

**REQUIRED FOR
SEPTEMBER 2023**

**EARLY CAREER TEACHER
OF CHEMISTRY**

**EXCEPTIONAL
BEDDE'S**



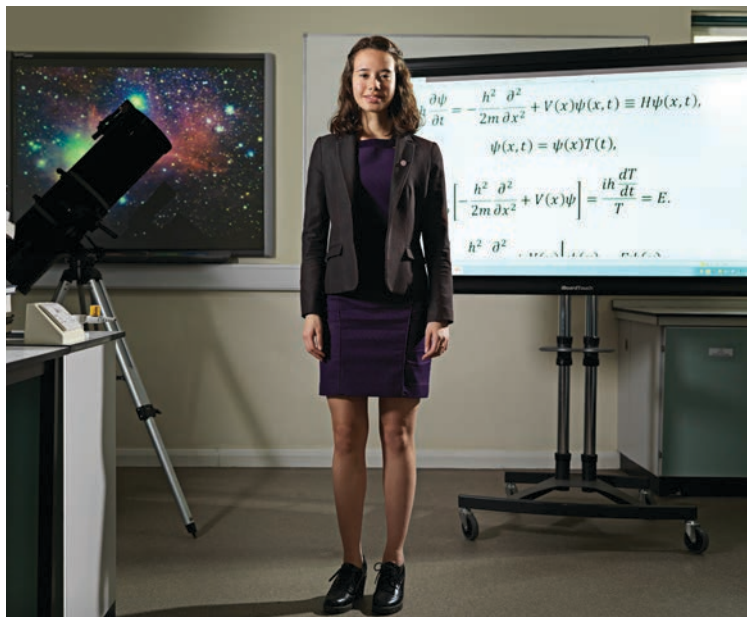


INTRODUCTION

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.

We are 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 pupils and wider society. Our teachers' individual differences, life experiences, innovation, self-expression and talent that they invest in their work, represents our dedication to celebrating the brilliance of diversity and treating everyone with kindness and respect.

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.



WELCOME



Bede's is a remarkable co-educational day and boarding School, where we are committed to nurturing a joyful education for each and every one of our pupils. As a member of our academic staff, you will find Bede's to be an inspiring, satisfying and pleasant place to work. We believe in creating a vibrant learning experience, which is supported by a festival of opportunity in all facets of school life. This is all founded upon a kind-hearted community, which inspires us all to enhance the lives of others.

We are always seeking genuinely exceptional talent, individuals who share our ethos that this should be a place where children can find joy in their pursuit of brilliance. Pupils are encouraged to develop a love of learning, to enjoy their experience at school rather than being obsessed with achieving the end goal.

Ours is a School defined by curiosity. We encourage every individual to seek out their passions, venture off the beaten track, and along the way, develop both lasting friendship, and confidence in themselves.

This pioneering spirit, combined with the very highest standard of learning, the festival of opportunity outside of the classroom and peerless pastoral care, truly enables children to realise a truly joyful education.

We are understandably proud that Bede's is a market leader in adding value, ensuring that our pupils become the best versions of themselves. We also, this year, enjoyed another fantastic year for exam results, with 70% of A level grades at A*-B and 93% of grades at GCSE at 9-4. 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 joyful, 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



THE POSITION

EARLY CAREER TEACHER OF CHEMISTRY

Bede's is seeking to appoint a well-qualified and enthusiastic Early Career Teacher of Chemistry. You will have the talent to help every pupil to achieve their best possible results at GCSE or A Level and you will be determined to inspire young people, and to help inculcate a love of Chemistry amongst your pupils. You will be teaching at GCSE and the aspiration to teach at A Level would be an advantage. You will be able to enjoy working with gifted scientists who aspire to study at the very highest level as much as you enjoy working with those who find the subject particularly taxing.

The faculty is under the aegis of Head of STEM, Ms Julia French. There are separate Heads of Department for Biology, Physics and Chemistry, as well as for Animal Management, and you may be able to offer an additional subject specialism in one of these subjects. You will be eager to be a part of a successful faculty, teaching exciting and innovative lessons, and contributing outside the classroom as well.

We are seeking an Early Career Teacher who will be ready to embark on the first year of the two year ECT programme in September, 2023. Early Career Teachers will enjoy a generous level of remission on their timetable, above the level offered in other schools. They will also benefit from the expert professional mentorship of Ms Yvette Stainsby, our dedicated Head of Teacher Development. Residential accommodation may be available for a suitable candidate in exchange for the completion of duties in one of our boarding houses.

Bede's is a busy, energetic and friendly school set in beautiful surroundings. We enjoy excellent facilities and resources and we offer superb opportunities for the personal and professional development of our teachers.

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.

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 830 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 83% of all A levels take at Bede's were graded A*– B and over 93% 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
2022	26	49	71	89	95
2021	33	64	83	94	97

Cumulative percentages at each grade for GCSEs							
	9	8	7	6	5	4	3
2022	15	29	45	62	81	93	98
2021	18	36	56	73	88	96	99



