



The HENRY
BEAUFORT *School*

At The Henry Beaufort School, there are no limitations to success.

INFORMATION PACK

2022-2023

September 2022

Dear Applicant

Thank you for requesting the details of this post.

The Henry Beaufort School is at an exciting stage in its development.

The Henry Beaufort School has 'a strong leadership team who work well together and are excellent models for staff' [Local Authority Inspection Report]

When I came into teaching my focus was entirely on being an outstanding practitioner. I wanted, perhaps expected, all my students to be inspired by literature and appreciate the value of English as a vehicle to a wide range of careers. My somewhat missionary zeal was soon tempered by the reality of the day job! However, I never lost faith in the need to inspire my students with my teaching, in rejoicing when they made progress and being determined that making progress was a basic right for all of my students.

This fundamental vision as a teacher has continued to guide me through my career and as a Headteacher it has become central to the vision I have for the school. However much of my time is taken up with the responsibilities of a Headteacher, there is still for me, nothing that matches the privilege of being in a classroom environment. It is this principle that guides all the appointments made at The Henry Beaufort School namely putting outstanding practitioners in front of our students.

We are very proud of the 'culture of continuous improvement' that has been maintained since our Ofsted Inspection in May 2017. Our positive Progress 8 score has been maintained. All of our young people achieve GCSE grades a third of a grade higher than their Key Stage 2 outcomes predict. However, we are not complacent, we know that such a culture can only be maintained through our hard work and determination to secure positive outcomes for all of our young people.

We operate a five year curriculum model with the options process starting in Year 8. We believe this gives all of our young people the opportunity to secure the best possible outcomes, academically and in terms of their personal growth. Cultural Capital opportunities throughout the five year model will be integral to this success and this will ensure that we continue to offer a broad and balanced curriculum throughout these five years.

Please look carefully at the Role and Responsibilities that accompany this vacancy. Selecting the right person to become part of our team is our challenge. I do hope that you will want to be that person.

I look forward to receiving your application.

Yours sincerely,



Sue Hearle
Headteacher

SAFER RECRUITMENT

The school is committed to safeguarding children and promoting their welfare. All successful candidates will be subject to a Disclosure and Barring Service check along with other relevant pre-employment checks. Including an online search for all shortlisted candidates.

All Candidates shortlisted for interview will be subject to an online profile search in line with keeping children safe in education (KCSIE) recommendations.

Keeping Children Safe in Education (KCSIE) Checks:

The Henry Beaufort School is committed to safeguarding and promoting the welfare of children, young people and our learners. As an education provider, we follow the Keeping Children Safe in Education “KCSIE” guidance. As part of the recruitment and onboarding process we follow the guidance regarding, References, DBS and vetting checks for job applicants. These checks will take place either prior to interview or between interview and offer.

Social Media:

As part of the shortlisting process, colleges are advised that best practice is to carry out an online search on shortlisted candidates. This practice will help identify any incidents or issues that have happened and are publicly available online. Any information gained will be held for 6 months for unsuccessful candidates and for the period of their employment for appointed staff. Any concerns flagged will be discussed as part of the shortlisting process.

References:

References are required prior to appointment. Previous employment references may be sought prior to interview, if you do not wish for us to contact your referees prior to interview please notify us in your covering email. All references should cover the previous 5 years of employment, if you do not have service employment for the previous 5 years, we will require a written statement regarding this and a character reference.

DBS & Vetting Checks:

In line with our policies and procedures, pre-employment checks will be carried out to determine your suitability to be engaged in regular activity with our learners, as per the Keeping Children Safe in Education (KCSIE) document. All offers of appointment are made subject to satisfactory outcome of references, Disclosure & Barring Service (DBS) check, right to work evidence, qualifications, and medical clearance.

Equal Opportunities:

It is acknowledged that Hampshire County Council is an Equal Opportunities employer. The school will do its utmost to meet this requirement. In pursuing this policy in support of the aims of the school, we recognise that:

- diversity amongst staff should be viewed positively
- in all staff appointments, the best candidate should be appointed, in line with The Equality Act 2010.

