



Year 3 Teacher Recruitment Pack



January 2025

Bromham CofE Primary School

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Letter from the headteacher

Dear Prospective Applicant,

Thank you for your interest in the post of Year 3 Class Teacher at Bromham CofE Primary School. We welcome and **strongly** encourage visits from prospective candidates.

You will be a great teacher with the belief that all children can achieve and you will be passionate about removing barriers to learning. This is an exciting time to be joining the Bromham team and to be part of something profound and special.

We know that successes and habits of excellence are achieved through perseverance and incremental improvement – by ‘building firm foundations.’ This vision is at the heart of our school. Our aspirations are simple and ambitious: every Bromham pupil will build firm foundations for the future and achieve great things.

We are particularly interested in a candidate’s commitment to continual and incremental improvement and an unfaltering belief in the potential of every child than in extensive experience. Whether you are an experienced teacher or are recently qualified, you will play a key part in the school’s development.

Our curriculum is based on cutting-edge insights from cognitive science and educational research. We look at the best practice from across the globe to influence our thinking.

The children are lively and inquisitive, with a strong sense of personal responsibility linked to our Christian values who, along with their parents and carers, take pride in the school and our achievements. We have a dedicated and talented staff team who have real ambition for the children they teach and for their own professional development.

You will find more information about our school in the pages that follow. If you are excited by the prospect of teaching at Bromham and share our passions for raising the standards of education then please come to visit BPS to see for yourself what makes it such an inspiring place to teach.

Yours faithfully





Insights into our school

Bromham is a very successful and happy school. The catchment area covers local villages and feeds into the local secondary schools. We work closely with the Parish Council and Bedford Borough Council.

The Pupil Admission Number for September 2025 is 90 in Reception and Year 1-4 and 60 in year groups 5 & 6.

School organisation

The school has a highly successful early years provision. Children start in the September following their fourth birthday. Key Stage 1 has three classes in each year group. Key Stage 2 currently has 3 classes in Year 3 which will mean from September, there will be three classes up to Year 4 and two classes in Year 5 & 6.

The school administration team is led by the Business Manager who is a member of the school's Senior Leadership Team and has responsibility for managing the school's office and finances.

Our governing body

The Governors are very supportive, visiting the school regularly and offering their individual expertise and advice. The skill set is wide, and the school has benefitted greatly from their expertise. The Governors meet each half term and all main business is reported to the full GB. All decisions are made within the full committee. As a VC Church School, we have 2 foundation Governors and the Vicar of St Owen's is an ex-officio member.

Parental engagement

The school is very well supported by parents, many of whom work regularly alongside the children in their classrooms. The school has an open-door policy and encourages parental involvement.

Curriculum

Each subject area is taught as individual subject areas and for most of the subjects, the school follows the CUSP curriculum which is rooted in the Science of Learning.

Phonics and spelling is taught using the Sounds Write scheme which all new teachers are trained in.

Finance

The school budget is carefully managed by the Business Manager, Head Teacher and Governors. The school's finances have been balanced historically with small surpluses carried forward.



Key school information

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| Type of school | Church of England (Voluntary Controlled) |
| Age range | 4 to 11 |
| Location | Bromham, Bedfordshire |
| Budget | Balanced |
| Management structure (Senior Leadership Team) | Head Teacher, Deputy Head, Assistant Head Teacher x 2, SENDCo, School Business Manager |
| Number of teaching staff | 25 teachers (some part-time) |
| Number of children on roll | 475 |
| Average class size | 28 |
| Attendance | 96.2% |
| % of children with EHCP | 3.18% |
| % of children with FSM | 9.95% |
| % of pupils in receipt of Pupil Premium | 8.26% |
| Website | www.bromhamprimary.co.uk |
| Latest Ofsted report | Click here |

Our premises and learning environment

The current school is split over two sites with two buildings on each site. The site is divided by village playing fields with an off-road pathway linking the two sites. The age range of the buildings spans from over 150 years to 6 years old.

