

# BEACONSFIELD HIGH SCHOOL



# RECRUITMENT

*Information*



*Teacher of  
Art and Design  
Technology*

*Full Time  
from September  
2025*

Application deadline:  
09:00 on Friday 2<sup>nd</sup>  
May 2025

Interviews:  
Week commencing  
5<sup>th</sup> May 2025

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Thank you for your interest in applying for the position of **Teacher of Art and Design Technology**.

This booklet will give you an insight into who we are, what makes us tick and why we think we are an exciting and inspiring place to further your career. You will play a key role in our successful, ambitious and Ofsted Outstanding (2024) school.

Our school is a modern, diverse, inclusive and dynamic environment, a centre of excellence in and out of the classroom, and a happy community. At the heart of everything we do is respect – personally, for each other, for the environment and, of course, for learning.

Our community is vibrant, friendly and dynamic and we are proud of the open and supportive relationships between our staff and the students. Despite being a grammar school, we are not an exam factory. Creativity is not squeezed out in the push for the traditional view of academic success and our music, drama, art and design departments are thriving.

We are rightfully proud of the supportive and caring pastoral system that complements the wealth of learning and extra-curricular activities provided by the dedicated staff. Our common goal is to help our students grow and develop into successful young adults, with a pride in their school, and in themselves.

Staff retention is high. People enjoy working here and I have often heard new staff members say how invigorating it is to work in a school where the students want to learn and are hungry for knowledge!

I hope that what you go on to read will inspire you to apply for this position.

*Mrs Tina Bond*

Headteacher



# About us

Situated in the Chilterns, 20 minutes from central London, Beaconsfield High is a girls' grammar school that has been delivering a highly successful academic culture for more than 50 years. Currently we have 1269 students on roll from Year 7 to Year 13.

We are proud to be a centre of academic excellence – see our latest exam results on page 5 - and we are one of only 45 schools nationwide to be recognised as an ***Exceptional School***. An award which exemplifies the excellence and uniqueness of outstanding schools, including the quality and consistency of teaching that Ofsted now expects.

Students are required to achieve the qualifying score in the 11+ examination and live within the designated catchment area in order to join us, and when they do, they come to us from a variety of different backgrounds. As one of only 13 grammar schools in the area, places are in high demand.

Our students are challenged by remarkable teaching standards and benefit from the attention and respect of highly proficient, dedicated and conscientious staff.







Leadership, respect, humility and morality, creativity and physical activity are just some of the additional life skills and behaviours that are taught on a daily basis.

These and many other aspects of school life were recognised in December 2024 when we were inspected by Ofsted and subsequently rated ‘Outstanding’ in all areas. The report states that pupils *“are very proud of their welcoming and happy school”* and their *“exemplary behaviour contributes to the school’s positive culture, as do (pupils’) thoughtful and respectful relationships with others.”*

Inspectors noted that *“The curriculum is inspiring and academically rigorous”* and *“pupils, including those with special educational needs and/or disabilities (SEND), embrace the school’s high expectations and enjoy learning”*. They continued, *“they are very successful in public examinations and extremely well prepared for future learning.”*

Our Governing Body have also been awarded the prestigious **Governor Mark**, a national award supported by the Department for Education and a recognised kite mark of good practice. It provides external evaluation of the quality of governance in a school and is an opportunity to demonstrate how a governing body strives for excellence.

# 2024 BHS EXAM RESULTS

50%

9 - 8 grades at GCSE

73%

9 - 7 grades at GCSE

89%

9 - 6 grades at GCSE

100%

9 - 4 grades in English  
and maths

A\* and A grades at A-Level

48%

A\* - B grades at A-Level

77%

A\* - C grades at A-Level

92%

Students who have  
accepted Oxbridge places

12

Students studying  
medicine and dentistry

17



# Our Vision and Values

Studying at Beaconsfield High School unlocks a child's future, providing the skills and aptitude to enable them to thrive in the competitive worlds of higher education and work.

Our curriculum intent is to support a happy, high achieving learning community enriched by the opportunity to discover talents and passions. We plan and build our curriculum so that academic knowledge, enrichment and life skills match the high aspirations of our learners and allow them to make the strongest progress over time. This will prepare them to be the best they can be in school, as citizens in their community and in their future.

