

BHS

BEACONSFIELD HIGH SCHOOL



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#TeamBHS





Welcome

Thank you for your interest in Beaconsfield High School. As Headteacher, I am incredibly proud to lead this ambitious, diverse, and outstanding school.

This is an exciting time for us, and we are always eager to welcome talented individuals who are passionate about making a difference. In the following pages, you'll gain an insight into life as part of our exceptional staff team, the training and wellbeing opportunities we offer and what staff have to say about our school.

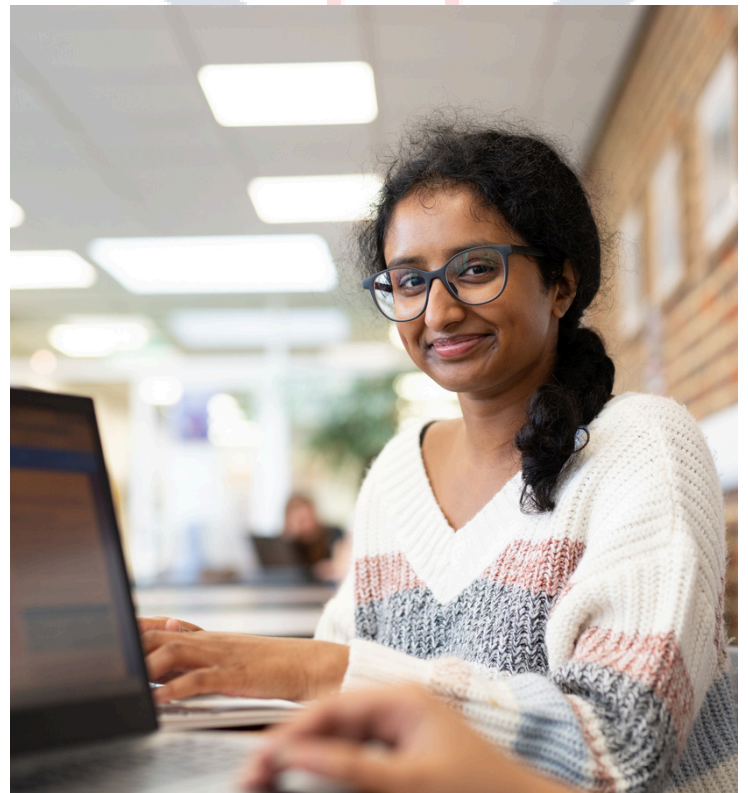
If you cannot find the information you are looking for, please look at our website or contact our HR Officer at hr@beaconsfieldhigh.school.

Tina Bond
Headteacher

About Us

Welcome to Beaconsfield High School, an Ofsted Outstanding school, [click here to read our most recent report](#), affectionately known as 'Becky High'. Our vision is to nurture a happy and high-achieving learning community, valuing relationships and respect. Students are guided to dream big and unlock their potential, and leave us full of integrity and ambition, ready and equipped to make a positive contribution to society, with the world at their fingertips.

Located near the centre of Beaconsfield, we have easy access to transport links, including trains to and from High Wycombe and local bus routes.



What our Staff say...

At Becky High, our staff take great pride in being part of the school community. In fact, our recent annual staff survey revealed that 100% of our team feel proud to work here. But what makes this so? Is it our commitment to flexible working, our Personal Development Programme, or the support we provide for health and wellbeing? We believe it's a combination of these factors—and many more!

Life at Becky High is both rewarding and enjoyable, with professional trust at the heart of everything we do. Our staff offer each other strong support and find great satisfaction in working with students who are eager to engage with all that our school has to offer, both academically and through co-curricular activities.

“SLT are so supportive. They understand what it is like balancing work and being a parent and have always encouraged me to attend events for my children. Staff members go out of their way to support each other too. My role involves evening events and staff chaperoned my children so they can watch the school show. I feel trusted to do my job and being allowed to take PPA time offsite reflects this.”

“I appreciate the way our autonomy is respected and how the school seeks to accommodate the different circumstances of staff. Requests for Leave of Absence have been approved allowing me to meet commitments in my wider life and I am rarely called to cover lessons. This means I can prioritise my teaching and pastoral responsibilities, knowing that, barring an emergency, my PPA will be respected.”

