



BRADFIELD COLLEGE

TEACHER OF ENGLISH

The opportunity

This is an excellent opportunity for an inspirational English teacher to join one of the College's largest and most important departments. The post would suit an experienced teacher or recent graduate with a genuine love of the subject and an enthusiasm to share this with young people. The successful candidate will make a major contribution to the teaching of English within the GCSE, A level and IBDP. A willingness to participate fully in the life of this boarding school community is essential. Accommodation will be provided.

The College

Founded in 1850 by Thomas Stevens, and set in a village amidst unspoilt Berkshire countryside, Bradfield College enjoys a well-established reputation for being one of the country's leading co-educational, independent schools through its provision of academic excellence and a well-rounded education.

The College is characterised by a relaxed unpretentiousness and has a strong family atmosphere. These are central to the enjoyment of school that we believe is the foundation of successful education. The people who work here are deeply committed to the progress and wellbeing of the children in their care. A talented and diverse team of specialists and all-rounders, the staff bring expertise and dedication to their role and have an easy rapport with the young.

Pupil numbers are currently over 800 (with a 60:40, boy/girl ratio) following completion of an expansion programme which began with the introduction of full coeducation at Bradfield in 2004 (girls were first admitted to the sixth form in 1989). Approximately 90% of the pupils are boarders; many spend Saturday nights at home following matches but there is a full weekend programme and approximately 25% of the boarders stay in. A majority of the pupils are relatively local, coming from within a 30-mile radius. There are also a good number of British and international pupils (approximately 10% and more than 30 nationalities) who are based in London and overseas.

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Bradfield's curriculum facilitates interdisciplinary thinking and also promotes excellence through specialisation. Inspirational teaching and high expectations go hand in hand in creating a culture of learning and ambition. As well as an extensive (i)GCSE programme, the College offers both the IB Diploma Programme and A Levels in the Sixth Form. Results are strong with 61% of all (i)GCSEs sat graded 9-7 or A*/A, 75% A*-B grades at A Level and an IB Diploma average of 35.9 points over the last two years and almost a quarter of pupils scoring 40 points and above in the most recent cohort.

Bradfield's outstanding pastoral care is rooted in its house system, beginning in Faulkner's, a Year 9 boarding house specially designed to help all girls and boys make a happy and successful transition to senior school before moving into one of 11 senior houses. As they make their way through the school, our pupils learn about themselves and about others and take increasing responsibility for their own lives, their choices and their wellbeing. Simultaneously, we help them to become more aware of the views, needs and rights of people of all ages.

Bradfield offers a remarkable range of co-curricular activity. Participation across this range is fundamental to a Bradfield education and means taking part in sport, music, drama, creative arts and the whole array of activities available. Our pupils throw themselves into co-curricular activity with enthusiasm and learn about themselves whilst honing skills and developing interests which will remain with them throughout adult life.

Bradfield seeks to develop attributes that will enable pupils to thrive personally and professionally and to offer an education for life. This means a great deal more than securing strong grades and making a convincing application to higher education. It also entails the ability to embrace change, openness to a globalised world and the readiness to adapt and innovate. Each of these is nurtured in our diverse community and through our rich curriculum. We encourage pupils to understand the world around them and their place within it. In the same way, Bradfield itself continually looks forwards and outwards, embracing new opportunities whilst remaining true to its values.





The Department

The English Department is a large, collaborative and thriving faculty, with an excellent reputation. The Faulkner's (Year 9) English curriculum has an emphasis on independent learning, skills and enrichment, and the department currently follows the Edexcel iGCSEs in Literature and Language which enable pupils to study a challenging range of texts.

In the Sixth Form, pupils can opt to study A Levels in English Language, English Literature, or take English as part of the IB Diploma Programme.

The English Department is well-resourced, occupying spacious classrooms in the heart of the College, and benefiting from the support of the well-stocked Garrett Library.



The role

This is an excellent opportunity for a teacher of outstanding ability to join this thriving department. The post would suit an experienced teacher or recent graduate with a genuine love of literature and an enthusiasm to share this with young people. The successful candidate will make a major contribution to the teaching of English within the GCSE, A level and IBDP. A willingness to participate fully in the life of this boarding school community is essential. Accommodation will be provided.

Standards for teachers

Teachers at Bradfield make the education – both in and out of the classroom - of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct.

Teachers act with honesty and integrity; have strong subject knowledge; keep their knowledge and skills up-to-date and are self-critical; forge positive professional relationships; and work with parents and carers in the best interests of their pupils. Further, they are constantly active in encouraging and supporting the Bradfield's core values and are always aware of the responsibility they carry as role models to the pupil body, whether on or off duty.

