



Buntingford First School
Education for a changing world



**TEACHER
RECRUITMENT
PACK
2023-2024**

www.buntingfordfirstschool.co.uk



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Dear candidate

Thank you for taking the time to consider an application for employment with us here at Buntingford First School, part of the Scholars' Education Trust. I am delighted to be in the position to welcome you and your interest in the post at Buntingford First School – Hertfordshire's only carbon net zero school.

The successful candidate would be joining us at a very exciting time as we establish our brand new school. We are looking for the right candidate to join us on this unique journey in creating a thriving first school at the heart of the local community.

The site will be set up to support a 2 form entry school as it grows over years to come. We will cater for children aged 3-9 years with children from Nursery to Year 4. There are extensive grounds and facilities to support a broad and balanced curriculum with plenty of opportunities for learning outside the classroom.

In my role as Headteacher, I am particularly excited about the development of an innovative, bespoke curriculum, tailored to the children's needs and built upon first-hand learning experiences. I believe passionately in preparing our children to be well-rounded citizens of whom we can all be proud of; enabling our children to flourish in an ever-changing world. Buntingford First School will have a nurturing ethos which enables all children to achieve outstanding attainment and progress. I passionately believe in knowing the children in our school as individuals and always ensuring that they are at the heart of everything we do.

Our key drivers for the curriculum will be around new technologies, well-being and of course, sustainability. Sustainability will be inter-woven throughout the curriculum and the site lends itself to many key learning opportunities. Staff wellbeing is of utmost importance as all staff are integral in school development. I will strive to ensure that staff feel enabled and supported to provide the best education we possibly can for our children.

Within Scholars' Education Trust, the school improvement programme involves staff from across the trust in peer reviews, joint CPD, an annual conference for all staff (teaching and non-teaching), cross-trust working parties and many other opportunities to work together to raise standards and disseminate great ideas. Scholars' Education Trust also holds annual conferences for the children in which they attend workshops and discuss key topics such as sustainability and anti-bullying. There will be many opportunities to share expertise and develop beyond the doors of Buntingford First School for both the staff and the children.

The sky really is the limit at Buntingford First School – we are looking for creative, innovative people to help establish BFS on the map. If you would like a further conversation or to see the plans of the school, we would be more than happy to facilitate this.

We look forward to receiving your application.

Mrs V Johnston
Headteacher



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Buntingford First School Information for Applicants

The School

Buntingford First School (BFS) is Hertfordshire's first zero carbon school and as such is a trailblazing sustainability project for the county and Scholars' Education Trust. The school is due to open in September 2023 and will be a brand new build, meeting the need for school places in the Buntingford area.

Once open the school will have the capacity to become a two-form entry First School and nursery for three to nine year olds.

The Location

Built on a former Sainsbury's depot, Buntingford First School is easily accessible by road, situated on London Road adjacent to The Bury football ground, close to the A10. Situated on the southern edge of the town the school is just a 15 minute walk (<1 mile) from Buntingford town centre, ideally located for the local community.

The Building and Facilities

The new build adheres to Passivhaus standards which will improve the school's air quality, reduce carbon emissions and lower its energy running costs.

Over 300 solar panels, triple glazed windows and air-source heat pumps will be installed. The school will also include a rooftop outdoor classroom and numerous play areas and a forest school. Teaching spaces in the school will face north, avoiding south-facing windows that cause rooms to over-heat, while social areas such as the school dining hall and school hall will face south.



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The Curriculum

At Buntingford First School, we will offer a varied, creative and inspiring curriculum that provides opportunities for all our children to enhance and develop their knowledge and skills. Through real life experiences and extra-curricular activities, our schemes of learning will ensure that all children achieve the best educational outcome, alongside developing their confidence, social, and emotional skills.

The overriding objective at Buntingford First School will be to enable each individual, whatever their ability level, to develop to his or her maximum potential. To do this we will have a stimulating and challenging curriculum and we carefully monitor each pupil's academic progress.

Scholars' Education Trust expect the school be at the heart of its community working closely with its neighbours to improve the educational outcomes for all Buntingford children. It will work in partnership with local Buntingford schools as well as the other schools in the Scholars' Education Trust.



