

Candidate Information

COMMUNITY, AMBITION, OPPORTUNITY

COMMUNITY

AMBITION

OPPORTUNITY



Welcome From Susan King, Headteacher

Thank you for your interest in this position at Bristol Free School

I am delighted to be the headteacher of this vibrant and successful school which was established in 2011 to serve the local community of North West Bristol. Our aim is to ensure that every child who comes here receives the highest quality educational experience and leaves us ready to thrive and succeed in the adult world. We understand that each child is unique and has his or her own set of talents and aspirations. For that reason we offer not only high academic standards, with the support and challenge each child needs, but a wide range of responsibilities and extra-curricular opportunities, to suit all aptitudes and tastes.

Our school is privileged to have an exceptional team of dedicated and professional staff. They are totally committed, hardworking and innovative, going way beyond the extra mile to help our students be the best they can be. The school enjoys a strong level of staff retention. All staff work exceptionally well as a team sharing the community spirit which characterises Bristol Free School. We are consistently oversubscribed and enjoy an excellent reputation in the community.

On joining Bristol Free School we will ensure you have every opportunity to develop your skills and enjoy your chosen profession. We are ambitious to improve even further and we welcome people who want to join us as we continue on our successful journey. This position will provide you with an excellent career opportunity to work in a school that puts its students and staff first.

COMMUNITY, AMBITION, OPPORTUNITY

About the School

CONTEXT

Bristol Free School is an 11-18 successful and oversubscribed co-educational comprehensive school, serving the community of North West Bristol. BFS has a unique legacy being created by the local community to serve Westbury on Trym and the surrounding villages. The school enjoys an excellent reputation for its academic excellence, the outstanding care and support given to students and the unparalleled opportunities provided for personal development.

SAFEGUARDING

This school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

Robust procedures are in place to ensure that staff are employed safely. For more information, please refer to our Recruitment & Selection procedure.

We have a dedicated Safeguarding Team led by our DHT & Designated Safeguarding Lead, Mr East.



PASTORAL CARE

Pastoral Care is key to our students' enjoyment and their success at BFS. We have a caring culture, where students are well known individually to staff, and effectively supporting them is central to what we do.

We have an extensive tutor programme. The system of rolling tutors means that relationships can be built over a long period of time. The Tutor system, led by Year Leaders and the Deputy Head is enhanced by a newly introduced House System. This provides a wealth of opportunities for our students to develop themselves and get fully involved. We have a dedicated SEND and Pastoral Team wrapping around these systems to make sure all students' needs are identified and appropriately supported.

About the School

RUSSELL EDUCATION TRUST

Bristol Free School is part of the Russell Education Trust. The Russell Education Trust (RET) is a not-for-profit charitable trust. It is sponsored by RET Community Interest Company, an educational consultancy that worked in partnership with a number of outstanding schools and academies to support the implementation of best practice in schools nationally. RET works with parents, communities, and diocesan authorities to establish and run schools. RET schools are inclusive comprehensives with the highest possible academic standards, serving their locality and working as part of their local family of schools.



RUSSELL EDUCATION TRUST



PARENT VOICE

Parents' Voice was established in 2009 and has consistently campaigned for a local community secondary school in this community. They wanted a high quality, secular and genuinely comprehensive state secondary school that our children can walk to with the friends they made at primary school, ending the breakup of community and friendships as children were scattered across more than 20 secondary schools previously.

About the School

CURRICULUM

We believe in the importance of developing a curriculum that is enjoyable, encourages responsibility, builds self-esteem, demands high standards, enables achievement and provides strong foundations for future learning.

We summarise this as a curriculum which develops wise students; our definition of wisdom encompasses knowledge acquisition, skill development and personal moral development. The school is committed to the principles of equal value and equal opportunity, supporting all students to achieve their greatest potential not just academically, but also as creative, caring and responsible future adults.

Each subject area has developed a programme of study to implement these curriculum aims. The guiding principles for this implementation are:

- Clear progress across all seven years of the school alongside regular opportunities for revisiting and securing prior learning
- Depth before breadth, maximising learning time in all subjects
- Additional curriculum time in English and Mathematics to develop these key skills for life
- Targeted support and additional challenge to ensure students make progress at least in line with our expectations
- Engaging enrichment opportunities for all that are embedded in the classroom as well as beyond it. Relevance to the wider world and application to the world of work

Each curriculum area has its own base with curriculum offices and resource bases. We strive to ensure that teachers have their own teaching room where possible.

Our timetable runs over two weeks with 40-50 minute periods.





Our aim is to ensure that
every child receives the
highest quality
educational experience.



Investing in You

What you can expect

Our staff are our most valuable resource and our excellent staff team create a very special working environment at our school.

If you apply and are successful you will be working in a great school and part of a friendly helpful team. Regardless of your expertise or level of responsibility you will have a range of opportunities available to ensure you are always improving and learning.

All staff are subject to an annual appraisal, and to a high quality programme of induction and ongoing professional development.

We are fortunate in the high quality and commitment of our support staff, who fulfil a variety of roles including examinations, administration, financial, technical, learning support and site improvement.

Staff Benefits

- Nationally agreed pay scales outlined in School Pay & Conditions Document
- Access to Pension Scheme (TPS for Teaching Staff and Avon Pension Fund for Support Staff)
- Excellent facilities and learning environment
- Free Employee Assistance Programme
- Professional development opportunities through internal and Trust led INSETS and Subject Networks
- Enthusiastic, energetic and friendly colleagues
- Initiatives to support and promote staff well-being
- Whole staff social events
- Free tea and coffee at break time
- Opportunities to participate in school trips



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I am delighted to be part of the school and have been made to feel so welcome.

