every child enjoys school, is happy, safe and has the opportunity to thrive and achieve their best. It is the quality of the relationships and the personalised approach that makes Philips High School successful. Our students are at the heart of everything we do; they enjoy school, are fulfilled, aspirational and form lifelong friendships.

If you are a strong team player who can think creatively and continually reflect on how to improve outcomes for young people, we would love to hear from you. In return, we offer you clear career pathways, excellent opportunities for professional development both in the school and the wider trust and commitment to promoting your wellbeing at work. We fully recognise that our staff are our greatest asset, and we work hard to support them.

We are delighted to be part of a family of schools within Oak Learning Partnership. Oak Learning Partnership is passionate about inclusion and improving the life chances of all children within the trust. As a school in the trust, we pride ourselves on being welcoming, with a strong emphasis on pastoral care, alongside a rigorous academic education tailored to the needs of the individual.



If you would like to know more, we would be delighted to welcome you to our school. Visits prior to application are both welcomed and encouraged. Please contact the school on 0161 351 2200 or email: info@philipshigh.co.uk to arrange an appointment.

We look forward to receiving your application. Please visit our school website for further information: www.philipshigh.co.uk.

Chris Hibbert
**Headteacher**

# Welcome to Oak Learning Partnership

Dear Candidate

Thank you for your interest in this post at Philips High School, part of Oak Learning Partnership.

I wanted to personally take a moment to say how much we appreciate you considering a role within our trust.

Oak is built on people - people who care deeply about children, about leading and about each other. We're a growing partnership, with a strong sense of purpose and a belief that schools are at their best when they work together and support one another. We make the most of the benefits of being part of a family of schools but are also passionate about each of our schools retaining their own identity and individuality, with space to innovate.

Every role here matters. What you do will help shape lives. We don't expect perfection, but we do value commitment, kindness and a willingness to learn and grow.

This welcome pack will give you a feel for who we are and what it means to be part of Oak Learning Partnership. We're proud of the work we do and we're excited about what lies ahead. Being part of a trust gives our staff significant benefits, including training and future career progression. We promote school cultures that are warm, welcoming and friendly and whilst we take our job seriously, as we know what a difference education can make, our schools are places where a good sense of humour is shared.

Whatever stage you're at in your career, thank you again for considering Oak Learning Partnership. I wish you all the best with your application and
I hope to meet you in person soon.

Kind regards

James Franklin-Smith
**CEO of Oak Learning Partnership**



# Inclusion is at the heart of our trust

Our trust is cross phase and consists of primary, special and secondary schools. We have a vision to transform lives through a highly inclusive approach. We live by our strapline 'Inclusion is at the heart of our trust' and are compassionately rigorous and support all of our pupils to reach their full potential. We have unconditional positive regard, leave no one behind and everyone is welcome.

Our schools work closely with one another, they collaborate with purpose, support each other and share collective systems across both educational and business provisions. However, it's also important to us that each school has its own identity and individuality.

We make sure we focus on impact and ensure clarity and consistency from our leaders, always making sure common sense is at the heart of our decision making.

Our people matter; we understand that we can only achieve our vision by recruiting the right people and providing them with the support, training and time they need to allow them to flourish and be the best they can be. Whatever role an individual undertakes within our organisation, they are contributing to our collective aim of transforming lives. We invest heavily in our people, ensuring they feel valued and their wellbeing is always considered. We know that if staff feel valued and the impact they are having is recognised, they can perform at their best.

We are laying strong foundations for growing the trust and have a clear vision. This role is a key part of our growth strategy and is an excellent opportunity for the right candidate ready for their next step. We are a values driven organisation, highly ambitious, passionate about doing things with integrity and have a healthy sense of humour. If you want to make a difference to young people and join us at an exciting part of our journey, we'd love to hear from you.



# Vision & shared principles

**To transform lives through a highly inclusive educational approach. Inclusion is at the heart of our trust.**

We are **compassionately rigorous**; we care deeply about our community, which is why we push everyone to reach their full potential, even if this feels difficult.

We have **unconditional positive regard**; we treat everyone with respect, dignity and warmth regardless of the circumstances or challenge.

**We leave no one behind**; we count in ones and focus on individual needs, whilst ensuring everyone can thrive.

**Everyone is welcome**; we actively embrace diversity and are relentless in how we teach our stakeholders the importance of this.

## Shared principles



**Values-driven**



**An exceptional education for all**



**Identity & individuality**



**Our people matter**



**Collaborate with purpose**



**Focus on impact**

# Our benefits

## Professional development

Oak Learning Partnership is dedicated to learning, focusing on developing the skills and knowledge of our staff. We hold meaningful professional development review conversations, ensuring staff have access to the CPD needed to progress. All teaching staff can subscribe to the Chartered College of Teachers through Oak LP. Members can access the latest research, enhanced CPD and shared practice from leading experts in the field of education. We support progression at all levels - central and school-based, including secondment opportunities.

## Our commitment to you

We offer numerous benefits to our staff, including:

**Pension schemes (with defined benefits)**
Support staff: most support staff pay less than 7% and the employer pays much more (roughly double) into a secure pension fund.

Teachers: depending on your salary, you will pay in line with the contribution rates for the scheme. The employer pays 23.68% of your salary as our contribution (reviewed every four years).

**Generous occupational sick pay**

**Wellbeing day**
An additional, fully paid day of leave each academic year that staff can use purely for themselves during term time.

**Healthcare plan**
Medicash is an easy to use health insurance package provided by Oak LP. The health cash plan provides cashback towards your everyday healthcare bills, benefitting from a range of digital and virtual tools to help you protect and improve your wellbeing.

**Medicash wellbeing services**
Oak LP values staff wellbeing and offers comprehensive and positive resources through Medicash, with access to a 24/7 telephone support service and face to face counselling services.

**Active and healthy lifestyles**
With discounts at over 3,000 participating gyms, pools, studios and outdoor fitness events across the UK.

**Cycle scheme**
A salary sacrifice arrangement where you agree contractually to a regular reduction from your gross salary to cover the cost of the bike and permitted accessories, therefore making tax and National Insurance savings. This scheme is open three times a year for two weeks.

# Why work for us?



1. Our wonderful pupils and colleagues. You would be joining a truly inclusive, dynamic environment where no two days are ever the same.

2. Opportunities to collaborate with colleagues across our trust, sharing best practices and innovative ideas.

3. All trust schools are value driven with a strong ethos that prioritises wellbeing.

4. Access to training and support to gain experience and opportunities beyond your school.

# Find our school

You can find us at:

Philips High School
Higher Lane
Manchester
M45 7PH

0161 351 2200

info@philipshigh.co.uk

www.philipshigh.co.uk





Please take the time to review the information provided through our candidate portal. If you feel that you have the skills, experience and passion to join our trust, and contribute to the success of our students, we would be delighted to receive your application.

For any further queries or to arrange a visit to the school, please do not hesitate to contact info@philipshigh.co.uk

