

Advantage Schools



BEDFORD
FREE SCHOOL
SERVING BEDFORD & KEMPSTON



ST NEOTS
ACADEMY



Elstow School

Executive Principal Information Pack

A welcome from the Chair of the Trust

On behalf of Advantage Schools, I would like to thank you for your interest in the role of Executive Principal.

We are a new trust formed on 1st April between Elstow School and Bedford Free School, with a view to creating an organisation that would embody our values and fulfil our founding vision. We will soon grow to three schools as we have recently received confirmation that the Department for Education has approved our application to open a secondary free school in nearby St Neots in 2018.

The Trust Board have been working hard to set up everything we need to run our trust, and as part of this we have identified our fundamental strategic priority. Put simply, we wish to be a Trust that runs a family of truly phenomenal schools. Achieving this will involve success across three key areas:

- Exceptional leadership at all levels leading to the outcomes and achievements we aspire to for all our children and young people
- The right culture and ethos embedded and understood by all members of our family of schools
- A clear growth strategy to secure the Trust's future whilst driving standards even higher in our existing schools.

One of your first important responsibilities will be to work with the Trust Board to achieve progress in these three key areas and establish all the necessary systems and processes to ensure the Trust meets its fundamental strategic priority.

Our existing Chief Executive Officer, Mark Lehain, who established Bedford free School and helped drive the formation of our Trust is moving on to different and exciting challenges and we wish him every success in the future. This is therefore a unique and exciting opportunity to shape and grow a new Trust effectively from its inception.

We have planned our move to a Trust over the past couple of years, in order that we have the capacity – financial, operational, and reputational – to grow in a successful fashion, and in a way that enhances, rather than detracts from, our current schools.

As you will know the relationship between a leader and their Trustees is a vitally important one. Our Executive Principal can expect to be well supported by the Board, and, of course, where necessary to be challenged robustly too. There is already a tradition of strong governance within the Trust, and we have made a concerted effort to ensure that both our Trust Board and Local Governing Bodies contain dedicated individuals with a broad range of specific skills.

The information contained with this pack is intended as a starting point for potential candidates – please don't hesitate to get in touch with us should you want to find out more about anything in particular, or ask specific questions. Prospective candidates are also encouraged to visit, meet key staff, and get a feel for us as an organisation. I look forward to receiving your application in due course.

Liz Arden

Chair, Advantage Schools

A welcome from our current Executive Principal

This is possibly one of the most exciting jobs available in English education right now. While I recognise my own bias in saying this, this role really is a once-in-a-career chance to do something special. I have loved every minute of my time in the job, and we now need someone to lead our small, successful organisation, that still has massive scope for improvement, to the next level and beyond.

This project has been a huge part of my life since 2010. My involvement has evolved over time from that of Campaign Lead, to Principal Designate, and then to Principal when Bedford Free School officially opened in September 2012. This academic year I've spent a large part of my time focused on our free school bid for St Neots Academy and setting up Advantage Schools. The role has developed into the one being advertised now, Executive Principal, which combines heading up BFS (assisted by an exceptional Head of School and the senior team) with the Advantage Schools' CEO role.

Bedford Free School and the wider Trust are in an exceptionally strong position, and the Trustees are keen that the new Executive Principal will be able to build on this, and with the freedom to do so in their own way.

From a standing start BFS is now one of the most over-subscribed schools in the area, and we have enlarged our recent intakes as a result. Our first two sets of GCSE results have placed us amongst the best performers locally – and we expect to see future cohorts compete with the best nationally. We have developed a reputation for having dedicated staff who do great things with our impeccably-behaved students. This is one of the main reasons why we have achieved such growth in the last few years.

BFS is situated in the town centre, and we have done sterling work converting the site from an office block into what is now a great little school. Last month we took possession of a £2million rooftop extension that gave us a school hall, activities room and changing rooms; we have plans for further enhancements, and have already identified ways of doing these too.

We know that many other organisations within our school system face severe financial problems, but due to cautious and astute planning we have built up substantial reserves for an organisation of our size, and thus face the future largely free from the worries many have. This means that the new Executive Principal will be free to focus on the most important part of the role: ensuring the children in our schools get a great education, and that our staff feel valued as they go about their jobs.