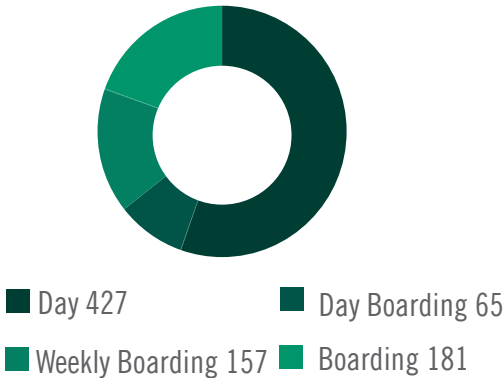
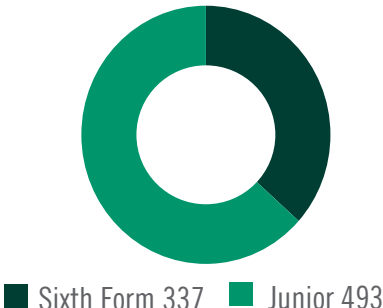
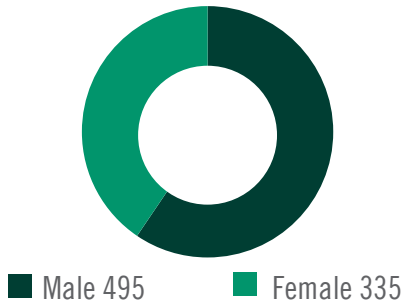
THE CAMPUS

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. Our new state-of-the-art boys' boarding house opened in September 2022 and Bede's was one of the first schools to move to using a biomass heating system



BEDE'S FACTS AND FIGURES





THE GOOD SCHOOLS GUIDE

REVIEW OF BEDE'S

“ ‘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.

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.

“ 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.



ACADEMIC PROGRAMME



Nicholas Abrams
Assistant Head: Academic

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 “Flourish Project” course enthuse and develop the pupils 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 8-10 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, pupils 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.

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.

WHY HAVE A CO-CURRICULAR PROGRAMME?

At Bede's it is our goal to ensure that we develop good people through the growth and education of the whole individual. It is our strong belief that courage, curiosity and compassion are revealed through co-curricular activities. These enable pupils to develop their strengths, qualities and self-confidence in order to help them to flourish. Contributions made to shared enterprises engender a sense of identity and self-efficacy that enable pupils to tackle the challenges that they will face during their adult lives.

Phil Wise

*Deputy Head:
Operations*



Pupils learn to develop tenacity and to be conscientious by realising that the success or failure that they are having in an area is not an accident. Recognition that this is not random and their achievement is due to effort reveals character. It also creates connection, reflecting positive bonds with others and resulting in successful relationships within school, family and community. We hope that every individual pupil finds their own niche, their area that they can truly call their own and that this is a start of their co-curricular journey which they then own for life. Mastery of their own niche has an incredible impact on their own wellbeing and many pupils are high performers in their chosen fields.

Allowing for specialisation, as well as breadth based on individual needs, is a hallmark of the Bede's experience. As well as making many lifelong friendships and memories that last far beyond Bede's, the competence, confidence and creativity that pupils gain from finding their own niche also provides opportunities to join communities and meet people later in life. Ultimately we want to produce good people. People who will realise the good fortune of the benefits afforded to them by their education and who will go on and make the world a better place. Pupils are at Bede's for several years, but their experiences help to form who they are for the rest of their lives.



HOW DOES THE BEDE'S COMMUNITY WORK TOGETHER TO MAKE THIS HAPPEN?

Our holistic and flexible approach to co-curricular education goes far deeper than most schools and is interwoven both into our planning and also into the weekly routines of pupils, staff and parents in order to develop a unique educational experience via a wealth of opportunities.

We ask all members of our staff to throw themselves wholeheartedly into the Co-Curricular Programme. This means taking responsibility to inspire, support and facilitate the journeys of individual pupils within their areas of interest. Playing a full, regular and committed role within Activities, Evening Enrichment and the Weekend Programme is key in creating the connection needed with others in order to build our kind hearted community. Through this Programme staff have the important responsibility of engendering respect for societal and cultural rules, possession of standards for correct behaviour and a sense of right and wrong, founded on a caring integrity that fosters belonging.

Bede's pupils pick from a diverse, engaging and inclusive array of over 100 clubs and activities supported by staff and tutors who are on hand in order to guide and advise. We have a core offer within the Co-Curricular Programme that must be resourced, staffed and supported, as it has been integral to the success of the School. Staff will be asked, and in some cases directed, as to where to become part of this according to their skills and the needs of the pupils. However, we also encourage all members of the community to discover unlikely passions as wisdom is often found in something new off the well trodden path. Therefore we are always looking to hear about new ideas and innovations which can be added to the existing opportunities within the Programme.



CO-CURRICULAR

David Byrne *Director of Sport*

At Bede's we are fortunate to offer a plethora of activities that most can only dream of. From climbing, mountain biking, water sports to every traditional sport you can imagine, we have it on offer. Performance and participation sit hand in hand with our vision: Inspiring physical activity in every generation. Non-competitive activity, is important as the battles in the sporting arenas. We boast an Olympic standard water-based astro-turf, a 25-metre competition pool, seven grass pitches, bespoke cricket nets, a twin sports hall, fully equipped gymnasium and seven tennis courts. In an average year we have over 30 teams across football, hockey, cricket, tennis, netball, swimming and basketball. Physical activity is truly a wonderful way to engage with the pupils outside of the classroom. Whether you wish to contribute at a performance or participation level, there will be somewhere for you to make your mark.



Karen Lewis

Director of Performing Arts



I have not only been lucky enough to manage the Drama Department since 2013 but my recent appointment as Director of Performing Arts, overseeing Music, Dance and Drama is a joy. Collaboration is at the heart of our approach in Performing Arts and the outstanding creativity that results from such a dynamic is often rather breathtaking. Across the disciplines, pupils at Bede's are fortunate to work alongside industry professionals and talented teachers whose passion it is to offer our pupils the very best experience in rehearsals and on stage. The number of productions and concerts we showcase every year is startling and new creative energy would be welcomed; playing in the school orchestra, assisting the direction of a play or taking a dance class in activities.

