

St Bede's School

'Christian Education at its Best'



Working at St Bede's 2019-20

Belonging

Education

Determination

Excellence

Service

Welcome

St Bede's is a thriving school and a great place to work. Our aim is to provide an environment where every child thrives academically and socially within a distinctive Christian framework with a total of 1800 pupils, including 300 in the sixth form, there are many opportunities for teachers and support staff alike. We work as a team and take the professional development of our staff very seriously.



Stephen Crabtree
Executive Headteacher



Adam Powell
Head of School

"The management has made our school an awesome place to work compared to many other schools. Expectations of staff are much more realistic, we work in a progressively supportive, transparent and open environment. We are always moving forward and work together to make a great place for learning. I personally feel that St Bede's has allowed me to grow as a teacher and live my own life. You get back what you give."

Teacher of Design & Technology

History

In 1976, St Joseph's (RC) and Bishop Simpson (CofE) schools merged to form St Bede's. During the early 1990s, a formal arrangement with Free churches was established meaning we now accept 330 students per year from our three different traditions giving us a unique ecumenical culture. Staff come from a wide variety of backgrounds and

can be of any religion or none at all, but we ask that everyone supports and promotes our Christian ethos.

The school governing body reflects our ecumenical nature. Along with those elected by parents and staff. Members are appointed by the Diocese of Arundel and Brighton, the diocese of Southwark and the Free Church Association of St Bede's. The school is maintained by Surrey County Council and is not part of any academy chain.

Safeguarding

Our school is committed to the safeguarding of children, therefore all appointments are subject to a satisfactory enhanced DBS check. Only applications made on our School Application Form will be considered; we do not accept CVs or unsolicited testimonials. It is our policy always to request references prior to interview.



"Teachers go the extra mile to meet pupils' individual needs exceptionally well. Their detailed subject knowledge, clear explanations and expert use of questioning ensure that pupils make rapid progress in their learning."

Ofsted, January 2017



Christian Education at its Best

The taught curriculum

What do we teach at St Bede's?

All students study the full National Curriculum in the first three years of the school - English, maths, science, RE, history, geography, PE, a modern foreign language, art, music, drama technology, computing and citizenship/PSHE. At GCSE, every child takes English, maths, double or triple science and RE as well as choosing four options. In the sixth form, we offer 25 A levels and four Cambridge National qualifications.



"The teachers are really committed to giving us the best learning experience and give great lessons which will benefit us."

Year 7 student

What are exam results like at St Bede's?

We are very proud of our track record at GCSE and A level that makes us one of the highest performing mixed ability schools in the county.

GCSEs	2016	2017	2018	2019
Attainment 8	55.6	54.9	57.6	58.27
Progress 8	+0.56	+0.48	+0.68	+0.73

A levels	2016	2017	2018	2019
AV points score	32.05	33.63	33.56	33.21
DfE value added measure	+0.15	+0.04	+0.22	

We are working hard to maintain and improve our performance in future years.



"Results analysis is fair and takes into consideration specific students' needs and abilities. Senior staff take the time to praise staff for good work."

Head of department

Professional development

With around 128 teaching and 90 support staff, the team at St Bede's is a large one. We seek to develop individuals at all stages of their career and in 2019-20 we have:

- five trainee teachers working at St Bede's as part of the Weydon i2i Partnership
- seven NQTs completing their first year in teaching
- a comprehensive CPD programme involving learning pathways for all staff, both teaching and support
- a programme for aspiring middle and senior leaders

We hope all staff will take responsibility for their own learning and we aim to create a culture where ideas and best practice are shared as widely as possible. A link to our latest Teaching and Learning Magazine is [here](#).



"Career progression is seen as important here and staff are encouraged to develop themselves professionally. There is always a wide range of opportunities for all levels of staff to take on, both in terms of departmentally and in the wider school."

Teacher feedback

Beyond the classroom

We are proud of the range and quality of the extra curricular provision at St Bede's and encourage every staff member to contribute to this area. Our annual review ([click here](#)) provides a taste of everything on offer at the school.

We also organise around 100 school trips per year and staff are encouraged to run these or participate wherever possible, which could mean a day trip to Canterbury or Ypres, a geography residential to Dorset or one of the language exchange trips to France, Germany or Spain. Many other trips are also organised including theatres, museums and language film days.

Such opportunities are designed to enhance the taught curriculum and ensure each child is able to thrive and experience different areas of study in greater depth.



"The American exchange was a fun and educational trip, that helped me better understand life and history in America. It provided a unique opportunity to bond with people we would have otherwise never met, as well as allowing us to experience a whole new place and culture."

Year 11 student

"My son benefitted enormously from his time at St Bede's and the excellent teaching and learning opportunities you and your staff provided has set him up for his own successful career in graphic design and marketing."

Former parent

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Pastoral

We value all our students care and want them to thrive at St Bede's. Each child has a form tutor whose work is overseen by a head of year. A range of services and support are available for those experiencing difficulties.

Each Year 7 class has a tutor that will move through the school with them to Year 11. Each year group also has their own head of year from Year 7-11. This provides consistency for the students.

Students will have a new tutor in Year 12 that will stay with them to the end of Year 13.

The Staff Welfare Committee, which is overseen by a member of SLT, discusses every aspect of the school. A number of changes have taken place in school over the past few years which have resulted from staff feedback via the committee these include: a revamp of the staff room to incorporate better facilities, onsite NHS health checks and flu vaccinations and monthly breaktime treats.

"You are extremely supported and valued as a member of support staff and are included in everything where relevant."