While Advantage Schools is very new, we have clear plans to grow over the next few years. We do this not merely as an end in itself but to support and learn from other schools, spread our values, and also our belief in the power of a knowledge-rich curriculum to transform pupils' lives. We are not complacent at the enormity of the task ahead, but we set out on the journey from a position of strength and with a clear sense of the opportunities that await us.

While being Executive Principal currently entails both overseeing BFS and fulfilling the CEO post, it is anticipated that as Advantage Schools grows the successful candidate will need to step full-time into the CEO role. As such, this is a great opportunity for existing Heads to be able to make the transition into a multi-academy trust at a stage where they will be able to fully shape its development from here.

I hope that the contents of this pack encourage you to find out more about BFS and Advantage Schools. Don't hesitate to get in touch should you have any questions, or want to know more about any aspect at all - and do please feel free to come and visit us.

Mark Lehain

CEO of Advantage Schools, Principal of Bedford Free School

Advantage Schools: Our Vision – Values – Operating Principles

Our Vision

“...we believe that, given the right circumstances, everybody is capable of extraordinary things...”

With this in mind, our vision is:

“to create a family of schools, within which students are empowered and supported to achieve extraordinary outcomes – preparing them for a fulfilling life.”

Our Values

We will be distinctive not just in what we do but how we do it, abiding by our values of

- **Aspiration** - the belief that everyone can achieve something great - and does their best
- **Honesty** - being truthful, genuine, open and trustworthy
- **Respect** - caring for the feelings, wishes or rights of others & yourself

Our Core Principles

To ensure that we achieve our Vision in the right way, and with integrity, the Trust will operate in accordance with the following principles:

- **Inclusivity**
 - ensuring our schools are open to, and supportive of, every child and their family
 - supporting the social, emotional, and academic development of every child, so they are intrinsically motivated and free to learn
- **Supporting parental choice**
 - ensuring families have the information needed to choose the right school for their child
 - always acting to promote choice & competition within localities
- **Promoting knowledge-based curriculums**
 - development & implementation of knowledge-based curriculums across all our schools as the best way to raise academic achievement and aspirations for all our students
- **Partnership**
 - both within our family of schools and through working with community, regional and national partners, to access best practice and support for our staff, students and their families
- **Transparency**
 - recognising our responsibilities as a publicly-funded organisation, being open at all levels about how we work, and welcoming feedback as a way to continuously improve what we do

Where to find information about us

Prospective candidates are positively encouraged to get in touch with the Chair of the Trust or Executive Principal with any queries or questions they may have. We would be delighted to share as much information as possible. Applicants are also encouraged to visit us in person and meet the team.

As well as this, rather than attempting to provide limited generic information in this pack, below are some useful links where you can get a feel for us.

About Bedford Free School:

- the BFS website: www.bedfordfreeschool.co.uk
- our Facebook page: www.facebook.com/bedfordfreeschool
- our Twitter feed: www.twitter.com/bedsfreeschool
- the DfE Performance Tables page: <https://www.compare-school-performance.service.gov.uk/school/138228>
- Ofsted reports: <https://reports.ofsted.gov.uk/inspection-reports/find-inspection-report/provider/ELS/138228>

About Elstow School:

- the Elstow School website: www.elstowschool.co.uk
- the DfE Performance Tables pages: <https://www.compare-school-performance.service.gov.uk/school/109448>
- Ofsted reports: <https://reports.ofsted.gov.uk/inspection-reports/find-inspection-report/provider/ELS/109448>

About St Neots Academy:

- the campaign website: www.stneotsacademy.co.uk
- the Facebook page: www.facebook.com/stneotsacademy

Advantage Schools – Executive Principal

Post Outline

The Executive Principal currently has two main parts to their role and job description and person specifications are attached for both parts:

1. to ensure the safe, smooth, and effective running of Bedford Free School, and
2. in their capacity as CEO of Advantage Schools, to ensure that the Trust is able to fulfill its responsibilities to:
 - Provide a strategic direction for the work of the Trust
 - Support, challenge, monitor and evaluate the effectiveness of the Trust; and
 - Hold the Trust's staff to account for the educational standards achieved, and for the quality of education provided.

The Executive Principal will do this in an inspirational, supportive and professional manner, in line with our values of Aspiration, Honesty, and Respect.

The Trust is being established on the principle that the Head Teacher/Principal of each academy within Advantage Schools will continue to fulfil their statutory, regulatory and legal responsibilities for their academy, within the parameters of a multi academy trust and the relevant schemes of delegation.

