

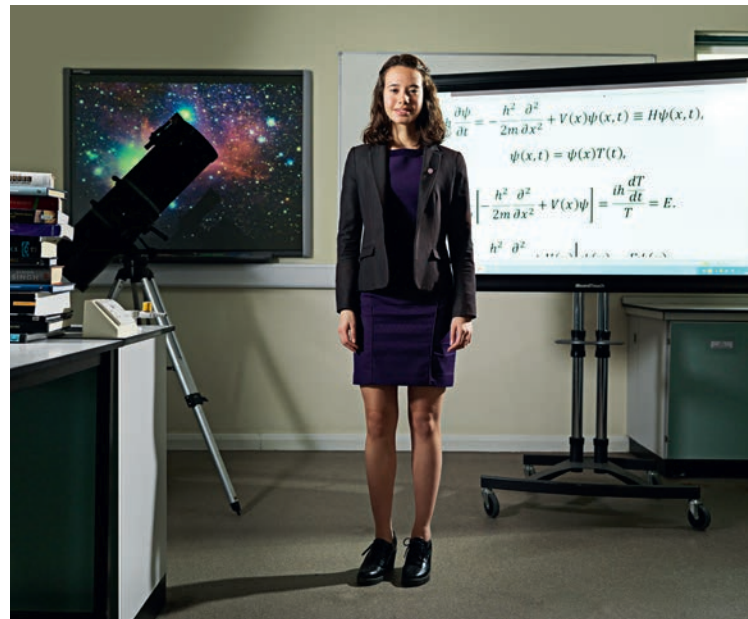


# BEDE'S

EXCEPTIONAL

**REQUIRED FOR THE AUTUMN TERM, 2021:  
HEAD OF ACADEMIC DRAMA**





# INTRODUCTION

Bede's is one of the newest, fastest-growing, and most innovative HMC schools. We have developed a reputation for 'adding value', for helping pupils to out-perform their expectations, to achieve more than they ever thought possible – be it in the classroom, on the stage, in the dance studio, or on the sports field. To provide our pupils with the very best start in life, we seek the very best teachers – teachers who have passion and energy, knowledge and empathy, interest and ambition.







# WELCOME

**B**ede's is a remarkable co-educational day and boarding School. As a member of our academic staff, you will find Bede's to be an inspiring, satisfying and pleasant place to work.

We are always seeking genuinely exceptional talent, individuals who share our ethos that helps to nurture every pupil's potential and to shape them into well-rounded and considerate individuals who are able and willing to make a positive impact on society, both locally and globally.

Ours is a School defined by discovery. We encourage every individual to seek out their passions, venture towards new horizons and, along the way, develop both lasting friendships and confidence in themselves. This pioneering spirit, combined with the very highest standard of teaching, extraordinary opportunities outside of the classroom and peerless pastoral care, truly enables children to achieve their potential.

We are understandably proud that Bede's is a market leader in adding value, ensuring that our pupils achieve better than expectation. We also, this year, enjoyed another record year for exam results, with 82% of A level grades at A\*-B and 82% of grades at GCSE at 9-5

We believe in moulding the educational experience to fit the child, not the other way around. We are also firm in our assertion that if our pupils are happy during their time in School then their happiness will inform their successes.

I hope that your impression of Bede's when you meet us bears out these ideas – that ours is a happy, kind and caring School which offers children unrivalled opportunities and holds only the highest ambitions for them.

Don't take my word for it however. Speak to the pupils, for it is their School more than it is anyone else's.

Thank you for taking the time to explore this opportunity, if you feel that Bede's could benefit from your expertise and that you share the ethos and values of this wonderful School please do make an application, we would be delighted to receive it.

**Peter Goodyer**  
*Headmaster*





## HEAD OF ACADEMIC DRAMA

### *The Position*

An enthusiastic Head of Academic Drama with the ability and ambition to engage and inspire pupils throughout all year groups. You will be passionate about Drama and Theatre, and determined to achieve the very best for the pupils you teach.

At Bede's our aim is to be a national leader and innovator in the Performing Arts. As a Head of Academic Drama, you will seek to challenge, stretch and inspire our pupils' creativity through your outstanding teaching, organisation and innovative programming and you will relish the opportunity to become fully involved in the co-curricular life of our busy school. Within the Drama Department you will direct annual productions, devise exciting workshops and organise inspirational theatre trips.

