



KNOWLEDGABLE • RESILIENT • ARTICULATE • CREATIVE • EMPATHETIC • REFLECTIVE • STUDIOUS



Frances Bardsley Academy for Girls

# Prospective Employee Information Pack

The Frances Bardsley Academy for Girls  
Brentwood Road  
Romford  
RM1 2RR  
Tel: 01708447368



## Welcome – CEO LIFE Education Trust

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Dear Applicant,

Thank you for considering joining one of the schools within the LIFE Education Trust. LIFE was established in 2016 with two schools and now comprises seven schools in Havering and Essex which serve a student community of over 2200 pupils and students. The Trust has a small core team in addition to all the school-based colleagues, totalling over 310 employees. The organisation as a whole works collaboratively to ensure that everything we do can positively impact the lives of our pupils, students and employees.



I became the CEO of LIFE and Executive Head Teacher of FBA in July 2016, having previously been Head Teacher for 5 years and before that, Deputy Head Teacher at Chelmsford County High for Girls. I chose to lead LIFE because I genuinely believe in its core mission *“to build great learning communities which unleash creativity and champion optimism, in a spirit of compassion”*. To accomplish our mission, we use our 3 core beliefs: ‘Courageous Optimism’, ‘Boundless Creativity’ and ‘Heartfelt Compassion’. As a Trust we believe in helping employees, pupils and students achieve their personal best and are keen to recruit the very best talent for our Trust.

We are looking for individuals who share our passion for providing excellent learning environments, making our schools the best they can be and having a positive impact in the community. You will be joining an organisation that can offer you many opportunities to progress and make a real difference!

Yours sincerely,  
Julian Dutton, CEO

## Welcome – From the Joint Headteachers at FBA

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Dear Applicant,

Thank you for your interest in Frances Bardsley Academy for Girls, a thriving, oversubscribed and highly successful 11-18 comprehensive school for girls in the heart of Romford. As founder of LIFE Education Trust, we are committed to the LIFE mission to ‘build great learning communities’, working collaboratively with schools in Havering and Essex.



Through working with the best girls’ schools in UK and abroad, we have developed our holistic approach to support the physical, mental and spiritual development of our students. Our school exists to empower young women, with the knowledge and personal characteristics to be able to live successful and fulfilling lives.

At FBA, we are committed to high standards of behaviour and achievement. A calm and enriched environment is key to successful learning and we pride ourselves on providing this with our many extra-curricular activities and facilities, including our on-site farm and extensive trips and visits programme. Our school is a rewarding and dynamic place to work and it is an exciting time to be part of the school and the Trust. You can really make a difference to our students’ futures. We look forward to receiving your application.

Yours Sincerely,  
David Turrell & Emilie Darabasz, Joint Headteachers

# Our School – The History

## The History

1902

FBA originated in 1902 in a front room of a house in Romford, where Frances Bardsley set up a school.

1935

The school split into two sister schools and The Romford County High School for Girls moved to the current Brentwood Road location.

1906

In 1906, the school combined with Cloughton College and on 4th October, 30 fee paying students, 30 teachers and 3 scholars met to become the Romford County High School for Girls, a title given by headmistress, Miss Frances Bardsley.

1973

The two sister schools merged to become the Frances Bardsley Academy for Girls - the name was chosen to honour Miss Bardsley who had encouraged young women to pursue their dreams and aspirations.

1910

The school moved to a site on Heath Park Road in 1910. The girls were encouraged to study a broad curriculum and attended classes in botany, arithmetic, English, French, history and art.

2004

All students were united on the Brentwood Road site after completion of the extension to the building.

2016

FBA became the founder school of a Multi-Academy Trust called LIFE Education Trust



The old school in 1911



Frances Bardsley

The school's rich history and the beliefs of our founder remain a strong part of the FBA culture. The school motto was set in 1906 by Miss Bardsley and remains today as we aim to instil a love for learning in all who join us:

*“Gladly Lerne, Gladly Teche”*

Every year in October, we celebrate the school's birthday with events and activities that are a part of the school's tradition. The uniform is a strong reminder of Miss Bardsley as a feisty feminist who challenged the male establishment and battled against prejudice.

# Our School – The Present

## Now

### The Grounds

A large and beautiful campus with buildings and facilities that reflect both the heritage of the school and the innovative nature of the education and experiences we provide for our students.

### Facilities

The sporting facilities are excellent with a large sports hall and 3G all weather pitch.

