

February 2018

Dear Applicant,

Thank you for your interest in working at Bedford Free School. This is an exciting opportunity to join and forge a brilliant PE team. There are four other colleagues in the department – the Head of PE, our Assistant Principal, our PE technician and another Girls' PE teacher – and the department works in close partnership with the other departments. This opportunity arises because the current colleague teaching Girls' PE (who is fantastic) is eager to go part-time for family reasons. We are effectively looking for a job share to start in September or as soon as possible, and the amount of teaching and particular days is negotiable.

We are open to applications for a part-time role of somewhere between 0.2 to 0.8 and this preference will not form any part of the selection criteria. We may also ask you to work occasionally at our partner school, Elstow School, a primary school under 2 miles away.

We do expect you to take a full part in our electives programme and offering fixtures to pupils – 92% of BFS pupils played for a team last year, and our ethos is about participation. We don't care if we don't win and we will play anyone! If you want to play for a team at BFS, you get to play for a team.

Founded by local teachers, BFS opened in September 2012 with the aim of offering the families in our community a distinctive and world-class choice for their children. Our school values of Respect, Honesty and High Expectations drive what we do every single day to ensure that we give our pupils the best possible education.

Bedford Free School is different. If you are able to visit you will see a silent address in the playground of the whole school at the start of the day focused on our values where we always remind the pupils to "work hard and be nice", extended time given to numeracy, literacy, knowledge quizzes and reading, silent corridors and impeccable pupil behaviour, and extra-curricular activities that every pupil takes part in. The school is open and supervised from 8-6pm (compulsory from 8.25-4pm). There are no onerous marking policies, graded lesson observations, or requirements for detailed written planning. We centralise detentions so that teachers aren't all doing their own and chasing their own. Our school is trying to show what is possible to do by learning from some of the most innovative schools in the country. We are outward-facing, with partnerships with schools across the country, and very humble. We know we haven't yet got everything right but we are ambitious to become one of the very best schools.

I am an experienced Principal a few months into my second headship. My leadership team and I are highly visible, ensuring we are supportive of teachers and maintain order. It is the leadership team that address the whole school in silence every morning and ensure the ethos in the school is productive. Colleagues who visit BFS describe it as revelatory and unlike any school they've ever been in. I believe teachers should be able to teach unhindered by bureaucracy or poor behaviour, and should be specialists in their subjects. 100% of the staff who joined BFS in September 2017 say they would recommend working in the school to others including their closest friends if they are teachers.

We operate a highly selective feedback policy to further reduce unnecessary workload and as a result, our teachers are free to do what they do best – teach, and they do this in a highly productive, disciplined environment where teachers are in charge and pupil behaviour is exemplary.



We run our extra-curricular programme, which we call electives – also led by the head of PE – during the school day twice a week so that 100% of pupils can access clubs regardless of home circumstances.

If you are a well-qualified expert looking to work with truly wonderful pupils and in a talented and dedicated department with the potential for further improvement, I would encourage you to visit and see how we do things for yourself. We are situated in the heart of Bedford, just 30 minutes from London, and welcome visitors at any time during the school day.

This role would suit someone with the ability to lead by example, inspire staff and pupils alike and who aspires to join us in developing our growing multi academy trust, Advantage Schools. We will provide support, access to incredible CPD including close links to the highest performing state schools in the country and via our partnerships with some of the groups of schools doing the most exciting things with curriculum and pedagogy, and hence opportunities to progress in your career.

If you would like a confidential discussion about the position or to arrange a visit please contact my PA Esther Logan to arrange an appointment on 01234 332290 or elogan@bedfordfreeschool.co.uk

I look forward to answering any questions you might have, and to receiving your application in due course.

Regards,

A handwritten signature in black ink, appearing to read 'Stuart Lock', with a horizontal line underneath.

Stuart Lock
PRINCIPAL Bedford Free School
EXECUTIVE PRINCIPAL Advantage Schools