We understand the pressures of studying in a high achieving learning environment. The reason '*happy*' is one of the first words in our Vision is because we try our hardest to help students and staff with strategies that allow them to understand why they feel so pressured and in doing so, find the skills to manage this pressure.







# Student Leadership

Every day, our wonderful teachers are supporting and nurturing their students, both in classrooms and through our wide range of extra-curricular activities, providing the skills and knowledge students need to make the most of all the opportunities that lie ahead of them.

Students are encouraged to collaborate with others and view mistakes as the perfect learning opportunity. This promotes problem-solving skills, resilience, and self-belief, all of which are vital skills for a future beyond Beaconsfield High School. This, along with engaging lessons and approachable teachers, means students have the confidence to step outside their comfort zone and learn beyond the curriculum.

Our school community is committed to providing each student with the opportunity to speak out on topics they feel passionate about and think critically about new topics they may not have encountered before.

Most of all, Beaconsfield High School is a happy, inclusive, and uplifting community that allows every student to reach their full potential by equipping them with the vital skills needed and the support required to achieve and exceed their goals.

*Rithika* – Head Girl



April 2025

Dear Applicant

Thank you so much for showing interest in our school and the Teacher of Art and Design Technology post. We are extremely proud of our school, our students and our staff. We are excited about our intention to appoint a new, dynamic and inspirational member of the Creative Arts team and look forward to hearing how your skills, attributes and experience can match our needs.

Beaconsfield High School is a happy and high-achieving grammar school in the delightful town of Beaconsfield. The school is oversubscribed, our students do incredibly well academically at both GCSE and A-Level, and make good progress each year that they are with us. We are currently ranked 7th in The Times' best secondary and grammar schools in the Southeast, with a national rank of 37th. In December of 2024, Ofsted designated the school as 'outstanding' in all areas. The vast majority of our students go on to higher education, but we pride ourselves on being 'remarkable' and support our students on increasingly diverse pathways, ensuring excellent careers provision.

In school our 'remarkable' practice is seen in our approach to performance management, which operates in accordance with the ethos of our school: professional trust; it is a process focused on development, not judgments. We are a school dedicated to innovation and research-informed practice; we have expert teachers excited by their professional development and this makes the school an inspirational place to work. Year on year in our staff surveys, 100% of our staff tell us they are proud to work here. As a result, our young people benefit from staff who are energised and creative and inspire them to reach their potential; our Progress 8 last year was 1.03.

We have spent much time and thought over the last few years on our flexible working offer for staff. This is an ongoing process, and we are excited by potential future opportunities. Already we are very accommodating to part time work, give enhanced PPA, and allow PPA to be taken off-site. We also have flexible meeting time and employ cover supervisors, and over-staff in order to limit cover requirements for teachers. We have sensible and evidence-based feedback processes to make marking manageable for teachers. Our staff leave of absence policy is applied generously, and formal and informal flexible working requests are considered. Being an Academy, we are also able to ensure that school holidays are generous.

### Creative Arts Faculty Information:

This highly successful Faculty is currently staffed by a team of five highly experienced and specialist teachers and supported by three exceptionally knowledgeable technicians. The Creative Arts faculty is successful and highly regarded, comprised of Textiles, Food Science and Nutrition, Digital Graphics in our Design Technology Department and Art. At KS4 we offer the following popular courses, Art, Craft & Design, Graphic Communications and Food Science and Nutrition. We also offer Art, Craft & Design and Graphic Communications at KS5.

The department has two specialist art rooms, two graphics suites fully fitted with Adobe creative suites, a newly furnished Food room and a specialist textiles room. We are a very well-resourced faculty, with access to fantastic resources which contribute to the success of our students.



The team is comprised of experienced and dedicated teachers, who work hard to deliver high-quality lessons. The Faculty has an office in which each member of staff has their own desk, and which provides an excellent working atmosphere and aids collaboration.

In Key Stage 3 all students study Art and additionally technology on a rotation basis. In Year 7 and 8 students study all the specialisms in technology before choosing two which they study in Year 9. Art, Graphics and Food are all popular subjects at GCSE. Art, Craft, and Design and Graphics Communication at both GCSE and A-Level come under the AQA Art and Design umbrella. Food Science and Nutrition is also a highly popular subject which we offer through the Edexcel course. The Creative Arts Faculty has many strengths and is keen to enhance the high standard already in place.