Educational trips broaden pupil's horizons and at Bede's we believe that what happens outside of the classroom can be just as important as what happens within it. We offer diverse and high quality day and residential trips that enhance pupils' classroom learning as well as offering new life experiences. Recent far flung trips have seen pupils fly off to partake in wildlife conservation in the South African bush, fund raise for an expedition and community volunteering in Nepal and enjoy working with industry professionals at the New York film institute, as well as a myriad of sports focused trips, most recently a cricket tour in Cape Town. Closer to home we have frequent visits to London art galleries and theatres, regular DofE outings to National Parks and the thrilling annual scream to Thorpe Park, to name but a few! All of these trips are conceived, planned and staffed by keen teachers from across the school, but we always need volunteers who would enjoy working with our pupils in a new, exciting environment.



CO-CURRICULAR

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 90 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.

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" has seen 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.

Last Summer we held an eco-themed day involving several local primary schools, which included an attempt to break the world record for the largest human formed image of the Earth.



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.

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.



TRIPS AND RESIDENTIAL VISITS

We offer diverse and high quality day and residential trips that enhance pupils' classroom learning as well as offering new life experiences. Recent far flung trips saw pupils fund raise for an expedition and community volunteering in Nepal and this Summer we have a joint Biology and Geography trip to Madagascar. Additionally we have a myriad of sports focused trips and on these we have recently visited Porto, Paris and Cape Town. Closer to home we have frequent visits to London art galleries and theatres, regular DofE outings to National Parks and annual Summer visits to Thorpe Park, to name but a few! All of these trips are conceived, planned and staffed by keen teachers from across the school and we also always need volunteers who would enjoy working with our pupils in a new, exciting environment.

Co-curricular and academic trips broaden pupil's horizons and at Bede's we believe that what happens outside of the classroom can be just as important as what happens within it.



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 2022 season with a trip to Portugal, and our cricketers have recently spent a week during Easter in South Africa 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. The annual Autumn week long trip to the Peak District for the whole of Year 9 provides a fantastic bonding experience.

The Boarding and 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 also includes some later evening activities, especially on a Friday with the emphasis being for pupils to have some 'down time'. Activities include theatre, bowling and cinema trips to Hailsham, Eastbourne, Brighton or even London's West End. There is also a regular and popular option to have meals out in different local restaurants.

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, martial arts or health and fitness in the well equipped gym. The Bede's Zoo provides another extremely popular option along with relaxing trips to Lewes, Bexhill and Uckfield. Each of the five Boarding Houses hosts their own Saturday night events, which range from movie nights to talent shows, quizzes and parties. On Sundays there are a series of optional day trips to various locations and events around the South East to the likes of Covent Garden, Thorpe Park or Portsmouth's GunWharf Keys. We also put on special one off activities and trips including Airsoft Paintballing, Mountain Biking, Escape Rooms and Paddle Boarding.



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 Hms (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 the Medical Centre which provides healthcare including first aid, health screening, the assessment and management of minor injuries and illness. In addition there is a Wellbeing Team that includes School Counsellors, mental health first base support and proactive PSHE education. Spiritual

support is also provided by our Chaplain, who leads weekly Chapels as well as the School's charity work.

Our prefect team fulfils a vital function within the school acting as role models, providing a voice for pupils, supporting and championing School events. Our prefects are evidence of our firmly held belief in the importance of a vibrant and diverse community. We seek to ensure the team has the same diversity of talent, background and character that we value across the School.

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.



INCLUSION, DIVERSITY AND EQUALITY EXCELLENCE (INDEX)

Diversity is at the heart of life at Bede's. We are lucky to welcome pupils from 39 different countries around the world (boarders make up half of our pupil body at the Senior School, with we also have a smaller boarding community at the Prep), with many of our pupils citing the opportunity to meet people from different cultures as one of their favourite parts of school life.

Our focus on holistic education tailored to the individual is at the core of our culture, and as such we strive to ensure that every pupil at Bede's is given the confidence to use their voice and the opportunity to pursue their ambitions.

At Bede's we are committed to creating a culture where everyone feels they belong. The Inclusion Hub has been set up to ensure that our practice is as inclusive as possible; groups of dedicated staff and pupils across the Trust all of whom lead from compassion, genuinely care about the issues of diversity and feel empowered to make positive change. Talks, workshops and PSHE sessions are delivered on a range of topics, including (but not limited to) ethnicity, neurodiversity, disability, religion, ageism, gender and LGBTQIA+.

Annie Bonheur
Languages Co-ordinator, Department of Modern Foreign Languages



My journey with the Inclusion Hub has had a personal impact on me. We have tackled issues such as race, ethnicity and heritage with honesty and transparency, courage and compassion. It soon became obvious to me that I could no longer devise and deliver content to my pupils without putting matters of diversity and inclusion at the forefront of my practice. I have experimented with academic projects such as motivation and joy in the classroom through story-telling and creative writing; I have delivered language Masterclasses on material from authors from visible minority backgrounds. The experiments have been enlightening, enriching, and enchanting for both my pupils and myself.

As a language teacher who has always been curious and fascinated about how cultural influences shape a language, I have carried out a diversity audit of our Year 9 English curriculum and put forward some recommendations with a view to diversify and decolonise the curriculum. The journey ahead is still very long, but as a native from the French West Indies with a European academic background, I am proud of being a member of the Inclusion Hub at Bede's, a group that seeks to ensure that every voice is heard and valued with unquestionable acceptance.

I would urge you as educators, to be daring and I wish you a professional and personal journey at Bede's filled with enlightenment, enrichment, and enchantment!



OUR TEACHERS

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

Edem Onofeghara

Teacher of Business and Economics

Assistant Director of Studies (GCSE)



When did you start at Bede's?

September 2019

Where did you teach before coming to Bede's?