The school has a segregated Foundation Stage outdoor space which has many varied activities to promote learning and enhance the children's experiences of school life. Currently the sites are split between Reception and Year 1 (Village Road) and Year 2 and KS2 (Grange Lane). There are hard surface play areas at both sites. The Grange Lane site has netball courts, a MUGA, short tennis courts and fields with age grade football and rugby pitches available.

The children are provided with numerous opportunities to develop their creative, artistic and sporting abilities both in class and through a range of clubs that take place during lunchtime and after-school.

The Village Road site hosts a Children's Centre in its original Victorian classroom. This is managed separately from the school. The six classrooms – of which 2 are a modular build - are currently occupied by Reception and Year 1. The site has its own large hall, which is used by Before and After School Club.



Job description



Main responsibilities in the classroom. He/she will:

- You will support the building of a strong classroom culture by building strong relationships with pupils.
- You will create organised classroom environments and a sense of joy in all learning.
- You will teach great lessons all of the time.
- You take responsibility for an ongoing excellent quality of teaching.
- You will drive pupil learning within subject areas, including the provision of quality coaching for team members.



Main responsibilities around the classroom. He/she will:

- You will act as a role model for pupils and colleagues at all times.
- You will be a visible presence around the school.
- You will be available to staff to support with teaching and classroom culture, as needed.
- You will be constantly developing professional understanding around all aspects of the role, including subject knowledge, understanding of child development and additional pupil needs.
- Crucially, you will work closely with families to support them to effectively support their children, operating with sensitivity, empathy and high expectations.
- You may lead a subject area.

Main responsibilities beyond the classroom. He/she will:

- You will support learning beyond the classroom by supporting with the organisation of trips and other extra-curricular opportunities.
- You will always follow all school protocols and practices relating to Safeguarding and Child Protection.
- You will act as a guardian and steward of the building and the community, ensuring that resources are taken care of and managed effectively.
- You will proactively take responsibility for your own development, seeking opportunities to learn, grow and lead and you will hold your team to account through supportive and clear leadership.
- You will undertake any other responsibilities and duties as directed by the headteacher.

Person specification

- Unwavering belief in the vision and values of Bromham CofE Primary School
- Excellent teacher with a constant desire to improve
- Highly organised and attentive to detail
- Clear commitment to character education and the development of the whole child
- Qualified teacher and good honours degree
- Expansive knowledge and passion for your subject
- Values driven
- Strong and evidenced teaching ability focussed on excellent outcomes for all, especially the most vulnerable
- Excellent communication, interpersonal and organisational skills
- Excellent analytical numeracy and literacy skills

We will invest in any necessary training for you.



Selection process



Safeguarding

BPS is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. This post is subject to an enhanced Disclosure and Barring Service check. Reference checks will be performed prior to interview where permission is given.

School visit

We encourage all applicants to visit our school before submitting their application. Please contact school to make arrangements.

Applications and closing date

Applications must be made by **9am Friday 14th February 2025**. Apply through MyNewTerm which can be found on the vacancies page of the school website www.bromhamprimary.co.uk.

Interview and selection day

We will process all applications on a rolling visit so **encourage you to apply as soon as possible**.

Appointment timescale

The successful applicant would take up the full-time permanent post from **1st May 2025** or at the start of the term if possible.

Pay scale

The pay scale for this post is Main Pay Scale 1-6 (£31,650 - £43,607)

Contact details

Mrs Kathryn Fender, Office Manager

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Bromham, Bedford, MK43 8NR

01234 822784 office@bromhamprimary.co.uk

Our children's collective wishes for new teachers



Bromham in Bedfordshire is a beautiful village 4 miles to the west of Bedford. It has a population of 5,000 and has a perimeter of 9.7 miles. It has a thriving community with school, parish council, churches, shops and public houses.

In Bromham we are very fortunate to have a number of lovely sites to view history and nature including Bromham Mill which dates from 1695, Salem Thrift and Bromham Heritage Trail to name a few.

St Owen's Church dates from the 13th Century and is located within 70 acres of parkland adjacent to the river.

There is a good road network linking the village to Bedford, surrounding villages and Milton Keynes, with a mainline train station in Bedford.