



ANGLIAN LEARNING



BASSINGBOURN  
VILLAGE COLLEGE

# Application Pack



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## Letter from the Chief Executive Officer of Anglian Learning Trust

I am delighted to be able to introduce you to Anglian Learning. We are an ambitious, outward looking multi-academy trust. We are passionate in our belief that all young people deserve to have access to an outstanding education; we are determined that this will be the case for all those in our school communities. Our motivation in establishing Anglian Learning was based on a strong underlying belief that we can simply achieve more together. We've tried to encapsulate that within our over-arching goal:



***'To create self-sustaining, community based clusters of schools that celebrate individuality, creativity and innovation and actively pursue a collective responsibility for achieving excellent outcomes for all learners across the trust.'***

We are convinced that the chances of achieving this goal will be strongly enhanced by working together across the whole age range, enabling us to collectively enhance the experiences, achievements and ultimate life chances for all of the children and young people in our care. We are therefore delighted with the establishment of our first Primary Hub, which will complement and enhance the work of existing secondary schools.

We understand that staff are our most important resource. Quite simply, we want to recruit, develop and retain colleagues who share our vision. We are committed to offering high quality, personalised professional learning and developmental opportunities to support career development and personal growth. Anglian Learning has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to new ideas, professional challenge and alternative perspectives. We are firmly committed to maintaining the individual ethos and identity of each school, matched to the needs of each local community, whilst all sharing the same core trust values and goals.

I hope that you find the information in this booklet helpful and if you have any queries then please do not hesitate to make contact with either the school or [hr@anglianlearning.org](mailto:hr@anglianlearning.org).

We very much hope that you will consider working with us and that we can be instrumental in developing your career.

Kind regards

A handwritten signature in blue ink, appearing to read 'J. Culpin', written in a cursive style.

**Jonathan Culpin**  
CEO Anglian Learning





## **Bassingbourn Village College**

South End, Bassingbourn, Royston, Hertfordshire, SG8 5NJ

Tel: 01763 242344 [www.bassingbournvc.net](http://www.bassingbournvc.net)

Bassingbourn Village College is a popular 11-16 mixed comprehensive academy set in South Cambridgeshire.

There is a strong positive ethos, where all students are known as individuals and achieve well-earned qualifications. Our current role stands at 640 with a waiting list for a number of year groups.

We are very proud of our school and the educational opportunities that it provides for our wonderful students.

We like to ensure that each student achieves his or her full potential while enjoying an education that focuses on their own individual skills, strengths and aptitudes. We want our students to become responsible, respectful, resilient and healthy members of the local community, contributing greatly to the society in which they live. It is important for us to give our students a voice and the confidence to use it, both during their time with us and in their life ahead.

We value every member of our community and are passionate about the importance of outstanding achievement for all. We help our students to make the most of their talents, and to develop a sense of responsibility and an understanding of those things which matter most in an increasingly complex and demanding world.

We believe that education is most successful when the college, the students and their parents form a strong partnership. In its last inspection in September 2017, the college was rated "Good" by Ofsted.

We have an exciting future ahead of us, one which we hope you will want to be part of.

*Bassingbourn Village College is a founding member of the Anglia Learning Multi-Academy Trust, and is one of currently four secondary schools within its Secondary Hub. The Trust also has a growing Primary Hub, consisting currently of three primary schools. The Multi-Academy Trust was established to create a strong community of highly successful schools and is committed to achieving outstanding outcomes for all children and young people in their care.*

## Anglian Learning, a unique multi academy trust

All members of our Trust share the firm belief that successful learning communities are underpinned by ambitious vision, trust and strong inspirational leadership at all levels of the organisation. Through membership of Anglian Learning, these values are reinforced by working with like-minded schools, leaders and teachers, to make a difference to the lives of our young people. We believe that we have a shared responsibility, through support and challenge, to ensure that all our academies can offer an outstanding education to all students. We are committed to the best financial planning and clearest governance structure with a rigorous system of checks and balances to ensure our future development and growth.

Anglian Learning was initially created by three highly successful Cambridgeshire secondary school academy trusts, with similar visions of enhancing the capacity of mutual support and challenge, formally joining together as a Trust. A further secondary school joined Anglian Learning in March 2016 with an Ofsted rating of Requires Improvement, which had been held for several years. In October 2018, due to the work undertaken by the staff, the Principal and the Trust, the school successfully achieved a rating of Good in all areas.

