

HMC Boarding and Day

839 Boys; 277 Sixth Form

Teacher of Esl (upper school co-ordinator)



Bedford School

Situated just 35 minutes on the train from London St Pancras, and half way between Oxford and Cambridge, Bedford School is one of the region’s leading boarding and day schools, educating boys from the ages of 7 to 18. Part of The Harpur Trust, Bedford’s leading educational and social welfare charity, we are a vibrant school with a very strong sense of community, set in a beautiful 50-acre estate in the heart of the town.

There are 839 pupils in the Upper School aged 13 to 18, with roughly 277 in the Sixth Form. 35% of the boys are boarders in our six boarding houses, each of which is “twinned” with a day house. Our Prep School with 400 boys caters for the 7-13 age range on the same campus, and has its own junior Boarding House.

Academic excellence is central to life at Bedford School, and we encourage boys to aspire to the highest possible standards and to exceed their expectations. Our success is demonstrated by a long history of impressive exam results at GCSE, A level, and in the International Baccalaureate Diploma. The vast majority of our leavers go on to Higher Education, and over two thirds of our Upper Sixth boys accepted places at Russell Group universities in 2018; 75% of boys went to universities in the Times Top 30, to specialise in particular areas of expertise. We are seeing our boys diversify their applications, with more expressing an interest in degree-level apprenticeships and universities in the USA and Europe. Typically, between five and ten boys take up places at Oxbridge each year.

The School was inspected in November 2016, and we are particularly proud of the fact that ISI (Independent Schools Inspectorate) gave us the top ratings possible. Full details, including a copy of the inspection report can be found here:

<http://www.bedfordschool.org.uk/Inspection-Report>

The school adopts a selective entry policy without being ruthless and seeks to provide an environment where all boys will thrive academically. It emphasises continuity of education at 13+ and 16+ so that, although there are academic entry re­quirements at each point, they are geared to whether boys are suitable to move to the next stage rather than over-formulaic targets. We believe in an all-round education that exposes all boys to a wide range of expe­riences and opportunities.

We place great emphasis on the value of Sport, Music and the Arts for the camaraderie, teamwork and self-motivation they instil, and encourage boys to explore their individual talents. Our extensive programme of extracurricular activities is wide-ranging and offers boys the opportunity to learn new skills and discover new interests outside the classroom. Boarding is at the heart of the school and all full-time members of staff are expected to contribute to the wider life of the school through involvement in the tutoring system and in activities outside the classroom.

The school’s ongoing development programme has included the construction of a new Library (2003), Observatory & Planetarium (2003), a new Music School (2006) and a wonderful new theatre in St Luke’s Church, on the edge of the estate (2015). Other developments have included renovation of the school dining halls and kitchens (2009), fitness suite (2010), staff common room (2011), sports pavilion (2012) and science department (2015).



Academic Support Department

The Academic Support Department is responsible for ensuring that the correct support is in place to enable pupils with special educational needs (SEN) and students with English as a Second Language to access the school curriculum, and achieve their academic potential in school. The department supports pupils across the Prep and Upper Schools: most teachers teach across the two schools, resources are shared, and detailed information about pupils is shared at transition from Prep School to Upper School.

The overall Head of Academic Support fulfils the role of Special Educational Needs Co-Ordinator (SENCo); they are supported by a Prep School Head of Academic Support, an Upper School ESL Coordinator and a Prep School ESL Coordinator. There are currently five additional teachers in the department, who contribute to ESL and/or SEN teaching. The Academic Support Department is a friendly and enthusiastic one, with teachers who are constantly reflecting on their practice, liaising with colleagues in other departments and always looking to improve the learning experience for our pupils. The Academic Support Department is based in Bromham House, adjacent to the English Faculty. The department houses smaller rooms suitable for 1:1 teaching and larger rooms for group teaching, as well as offices and a department common room. The department is well-resourced with computers and software for teaching ESL.

The school aims to enable pupils with ESL to achieve their potential by adopting a whole school approach to supporting their learning. The pupils are supported in accessing the academic curriculum through the development of their subject specific academic English language skills through ongoing liaison between teachers of ESL and the subject teachers. In addition the ESL teachers also help pupils navigate their adjustment to life in the UK by building contacts with Boarding Housemasters, Tutors and other key adults at school.

