



The *Henry Beaufort* School
Winchester, Hampshire

Job Information Pack

www.beaufort.hants.sch.uk

WELCOME

Dear Applicant

Thank you for requesting the details of this post. The Henry Beaufort School is in the top 10 schools in Hampshire for Progress. While being extremely proud of this achievement we are also humble; there are always ways to further improve.

The Henry Beaufort School has 'a strong leadership team who work well together and are excellent models for staff' [Local Authority Inspection Report]

When I came into teaching my focus was entirely on being an outstanding practitioner. I wanted, perhaps expected, all my students to be inspired by literature and appreciate the value of English as a vehicle to a wide range of careers. My somewhat missionary zeal was soon tempered by the reality of the day job! However, I never lost faith in the need to inspire my students with my teaching and being determined that making progress was a basic right for all my students.

This fundamental vision as a teacher has continued to guide me through my career and as a Headteacher it has become central to the vision I have for the school. However much of my time is taken up with the responsibilities of a Headteacher. There is still, for me, nothing that matches the privilege of being in a classroom environment. It is this principle that guides all the appointments made at The Henry Beaufort School namely putting outstanding practitioners in front of our students.

Our students are '*happy and proud of their achievements*' [Ofsted 2023]. Our positive Progress 8 score has been maintained. All our young people achieve GCSE grades a third of a grade higher than their Key Stage 2 scores predict. However, we are not complacent, we know that such a culture can only be maintained through our hard work and determination to secure positive outcomes for all our young people.

We operate a five year curriculum model with the options process starting in Year 8. We believe this gives all our young people the opportunity to secure the best possible outcomes, academically and in terms of their personal growth. Cultural Capital opportunities throughout the five year model will be integral to this success and this ensures that we continue to offer a broad and balanced curriculum throughout these five years.

Please look carefully at the Role and Responsibilities that accompany this vacancy. Selecting the right person to become part of our team is our challenge. I do hope that you will want to be that person.

Yours sincerely,

Sue Hearle

Headteacher



BACKGROUND INFORMATION

The History of our Name and Crest

The Henry Beaufort School was opened in September 1971. The school bears the name of a Bishop of Winchester who died in 1447. Henry Beaufort was Bishop of Winchester and three times Lord Chancellor of England; he is buried in Winchester Cathedral. He was a highly regarded representative of his country abroad.

Henry Beaufort was also a man of great wealth but he gave large amounts to charity, including rebuilding Winchester Cathedral and enlarging St Cross Hospital. We consider our students to be members of the wider community and it is hoped that all of them will aim to be good representatives of the school both in the locality and further afield. It is also hoped that they will share what good fortune they have with other members of the community. For these reasons the school governors chose the name of Henry Beaufort for the school. The school crest represents Beaufort Castle in Anjou, France, from which Henry Beaufort took his name.

In order to echo this connection with other countries and cultures, European cities have been chosen as names of the seven faculties. Each of these cities has a connection with the curricular team to which it is linked.

The Henry Beaufort School Vision Statement

We are proud to be an inclusive comprehensive school. We understand that young people today have many pressures placed upon them from an early age. Our role is to create a happy, stimulating learning environment that gives every child the confidence and resilience to face these pressures head on.

We have high expectations of all our students. At The Henry Beaufort School there are no limitations to individual success.

We acknowledge the fundamental role that we play in the academic and moral education of young people.

We celebrate the success of our students at every opportunity and take delight in the buzz and energy around the school site well beyond the official ending of the school day.

We do not accept mediocrity or complacency. We understand the challenges that accompany our role as educationalists and we continue to work to find ways to refine and improve our practise. This is underpinned by our aim to be outstanding in everything that we do.



SAFER RECRUITMENT

The school is committed to safeguarding children and promoting their welfare. All successful candidates will be subject to a Disclosure and Barring Service check along with other relevant pre-employment checks. Including an online search for all shortlisted candidates.

All Candidates shortlisted for interview will be subject to an online profile search in line with keeping children safe in education (KCSIE) recommendations.

Keeping Children Safe in Education (KCSIE) Checks:

The Henry Beaufort School is committed to safeguarding and promoting the welfare of children, young people and our learners. As an education provider, we follow the Keeping Children Safe in Education "KCSIE" guidance. As part of the recruitment and onboarding process, we follow the guidance regarding References, DBS and vetting checks for job applicants. These checks will take place either prior to interview or between interview and offer.

