

BEACONSFIELD HIGH SCHOOL



RECRUITMENT

Information



*Teacher of French
and / or Spanish
Full-time or Part-
time*

Application deadline:

09:00 on 15 November 2024

Interviews:

W/C 18 November 2024

To start:

Spring or Summer 2025

Contents

- Introduction from Tina Bond, Headteacher
- About us
- 2024 Results
- Our vision and values
- Student Leadership
- Letter to Applicants
- Job Description
- Person Specification
- Why work with us?

Thank you for your interest in applying for the position of **Teacher of French and / or Spanish.**

This booklet will give you an insight into who we are, what makes us tick and why we think we are an exciting and inspiring place to further your career. You will play a key role in the leadership of our successful, ambitious and Ofsted Outstanding (2019) school.

Our school is a modern, diverse, inclusive and dynamic environment, a centre of excellence in and out of the classroom, and a happy community. At the heart of everything we do is respect – personally, for each other, for the environment and, of course, for learning.

Our community is vibrant, friendly and dynamic and we are proud of the open and supportive relationships between our staff and the students. Despite being a grammar school, we are not an exam factory. Creativity is not squeezed out in the push for the traditional view of academic success and our music, drama, art and design departments are thriving.

We are rightfully proud of the supportive and caring pastoral system that complements the wealth of learning and extra-curricular activities provided by the dedicated staff. Our common goal is to help our students grow and develop into successful young adults, with a pride in their school, and in themselves.

Staff retention is high. People enjoy working here and I have often heard new staff members say how invigorating it is to work in a school where the students want to learn and are hungry for knowledge!

I hope that what you go on to read will inspire you to apply for this position.

Ms Tina Bond
Headteacher



About us

Situated in the Chilterns, 20 minutes from central London, Beaconsfield High is a girls' grammar school that has been delivering a highly successful academic culture for more than 50 years. Currently we have 1236 students on roll from Year 7 to Year 13.

We are proud to be a centre of academic excellence – see our latest exam results on page 5 - and we are one of only 45 schools nationwide to be recognised as an ***Exceptional School***. An award which exemplifies the excellence and uniqueness of outstanding schools, including the quality and consistency of teaching that Ofsted now expects.

Students are required to achieve the qualifying score in the 11+ examination and live within the designated catchment area in order to join us, and when they do, they come to us from a variety of different backgrounds. As one of only 13 grammar schools in the area, places are in high demand.

Our students are challenged by remarkable teaching standards and benefit from the attention and respect of highly proficient, dedicated and conscientious staff.





Leadership, respect, humility and morality, creativity and physical activity are just some of the additional life skills and behaviours that are taught on a daily basis.

These and many other aspects of school life were recognised in December 2019 when we were inspected by Ofsted and subsequently rated ‘Outstanding’ in all areas. The report states that pupils *“are fiercely proud of their school and of their own achievements”* and in terms of leadership, Mrs Smith is *“passionate about pupils’ entitlement to a well-rounded education... with the governing body and her senior leadership team, she has transformed the curriculum.”*

Inspectors noted that whilst learning is a priority, *“leaders and governors rightly give a high priority to pupils’ mental health”* which has been and continues to be a clear priority for the future plans of the school and its students.

Our Governing Body have also been awarded the prestigious ***Governor Mark***, a national award supported by the Department for Education and a recognised kite mark of good practice. It provides external evaluation of the quality of governance in a school and is an opportunity to demonstrate how a governing body strives for excellence.

2024 BHS EXAM RESULTS

50%

9 - 8 grades at GCSE

73%

9 - 7 grades at GCSE

89%

9 - 6 grades at GCSE

100%

9 - 4 grades in English and maths

A* and A grades at A-Level

48%

A* - B grades at A-Level

77%

A* - C grades at A-Level

92%

Students who have accepted Oxbridge places

12

Students studying medicine and dentistry

17

Our Vision and Values

Studying at Beaconsfield High School unlocks a child's future, providing the skills and aptitude to enable them to thrive in the competitive worlds of higher education and work.