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Vision, Ethos and Values Buntingford First School

The shared values of the trust community are summed up in the Scholars' Education Trust ACE:

- **Achievement**
- **Care**
- **Excellence**

The ACE underpins everything that we do and provides a secure basis for all we strive to accomplish.

- Achievement in academic, artistic, sporting, cultural and other forms with a focus on teaching and learning.
- Care for students, staff and others beyond the school community.
- Excellent standards, manners, honesty, personal integrity and uniform.

Our vision for the school is to produce responsible young people of whom we can all be proud, who have achieved more than they ever believed possible and who are prepared to make a contribution to their local, national and global communities.

There is so much more that marks out the SET community as a place in which each individual can receive the support and challenge they need to help them thrive, and a website can only give you a glimpse. We are all immensely proud of the work we do here so if you would like to learn more, please do visit us and experience the SET ACE for yourself.



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Scholars' Education Trust

Scholars' Education Trust was founded in 2012 and now consists of 6 schools: Buntingford First School, Harpenden Academy, Priory Academy, Robert Barclay Academy, Samuel Ryder Academy and Sir John Lawes School. We are a cross phase trust providing a high-quality education for more than 4.5 thousand children between the ages of 4 and 18. Within our family of schools we have a primary, an all-through school, two secondaries and an extended secondary.

The Trust aims to ensure that the skills and experience of staff at all the schools are maximised to ensure that the students in our care receive the best education possible. Expertise in teaching and learning is shared across the entire trust and support systems are centralised to enable the schools to achieve maximum efficiency from all our resources. Although all schools retain their own identities, the central “DNA” of the Trust is shared across the organisations so that whether you are in Buntingford, Dunstable, Harpenden, Hoddesdon or St Albans you will know you are a part of Scholars' Education Trust and that the values and priorities of everyone you meet will be the same.



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Benefits of working for Scholars' Education Trust

Staff and student wellbeing is of paramount importance to everyone at Scholars' Education Trust. A comprehensive CPD programme which includes in school, across the Trust, leadership and staff wellbeing opportunities.

- Competitive packages and Burgundy book followed.
- Children of staff who have completed two years' service in Scholars' Education Trust may be admitted under Rule 4 of their school's Admissions Policy.
- Many teaching staff are provided with their own electronic devices such as laptops or an ipad.
- There are active Staff Associations in our schools with staff social events held regularly: for example, yoga, running clubs, cocktail evenings, staff wellbeing sessions, teachers' book club, support staff book club and many more!
- Bike to Work and salary sacrifice scheme.
- Season ticket loan scheme in place.



Recruitment Process

Vacancy

- All vacancies are advertised on Trust's website, school's website and Trust's internal Recruitment Bulletin
- All vacancies are advertised on national and local recruitment sites including TES, DfE, Teach in Herts, My New Term, BAME Ed, Indeed

Applicants

- A detailed Job Description and Person Specification is available for each vacancy with a copy of Trust's Child Protection Summary; visits to school are warmly welcome and can be arranged with Central HR on hr@scholarseducationtrust.co.uk
- Shortlisted candidates will be contacted and advised on the interview programme requirements in advance

Interview day

- Includes tour of the school, meet the team and a formal interview (tasks, lesson observation and student panel may also be included)
- To meet Safer Recruitment guidelines candidates will be requested to bring relevant documentation confirming their identity and qualifications.
- References will be requested prior to the interview day
- All candidates will be advised of the interview decisions within 48 hours; a feedback will be offered if requested

Any offer of employment will be conditional, subject to mandatory safeguarding checks (DBS, right to work, fitness to work, satisfactory references, etc).



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hr@scholarseducationtrust.co.uk

How to find us:

Directions - By public transport

From Hertford and Ware, the town of Buntingford is served by the 331 bus
[Arriva bus travel in Buntingford](#)

Directions - By car

Situated just off the A10, at the most southerly end of London Road, Buntingford

Car Parking Facilities

The school shares its car park with Bury Football Club.



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