

HEAD OF CLASSICS FULL TIME FROM SEPTEMBER 2012

Thank you for your enquiry about this post which will become available in September on the appointment of the incumbent Mike Lambert, as Head of 6th Form at Dubai College.

Bedales School

Bedales was founded in 1893 as a reaction to the more regimented boarding schools of the day. The founder, John Badley, established Bedales as one of the first coeducational boarding schools with the introduction of girls in 1898.

Nowadays Bedales is a boarding school of 444 students aged 13 – 18, fully co-educational, and with 30% day students. It is situated in a beautiful rural estate of 120 acres which it shares with its Junior School (Dunhurst) and Dunannie, the pre-prep day school. Petersfield, about 2 miles from the school, is an attractive market town, with easy rail and road links to London (55 miles, 1 hour by train), Portsmouth (18 miles), Chichester, Winchester and the south coast.

Bedales staff – there are about 50 full-time teachers, and 10 part-time – can enjoy a good student/staff ratio (just over 7:1); a collegiate and open structure of management and a well formulated appraisal programme. ICT facilities, including laptop computers for trained staff, reflect the importance the school places on best practice in the classroom and in management.

A £7.4 million classroom and administration building was opened in the autumn of 2005. New science laboratories and sports facilities are already in place; the school also enjoys excellent library, theatre, recreational and concert facilities. Boarding accommodation is characteristically different from many schools, eschewing inter-house rivalry and forming, instead, strong social links across the year-groups.

The ISI Inspection in April 2008 and the OFSTED Boarding Inspection of May 2011 were most favourable, stressing the school's high academic achievements, its strong relationships amongst the student body and between students and staff, its willingness to value the unconventional, and recognise individualism, its range of activities and its fine boarding provision.

What Makes Bedales Distinctive?

The whole staff has recently redefined, for the new century, the founder's original, radical aims (please see the 'Development Plan' document on our website www.bedales.org.uk for further information).

- There is a school rule book, but it is applied with a light touch; self-discipline, achieved through discussion and persuasion, is preferred to the imposition of arbitrary conformity.
- There is a timetable, but students are given a high degree of responsibility from an early age for organising their private study.
- Students take GCSEs and A-levels, but we want students to develop an enquiring mind, not just the ability to pass tests. Bedales has replaced several GCSEs with courses of its own making (Bedales Assessed Course or BACs) that encourage independent thinking and enquiry, and that allow students to develop and pursue their own intellectual interests.
- There is competitive sport, but competitiveness is not prized for its own sake: rather, competition is the opportunity for individuals to test and stretch themselves. Non-sporting students do not lose status; they may, for instance, be equally enthusiastic or adept at Outdoor Work.
- We are perceived to be strong in the creative and performing arts, and we have many families from those professions; but we also continue to gain good results in the sciences.

- Bedales has a non-denominational foundation. There is, however, a full and thoughtful programme of activity related to spiritual, moral and ethical development.
- Hierarchy is necessary but minimal. We work on the basis of mutual respect, symbolised by using first-name terms for everyone, and by the shaking of hands after every assembly.
- The quality of relationships – between staff and students, and among students – is a hallmark of Bedales. Students are encouraged to enquire, and to state an opinion, about anything and everything. This leads to an open, lively and sometimes challenging discourse.

One outcome is that our students do not suffer culture shock when they go on to university (from Oxbridge to art school). Bedales has prepared them for the outside world academically, socially and personally.

The Students

Bedalians are an idiosyncratic bunch. By the time they leave, they are typically extremely warm, personable, cosmopolitan and highly self-confident. Some start like that; others of course need to be drawn out somewhat. Students are fully supportive of what is done for them: they are proud of their school and are excellent ambassadors for it. Day students integrate well with the boarders.

The Parents

The parents, who pay high fees for places for their son or daughter, are very supportive of the staff but expect to be kept well informed. Full subject reports are written termly and all tutors keep in touch with the parents of their tutees by telephone or e-mail. Each year group has a parents' meeting on a Friday or Saturday afternoon for subject staff – there are five of these per year.

Responsibilities for full-time staff

In addition to teaching, the person appointed to this post must expect to be involved in the school in other ways.

Most full-time teachers are tutors, undertaking the academic guidance of about 10-15 students, formally through the Review Marks and academic discipline systems, but informally in all other ways that the nurturing of individual students requires. Staff living in school accommodation can work alongside the House Staff in the boarding houses during the evening; everyone takes part in Game or the innovative Outdoor Work programme and is involved in the duties necessary for the smooth running of the school.

Although terms are, relatively speaking, short, the days are long, and teaching continues on Saturday mornings. There are some evening meetings, as well as the pleasure of the school's theatre and concert and lecture programmes – so candidates should be enthusiastic about the full-time nature of the commitment.