“When I was finding it a challenge to manage my parental responsibilities with my Middle Leader role, I approached the Headteacher who was extremely supportive. We were able to work out a way for me to continue in my Head of Department role, whilst dividing the key stage responsibilities between me and two of my colleagues. This has been extremely important for my wellbeing and that of my family, and I feel so grateful to the school and to my colleagues for making this possible.”

“Being able to have a phased retirement has extended my career at Becky High. The school were supportive of my application and the finance team were very helpful and knowledgeable about the process. It is a great way to explore the possibility of retirement, I feel like I have a life but am still fulfilled in my career.”



Why work with us?

Flexible Working

At Becky High, we wholeheartedly support flexible working arrangements as part of our commitment to staff wellbeing. We actively encourage Flexible Working requests and have a generous Leave of Absence (LOA) policy in place to support both personal and professional needs.

We offer shared job opportunities at various levels, including Head of Department (HOD) and Head of Faculty (HOF), allowing for greater flexibility in leadership roles. Additionally, part-time positions are available at all levels, including middle and senior leadership, providing staff with the opportunity to balance work and personal commitments.

We carefully consider all staff requests and strive to accommodate individual needs wherever possible.



Timetabling and Teaching

At Becky High, teachers enjoy a generous 15% PPA (Planning, Preparation, and Assessment) time, spread across a fortnight to ensure that adequate teaching staff are always on-site. This structure also provides flexibility, allowing teachers to take their PPA off-site when needed.

We maintain consistently excellent student behaviour through strong systems that support and reinforce high standards. This is reflected in student surveys, Ofsted feedback, and data.

To further promote a positive work-life balance and manageable workload, teacher contact time is capped at a maximum of 42 hours per fortnight.

Cover

At Becky High, we prioritise minimising the impact of absence on both staff and students. To ensure teaching staff are only used as a last resort, we employ three dedicated cover supervisors. We have also implemented an effective on-call system for teachers who are below their full teaching load, helping to balance the coverage responsibilities across the school rather than placing the burden solely on individual departments.

For long-term absences, we enlist a team of experienced retired BHS teachers to step in, ensuring continuity of high-quality teaching without adding extra workload to our current staff. This approach ensures that both staff and students are supported, maintaining an excellent standard of education with minimal disruption.

Why work with us?

Meetings, Training, and Calendar Planning

Term dates are set to maximise weekends within school holidays, ensuring extended rest periods. The school offers five non-working Academy days each year, effectively extending school holidays, along with two disaggregated INSET days for staff wellbeing.

To reduce late evening work, Year 7-11 parent/carers' evenings end by 6.30pm, with the school day concluding at 2.30pm. Year 7-10 meetings are held remotely for added flexibility. Workload is carefully managed, with deadlines and events scheduled to minimise pressure. After-school meetings are kept light, with some flexibility for staff to decide when and how they are completed, including remote training options.



Professional Development

At Becky High, we take an innovative, evidence-based approach to Continuing Professional Development (CPD), where inquiry questions are explored through dynamic professional learning communities. This collaborative, reflective model empowers staff to grow together, continuously enhancing their skills through the latest best practices.

We're committed to supporting career progression by offering funding for both teaching and support staff pursuing relevant professional qualifications. For those looking to take their expertise to the next level, we also provide funded MA routes—opening doors for staff to advance and thrive in their careers.

Our Professional Development Process (PDP) goes beyond traditional appraisals. It's a truly developmental system focused on helping staff refine their skills and achieve their professional aspirations, ensuring growth is meaningful, personalised, and rewarding.



Health and Wellbeing

The school values work-life balance and encourages staff to be present for important family moments, like sports day, graduations and weddings, etc.

A range of health and wellbeing benefits are available including flu vaccines and eye tests to support staff health. Physical wellbeing is also prioritised, with HIIT classes and a fitness gym accessible to staff before and after school.

The Wisdom programme, part of our Health Assured membership, offers confidential advice on a variety of personal and professional challenges.

Additionally:

- Cycle to Work Scheme
- Free lunch is provided to staff staying for Parent/Carers Evening and Open Evenings
- Free Parking on site
- Free breakfast twice a term
- Lots of opportunities to travel as part of school trips - open to both teaching and support staff
- Generous Teachers pension contribution (28.6%)
- Generous Support Staff pension contribution (22.1%)