Our results at both GCSE and A-Level are consistently excellent, with students making fantastic progress across the key stages.

At our school, there is so much positive energy, achievement and ‘buzz’. Our staff give generously of their time to enable the students to have wonderful and enriching experiences, such as languages trips, history trips, ski trips, sports tours, music tours, Duke of Edinburgh expeditions, to mention but a few. Sporting achievements are outstanding, with national medals being won by several of our teams; hundreds of our students take part in the Duke of Edinburgh scheme and many students take part in debating competitions, mock trials, young enterprise competitions, drama productions, music concerts ... the list is endless.

We believe that students should feel cared for, and we work very hard to support their wellbeing through a strong pastoral care framework, and our life skills ethos, called ‘Getting Life-Ready’. We recognise that happy and confident young people are far more successful in all that they do. There is something for everyone at our school and the ethos and atmosphere is one of acceptance and mutual respect.

We have a rolling programme of building development and maintenance, to ensure excellent facilities for all. We have invested over £3,500,000 in refurbishing some of the older parts of the school to include a new staffroom, drama studio and cafeteria.

As part of your application, please write a letter (no more than two sides, font 11) explaining how your skills, creativity and passion for effective teaching in Art and Design Technology would best meet the requirements of the job description and personal specification.

The closing date is Friday 2<sup>nd</sup> May 2025 at 9am. Interviews will be scheduled for Monday 31st March. If you would like to visit our school before the deadline, please contact Sarah Rivers, HR and Recruitment Officer, via email [recruitment@beaconsfieldhigh.school](mailto:recruitment@beaconsfieldhigh.school). Please do not worry if you are unable to visit as this will not form part of the recruitment process.

This is a remarkable school, and we will provide you with a vibrant, exciting opportunity to develop your teaching skills in a school dedicated to excellence.

Yours sincerely



Tina Bond  
Headteacher

[www.beaconsfieldhigh.bucks.sch.uk](http://www.beaconsfieldhigh.bucks.sch.uk)

Company No: 08679235 | Headteacher: Tina Bond BA (Hons) MA NPQH  
Academy Trust Registered Office: Wattleton Road, Beaconsfield, Buckinghamshire, HP9 1RR

# Teacher of Art and Design Technology

## Job Description



<b>Job title</b>	<b>Teacher of Art and Design Technology</b>
<b>Salary range</b>	Main/Upper Pay Scale
<b>Line management</b>	Reports to the Head of Art
<b>Purpose of the role</b>	
<ul style="list-style-type: none"> <li>To ensure a safe environment that protects and cares for the students and staff</li> <li>To enable all students to achieve their full potential (social, physical, emotional and intellectual) by developing in them relevant skills, competencies, attitudes, concepts and knowledge</li> <li>To use professional judgement and skill to help students acquire the confidence to tackle all aspects of learning throughout their lives</li> <li>To seek to enhance the self-esteem and self-fulfillment of students through a supportive, encouraging, yet challenging approach to learning</li> <li>To follow direction as established by the Head of Faculty</li> </ul>	
<b>Subject Specific Responsibilities</b>	
<ul style="list-style-type: none"> <li>To prepare, teach and assess work at KS3, KS4 and ideally KS5 in accordance with school and departmental policies</li> <li>To keep appropriate records of assessment of designated groups, and use such data to inform your planning</li> <li>To use a wide variety of teaching styles suited to the needs of individuals and small groups as well as whole classes, ensuring high standards of behaviour for learning throughout</li> <li>To set targets with students using baseline and other assessment data and to review performance on a regular basis, providing guidance on how to improve</li> <li>To work collaboratively with others and contribute your own particular talents and skills to support school improvement and the achievement of the school and subject development plans</li> <li>To support actively the aims and policies of the school and be a proactive and effective member of staff, making a positive contribution to the broader life of the school</li> <li>To take responsibility for your own professional development including attending and contributing to subject meetings and In-Service Training, and to engage fully in the school's Performance Management process</li> <li>To promote and protect the health and safety and welfare of the students and staff, ensuring the welfare of children and young people is safeguarded and promoted in line with best practice</li> <li>To have a concern for the academic and general welfare of students in your care during specific lessons</li> <li>To support the pastoral work of the school, including being a form tutor and contributing to teaching Personal, Social, Health and Citizenship Education as required</li> <li>To be responsive to the varying and special educational needs of the student community</li> </ul>	