Social Media:

As part of the shortlisting process, we carry out an online search on shortlisted candidates. This practice will help identify any incidents or issues that have happened and are publicly available online. Any information gained will be held for 6 months for unsuccessful candidates and for the period of their employment for appointed staff. Any flagged concerns will be discussed as part of the shortlisting process.

Use of AI:

We understand that you might use AI and other resources for your application, however, please ensure all information you provide is factually accurate, truthful, and original and doesn't include ideas or work that isn't your own. This is so that your application is authentically and credibly your own.

References:

References are required prior to appointment. Previous employment references may be sought prior to interview, if you do not wish for us to contact your referees prior to interview please notify us in your covering email. All references should cover the previous 5 years of employment, if you do not have service employment for the previous 5 years, we will require a written statement regarding this and a character reference. If you are already employed in the education sector the school requires a reference from your current education employer.

DBS & Vetting Checks:

In line with our policies and procedures, pre-employment checks will be carried out to determine your suitability to be engaged in regular activity with our learners, as per the Keeping Children Safe in Education (KCSIE) document. All offers of appointment are made subject to satisfactory outcome of references, Disclosure & Barring Service (DBS) check, right to work evidence, qualifications, and medical clearance.

Equal Opportunities:

It is acknowledged that Hampshire County Council is an Equal Opportunities employer. The school will do its utmost to meet this requirement. In pursuing this policy in support of the aims of the school, diversity amongst staff is viewed positively in all staff appointments, the best candidate should be appointed, in line with The Equality Act 2010.

SENIOR LEADERSHIP TEAM



Miss Sue Hearle (HEA)
Headteacher
Teacher of English



Mr Andy Applin (APL)
Deputy Headteacher
Teacher of PE



Miss Eleanor Shelton (SHE)
Deputy Headteacher
Teacher of English



Mrs Holly Briggs (BGG)
Assistant Headteacher
Teacher of Child Development



Miss Emma Colebourn (COL)
Assistant Headteacher
Teacher of Child Development
Teacher of Health & Social Care
Teacher of PE

SENIOR MANAGEMENT TEAM



Miss Thania Miah
PA to Headteacher



Ms Alison Caplin (CAP)
Bursar

PASTORAL ORGANISATION

HEADS OF YEAR



Mr Christian Janes
Head of Year 7



Miss Shannon McMahon
Head of Year 8



Mr Tom Davidson
Head of Year 9



Miss Rachel Bean
Head of Year 10



Mr Charlie Naisbitt
Head of Year 11

The intention of our curriculum

We pride ourselves on providing opportunities for every student to follow a broad and ambitious curriculum. The purpose of our 5-year curriculum is to support students in their cumulative knowledge and skills over time. We place value on both the academic and personal development elements that our curriculum offers.

We know that success comes from enjoyment and engagement. Our curriculum is based around our teaching of key concepts, prioritising depth and breadth and ensuring knowledge and understanding is gained in each subject across the five years.

Our curriculum follows the Key Stage 3 and Key Stage 4 National Curriculum and provides clear progression of subject knowledge and skills. The design of our five-year curriculum gives our students the skills and experience they need in order to access the next stage of their education and realise their potential.

We are ambitious for all students, and they follow a curriculum that challenges their learning. We offer 3 languages: GCSE French, GCSE German and GCSE Spanish which, when complemented by GCSE Geography or GCSE History make up the Ebacc suite of subjects (alongside their core subjects of English, Maths and Science). We know that the Ebacc combination of subjects gives students access to a wide range of employment options when they leave secondary school and the broad knowledge required by employers. We know that for many of our young people, studying the Ebacc suite of subjects gives a 'competitive edge' for applications to one of the Russell Group universities.

We are proud of our well-established and sustainable five-year curriculum.

- Our lower school curriculum places emphasis on humanities, languages, technology and performing arts subjects. This provides students with a rich diet of learning experiences that build on primary curriculum exposure, increasing this through additional teaching hours for these non-core subjects. Students also study English, maths and science in the lower school.
- Students are supported to make well informed choices around their Year 8 options process which allows them to focus their academic pathway into four option choices in Years 9 to 11. The Ebacc suite of subjects is a popular choice.
- The Year 9 curriculum builds on prior knowledge that allows student progression in a full breadth of subjects. Further to this the school provides Cultural Capital experiences to ensure that key themes, skills and understanding continue to be delivered across the five years even in subject's students no longer study.
- Although students have opted for their GCSE subjects in Year 9 this is delivered in a way to help students continue to build foundation skills from the national curriculum across the core and option subjects in conjunction with core ICT and RE.
- As students move into the upper school of Years 10 and 11 they increase their learning time in core subjects. All students in Year 10 receive high quality Relationships & Sex Education as part of the curriculum.
- Throughout the five years, students are provided Personal Development Days and Cultural Enrichment Opportunities as bespoke days where the school timetable is collapsed, and students experience a range of activities that prepares them for the wider world.

