



FRENHAM HEIGHTS

CANDIDATE INFORMATION
SCITT Trainee Teacher Roles in Dance & Maths
SEPTEMBER 2026



WELCOME FROM THE HEAD

I am honoured and humbled to lead the Frensham community as it enters its second century.

As a parent, I want my children to grow up being open minded and willing to embrace new experiences; I want them to be free to explore their own paths and experience the beauty and joy which exist in our world (without being naive to its many flaws). Most importantly, I want them to learn within a community of individuals who understand the importance of kindness, compassion, and optimism.

As a teacher, I believe that a traditional, linear, education system does not adequately prepare children for the world they will inherit. This world is a rapidly changing, uncertain and, sometimes, scary place. If an education only equips children with an armoury of facts and knowledge and the ability to pass exams, but it doesn't furnish them with the ability to think creatively, critically, and empathetically, then we have failed them. A Frensham education is one which ensures our children are well qualified and well educated and, most importantly, free to be kids in a world where we all grow up too quickly.



I look forward to meeting you in the near future.

Ben McCarey



ABOUT FRENSHAM HEIGHTS



Frensham Heights was founded in 1925 by educationalists Beatrice Ensor and Isabel King with the aid of a generous benefactor, Edith Douglas-Hamilton. They were passionate about offering an alternative style of education with the child at its heart. A school and a community based on mutual respect, tolerance and generosity of spirit which would educate the whole child – mind, body and spirit.

And so it has been ever since.

There is an energy about Frensham which is hard to describe. It's a feeling of happiness and lightness, a sense of freedom. It comes from all the children being comfortable in their own skins, their own clothes. As from our founding days, everyone at Frensham is on a level playing field, with no prefects or head boys and girls. Students can be who they are, and as a member of staff at Frensham, so can you. When you come here, you can just relax and be yourself. The teachers don't hide behind titles or formal clothes and the children's individuality isn't hidden behind uniforms or false respect. Egos are left at the door. The Head, the littlest nursery child, the newest teacher, the shyest sixth former, the part-time TAs, the support staff. Everyone is an equal, important, valued part of the community.

Contrary to what many believe, Progressive Education is not without boundaries. Respect underlies everything we do at Frensham; but it is respect that is earned,

rather than demanded or assumed. We give children more freedom than at other schools, but with freedom comes responsibility and we have high expectations of everyone in our community. It all comes from our foundation of exceptional pastoral care which thrives on the genuine relationships which develop between all members of the community - looking out for one another.

There is a misconception that a school without uniforms and with children walking together rather than in lines is a school without discipline. It is true that we don't give detentions, and the sanctions we do give out are not done on a whim. We acknowledge that our students make mistakes, because they're people and everyone makes mistakes, but we believe that this is how we grow. At Frensham, discipline is based on conversations. It's not an easy, laissez-faire option. These are difficult two-way conversations about putting your hands up, owning and accepting your choices, rectifying, moving on and becoming the best version of yourself.



OUR VALUES

Our values are at the heart of everything at Frensham, from our lessons and discipline structure to our enrichment programme and culture. We expect everyone in our community to actively live these values.

ORIGINALITY OF THOUGHT

FRENSHAM EMBRACES CREATIVITY

We encourage everyone to foster their boldness and innovation, seeking opportunities locally and globally to discover and bring fresh thinking to our community.

SPIRIT OF TOGETHERNESS

FRENSHAM NURTURES COMMUNITY SPIRIT

Relationships are the foundation of our school and our success, built on genuine mutual respect, compassion and kindness. We embrace freedom with a firm understanding of our responsibility towards our community.



RESPECT OF INDIVIDUALITY

FRENSHAM CELEBRATES AUTHENTICITY

This is a place where you can be the 'true you'; we pride ourselves on that. We support all to have the confidence to stand for something and be the person you truly want to be.

COURAGE TO TRY

FRENSHAM FUELS PERSONAL DEDICATION

We aspire to be the very best we can be, fully committing to our learning, proactively seeking improvement, and working collaboratively for the benefit of the whole community.



