

RECRUITMENT PACK

Employment at Culford School



Senior School

Independent boarding and day school for boys and girls aged 1 to 18 years



Welcome

Culford is a jewel of a school set in a remarkable location. Just three miles from Bury St Edmunds, we are blessed with a 480 acre park that makes working here a wonderful experience. We are deliberately small with around 800 children in the Pre-Prep, Prep and Senior Schools, but our facilities match or exceed those of much bigger schools. Our size means we know our pupils well and visitors remark upon our family feel time and again.

Year to year, between 50-60% of the Senior School are boarders and we are a vibrant pastoral community as well as an academic place of learning. A commitment to the boarding life of the school is expected of all teachers, and engaging with pupils this way is part of what makes the job so rewarding. Our pupils and teachers develop outstanding relationships based upon mutual respect and support.

Culford is academically selective within a deliberately broad framework. We seek pupils who are committed to learning and who can cope well with GCSE and A Levels, but we ignore league tables resolutely. Most pupils go to Russell Group universities in due course; some to Oxbridge most years, and a number to universities abroad, often on scholarships.

Culford has an outstanding reputation for individual and team sports: tennis, swimming, golf, cricket and hockey have outstanding facilities and high performance programmes. Regular national success may seem remarkable for a small school that is determined to stay small, but we see our ability to focus on individuals as a key part of their success.

We want our pupils to be flexible, innovative, dynamic and resilient in their future lives, so we seek to model those values as teachers and as a community. If that sounds like it might be you, I would be delighted to receive your application to join us.

Claire Bentley MEd
Head

Our Approach to Teaching and Learning

Even before the pandemic hit, Culford had adopted Google Classroom and the Google Suite as our learning platform. We were, therefore, very well placed to support our pupils' online during this challenging time and parents were delighted with the education pupils received.

We have continued to develop our blended learning approach, and remain committed to preparing our pupils for working life in the digital age, while acknowledging the part that more traditional approaches have to play in successful classroom practice. We actively encourage staff to be research-based and innovative in their lesson and curriculum design, and look to appoint candidates who are continually seeking to improve.



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Culford is not only an incredibly beautiful place to work, there is a real sense of community that makes you feel part of a family.

Marcus Rackowe Head of Sixth Form



IMPORTANT INFORMATION

Culford School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.



Continuing Professional Development

Research-informed Teaching

We know that a pupil's success is strongly correlated to the effectiveness of the teacher standing at the front of the room. The growth mindset that we expect to see in our pupils is equally evident in the approach of our teachers and we strive to be a community of colleagues who push themselves every day to offer a better educational experience for the pupils in our care. Our continuing professional development programme in the Senior School aims to build a thriving, research-informed school culture, with pupil impact at its heart. To this end, we provide for teachers:

- Protected time on Thursday afternoons for general pedagogical and subject-specific development
- A well-stocked continuing professional development library
- Funding for a wide range of subject-specific training courses

Flexible Career Development

Culford is also aware that while teaching is a deeply rewarding profession, it is also demanding and the sector is currently facing significant

recruitment and retention challenges nationally. To this end, our continuing professional development programme also exists to ensure we offer well-structured career development that supports teachers in realising their professional goals, as we believe that this is crucial to Culford recruiting and retaining professionals of the calibre our pupils deserve. To this end, we offer all of our teachers:

- Structured and regular career conversations
- Opportunities to explore career possibilities through work shadowing at Culford and other schools
- A range of fully funded, year-long professional courses, including National Professional Qualifications and the opportunity to work towards Chartered Teacher Status with the Chartered College of Teaching

We also understand that progression is not always linear and our strongest teachers do not necessarily wish to step into leadership. After all, a passion for teaching is a passion for working with young people and we also seek to develop the expertise of those who wish to spend the majority of their time in the classroom.



The Teacher Development Trust (TDT)

Culford Senior School has been working with the Teacher Development Trust since September 2021 and we have already received a Bronze Award from the organisation in recognition of the quality of the continuing professional development we provide. The Trust continued to work with Culford through the academic year 2022-23 to support the further development of our continuing professional development offering and we are privileged to be part of the TDT network of schools, who are committed to putting research-informed practice at the heart of their schools.

