

An aerial photograph of a large school campus. In the foreground, a vast green lawn is partially covered by long shadows from trees. To the left, a long, low building with a grey roof and wooden cladding runs along the edge of the lawn. In the center, a large, multi-story red brick building with a complex roofline and many windows stands prominently. To the right of this building is a paved road with a few cars. Further back, more red brick buildings are visible, along with a large green field and a line of trees. The overall scene is bright and sunny, with clear shadows.

TEACHER DEVELOPMENT PROGRAMME

EXCEPTIONAL
BEDE'S



INTRODUCTION

Bede's is one of the newest, fastest-growing, and most innovative HMC schools. We have developed a reputation for 'adding value', for helping pupils to out-perform their expectations, to achieve more than they ever thought possible – be it in the classroom, on the stage, in the dance studio, or on the sports field. To provide our pupils with the very best start in life, we seek the very best teachers – teachers who have passion and energy, knowledge and empathy, interest and ambition.





WELCOME

Bede's is a remarkable co-educational day and boarding School. As a member of our academic staff, you will find Bede's to be an inspiring, satisfying and pleasant place to work.

We are always seeking genuinely exceptional talent, individuals who share our ethos that help to nurture every pupil's potential and to shape them into well-rounded and considerate individuals who are able and willing to make a positive impact on society, both locally and globally.

Ours is a School defined by discovery. We encourage every individual to seek out their passions, venture towards new horizons and, along the way, develop both lasting friendships and confidence in themselves.

This pioneering spirit, combined with the very highest standard of teaching, extraordinary opportunities outside of the classroom and peerless pastoral care, truly enables children to achieve their potential.

We are understandably proud that Bede's remains the top mainstream independent School in Sussex for Sixth Form Value Added for the third year running. We also, this year, enjoyed another record year for exam results, with 1 in 5 qualifications graded at A* in the Sixth Form across 34 different courses, and 93% A*-C at GCSE level.

Be under no illusion however: we believe in moulding the educational experience to fit the child, not the other way around. We are also firm in our assertion that if our pupils are happy during their time in School then their happiness will inform their successes.

I hope that your impression of Bede's when you meet us bears out these ideas – that ours is a happy School which offers children unrivalled opportunities and holds only the highest ambitions for them.

Don't take my word for it however. Speak to the pupils, for it is their School more than it is anyone else's.

Thank you for taking the time to explore this opportunity, if you feel that Bede's could benefit from your expertise and that you share the ethos and values of this wonderful School please do make an application, we would be delighted to receive it.

Peter Goodyer
Headmaster

BEDE'S SENIOR SCHOOL

Bede's is located in the Sussex village of Upper Dicker, north of Eastbourne, east of Lewes, and half-an-hour from Brighton, Tunbridge Wells and Hastings. The school was founded in 1979, having grown out of a long-established junior school, located in Eastbourne. We currently educate 760 pupils, from Years 9 to 13 (a further 300 children attend our junior school, with which we have very close links).

We are enormously lucky to be situated in beautiful countryside, close to the South Downs National Park. Our school campus is enormous, and alongside all of the things that you might expect to find in a school – classrooms, dining halls, boarding accommodation – also contains some things that may be more surprising: a superb gym, a large swimming pool, and even a school zoo (currently home to about 90 species, from Squirrel Monkeys to Musk Turtles).

The school's success has been built on offering a programme which fits the needs of the individual, rather than expecting individuals to conform to the expectations of the school. As such, we have always given space to the esoteric rather than focusing solely on the mainstream. Our Art Department is amongst

the very best in the country, with particular strengths in Ceramics and Photography. Our Dance School produces work of an extraordinary quality, and every year a number of pupils leave us for further training or careers in this area. Drama is a massive strength. Our sport, for girls and boys, is nationally-recognised.

But we recognise that to give our pupils the best opportunities in life, it is incumbent upon us to help enable those pupils to achieve the best possible outcomes in public exams. Therefore, unashamedly, we are hungry for positive outcomes in the GCSEs and A Levels for which our pupils study. About 75% of all A Levels taken at Bede's will be graded at A*-B, and, in 2018, 93% of all GCSEs were graded at A*-C (or its numerical equivalent). More important, though, is the measure of the "value" we "add" to each child. For the past three years, Department for Education figures have shown Bede's to be one of the country's top-performing schools in this regard: our pupils are enabled to be the very best versions of themselves, thanks to the care, and the opportunities, they receive at Bede's.