You will join an outward looking faculty that constantly seeks to evolve and improve its provision and delivery, responding to pupils' interests as well as enjoying collaboration with industry professionals. You will look forward to working as part of a team of Performing Arts educators who are committed to inspiring and supporting young people to realise their creative aspirations.

Performing Arts is a gemstone at Bede's and our success can be measured, not only by our outrageous ambition, but by a good number of pupils taking up places at Conservatoires and Russell Group Universities each year. The Head of Academic Drama will encourage and support our talented applicants, as well as building on our exceptional value added with many pupils going well beyond expectations at GCSE, and staying with us to A-level.

The Performing Arts Faculty is led by Mrs Karen Lewis who also teaches Drama. The Assistant Head, Mr Sachin Choithramani, also teaches a small number of Drama lessons. As a Head of Department within the Performing Arts you will work closely with the Director of Music and the Head of Bede's Legat Dance Academy. Our faculty benefits from a wardrobe manager, a LAMDA teacher, a full-time technician, and an office manager. You will enjoy being a part of the warm, creative, ambitious and supportive Performing Arts team.

The Drama Department occupies the Miles Studio Theatre and this accommodation gives the Department three performance studios, two classrooms and a generous office space. Bede's Legat Dance Academy enjoys a further three studios in the building and we take advantage of our proximity through creative collaboration.

Whilst this is a full-time role, candidates seeking a part-time role of 0.8 FTE will also be considered.

*Bede's is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All offers of employment are subject to satisfactory references and an enhanced DBS check.*



# THE CAMPUS

Bede's 120 acre campus is located within the village of Upper Dicker and features a multi award-winning Art School, Zoo, Science Centre and some of the finest sports facilities in the South East, including an international-standard water-based hockey pitch, eight football pitches, four cricket pitches, swimming pool, fitness studio and a state-of-the-art Sports Complex.

Since its launch, a feature of Bede's campus development has been its innovative and pioneering spirit, and this remains very much in evidence today; the most recent boarding houses have won design awards and Bede's was one of the first schools to move to using a biomass heating system.

## BEDE'S FACTS AND FIGURES



Male 455 Female 311



Sixth Form 284 Junior 482



Day 424 Day Boarding 70  
Weekly Boarding 123 Boarding 149





BEDE’S SENIOR SCHOOL

Bede's is located in the Sussex village of Upper Dicker, north of Eastbourne, east of Lewes, and half-an-hour from Brighton, Tunbridge Wells and Hastings. The school was founded in 1979, having grown out of a long-established junior school, located in Eastbourne. We currently educate 760 pupils, from Years 9 to 13 (a further 300 children attend our junior school, with which we have very close links).

We are enormously lucky to be situated in beautiful countryside, close to the South Downs National Park. Our school campus is enormous, and alongside all of the things that you might expect to find in a school – classrooms, dining halls, boarding accommodation – also contains some things that may be more surprising: a superb gym, a large swimming pool, and even a school zoo (currently home to about 90 species, from Squirrel Monkeys to Musk Turtles).

The school's success has been built on offering a programme which fits the needs of the individual, rather than expecting individuals to conform to the expectations of the school. As such, we have always given space to the esoteric rather than focusing solely on the mainstream. Our Art Department is amongst

the very best in the country, with particular strengths in Ceramics and Photography. Our Dance School produces work of an extraordinary quality, and every year a number of pupils leave us for further training or careers in this area. Drama is a massive strength. Our sport, for girls and boys, is nationally-recognised.

But we recognise that to give our pupils the best opportunities in life, it is incumbent upon us to help enable those pupils to achieve the best possible outcomes in public exams. Therefore, unashamedly, we are hungry for positive results in the GCSEs and A-levels for which our pupils study. Over the last few years between 70 to 82% of all A levels take at Bede's were graded A\*- B and over 90% of GCSEs at grades 9-4. More important, though, is the measure of the value we “add” to each child. Department for Education figures have consistently shown Bede's to be one of the country's top performing schools in this regard: our pupils are enabled to be the very best versions of themselves, thanks to the care, and the opportunities, they receive at Bede's.