As the educator John Tomsett puts it 'Great teaching by great teachers is what makes the real difference to young people's lives.' Professional development at Culford School seeks to develop and retain those great teachers for the benefit of every pupil in our school.



Working at Culford

We are blessed with a low turnover of teachers at Culford and it is easy to see why. We are a small, friendly staff, with the community and sense of family that pupils feel reflected in our professional relationships. Staff join us from a range of teaching backgrounds, with many having taught overseas and we actively welcome candidates who have state school experience: you certainly do not have to have taught in the independent sector before to fit in here.

Culford is committed to each staff member's professional development and one afternoon each week in the Senior School is dedicated to CPD as testament to our commitment to investing in the growth of all of our teachers. All teaching staff are also provided with a new laptop or tablet of their choice, up to a certain value.

We work in beautiful grounds and many staff take advantage of this, going for a walk at lunchtime or a run after school. Culford also boasts superb sports facilities, including a pool, gym and tennis courts, all of which are available for staff use. Our dining hall provides a varied range of food, from hot meals to salad and soup, all of which is free to staff every day. While there is no doubt that the boarding schedule of a five-and-a-half day week and evening events makes for an enriching and busy term time, we are rewarded with longer summer holidays, a two week October half-term and over three weeks of holiday at Christmas and Easter.



Employee Benefits

The successful candidate will be eligible for the following benefits upon commencement of employment:

- Competitive rates of pay
- School fee remission
- A free lunch each day during term time
- Free parking for all employees
- Auto-enrolment into a contributory pension scheme
- Access to a pensions adviser
- Professional development and ongoing CPD
- 24/7 access to our Employee Assistance Programme
- Complimentary membership of our Sports Centre, which includes access to the swimming pool, strength and conditioning gym and fitness suite
- Employee discount in Paddy and Scott's cafe
- A range of discounts with local businesses

The Location

Suffolk is a wonderful place to live and Bury St Edmunds is a special town. Small enough to feel like a community, it boasts its own Cathedral and Abbey Gardens and its medieval heart gives it a charming feel. It is also a modern shopping centre, however, with a retail development, the Arc. As well as the normal retail outlets, the area contains the Apex Centre, a venue that offers theatre and live music of all sorts regularly.

The town is home to a number of independent retailers, craft pubs, breweries and restaurants. As well as a multiplex cinema, there is also an Art House cinema that shows an eclectic range of movies which can be watched with wine or beer and from the comfort of a sofa; and the town also

boasts a lovingly restored Regency theatre. Suffolk has low crime rates and high sunshine levels compared to the rest of the UK; and accommodation around Bury St Edmunds is relatively affordable. It is, however, centrally located on the A14 with Norwich and Cambridge both 40 minutes away for a wider range of shops, museums, restaurants and theatres. The coast is less than an hour away with Aldeburgh and Southwold well known for their beauty.

London is a 90 minute drive down the A11/M11, or under two hours by train. Further flung destinations are equally close: Stansted airport is 45 minutes away and Gatwick and Heathrow are both within 2.5 hours drive.





Culford

How to Apply

Please submit a cover letter outlining your suitability for the role together with an application form. CVs will not be accepted in substitution for completed application forms in the absence of good reason. CVs may be submitted in addition to the application form in order to supply additional background information.

Applications will be viewed upon receipt, you are therefore advised to apply at your earliest convenience. The interview date is to be confirmed. You will be notified of a date if you are shortlisted for interview.

Please send your cover letter and completed application form to:

**The HR Department
Culford School
Bury St Edmunds
Suffolk IP28 6TX
+44 (0)1284 728615
hr@culford.co.uk**

All information within your application will be treated confidentially.

References

All successful appointments at Culford School are subject to receipt of two satisfactory references and all applicants will undergo child protection screening, including checks with previous employers and the Disclosure and Barring Service. Further information can be found within the Application Guidance Notes on our website.