EQUALITY, DIVERSITY & INCLUSION



Frensham is committed to fostering an inclusive culture and community that promotes our core values: we believe that diversity makes our community richer and more vibrant and, as such, we aim to embrace and celebrate our differences. Fundamental to our school is our belief that every individual, regardless of their background, beliefs, or abilities, deserves the chance to thrive and reach their full potential. We are committed to a journey of improvement, even when this is challenging, and recognise that we need to examine our institution as a whole to achieve our goals. This is an ongoing journey, and we are committed to continuous improvement.

We oppose all forms of unlawful and unfair discrimination, harassment or victimisation. We are striving to attain a workforce that is representative of society to ensure we secure the widest pool of talent available. Applicants whose backgrounds are under-represented in the sector are encouraged. It is our aim to ensure that no job applicant or employee receives less favourable treatment (either directly or indirectly) in recruitment or employment on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex or sexual orientation (the protected characteristics).

SAFEGUARDING:

Frensham Heights is committed to safeguarding and promoting the welfare of children and young people. Applicants must undergo child protection screening, including checks with past employers and the Disclosure and Barring Service.



WORKING AT FRENSHAM

At Frensham, we leave as we come – as individuals – but in our time here, we become more. We become stronger and kinder. In this, our Centenary Year, it is clear that Frensham is bigger than any one of us, from our founders to our newest family; it is all of us. We are Frensham.



We believe passionately that our school thrives because of our members. When you become part of the Frensham family you are given the same freedom, trust and support as every member of our community. We have high standards for students and staff alike – and we support you in reaching and exceeding these. But we also give you the space and the freedom to take educational risks, to try new things, to take your students beyond the classroom to experience real-world applications and grow a love of learning.

As a member of staff at Frensham, you have the freedom to be you.

Below are some key practical benefits of working at Frensham as a trainee teacher:

- Access to our Academic Research Collaboration Hub, the ARCH
- Free lunch in term time
- Free on-site parking
- Access to the on-site fitness suites
- Afternoon sweet treats, plus tea and coffee throughout the day
- Staff wellbeing initiatives
- Continuing professional development as part of our staff development programme
- Access to over 100 acres of beautiful land within the Surrey Hills



JOB TITLE SCITT TRAINEE TEACHER in Dance or Maths

Training at Frensham with South Farnham SCITT

Are you a graduate or career-changer looking to begin an inspiring career in teaching? We are delighted to offer an exciting opportunity to train as a tuition-fee trainee teacher at Frensham Heights School in partnership with South Farnham SCITT, an Ofsted Outstanding provider of Initial Teacher Training. We currently have trainee opportunities in both Dance and Maths. Please do still enquire if you are interested in other subject areas.

As a trainee at Frensham Heights, you will train in a highly supportive and vibrant school community, gain Qualified Teacher Status (QTS) awarded by South Farnham SCITT and a PGCE from the University of Brighton, and develop as a confident, reflective practitioner learning alongside expert colleagues. You will work in a sector that values academic excellence, professional autonomy and personal development, while becoming part of a growing network of independent schools committed to developing future teachers.

ITT BURSARIES AVAILABLE Generous tax-free bursaries of up to £29,000 are available for eligible subjects including Mathematics, Physics, Chemistry, Computing, Modern Foreign Languages, Design and Technology, Biology and Geography. Additional scholarship grants may also be available depending on your degree and training subject.

ENTRY REQUIREMENTS Applicants should normally hold a degree (2:2 or above preferred), GCSE English and Mathematics or equivalent, and demonstrate a genuine passion for teaching together with a strong commitment to children's learning.



APPLICATION PROCESS

To apply for this position, please send a covering letter outlining why you would like to train with us, together with the Frensham Heights application form, **by 1 June**. Shortlisted candidates will be invited to interview in mid-June.

Successful candidates will then be guided through the formal application process using Apply for Teacher Training on GOV.UK, where Frensham Heights and South Farnham SCITT should be selected as the provider partnership.

FIND OUT MORE For details about the programme structure, entry routes, fees and funding, please visit southfarnhamscitt.com. To register your interest or ask a question, please contact Lindsey Boyce, PA to the Head, at head@frensham.org.

Training will begin in September 2026. Early applications are warmly encouraged.



FRENHAM HEIGHTS SCHOOL

Rowledge, Farnham, Surrey GU10 4EA 01252 792 561

www.frensham.org