Cumulative percentages at each grade for A Level, BTEC and PreU qualifications					
	A*	A	B	C	D
2020	25	54	82	97	99
2019	20	48	70	88	96

Cumulative percentages at each grade for GCSEs							
	9	8	7	6	5	4	3
2020	9	23	43	67	82	95	99
2019	7	20	39	56	77	91	96





## THE GOOD SCHOOLS GUIDE REVIEW OF BEDE'S

There are a variety of guides available for parents seeking advice on the most suitable school for their child, but many consider the Good Schools Guide to be the most objective and authoritative due to the thoroughness of their research (which includes interviews with parents and pupils) the expertise of those researchers sent to appraise the School.

- “ ‘Co-Curricular is extraordinary’ said a parent.
- “ Many pupils are attracted by the choice of sport - others by not having to play it.
- “ Sports facilities which could serve a small town - ‘second to none’, said a parent, and the sports coaching is outstanding, say parents and pupils.
- “ Drama is another strength – ‘productions are fantastic...’ said a parent.
- “ Art and DT are superb here, one of the most popular subjects in the school from fine art to weird and wonderful photography, to furniture that would not look out of place in Heals.
- “ ‘Good communication from tutor and housemaster’, said a parent who lives abroad. ‘They really look after my son.... he’s very secure in the boarding environment’.
- “ ‘They make the kids feel good about themselves... with emotional as well as academic support,’ said a parent.
- “ Pupils are really happy, so they don’t need to misbehave.
- “ ‘Not a typical public school... as you imagine them to be’, said a parent. ‘Bede’s has more variety... it has the diversity that a modern school needs.’
- “ ‘Caters to all sorts’, said a parent of three very different children who previously attended three very different schools in Surrey, but were and are happily accommodated at Bede’s.
- “ There are some extremely academically bright pupils here, but they’re not all like that, and Bede’s wouldn’t want it so.
- “ The best mainstream independent school in Sussex for value added; evidence of the strong culture of growth mindset here for the pupils.

## ISI INSPECTION

Bede’s most recent inspection in the Autumn Term of 2019 was a compliance inspection which finds schools to have either met or not met the regulations. Bede’s Senior School was found to have met all the standards against which it was inspected, including the quality of education provided; the welfare, health and safety of pupils; the premises and accommodation, the provision of information to parents and the quality of leadership in, and management of, the School.



## ACADEMIC PROGRAMME

With a diverse array of GCSE and BTEC courses available in the Fifth Form (Years 10 and 11) and over 30 courses available in the Sixth Form, the academic journey for Senior School, ‘Bedians’ begins in the First Year (Year 9).

Underpinned by a strong focus on the core subjects, Bede’s First Year programme places a substantial emphasis on the creative subjects while generous sporting opportunities and a unique Twenty-First Century Studies course enthuse and develop the students in the round. For those pupils with a real passion and aptitude for a subject, there are opportunities to study core subjects at a higher level through our after-school masterclass programme.

Throughout their time in the Fifth Form, pupils then typically take 8 GCSEs (or equivalent) and are empowered to develop specialisms which will serve them well both in the Sixth Form and in life beyond school. With all of our academic departments empowered to make their subjects as practical and hands-on as possible, the focus during the Fifth Form is not simply on those all-important exam outcomes but also on building passions, connecting learning to the real world and putting knowledge into practice. We do this through our links with local organisations including Charleston Festival, Sussex University and the Sussex Historical Society.

During their final years at Bede’s, students are then given the highest levels of assistance from subject teachers and the Sixth Form team, with specialist advisors in UCAS, international universities and careers and employability. The Bede’s Diploma has been engineered to enrich and round-off the experience by offering Sixth Formers those sought-after skills employers are increasingly looking for. Alongside specialist tutoring for pupils taking the Extended Project Qualification, the Diploma enables pupils to access volunteering opportunities, presentation and leadership coaching and guidance on an array of enrichment topics.

The defining aspect of Bede’s approach to academic life however is that children be treated as individuals; square pegs should not be made to fit into round holes as no two children are ever the same.



## CO-CURRICULAR

At Bede's it is our goal to ensure that we educate the whole person.

This holistic approach to education is not just an add-on. It is our strong belief that learning takes place beyond the confines of the classroom, and with this in mind, we place creativity, service and action at the heart of the pupil experience.