Our curriculum is underpinned by 'student voice' and what students feedback to senior and middle leaders about their experiences. This informs curriculum development to ensure it supports student outcomes, building knowledge and skills.

Our 5-year Curriculum Journey

Hours per fortnight	English	Maths	Science	History	Geography	RE	Relationship & Sex	Languages	Technology Rotations	IT	PE	Art	Drama	Music	Option Block A	Option Block B	Option Block C	Option Block D	Total
Year 7	6	6	6	3	3	2		6	4	1	4	3	3	3					50
Year 8	7	7	7	3	3	2		6	4	1	4	2	2	2					50
Year 9	8	8	8			2				1	3				5	5	5	5	50
Year 10	9	9	9				1				2				5	5	5	5	50
Year 11	9	9	9								3				5	5	5	5	50

The values of our curriculum encompass a well sequenced academic journey, cultural capital experiences and personal development opportunities including careers, SMSC and British Values. The concepts build knowledge and skills over time that ensure all students leave as well-rounded citizens.

- All subjects have a “Learning Journey” which can be accessed in more depth by looking in each subject area on our website [The Henry Beaufort School - Curriculum Subjects](#)
- The Personal Development Curriculum is designed to equip students with information to support them through the challenges of their formative years: the programme seeks to educate and nurture students, enabling them to make informed choices in their lives so that they can keep themselves healthy, safe and happy. [The Henry Beaufort School - Personal Development](#)
- Student outcomes are important but it is equally important that our curriculum offer is filled with rich first-hand purposeful experiences. Building cultural capital during their time at school is integral to ensure that students leave us as well-rounded citizens for the future. Further information on our cultural capital offer can be found here [The Henry Beaufort School - Cultural Capital](#)
- Employability skills are embedded through the five year learning journey for all students and the overarching careers offer can be found here [The Henry Beaufort School - Careers](#)
- Social, Moral, Spiritual and Cultural (SMSC) and The British Values (BV) are delivered explicitly through the Personal Development programme, and embedded within subject areas across the school and can be found here [The Henry Beaufort School - SMSC & British Values](#)

Options process in Year 8

Our core curriculum of Maths, English Language, English Literature and Science includes triple science. Students are entered into the appropriate pathway of triple or combined science in discussion with parents. The core curriculum is complemented by the study of a possible seventeen different options subjects, from which students choose four to study to GCSE level. This range of choices ensures that there are opportunities for all; we are ambitious for all our students to study challenging academic subjects alongside vocational routes.

The Henry Beaufort School has a diverse curriculum to accommodate the needs of our young people. We provide opportunities for every student to follow a broad and balanced curriculum. Our offer is flexible year-on-year, responding to the individual needs and interests of each cohort.

We also offer specific options for our more able students including GCSE Engineering and GCSE Computer Science. These are incredibly popular, and attract students who are highly competent mathematicians, potentially considering careers in design, architecture, science and technology-based pathways. GCSE Engineering sits within our Technology suite of subjects, GCSE Food and Nutrition and GCSE Design and Technology.

We strongly encourage students to take a language in their set of option choices as we know it broadens their horizons in terms of providing them with an insight into different cultures, alongside enabling them to compete in global market graduate schemes.

Our Humanities subjects of GCSE History, GCSE Geography and GCSE RE all enable students to foster a curiosity about Britain and the wider world. Students enjoy the investigative approaches taken in geography, the complexities of Anglo-Saxon Britain and inter-war Germany in History, and debating the ethical and philosophical issues that arise in their study of RE.

Our Arts offer encompasses GCSE Music, GCSE Photography, GCSE Art and GCSE Drama. Many of our young people enjoy the creativity associated with these subjects, but also the technical discipline required for performing, composing and analysing.

GCSE Physical Education covers anatomy, physiology, movement analysis and socio-cultural influence, students learn about a huge range of topics to complement their love of sports.

Full List of Option Subjects:

- Art, craft & design
- Child development
- Computer Science
- Design and technology
- Drama
- Engineering
- Food preparation & nutrition
- French
- Geography
- German
- Hair and beauty
- History
- Music
- Photography
- Physical education
- Religious studies
- Spanish
- Statistics

How our curriculum is implemented.