In March 2018 Anglian Learning established a Primary hub with three primary schools choosing to join the Trust, forming a collaborative and supportive primary network. Anglian Learning has also won the contract for a new primary school The Wing School in Cambridge. Further information about each of our schools can be found by visiting their websites:

[www.bassingbournvc.net](http://www.bassingbournvc.net)  
[www.bottishamvc.org](http://www.bottishamvc.org)  
[www.netherhall.org](http://www.netherhall.org)  
[www.sawstonvc.org](http://www.sawstonvc.org)  
[www.bottisham.cambs.sch.uk](http://www.bottisham.cambs.sch.uk)  
[www.fenditton.cambs.sch.uk](http://www.fenditton.cambs.sch.uk)  
[www.staplefordprimaryschool.org](http://www.staplefordprimaryschool.org)

We are committed to ensuring that all Anglian Learning schools aspire to achieve consistently improving progress measures that are significantly above national expectations and place them in the top 10% of schools nationally.

We aim to achieve this by raising the educational attainment of all our young people and using the collective energy and cross school educational fertilization within the Trust to improve life chances by:

- Developing a dynamic and inspirational culture for teaching and learning excellence.
- Providing pupils with stimulating and valuable enrichment opportunities across the curriculum.
- Building a curriculum and assessment structure that will enable teachers, students and parents to celebrate success and respond swiftly to challenge.
- Encouraging innovation and risk-taking through a focus on research and best practice locally, nationally and internationally.
- Promoting, enabling and supporting leadership at all levels to flourish in individual schools and across the Trust.
- Providing CPD opportunities for staff at all levels in the Trust

The Trust Leadership Team comprises of a CEO, supported by a Deputy CEO who is a trained Ofsted Inspector, a Primary Executive Headteacher who oversees and supports the Primary Hub and highly qualified and experienced Directors advising on Finance, ICT, Operations and Human Resources.

The operational structure of the central team is constantly being reviewed to ensure that it delivers the maximum and desired support to the schools within Anglian Learning.

## Our Core Values

- 1) Anglian Learning is ambitious and aspirational for all those in our community, pupils, staff and parents, to be the best they can be.
- 2) Anglian Learning is inclusive, working always in the best interests of all of our Children and young people, whatever their background or ability, underpinned by mutual respect and care for others.
- 3) Anglian Learning acts with integrity, probity and honesty in the relationships within the Trust and with the wider educational and non-educational landscape.



## Joining Anglian Learning as an NQT



At Anglian Learning, we are always excited at the prospect of working with NQTs in our schools. We are committed to your success and to ensuring you receive the support you need to be successful in your first year of teaching and beyond. We understand that the first year of teaching as a newly qualified teacher can feel a daunting process with so much to learn and take account of. This is in addition to the steep learning curve involved as all the theory you have learnt is implemented on a daily basis along with increased responsibility. We are keen to ensure that the rewarding life you will experience as a new teacher can be balanced with a fulfilling life outside of the school.

The Trust and leaders in our schools will support you through your learning, celebrating talent and success and ensuring you have the right mentoring and access to the necessary expertise to enable you to be effective in your work.

### **Familiarisation**

The first stage for any NQT is to familiarise themselves with their host school and with the Trust. Leaders will plan this in collaboration with you depending on your commitments in the term before you start work. If you are new to the area we can help you to get settled into your accommodation and to find your way about. In some circumstances, for those new to the area Anglian Learning can sometimes help with temporary accommodation and can help you to find more permanent lodgings.

Each of our schools has a distinct personality and context. As an NQT you will have the opportunity to visit all our schools and to work with other newly appointed as well as more experienced colleagues.

Staff at the schools enjoy social events outside of school which you would be welcome to join and participate in. The Trust, as a wider employer also provides an increasing number of social initiatives and benefits such as free membership to the Sport Centres situated at the secondary schools. This can aid you to make friends and to integrate yourself into the wider community.

Opportunities for promotion will exist in your own school and in schools across the Trust. As you become familiar with Anglian Learning's ethos and values, we will encourage you to share your skills more widely and to grow professionally across the Trust schools.

## **Development**

Once you are settled at your school, your ongoing development becomes a major priority for both school leaders and for the Trust. The support you can expect as a minimum is:

You will be able to work with and observe staff in your own and in other Trust schools as part of your planned programme of development.

As your employer, the Trust and your school will ensure that you will receive your 10% timetable reduction as well as planning, preparation and assessment time so that you have opportunities to reflect, to research and to learn.

A personal training budget of up to £1,000 where school funding allows.

Although we do not expect to use them, clear procedures through which you can air any necessary grievances about your induction provision and a named contact at the Appropriate Body should you be unhappy with the support you receive.