Bede's pupils pick from a wide array of over 100 clubs and activities in our comprehensive Co-Curricular Programme, guided by our fantastic Personal Tutors. These activities are targeted, rigorous and inclusive, and prepare our students to see life as an educational journey.

### CREATIVE ARTS

Bede's Art School has a national reputation as a centre of excellence. The department boasts a variety of facilities including Fine Art Studios, a Mac Graphics suite, a Victorian Printing Press, Life drawing classes, two Ceramics studios and two Darkrooms. Whether pupils opt to study the Creative Arts or join in for fun, they can try their hand at Ceramics, Photography, Life Drawing, Jewellery Making and Sewing. Our Art Scholars' Workshop provides an opportunity for gifted and talented artists to spend time on their chosen area of interest.

### EDUCATIONAL ENRICHMENT

Cultivating a love of learning for life is key to the Bede's philosophy, and our Educational Enrichment activities ensure that our pupils

gain the best opportunities to explore academics outside of the classroom. There is something to cater to all interests, from Computer Programming and Creative Writing to Space Science and Modern Foreign Languages. Our Zoological Society – which sees our pupils care for the 70 species of animal in our specialist School Zoo – understandably remains one of our most popular activities.

### GAMES AND HOBBIES

Exploring different interests is a vital part of developing as a person, and our wide range of Games and Hobbies activities allow our pupils to do just that. From the quieter pursuits of Chess, Downland Walking and Reading for Pleasure to the more adrenaline-fuelled options of Mountain Biking, Sailing and Horse Riding, there really is something for everyone.

### PERFORMING ARTS

Opportunities abound in the Performing Arts department, whether pupils wish to take centre stage or get involved in projects behind-the-scenes. Our dramatists get involved in Drama Club alongside a range of plays, musicals and our annual Junior and Senior Productions; these are either performed in our Miles Studio Theatre on campus or at an external venue (previous productions have taken place at Eastbourne's Devonshire Park Theatre and the Edinburgh Fringe Festival).



Our musicians have the opportunity to perform in a range of musical styles – from Chamber Choir and Orchestra to Jazz Band and Choir – with the option to perform in a range of recitals and our flagship 'Cabaret' event. Our Music Technology activity gives pupils the opportunity to learn analogue and digital sound engineering in our well-resourced studio facility.

Our Bede's Legat Dance Academy is designed for talented and passionate dancers committed to pursuing a career in dance. Pupils are taught by world-class industry professionals in our specialist dance studios, and study and perform in a range of styles alongside benefitting from supplementary strength and conditioning training. For pupils who wish to enjoy dance for fun, we offer our Bede's Open Dance classes in ballet, contemporary, jazz and musical theatre.

### CHARITY AND COMMUNITY

It takes a special kind of pupil to volunteer their time for good causes, and we are lucky to have many pupils keen to help their local community. Our Bede's Community Links project involves pupils volunteering in a range of roles, from helping to teach at the village primary school Park Mead to spending time with local residents in our Knit and Natter group. Our annual "Make a Difference Day" sees pupils get involved in a range of other voluntary projects including litter picking on the seafront, helping at St Wilfrid's Hospice and with a riding for the disabled project. Pupils also get involved in a range of charity fundraising initiatives, from our House Charity events to whole school foodbank collections.

### SPORT AND FITNESS

Bede's is recognised for both the strength and depth of its Sport Programme which values both participation and performance equally. In our Core and Competitive Sports: Football, Hockey, Cricket, Tennis, Netball, Swimming and Basketball we field over 30 teams every year, with our aim being that everyone who wants to compete for their school can do so.

At an elite level we are of course proud of our accomplishments with our top teams regularly winning County and National titles. A number of Bede's alumni are currently playing football and cricket professionally with many more achieving full sports scholarships in US universities.

Beyond our core sports, we offer a wide programme of leisure sports and activities, including Riding, Shooting, Climbing, Skateboarding and Water Sports. Non-competitive activity is as important as the battles in the sporting arenas. Our campus facilities include an Olympic standard water-based astro-turf, a 25-metre competition swimming pool, seven grass pitches, bespoke cricket nets, a twin sports hall, fully-equipped gymnasium and seven tennis courts.

