



The
**Bulmershe
School**
INSPIRING POTENTIAL.
ACHIEVING TOGETHER.



VACANCY INFORMATION PACK

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INSPIRING POTENTIAL
ACHIEVING TOGETHER



The Bulmershe School is a heavily oversubscribed school which sits at the heart of the Woodley community. We are a mixed, [Corvus Learning Trust](#) Academy school of nearly 1,500 students aged between 11 and 18, who come from diverse backgrounds and cultures. Our vibrant and inclusive school strives for students to be happy, self-confident and aspirational learners and thinkers. We take enormous pride in our caring reputation and anyone who joins our team should be committed to achieving high levels of responsibility, mutual respect and resilience within the safe and nurturing environment of our school community.

When a child begins their journey with us it is our priority to secure them the best possible start. We achieve this by providing excellence in their academic studies, pastoral care and in the diverse and enriching opportunities provided outside the classroom. We have the highest expectations of all our students across each aspect of school life and we work hard to develop these values in every student:

RESPECT



RESPONSIBILITY



RESILIENCE



SAFETY

Our core values are embedded throughout school life and serve as a reminder to how we expect all of our community, staff and students to conduct themselves throughout their time at The Bulmershe School, in order to be the best version of themselves.

With a thriving and expanding 6th form, The Bulmershe School is an ideal environment for any teacher who would like the challenge and opportunity to teach their subject at A-level. Our curriculum is designed to cultivate a love of learning and provide students with the necessary skills and knowledge required to navigate a path towards a happy and successful life. Our school enables and challenges students to experience and excel in a broad range of opportunities that centre on academic disciplines, social interactions, leadership pathways, careers and mental wellbeing. By consistently offering a calm and structured environment, The Bulmershe School is one where students can make rapid progress. This, as identified by Ofsted, is “based on outstanding teaching combined with high level of care for the individual child”.

We recognise that a school’s success is not based solely on its academic achievements and we provide a means for our students and staff to explore other interests, develop new skills and strengthen friendships. During the last 6 years, we have seen significant investment in the school campus. In 2015 the school opened its new 400 seat, fully-equipped auditorium, supporting the schools thriving performing arts faculty and the wider community with this modern multi-use venue. Last summer the school completed £600,000 worth of refurbishment around the site and recently Wokingham Borough Council opened its £14 million leisure centre in the school campus. The new leisure centre includes a 4-court sports hall, a 6-lane swimming pool and a teaching pool with a moveable floor. The Bulmershe School has exclusive use of this outstanding facility during the school day and during our after-school extra-curriculum timetable.

We believe that The Bulmershe is a school where you can really make a difference and we look forward to your application.

Amanda Woodfin
Headteacher



KEY INFORMATION

Permanent, full time
(Flexible working options
available)

Salary: according to experience
To start: ASAP

CURRENT OPPORTUNITY: TEACHER OF ENGLISH

The Bulmershe School are looking to employ an enthusiastic and dedicated teacher of English to join our friendly and experienced English department. The candidate should have strong subject knowledge and an interest in curriculum development. They should be passionate about delivering the best possible English Literature and Language curricula with a focus on raising student aspiration and attainment. The post is suitable for experienced teachers; however, due to the supportive culture at The Bulmershe, this post is also suitable for an ECT.

The English Faculty at the Bulmershe School is a large and friendly faculty who occupy a set of classrooms over three floors. The Department prides itself on its strong commitment to students both academically and in becoming well-rounded global citizens. Throughout the year students are inspired to become intellectually independent through the subscribed curriculum and extra-curricula trips, guest speakers, events and celebrations. The Department's success is evident in the GCSE results, as well as the A Level take up, which is always strong. There is a culture of team work and support amongst staff, who are all committed to teaching and learning, alongside wellbeing.

Specific duties and responsibilities

- Teach EDEXCEL A-level English Language and Literature
- Teach EDEXCEL English Language and Literature GCSE
- Teach to the English National Curriculum for years 7-9
- Pro-active lesson planning and marking
- Responsible for the learning and achievement of all students in your classes, ensuring equality of opportunity for all
- Responsible and accountable for achieving the highest possible standards in work and conduct
- Treat students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of students
- Act within the statutory frameworks, which set out professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards.
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school.



KEY INFORMATION

Permanent, full time
(Flexible working options
available)

Salary: according to experience
To start: ASAP

CURRENT OPPORTUNITY: TEACHER OF ENGLISH

The Ideal Candidate should:

- Have experience of teaching English
- Have excellent verbal and written skills
- Be an inspirational and student-centred teacher who has high expectations of all learners
- Be able to motivate students of all levels and abilities to achieve their aspirations
- Be a team player
- Be energetic with a self-assured attitude
- Be confident and keen for career progression
- Be committed to the happiness and wellbeing of everyone at the school


Our successful candidates will receive:

- A salary commensurate with experience
- Professional coaching and support to enhance teaching and learning
- Opportunity to teach across the key stages
- Bespoke CPD programme
- A position in a department that prides itself on being supportive

How to Apply

1. If you'd like to find out more about role, the school, or to talk to us about options for flexible working call: 0118 935 3353 to arrange to meet us for coffee and a chat
2. Ready to apply? Please complete our application form (CVs will not be accepted)
3. Email your application to the Assistant School Business Manager, Mrs Bagley-Kelly: vbagley@bulmershe.wokingham.sch.uk

The Bulmershe School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointments are subject to enhanced DBS clearance and satisfactory employment references. Note: This job description is not your contract of employment or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Nothing will be changed without consultation.