Valley Park School, Maidstone Kent

As an Early Career Teacher starting out at Bede's I was given every opportunity and support to thrive and flourish with the guidance of Professional and Subject mentors as well as an ONSIDE mentor. The innovative ONSIDE mentoring programme was developed with the University of Brighton and forms part of Bede's rigorous programme for supporting new members of staff in their first year as well as aiding in the development of a collaborative learning culture.

In my first year at Bede's, I learned the fine art of balancing the demands of class sets, maintaining pastoral oversight of a tutor group, assessments, and reporting all of which allowed me to develop excellent teaching and leadership practice at Bede's. A few years on and I now have the opportunity of working in the post of Assistant Director of Studies (GCSE), supporting pupil progress and attainment in the Fifth Form. My journey at Bede's is evidence that at Bede's Early Career Teachers will not only find their feet and benefit from the experience and expertise of mentors, put at their disposal, but they will also be encouraged to develop professionally. Four years on at Bede's, and I am still encouraged to try new things, confident in the progress I have made and knowing that I have more to give over the next few years.

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

Steve Carville

Teacher of Chemistry



September 2019

The Cavendish School, Eastbourne

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?

Sabrina Logan

Teacher of Media Studies and Resident Tutor



When did you start at Bede's?

June 2021

Where did you teach before coming to Bede's?

Having completed my PGCE at Sussex University and my placement at Uckfield College, I began my ECT training at Bede's

I love working at Bede's for many reasons, it is a wonderful community of like minded people who really care about each other and the pupils. The School has a focus on pupil wellbeing and developing their passions outside and alongside academia.

Last year I took up a residential post within Dorter House. Beyond the day to day care of the pupils, I've enjoyed planning and organing and hosting boarding events such as Bongo Bingo, Movie nights, and a Mexican themed Day of the Dead Halloween party. These have all enabled me to build a rapport and relationship with pupils that I would not be able to otherwise. My subject is not a 'core' subject and my role within the boarding community allows me to interact and encourage pupils I would not usually encounter.

The School has a focus on personal development for staff which I have always found beneficial and exciting. It is a fantastic opportunity to develop and expand my knowledge and skill set.

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

Helena Worrall

Head of Geography



September 2019

Trained at Bede's

The School's Teacher Development Programme trained me and eased me into school life and the classroom has helped me develop teaching skills and confidence without ever becoming overwhelmed.

The senior staff have been incredibly welcoming and supportive, and straight away I felt like part of the School community. Prior to Bede's, I worked in an office and it felt like a big risk to make such a dramatic change, but it was absolutely the right decision. I love sharing my passion for Geography in the classroom and getting involved in pastoral care in one of our Boarding Houses. In my first year I was able to lead a new sustainability-focused activity with pupils, manage and judge a school-wide essay competition and help out with girls' sport. There are many routes to teaching – I investigated many of them – but with the excellent support of the TDP here and the wonderful diversity of activities going on throughout the school, Bede's is a truly excellent and exciting place to start your career as a teacher.

OUR TEACHERS

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

Jonathan Turner

**Fine Art, Photography & Graphics,
Head of The Creative Arts Faculty,**



When did you start at Bede's?

January 2002

Where did you teach before coming to Bede's?

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 programme - running a GCSE Photography Activity. This was in the pre-digital age and photography was on cusp of a digital transformation. It was the pupils who pioneered, developed and inspired each other to keep getting better. Pupils continue to inspire one another now – with ex-pupils 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 pupils take it and make it their own.

Working with the creative, enquiring and diverse pupils is what makes Bede's tick. It is about us working with them – not making them fit with us. More importantly the pupils are kind to one another – there has been a great sense of community amongst pupils 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.



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 pupils 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

JOHN TUSON, Deputy Head

It has been my privilege to work at Bede's since 1993. During that time, I have seen generations of pupils benefiting from the extraordinary possibilities that are available to them here. I unequivocally believe that young people work best, and are happiest, when they are guided towards areas in which they can succeed, rather than being forced down pathways on which they will find failure. I can think of no more exciting, more worthwhile, more enriching job than teaching.



SACHIN CHOITHRAMANI, Assistant Head: Innovation & Development

I cannot think of many jobs where every day I am able to immerse myself in what I love a great deal – creating, directing and reading theatre. And, what is more, I count myself lucky to get to share the subject with young people who are developing their creativity, curiosity and intellect. The heart of our motivation as educators is to ensure that every learner in our care has the opportunity to flourish and thrive. But our definition of a “learner” extends beyond the pupils themselves, it includes the teachers, the parents and the support staff; as a Trust we are a community of learners. It is my privilege to lead the Professional Development programme at Bede's and to support you in realising your professional ambition.



WHO WILL YOU BE WORKING WITH?

JAMES WHITAKER, Head of SHAPE

Having worked in pastoral roles in the maintained sector for many years, the opportunity to lead the History & Politics Department at Bede's represented a significant career change for me – one that developed further when I became the Head of the SHAPE (Social sciences, Humanities and the Arts for People and the Economy) Faculty. SHAPE subjects – Business, Economics, Geography, History, Politics and Religion & Philosophy – are essential in encouraging pupils to approach issues critically, to challenge views and information rather than accepting them at face value, to collaborate with peers when approaching these new challenges and in developing high level communication skills.



JULIA FRENCH, Head of STEM

I still consider the day that I circled a job advert for Bede's in the TES 16 years ago to be one of the most fortuitous of my life. Since then I have seen the STEM subjects grow and thrive in a unique atmosphere of diversity and excellence. There is a strong sense of team and excellent support from brilliant colleagues. Our purpose built maths and science blocks are spacious and hum with the energy of the pupils whilst we have a thriving digital life. Our aim is that all STEM pupils should be capable, independent thinkers and should leave possessing a life-long love of knowledge and inquiry. I would love you to have a role in that and hopefully look back at today, the day you decided to submit an application to Bede's, with the same fondness.