WORKING AT BEDE’S

Participants in the Bede’s Teacher Development Programme (TDP) will receive many benefits:

- A generous starting salary (currently £21,500 per annum), with pension contributions paid
- Accommodation either within the school, or in the nearby town of Eastbourne
- All meals are provided during term time (although a kitchen is available should you sometimes prefer to prepare your own food)
- The opportunity to utilise the school’s own medical centre
- Access to the school’s facilities, including a well-resourced gym, swimming pool, squash and tennis courts – and even a school zoo
- The opportunity to participate in overseas trips and expeditions

As a developing teacher, you will be guided, mentored and helped by a number of colleagues whose interest will be both your professional development and your personal well-being. Your development as a teacher will be guided by both a subject-specific mentor, and school-wide support.

YEAR 1 GETTING STARTED

In your first year at Bede’s, you will have the opportunity to develop an understanding of the ways in which a school works. Having worked alongside experienced colleagues, you will start to be given the responsibility of taking on your own classes, while accumulating the subject knowledge and pedagogical understanding that will be important to you as your teaching career progresses. You will focus on your ‘core’ subject, but may have the opportunity to work in a second subject area as well. You will tutor pupils and help with duties in one of the school’s houses, and will also take a full role in the school’s co-curricular programme.

YEAR 2 GETTING QUALIFIED

On the successful completion of your first year of the TDP, during which you will have shown the sort of commitment and aptitude which would suggest that you could become an outstanding teacher, Bede’s will sponsor your PGCE year. The PGCE is a school-based course, provided by Sussex University (or, in some cases, by a comparable organisation). You will have a fuller teaching load, with your own classes, and you will receive regular, personalised support throughout the year. As part of your PGCE course, you will undertake a placement in one of our partner state schools. You will also continue to play a full part in the school’s pastoral and co-curricular life.

YEAR 3 GETTING ESTABLISHED

With your PGCE course completed, you are now in your NQT (“Newly Qualified Teacher”) year. You will be teaching 90% of a fully qualified teacher’s programme, while still receiving the support and mentoring that you will require as you navigate this busy year.

OUR TEACHERS

MARTIN VAUX, qualified as an English teacher in 2018

Although I had taught as an unqualified teacher in the state sector beforehand, I originally joined Bede's in a non-teaching role, working as part of the Marketing and Admissions team. The school listened to my hopes and ambitions for the future and over time made provision for me to increasingly work in the classroom. This led to the school eventually sponsoring me through my PGCE, and now I am a full time English teacher spending every day doing work that I genuinely love. Undoubtedly the life of a teacher is a busy one, and there is never a sense that you are 'done', but if you enjoy the thrill of balancing dozens of priorities, helping children unearth their passions, and being part of a buzzing community, there could not be a better place to work than here.

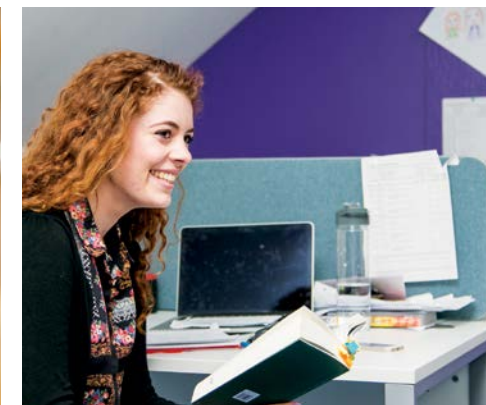
SAMANTHA EARLE, qualified as a Science teacher in 2018

Following the submission of my PhD I made the decision to enter the teaching profession. Although the unqualified teacher position was daunting and classrooms were wildly different from my school days, it enabled me to discover whether teaching was for me without committing to a PGCE programme. I didn't fancy the university-led route into teaching as I wanted to get down to business! I have really enjoyed doing

my PGCE at Bede's — there is a wonderful range of experience (both academically and pastorally) and I feel like I have made a rapid and successful start to learning the art of teaching in this supportive and caring environment. For me, it was a great decision to do a PGCE programme whilst working at Bede's and I am fortunate to have had the opportunity to do so.