The Bulmershe School is committed to the individual and making sure their potential is reached.

Parent

WHY JOIN THE BULMERSHE SCHOOL?

Community

- A supportive staff body
- Caring and nurturing environment
- A place where you can really make a difference
- Goals football centre and recently redeveloped fitness centre on campus – The Bulmershe Leisure centre next door offers gym, fitness classes and swimming pool open from 6am (PAYG or subscription)
- Short walk away from Woodley town centre and shops
- Workplace pension with employer contributions and free life insurance
- Access to financial advice and support

Leadership

- Supportive and knowledgeable governing body
- Visible and available leadership team
- Coaching culture and collaborative working
- A clearly communicated whole-school vision

Development

- Commitment to grow and develop all staff
- Networks and learning opportunities with other schools
- Encouragement to pursue your own development interests

Challenge

- A diverse student body with individual needs
- Rewarding working environment
- Commitment to our core values which should be modelled by all staff



SUBSIDISED CANTEEN

Hot main meals and quick snacks, sandwiches and a salad bar available each day, or order an evening meal using the popular takeaway service



FREE FLU VACCINATION

Free flu jabs administered annually on site



EYE CARE

Cost of eye tests and glasses fully refunded if results indicate prescription is required for display screen equipment use while at work



FREE PARKING

Free, on site parking in a secure car park

A clear vision and sense of purpose ... school leaders track the progress of students carefully to ensure they meet challenging targets

Parent

Our experience of the staff is that they deeply care and go the extra mile for students in their care. I am so pleased my daughter will be following in my son's footsteps and joining The Bulmershe School this September

Parent



WHEN YOU JOIN OUR TEAM:

We have a strong and committed team who work closely with students to develop their interests and achieve their potential. We strongly believe in achieving together and encourage all of our parents to maintain regular contact with the school so that everyone shares the same aim. If you join our Bulmershe staff body you will find we work very much as a team and discover that our ethos of supporting each other comes naturally.

Outside of school, our active Staff Wellness team will cater for your social needs with regular activities and get togethers to ensure everyone feels welcomed and cared for. Ultimately, we believe that when our staff feel supported, trained and included they will be at their most engaged and productive. And that excellence within our support staff teams will lead to happy support staff, happy and motivated teachers and happy children and young people

We hope that this is an environment that appeals to you and we look forward to receiving your application to join our team.



STAFF WELLBEING

Regular staff events
Free hot meals for INSET and parents' evening
Active Staff Voice
Coaching culture



WORK/LIFE BALANCE

A maximum load of 43 lessons per 2 week teaching cycle



COUNSELLING

Active and listened to Staff Voice
Trained Mental Health First Aiders
Mentors and Counsellors on site



CPD

A culture based on the best evidence-informed teacher development, to help you be the best you can be



A-LEVEL TEACHING

Opportunities to teach your subject at KS3, 4 and 5, for GCSE, A-Level and BTEC courses



ON-HAND SUPPORT

Access to our 24 hour Employee Assistance Programme hotline for confidential advice and support on any subject



The Bulmershe School

EXPECTATIONS OF STAFF

Duties and responsibilities:

All teachers are required to carry out the duties of a schoolteacher as set out in the current School Teachers Pay and Conditions Document. Teachers should also have due regard to the Teacher Standards (2012). Teachers' performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the school.

Teaching

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate
- Be accountable for the attainment, progress and outcomes of students you teach
- Be aware of students' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how students learn
- Have a clear understanding of the needs of all students, including those in the different prior attainment bands, with special educational needs, the disadvantaged, EAL, disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy and academic vocabulary including the correct use of spoken English (whatever your specialist subject)
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for students of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment
- Make accurate and productive use of assessment to secure students' progress
- Give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired as appropriate
- Participate in arrangements for examinations and assessments within the remit of the School Teachers' Pay and Conditions Document.

Professional Development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on students' progress, attainment and well being, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal
- Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012.



The Bulmershe School

EXPECTATIONS OF STAFF

Behaviour and Safety

- Establish a safe, purposeful and stimulating environment for students, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to students' needs in order to inspire, motivate and challenge students
- Maintain good relationships with students, exercise appropriate authority, and act decisively when necessary
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of students
- Have high expectations of behaviour, promoting self control and independence of all learners
- Carry out playground and other duties as directed and within the remit of the current School Teachers' Pay and Conditions Document
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures

Team Work and Collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- Cover for absent colleagues within the remit of the current School Teachers' Pay and Conditions document
- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to students' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school

All employees at The Bulmershe School should Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document. All are expected to have professional regard for the ethos, policies and practices of the school and maintain high standards in your own attendance and punctuality. Everyone is expected to also perform any reasonable duties as requested by the headteacher.



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