Principal responsibilities

- set high expectations which inspire, motivate and challenge pupils
- promote good progress and outcomes by pupils
- demonstrate good subject and curriculum knowledge
- plan and teach well-structured lessons
- adapt teaching to respond to the strengths and needs of all pupils
- make accurate and productive use of assessment
- manage behaviour effectively to ensure a good and safe learning environment
- fulfil wider professional responsibilities
- make a full contribution to the College's programme of Tutoring
- support the College's system of pastoral and spiritual care



Co-curricular expectations

Bradfield College is a boarding school and every teacher is expected to make a full contribution to the Co-Curricular life of the school. This will include regular commitments on Saturday afternoons and occasional Sundays. Likely contribution in this area will be explored at interview.

In addition, every teacher is expected to spend at least one evening a week in a boarding house. This will include tutoring a small group of pupils. The one-to-one and small group meetings build good relationships between staff and pupils and are essential to the long-term success of the school. Patience, consistency, discretion and empathy are some of the qualities a tutor should have in order to promote the pupils' all-round development.

From time to time teachers will be expected to accompany school trips during school holidays. There will also be other routine supervisory duties.

Continuing Professional Development

All teachers are encouraged to take a lead in their own continuing professional development and there is widespread support and generous funding available. Statutory NQT induction is provided for new entrants to the profession. Bradfield College follows the Independent Schools Council's scheme for the induction of Newly Qualified Teachers.

There is a mentoring scheme in place for all new staff, and a system of professional review by line managers. All newly appointed members of staff follow a wide ranging induction programme which begins on appointment and runs through to the end of the first year of employment. All appointments are probationary for one year.

Terms of appointment

The successful candidate will be offered a competitive salary reflecting the role and the experience of the candidate. Suitable housing will be provided in Bradfield at a nominal charge and the teacher will be expected to live on campus in term time.

All full-time teachers automatically become members of the Teachers' Pension Scheme, unless they specifically request to opt out. They are also eligible to join the College's healthcare scheme. Further details are available upon request. Membership of the Bradfield College Sports Centre and subsidised membership of the Bradfield College Golf Club are available.

All full-time teachers are eligible to apply for an assisted place at the College for their child/children in accordance with the College Fee Discount Policy. Further details are available on request.

The process

Letters of application, along with a completed application form, a Curriculum Vitae and the names and addresses of two referees should be sent to the Headmaster, Dr Christopher Stevens, Bradfield College, Bradfield, Berkshire RG7 6AU by the advertised closing date. Applications can also be made by email to hr@bradfieldcollege.org.uk.

Short-listed candidates will be invited to Bradfield for interview and a tour of the College will be offered.

For an informal discussion about the post, please feel free to telephone Neil Burch, Deputy Head (Academic), on 0118 964 4526 (during office hours), or by email:

acad@bradfieldcollege.org.uk

Bradfield College reserves the right not to appoint to this post should a suitable candidate not be identified.





Safeguarding

Bradfield College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The post-holder is responsible for promoting and safeguarding the welfare of children and young people for whom he/she is responsible, or with whom he/she comes into contact, and ensuring compliance with our child protection policy statement.

Disclosure and Barring Service, references and right to work in the UK

As Bradfield College is registered to ask 'exempted questions' under the Rehabilitation of Offenders Act 1974, successful applicants will be subject to the required and satisfactory DBS (Disclosure and Barring Service) clearances before the appointment is confirmed.

This post is also subject to receipt of written references which must be satisfactory to Bradfield College and documentary evidence of qualifications. A copy of the reference request form is included at the end of this document for information purposes.

Successful applicants will need to provide confirmation of permission to work in the UK. Please note that under the Immigration Asylum and Nationality Act 2006, Bradfield College has an obligation to ensure applicants have the right to work in the UK prior to commencement of employment. (This is carried out at the interview stage; if applicants fail to produce the required genuine documents prior to commencement of work for the College, or if it is found that those documents do not meet the legal requirement, an offer of employment will be withdrawn).

Health and Safety

All staff are required to refer to their individual responsibilities as defined in the Health & Safety Manual and ensure they are competent to implement them and agree to abide by them. Staff health, safety and welfare at work are protected by law. The College has a duty to protect staff and to keep them informed about health and safety. Staff have a responsibility to look after themselves and others. If there is a problem, employees are expected to discuss it with their line-manager or with the College's Health and Safety Manager.



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