JUSTIN SEALEY, qualified as an English teacher in 2017

Looking to enter the profession as an English graduate, the opportunity to train at Bede's stood out from other teaching roles being advertised in the sector because of their thoughtful and structured approach to training. When I arrived, it was the first time I had ever set foot inside an independent school. With the help of my Head of Department and my Mentor, I was guided through not only how to develop outstanding teaching practice through reflection, but also through the incredible variety of tasks, roles and responsibilities which come in a school as active and ambitious as this one. It became very obvious that becoming an outstanding teacher is not something you can do alone - Bede's understands this and works hard to make you feel part of a collaborative community of professionals. Your colleagues are the most important resource you have and we are lucky to work in an environment which values and promotes this.





WHO WILL YOU BE WORKING WITH?

JOHN TUSON, Academic Deputy Head

It is my task to oversee the academic life at Bede's. I have the privilege of observing lessons, working with colleagues, getting to know pupils, and liaising with parents. I unequivocally believe that young people work best, and are happiest, when they are guided towards areas in which they can succeed, rather than being forced down pathways on which they will find failure. I can think of no more exciting, more worthwhile, more enriching job than teaching.

RICHARD FRAME, Deputy Head: Professional Development

I cannot think of many jobs where every day I am able to immerse myself in what I love a great deal – teaching and reading History. And, what is more, I count myself lucky to get to share the subject with young people who are developing their curiosity and intellect. I am also hugely fortunate to be involved in the development of colleagues through our exciting personal and professional development programme at Bede's. I am particularly interested in mentoring graduates in all facets of training to become teachers. Only with great teaching and great teachers can young people flourish and be their best selves.

ANTHONY HAMMOND, Professional Training Co-ordinator

It is my role at Bede's to oversee and deliver the professional training for the PGCE as course leader. The process of becoming a teacher is a demanding yet exciting challenge to undertake. I will provide a level of support and encouragement in order for the trainee's PGCE year to be a successful and rewarding one. I will observe lessons taught by the trainee and offer constructive feedback that will allow for further professional development and will provide evidence for the portfolio that the trainee will build. Weekly training workshops will focus on the various aspects of being an effective teacher, all underpinned by the continued development of your subject knowledge.

LOUISE MORRIS, Co-ordinator of the Bede's Diploma

Seeing pupil potential and helping to nurture it is one of the most rewarding aspects of teaching. Preparing students fully for life beyond Bede's, providing opportunities for new learning experiences and extending themselves further than they believed they could, is one of the most enjoyable and enriching aspects of my role as Head of Diploma and music teacher. I have the privilege of working with some hugely talented and ambitious students; Bede's

is a place of creativity, community and collaboration, for students and staff alike. Recently the school supported me through the National Professional Qualification for Senior Leaders, and this just exemplifies the commitment they have to mentoring and supporting staff at every stage of their professional journey.

KAREN LEWIS, Head of Drama and Performing Arts

I have had the genuine pleasure of running the Drama Department at Bede's for the past five years. My role has enabled me to work alongside pupils who are enthusiastic, talented and eager to go that extra mile to produce work of an alarmingly good standard. However, not all pupils find the rigour of school life so easy, and it has been equally rewarding to guide and encourage pupils to be the best they can be, and celebrating their achievements is one of the joys of teaching.

WHAT NEXT?

We invite applicants from graduates who would be excited to join the Bede's TDP in August 2020. We are interested in all subject areas – for us, the potential teacher is more important than the subject that she or he may be able to offer. If you are interested in working with us, please contact Richard Frame (richard.frame@bedes.org) our Deputy Head responsible for professional development. Applicants may be invited to interview at Bede's; those who are successful will have the opportunity to spend some time at Bede's in the summer term preceding their start. We pay participants in the TDP from the August prior to their starting with us.

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful applicants will be subject to an Enhanced DBS check.



BEDE'S
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