



BARTON COURT ACADEMY TRUST

BCAT Mission Statement - *“Opportunity, Excellence, Equity”*

“BCAT provides aspirational educational opportunities in all its schools to improve the life chances of its children and young people; delivered through strong partnerships between staff, students, parents and the local community that share our core values of excellence and equity”.

Barton Court Academy Trust consists of 3 secondary schools:

- Barton Court Grammar School
- The Charles Dickens School (joined on 1 March 2017)
- BCAT Free School, Barton Manor School (opened in September 2022 to Year 7 only)

BCAT VALUES

Achievement
Challenge
High Aspiration
Independent thinkers
Equality
Valued
Excellence

We place the child first in all that we do and to all that we aspire. We are uncompromising in our desire to sustain improvement, deliver on standards and provide an outstanding educational experience for all.

We are a progressive, school focussed Trust that work collaboratively as a family of schools. We embrace educational thinking with a focus on cognitive education, research and development. All our schools either an accredited Thinking School or Advanced Thinking School. Great classrooms make great schools and great schools therefore make a great Trust.

With significant investment in our people, BCAT professional development programmes continue to develop staff expertise, retain our most talented staff and provide capacity and growth within the Trust.



Barton Court Grammar School

An Academy of Excellence

Barton Court Grammar School

Barton Court Grammar School is an 11-18 years, selective, co-educational, Grammar school in Canterbury, Kent. The School is highly popular and is oversubscribed.

Mission Statement (Support, Inspire, Achieve)

At Barton Court Grammar school students are [supported](#), [inspired](#) and challenged to [achieve](#) their very best in all that they do in order to reach their full potential and academic excellence. Students develop into independent and resilient learners who are able to succeed in an ever-changing and technological world. When they leave Barton Court, students are articulate, confident and principled young people who have made a positive contribution to their school and the wider community.

The School has an excellent reputation in the local community and was recognised by Ofsted, in November 2024 as maintaining the standards identified in February 2020, as a “Good” school with many “Outstanding” features in Leadership & Management, Personal Development and Behaviour & Attitudes. The School has excellent facilities and we opened a new multi-million-pound learning facility housing state of-the-art science laboratories, new canteen facilities and 6 brand new Mathematics classrooms just before the pandemic. The school has been supporting our newly opened secondary Free School, Barton Manor School, with a joint Sixth Form planned in time and many teachers / leaders working across both schools which has enhanced career opportunities for teaching and support staff alike.

We are very proud of our student achievements with consistently strong GCSE and A Level results and the vast majority of our students going onto prestigious university places.

Barton Court Grammar School is an innovative and forward-thinking school. It attracts many international students, Post-16, which supports our culture and ethos of developing responsible global citizens, with cultural and international awareness, who positively contribute to our school and the wider community.

Excellence in teaching and learning is at the heart of our school. In January 2023 the School was re-accredited for the 3rd time as an Advanced Thinking School in recognition of the outstanding work we do in cognitive education. A Thinking School is *“A learning community in which all members share a common language; where thinking strategies and tools are used across the curriculum and teachers and students have sound understanding of metacognition; where all students are developing and demonstrating independent and cooperative learning skills; where the school generates high levels of achievement and an excitement and enthusiasm for learning”* (Thinking Matters)

We are extremely proud to be the only Thinking School in Canterbury and East Kent and one of a few Advanced Thinking Schools in the UK.

We have an ambitious curriculum with all students studying a compressed KS3 and opting at the end of Year 8 for their GCSE courses. Students take the majority of their GCSEs at the end of Year 11. An individualised learning curriculum catering for the needs of learners is in place at KS4. The School is currently looking for ways to further innovate its curriculum offer in the Sixth Form.

The School offers a supportive environment where teachers, leaders and support staff are all challenged to develop and grow.



The Charles Dickens School

Expect, Believe, Achieve

The Charles Dickens School

The Charles Dickens School is an Ofsted rated “Good” school (March 2023). We are a non-selective 11-16, highly popular, oversubscribed school located in Broadstairs, Kent. We have a vision and a determination to provide our community with an excellent school and we are making great strides towards this. Our results in 2022 identified us as the most improved school in Kent (out of 101 secondary schools) and one of the most improved schools in the country, and our results in 2023, 2024 and 2025 are strong and have continued to improve. Schools Week identified us as the 8th most improved school in the country between 2019 and 2023, for school with an above average proportion of Pupil Premium pupils. Our recent Ofsted Inspection in March 2023 graded the School “Good” in every category.