### WEEKEND PROGRAMME

Bede's is a seven-day-a-week school and our Weekend Programme is open to all boarders and any day pupils who choose to 'opt in'. The programme starts after school on Friday when a series of evening activities begin, with the emphasis being for pupils to have some 'down time'.







## CO-CURRICULAR

Activities include theatre, bowling and cinema trips to Hailsham, Eastbourne or Brighton, meals out and movie nights.

Each Saturday morning, Bede's academic departments are open for an array of extended sessions. Alongside the many academic opportunities on offer, pupils are able to take part in our comprehensive sports fixtures as well as activities including Target Rifle Practice, Mountain Biking and Paddle Boarding. Each of the five Boarding Houses hosts their own Saturday night events, which range from movie nights to talent shows, quizzes and parties.

Most Sundays there are a series of optional day trips to various locations and events around the South East to the likes of Chinatown, Thorpe Park or Brighton Pier.

## TRIPS

At Bede's we believe that what happens outside the classroom can be just as important as what happens within it. With this in mind, we regularly run a range of trips to enable our pupils to explore the world around them and enhance their learning.

## ACADEMIC TRIPS

Bede's offers a range of curriculum-based trips across the different year groups and subjects. This may involve field trips to Nettlecombe Court, Exmoor in Biology, visits to The Globe or Old Vic for Drama or English, the National Gallery for Art, Theatre Royal Brighton for MFL, and Churchill War Rooms for History and even a First Year Science trip to Thorpe Park to explore the physics of the rollercoaster!

Sometimes these trips may be international, and in recent years our Geographers have visited volcanoes in Iceland and our Historians have visited Washington DC. We have also recently run an expedition and community volunteering trip to Nepal, and a wildlife conservation trip in the South African bush.

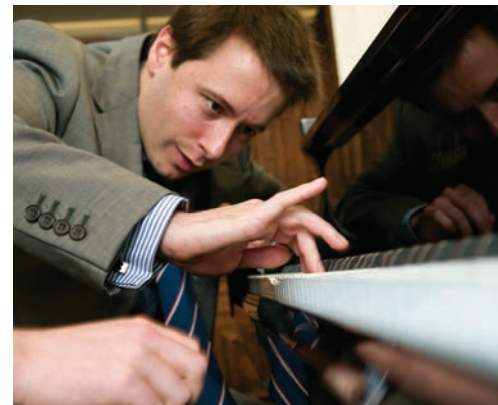
## SPORTS TRIPS

The sports trips offered each year vary but often take the form of pre-season training sessions ahead of the start of the season.

In the last few years our Girls Hockey team have travelled to Amsterdam for pre-season training, our Football Team kicked off the 2019 season with a trip to Lisbon, and our cricketers spent a week during Easter in Cape Town preparing for their season.

The School usually offers at least one international skiing trip which either takes the form of a recreational break for ski enthusiasts or a trip focused around a particular skiing competition for those at competition level.

We also regularly take pupils to Duke of Edinburgh Award training expeditions; as well as being a lot of fun and a fantastic way to hone our survival skills, we have seen many of our pupils achieve their Gold, Silver and Bronze Awards with us.