The school day is structured with five 1-hour lessons per day, with some double lessons for practical subjects and option blocks in the upper school. The full details of the structure of the day can be found here [The Henry Beaufort School - School Day Timings](#)

Students learn in different ways. We group students according to the needs of the individual and to allow for appropriate teaching, including setting and mixed ability teaching. In the lower school setting takes place in the core subjects and mixed ability teaching continues in the remainder of subjects. We adapt groups as required throughout the year as well as at the start of each year.

We identify those who are T5 (top 5% of students in each cohort), and provide extension programmes and enrichment activities within their specific subjects.

Every lesson at The Henry Beaufort School follows our 'Teaching and Learning Cycle'. Student learning moves through different phases: Connect, Explain, Model and Practice, and Check. During these phases, teachers will use a wide range of teaching strategies, offer different types of learning opportunities and check understanding, such as: lead retrieval practise, introduce key vocabulary, give clear and concise instruction, demonstrate, model, and use questioning to check understanding.

Our learning environment is built around the principles of (hb)² habit building skills that promote independence in students that are crucial to successful futures beyond the academic outcomes this supports. Further information can be found here [The Henry Beaufort School - \(hb\)²](#)

We believe that a well balanced education includes opportunities beyond the classroom. Our strong after school provision and our range of curriculum and non curriculum based trips broaden students' horizons and equip students with skills that they can use in their future. Enrichment week develops so many important skills for our students.

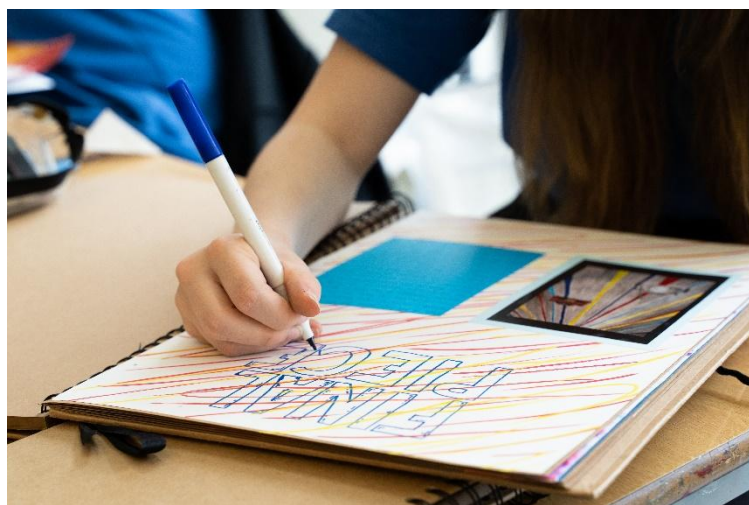
Home Learning is an extension of the curriculum that students' study in the school day. The aim of this is to embed positive habits, as well as offering students the opportunity to learn in more depth or breadth about particular topics. In addition, setting Home Learning enhances student's ability to recall and retrieve information they have learnt in lessons, strengthening their memory retention in preparation for tests. Details of time allocation can be viewed in more detail on our website.

[The Henry Beaufort School - Home Learning](#)

Our curriculum builds a wide range of skills and knowledge that are both disciplinary but also overarching. The curriculum offer supports transferable numeracy and literacy skills for all learners. Further information can be found here [The Henry Beaufort School - Numeracy & Literacy](#)

We are proud to have a student body from a diverse range of backgrounds. We work closely with our service families to ensure they are supported throughout their time at The Henry Beaufort School. Our school is a diverse, international community with nearly thirty different languages spoken by its staff and students. We offer additional support for students for whom English is an additional language depending on their level of proficiency in English. Further information can be found here [The Henry Beaufort School - English as an Additional Language \(EAL\)](#)

The impact of our curriculum



We report summative assessment data to parents which focusses on student progress/attainment data, attitude to learning and attitude towards home learning. These are spread across the year at different points to suit the needs of the year group, for example, Year 8 to make informed choices about options or Year 11 reports following November mock exams. We also have online progress evenings (parents evenings focused on student progress) where parents can meet with subject teachers to review in-year progress and support future successes.

