



RECRUITMENT PROSPECTUS

Life-enhancing education that develops the character,
talents and potential of every child.

Achievement ~ Diversity ~ Respect





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Welcome to the Cotham School Recruitment Site

Dear Prospective Colleague,

Thank you for your interest in joining us at Cotham. It is a privilege to be the Headteacher of such a wonderfully comprehensive and inclusive 11-19 school. We are a school with a very long and rich history situated in the north west of Bristol, with a student body that fully reflects the diversity of our City. Our students are quite simply fantastic and we are always looking for enthusiastic and talented professionals to help them on their educational journey and to become part of our close knit and supportive school community.

All of us at Cotham want the best possible outcomes for every child in our care, and we work tirelessly towards this every day. Cotham staff are second to none and our students are exceptional young people. Amongst many other attributes, our students are highly aspirational with exceptionally positive attitudes towards their education. In tune with the school's long-held emphasis on academic achievement and attainment, this has led to them achieving impressive examination outcomes over many, many years.

Our Core Values at Cotham are:

Achievement:

- We are ambitious for every student, seeking out potential and hidden talents.
- We develop academic, creative and sporting excellence.
- We are a top school in Bristol for examination outcomes at KS4 and Post 16.

Diversity:

- We are a proudly diverse and cohesive school community, celebrating our differences.
- Our school environment is warm and welcoming to all.
- We develop curiosity and knowledge about the world and each other through our broad and inclusive curriculum.

Respect:

- We care for each other and are empathetic, honest and courteous.
- We strive to become better listeners. We are socially responsible and we maximise our positive impact on the people in our communities while minimising our footprint on the world.

I am very proud of the fantastically well-rounded education that we provide at Cotham, particularly as it has contributed so effectively to our students' achievements and successes. We are highly ambitious for all of our students, helping them to build strong foundations for their future as well as excelling in school. Nurturing the development of the 'whole child' and future citizen has always been of key importance to us and advancing equity regardless of our students' starting points will continue to be of key importance to us into the future.

Cotham is a place where children and young people can learn, work, play and grow up together within a setting that is inclusive and welcoming to all. I would encourage you to visit us to explore further if Cotham provides the right school and the right opportunity for you and if you are on board with our values then I would be delighted to receive your application.



Yours faithfully

Ms Jo Butler
(Headteacher)

Why come to **Bristol?**

‘In Bristol you can enjoy urban living at its civilised best’

The Sunday Times, Best Places to Live in the Southwest: March 2022

Bristol is a wonderful place to live. In fact it regularly appears in The Sunday Times's 'Best Places to Live' lists, often claiming the top spot in the region or even the UK.

In 2019 Bristol was named the happiest city in Britain. It has also previously been named the best place to study, one of the top-five most inspiring cities, and even one of the top-ten cities in the world. It is a small city that feels like a big city, with the added benefit of fantastic countryside (including the Cotswolds) and beaches (Weston Super Mare and Burnham) on its doorstep. And – if you should want to head elsewhere – Bristol is well connected by rail, road and air to London, Cardiff, Birmingham, the rest of the country and abroad. Bristol is also a fantastic city for families. There are plenty of parks and green spaces to discover and explore: the famous Downs, the Blaise Estate, Snuff Mills, Ashton Court, Leigh Woods, the list goes on.

You can enjoy attractions such as the SS Great Britain, Brunel's Suspension Bridge, the Concorde Museum,

the M-Shed and We the Curious, take a ferry across the historic harbour, enjoy the world famous Balloon Fiesta, the Harbour Festival or spend the day at the Wild Place Project.

With a wide range of venues, there is an extraordinary variety of culture available: plays at the Bristol Old Vic or the Hippodrome, exhibitions at the Arnolfini, eclectic cinema viewing at the Watershed and the Everyman and concerts in St George's. Bristol is of course the home of Banksy, Wallace and Gromit, and bands such as Massive Attack, Portishead and Roni Size.

The entrepreneurial spirit is alive and well here, cultivating a host of independent shops – the Gloucester Road claims to be the UK's longest drag of independent outlets – restaurants, cafés and bars. In November 2019, Bristol was named 'Best Food or Beverage Destination of the Year' at the Food Trekking Awards and there are restaurants to suit all tastes and budgets, from Michelin- starred to street food. Try the shipping containers of Wapping Wharf, or visit the pop-up Breaking Bread on the Downs.

There are exceptional Universities in Bristol and also at least one excellent school too!



Benefits of **working at Cotham School**

Why should you choose Cotham for your first or next career step? We offer a number of benefits that make us stand out from other schools and organisations.

Professional Development and career progression

At Cotham School we are committed to making new colleagues feel welcome and part of the school so that they can thrive and enjoy their job. We believe teacher development is important and, as such, we focus a lot on supporting teachers to improve their practice and develop their subject and curriculum knowledge. We offer a well-structured development programme for early career teachers, as well as opportunities for leadership development. We are proud of our tradition to grow our own staff and leaders; a significant number of middle and senior leaders started at Cotham School early on in their careers. We also ensure we invest time into developing and growing our support staff (at Cotham such staff are known as Associate Staff) as they are an integral part of our staff body. We offer a comprehensive induction and CPD process to all our

new staff and many of our Associate Staff often take on new roles and responsibilities within the school as a result.

Staff retention is high and we recognise the talent of all our staff and want career opportunities for all. We have a strong tradition of supporting appropriate academic studies, and offer a comprehensive staff development and training programme. We offer at least 5 INSET (training) days per annum with the provision of free onsite drinks and meals on those days. We have excellent ongoing learning and development opportunities across different roles and access to a school CPD library.

