



The Bolder Way

Staff Recruitment Pack

Our Vision

Our vision is of a school where kind, strong and brave students believe that anything and everything is possible.

We achieve this by delivering an exceptional education together; where everyone can shine; where talents are unleashed and feel at home. Regardless.

Our values – be kind, be strong, be brave – are the bedrock of our school.



Having Friday afternoons off allows me to pick up my children from school. This is hugely appreciated and supportive. I did not think this would be ever possible as a teacher, thank you.

Lead Practitioner







The support you get as an ECT is amazing, I have a coach and a mentor; they help and guide me so much.

ECT Teacher



WHY WORK FOR US?

A Bolder future awaits...

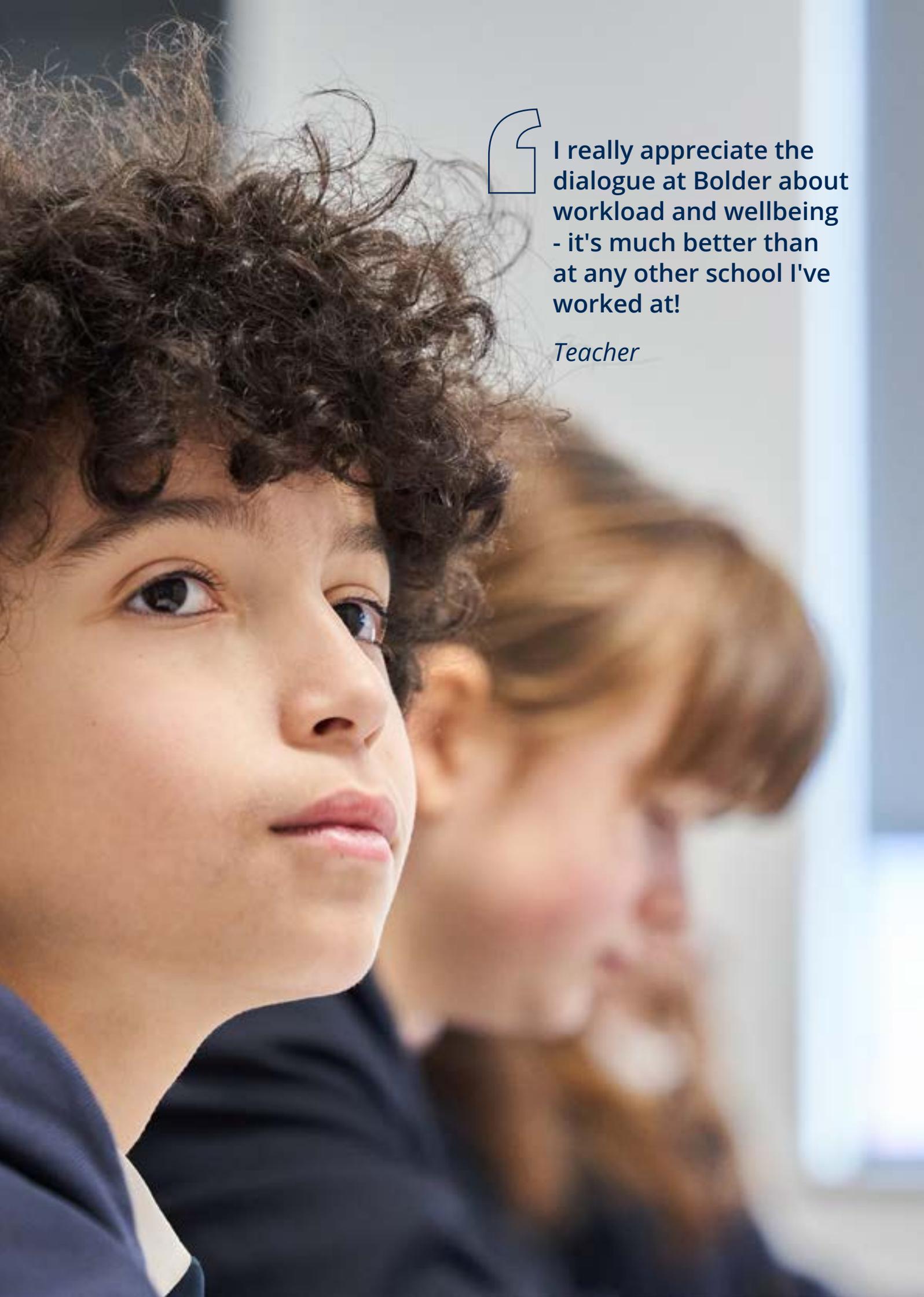
Bolder Academy is a vibrant and dynamic school. Exceptional learning and training opportunities exist for both staff and students.

The Bolder Way – Be Kind

Fostering a strong sense of belonging, excellent relationships and ways of working, you will be joining a happy staff body.

We believe in kindness; we are kind to you and to one another.