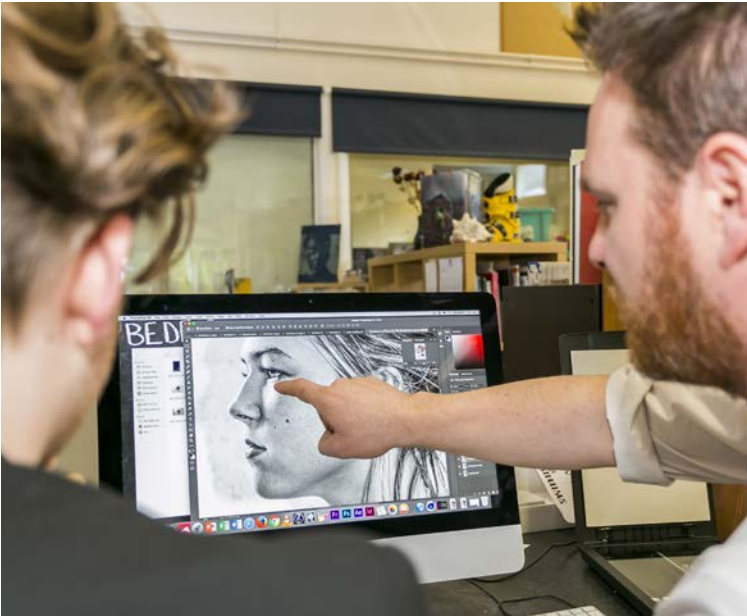
# PASTORAL LIFE

Bede's has five day and five boarding houses and these act as the pastoral hubs or as "schools within the school". Each teacher at Bede's is linked to one of these ten houses and acts as a Personal Tutor within it overseen by Housemasters and Housemistresses. Tutors are tasked with ensuring pupils are reaching their potential and are encouraged to take advantage of the plethora of opportunities Bede's offers in and outside of the timetable.

The Houses are supported by our Health and Wellbeing Team which provides healthcare support including first aid, health screening, the assessment and management of minor injuries and illness and counselling. Spiritual support is also provided by our Chaplain, who leads weekly Chapels as well as the School's charity work.

Our prefect-team fulfils an important function within the school acting as important role models, providing a voice for pupils as well as supporting at school events. We seek to ensure the same diversity of talent, background and character in our prefect body that we value more broadly within the school and our prefects are evidence of our firmly held belief in the importance of a vibrant and diverse community.

Bede's is proud to work in partnership with the Foster Placement Support Service, providing respite care for foster carers, as well as the Royal National Springboard Bursary Foundation. We have a number of "Looked After" children in the school, with a member of staff overseeing their progress and wellbeing.





# OUR TEACHERS

*What is your subject, and your position within the school?*

*When did you start at Bede's?*

*Where did you teach before coming to Bede's?*


**Sachin Choithramani**

Drama

Assistant Head: Professional Development

September 2018

Steypning Grammar School, West Sussex



*What do you do at the school beyond teaching your subjects, and what do you enjoy about working here?*

Having spent fourteen years in state education, a decade of which was spent in pastoral leadership, it was time for my career to change direction. I arrived at Bede's ready to immerse myself in the classroom and to do more of the things I love a great deal – reading, directing, and collaborating with young people to create theatre. Returning to the classroom as a Teacher of Drama, I found myself surrounded by learners whose collective creativity, curiosity, commitment and intellect I had never experienced before. I fell back in love with teaching at Bede's.

The heart of our motivation as educators is to ensure that every learner in our care has the opportunity to flourish and thrive. But at Bede's I found myself at a school where the commitment, care and compassion that we so often extend to our pupils, was also extended to me by my colleagues. I felt looked after, I felt recognised, I felt valued and I felt seen.

**Edem Onofeghara**

Business and Economics

September 2019

Valley Park School, Maidstone Kent



Bravely leading the charge shepherding pupils on co-curricular walks all over the South Downs, whilst praying I remember the route back, and tracking tutees' lost property all over campus; as a parent myself finding lost property is my mission in life.


Education at Bede's doesn't constrict like a straitjacket. Bede's allows all pupils to thrive by allowing them to think the 'not yet thought'. This makes teaching great fun.

**Steve Carville**

Teacher of Chemistry

September 2019

The Cavendish School, Eastbourne for 28 years, acting as a Head of House and then a Head of Year for about 20 of those years



After joining Bede's in September 2019 I was immediately asked to perform at the 'House Music' competition - it had been discovered that I ran an open mic at Printers Playhouse, in Eastbourne. Within a few days a staff band had been assembled and after a few rehearsals we were ready to play. The pupils who went before us were, of course much better, but we had a whale of a time and were very well received. I now run an afternoon activity helping to encourage pupils' song-writing skills.

Bede's didn't just see me as a Chemistry teacher. It saw that there was more to me than the Periodic Table and was willing to allow me to indulge and encourage other aspects of my personality and skill-set. As well as the music, I'm in charge of the school's fleet of mountain bikes which a group of us take out on Tuesday afternoons.

