



TEACHING AT

Broomfield House School

**INFORMATION FOR
PROSPECTIVE EMPLOYEES**

Welcome from Head

I am delighted you are considering joining us at Broomfield House School.

Founded in 1876, we continue to build on our rich history of providing the very best educational experience for our children and achieve this through a forward-thinking approach to our curriculum. This entrepreneurial mindset and holistic approach to teaching puts children at the heart of decision making.

Our innovative Individual Learning Enhancement programme means that small group work and targeted teaching is available to every child. An excellent pupil:teacher ratio ensures we can deliver the specific input needed and consequently our children achieve outstanding 11+ results. But equally important is that added-value is achieved across all ages. What we do is backed by research and our desire to give children strong foundations. We employ data in innovative and transparent ways, and apply a marginal gains approach to academic performance and personal development, consistently asking what more we can do so each individual can perform at their best.



Our staff body is a hub of great talent, diversity, and energy. Our school is an inclusive place where staff and pupils are listened to, and their opinions valued.

We work together as a team at Broomfield. The feeling of togetherness runs through the heart of the school and is something that is felt as soon as you enter the beautiful Victorian building that we call home.

We invest in people at Broomfield and recruit our staff from a wide variety of sectors beyond education, including commerce, industry, and finance. We select only the highest-calibre candidates but once you are part of Broomfield, we will support you in every way. Just as adopting a growth-mindset is part of our ethos for students at Broomfield, so it is for our teachers. We want to develop your career, nurture your ambitions and help you grow professionally; as part of the Dukes family of schools, we have access to a wide range of excellent CPD opportunities to further enrich your working world.

I hope this brochure gives you some insight in to what a teacher's life is like at Broomfield House School. Please do contact us directly if you have further questions.

I look forward to welcoming you to Broomfield.

ADAM ANSTEY

ABOUT

Broomfield House School

Broomfield House is an independent co-ed preparatory day school for children aged three to 11 years based in a beautiful Victorian house in the leafy suburb of Kew in south-west London.

There are many reasons to work at Broomfield. We are an excellent school with superb facilities and a strong and happy staff body. But perhaps the very best reason to work with us is our fantastic location. We are just a few steps away from Kew Gardens and enjoy a very close relationship with this world-class botanical wonderland.

Also close to Kew Village with its range of great, small independent shops and great coffee.



WELCOME FROM

Claire Little

Director of People at Dukes Education



We put people first at Dukes, starting with our pupils, encompassing our parents, and celebrating our staff. We look for people who put their heart into what they do, and then help them to lead.



As a family of schools, colleges, and nurseries we have great scope. We have strength in numbers, the security of strong foundations and ample opportunity. There is room at Dukes to be more ambitious, take on new challenges and embrace exciting change. Together, we have a wealth of expertise that we want to share to deepen the experience of our employees.

The key to great education is simple: quality teachers, spending quality time, with their students. We want Dukes to be sector leaders in staff training and development so our teachers can do what they're best at, better. We recognise that individuals in a family are not all the same. Each of our schools and organisations has its individual take on how to deliver outstanding teaching and learning. Each has its own brand, ethos, history, its own special place in the community. We love this and we want to keep it this way. But there is also commonality. For us to work well together, there must be a golden thread that weaves through the whole organisation, drawing us in, connecting us, making us strong. At Dukes, our shared purpose and values form this golden thread.

Dukes Education believes in nurturing people. We think that it is by connecting them, by fostering those all-important relationships, that we can best provide exceptional learning experiences and enable our education community to thrive. Dukes is more than a collection of excellent individuals. We are a community of people - educators, parents, and young learners - who connect in closer ways to raise the bar for all. Being part of Dukes means belonging to a family that is there for you. And for those who share our purpose and our values, it's a home where extraordinary things can happen.

WELCOME FROM

Richard Fletcher

Director of Learning and Performance
at Dukes Education



Why work at Dukes Education? Because a love of learning is at the heart of everything we do. It's one of our four Dukes Values, values that remind each of us, every day, why we do what we do. We instil a love of learning in our students, but sometimes it's easy to forget that we need to cultivate it in our staff body, too. People who embrace lifelong learning make more of new opportunities – and their organisations are always that one step ahead.