- **Friday afternoons are yours** – Our staff are free to start their weekends from 1.30pm every Friday.
- **Extended weekends and half term** – We have an extended October half term and a long weekend to beat the winter blues.
- **Time for planning** – With a longer day for the students there will be no expectation of you working in the evening. You will be given the time to do your day job and will benefit from a generous allocation of preparation and planning time.
- **Goodbye to bureaucracy** – We recognise that unnecessary burdens and bureaucracy can get in the way and must be removed if we are to achieve great things. Say goodbye to meetings: 'Agenda item 1: meeting for the sake of meeting.' Say hello to assessment systems that are workable, efficient and, above all, designed to have the most impact on students and support staff well-being.



I really appreciate the dialogue at Bolder about workload and wellbeing - it's much better than at any other school I've worked at!

Teacher

- **Professional development, coaching, and mentoring** – Bolder’s professional development budget and the opportunities on offer are substantial. Each member of our staff can choose to be coached and mentored; allowing you to develop your skills and career goals in areas of most interest to you. We work closely with other schools, training providers and national networks to ensure our staff receive the very best training.
- **Wellbeing** – We are one team at Bolder and we strive to look after ourselves and one another. To find out more about how we do this take a look at our vacancies page – Supporting Wellbeing and Workload.
- **Diversity & Inclusion** – Diversity, equity and inclusion are more than just words. They are the guiding principles of how we build our teams, cultivate leaders and create a school that’s the right fit for everyone. Let us know about any reasonable adjustments during the recruitment process.
- **Pay** – Bolder’s pay scales benefit from the Outer London uplift.
- **Other benefits** – Alongside the above, we offer a full benefits package for our staff. This includes:
 - Priority admission for children of staff
 - Employee Assistant Scheme
 - Enhanced employer pension contributions
 - Healthcare benefits, including flu clinic and subsidised private health care and eye care vouchers
 - Access to our state-of-the-art gym
 - Use of a personal laptop
 - Funding towards the bike schemes



Leaders value high-quality professional development. They support staff workload and wellbeing.

OFSTED



CAREER DEVELOPMENT & PROGRESSION

Committed to providing the very best professional development opportunities, we know our staff are strong, are Bolder.

The Bolder Way – Be Strong Brilliantly bold

- **Early Career Teacher Development** – A comprehensive and tailored training programme with facilitated workshops that provides you with all the knowledge and skills to be a successful teacher. We are generous with our planning and preparation time, knowing that this is key to success. You will have your coach and mentor who will celebrate with you and provide you with the necessary support and guidance.
- **Classroom Teacher's Development** – Benefitting from shared curriculum resources and a consistent whole-school approach to behaviour management ensures expectations are high. Led by experienced staff we are a school that keeps abreast of the latest research, we are candid with one another; recognizing and celebrating achievements; stretching and challenging one another
- **Leadership Development** – For those seeking promotion, we invest heavily in you. Knowing our staff, building strong relationships, and understanding and facilitating career ambitions is what we do. Leadership opportunities are boundless and these are supported by our partnerships with Sky and Accenture. Staff receive first-class training opportunities and coaching.

We are ambitious not only for our students but for our staff. We will provide you with all the experience, skills and training to make your next career move.

WHAT SETS US APART?

We support all of our staff to be courageous and try new things, question traditional ways of 'doing school', and encourage you to grab opportunities and take risks. We'll support you every step of the way.

The Bolder Way – Be Brave

Set up by primary and secondary Headteachers from the London Borough of Hounslow to meet the demand for extra school places. We believe in the power of community and actively foster strong partnerships with students, families, parents, and the broader community.

Extraordinary partnerships have been formed with key local businesses, such as Sky and Accenture, resulting in a 'bold' education: a traditional, highly academic curriculum combined with brilliant extra-curricular opportunities.



I love working at Bolder: it is a place of innovation, where teachers are not afraid to try something new, think of creative solutions and be dynamic. At the heart of the school is collaboration and working together to offer the very best for our students.

Head of Department





Bolder is a place where you are trusted to try new initiatives. Getting the best out of the students is at the heart of all decisions, the focus is preparing students for life rather than just exams.

Assistant Head



A BOLDER FUTURE...

Are you interested in a Bolder future?

We would love to hear from you.

Introduce yourself by joining our Talent Pool and we will keep you in mind for any future vacancies.

Please visit our website and complete our 2 minute form –
Bolder Academy - Be Bold - Join Our Talent Pool

<https://www.bolderacademy.co.uk/vacancies/vacancies/be-bold-join-our-talent-pool>

JOIN US

To apply for any of our advertised posts, please visit and apply directly via the listing on our dedicated TES recruitment page

<https://www.tes.com/jobs/employer/bolder-academy-1081572>

For more information, please visit www.bolderacademy.co.uk or you are very welcome to visit us. To arrange a visit, please contact vacancies@bolderacademy.co.uk

Bolder is committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be required to safeguarding undertake online training and all positions are subject to an Enhanced Disclosure and Barring check from the Disclosure and Barring Service (DBS). Social media checks will also be undertaken. Two references will be sought for every candidate that is called for interview.

Bolder is an Equal Opportunities Employer.