The CEO has the responsibility to lead, manage, co-ordinate, and delegate to as appropriate, the Chief Financial Officer, other centrally-employed Trust staff and the Head Teachers/Principals within the Trust.

Job Description: Executive Principal

Summary of Key Areas of Responsibility

Fulfil the role of Principal of Bedford Free School, and as CEO:

- Strategic and Business Leadership
- Educational leadership and standards
- Performance management
- Operations
- Trust Board Management
- Trust Policies
- Financial accountability and Management
- Communication
- Safeguarding
- Confidentiality
- Equality and Equity

Responsibilities of the Role

Strategic and Business leadership

- Develop and fulfil the Trust's vision, ethos and values
- Ensure that all of the Trust's academies share the common ethos and culture of Advantage Schools, as set out in the "Vision, Values & Principles" document
- Develop, monitor and achieve the Trust's strategic objectives
- Provide strong and effective leadership, vision and strategic direction to Advantage Schools staff to achieve the highest levels of performance and ensure a culture of continuous improvement
- Identify and implement opportunities for the Trust and member academies to operate more effectively and efficiently for the benefit of pupils, staff and the wider Trust community

Educational leadership

- Develop, set and monitor measures for the standard of educational provision in member academies, including pupil progress and attainment
- Develop a knowledge based curriculum, and implement and monitor its effectiveness in member academies
- Plan, implement and monitor effective Trust programmes to raise standards in the its academies
- Coordinate the effective leadership of member academies in the absence of their Head Teacher for whatever reason
- Lead Ofsted inspections for all Trust schools

Performance management

- Support, develop, manage and challenge Head Teachers in their leadership roles in all the Trust's academies
- Plan implement and monitor effective Trust programmes to raise develop and maintain high standards of teaching in the Trust's academies
- Carry out the performance management of the Chief Financial Officer, Head Teachers, and all other relevant staff employed in central functions of the Trust as it grows

Operations

- Ensure the Trust's operations to achieve the key objectives and targets agreed with the Trust Board
- Take responsibility for the institutional development of Advantage Schools including implementing and developing the central functions of the Trust in accordance with the Trust Board's plans and long-term strategy
- Provide direction and management oversight to all Advantage School operations, including overall accountability for safeguarding and security
- Take responsibility for the safety, health and environmental performance of all academies and offices under the direction of the Trust
- Oversee and manage the work of the Chief Financial Officer and, as the Trust develops, staff that work centrally for the Trust

Trust Board Management

- Ensure compliance with the Trust's Memorandum and Articles of Association and associated statutory, regulatory and legal requirements
- Ensure compliance with the requirements of the Trust's Master and Supplemental Funding Agreements
- Ensure compliance of the Trust Board, Committees and Local Governing Bodies with the Scheme of Delegation and Terms of Reference
- Support the Board in the formulation and development of strategy, and ensure that all decisions made by the Board are recorded and implemented
- Attend Trust Board meetings and committees /working group meetings and ensure they are given all the necessary information and papers, both at the meeting and in advance, to discharge their duties effectively
- Report to the Trust Board on developments and initiatives, and keep the Trust Board updated on matters affecting the CEO's responsibilities
- The Trust Board will create a sub-group, which will include external professional advice, for the support and performance management of the CEO

Trust Board Policies

- Ensure the Trust and its academies have appropriate, up-to-date, statutory policies, and oversee their implementation
- Develop and implement a Trust wide set of policies in accordance with the scheme of delegation and any other aspects that the Trust Board directs
- Develop and implement a cycle of review of Trust policies to ensure all Trust Policies are kept up to date

Financial accountability and management

- The Chief Executive Officer will be the Accounting Officer for the Trust
- Ensure that the statutory and regulatory responsibilities as set out in the Academies Finance Handbook, the Trust's funding agreements, and any other direction provided by the Education Funding Agency, are complied with by all parts of the Trust
- Take personal responsibility for the propriety and regularity of public finances in the Trust's charge
- Plan, implement and monitor the Trust's internal and external financial reporting with the Trust's Chief Financial Officer
- Report to the Trust Board on the Trust's financial governance, management and operation, directly or through the Trust's Chief Financial Officer reports to the Trust Board

Communication

- In partnership with the Chair of the Trust Board, ensure that an effective internal and external communications strategy is in place for the Trust to keep everyone involved in the Trust informed