Our curriculum intent is to support a happy, high achieving learning community enriched by the opportunity to discover talents and passions. We plan and build our curriculum so that academic knowledge, enrichment and life skills match the high aspirations of our learners and allow them to make the strongest progress over time. This will prepare them to be the best they can be in school, as citizens in their community and in their future.

We understand the pressures of studying in a high achieving learning environment. The reason '*happy*' is one of the first words in our Vision is because we try our hardest to help students and staff with strategies that allow them to understand why they feel so pressured and in doing so, find the skills to manage this pressure.





Student Leadership

Every day, our wonderful teachers are supporting and nurturing their students, both in classrooms and through our wide range of extra-curricular activities, providing the skills and knowledge students need to make the most of all the opportunities that lie ahead of them.

Students are encouraged to collaborate with others and view mistakes as the perfect learning opportunity. This promotes problem-solving skills, resilience, and self-belief, all of which are vital skills for a future beyond Beaconsfield High School. This, along with engaging lessons and approachable teachers, means students have the confidence to step outside their comfort zone and learn beyond the curriculum.

Our school community is committed to providing each student with the opportunity to speak out on topics they feel passionate about and think critically about new topics they may not have encountered before.

Most of all, Beaconsfield High School is a happy, inclusive, and uplifting community that allows every student to reach their full potential by equipping them with the vital skills needed and the support required to achieve and exceed their goals.

Rithika – Head Girl



BEACONSFIELD HIGH SCHOOL

Dare to be remarkable

Wattleton Road | Beaconsfield

Bucks | HP9 1RR

01494 673043

enquiries@beaconsfieldhigh.bucks.sch.uk

Dear Applicant,

Thank you so much for showing interest in our school and the post of Teacher of French and / or Spanish. We are extremely proud of our school, our students and our staff. We are excited to appoint a new, dynamic and inspirational teacher to our Languages Faculty and look forward to hearing how your skills, attributes and experience can match our needs at this time.

Beaconsfield High School is a happy, high achieving and remarkable grammar school in the delightful town of Beaconsfield. The school is oversubscribed, our students achieve incredibly well at both GCSE and A level and make good progress each year that they are with us. The vast majority of our students go on to higher education but some take a gap year and then progress to university or higher-level apprenticeships. In December of 2019, the school was inspected under the new Education Inspection Framework and was designated as 'outstanding in all areas.

All students study three languages in Year 7; they then choose two to continue throughout KS3. At KS4, at least one language is studied to higher level GCSE. We currently have a number of girls who choose to continue their studies in two languages at GCSE, where results are excellent. We offer A levels in French, Spanish and Latin. Each year we have applications to Oxbridge for Language or Combined Language degrees.

This successful Faculty is one which continually aspires to improve. The Language departments comprises of experienced and dedicated teachers, who work hard to develop and improve further the quality of the lessons they deliver.

The Faculty has an office in which each member of teaching staff has their own desk and which provides an excellent working atmosphere and aids collaboration.

At our school, there is so much positive energy, achievement and 'buzz'. Our staff give so generously of their own time to enable the girls to have wonderful and enriching experiences, often in their holiday time, such as language trips, history trips, ski trips, sports tours, music tours, Duke of Edinburgh expeditions, to mention but a few. Sporting achievements are outstanding, with national medals being won by several of our teams, hundreds of our students take part in the Duke of Edinburgh scheme and many students take part in debating competitions, mock trials, young enterprise competitions, drama productions, music concerts ... the list is endless.

We believe that students should feel cared for, we work very hard to support their well-being through a strong pastoral care framework, and a recently developed scheme called 'Getting Life Ready'. We recognise that happy and confident young women are far more successful in all that they do. There is something for everyone at our school and the ethos and atmosphere is one of acceptance and mutual respect.

We have over the last few years invested over £3,500,000 in refurbishing some of the older parts of the school. Our school canteen has been recently updated and we have built three new Science laboratories. We have also invested £100,000 in new servers and IT infrastructure ready for the next stages in the development of an IT vision over the coming five years to support and promote the remarkable learning that already takes place.

www.beaconsfieldhigh.bucks.sch.uk

Company No: 08679235 | Headteacher: Tina Bond BA (Hons) MA NPQH

Academy Trust Registered Office: Wattleton Road, Beaconsfield, Buckinghamshire, HP9 1RR

As part of your application, please write a letter (no more than two sides, font 11) explaining how your skills, creativity and passion for effective teaching in Mathematics would best meet the requirements of the job description and person specification.