Pupils with ESL come from a wide variety of countries, often speak two or more languages and have English skills varying from pre-intermediate to advanced.

The department prepares pupils for CIE IGCSE English as a Second Language, IB English B and IELTS. Further details on our approach to ESL Teaching can be found in our [English as a Second Language (ESL) Policy](https://www.bedfordschool.org.uk/wp-content/uploads/2019/03/BS027-English-as-a-Second-Language-ESL-Policy.pdf).

The Role

We wish to appoint a Teacher of ESL for September 2019 who is enthusiastic and well qualified, to join a large, successful and thriving department. In addition to ESL teaching (1:1 and group lessons), the successful candidate will also take responsibility for coordinating ESL in the Upper School (Years 9-13).

They will have a genuine passion for English and a desire to inspire this in others. They will also be eager to develop their own teaching skills and share ideas with colleagues.

This position would suit teachers with experience at Key Stage 3 to 5. We would be keen to hear from candidates with experience and qualifications in either the state or independent sectors. There may be the opportunity to contribute to some study skills teaching within the activities of the Academic Support department.

Benefits of Service

Bedford School has high expectations of its staff and therefore looks to reward them with generous salary scale increments and beneficial conditions of service. All teachers are offered membership of the Teachers’ Pension Scheme and have longer holidays than the maintained sector. Class sizes are small (maximum of 14 at Sixth Form and 24 at GCSE).

We believe we have a responsibility to keenly and pro-actively support all of our staff in their development and to make this an outstanding place to work. Each member of staff has a voice on professional matters via the Common Room Chair and a variety of staff run initiatives, and The Head Master has weekly open-door sessions for staff (and pupils). A wide range of opportunities for professional development exist and staff are encouraged to further their skills and consider career options at all levels. There is a generous budget to support continued development and learning for our teachers. The Teaching and Learning Group host meetings and dinners throughout the year and staff run training sessions for one another in order to share best practice. The school recently hosted a TeachMeet evening for those who work across the schools of the Harpur Trust. There are also bursaries available for staff who wish to travel in order to develop their subject specific knowledge or understanding of different educational contexts. We fully fund and support teachers in qualifying through PGCEs and the assessment only route to qualified teacher status. In a recent quality assurance visit, we were considered to be a school offering best practice induction to newly qualified teachers (NQTs). There is ample opportunity to take on additional responsibilities here at Bedford School.

The school is set in beautiful grounds within a 50-acre site on the edge of a busy town centre that is well connected to London, Milton Keynes and Cambridge in particular. Staff are welcome to make use of the extensive leisure and sporting facilities on the site (which includes gym, swimming pool, tennis courts, squash courts etc.) for themselves and their immediate family.

The school has an incredibly friendly Common Room that provides support and puts on a variety of social events; most recently, there was a hotly contested staff bake off competition. Weekly football, yoga and mindfulness sessions are complemented by additions such as staff life drawing, a tennis evening, calligraphy club, and regular staff cricket fixtures with local clubs and schools.

Fee concessions are available across the Harpur Trust schools. A private health care scheme is also available for teaching staff. Our staff all receive free lunches, which are provided by our national award-winning catering team, and all staff can expect free on-site parking.

Bedford is a dynamic and incredibly rewarding place to work with a strong sense of community. We very much hope that you will want to come and find out more about us.

General Information

Full-time teachers at Bedford are expected to:

• Play a full part in the extensive games and activities programme

• Be a Tutor attached to a boarding or day house

Bedford School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Offers of appointment are subject to satisfactory references and DBS clearance.

Staff are normally expected to find their own accommodation, although there may be some school accommodation available in certain circumstances.

Application Process

Applicants are asked to complete the School Application Form; CVs in place of an Application Form cannot be accepted. Short-listed candidates will be invited to the School for interview on the advertised date. The selection process will involve a lesson observation and several interviews.

The Deputy Head (Academic), Mr Sam Baldock, would be happy to talk to prospective applicants; he can be contacted through the School Reception on 01234 362200 or via email at [sbaldock@bedfordschool.org.uk](mailto:sbaldock@bedfordschool.org.uk)



*Bedford School is part of The Harpur Trust*