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Staff Wellbeing

Staff wellbeing is extremely important at Cotham School. We want to support staff to develop the skills and techniques to ensure good physical and mental health.

Balancing staff workload and ensuring high standards is a key to our success and our staff wellbeing committee meets regularly to discuss and plan activities to support all staff. We offer excellent work-life balance opportunities with term-time working arrangements. We welcome flexible working opportunities; approximately 24% of teachers and 55% of support staff are part time.

All staff have access to the staff wellbeing service which provides the following services:

- **Nurse Support Service** – providing nurse health support to the school. Wellbeing telephone support
- **Cancer and Chronic illness support** – plus additional complementary therapies can be made available
- **Counselling and mindfulness** – individual therapy sessions
- **Physiotherapy** – including a referral to a local clinic if additional intervention is required
- **Weight management service**
- **SAS Gym** – access to exercise programmes – available on the SAS app
- **GP Phone 7 Video consultation**
- **Menopause support**
- **Flu vaccinations** – we offer all staff an annual free onsite flu vaccination
- **Cycle to work** – we have an option to participate in the cycle to work scheme and encourage staff to cycle to work, with on site showers and changing facilities
- **Staff sports** including free yoga classes
- **Free eye tests**

Other benefits of working at Cotham School include:-

- **Competitive salaries** which are reviewed annually
- **Excellent defined benefit pension schemes** (Local government or teachers pension scheme)
- On-site **free car parking** (when available)

Don't just take our word for it – hear first hand from our staff!



Adrian Dunkley

Assistant Headteacher
(Belonging, Behaviour
and Attitudes)

“

Cotham's values and rich cultural diversity first attracted me to this school. Having grown up in the St. Paul's and Easton areas of Bristol, working at Cotham was an opportunity to serve my community and help shape the staff and student culture here. I have recently celebrated my third year at Cotham as part of the senior leadership team, and I am learning every day. The staff and leadership team work with an unrelenting commitment to improve the life chances of our students. Coming from a disadvantaged background myself, I value the care and education I received, and I am dedicated to supporting the teachers and leaders here at Cotham to pass this same opportunity on to our students.



Aimi Potter

Deputy Headteacher /
Director of Post 16

“ This really is a special place to work and I feel incredibly proud to be a leader at an organisation that lives and breathes its commitment to inclusivity, especially the way neurodiversity is championed. Working at Cotham has given me the adaptation and encouragement to unlock the creative potential of my ADHD, whilst maintaining an honest and open dialogue around my experiences. We have a duty to get this right so we can showcase for our young people what they are capable of as they move into their futures. Diversity at Cotham is more than just a description; it is the daily work we all put in to make this place feel both safe and ambitious for every one of our staff and students.

Mariam Ahmad

Science Teacher and
Head of House

“ I have been at Cotham now for 9 years and I have loved every minute of it. The staff are so friendly and kind and the students hard-working. It is such a diverse community, with everyone being so accepting of each other's differences. I can't imagine myself working anywhere else.



Gary Buchanan

Philosophy & Religion /
History Teacher
Deputy Director of P16

“ Cotham is the most diverse and vibrant school I have worked at. It has been a pleasure to return to work in the city I studied my undergraduate in and to work with our students, who teach us something new every day. The staff here are absolutely fantastic in supporting our students to the best versions of themselves each and every day. We take genuine pride in our school values of Diversity, Achievement and Respect. As a working class Irish man, I am proud of our ongoing work to create an inclusive atmosphere where everyone feels respected so that they can ultimately achieve well.





Jack Barber

Science Teacher,
DofE Coordinator and
NEU Representative

“

I have worked at Cotham school for 10 years now and still love working here. It's so lovely to teach in such a diverse school and to work with such amazing colleagues. The students have created such a wonderfully diverse and accepting culture in the school. I am uniquely lucky to be able to take students out on expeditions and extra-curricular activities, seeing them working together in new and challenging situations. I am so proud to be a part of all this school has to offer.



Rachel Bromiley

PA to Headteacher and
Office Manager

“

I'm proud to work at Cotham, where the leadership and staff create a truly supportive atmosphere.

Ibrahim El Fadl

Behaviour and Engagement Specialist

“ Having lived across different countries and cultures, Cotham’s vibrant, diverse and international community resonated deeply with my own experiences and values. Grounded in pastoral expertise, a sports coaching background and multilingual skills, I deliver targeted behavioural mentoring and data-informed interventions to support the building of students’ character, independence, responsibility and leadership. I am committed to helping develop the next generation of good citizens driven by excellence, resilience and respect for every student who walks through Cotham’s doors.



Zain Vohra

Teacher of Mathematics

“ I feel privileged to work at Cotham, a school that celebrates diversity and embraces the richness of our differences. Coming from a Pakistani background, I deeply value the opportunity to contribute to a community where cultural heritage is respected and shared. As a teacher with a physical disability, I also feel incredibly supported and empowered by the school, which fosters an environment of inclusivity and understanding for both staff and students. Being part of such a welcoming and vibrant community makes my role not only rewarding but also inspiring every day.





Briony Buckley

SEND- Progress and Learning Coordinator

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I work within the SEND department which is a hugely strong department at Cotham.

I work primarily with students with SEMH needs but this can also impact their learning so I work closely with the SENDCo and deputy SENDCo's. Cotham is such a diverse place to work and it is one of the things that I love most about working here. I love that every day is different and I get to work with the most vulnerable students in the school to give them the best possible start in life.



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