## **Career Progression**

In a very short space of time you will feel that your career as a teacher is flourishing and you may well be interested in developing your role further to become perhaps a leader in a subject area or in an element of school practice. This could be across a school and maybe across schools. Leaders and the Trust will encourage you to share your aspirations so that you can be effectively supported to achieve your ambitions. Once we understand your talents and aspirations, your training and professional development will be adapted to ensure you are equipped with the skills you need to pursue the career steps you would like to take. The Trust's network of leaders and schools will be able to support you with a range of opportunities and enhancements. We are equally keen to nurture, grow and celebrate teachers who are willing to share effective pedagogy and practice to support their colleagues.

## About Bassingbourn Village College

Bassingbourn Village College is situated in the South West corner of Cambridgeshire, 12 miles from the University City of Cambridge. Whilst it benefits from a beautiful rural location, it retains excellent road (A505, A10, M11, A1) and rail links (Royston to King's Cross, London 34 in Minutes).

The Village College was opened in 1954 and is steeped in the history of the Henry Morris Community Education tradition: providing quality educational opportunities for all. That tradition continues today in a modern and forward-looking context; excellent day time provision for 11 -16 year olds and a wide range of extra-curricular opportunities.

The College campus has extensive grounds and playing fields with well-appointed school and community buildings. The school now successfully runs on green energy thanks to our biomass boiler. Our buildings were further improved during last summer by the installation of new windows and doors in the Creative Arts and Technology blocks and rewiring throughout the main building. The College uses its size to advantage and achieves excellence by focusing individual attention on every student, promoting a supportive learning environment which enables students to achieve their maximum potential.

The College offers a wide range of accredited courses and most students will expect to take GCSEs in 9 or more subjects, choosing their options in year 8 and so allowing a three-year GCSE programme.

Responding to the individual educational needs of students is a high priority, and the College's curriculum offers a range of options to suit the needs of both the very able and those who may require additional support. Over 90% of students go on to take A-levels or equivalent courses at local post-16 centres or colleges (including the nationally recognised outstanding sixth form colleges –Hills Road and Long Road, Cambridge).

Students are organised into four colleges and within each college six tutor groups are formed using vertical grouping. This leads to a vibrant and friendly school with age groups mixing confidently. The College values its highly inclusive nature. We are fully committed to the comprehensive ethos and, as such, have a student body which reflects this. All of our students are valued; this is evident by the number of out of catchment students whose parents elect to send them to the College.





## Celebrating Success at Bassingbourn Village College

We are very proud of the successful partnership we have between staff, students and parents which has resulted in an excellent range of exam results in the most recent exam season (2019)

- 81% of all BVC grades were 4-9.
- 24% of all BVC grades were 7-9.
- 19% of our students achieved 5 or more 7-9 grades.
- 32% of our students achieved three or more 7-9 grades.
- Progress for all learners has been significantly above the national average for the last five years.
- 40% of all our grades were 6-9(A\*-B).
- English - 85% achieved level 4 – 9 (A\*-C), putting them 8th in the county.
- Maths - 77% achieved level 4 – 9 (A\*-C).
- 72% of our students passed English and Maths at level 4 and above.
- The following subjects saw students achieve over 30% level 7-9: Art, Dance, Drama, Geography, History, Latin, PE, RE, Sociology, Spanish.
- 125 Year 10 students sat their English Language GCSE a year early. 74% gained 4-9 (A\*-C)
- 26% of our students passed the EBacc (English Baccalaureate) at level 5+ - the national average is 19%; Cambridgeshire is 24%. EBacc subjects include English, Maths and Science plus a Humanities and a Language choice.
- Our top five subjects for progress were Drama, Craft, Dance, Latin & RE.
- Our Progress8 score is 0.18 (up from 0.06 in 2018). This puts us above average compared to national figures.
- Students are given the opportunity to develop their leadership skills by becoming School Captains and Ambassadors - positions are available in Sport, Dance and colleges, Shakespeare, Moore, Luther King and Keller.
- The annual Heron Awards honour the top students in each year, in addition to those who have represented the school at regional, national and international events. Heron Awards are given to those who have scored highly in merit, subject and attendance awards. The 2019 Heron Awards Evening saw 40 awards and 40 certificates awarded to students in years 7-10.



