



# BEDE'S

EXCEPTIONAL

REQUIRED FOR THE AUTUMN TERM, 2019:  
CHAPLAIN



## INTRODUCTION

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





# WELCOME

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

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

Ours is a School defined by discovery. We encourage every individual to seek out their passions, venture towards new horizons and, along the way, develop both lasting friendships and confidence in themselves.

This pioneering spirit, combined with the very highest standard of teaching, extraordinary opportunities outside of the classroom and peerless pastoral care, truly enables children to achieve their potential.

We are understandably proud that Bede's remains the top mainstream independent School in Sussex for Sixth Form Value Added for the third year running. We also, this year, enjoyed another record year for exam results, with 1 in 5

qualifications graded at A\* in the Sixth Form across 34 different courses, and 93% A\*-C at GCSE level.

Be under no illusion however: we believe in moulding the educational experience to fit the child, not the other way around. We are also firm in our assertion that if our pupils are happy during their time in School then their happiness will inform their successes.

I hope that your impression of Bede's when you meet us bears out these ideas – that ours is a happy 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 CHAPLAINCY

### *The Position*

Required for September 2018 at this thriving independent school: an enthusiastic Chaplain to lead the spiritual development of the school community that affords all members of the school the opportunity to develop a sense of spiritual, moral and ethical awareness and, in so doing, come to appreciate their own place in the world.

The School is located in the picturesque East Sussex countryside, just half an hour away from the exciting city of Brighton, and enjoys a friendly campus, state-of-the-art facilities, and a comprehensive range of benefits and career progression opportunities. If you have flair and are excited about teaching young people, then Bede's is ideal for colleagues commencing their career or for those seeking to broaden their experience.

Applications, with a covering letter and completed form, including contact details of two referees, should reach the Headmaster by Friday 25 January 2019.

[www.bedes.org](http://www.bedes.org)

*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.*



# About Bede's

## What we offer

- a competitive salary based on the generous Bede's teacher pay scale
- an exciting and innovative environment where you can excel in the delivery of academic excellence
- a co-curricular programme that is the envy of many
- professional development opportunities that will enable you to be the best you can be

Although the Senior School is relatively young, having been founded in 1978, we have a wonderful educational heritage stretching back to 1895, when our Prep School was established.

Bede's Senior School revels in its youth, and in the opportunity that is thus provided to do things differently. Throughout its existence, the School has always sought to look forwards, to approach education with energy and imagination. In this mission it has been hugely successful: our academic performance has seen constant improvement, at all levels, for the past decade.

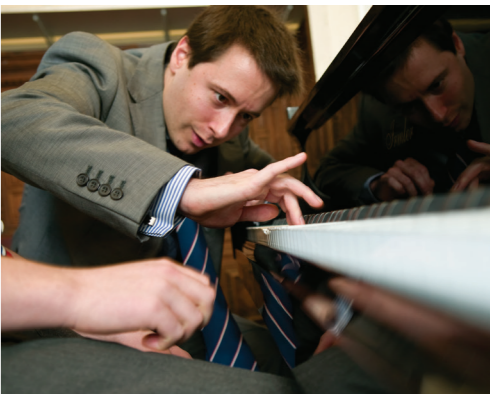
We recognise that a superb education is about a great deal more than exam results. Nonetheless, we are proud of our pupils' achievements: in 2018, 20% of our A Levels were graded at A\*, and, if our A\*-B rate was slightly lower than we would like, at 72%, it is nonetheless a figure which continues to speak of a School in which pupils are enabled to succeed; at GCSE 93% of exams were at A\*-C, or 9-4, level. In 2017, our success at adding value was recognised by the Department for Education, who ranked our Year 13 value added score as 56th in the country for such a measure (this being the third successive year in which such heights have been reached).

Our achievements in the co-curricular sphere are second-to-none. Our pupil numbers are buoyant (we currently have over 760 pupils in the School). Our most recent ISI

inspection saw us rated as excellent in all areas - a verdict with which we were delighted, but not surprised.

We put the interests of the pupils first and with your help provide a wide and diverse curriculum, excellent pastoral care and plenty of opportunities to excel and flourish academically and in the co-curricular programme. We strongly believe in doing whatever it takes to give every pupil at Bede's the best possible experience and an environment in which they can realise their ambitions, pursue their passions and make a valuable contribution to society.

Bede's is situated in the heart of the glorious East Sussex countryside and whilst enjoying an enviable rural location, Brighton, Eastbourne and Lewes are close by. London is easily accessible by train.



# Working at Bede’s

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

We understand that happy, motivated and ambitious staff are vital for the success of our pupils, and we actively support and encourage learning on the job with a range of professional development initiatives. For example, our Professional Learning Communities meet during the term, and teaching staff are encouraged to take part in our mentoring programme. Progression opportunities include a specialised training programme for middle leaders and those aspiring to move into such positions; we also offer to middle leaders an opportunity to be part of the School's Stepping Stones programme for those seeking opportunities in senior management and, through this, provide guidance, support and career planning.

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

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

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

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

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

## Recruitment process

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

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

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

Copies of your ID will be taken for our records

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

The Deputy Head: Personal and Professional Development, Mr Richard Frame, would be happy to answer any questions about the position. He can be contacted at [richard.frame@bedes.org](mailto:richard.frame@bedes.org)

### Bede's is an equal opportunity employer

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

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

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

T 01323 843252  
[recruitment@bedes.org](mailto:recruitment@bedes.org)  
[bedes.org](http://bedes.org)