

# Working at Bishop's Hatfield Girls' School

Bishop's is a successful, high performing comprehensive school which has been confirmed as "Continuing to be Outstanding" in every category by Ofsted (report January 2023). We have a distinctive ethos, enabling girls to succeed in and enjoy their learning. We are incredibly proud of our pupils and their achievements which continue to improve year on year. We emphasise the importance of the individual's contribution and take pleasure in sharing and celebrating achievement.



Pupil outcomes in attainment and progress are consistently excellent at KS4 and KS5. We are rightly proud of these achievements, but BHGS is not an 'exam factory'. We are a community that works together to offer support and encouragement so that we can develop ourselves and others.

## Join our team and help every pupil achieve

Our vision is for every child to fulfil their potential and enjoy the journey. We aim to achieve this through:

### Excellent Teaching

- by enthusiastic and inspirational staff
- in stimulating and creative lessons
- with high expectations for ALL

### Academic Success

- in a supportive learning environment
- enabling pupils to achieve their potential
- that values knowledge, skills and character

### Personal Development

- valuing happiness and mutual respect
- in extensive extra-curricular activities
- which encourages responsible risk taking and prepares for the challenges ahead

### Strong Leadership

- promoting high standards of behaviour
- securing and ensuring efficient and effective use of resources
- engaging the whole school community and beyond

We pride ourselves on our commitment to our school values which are Respect, Honesty, Ambition, Teamwork, Trust and Kindness.

You will be encouraged to lead on projects in and out of the classroom and your efforts will always be recognised and appreciated. All our staff run at least one enrichment activity and this helps contribute to the excellent pupil-teacher relationships of which we are very proud.

When recruiting staff, we look for personal qualities, workplace skills and experience which support both our vision and values. Staff wellbeing is very important to us and staff turnover is extremely low.

Please view our Virtual Open Day to gain an insight into our outstanding school: [Virtual Open Day](#)

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## Enjoy a great benefits package

We offer a good range of benefits to our staff which include:

### Financial benefits:

- Teachers or Local Government Pension Scheme
- Flexible working opportunities for some contracts
- London fringe allowance
- Cycle and technology purchase scheme
- Free onsite parking and covered cycle parking

### Family friendly policies:

- Priority school places for daughters of staff under rule 4 (see our Admissions Policy)
- Entitlement to maternity, paternity and adoption leave and compassionate leave, if required
- Electronic file sharing which allows access from home

### Ensuring your wellbeing:

- Own faculty/team office work space
- Complimentary tea and coffee in our staffroom
- Canteen serving hot drinks, snacks and healthy meals
- Social events throughout the year enabling you to get to know your colleagues including identified staff meetings which are given over to wellbeing activities.
- Comfortable new building which opened in 2017
- Access to our Employee Assistance Programme and/or School Counsellor should you need personal support

### Professional support:

- CPD programme including INSET training and regular briefings
- Staff Professional Development Award which gives financial support when working towards professional qualifications relevant to your role
- Paid time off for professional examinations

### Access to resources and services to save you time:

- Loan of a chromebook for teaching staff
- Reprographics function assisting with printing and production of resources
- IT support for technical issues and advice
- Communications Manager providing support with external communications
- Flood wifi throughout the building





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## Continue your professional development

We are committed to developing staff both professionally and personally and you will find managers responsive to your opinions as to how this can best be achieved. New members of staff can expect a thorough, planned induction programme to help them settle into life at school. For all staff, professional development plans are bespoke based upon experience, expertise and personal needs. Staff may also apply for a Professional Development Award which provides financial support to those looking to extend their skills and knowledge beyond the school's usual CPD programme.



## Work in our stunning new building

Please view our [Virtual Tour](#) to see our fantastic facilities.

## Work in a convenient location

BHGS has excellent transport links:

- Local cycle routes

# Working at Bishop's Hatfield Girls' School

- Fast train service to London, Stevenage and Cambridge within walking distance
- Excellent bus routes with stops close to the school
- Easy access to the A1, A414 and A1000

And good local services:

- Local shops including ASDA, Boots and Post Office
- Swimming pool and leisure centre in walking distance
- Hatfield Galleria with outlets, restaurants and cinema complex one mile away



***Please see our website for more information about Faculties and Enrichment. Please also look at our School News and Social Wall for an insight into what goes on at BHGS. [www.bishophatfield.herts.sch.uk](http://www.bishophatfield.herts.sch.uk)***