Support staff member

"We have an excellent head teacher who is approachable, listens and is supportive. Teachers are trusted to do a good job. Senior team are very supportive. Everyone is friendly and we support each other well. Once you start here, you won't want to leave!"

Teacher of maths

Timings of the school day

Registration	8.35am	Period 3	11.20am
Assembly/tutor time	8.40am	Period 4	12.20pm
Period 1	9.00am	Lunch	1.20pm
Period 2	10.00am	Period 5	2.15pm
Break	11.00am	Finish	3.15pm

Staff meetings after school run from 3.30-4.45pm.

During the public exam season lunchtime is 12.20-1.15pm and periods 4 and 5 take place in the afternoon.

We operate a five lesson per day, two week timetable. A full time classroom teacher would normally have seven PPA periods per fortnight, two of which would be identified as rota periods when they could be called to cover the last minute absence of a colleague. We have a team of cover supervisors and supply staff who are used to cover planned absence.



"As an LSA aspiring to be a teacher, the enthusiasm and encouragement I have had from staff has been so supportive and allowed me to grow in confidence."

The Christian Character of St Bede's

The vast majority of St Bede's students come from a Christian background and we welcome the support of over 40 local churches. Our programme of worship to mark the Christian character is overseen by our chaplains. Everything we do is underpinned by Gospel values. While we expect staff to support our Christian ethos, we also value all of our staff and respect their personal beliefs.



"I value the Christian ethos as I feel it helps maintain respect, empathy, kindness and compassion from both staff and students alike."

Support staff member

Charity and fundraising

Over the course of the last school year, St Bede's raised around £26,000 for various charitable organisations, some of which are chosen by the staff and students. The wide variety of events may be year group only or whole school; these include Mufti days, Jeans for Genes Day, Christmas Jumper Day, our Year 10 Enterprise and many more. The largest fundraising event is RAG Week which is organised by our sixth form senior students.



Social life

We hope all staff will become involved in the community here at St Bede's. There are many opportunities to get involved with social events arranged by staff for staff including theatre trips, music trips, leavers' services and the Christmas celebrations.

Facilities at St Bede's

Over £8 million has been spent on St Bede's in recent years giving the school facilities fit for the 21st century. All full time staff have their own classroom and there is plenty of common room and private study space available.



Christian Education at its Best

What did Ofsted say about St Bede's

- The headteacher provides strong leadership, informed by his deeply held values. Since his appointment in 2014, he has taken decisive action to ensure highly effective teaching in the school.
- Governors have a sharp understanding of the strengths and areas for improvement in the school. They hold leaders rigorously to account for pupils' outcomes.
- Pupils make exceptional progress in all year groups and in almost all subjects.
- Disadvantaged pupils and those who have special educational needs and/or disabilities also make rapid progress.
- Teachers go the extra mile to meet pupils' individual needs exceptionally well. Their detailed subject knowledge, clear explanations and expert use of questioning ensure that pupils make rapid progress in their learning.
- Pupils conduct themselves impeccably in lessons and around the school. They are polite and welcoming to visitors and wear their uniforms with pride.
- A zest for learning permeates the whole school.
- Teachers' high expectations mean that pupils are ambitious for their own futures and approach their learning with determination and resilience.
- Teaching in the sixth form is consistently challenging. As a result, students are motivated to learn and achieve excellent outcomes.
- The school's distinctive Christian ethos sits at the heart of teachers' work to ensure that pupils are well prepared for life in modern Britain.
- There is a strong culture of safeguarding in the school. Pupils know how to stay safe and welltrained staff are ever vigilant.
- Parents are overwhelmingly positive about the school. They value the school's nurturing climate, the range of opportunities available to their children and the visible and approachable leadership of the headteacher.
- Leaders recognise that a small number of pupils do not attend school regularly enough. They have put in place robust plans to address absence, and these are beginning to have an impact.

Next steps for St Bede's

We are committed to continuous improvement and our latest development plan includes:

- A number of improvements to our pastoral system to enhance our Christian ethos.
- A continued focus on the standards of teaching and learning
- Further work to upgrade our facilities



What the staff say about working at St Bede's

"There is always someone to talk to who understands the highs and lows of the situation/job. Peer support is second to none."

Teacher of PE

"Frequent, but not too many, meetings with your line manager means you feel fully supported and have a clear structure to raise any ideas or concerns."

Head of department

"St Bede's is the best school I've worked in, due to the civilised, sensible and supportive management; friendly colleagues; community cohesion; great students; and supportive parents"

Teacher feedback

"There are plenty of development opportunities through whole-school CPD, as well as specific courses or pathways depending on what career you want to pursue."

Teacher of geography

Who's who at St Bede's



Stephen Crabtree
Executive Headteacher



Adam Powell
Head of School



Amanda Adams
Assistant Head



Adam Saunders
Assistant Head



Tom Ramsbottom
Assistant Head



Karen Tottey
Assistant Head



James Wood
Assistant Head



Vanessa Lygo-Baker
School Business
Manager



Keeleigh Frost
Head of Year 7



Sally Sharp
Head of Year 8



Dan Mason
Head of Year 9



Sophie Woollard
Head of Year 10



Nic Wood
Head of Year 11



Trevor Dawson
Deputy Head of
Sixth Form

Location

The school occupies a site in Redhill in Surrey, a prosperous area of high employment. The town is just outside the M25 with excellent links to London, Gatwick airport and the south coast. Students come to St Bede's from Reigate, Redhill and the surrounding areas ([see catchment area map](#)).



Contact us

We welcome visits to the school. If you would like to visit prior to application please contact our HR team on 01737 212108 or email school.hr@st-bedes.surrey.sch.uk.

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