THE ECT PROGRAMME

What the programme will offer

University College London's Early Career Teacher Programme provides the solid foundation for the support and guidance we provide new entrants to the profession.

The two year programme will ensure that you develop your knowledge and skill set within a nurturing environment under the guidance and mentorship of both the Head of Teacher Development and your Head of Department.

The course itself is a combination of scaffolded and flexible training materials which encourage you to reflect and discuss your practice with your mentors; you will identify skills and strategies that are working well, the practice that you wish to develop, and you will be encouraged to take positive risks as you establish your own teaching style.

All of this is based on the foundations of pedagogical research; you will be encouraged to evaluate their relevance, to make links with different concepts, and to consider how they might fit with and influence your daily, evolving practice.

ISTIP

Our ECT programme is overseen by the The Independent Schools Teacher Induction Panel (ISTIP) and consists of regular meetings with our community of ECTs, regular observations and discussions with the Induction Lead (Head of Teacher Development) and your mentor (Head of Department). You will be required to observe other colleagues within the School; discuss and agree targets with your mentor; plan and engage fully in the observation process of your own teaching practices; and have regular face to face meetings as well as online webinars.



Yvette Stainsby

Head of Teacher Development

Joined Bede's in 2020



Over my teaching career, I have developed a strong desire to share my love of teaching and education. As the leader of the ECT Programme I have the joy of encouraging and nurturing that love of teaching in new teachers.

Embedding pedagogy into our everyday teaching practices is vital in ensuring we provide the best possible education to the pupils we teach. At the very heart and core of a fantastic teacher is their passion for their subject and the Bede's ECT Programme enables exceptional graduates to flourish as they share this love with pupils.

Being a part of the ECT journey and facilitating the many experiences you will have within the first two years of your teaching career, is one of the most rewarding parts of my job. It is my privilege to witness the passion, flare and excitement you have for your vocation. You will become exceptional reflective practitioners and develop a strong desire to become a fantastic classroom teacher. You will thrive as you grasp the many opportunities afforded to you to develop and grow your role within the School community. Bede's is an exceptional place for all the pieces to fall into place under the tutelage of experienced, supportive colleagues.

Beyond the superb support you will get from your Faculties, you will be guided by a team of dedicated colleagues who will share their expertise with you and contribute to your professional development as new teachers.

The ethos of Bede's is to foster a community of discovery which encourages every individual to develop their passions and achieve their potential; it is an ethos that applies as much to our pupils as it does to us as teachers. Developing a sense of belonging for pupils and staff is at the core of Bede's and it is one of the reasons I love my job.

Ema Excell

Head of Photography, Creative Arts Faculty

Joined Bede's in 2008

The role of a tutor is central to the development of a young person. It is the way in which Bede's sets itself apart from other schools. We will work together to upskill, support and develop the pastoral support you are able to provide as you become excellent, confident and rounded tutors who become adept at forming exceptional relationships with the pupils in your care.

Philip Trenaman

Teacher of English, Languages Faculty

Joined Bede's in 1992



I am passionate about creating a relationship based approach to success in the classroom by ensuring an excellent rapport is developed between pupils and teachers. I will be working with you to develop your own strategies and encourage you to embed this relationship led approach to your teaching and learning practices.

Mandy Waterhouse

Director of Studies (Fifth Form)

Teacher of Business & Economics, SHAPE Faculty

Joined Bede's in 2002



Raising standards and expectations in regards to pupils' behaviour has a direct link to academic performance. At Bede's the Academic Year Heads are in a fortunate position to be able to facilitate and support new and developing teachers in communicating effectively with parents about academic progress and formulating classroom strategies for rewards and intervention. I will work with you to ensure that you have a good understanding and awareness of the role Heads of Year can have in supporting your pupils' learning and to help you develop the relationship between school and home.

Pam Nikiteas

Head of PSHE

Teacher of Media and Learning Enhancement

Joined Bede's in 2018



Every teacher at Bede's is charged with delivering the PSHE curriculum once a week. I will work with you to provide the support and guidance you need to deliver this vital curriculum to our pupils. You will be provided with an abundance of flexible material and you will be shown how this can be tailored to match your teaching style. It is my aim to ensure that you feel confident and secure in dealing with the topical and sometimes challenging subject matter and that you feel able to support our young people in staying safe, healthy and prepared for life.



OUR RECENT EARLY CAREER TEACHERS

Amy Christie

Early Career Teacher
of Art, Creative Arts
Faculty

Charleston House,
Girls' Day House Tutor



Trained at Institute of Education, UCL 2022

My tutoring role at Bede's is as important as my class teaching and the pastoral support that we offer is invaluable in nurturing the whole student. At Bede's we are lucky to have tutor groups that are a small size which will enable you to quickly create personal and meaningful relationships. As a tutor I am offered counsel through the House system. My Housemaster is always on hand to offer advice as are our fellow teachers within the House.

I have enjoyed getting to know my tutees as the individuals that they are and this enables me to put feedback from class teachers, parents and guardians into context. It is also important to foster a positive, community atmosphere within the tutor group; one where we look out for each other, celebrate our successes and offer comfort or reassurance to each other as needed. I strive to create a supportive, group environment which provides a welcoming start to each school day.