To work at The Charles Dickens is to embrace the challenges of an economically-diverse community and understand the influence education has in addressing social immobility. There are few schools in the country where a teacher’s ability to change lives is so evident. We’re looking for brilliant people to join us on our journey.

The Charles Dickens School strives for excellence for all individuals. We have high standards and high expectations and we encourage and support all pupils and staff to achieve their best, be happy and enjoy their time at the School. We became formally part of Barton Court Academy Trust (BCAT) on 1 March 2017.

The School has excellent facilities. All rooms are equipped with state-of-the art electronic interactive whiteboards. There are excellent specialist facilities for sport, hospitality, engineering, dance, drama, music and art. We have a Specialist Resource Provision for visually-impaired children. We offer and value a broad curriculum aimed at promoting talent beyond traditional academic subjects. Our significant investment in professional development drives colleagues’ continuous improvement. This is a place where everyone improves regardless of their career stage.

Our mission statement is Expect, Believe, Achieve. We consider this to be a simple equation. Expect plus Believe equals Achieve. **Expect** relates to the high expectations of staff demonstrated through the planning, delivery and assessment of our aspirational curriculum, and the excellent learning environment pupils and staff enjoy. **Believe** relates to the belief of the pupils and parents that they can be successful. This is underpinned by our communication of, and support for their learning journey, and the personal development opportunities that pupils experience. **Achieve** relates to the outcomes from our five-year journey with each pupil, the progression on to their chosen destination and the increased social mobility resulting from strong levels of achievement.

Our core values are illustrated by the acronym CARE: compassion, aspiration, resilience and enthusiasm. Compassion shapes our interactions with each other, during lessons and recreational time, treating each other with respect and kindness. Aspiration provides momentum for pupils on their learning journey. Resilience is promoted to ensure pupils emotional needs are supported. Enthusiasm emerges from the incredible opportunities pupils enjoy.



Barton Manor School

Aspire, Believe, Achieve

Barton Manor School

Barton Manor School, is a non-selective 11-18 school located in Canterbury, a 5-minute walk from Barton Court Grammar School. We are in our fourth year of opening with students in Y7-10 only, and when full we will have a shared Sixth Form provision with Barton Court Grammar School providing a wide-range of vocational and academic courses.

We have a vision and a determination to provide our community with an excellent school and we are making great strides towards this. To work here is to embrace the challenges of an economically-diverse community and understand the influence education has in addressing social immobility. We're looking for brilliant people to join us on our exciting journey with opportunities for staff to work and teach at both Barton Court and Barton Manor.

The School's brand new amazing state-of-the art design build is a definite "wow factor" along with the facilities on offer to pupils and staff. All rooms are equipped with state-of-the-art electronic interactive whiteboards and all staff across the Trust have their own laptop. There are excellent facilities for sport, hospitality, engineering, dance, drama, music and art. We offer and value a broad curriculum aimed at promoting talent beyond the traditional subjects.

The School ethos encourages traditional values such as hard work, integrity and respect, along with tolerance, diversity and inclusion to develop personal character and aspiration. We value and nurture our young people to understand the importance of hard work, strong moral principles, open mindedness, and care for others whilst embracing the modern technological world today. The School is forward-thinking and entrepreneurial. This inspires our pupils today; everyone can work hard and be their very best. We want our pupils to have rich experiences that make them aspire for the very best careers and access to Higher Education and Training.

Our mission statement is **aspire**, **believe** and **achieve**. Pupils will **aspire** to be their very best and will be supported to **believe** in themselves and their ability to **achieve** and excel. Pupils will be encouraged and guided to develop as responsible citizens who will make a positive contribution to their School and the wider community. Pupils will appreciate British values such as democracy and tolerance and will develop into confident, independent and resilient young adults ready to meet the rapidly changing challenges of a 21st century world.

To achieve Barton Manor School's vision we have established a set of behaviours and characteristics that define how everyone within our community pledges to act; these are the values that we strive to demonstrate and personify on a daily basis.

Resilient / risk takers
Empathetic
Supportive of others
Principled
Empowered
Courageous
Thoughtful thinkers

BCAT significant investment in professional development drives colleagues' continuous improvement. This is a place where everyone improves regardless of their career stage.

BCAT Safeguarding

The Trust is committed to safeguarding and promoting the welfare of children and it is essential that all employees share this commitment.

Current and previous employers will be contacted and an enhanced DBS check undertaken. If the candidate is short-listed, any relevant issues arising from references or anomalies on the application form will be discussed at interview.

In addition to candidate's ability to perform the duties of the post, the interview will also explore issues relating to the safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to the use of authority and maintaining discipline