### The Farm

Our on-site farm gives our students (and staff!) a break away from school life, where they can spend time with our goats, shetland ponies, chickens, ducks, ginea pigs and rabbits.



### Students

Over 1400 girls attend FBA.



“A purposeful, safe, welcoming and happy environment” with “confident, courteous and articulate students.”

OFSTED, 2019



# The Trust

The LIFE Education Trust is a Multi-Academy Trust established in 2016 and currently consists of 6 academies and one independent school across Havering and Essex:



The mission at LIFE Education Trust is *'to build great learning communities which unleash creativity and champion optimism, in the spirit of compassion'*. Our schools, students, pupils and employees share and demonstrate these beliefs:



## Courageous optimism

It takes courage to hope for a better future. We champion a 'can do' attitude and encourage our pupils and staff to tackle challenges with resilience and perseverance as they reach for ambitious targets.

## Boundless Creativity

Through captivating discoveries in the classroom and eye-opening adventures in the outside world, we give pupils freedom and promote varied learning experiences which stimulate innovation and develop adaptability.



## Heartfelt compassion

We show love and respect to each member of our community as we nurture a powerful collective spirit. In humility we embrace difference and individuality, show forgiveness when necessary, and are united by compassion.



# Our Ethos

To be successful, we believe that our students need to be all of the below. It is our mission to develop these characteristics in our students during their time at Frances Bardsley Academy for Girls. Those are the areas that employees and students see as crucial to the life of the school.



The Frances Bardsley Academy exists to empower young women with the knowledge and personal characteristics needed to live successful and fulfilling lives.

## KNOWLEDGEABLE

We acquire knowledge so we can confidently move onto further and higher education, join the world of work, make sense of the world and live successful and fulfilling lives.

### RESILIENT

We learn to be optimistic and will not give up when things are challenging. We learn a range of strategies to manage difficult situations so that we can cope when things are tough.

### ARTICULATE

We develop the skills to communicate effectively with a wide range of audiences in whatever situation we find ourselves.

### CREATIVE

We learn to think and act creatively so that we can solve problems and express ourselves. We explore sports and arts and engage in a wide range of imaginative and innovative activities so we find the things we love to do and ways we can contribute to society.

## K-RACERS

### EMPATHETIC

We know how to relate well and show compassion towards others. We are learning how our actions and words can positively impact the lives of others and how we grow from listening and understanding them.

### REFLECTIVE

We recognise that thinking is important and that thoughtfulness enables us to make considered judgements. We spend time weighing things up so that we better know ourselves and can make better decisions.

### STUDIOUS

We are self-motivated and work hard in the pursuit of excellence and our personal goals. We are proud of spending time and energy to find our more.



In 2019, Ofsted praised the fact that students, parents and employees are all proud to be part of our community.

# Our Community

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The origins of our school are firmly rooted in our community. Each member of our community has a contribution to make and a responsibility to others, while having a right to expect a safe, caring and supportive place to learn.

Pupils actively participate in the development of our school, building their sense of community spirit and developing their communication and leadership skills. Our girls take great pride in organising a range of fundraising events, assemblies and competitions, allowing year groups to work together. Our LIFE Ambassadors regularly work with other schools, opening our doors to community organisations and supporting many charities throughout the school year and beyond.

We celebrate traditional values and events: who we are, our history, our school and our nation. There is so much that the past can teach us and our pupils use this knowledge to make their mark in the present and future. This is why we celebrate our school's birthday, our former staff and pupils, British Values and our own beliefs.

As a school and Trust we are heavily involved in working with other girls' schools both nationally and internationally. Julian Dutnall (CEO of LIFE Education Trust) is on the Board of Directors of the International Coalition of Girls' Schools' and Emilie Darabasz (Joint Headteacher) is on the UK Regional Advisory Council. Our staff are committed to using the latest research to provide the very best education for the young women of Romford and surrounding areas.

*"Pupils have high aspirations. One pupil said that there is a real focus here on empowerment for women."*  
OFSTED, 2019



# The Local Area

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Our school is located in the market town of Romford in the London Borough of Havering. Romford is served by excellent transport links in to London and Essex, with mainline trains to Chelmsford and Southend and the newly opened Elizabeth Line trains to Central London. The school is a 15-minute walk from the town centre and train station, with many bus routes stopping outside.

Nearby Hornchurch offers Underground trains on the District Line.

For driving, we are located close to the M25 and the Dartford Crossing, with the A12 taking you into London, Essex and Suffolk. The A127 gives an easy route from Southend.