Most of our individual Dukes establishments offer their own learning and development plans. The Dukes Education Learning & Development (L&D) offering doesn't replace these, it simply goes further, covering a wide range of supplementary training that allow us to learn from others across the Dukes family, as well as external experts.

One of the key elements of our L&D offering centres around collaboration which is supported by the Dukes Hub, our online content and communication platform.

The Dukes Hub brings us together. It also allows us to share best practice and collaborate in a digital space, beyond the constraints of everyday schedules. It is the central portal for accessing training opportunities and our central resource of expert educational material and content from across the Dukes family.

We are a family at Dukes and collaboration is key. We have a large number of groups across the organisation who will provide you with an opportunity to meet others, enable you to share resources and ideas and support each other.

There are also opportunities to take a lead in various areas through our subject champion initiative. The purpose of Subject Champions is to do exactly that. They champion the subject they represent. They do this by creating, collating and curating existing content on their subject on the Dukes Hub. They also facilitate innovation and learning, hosting meetings (face-to-face or online) to share new thinking, establish best practice, share concerns, and solve problems together.

Whatever your role is within the Dukes family, our L&D offering is designed to help you strengthen your existing skills and learn new ones, gain confidence, become a more effective professional and enrich your own learning journey.

Staff Benefits

Broomfield House School currently offers the following for all staff:

- New members of staff are allocated a mentor at the start of their employment as part of their induction.
- ECT'S fully supported with an induction year programme that follows the standards laid down by the Department of Education and Independent Schools Teaching Induction Panel (ISTIP).
- Staff are encouraged to identify their professional development needs and we offer regular professional INSET days
- A generous amount of non-contact time given for planning
- Free parking where appropriate
- Learning and development opportunities, including financial support for postgraduate study
- A contributory pension scheme for all staff
- Free lunches, tea and coffee
- Comfortable, well-equipped, and spacious working environment
- Christmas closure
- School fee reductions for Broomfield House School at the discretion of the Head

Dukes currently offers the following for all staff:

- Employee Assistance Programme
- Cycle to Work Scheme
- Learning and Development Training Opportunities

Testimonials



“

“Broomfield House is a wonderful school full of eccentric and brilliant staff and children alike. As a relatively new starter to the school (I joined in September 2020), I have been welcomed with open arms and allowed to share my opinions and views easily and without prejudice. I thoroughly enjoy every day at working at Broomfield as one day is never like the next.”

CLASS TEACHER

“For me, teaching has always been about making a daily difference and having the honour to ensure children smile and go the extra mile, to be their best self! Broomfield House School is the perfect place to do exactly this. The school is a family where; the staff are a team- who love to laugh; the children are the best of friends- who love to learn and assemblies are like a Sunday lunch at your favourite restaurant.

Having taught for 10 years, it is safe to say that there is no place like Broomfield. It is an honour to work in a school that promotes a growth mindset, is academically forward thinking and celebrates kindness and all the little things that make the greatest difference. The Broomfield experience for staff and students is elite and of excellence.”

YEAR 2 CLASS TEACHER

“I love Broomfield because we are a family. We accept the individual, whether staff member, child or parent. We care deeply about our community and put emotional wellbeing and mental health first as without these foundations, learning cannot take place. I have worked in many schools over my 30 years teaching history and I can honestly say that at Broomfield I can truly be myself and inspire children, families and staff to become their very best.”

ELSA AND ILE TEACHER

“I love Broomfield House School because every day when I’m there , the staff and children alike glorify a sense of togetherness.”

PRE-KINDERGARTEN TEACHER

”



**Broomfield
House School**

Broomfield Road
Kew Gardens, Surrey
TW9 3HS

Tel: 020 8940 3884
Email: Office@broomfieldhouse.com

Part of the Dukes Education family.
Together we're extraordinary.



www.broomfieldhouse.com