BACKGROUND INFORMATION

The History of our Name and Crest

The Henry Beaufort School was opened in September 1971. The school bears the name of a Bishop of Winchester who died in 1447. Henry Beaufort was Bishop of Winchester and three times Chancellor and is buried in Winchester Cathedral. He was a highly regarded representative of his country abroad.

Henry Beaufort was also a man of great wealth but he gave large amounts to charity, including rebuilding Winchester Cathedral and enlarging St Cross Hospital. We consider our students to be members of the wider community and it is hoped that all of them will aim to be good representatives of the school 'abroad' – both in the locality and further afield. It is also hoped that they will share what good fortune they have with other members of the community. For these reasons the school governors chose the name of Henry Beaufort for the school. The school crest represents Beaufort Castle in Anjou, France, from which Henry Beaufort took his name.

In order to echo this connection with other countries and cultures, and looking forward to other European links through our International School award, European cities have been chosen as names of the seven faculties. Each of these cities has a connection with the curricular team to which it is linked.

The Henry Beaufort School Vision Statement

We are proud to be an inclusive comprehensive school. We understand that young people today have many pressures placed upon them from an early age. Our role is to create a happy, stimulating learning environment that gives every child the confidence and resilience to face these pressures head on.

We have high expectations of all of our students. At The Henry Beaufort School there are no limitations to individual success.

We acknowledge the fundamental role that we play in the academic and moral education of young people.

We celebrate the success of our students at every opportunity and take delight in the buzz and energy around the school site well beyond the official ending of the school day.

We do not accept mediocrity or complacency. We understand the challenges that accompany our role as educationalists and we continue to work to find ways to refine and improve our practise. This is underpinned by our aim to be outstanding in everything that we do.

Five Year Curriculum

We pride ourselves on providing opportunities for every student to follow a broad and balanced curriculum.

We know that success comes from enjoyment and engagement. Our confident curriculum narrative is based around our teaching of key concepts, prioritising depth over breadth and ensuring knowledge and understanding is gained in each subject, at each stage.

Our core curriculum of Maths, English and Science, is complemented by the study of a possible twenty different options subjects, from which students choose four to study to GCSE level. This range of choices ensures that there are opportunities for all; we are ambitious for all of our students to study a range of challenging academic subjects alongside vocational routes.

Our curriculum aims to give our students the skills and experience they need in order to access the next stage of their education, and realise their potential.

Curriculum Map

Please see the table below for allocation of hours for each subject in each year group.

Our options process starts in Year 8 supported by our Cultural Capital days once per term.

Hours per fortnight	English	Maths	Science	History	Geography	RE	Relationship & Sex Education	Languages	Technology Rotations	IT	PE	Art	Drama	Music	Option Block A	Option Block B	Option Block C	Option Block D	Total
Year 7	6	6	6	3	3	2		6	4	1	4	3	3	3					50
Year 8	7	7	7	3	3	2		6	4	1	4	2	2	2					50
Year 9	8	8	8			2				1	3				5	5	5	5	50
Year 10	9	9	9				1				2				5	5	5	5	50
Year 11	9	9	9								3				5	5	5	5	50

Curriculum Extension Activities

A wide range of curriculum extension activities take place from 2.40pm to 4.00pm daily, as well as during evenings and weekends. A high percentage of students and staff participate in these activities. Please visit our website <https://www.beaufort.hants.sch.uk/extra-curricular>

Our Home Learning Club is a particularly successful feature of wider extracurricular provision. It is based in the Library each day, where children who want to do homework are supported by our Librarian. We have over half the school visiting this club each year.

Pastoral Organisation

Heads of Year take overall responsibility for attendance, behaviour, rewards, sanctions and progress of their respective year groups.