Freya Price

Early Career Teacher of
Maths, STEM Faculty

Dicker House, Boys' Day
House Tutor

Trained at University of
Sussex, 2022

Teaching at Bede's is a joy - each department and subject is fully set up and supportive to the highest degree. Being an ECT Maths teacher, I am supported by both the Maths department and also the STEM faculty. As a Faculty, we work hard as a group to foster excitement and resilience in subjects that have the potential to have a little bit of negative stigma around them. This is done through excellent trips (to NASA, Bletchley Park and UK Space Design, for example) as well as school-based competitions, which many pupils participate in. It has been a pleasure to join the Maths Department at Bede's, led by brilliant and experienced teachers, who are always willing to support and assist me when I need or want it.



Molly Bradbury

Early Career Teacher of
MFL, Languages Faculty

Early Career Teacher
of PE, Inquiry Learning
Faculty

Crossways House, Girls' Boarding House Tutor

Trained at University of Brighton, 2022

I have received a huge amount of support from both the PE and MFL departments. The crossover of subjects has generally been very smooth thanks to all of the support I have received from each department. The communication has been excellent between departments. I have enjoyed teaching both subjects and I believe that I am able to carry over best practice and lesson ideas. I am loving teaching at Bede's and feel very grateful for the opportunity and support I receive, not just from both departments I work with, but the school as a whole.



Sarah Wafer

Early Career Teacher
of Ceramics and Art,
Creative Arts Faculty

Dorms House, Boys'
Boarding House Out Tutor

Trained at Northumbria University, 2022

As an ECT and relocating from Newcastle to Upper Dicker to work and live on campus, I can describe Bede's as a home away from home. Straightaway I have felt welcomed and a part of the Bede's community. You might assume it can be stifling however, that really isn't the case. Living on site and being an Out Tutor feels separate from work so you do have a space for respite.

The Ceramics Department is a small department nonetheless it is undoubtedly well supported by other members of the Creative Arts Faculty. We regularly liaise with each other to inspire and give each other advice on lessons, projects and schemes of work. Working in a small department can give you a sense of independence and responsibility not only for your pupils but for other staff members and their pupils.

To instil a sense of conscientiousness within the pupils, I encourage them to explore various skills and techniques to find what they enjoy and develop those skills. I also encourage individuality and independence within their projects by including other interests and passions, for example, if they are passionate about music we can create a project influenced by their favourite music artist/instrument.



Luke Davies

Early Career Teacher of
History, SHAPE Faculty

Dorms House, Boys'
Boarding House Tutor

Trained at Newcastle
University, 2022

You will be welcomed into the staff community from your first interactions with Bede's staff. I myself began working at Bede's following a move down south from Northumberland so I was understandably anxious about making new connections and working within a supportive environment. During new staff induction, I was introduced to the wide variety of support available at Bede's and met some of the incredible teaching and support staff, and senior management team who work at Bede's. A real sense of belonging permeates both the School and the faculty.

This experience is not only felt in the staff room - every aspect of Bede's life allows you to feel as though you belong at the school. As part of a large faculty, you will be supported in all academic concerns including resource sharing and regular meeting with a subject mentor. Within the variety of boarding and day houses, the team of tutors and matrons will become a second family and will welcome you into their houses with open arms. When joining co-curricular activities, you will receive training where necessary and this will allow you to thrive outside of the classroom. No matter where you choose to go at Bede's, either down the academic or pastoral route, there will be support and advice available every step of the way.



Faye Hartery

Early Career Teacher of
Business and Economics,
SHAPE Faculty

Assistant to the Head of
Business & Economics

Dicker House, Boys' Day House Tutor

Trained at Bede's Senior School, 2022

I completed my PGCE as an apprentice whilst teaching Business Studies at Bede's, having come into teaching slightly later in life after having a career within the Retail Industry and I can honestly say that it is the best choice that I have made! I felt welcomed into the Bede's community from the moment I started and I haven't looked back, hence why I have continued my teaching career at Bede's as an ECT.

I have been well supported through both the apprenticeship programme and the ECT programme by my mentor, Head of Department, wider SHAPE faculty, House Master and the whole school community. Everyone at Bede's is approachable and willing to help and support in any way that they can to aid your development and progression.

At Bede's I believe that potential is recognised and I have been given the opportunity to take on greater responsibilities within the Business and Economics department having recently been promoted to Assistant to the Head of Department, something that I feel may not have been encouraged in all schools so early on in ones teaching career, but at Bede's recognition and opportunities are based on merit rather than length of service.



OUR BEDIANS’ STORIES

Fearghus Beauchamp

Deputy Head of School and Academic Scholar

Y13 Boarder, Camberlot House

Joined Bede’s Senior School in Year 9

I came to Bede’s from another school and I only knew a handful of people when I arrived. It was quite nerve-wracking initially because it was such a big change and I have never really dealt well with change. The support and kindness I received from the Learning Enhancement department made such a difference. They encouraged me to talk and ask questions about things that were worrying me and would help me find solutions to problems when I didn’t have the confidence to ask. They helped me establish a new routine and adjust to senior school and encouraged me to throw myself into the many opportunities the school has to offer. As a result, I became involved in music, sport and academics and quickly formed new friendships. Their unwavering support has continued throughout my time at Bede’s and has played an important part in what I have achieved.

In Years 10 and 11 I thrived, taking GCSEs I really enjoyed and even taking an extra one in my lunchtimes. I became more courageous: Bede’s let me do the things I wanted to do without having to worry about what other people might think. I had the confidence to say “I actually

really enjoy singing and I am going to do it in front of the whole school, because I enjoy it.” I knew that if anyone did make any comments or were unkind, it would be dealt with by my teachers and Hm straight away.

As someone who doesn’t like change, I actually embraced a change in the L6th which cemented my place as a Bedian even further, as I switched from being a Day Pupil in Dicker House to being a Weekly Boarder in Camberlot House. Living at Bede’s opened up a whole different world for me. I found myself living with people who became another family to me and it has really been quite a laugh!