Click the link for further information [The Henry Beaufort School - Progress Evenings](#)

The Henry Beaufort School is proud to be recognised as a top 10 school in Hampshire for Student Progress. Our Progress 8 score for this year is 0.34 which is recognised nationally as 'above average' and places us 8th out of 153 schools in the county. This consolidates our Progress 8 trend for the past 7 years: students leave our school achieving a third of a grade better on average than their key stage 2 scores predict. Full information on our performance measures can be found here [The Henry Beaufort School - Performance Measures](#)

Our students secure a successful pathway to their chosen future training or education. Alongside our Year 10 [work experience](#) programme we work with Education Business Partnership (EBP) to provide all students with tailored careers guidance. The school goes beyond the Gatsby Benchmarks to provide high quality employability skills through the five-year curriculum. Information on destinations of our leavers' cohorts can be found here [The Henry Beaufort School - Destinations](#)

"Leaders have designed a curriculum that is broad and interesting." - Ofsted 2023



ACCOMMODATION & RESOURCES

Our Building And Facilities

The school consists of eight main buildings around the central administration block (Winchester). The facilities include:

- Library;
- Four Information Technology Suites;
- Media Suite;
- Eight newly refurbished Science Laboratories;
- Beacon Arts Centre which has excellent Drama facilities, Art Studios, and Music rooms;
- Gymnasium;
- Dance Studio;
- Sports Hall;
- 3G Artificial Grass Pitch;
- Design and Technology Workshop;
- Engineering Workshop;
- Two professional catering teaching kitchens;
- Technology Designated IT Suite;
- Hearing Resource Base;
- Sensory Garden (under construction);
- Multiple Learning Support Provisions;

For outdoor sports and athletics there is an extensive area of grass as well as hard playing surfaces. The Sports Hall is used for Whole School Assemblies and affords facilities for a wide variety of sporting activities.

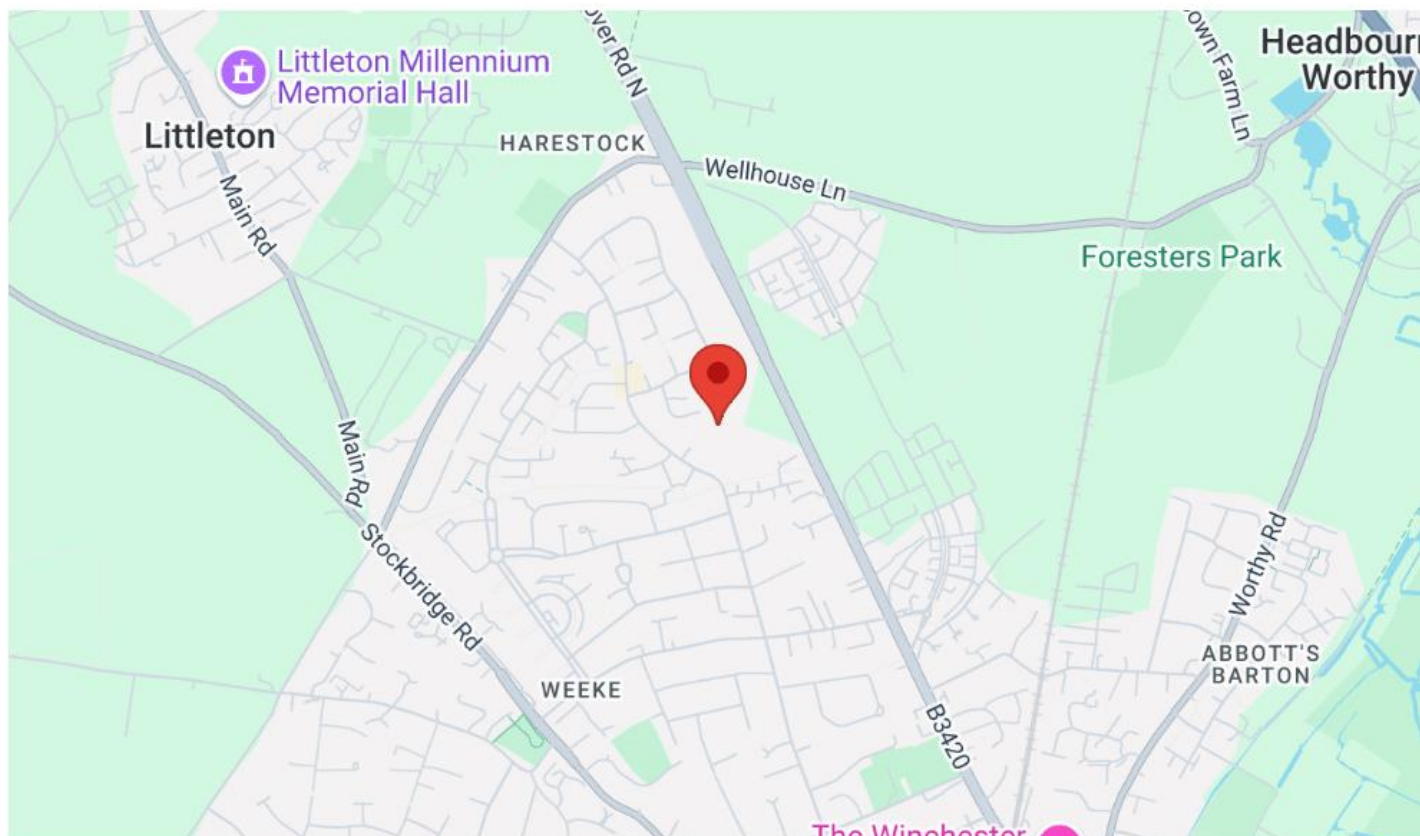
The Library is available for use by students at social times. Students may book in to use any facilities not otherwise in use, to assist with their work.