- Communicate effectively with the Trust's Head Teachers, teachers, pupils, parents and governors
- To represent Advantage schools effectively and in the best possible light to key external partners, the media and the public on a national platform

Confidentiality and Data Protection

- Ensure that confidentiality is maintained at all levels of the Trust, in line with agreed policies and protocols
- Ensure effective and compliant data protection exists throughout the Trust

Safeguarding

- Comply with Trust policies and procedures on safeguarding and child protection
- Ensure that all parts of the Trust comply with the Trust central policies on safeguarding and Child Protection

Equality and equity

- Ensure that the Trust creates a vibrant and inclusive ethos which actively values and promotes British Values and community cohesion, and supports pupils to become successful empowered citizens.
- Actively challenge and address discrimination across all parts of the Trust
- Ensure that all academies in the Trust comply with their obligations, statutory or otherwise, to ensure all pupils within the Trust are not subject to or in danger of radicalization

NB: The aim of the job description is to indicate the general purpose and level of responsibility of the post. Duties may vary from time to time without changing their character or general level of responsibility, and they may be subject to periodic review by the Trust Board of Directors (in consultation with the post holder) to reflect the changing work composition of the business.

This is an outline job description only and the post holder will be expected to undertake the duties commensurate within the range and grade of the post or any other reasonable duties as directed by the Trust Board of Directors.

Person Specification – Chief Executive Officer

	Essential	Desirable
Educated to degree level or equivalent	✓	
Successful experience and a proven track record as a Senior Leader in education	✓	
A record of Continuing Professional Development activities	✓	
Well-developed ICT skills		✓
An excellent understanding of the schools sector and education more broadly, with a strong grasp of contemporary educational issues including the inspection agenda	✓	
Experience of delivering on multiple projects	✓	
Knowledge of the strategies for raising students' achievement and advancing effective teaching and learning, especially within communities where there are higher-than-average levels of deprivation	✓	
Experience of schools' education finance, HR and other aspects of education administration	✓	
Proven experience of strategic financial management, including budget formulation, medium-term financial planning, monitoring and control and strong business acumen		✓
Sound track record of performance managing professional staff; driving morale, raising standards and promoting a team ethos, particularly with regard to a multi-site organisation	✓	
Proven success in building effective partnerships and links including with central government, schools, local authorities, to maximise networks and opportunities	✓	
Experience of having contributed to policy and structure formulation, implementation, evaluation and review	✓	
Vision aligned with the Trust's high aspirations and high expectation of self and others	✓	
The ability to create a united, committed and highly effective staff team	✓	
Experience of working effectively with the Trust Board/and Local Governing Bodies to create a vision and form the direction for the Trust	✓	
An effective leadership and management style that encourages participation, innovation and develops colleagues' confidence	✓	
The ability to lead, coach and motivate staff within a performance management framework, providing professional development and effectively challenging and managing any underperformance	✓	

The ability to develop the leadership skills of others as well as to learn from others. Successful experience of promoting equality and diversity in relation to employment and service delivery	✓	
Strong interpersonal, written and oral communication skills	✓	
Strong organisational and time-management skills and the ability to delegate appropriately	✓	
The ability to skilfully manage and maintain effective working relationships with parents, governors, community members, external agencies and other stakeholders	✓	
The ability to take personal responsibility, a readiness to reflect and self-evaluate and the ability to change, improve and develop	✓	
A strategic thinker who can work with the leaders, Board and others to develop a compelling vision for the Trust , underpinned by a strong moral purpose	✓	
Committed to the highest standards in all areas of school life, including behaviour, academic, and enrichment	✓	
A leader who can analyse and process complex information and data quickly and rigorously in order to make the best of opportunities	✓	
Commitment to education and to the raising of academic standards among pupils	✓	
Effective leader who can build a positive organisational culture, encourage reflection, delegate responsibility, build teams, strive for continuous improvement and inspire staff to achieve their full potential	✓	
Committed to maintaining the unique ethos of Advantage Schools with empathy and understanding of maintaining individual academy ethos	✓	
Well-developed presentation skills and comfortable with public speaking; the analytical ability to communicate effectively with a variety of audiences, acting as an effective ambassador for the Trust	✓	
Experience of dealing with Government officials and policy makers		✓
Flexibility and willingness to be adaptable	✓	
Confidence and self-motivation	✓	
The ability to work well under pressure and manage conflicting demands	✓	

Advantage Schools (“the Trust”)

Principal of Bedford Free School

Post Outline

Principal of Bedford Free School (“BFS”)

The role of the Principal of BFS is to ensure that BFS meets its responsibilities to the Trust achieving the performance and other targets set for it by the Trust Board from time to time.