Fast forward to this year and that nervous First Year who first started at Bede’s is now in a position of leadership as a Prefect and Deputy Head of School. I am taking four A levels and have applied to study Economics at Selwyn College, Cambridge, Warwick, LSE and Durham. My five year journey here has been pretty phenomenal and I have the Bede’s teachers to thank for that.



Charlie Swan

Drama Scholar

Y12 Day Pupil, Deis House

Joined Bede’s Senior School in Y12

What instantly struck me about my first visit to the School was the warm and engaging atmosphere. As a Sixth Form pupil new to life at Bede’s, I can confirm that it has exceeded my expectations. Already, my mind has been opened to a plethora of new ideas and debates and I already feel significantly enriched by my learning experience.

Part of that learning experience is about overcoming hurdles and pushing ourselves and our talents to the furthest extent. Being a Drama Scholar, I feel I have found my place in the School, a place where I can look forward to strengthening my capabilities and developing my capacity as a performer.

In the not too distant future, I hope to venture into either the Arts side or Politics side of my interests; but whatever direction I take, I am confident that both faculties will enhance my learning experience and not only guide me in the right direction but also give me vital skills for wider life in the world of employment.

Gladys Chan
School Prefect

Y13 Boarder, Crossways House

Joined Bede’s Senior School in Y10

When I first arrived at Bede’s at age 15 I was incredibly insecure about a lot of things; I had a basic understanding of English, I was leaving my parents behind in Hong Kong, and suddenly I had to learn how to be independent. Those first couple of weeks, my heart ached.

I remember coming across Kristen who was the Head School Prefect at the time. She noticed me, a fellow Hong Kong Chinese pupil who was reluctant to mix with others, reluctant to speak out, and she decided to take me under her wing; Kristen became a role model for me. She showed me that I could apply myself, that I could overcome my worries about public speaking, that I could work hard and achieve my ambition to become a vet. And now, as a School Prefect myself, I see it as such an important thing to take care of the juniors; I make sure I go out of my way to talk to them, to empathise with them and reassure them that they’re not alone in feeling how they do when they first arrive.

The level of care our teachers show us is something that is just so different to the school system I came from. At Bede’s there is a real culture of kindness and care. In my boarding house we’re seventy girls who all come from different parts of the world and it’s not just that we support one another, it’s the fact that our House Mistress genuinely cares about each and every individual that she shares her home with. She wants to ensure that we stay physically well, mentally well and that we do well. Crossways House really has become a second home for me.

Dylan Sudan
Football Scholar

Y11 Day Pupil, Knights House

Joined Bede’s Prep School in Year 7

I can remember my taster day in Year 5 when I first looked around Bede’s and I remember being incredibly excited by the lessons and the facilities and telling my parents that I wanted to join straight away. Sport is a big part of my life and what was on offer for me to fulfil that passion was a big part of why I wanted to come to Bede’s.

The Prep School played a significant role in helping me develop my confidence. I remember finding Year 7 quite difficult, my brother had left for the Senior School and I was on my own for the first time. My teachers helped me overcome the isolation I was feeling and my sport helped me to develop a network of close friends who I came to rely upon. It wasn’t long before the feeling of isolation turned to a feeling of belonging and in Year 8 I became both a sports prefect and Head of Eagle House; I had my peers looking up to me and I became a leader – it was a nice feeling being a part of Bede’s.

At the Senior School it’s been important to me to get the balance right, to be able to do all the Football and to still get the top grades. My teachers have been instrumental in supporting me; they give me the flexibility to be able to keep on top of everything. I’m looking forward to life in the Sixth Form where I see myself establishing a clear academic pathway for university. My tutor is helping me explore whether I want to pursue a career in medicine or whether I should explore where the humanities subjects that I am enjoying the most at the moment might take me.

Efe Onofeghara

Y10 Day Pupil, Charleston House

Joined Bede's Prep School in Year 7

What's great about Bede's is that there are lots of opportunities. I really enjoy my academics, and there are lots of opportunities to engage with that interest outside of lessons like the 42 Club and Academic Master Classes.

I remember a specific English master class I attended last year which focused on gender equality. We considered books by female authors and really began to explore how the writers had taken a feminist stance within the context of their age. It really gave me an insight of how difficult it might have been for them. The issues we were exploring really resonated with me.

I'm proud to be a part of Charleston House, it's a community that we all feel we belong to. Take our recent formal dinner for example, where everyone was dressed up, embracing the evening's theme and we all wanted to be there, celebrating being a part of our house. We're in the lead for House competitions so there's a lot to celebrate!

I have a tutor who is incredibly caring, we meet every fortnight for a one to one catchup and we chat about how things are going. I know if there is something wrong she's there and she'll support me.



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 enrolment to our pension provider, Aegon and we enjoy generous holidays.

The professional learning culture of the school is underpinned by the principles of empowerment, accountability, support, challenge, innovation, reflection, collaboration and risk taking. 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 throughout the year. The Trust is committed to providing access to a range of opportunities to enable every individual to develop. You will have access to a range of courses and training programmes and we can offer generous financial support to colleagues choosing to complete additional accredited qualifications.

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 a weekly evening and fortnightly weekend duty.

There is ample opportunity to take on additional responsibilities across the School with appropriate remuneration. Some of these come with the benefit of residential accommodation.