Miss Rachel Bean
Head of Year 7



Mr Christian Janes
Head of Year 8



Mr Matt Coe
Head of Year 9



Mr Charlie Naisbitt
Head of Year 10



Mrs Alison Taggart
Head of Year 11

The Senior Leadership Team Structure



Miss Sue Hearle
Headteacher



Mrs Joanna Scott
Senior Deputy
Headteacher



Mr Andy Applin
Assistant Headteacher



Miss Eleanor Shelton
Assistant Headteacher



Mrs Holly Briggs
Senior Teacher



Miss Emma Colebourn
Senior Teacher

Extended Senior Team includes



Ms Alison Caplin (CAP)
Bursar

For other contacts please visit our website:
<https://www.beaufort.hants.sch.uk/contacts>

ACCOMMODATION & RESOURCES

Our Building And Facilities

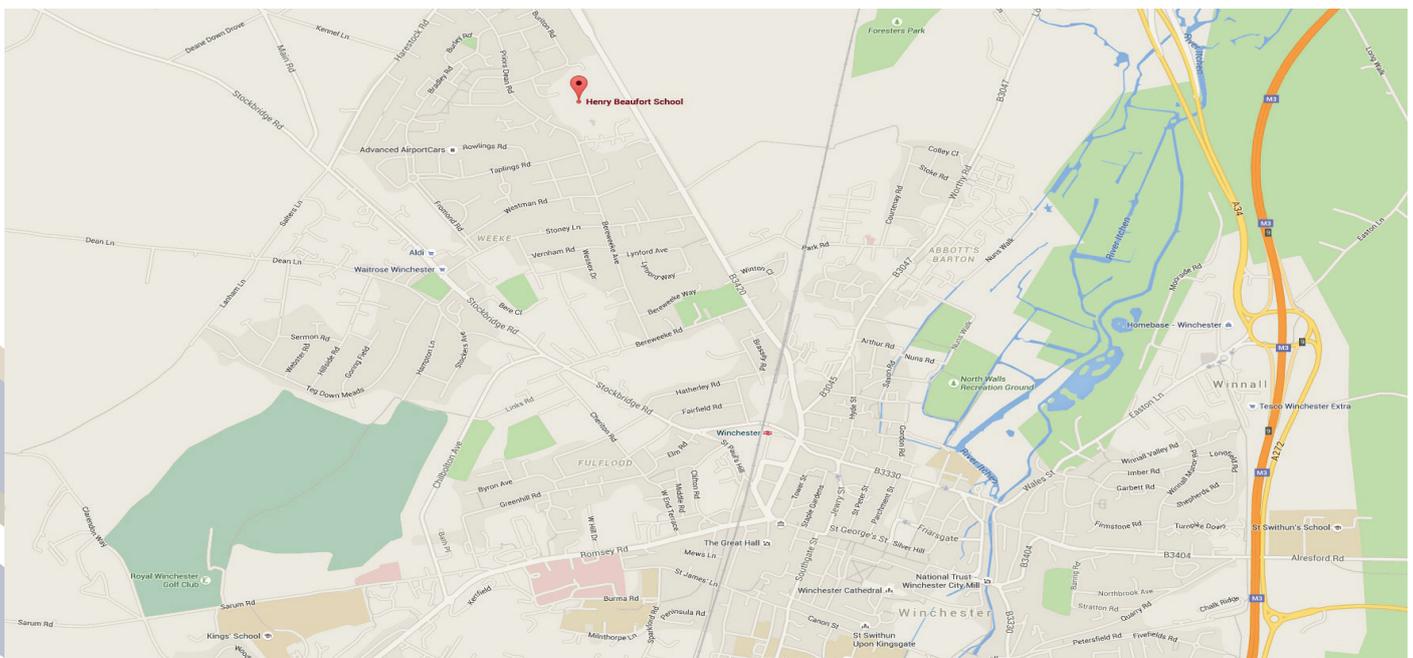
The School consists of eight main buildings around the central administration block (Winchester). The facilities include:

- Library;
- Four Information Technology Suites;
- Media suite;
- Eight Science Laboratories;
- Beacon Arts Centre which has excellent Drama facilities, Art Studios, and Music rooms;
- Gymnasium;
- Dance Studio;
- Sports Hall;
- Design and Technology Workshops;
- Learning Support;
- Hearing Resource Base.