The Principal has the responsibility to lead, manage, co-ordinate, and delegate to as appropriate, the head of school or other relevant Senior Leadership team members of BFS .To assist them in fulfilling the duties set out in this job description

Job Description: Principal of BFS

Summary of key areas of responsibility

- Implement the vision and values of the Trust
- Provide leadership and direction for BFS
- Ensure BFS is well managed and meets its statutory requirements
- Ensure ongoing evaluation of BFS ‘s performance against its targets
- Identify priorities for continuous improvement and raising standards
- Provide professional leadership and management
- Establish a high quality teaching and learning environment in accordance with Trust policies that reflects the complexities of the students
- Create and sustain an aspirational environment that realises the potential of all students and staff
- Maintain the high standards of discipline and behaviour which are a key factor in BFS’s success and distinguish it from other schools
- Manage BFS resources efficiently, demonstrating good value for money
- Ensure safeguarding is effective at BFS
- Ensure good links with the community

Responsibilities of the Role

Strategic Direction and Development of BFS

The Principal will:

- Ensure the vision, ethos, aims and objectives of the Trust is well articulated, shared, understood and shared by all stakeholders at BFS

- Work in partnership with colleagues in the Trust and other academies within the Trust to enable them to meet their responsibilities and further the aspirations of the Trust
- Consistently and routinely review policies and practice ensuring that accountability is intrinsically understood by all staff
- Insist on high standards of behaviour, achievement and engagement
- Formulate and execute clear plans for BFS's development and improvement with robust self-evaluation and reflection processes in place
- Secure professional working relationships with families, carers and all relevant parties
- Secure high standards of teaching and learning and focus upon attainment and progress of students
- Maintain the culture of high standards of discipline and high standards of behaviour within BFS
- Ensure all aspects of performance are monitored and evaluated and where appropriate challenged
- Work effectively with the Local Governing Body , the Trust Board and any members of staff employed centrally by the Trust providing information ,reports , guidance, training and feedback on whole school development
- Ensure creativity, use of new technologies and diversity form part of planning and are used to monitor all aspects of school life

Leadership and Management

The Principal will:

- Provide high standards of leadership across BFS
- Lead with professionalism, fairness, and equity
- Develop a collaborative learning culture with high expectations of self and others
- Ensure effective management of human and financial resources
- Create strong working relationships between staff
- Implement effective performance management procedures that both celebrate and challenge
- Create a culture of distributed leadership developing leaders at all levels at BFS
- Ensure Safeguarding and maintenance of the Single Central Record in line with legislation
- Work with the Local Governing Board and the Trust Board to enable them to meet their responsibilities
- Ensure all policies are in place and regularly reviewed in line with the Trusts expectations or central Trust polices are adopted where relevant
- Recruit, retain and deploy staff appropriately
- Manage the environment efficiently and responsibly
- Maximise opportunities to work collaboratively with all external agencies to support young people and their families.

Leading Teaching and Learning

The Principal will:

- Maintain an academy-wide focus on high quality, innovative teaching and learning in accordance with Trust policies
- Place learning at the centre of all resource planning
- Run a knowledge based curriculum at BFS ensuring it is engaging, and person-centred and its delivery is effective through outstanding teaching, learning and assessment

- Create a culture of challenge and support for all learners
- Hold high expectations of staff and students
- Implement assessment and tracking systems and utilise data to monitor progress
- Ensure that behaviour and attendance management systems are rigorous and robust and lead to positive outcomes for learners
- Ensure appropriate behaviour for learning systems are in place and that high
- Monitor, evaluate and review data in order to ensure that underperformance is identified and
- challenged and corrective action is undertaken
- Ensure the safety of all staff and students
- Ensure the Trusts commitment to growing and developing its Staff is implemented and training and professional development is a high priority

Strengthening Community

The Principal will:

- Work in partnership with parents, carers and other agencies to ensure achievement, attainment, personal development and the well-being of students
- Ensure that there is a culturally inclusive ethos across BFS that values and promotes diversity, unity and community cohesion and British Values
- Work with other relevant agencies to protect children and young people
- Develop and maintain positive and productive relationships with local schools and the Local Authority.