The closing date is 9am on Friday 15th November and interviews will take place week commencing 18th November.

This is a remarkable school and we will provide you with a vibrant, exciting opportunity to develop your skills in a school dedicated to excellence.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Tina Bond', written in a cursive style.

Tina Bond
Headteacher

Beaconsfield High School
Teacher of French and / or Spanish
Job Description



| | |
|--|--|
| Job title | Teacher of French and/or Spanish |
| Salary range | Main scale/UPS (inclusive of Fringe Allowance) (suitable for ECTs) |
| Line management | Reports to Head of Languages |
| Purpose of the role | |
| <ul style="list-style-type: none"> • To ensure a safe environment that protects and cares for the students and staff • To enable all students to achieve their full potential (social, physical, emotional and intellectual) by developing in them relevant skills, competencies, attitudes, concepts and knowledge • To use professional judgement and skill to help students acquire the confidence to tackle all aspects of learning throughout their lives • To seek to enhance the self-esteem and self-fulfilment of students through a supportive, encouraging, yet challenging approach to learning • To follow direction as established by the Head of Faculty | |
| Responsibilities | |
| <ul style="list-style-type: none"> • To prepare, teach and assess work at KS3, KS4 and KS5 in accordance with school and faculty policies • To keep appropriate records of assessment of designated groups, and use such data to inform your planning • To use a variety of teaching styles suited to the needs of individuals and small groups as well as whole classes, ensuring high standards of behaviour for learning throughout • To be responsive to the varying and special educational needs of the student community • To set targets with students using baseline and other assessment data and to review performance on a regular basis, providing guidance on how to improve • To participate fully in the programme of extra-curricular activities • To care for the school environment and take responsibility for your own teaching spaces, ensuring they are educationally stimulating to promote learning • To work collaboratively with others and contribute your own particular talents and skills to support school improvement and the achievement of the school and subject development plans • To support actively the aims and policies of the school and be a proactive and effective member of staff, making a positive contribution to the broader life of the school • To take responsibility for your own professional development including attending and contributing to subject meetings and In-Service Training, and to engage fully in the school's appraisal process • To promote and protect the health and safety and welfare of the students and staff, ensuring the welfare of children and young people is safeguarded and promoted in line with best practice • To take responsibility for promoting and safeguarding the welfare of children and young people within the school | |

- To have a concern for the academic and general welfare of students in your care during specific lessons
- To support the pastoral work of the school, including being a form tutor and contributing to teaching Personal, Social, Health and Citizenship Education as required.
- To contribute to the broader life of the school.
- To undertake any professional duties as reasonably delegated by the Head.

Beaconsfield High School
Teacher of French and / or Spanish
Person Specification



Key:

A: Application form

C: Certificate

I: Interview/ activities

R: Reference and other employment checks

| Essential | | Desirable | |
|---|--|--|---|
| Qualification/experience requirements | Assessment Method | Qualification/ experience requirements | Assessment Method |
| <ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of regular and appropriate professional development • Experience of working in secondary setting • Ability to teach French, Spanish or Latin to A-Level | <ul style="list-style-type: none"> • C • A/C • A • A/I • A/I | <ul style="list-style-type: none"> • Ability to teach a second language to KS3 | |
| Lead Practitioners should be able to demonstrate their experience, knowledge and understanding of: | | | |
| Leading teaching and learning | Assessment Method | Leading teaching and learning | Assessment Method |
| <ul style="list-style-type: none"> • Outstanding classroom practice in languages • Using IT and digital literacy to innovate teaching and learning • Awareness of how environment can aid learning • Developing personalised approaches to understanding progress • Ensuring the very best outcomes for learners • Principles of effective teaching and assessment for learning in languages, for all types of students | <ul style="list-style-type: none"> • A/I/C • A/I/R • A/I • A/I/R • A/I • A/I/R | <ul style="list-style-type: none"> • Supporting improvement in the quality of teaching and learning in others | <ul style="list-style-type: none"> • A/I |
| Shaping the future | Assessment Method | Shaping the future | Assessment Method |
| <ul style="list-style-type: none"> • Contributing to the development of a shared vision • How data can inspire and improve learning • Leading by examples and motivating others • Promote a culture of inclusion • Effective management of school resources | <ul style="list-style-type: none"> • A/I • A/I/R • A/I/R • A/I/R • A/I/R | | |
| Safeguarding and promoting the welfare of children and young people | Assessment Method | Safeguarding and promoting the welfare of children and young people | Assessment Method |
| <ul style="list-style-type: none"> • National and local safeguarding guidance • Ensuring a safe and supportive school culture | <ul style="list-style-type: none"> • A/I/R • A/I/R | | |
| Developing self and others | Assessment Method | Developing self and others | Assessment Method |
| <ul style="list-style-type: none"> • Reflective practice ensuring a culture of continuous improvement | <ul style="list-style-type: none"> • A/I | | |