HOW TO FIND THE SCHOOL

The Henry Beaufort School is situated to the north of the city of Winchester, set in extensive grounds off Priors Dean Road.

There are good road and rail links with the M3 running close to the city and Winchester's main rail station being on the Waterloo line is only an hour from London.



Continuous Professional Development

All new staff are paired with a friendly face in their department from the outset. In the autumn term the school runs weekly staff training sessions to familiarise colleagues with our routines and practices, this is coordinated by our New Staff Induction Lead. These sessions are delivered by colleagues who have responsibility for key elements of our school, these sessions are structured in a way for new colleagues to gain knowledge progressively across their first term.

Teaching staff are directed to attend five whole staff meetings per year for their CPD. We also provide access to all staff a range of online CPD platforms for staff to access courses that links to their own continuous professional development underpinned through the performance and growth process.

The Henry Beaufort School works in partnership with the HISP Teaching School Hub for ECT induction and training. This means you will have access to high quality resources and support.

Being a Hampshire School provides us links to the extensive range of CPD courses in the Learning Zone that are a mixture of online CPD networks and courses to attend in person. We work closely with The Westgate School and run a range of joint initiatives.

Our school remains committed to bespoke CPD for all to develop their own practice.



Hampshire Local Authority – Information

Staff in Hampshire schools feel part of something larger than themselves and their individual schools. There is a buzz of professional people talking to each other about their jobs. They show their passion for what they do.

Working in a school in Hampshire you will experience a strong supportive network of schools.

When you work for Hampshire, you can expect:

- support from experienced and knowledgeable educationalists via Hampshire Inspection and Advisory Service (HIAS)
- networks and supportive links for ECTs, subject specialists and SENDCOs
- a vast range of professional learning programmes and resources for each stage of your career, via Hampshire Teaching and Leadership College (HTLC) – these can focus on evolving your teaching practice, developing your skills to enable you to step into a leadership role and supportive courses for SEND students
- working in partnership with Teaching Schools and Initial Teacher Training providers
- wider professional support services for leaders
- a supportive approach to collaboration and partnership working

Further information on Children's and other services provided by Hampshire County Council can be found on the Hampshire website: www.hants.gov.uk





WELLBEING AMBASSADORS



Miss Rachel Bean (BEA)
Prague



Miss Rebekah Wilson (WLS)
Moscow



Mr Andy Applin (APL)
SLT

WELLBEING REPS



Mr Christian Janes (JAN)
Athens



Mrs Abi Legg (LGG)
Berlin



Miss Natalie Wilson (WLN)
Luxembourg



Mrs Zaynab Al Hakeem (ZAL)
Moscow



Mrs Lucy Golding (GOL)
Rome



Miss Terri Welch (WEL)
PE



Mrs Vicky Harris (HRS)
Warsaw

The Henry Beaufort School is committed to student and staff well-being. We have staff well-being ambassadors in all team areas who work together to provide well-being opportunities for all colleagues.

Staff have access to:-

- Free on-site parking
- On-site Nursery (discounts for staff)
- Local Government/Teacher Pension (min 17.4% employer contribution)

In addition staff have unlimited access to [Education Mutual wellbeing service](#) They provide a host of health and wellbeing benefits and support including:-

- Counselling
- Financial Wellbeing Coaching
- Menopause Counselling
- 24/7 GP Service
- Nurse Support Services
- Stress Coaching
- Physiotherapy
- Surgical Assistance Programme
- Flu Vaccinations
- Men's Mental Wellness Programme
- Maternity and Paternity Support



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