NB: The aim of the job description is to indicate the general purpose and level of responsibility of the post. Duties may vary from time to time without changing their character or general level of responsibility, and they may be subject to periodic review by the Trust Board of Directors (in consultation with the post holder) to reflect the changing work composition of the business.

This is an outline job description only and the post holder will be expected to undertake the duties commensurate within the range and grade of the post or any other reasonable duties as directed by the Trust Board of Directors.

Person Specification – Principal

	Essential	Desirable
Educated to degree level or equivalent	✓	
Successful experience and a proven track record as a Senior Leader in education	✓	
A record of Continuing Professional Development activities	✓	
Well-developed ICT skills		✓
An excellent understanding of the schools sector and education more broadly, with a strong grasp of contemporary educational issues including the inspection agenda	✓	
Experience of delivering on multiple projects	✓	
Knowledge of the strategies for raising students' achievement and advancing effective teaching and learning, especially within communities where there are higher-than-average levels of deprivation	✓	
Experience of schools' education finance, HR and other aspects of education administration	✓	
Proven experience of strategic financial management, including budget formulation, medium-term financial planning, monitoring and control and strong business acumen		✓
Sound track record of performance managing professional staff; driving morale, raising standards and promoting a team ethos, particularly with regard to a multi-site organisation	✓	
Proven success in building effective partnerships and links including with central government, schools, local authorities, to maximise networks and opportunities	✓	
Experience of having contributed to policy and structure formulation, implementation, evaluation and review	✓	
Vision aligned with the Trusts high aspirations and high expectation of self and others	✓	
The ability to create a united, committed and highly effective staff team	✓	
Experience of working effectively with the Trust Board and Local Governing bodies to create a vision and form the direction for the Trust	✓	
An effective leadership and management style that encourages participation, innovation and develops colleagues' confidence	✓	
The ability to lead, coach and motivate staff within a performance management framework, providing professional development and effectively challenging and managing any underperformance	✓	

The ability to develop the leadership skills of others as well as to learn from others. Successful experience of promoting equality and diversity in relation to employment and service delivery	✓	
Strong interpersonal, written and oral communication skills	✓	
Strong organisational and time-management skills and the ability to delegate appropriately	✓	
The ability to skilfully manage and maintain effective working relationships with parents, governors, community members, external agencies and other stakeholders	✓	
The ability to take personal responsibility, a readiness to reflect and self-evaluate and the ability to change, improve and develop	✓	
A strategic thinker who can work with the leaders, Board and others to develop a compelling vision for the Trust underpinned by a strong moral purpose	✓	
Committed to the highest standards in all areas of school life, including behaviour, academic, and enrichment	✓	
A leader who can analyse and process complex information and data quickly and rigorously in order to make the best of opportunities	✓	
Commitment to education and to the raising of academic standards among pupils	✓	
Effective leader who can build a positive organisational culture, encourage reflection, delegate responsibility, build teams, strive for continuous improvement and inspire staff to achieve their full potential	✓	
Committed to maintaining the unique ethos of Advantage Schools with empathy and understanding of maintaining individual academy ethos	✓	
Well-developed presentation skills and comfortable with public speaking; the analytical ability to communicate effectively with a variety of audiences, acting as an effective ambassador for the Trust	✓	
Experience of dealing with Government officials and policy makers		✓
Flexibility and willingness to be adaptable	✓	
Confidence and self-motivation	✓	
The ability to work well under pressure and manage conflicting demands	✓	

How to apply

To discover more about this exciting opportunity, obtain any further information or to have an informal discussion or arrange a visit please contact Bridget Edge (CFO for Advantage Schools & Business Manager at BFS) who will put you in contact with our Chair or Executive Principal.

Bridget can be contacted on either 01234 332295 or bedge@bedfordfreeschool.co.uk

To apply for the position please download an application form from our website (www.bedfordfreeschool.co.uk) or request it from the above email address.

Please submit the completed application form, along with a supporting letter, by email, to arrive no later than 9am on MONDAY 22nd **May 2017** to recruitment@bedfordfreeschool.co.uk

Interviews will be held on Thursday and Friday, 25th and 26th May 2017

We encourage all interested candidates to visit the school prior to applying.

Advantage Schools. Registered address: Cauldwell Street, Bedford MK42 9AD. A charitable company limited by guarantee registered in England and Wales (company number: 07337888)