*What is your subject, and your position within the school?*

*When did you start at Bede's?*


*Where did you teach before coming to Bede's?*

**Ali Rowsell**

Deputy Head of PE and Head of Gold Duke of Edinburgh

August 2017

Angley Sports College (state), North London Collegiate School Jeju (private international), Moira House (private), La Cote (international), Bexhill College (state)



*What do you do at the school beyond teaching your subjects, and what do you enjoy about working here?*

Alongside teaching examination and core PE across the Senior School, I am a Tutor in Knights House, a day house: I am fully involved in the day-to-day tutoring and care of a group of 13 Year 9 boys. I support the Bronze & Silver, as well as being in charge of the Gold DofE programme, providing students with the opportunity to undertake expeditions and outdoor adventurous activities in different national parks around the country. I have also lead a school group to Nepal on a Global Challenge expedition

I love working at Bede's, it is by far the most enjoyable and rewarding teaching experience to date. The SEN, LAC, Child Protection and Safeguarding provision at Bede's is the best I've ever experienced, and something that provides me with challenge, further continued professional development alongside working with experienced, passionate colleagues. The house system is exceptional and provides the highest quality pastoral care for all students. The opportunity to further my own development as a teacher has been second to none, with countless chances to pursue areas of interest, as well as “upskill” as a teacher.


As a teacher of PE, it is great to see and support a number of scholarship students from a variety of different school settings and backgrounds, accessing and undertaking our examination courses, alongside pursuing their path of excellence in the world of sport.

**Georgina Wainwright**

Business and Economics, Head of the Inquiry-based Learning Faculty.

September 2007

This is my first school; prior to coming to Bede's I owned and ran a hotel and restaurant in North Wales



I have been involved with many activities over the years: currently I am one of the Leaders for Duke of Edinburgh and have been involved in this since 2014. However, I have also been involved with Walking, Yopalates, Skiing, as well as Business Enrichment. I have lead two school charity trips to Uganda and I am always actively involved in transforming and decorating rooms for the House formal dinners. The people I work with are what I enjoy most about Bede's; you could not meet a nicer team!



# OUR TEACHERS

*What is your subject, and your position within the school?*

*When did you start at Bede’s?*

*Where did you teach before coming to Bede’s?*

*What do you do at the school beyond teaching your subjects, and what do you enjoy about working here?*

## Jonathan Turner

**Fine Art, Photography & Graphics, Head of The Creative Arts Faculty, overseeing Design Technology, Media and Art in all of its various manifestations.**

**January 2002**

**This was my first full-time teaching position, but I had previously worked in adult education.**

My main role when I first started at Bede’s was mainly as part of the Co-Curricular program - running a GCSE Photography Activity. This was in the pre-digital age and photography was on cusp of a digital transformation. It was the students who pioneered, developed and inspired each other to keep getting better. Students continue to inspire one another now – with ex-students often returning to inspire the next generation.

The chance to immerse yourself in the areas you love is one of Bede’s great strengths.

There is a genuine opportunity and freedom to grow professionally at Bede’s. You can try an idea, implement it and see the students take it and make it their own.

Working with the creative, enquiring and diverse students is what makes Bede’s tick. It is about us working with them – not making them fit with us. More importantly the students are kind to one another – there has been a great sense of community amongst students and staff throughout my time here. The support of colleagues is another huge characteristic of Bede’s - I have learnt, and continue to learn, from them. I never went to a school like this myself, but I wish I had.



## Fabiola Massa

**MFL, Teacher of Italian, Spanish and French & Deputy Housmistres of Charleston House**

**September 2019**

**Peacehaven Community School, Hove Park School & Cardinal Newman Catholic School in Brighton & Hove**

Being second in house, I spend lots of time with the girls in Charleston. It’s always lovely to just pop in and chat with the girls and the other tutors of the house. Once a week, I am at the gym for the Weight and Fitness activity. It’s great to have the afternoon time to do some exercise with the students. Then, this half term I have started a British Sign Language activity online. I have been learning with the students and it has been a really positive experience.

Apart from the activities, at Bede’s we are always busy with events and house competitions that involve the whole school. My favourite event is definitely House Music.

I always wanted to teach, but after a few years on the job I was starting to think this wasn’t the career for me. At Bede’s I have rediscovered my love for teaching. I feel I can build very positive relationships with the students in the school, and I love having the opportunity to get to know the students outside of the classroom and spend time together in the different activities and events. I love teaching MFL at Bede’s; we have a great department and lots of different opportunities for the students. I really feel inspired, and there is always someone to support and listen to you.