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. Successful candidates will then be invited to the next phase of our selection process. The final stage of selection will see short-listed candidates invited to the School. You 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 usually involves lesson observations and several interviews with the Faculty and Senior Teams

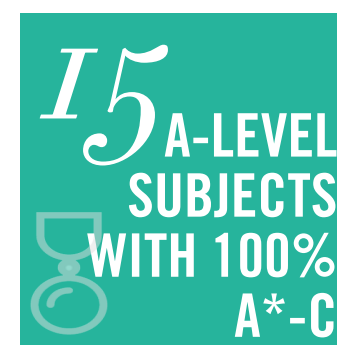
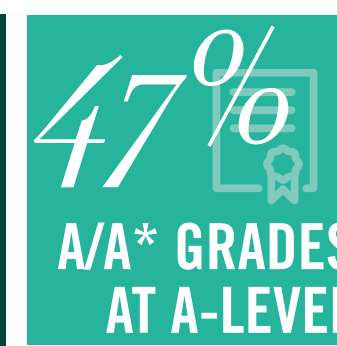
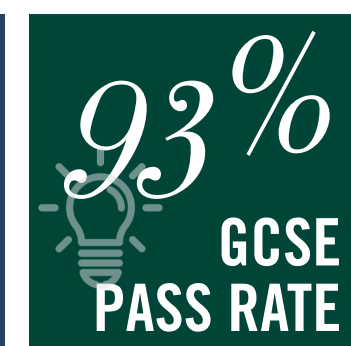
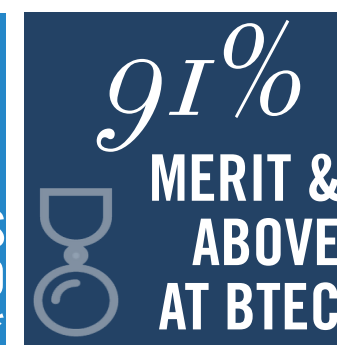
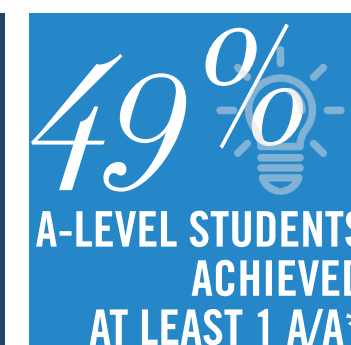
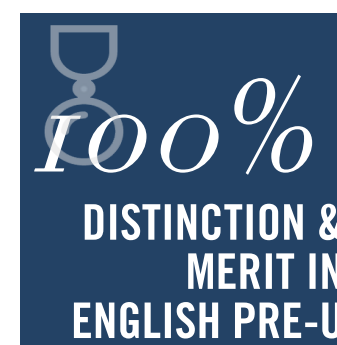
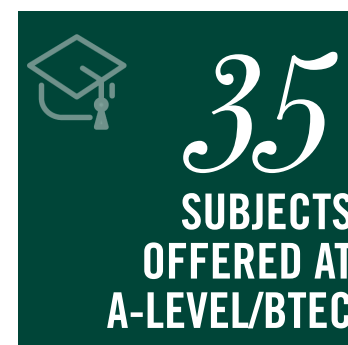
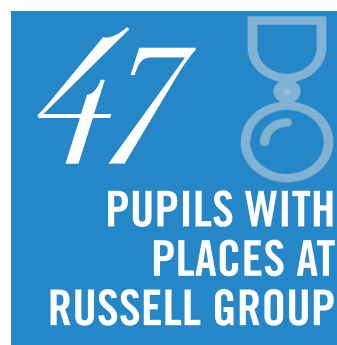
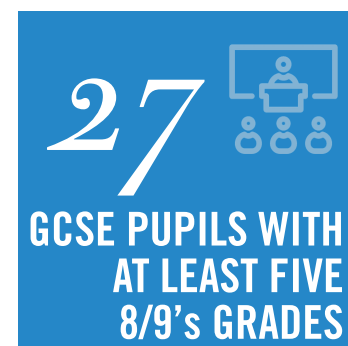
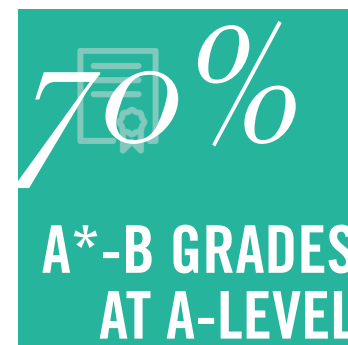
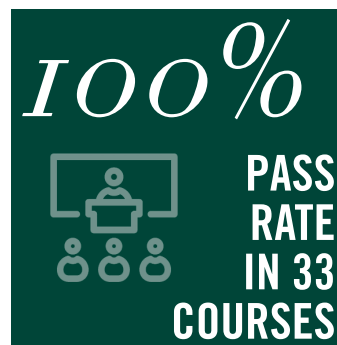
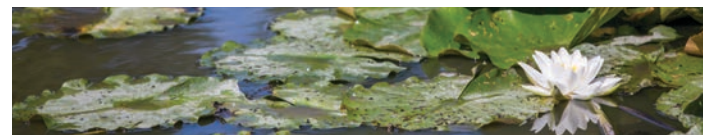
Sachin Choithramani, Assistant Head: Innovation and Development, Nicholas Abrams, Assistant Head: Academic or any other colleague would be delighted to answer any questions about the position. Please direct all queries through recruitment@bedes.org

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.

IN 2022



A LEVEL GRADES	NATIONAL	BEDE'S
A*	15%	24%
A*-A	36%	47%
A*-C	82%	88%
GCSE GRADES	NATIONAL	BEDE'S
9	7%	15%
9-7	27%	45%
9-4	75%	93%

"Bede's has helped me to achieve more than I thought was possible. My teachers inspired me to work hard and always made me believe in myself"

BEDE'S
INTREPID

Bede's Senior School
Upper Dicker
East Sussex BN27 3QH

T 01323 843252
recruitment@bedes.org
bedes.org