- To care for the school environment and take responsibility for your own teaching spaces, ensuring they are educationally stimulating to promote learning
- To make a contribution to the broader life of the school
- To undertake any professional duties as reasonably delegated by the Headteacher

## **Responsibilities**

### **Safeguarding and Promoting the Welfare of Children and Young People**

- Ensure a safe and supportive school culture that promotes the wellbeing of staff and students
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school
- Promote a culture of inclusion within the school so that views are valued and taken into account
- Compliance with GDPR Legislation

### **Health and Safety requirements**

- To ensure compliance with working practices within the department to ensure that all Health and Safety procedures are being adhered to; awareness of site specific risks, also how to deal with emergencies and reporting of accidents and/or incidents
- To complete all training procedures relating to Health and Safety
- To ensure that practical area, tools, equipment, computer software and materials relevant to the subject area are kept in an operable and safe manner, and ready for use by staff and students
- To ensure any third parties / visitors to the department are aware of on-site procedures and site-specific risks
- To consider all duties under health and safety law when planning departmental trips outside of school, both in UK and abroad. Also to ensure that all staff are aware of the requirement for written consent being obtained for all activities that need a higher level of risk management or take place outside school hours.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken has not been identified.

As per part 7 of the Immigration Act 2016, “the ability to converse with ease with members of the public and provide advice in accurate spoken English” is an essential requirement for this role.

# Teacher of Art and Design Technology Person Specification



## Key:

A: Application form

C: Certificate

I: Interview/ activities

R: Reference and other employment checks

Essential		Desirable	
Qualification/experience requirements	Assessment Method	Qualification/ experience requirements	Assessment Method
<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Evidence of regular and appropriate professional development</li> <li>• Experience of working in secondary setting</li> <li>• Ability to teach Art and Design Technology</li> </ul>	<ul style="list-style-type: none"> <li>• C</li> <li>• A/C</li> <li>• A</li> <li>• A</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching Art and Design Technology up to GCSE</li> </ul>	<ul style="list-style-type: none"> <li>• A/I/C</li> </ul>
Teachers should be able to demonstrate their experience, knowledge and understanding of:			
Leading teaching and learning	Assessment Method	Leading teaching and learning	Assessment Method
<ul style="list-style-type: none"> <li>• Outstanding classroom practice</li> <li>• Using IT and digital literacy to innovate teaching and learning</li> <li>• Awareness of how environment can aid learning</li> <li>• Developing personalised approaches to understanding progress</li> <li>• Ensuring the very best outcomes for learners</li> <li>• Supporting the improvement in the quality of teaching and learning in others</li> <li>• Principles of effective teaching and assessment for learning in English for all types of students</li> </ul>	<ul style="list-style-type: none"> <li>• A/I/C</li> <li>• A/I/R</li> <li>• A/I</li> <li>• A/I/R</li> <li>• A/I</li> <li>• A/I/R</li> <li>• A/I/R</li> </ul>		
Shaping the future	Assessment Method	Shaping the future	Assessment Method
<ul style="list-style-type: none"> <li>• Contributing to the development of a shared vision</li> <li>• How data can inspire and improve learning</li> <li>• Leading by examples and motivating others</li> <li>• Promote a culture of inclusion</li> <li>• Effective management of school resources</li> </ul>	<ul style="list-style-type: none"> <li>• A/I</li> <li>• A/I/R</li> <li>• A/I/R</li> <li>• A/I/R</li> <li>• A/I/R</li> </ul>		