I wanted to work for BFS for many years and was just waiting for the right opportunity to arise for me which luckily it did. The school's reputation for doing the absolute best for every student is what first attracted me, and the high expectations of achievement and development for both students and colleagues. I think above all, the importance of the school in the community and the spirit of teamwork amongst its staff was most attractive. I've been here 6 months now and I have not been disappointed!

—— **MS COLEMAN**
Head of MFL



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What attracted me to BFS was that it is a school with a strong sense of community that is diverse and accepting

The school has a strong Sixth Form which was a key factor in attracting me to work here as I aspire to teach higher level Mathematics. Since working here I have enjoyed being a part of a Maths department with a focus on improving the quality of teaching through sharing of good practice and high-quality resources.

—— **MR COOPER**
Maths Teacher

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BFS has a holistic approach at the core of its Ethos and Values

It resonated with me, as I believe education goes beyond simply academic development. I think that fostering social and emotional growth alongside intellectual development is vital in helping young people to achieve their full potential.

The school's aim to develop pupils into positive citizens with a strong moral compass also struck me. As a geographer, I recognise the importance of developing pupils as responsible, considerate, and informed global citizens, so that aspect of the school ethos really stood out to me.

—— **MS JONES**
Geography Teacher

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Local School set up by the community, for the community

I wanted to work at BFS because it is a local school set up by the community, for the community. This means it can be fully supportive for students and staff working there. BFS also has a strong focus on supporting every student so they can reach their full potential academically and as a growing individual.

—— **MS GOODBODY**
Teacher of SEND

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BFS has a fantastic diversity of Students

I would say the main reasons I wanted to work at BFS were due to the fantastic diversity of students we have which ensures a perfect level of challenge and a great opportunity to build fantastic relationships and make a genuine impact on young peoples' lives. Also, being a relatively new school, there was great appeal for me as a young NQT in being part of a young, forward-thinking and constantly developing workforce.

—— **MS TOVEY**

Psychology Teacher

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Leadership has serious integrity and offer real support to all staff

I wanted to work at BFS because there is a very clear moral purpose running through the school, in terms of wanting to raise aspiration for disadvantaged students. Many schools say this obviously, but I got a real sense that this is what is driving everything, and, as a middle leader, I would be empowered to make this vision a reality. Since joining the school, I have noticed that the reality is actually better than that. The leadership have serious integrity and offer real support to all staff to ensure that they are able to deliver the very high expectations put on them. There is a very strong sense of commitment amongst the staff, and although we've been through the most difficult year I've known, moral is still high and teachers are supporting one another and recognising that they all have a role to play and not wishing to pass the buck.

—— **MR BROWN**

Head of Maths

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Opportunity to teach all key stages

It's a community focused school within the city of Bristol that offers education to students from diverse backgrounds. There is the opportunity to teach all key stages including a popular further Maths program at GCSE and A-Level. BFS also offers the opportunity to be involved in cross-school collaboration within RET. I was also impressed with the care afforded to the program for tutor periods which aims to develop students into well-rounded individuals.

—— **MR PROBERT**

Maths Teacher



WHAT WE ACHIEVE

GCSE

74%


**Of students achieve
grade 5 or above**

52.6

Attainment Score

95%

**Of students stayed in
education or entered
employment**



**We want our young people to leave BFS
with confidence and a strong belief that
they can make the best of their life
chances and be positive citizens with a
strong moral compass.**

WHAT WE ACHIEVE

Alevel



62%

**Of all Students
achieving at least one
A*-B grades.**



28%

**Of all Students achieving
three A*- B grades**



96%

**of all Students that
applied for University,
accepted places onto their
chosen degree courses.**

“The Sixth Form is well led. Leaders have a comprehensive understanding of its strengths and priorities for improvement and promote high aspiration.”

OFSTED

OUR SENIOR LEADERSHIP TEAM

Bristol Free School



Susan King

Headteacher



**James
Fernandes**

Deputy
Headteacher



Dan East

Deputy
Headteacher



Kath Conway

Assitant HeadTeacher



Sally Jenkins

Assistant Headteacher



Richard Walker

Assitant Headteacher
(Sixth Form)



Sarah Rupprecht

School Business
Manager



Contact Details

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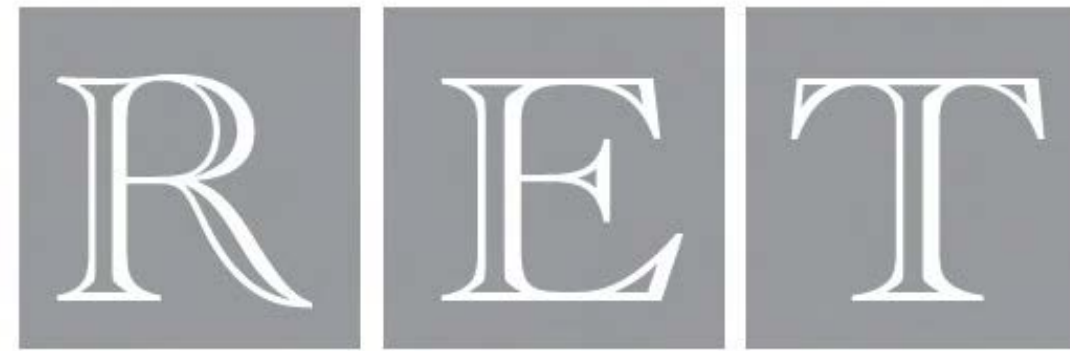
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COMMUNITY, AMBITION, OPPORTUNITY



RUSSELL EDUCATION TRUST



Becket Keys
CHURCH OF ENGLAND SCHOOL



**King's
School**