



# RECRUITMENT PROSPECTUS

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

Achievement ~ Diversity ~ Respect







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

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

### 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 others 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.

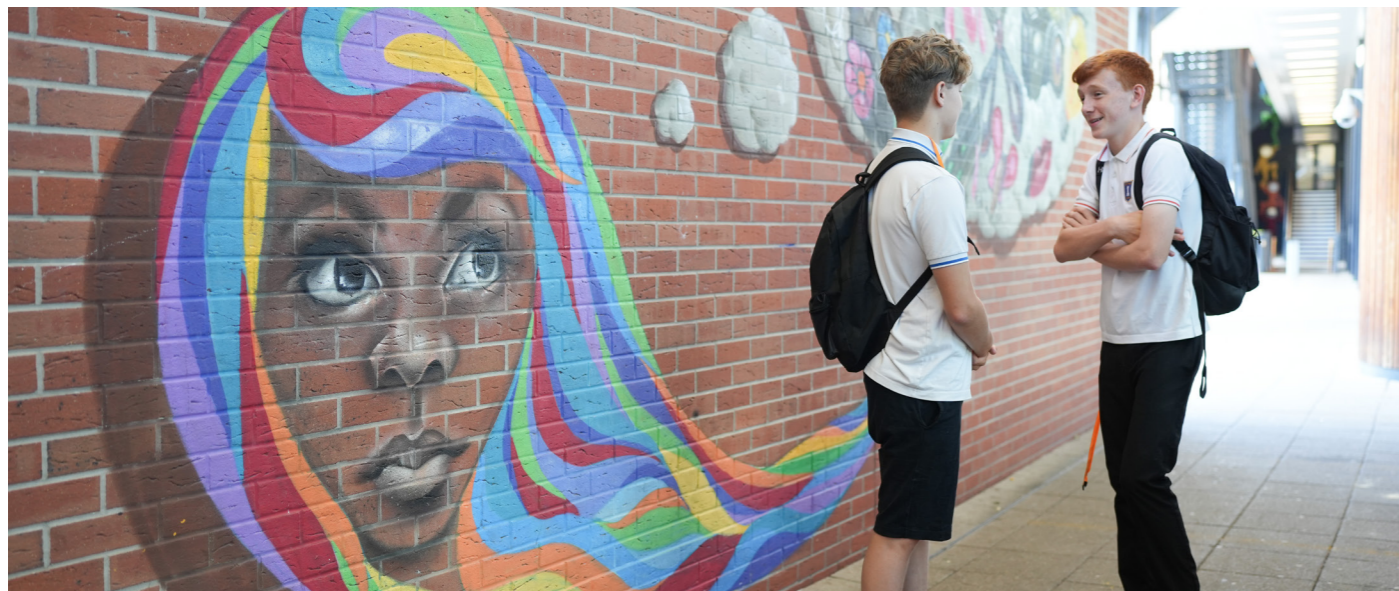
Bristol is also a fantastic city for families. There are plenty of parks and green spaces to discover and explore: the famous Downs, the Blaise Estate, Snuff Mills, Ashton Court, Leigh Woods, the list goes on. You can enjoy attractions such as the SS Great Britain, Brunel’s Suspension Bridge, the Concorde 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 subsidising and 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 an excellent ongoing learning and development opportunities across different roles and access to a school CPD library.





# 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 ('LifeWorks Employee Assistance Programme) Plus SAS Health and Wellbeing support:

- **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** – resources for staff to access. Staff have access to a telephone consultation and then development of a personalised plan. Onward referral to local clinic if additional intervention is required.
- **Weight management service** – in consultation with slimming world.
- **SAS Gym** – access to exercise programmes – available on the SAS app.
- **GP Phone consultation 24/7** – unlimited – prescriptions can be provided if no examination is required and the prescription will be sent to a local pharmacy.
- **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.