The Classics Department

The Classics department at Bedales is flourishing. The Head of Department is assisted by one full-time teacher and one part-time teacher who also teaches in the English department. We run Latin, Greek and Classical Civilisation from Year 7 to 13 with upcoming Oxbridge hopefuls. Bedales has broad ranging ability but our academic top end matches the best in the country (11% Oxbridge this year). In Years 7 and 8 we teach Latin at the prep school, in Year 9 we teach combined Greek and Latin ('Gratin') or combined Greek and Classics, so that all our year 9s study some form of Classical subject and all students start Classical Greek at this stage. For GCSE we run Latin and Classical Greek as separate subjects, as well as offering an in-house course called the BAC (Bedales Assessed Course) in Ancient Civilisations which is GCSE equivalent and recognised on UCAS. Sept 2012 will be the first cohort of AS Classical Greek as well as continuation in AS Latin (usually one set) and AS Classical Civilisation (usually two sets). We also have one set of A2 Latin and A2 Classical Civilisation, with the prospect of A2 Classical Greek in two years.

The Classics classroom is a large room in the award-winning Orchard Building, and is equipped with IWB, DVD/Video equipment, a computer and a printer.

There are varied activities outside the classroom. Frequent trips are made to see Greek plays, sixth form students attend lecture days in London as well as talks arranged by the Southampton branch of the Classical Associations, of which Bedales is a member; the branch also arranges an annual Latin and Greek reading competition which Bedales students have entered; students in their first three years are taken on excursions to local Roman sites such as Fishbourne and Bignor. For the last seven years the department has organised an overseas trip to Italy or Greece for lower sixth students during the summer term in the week immediately after AS levels.

Appointment Details

The successful candidate for this full-time post will be expected to teach Latin and Classical Civilisation at all levels of the school, from years 7 and 8 in the prep school to A level and Oxbridge. Candidates who are also able to teach Greek and willing to make a substantial contribution to the life of the Bedales boarding community outside the classroom will be at an advantage.

The Head of Classics has overall responsibility for Classics at Bedales, including all curriculum teaching, syllabus decisions, departmental timetabling, book ordering, public examination entries, extra-curricular activities, and management of department staff. He/she is responsible for the overall strategic vision and planning of the department.

Person Specification

The successful applicant will be a successful leader with experience in contributing to the formulation of the departmental direction with strong skills in Latin, Classical Civilisation and Greek

- A specialist in the Classics.
- Ability to use a variety of teaching and learning styles.
- Ability to convey infectious enthusiasm for the subject.
- Ability to manage practical classes effectively and safely.
- A commitment to the philosophy of personalised learning through experimentation.
- Can demonstrate the ability to inspire and motivate colleagues and students.
- Ability to take responsibility and show initiative.
- Good organisational skills.
- Experience in leading a whole school initiative either individually or as part of a group.
- Experience in the use of ICT to support the teaching of Latin, Classical Civilisation and Greek.
- Six points or less on valid UK driving licence with a DI Category or to be prepared to undergo minibus driver training in accordance with the School's training agreement.

Desirable Skills

- Experience of or willingness to learn the management of a budget.

Essential Knowledge

- Ability to use strategies that effectively support the School's policies and procedures, e.g. on safeguarding, health & safety, rewards and discipline, monitoring and tracking.
- Suitable level of proficiency in ICT and understanding of its application to teaching and learning.
- A good understanding of the History of Latin, Classical Civilisation and Greek and an ability to communicate ideas and concepts related to this area.

Essential Experience

- Evidence of good examination results achieved by pupils taught.
- Positive working relationships with colleagues.
- Ability to teach Latin, Classical Civilisation and Greek to sixth form level and Oxbridge entrance level.

Desirable Experience

- Experience of organising and running visits to museums, Roman ruins etc in accordance with the school's risk assessments and policies.

Essential Qualifications

- Good honours degree or equivalent in related subject area.

Essential Other

- Able to work as part of a team.
- To promote equality and diversity in working practices and maintain positive working relationships.
- Evidence of safeguarding and promoting the welfare of children.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Prepared to act as a Form Tutor and to support the School's emphasis on Pastoral Care
- A willingness to contribute to extracurricular activities.
- Successful candidate must be willing to play a part in the life of a busy boarding school.
- Will consider applicants from both secondary and tertiary sectors.

The Application

Please use the standard application form and attach a supporting letter for this particular post.

The closing date is noon on Thursday 8th March 2012. Interviews will take place on Tuesday 20th March 2012.

All applicants will be required to undergo an enhanced CRB check.

Keith Budge
Headmaster, Bedales Schools
February 2012