For outdoor sports and athletics there is an extensive area of grass as well as hard playing surfaces. The Sports Hall is used for Whole School Assemblies and also affords facilities for a wide variety of sporting activities.

The Library is available for use by students at all times of the school day. Students may book in to use any facilities not otherwise in use, to assist their work. In addition, all these resources, including the computers, are available for use at certain times after school for a variety of other activities.

HOW TO FIND THE SCHOOL



The Henry Beaufort School is situated to the north of the city of Winchester, set in extensive grounds off Priors Dean Road. There are good road and rail links with the M3 running close to the city and Winchester's main rail station being on the Waterloo line is only an hour from London.

Continuous Professional Development

All new staff are paired with a friendly face in their department from the outset. In the autumn term the school runs weekly staff training sessions to familiarise colleagues with our routines and practices, this is co-ordinated by our New Staff Induction Lead. These sessions are run by key colleagues who have responsibility for key elements of our school that are structured in a way to gain knowledge progressively across the first term.

Teaching staff are directed to attend five whole staff meetings per year where there is a CPD update for all, bespoke sharing good practice workshops that are run by our own staff, and also cross departmental working opportunities through action research. Each year the school focuses in on group working that develops the whole school improvement priorities that is specific to our school community. We also provide access to all staff to the Creative Education online CPD platform for staff to access courses that links to their own continuous professional development underpinned through the performance management process.

Our Schools Direct Programme [Hampshire SCITT Partnership](#) has been a huge success for over 7 years with all colleagues securing permanent jobs for the future, many here at The Henry Beaufort School. Our Early Careers Framework is coordinated with [HISP Teaching School Hub](#) which is part of the Educational Development Trust and we also link our National Professional Qualifications to the same provider for continuity. We work closely with the [HISP Research School](#) to provide external opportunities for staff CPD.

Being a Hampshire School provides us links to the extensive range of CPD courses in the Learning Zone that are a mixture of online CPD networks and courses to attend in person. We work closely with The Westgate School and run a number of joint initiatives including a successful Aspiring to Senior Leadership course. The Henry Beaufort School co-ordinates Subject Leader Network Meetings with The Westgate School, Harrow Way, Test Valley and Testbourne School which provides a great opportunity to share expertise across the county.

Beyond all this our school remains committed to bespoke CPD for all staff and with a healthy budget for staff to develop their own practice, we are always excited to consider requests beyond those listed above.



Hampshire Local Authority - Information

Staff in Hampshire schools feel part of something larger than themselves and their individual schools. There is a buzz of professional people talking to each other about their jobs. They show their passion for what they do.