| | | | |
|---|--|---|---|
| <ul style="list-style-type: none"> • Taking part in faculty and whole-school CPD | <ul style="list-style-type: none"> • A/I/R | | |
| Managing the organisation | Assessment Method | Managing the organisation | Assessment Method |
| <ul style="list-style-type: none"> • Close and useful analysis of data to help support improvement • Working well in teams to promote change and confidence • Demonstrating excellent communication and presentation skills • Being a team player and setting a good example to colleagues and students | <ul style="list-style-type: none"> • I/R • A/I • A/R • A/I/R | <ul style="list-style-type: none"> • Managing challenge effectively | <ul style="list-style-type: none"> • I |
| Securing accountability | Assessment Method | Securing accountability | Assessment Method |
| <ul style="list-style-type: none"> • Contributing to an effective team where everyone feels valued • Analysing information to secure future improvements • Promoting health, safety and welfare of students particularly within languages | <ul style="list-style-type: none"> • A/I/R • A/I • A/I | <ul style="list-style-type: none"> • Working with others to evaluate student performance | I |
| Strengthening community | Assessment Method | Strengthening community | Assessment Method |
| <ul style="list-style-type: none"> • Fostering a positive culture for improvement • Effective communication with parents and the languages team in conjunction with colleagues and the Head of Faculty | <ul style="list-style-type: none"> • A/I • A/I | | |

As per part 7 of the Immigration Act 2016, “the ability to converse with ease with members of the public and provide advice in accurate spoken English” is an essential requirement for this role.

September 2024



Why work with us?

Beaconsfield High is a great place to work. Not only do we offer all the things you would expect, like excellent opportunities for career development, a great support network, a team of people dedicated to staff well-being and numerous staff training opportunities, we also offer those little extras that make life that much more enjoyable.

- **Secret Buddies** – you pick your buddy at the beginning of the school year and buy them two gifts/pick-me-ups from a list of preferences and interests per term for. In return another member does the same for you.
- **Christmas / end of year socials**
- **Staff Choir**
- **Cakes at Break / Birthday Club**
- **Good Eggs / Christmas Stars** – staff nominated rewards for those colleagues who have gone above and beyond.
- **Government approved non-inset Academy Days** - non-working days in addition to inset days.
- Attend your child's primary school sports day.
- **Becky High Ramblers** - weekend walks ending with a pub lunch!
- **Travel to exciting places** - we offer a number of very exciting student trips both national and international, which staff are encouraged to join.

Pupils throw themselves into their learning and into the remarkable range of extra-curricular opportunities... in one pupil's words, there is something for everyone.

2019 Ofsted

There are endless opportunities here, the sky really is the limit!

Student

Not only do staff strive to get the best out of my daughter academically, her happiness and mental well-being is of equal importance. We are so proud to be part of the Becky High community.

Parent

The accreditation process has shown not only that Beaconsfield High School is an 'Exceptional School', but that it is also highly ambitious, forward looking and puts the attainment and wellbeing of students at the heart of all it does. The findings of the review demonstrate that it is held in high regard by all its stakeholders and the students themselves are its best ambassadors.

Best Practice Network





beaconsfieldhigh.bucks.sch.uk

01494 673043

enquiries@beaconsfieldhigh.school

