



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



# VACANCY INFORMATION PACK

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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 6<sup>th</sup> 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. Recently, 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

Full Time, permanent

Talk to us about flexible working

Salary: according to experience

To start: April or Sept 2025

# CURRENT OPPORTUNITY: TEACHER OF SCIENCE

The Bulmershe School are looking to employ an enthusiastic and talented teacher of Science to join our thriving Science department. Our ideal candidate would be a Biology or Physics specialist, but should have a genuine love of all science subjects with a proven record of excellent standards. Candidates wishing to apply should have a passion for their subject and the ability to teach to GCSE and Advanced level. Due to the supportive culture at The Bulmershe, this post may be suitable for an ECT who feels they are ready to nurture intellectual curiosity and stretch our students to be the best they can be.

The Bulmershe Science Department provides a high standard of teaching across all the scientific disciplines. Our diverse and inclusive school means that we can offer you a varied, vibrant and rewarding working environment. Our teaching staff are supported by a dedicated and experienced team of technicians and as a department we have regular opportunities to share best practice and undertake development training.

### Specific duties and responsibilities

- Teach KS3 Science Lessons
- Teach AQA GCSE Science
- Opportunities to teach Edexcel/OCR A-Level Science for the right candidate
- Teach all three sciences (Biology, Chemistry and Physics) to KS4.
- Pro-active lesson planning and marking
- Responsible for the learning and achievement of 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
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To provide and monitor opportunities for personal and academic growth for all students.
- To ensure the provision of an appropriately broad, balanced, and relevant and differentiated curriculum for students in all assigned classes and to support a designated curriculum area as appropriate.
- To take an active role in the school's extended learning through involvement in extra-curricular activities and the school's specialisms.
- 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



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# CURRENT OPPORTUNITY: TEACHER OF SCIENCE

### The Ideal Candidate Would

- Be a talented and enthusiastic Biology or Physics teacher with the ability to inspire our students
- Have experience and confidence in teaching all Science subjects across Key Stages 3 and your specialism at KS4
- Prior A-level teaching is desirable
- Have the drive to raise student achievement and add value within our Science curriculum
- Have excellent, up-to-date subject knowledge with a passion for teaching your subject

### 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 and the school – 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](mailto: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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