



March 2021

Dear Applicant,

Thank you for your interest in working at Bedford Free School. Whilst these are uncertain times we are still looking to recruit the very best staff and this post represents an exciting opportunity to join a talented and successful maths department. This post would suit NQTs and experienced teachers, as well as those looking to return to the teaching profession.

The school

Founded by local teachers, BFS opened in September 2012 with the aim of offering the families in our community a distinctive, world-class choice for their children. Our school values of respect, honesty and high expectations drive what we do every single day to ensure that we give our pupils the best possible education. We are a very successful school, achieving a Progress 8 of +0.8 in 2019, and are ambitious to do even better in a sustainable and manageable way. In January 2020 BFS was graded as 'Outstanding' by Ofsted.

Bedford Free School is different. Each day starts with a silent address of the whole school, focused on our values where we always remind the pupils to "work hard and be nice", extended time is given to numeracy, literacy, and reading, silent purposeful corridors and impeccable pupil behaviour, and extra-curricular activities that every pupil takes part in. Teacher workload is carefully considered; we have centralised detentions and no onerous marking policies or graded lesson observations. We are outward-facing, with partnerships with schools across the country, and we seek to learn from some of the most innovative schools in the country.

The department

The maths department is a welcoming and highly collaborative team. Joining the department, you will be working with teachers who are passionate about their subject and are willing to spend time mastering their craft. We seek to implement research led practices in our teaching and are passionate about students becoming accomplished mathematicians with a deep understanding of the subject. We actively work to develop our expertise to ensure our students learn an academically rigorous maths curriculum, and use much of our directed time together to discuss and improve our practice. We have a curriculum that is written in advance by the Head of Department with support from the team. We have a fully staffed department, and we always recruit subject-specialists. You will therefore be working with a team of subject-specialists.

T: 01234 332299 E: info@bedfordfreeschool.co.uk Bedford Free School, 12-16 Cauldwell Street, Bedford, MK42 9AD

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The department at Bedford Free School is housed in 4 dedicated classrooms, each equipped with interactive whiteboards, projectors, and mathematics equipment. Mathematics teachers have a maximum of 5 classes and have a departmental office which provides a quiet working space and the opportunity for the close-knit team to come together regularly.

The post

We are looking to recruit an exceptional candidate with high expectations. The successful candidate will be highly motivated and ambitious for their pupils. They will have good subject knowledge with an unrelenting drive to improve their classroom practice in order to provide a transformational education for pupils.

In exchange, we offer fantastic opportunities, brilliant support, and the opportunity to work in a school that is genuinely transformational and doing things that challenge the orthodoxy, and also an unrivalled perspective that values subject-specificity.

My leadership team and I are highly visible, ensuring we are supportive of teachers and maintain order. It is the leadership team that address the whole school in silence every morning and ensure the ethos in the school is productive. Colleagues who visit BFS describe it as revelatory and unlike any other school they've seen. I believe teachers should be able to teach unhindered by bureaucracy or poor behaviour, and should be specialists in their subjects.

Thank you for your interest in teaching at BFS. We usually encourage candidates to visit the school but you will appreciate this is difficult in the current circumstances. However, please have a look at our website, including our virtual tour and welcome video:

<https://www.bedfordfreeschool.co.uk/virtual-open-evening-2020>

We also have some recordings of our day to day routines we can share, so feel free to get in touch to learn more about our school in action, virtually meet our staff and pupils and get a real feel for the hardworking, happy atmosphere we have here.

To arrange a confidential discussion about the position contact Esther Logan, PA to the Principal on 01234 332290 or email elogan@bedfordfreeschool.co.uk

I look forward to answering any questions you might have, and to receiving your application in due course.

Regards,



Tim Blake
PRINCIPAL
Bedford Free School



Why work at BFS?

Based in the heart of Bedford, BFS is already one of the top performing schools in the area which is down to an unashamedly academic curriculum, exceptional behaviour and subject teachers having the freedom to teach as a result. We recognise the subject staff are experts in their fields and the senior team allow heads of department to lead their teams as they see fit.

A strength of our school, and the key to the excellent attitudes of our pupils is our systems and routines. On appointment all staff are given a copy of 'Teach Like a Champion' by Doug Lemov and the strategies and techniques in this book drive the work we do on a daily basis. We have found that by arming everyone with the same routines, teachers become free to teach their subjects as they see fit because the pupils know what is expected of them.

As well as a generous salary scale, at BFS we offer funding for staff wishing to complete relevant post graduate study and all staff receive independent workplace advice and support from Edapt which we pay for (www.edapt.org.uk).

We provide excellent support, access to incredible CPD including close links to the highest performing state schools in the country and via our partnerships with some of the groups of schools doing the most exciting things with curriculum and pedagogy, and hence opportunities to progress in your career.

Bedford is a pleasant and affordable town in which to live and offers great access to London and Cambridge. Our school is part of a growing school trust. These developments, plus others that are planned mean there will be considerable opportunities for career development in the coming years.

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