## Our Students

We are very proud of our school and our students who are often in the news for their wide ranging achievements. Here are just some of the highlights of the past year:

- Year 11 student and Olympic diving hopeful Ben Cutmore received the top honour of Sportsman of the Year at the annual Roy Burrell sports awards. He was joined at the ceremony by a number of senior BVC students who were honoured for their sporting achievements. Sports students also took part in the Cambridgeshire Olympic Cup and their achievements were celebrated at the annual BVC Sports Awards.
- Our junior sports stars also performed well - winning the district rounders championship and reaching the quarter finals of the national U13 football championship.
- Dance and drama students took part in the Cambridge Schools' Shakespeare Festival with their collaborative and innovative performance of My Name Is Ann - a look at the life of Ann Hathaway. Termly Creative Arts Evenings and the annual Dance Show events also showcased students' talents.
- Students in Years 7 & 8 were recognised for their literary achievements at our Reading Excellence Awards evening.
- 19 Year 11 students celebrated the end of the GCSE exams with a two week World Challenge trip to Thailand. A group of Year 11 students also completed their Bronze Duke of Edinburgh Award.
- Students across all year groups enjoyed exchange visits to France and Spain; with additional trips to the Battlefields, Normandy and Norfolk.
- BVC celebrated our partnership with the Cambridge Centre for Sixth Form Studies with 11 students achieving top marks in their GCSE Psychology exam. Year 11 students also received additional Maths support via Skype lessons with CCSS.
- Year 7 students tested their French and Spanish abilities by competing in the MFL Spelling Bee competition.
- Our able students took part in Maths, Science and English extension workshops. Students were also invited to take part in taster sessions at a number of Cambridge colleges.
- Year 10 student William Pack was awarded a commendation in the inaugural Millicent Fawcett humanities competition organised by Cambridge University.
- Debating teams took part in the English Speaking Union's Churchill Schools' Debating and Mace Public Speaking competitions. They also won the district heat of the Rotary Youth Speaks competition. Year 7 students enjoyed an introduction to debating with a competition organised by the senior debating club. The year finished with a trip to watch a debate in Cambridge as the guests of the Cambridge Union.

# Cambridgeshire

Cambridgeshire is perhaps best known for the University of Cambridge which was founded in 1209; as a result of the university it has become home to modern high-technology 'Silicon Fen'.

However it has a lot more to offer both historically and culturally.....



*Quayside*

## Historical

Cambridge is heaped in history with settlement areas since prehistoric times which are situated mainly around the Fitzwilliam College and on Castle Hill. The City also has a Roman historical fort and a medieval settlement on Castle Hill.

The arrival of the Vikings in 875 and their vigorous trading habits saw a rapid expansion in the growth of the town. During this period the centre of the town shifted from Castle Hill on the left bank of the river to the area now known as the Quayside on the right bank.

After the Viking period, the Saxons enjoyed a return to power, building churches such as St Benedict's Church and in 1068 William of Normandy built a castle on Castle Hill.



The picturesque River Cam was crucial to the town's success with the first town charter being granted by Henry I giving Cambridge monopoly of waterborne traffic and hithe tolls. The beautiful University buildings that dominate Cambridge started historically with Oxford University students escaping to Cambridge from hostile townspeople in 1209. The oldest existing college, Peterhouse, was built in 1284 and thus started the ongoing rivalry between Oxford University and Cambridge University.

*[Peterhouse](#) was the first college to be founded in the University of Cambridge.*



## 20th century

Cambridge was granted its city charter in 1951 in recognition of its history, administrative importance and economic success despite not having a cathedral, traditionally a prerequisite for city status. The city gained its second University in 1992 when Anglia Polytechnic became Anglia Polytechnic University, renamed Anglia Ruskin University in 2005.



*Silver Street*

## Beauty

Cambridge is a beautiful city with the River Cam flowing through the city from the village of Grantchester, to the southwest. It is bordered by water meadows such as Sheep's Green as well as residential development. The city centre of Cambridge is mostly commercial but with beautiful historic buildings, and large green areas such as Jesus Green, Parker's Piece and Midsummer Common. Many of the roads in the centre are pedestrianised, limiting the amount of traffic that can travel through it.

Cambridge is completely enclosed by green belt which helps to maintain the local green space and prevents further urban sprawl.



*Panorama of Cambridge City Centre, viewed from the tower of Great St. Mary's*

## Climate

Cambridge is located in the driest region of Britain and snowfall accumulations are also usually small, in part because of Cambridge's low elevation, and low precipitation tendency during transitional snow events. Summer temperatures tend to be somewhat higher than areas further west, and often rival or even exceed those recorded in the London area.

## Transport



Cambridgeshire has good transport links. The railway came to Cambridge in 1845, the station is located slightly outside the town centre following pressure from the university at the time to restrict travel by undergraduates. An unforeseen benefit is that this may have helped the town escape from German bombing raids during the second world war, which were mainly targeted at the railway. Cambridge railway station has direct rail links to London with termini at London King's Cross, Liverpool Street and St Pancras. Commuter trains to King's Cross run every half hour during peak hours, with a journey time of 53 minutes.