The Bede’s Trust is committed to building a truly inclusive school and cultivating a culture of equality, diversity and kindness. We believe that a diverse staff body reflects and supports the diversity of our students and wider society. We are an equal opportunity employer and in recruiting for our team, we welcome the unique contributions that you can bring in terms of your education, opinions, culture, ethnicity, race, sex, gender identity and expressions, nation of origin, age, languages spoken, colour, religion, disability, sexual orientation and beliefs.

- Bede’s has 108 teachers, full or part-time
- About 70% have experience of having worked in the state sector
- 20% are from outside the UK
- 7% are BAME
- 19% live on the school campus



# Working at Bede's

Bede's is a wonderful place to work. We are very proud of our dedicated team and the hard work that they put in to make our pupils' time here as enjoyable and successful as possible and, as such, look to reward our staff with generous Bede's teaching pay scales and beneficial conditions of service. All teachers are offered membership of the Teachers' Pension Scheme and we enjoy generous holidays.

We understand that happy, motivated and ambitious staff are vital for the success of our pupils, and we actively support and encourage learning on the job with a range of professional development initiatives. As professional educators, we believe that our own development is guided by the pursuit of "better"; we seek to be better teachers, to be better pastoral carers, to be better learners and to be better leaders. We will support you to identify professional development objectives that not only support the Trust in fulfilling its development plans, but will have the fulfilment of your personal aspirations and career goals at their heart. Whether your ambition is to be the very best teacher and pastoral carer, or to develop your capacity for middle and senior leadership, we will actively encourage you to engage in training, mentoring, coaching and development programmes to realise those ambitions. Our ambition is to offer you excellent guidance, outstanding support and exceptional career planning opportunities. We will expect you to take advantage of the opportunities which capitalise on the expertise we have within the Trust, and we will champion you in pursuing the very best programmes which exist outside it.

For us, we believe that the centre of what we do is to ensure the best possible experience for our pupils in all areas of School life – this is at the heart of the Bede's offer, and as such full-time teachers are expected to play a full part in our extensive co-curricular programme; all colleagues are expected to be involved in tutoring in either a day or boarding house and undertaking various duties, including an evening and fortnightly weekend duty.

There is ample opportunity to take on additional responsibilities across the School with appropriate remuneration.

Bede's has a very friendly, busy campus (visitors to the School often comment on our warm and inviting outlook), offering extensive, state-of-the-art facilities which are enjoyed by our pupils, colleagues and, in some cases, with the local community.

Fee concessions for teaching staff are available across the Pre-Prep, Prep and Senior School.

We look forward to welcoming you to the Bede's community.

## *Recruitment process*

Please complete an application form via our website by clicking [bedes.org](https://www.bedes.org). You will be asked to upload the duly completed application form, and include a covering letter to the Headmaster, Mr Peter Goodyer.

Short-listed candidates will be invited to the School and are asked to bring:

- three forms of ID in accordance with the attached DBS documents list
- copies of your original qualifications that have been declared in your application
- documentary evidence if you have changed your name by deed poll or any other means (eg marriage, adoption, statutory declaration)

Copies of your ID will be taken for our records

It is Bede's normal policy to take up references prior to your interview, these references will be the referees listed on your application form.

The selection process will usually involve a lesson observation and several interviews with the Senior team and the Head of Department.

Sachin Choithramani, Assistant Head: Professional Development, Nick Abrams, Assistant Head: Teaching & Learning or any other colleague would be delighted to answer any questions about the position. Please direct all queries through [recruitment@bedes.org](mailto:recruitment@bedes.org)

## **Bede's is an equal opportunity employer**

*Our School is proud of its commitment to equality and diversity among all its members. We support all our pupils, prospective pupils, staff (including contracted staff), parents, carers, guardians and other stakeholders. We treat them with respect and have due regard for their privacy and wellbeing, regardless of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. We have a zero tolerance policy towards discriminatory language or action that could create a hostile environment. We do not accept behaviour that amounts to harassment or exclusion of any individual.*

*Bede's is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Offers of appointment are subject to satisfactory references and DBS clearance.*



**BEDE'S**  
INTREPID

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