<b>Safeguarding and promoting the welfare of children and young people</b>	<b>Assessment Method</b>	<b>Safeguarding and promoting the welfare of children and young people</b>	<b>Assessment Method</b>
<ul style="list-style-type: none"> <li>National and local safeguarding guidance</li> <li>Ensuring a safe and supportive school culture</li> </ul>	<ul style="list-style-type: none"> <li>A/I/R</li> <li>A/I/R</li> </ul>		
<b>Developing self and others</b>	<b>Assessment Method</b>	<b>Developing self and others</b>	<b>Assessment Method</b>
<ul style="list-style-type: none"> <li>Reflective practice ensuring a culture of continuous improvement</li> <li>Taking part in whole school and department CPD</li> </ul>	<ul style="list-style-type: none"> <li>A/I/R</li> <li>A/I/R</li> </ul>	<ul style="list-style-type: none"> <li>Managing challenge effectively</li> </ul>	<ul style="list-style-type: none"> <li>A/I</li> </ul>
<b>Managing the organisation</b>	<b>Assessment Method</b>	<b>Developing self and others</b>	<b>Assessment Method</b>
<ul style="list-style-type: none"> <li>Ability to work with and analyse data</li> <li>Working well in teams to promote change and confidence</li> <li>Demonstrating excellent communication and presentation skills</li> <li>Managing own workload while supporting the wider needs of the department</li> </ul>	<ul style="list-style-type: none"> <li>A/I/R</li> <li>A/I/R</li> <li>A/I</li> <li>A/I</li> </ul>		
<b>Securing accountability</b>	<b>Assessment Method</b>	<b>Managing the organisation</b>	<b>Assessment Method</b>
<ul style="list-style-type: none"> <li>Contributing to an effective team where everyone feels valued</li> <li>Analysing and presenting information to secure future improvements</li> <li>Promoting health, safety and welfare of students</li> <li>Active support of the ethos and aims of the school</li> </ul>	<ul style="list-style-type: none"> <li>A/I/R</li> <li>A/I</li> <li>A/I</li> <li>A/I</li> </ul>		
<b>Strengthening community</b>	<b>Assessment Method</b>	<b>Strengthening community</b>	<b>Assessment Method</b>
<ul style="list-style-type: none"> <li>Fostering a positive culture for improvement</li> <li>Establishing links for extending learning with the wider community</li> <li>Effective communication with parents and the Creative team in conjunction with colleagues and the Head of Department</li> </ul>	<ul style="list-style-type: none"> <li>A/I</li> <li>A/I</li> <li>A/I</li> </ul>		

March 2025

As per part 7 of the Immigration Act 2016, “the ability to converse with ease with members of the public and provide advice in accurate spoken English” is an essential requirement for this role.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken has not been identified.



# Why work with us?

Beaconsfield High is a great place to work. Not only do we offer all the things you would expect, like excellent opportunities for career development, a great support network, a team of people dedicated to staff well-being and numerous staff training opportunities, we also offer those little extras that make life that much more enjoyable.

- **Flexible working**
- **Christmas and end of year socials**
- **Cakes at Break/ Birthday Club**
- **Good Eggs/ Christmas Stars** – staff nominated rewards for those colleagues who have gone above and beyond.
- **Government approved non-inset Academy Days** - non-working days in addition to inset days.
- Attend your child's primary school sports day.
- **Travel to exciting places** - we offer a number of very exciting student trips both national and international, which staff are encouraged to join.



*Pupils are very proud of their welcoming and happy school. Staff 'dare' them 'to be remarkable'. Pupils understand that this does not just apply to academic results. Indeed, it is more about their character and becoming a rounded individual. Consequently, they participate enthusiastically in the many extra-curricular activities on offer. They are keen to contribute to the school community and so take on responsibilities willingly.*

#### **2024 Ofsted**

*There are endless opportunities here, the sky really is the limit!*

#### **Student**

*Not only do staff strive to get the best out of my daughter academically, her happiness and mental well-being is of equal importance. We are so proud to be part of the Becky High community.*

#### **Parent**

*The accreditation process has shown not only that Beaconsfield High School is an 'Exceptional School', but that it is also highly ambitious, forward looking and puts the attainment and wellbeing of students at the heart of all it does. The findings of the review demonstrate that it is held in high regard by all its stakeholders and the students themselves are its best ambassadors.*

#### **Best Practice Network**







*beaconsfieldhigh.school*

01494 673043

*enquiries@beaconsfieldhigh.school*