- **Physical health** – we support staff physical health through Friday sports club
- **Free eye tests** – We have access to gym and exercise schemes, plus free eye tests to our support staff

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!**



# Domini Leong

## Deputy Headteacher

“ As one of the first BAME senior leaders to be appointed in a Bristol secondary school 12 years ago, I have made it my mission to use my experience and knowledge to support and lift up other BAME colleagues, so that all young people can see and aspire to role models that look like them. As an enthusiastic sociologist, I am passionate about challenging all forms of inequality having experienced first-hand the power that a good education, and an inspirational teacher, can have on social mobility. I love working at Cotham for the diverse student population that reflects all corners of the world that we live in. I am also excited to work at Cotham for its inclusive ethos and commitment to improving social mobility.







## Aimi Potter

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, and especially to a positive sense of community for LGBTQ+ staff and students. Diversity is a word that gets used a lot at Cotham, but it’s more than just a description; diversity at Cotham is also about the daily work we all put in to make this place feel both safe and ambitious for every one of our staff and students. The student experience of Post 16 is such a short, but incredibly important period of time and we take that responsibility very seriously, investing the time and energy to make sure our students learn to both believe in and achieve their potential, whilst building on those skills that will help them live healthy, happy and successful lives long after they have left us.

## Jack Barber

Science Teacher,  
Governor and NEU  
Representative,

“ I love this school and want to help its development in any way I can. A colleague here said to me ‘as soon as you understand why a decision has been made, it makes it easy to support’ and I believe I can make this happen. I have worked at a number of schools across the country and have never been in a school that is as student focused as this one.



## Alan Wilson

Maths Teacher

“ I am delighted to work for Cotham School, which is at the heart of the city I fell in love with. The rich cultural diversity, the opportunities for new experiences, inclusion and respect. I’m extremely excited to be here and know I’m going to learn as much from our students as they will learn from me.







## Mary Clarkson

### HR Manager

“ I love working in such worthwhile and rewarding organisations, who are educating and developing the next generation of adults. This role at Cotham school gives me so much pride in what we do and achieve. Cotham School is a great place to work with a fantastic team of committed and dedicated individuals, who are passionate about education and who make a real difference to the lives of young people.



## Hannah Edwards

### Inclusion Manager

“ I have been at Cotham school since November 2021. When I saw the job advertisement for this role, it intrigued me! I am so passionate about supporting the wellbeing of young people; especially after the effect the pandemic has had on our youth. I saw the vacancy and I saw an opportunity to do exactly that.

I have loved every minute of working at Cotham. The young people have been so welcoming, and even in the short time I have been here I have seen them grow and achieve.

## Habon Ibrahim

### Academic Mentor (Family & Community)

“ My name is Habon Ibrahim and I am a Somali Family Support Worker at Cotham.

This role is an amazing new opportunity for the school, our students and the wider communities we serve.

I'm an experienced Pastoral leader specialising in behaviour and community engagement. I have over 10 years of experience working within schools; and interpreting for Bristol City Council has given me great opportunities to build relationships with educators and professionals from all walks of life.

Since moving to Bristol from Sweden it's opened my eyes to how different education systems are, and it's given me the opportunity to support young people from a wide range of different backgrounds helping remove barriers to learning.

I'm looking forward to being an integral part of the Cotham journey to becoming an outstanding school.







## Mariam Ahmad

Science Teacher and  
Head of House

“ From my first day, I have loved working at Cotham as it promotes such an inclusive environment and both the staff and students are incredibly accepting of everyone’s culture and beliefs. I can’t imagine working anywhere else.



## Gary Buchanan

RE Teacher

“ The diverse history of the school always intrigued me. It has adapted over time and changed to become a fully comprehensive school in the city of Bristol which I absolutely love!

Favourite thing about Cotham so far:  
The professional autonomy and support of colleagues.



## Hussein Madhar

Humanities Teacher

“ I enjoy working in Cotham, as it represents the different backgrounds of the Bristol community.

## Zizzy Lugg Williams

Academic Mentor

“ I love Cotham because there is never a dull day. The students are engaged and interested, and the teachers are fantastic and care so much about their students. I remember when I joined, it was the September after the Black Lives Matter protests, and I was looking to get a job in a school. Cotham was one of the only schools that had a statement on the issue, and wasn’t hiding away from it, but was trying to make a difference. I knew that this was the place for me.







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