As a university town lying on fairly flat ground, Cambridge has the highest level of cycle use in the UK and cycle pathways are common across Cambridgeshire.

Cambridgeshire also has several bus services including routes linking five Park and Ride sites all of which operate seven days a week. There is also the Cambridgeshire Guided Busway that provides transport into the centre of Cambridge from St Ives, Huntingdon, Peterborough and other towns and villages along the routes.



*Cambridge King's Parade at St Mary's*

## Sport

Cambridge has many sporting opportunities and facilities both in terms of participation and spectating. Historically members of the University drew up football's first set of rules in 1848 so there is a long history with football in particular.

The River Cam runs through Cambridgeshire and the city centre and is used for rowing, recreational punting, and canoeing and boat trips. Grafham Water Centre in the village of Perry also offers many land and water based activities for individual or family days of fun.

Cambridge itself boasts a large leisure complex, Parkside Pools & Gym, which offers a variety of activities including a 100 station gym with cardio, resistance equipment and free weights, three swimming pools, diving boards and flumes, café and over 40 fitness classes per week. Within the surrounding villages there are many smaller leisure complex, catering to the needs of those within their immediate vicinity.

## Culture



### Theatre

*Cambridge Corn Exchange*

Cambridge's main traditional theatre is the Arts Theatre, but the largest venue in the city to regularly hold theatrical performances is the Cambridge Corn Exchange. Other theatres are the J2, ADC Theatre and The Mumford Theatre.

### Museums

The Fitzwilliam Museum is the city's largest, and is the lead museum of the University of Cambridge Museums. Other museums are The Museum of Cambridge which is a social history museum located in a former pub; the Centre for Computing History, a museum dedicated to the story of the Information age and housed in a former sewage pumping station, the Cambridge Museum of Technology which has a collection of large exhibits related to the city's industrial heritage.

## Festivals and events



*Strawberry Fair*

During the summer months there are several well known fairs and festivals which take place in Cambridge and around Cambridgeshire. The Midsummer Fair dates back to 1211 but is now primarily an annual fun fair with the vestige of a market attached and is held around midsummer's day. On the first Saturday in June Midsummer Common is the site for Strawberry Fair, a free music and children's fair, with various market stalls.

For one week in May, on Jesus Green, the annual Cambridge Beer Festival has been held since 1974.

Cambridge Folk Festival is held annually in the grounds of Cherry Hinton Hall. The Cambridge Summer Music Festival is an annual festival of classical music, held in the University's colleges and chapels. The Cambridge Shakespeare Festival is an eight-week season of open-air performances of the works of William Shakespeare, held in the gardens of various colleges of the university. The Cambridge Film Festival is held annually in September.

The Cambridge Science Festival, typically held annually in March, is the United Kingdom's largest free science festival. Other festivals include the annual Mill Road Winter Fair, the E-luminate Festival, the Big Weekender, Ely Folk Festival, Peterborough Pride, Chatteris Midsummer Festival and Party in the Park.

## Relocating and House Prices

Unfortunately Anglian Learning do not generally financially support staff relocating, due to the financial constraints that schools are operating under and the need to channel wherever possible this into areas which will directly affect pupil's wellbeing and education.

However Anglian Learning will wherever possible be as supportive as possible by:

- Allowing a day's paid leave for moving under the Discretionary Leave Policy
- Supporting with estate agents as you seek either a property to rent or to buy
- Anglian Learning does have a property available for short term rental, should an emergency situation arise and the property be vacant.

### House Prices

The cost of housing varies greatly dependent on where you wish to purchase. According to Zoopla in April 2019 the average price for property in Cambridgeshire stood at £356,209. In terms of property types, flats in Cambridgeshire sold for an average of £257,980 and terraced houses for £307,244. However these figures will be inflated by the cost of housing within central Cambridge and if you are looking for housing within smaller towns and villages, the cost should be lower.

### Rental Prices

Likewise the location of a rental property will make a considerable different to the rental charge. Renting a property within Cambridgeshire breaks down to an average of £1,294pcm for a flat, and £1,619pcm for a house according to Zoopla. However surrounding towns and villages to Cambridge, the cost of rental can be around £900 pcm for a three bedroom property.

## How to apply

To make an application for one of our vacancies, please complete the Anglian Learning Application Form (for either teaching or non-teaching staff), and send to Mrs Smith together with a Letter of Application outlining how your skills and experiences will enable you to be successful in this role.

Applications should be sent to Mrs Smith (**[ssmith@bassingbournvc.org](mailto:ssmith@bassingbournvc.org)**)

Please address all queries to:

Mrs. Sue Smith,  
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