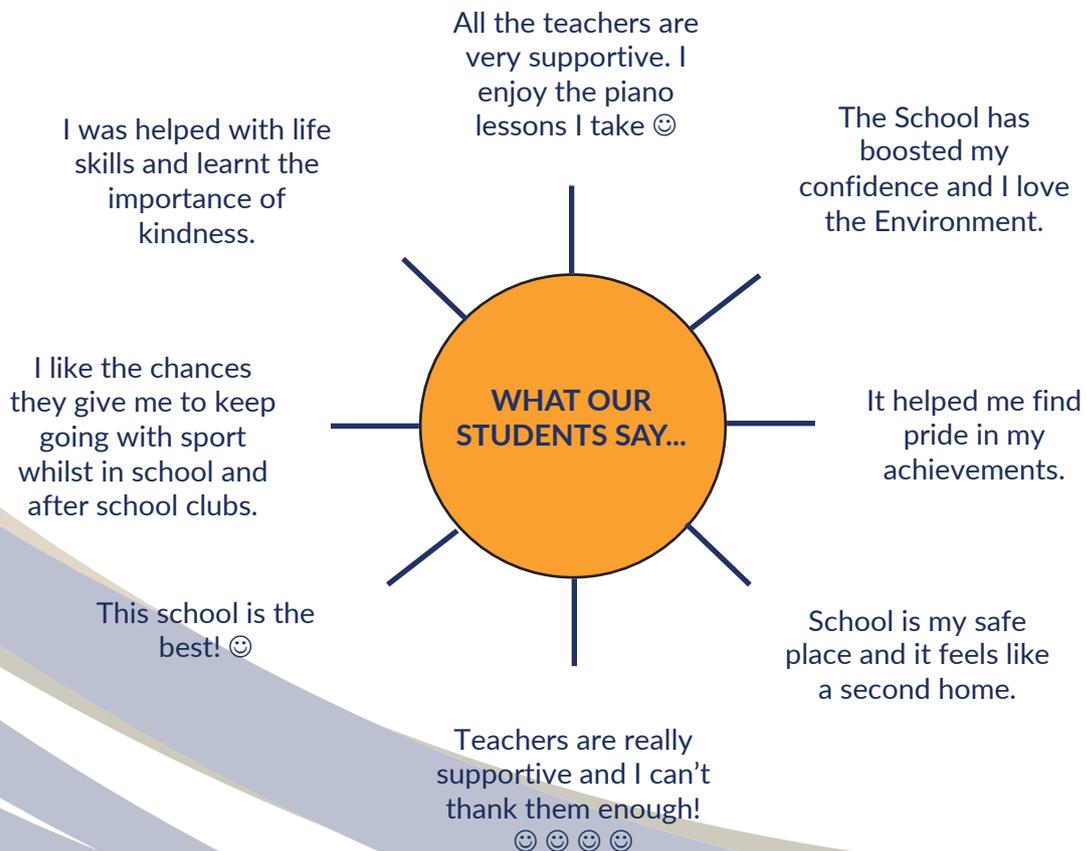
Working in a school in Hampshire will be the first step to you experiencing a strong supportive network of a family of schools working with one aim in mind, embedded in the Children & Young People Plan, that each and every child really does matter.

When you work for Hampshire, you can expect:

- support from experienced and knowledgeable educationalists via Hampshire Inspection and Advisory Service (HIAS)
- networks and supportive links for ECTs, subject specialists and SENDCOs
- curriculum centres stocked with resources to assist with subject planning and knowledge
- a vast range of professional learning programmes and resources for each stage of your career, via Hampshire Teaching and Leadership College (HTLC) – these can focus on evolving your teaching practice, developing your skills to enable you to step into a leadership role and supportive courses for SEND students
- working in partnership with Teaching Schools and Initial Teacher Training providers
- great wider professional support services for leaders to help leaders with issues
- a supportive approach to collaboration and partnership working instead of being isolated, regardless of your school status
- Local Authority support for schools working together to provide opportunities for you to have wider experiences working in different schools or across more than one school

Further information on Children's and other services provided by Hampshire County Council can be found on the Hampshire website: www.hants.gov.uk





The Henry Beaufort School is committed to student and staff well-being. We have staff well-being ambassadors in all team areas who work together to provide well-being opportunities for all colleagues.

WELLBEING AMBASSADORS



Miss Rachel Bean (BEA)
English



Mr Christian Janes (JAN)
Drama



Mr Andy Applin (APL)
SLT



Mrs Julie Clarke (CLK)
Support

WELLBEING REPS



Miss Rebekah Wilson (WLS)
Maths



Mrs Samantha Chalke (CHA)
Maths



Miss Natalie Wilson (WLN)
MFL
Maternity Leave



Miss Terri Welch (WEL)
PE



Miss Alex Bidwell (BID)
Science



Miss Sam McNamara (MAC)
Humanities



Mrs Lucy Golding (GOL)
Technology



Mr Miles Leaver
Resource Base

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