Romford Market



Beautiful open spaces in Rapheals Park

# What We Offer Employees

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## **Continual Professional Development**

We are committed to the development of our employees through a range of Continual Professional Development. We offer tailored CPD with a strong commitment on developing individual career paths and an approach that supports and stimulates professional growth. We are actively engaged with the NPQ programme and we help support those who wish to continue their academic study with higher degrees and doctorates. We have employees who are currently studying for their Masters Qualifications and National Professional Qualifications such as the NPQLB, NPQSL, NPQH and other accredited programmes.

Additionally, Tuesday afternoons are dedicated to Teacher CPD sessions that often involve support colleagues. Between 3 and 4 pm each week we focus on the training needs identified throughout the year, as planned and coordinated by one of the Assistant Headteachers. The programme is varied and involves bespoke training and support for different people and roles.

Throughout the year we run a series of 'teach meets' to share good practice with other teachers in the school. This often involves teachers from schools in our Trust and from other local schools. We are members of PiXL and use their ideas to support our teaching. Teachers are also able to attend subject network hubs.

We use the Appraisal system to support the development of our colleagues as teachers and leaders, which is underpinned by a dedicated budget for necessary training for your particular role. If you are invited to interview, please discuss your training and development aspirations with us to see how we can further help you to progress. Of current employees in Autumn term 2022, 35.5% had received an internal promotion since starting at our school.

## **Excellent Results**

Our school and sixth form have an excellent track record of results. In 2022, our average attainment 8 score was 53.35, above average both locally and nationally. 90% of students achieved grade 4 and above in GCSE English and 90% achieved Grade 5 and above in GCSE Physics. In 2019, 80% of students achieved standard passes in BOTH English and Maths GCSE, compared to just 67% nationally. In the same year, our very successful sixth form achieved their best ever A-Level results, with 55% achieving A\* - B and 85% achieving A\* - C with an overall pass rate of 100%. Our students are enthusiastic and keen to progress.

## **Our School & Our People**

FBA is a stimulating and welcoming learning environment in a fantastic school community, set in beautiful grounds. We have our own purpose-built wellbeing centre for students, a farm, an art gallery and a railway, built with help from our Engineering Club. We have a supportive and forward-thinking leadership team in an inclusive academy and MAT. Our employees are well qualified, dedicated and innovative and we boast high retention rates and a large number of colleagues with over 20 years' service. Over 45 employees have worked at our school for ten years or more.

## **Colleague Support**

All of our employees have access to a 24hour confidential wellbeing support programme, including support and advice on the following plus much more:

- Illness & Mental health
- Finances
- Personal & Family Support
- Maternity / Paternity
- Legal

The LIFE Education Trust also produce and regularly update, a Colleague Support Pack which provides information and guidance on financial support, schemes and other support available to residents in Havering and Essex.

## **Why Choose LIFE Education Trust**

For more information on why to choose LIFE, head to the website [here](#).



# Application Process

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## How to Apply

- Read carefully all of the information in this pack
- If you have any questions, please do not hesitate to email [recruitment@lifeeducationtrust.com](mailto:recruitment@lifeeducationtrust.com)
- Complete the Frances Bardsley Academy application form on the 'Work for Us' page on our website ([www.fbaok.co.uk](http://www.fbaok.co.uk)) and write a letter of application
- Send your completed application and any supporting documentation by email to [recruitment@lifeeducationtrust.com](mailto:recruitment@lifeeducationtrust.com)
- Applications can also be sent by post to:

**People Department  
Frances Bardsley Academy for Girls  
Brentwood Road. Romford Essex RM1 2RR**

## Appointment Process

- Suitable applications will be shortlisted for interview. Unfortunately, we are unable to give feedback if you do not get shortlisted.
- If you are successful, you will receive either a phone call and/or email inviting you to attend an interview. If you require any assistance, please let us know the nature of that assistance in good time so that we may make appropriate arrangements.
- The School reserves the right to interview prior to the deadline date.

## References and DBS Checks

All offers of appointment will be subject to receipt of satisfactory references. The Frances Bardsley Academy is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the DBS.

## Inclusion

As a Trust we are an inclusive employer. We encourage and welcome applications from candidates of all backgrounds and all parts of the community, particularly those from ethnic minorities who are currently under-represented.

We will ensure that the selection process is fair and without discrimination for or against any candidate based on age, ethnicity, gender, religious beliefs, marital status, sexual orientation or disability. The person specification sets out the criteria used to assess candidates through the selection process.

