



Redborne Upper School

RECRUITMENT PACK

GRADUATE TUTOR

SEPTEMBER 2026



Aspiration • Responsibility • Respect



HEADTEACHER'S WELCOME

Thank you for your interest in Redborne Upper School and Community College.

Redborne is a vibrant and ambitious age 13-18 upper school, including a thriving sixth form of around 400 students, located in the heart of Ampthill, Bedfordshire. As a large academy with over 1,600 students on roll, we are proud to serve our community by providing high-quality education that combines strong academic achievement with outstanding personal development.



Our school is built on values of inclusion, respect and aspiration. We aim to foster a learning environment where all students feel supported to reach their full potential, both in and beyond the classroom. As a designated training school, we are deeply committed to the development of teaching and learning. This not only benefits our students, but also creates a culture of continuous professional growth for our staff.

Redborne is a unique place to work, not least because of our on-site working farm, which enriches the curriculum and offers students the chance to gain practical qualifications in agriculture. It reflects our wider belief that education should be broad, balanced, and rooted in real-life experiences.

In our most recent Ofsted inspection (July 2024), Redborne was judged to be a 'Good' school. We are proud of this outcome and remain focused on further developing the quality of our provision, especially in pursuit of excellence for every student.

If you share our commitment to high standards, professional development, and inclusive education, we would be delighted to receive your application.

Olly Button

Headteacher



OUR VISION

Our Vision

At Redborne, we are committed to becoming one of the best schools in the country. In order to help us achieve this goal, we will:

- Have outstanding behaviour based upon positive relationships.
- Ensure that all our students enjoy learning from teachers who love teaching.
- Ensure that everyone achieves their full potential.

Staff and students work together towards realising our vision, by linking everything we do to one of our three core values, 'Aspiration', 'Responsibility', and 'Respect'. Every aspect of a student's Redborne experience is aimed at promoting these:

Aspiration

For everyone to achieve.
For everyone to participate.
For everyone to be the best they can be.
For everyone's future.

Responsibility

For our behaviour / actions.
For our commitment to learning.
In our (wider) community.

Respect

For and between everyone.
For others' views / beliefs.
For the school building and environment.

OFSTED SAYS

"Pupils behave well around the school and during lessons. They are polite and courteous to adults. There are positive relationships between staff and pupils."



OUR CAMPUS

Redborne, a 13-18 Upper School since the early 1970s, is ideally placed to provide community education in the area. Redborne serves Ampthill, Flitwick, Maulden and other neighbouring villages.

The school is spread over 40 acres of attractive grounds, with a wide variety of trees, shrubs, flower beds and rock gardens. There are rugby, football, rounders and cricket pitches, netball and tennis courts, as well as an athletics track in the summer.

In addition, there is a floodlit all weather sports area with an adjoining pavilion, as well as a recently refurbished floodlit 3G football pitch. The school also has its own farm, used to deliver both livestock and horticulture courses - an invaluable learning resource for students.

We cannot describe all aspects of such a large and active school and we therefore offer an invitation for parents and prospective students to visit us and find out more. Please contact us for an appointment:

Telephone: (01525) 404462

Website: www.redborne.com

Email: admin@redborne.com



GRADUATE TUTOR

- Fixed Term Contract from September 2026 – May 2027
- Contract: Full-time (36.25 hours/week, term-time only + 5 training days)
- Salary: £17,000.00 for the fixed term duration

Are you passionate about supporting young people in their learning?

Are you looking for a role where you can make a real difference - and develop your career in education?

We are seeking a flexible, committed and enthusiastic Graduate Tutor to join our thriving school community.

About the Role

This is an exciting and varied role providing tutoring support to disadvantaged students on a one to one or small group basis, under the direction of the line manager at the placement school and in collaboration with subject teachers.

Graduates will provide English and Maths tutoring support for one to one and very small groups of disadvantaged students who have fallen behind in their schooling. We offer full training for the role. This role suits applicants with degrees that have significant elements of either Maths, Science, English or Humanities. However, we consider each application on its own merits. Candidates must be flexible, self-motivated and able to use their own initiative.

The Graduate Tutors will be based in one school in Bedfordshire for the duration of their contract.

This is a fantastic opportunity to develop your skills further.



Who We're Looking For

We welcome applications from:

Graduates considering a future in teaching: This role offers excellent preparation before starting teacher training.

Many of our previous Graduate Tutors have gone on to train and qualify as teachers through our own teaching school – and secured permanent teaching positions with us!

What We Offer

A supportive and inspiring team environment

Outstanding professional development opportunities

A clear pathway for career progression into teacher training

The opportunity to be part of a school community that values every member of staff

Working Hours

Monday – Friday: 8.30am – 4.15pm

If you are passionate about education, eager to develop your skills, and ready to make a real impact — we would love to hear from you!

Visits to the school are welcome, please contact Eva Hobson on 01525 842611 or eva.hobson@redborne.com

Apply now and take the next step in your education career journey!



JOB DESCRIPTION

| | |
|------------------------|---|
| JOB TITLE: | Graduate Tutor |
| HOURS: | Monday to Friday, 8.30am to 4.15pm term time only plus training days (as agreed with line manager at placement school) 30 minutes unpaid break. |
| SALARY: | £17,000 fixed term contract - pro-rata of £24,000 |
| RESPONSIBLE TO: | Headteacher |
| LINE MANAGER: | Assistant Headteacher |
| JOB PURPOSE: | To provide tutoring support to disadvantaged students on a one to one or small group basis, under the direction of the line manager at the placement school and in collaboration with subject teachers. |

MAIN DUTIES AND RESPONSIBILITIES

1. To offer support to students, in collaboration with subject teachers.
2. To prepare lesson plans for students.
3. To assist with the practical organisation of students' learning.
4. To provide feedback to subject teachers and line manager at placement school on student progress.
5. To provide and encourage a positive framework for students' learning.
6. To liaise regularly with parents of the students on the programme, aiming to foster strong school-home links.
7. To timetable students into the programme.
8. To support students in after school interventions (study club), where appropriate.

OTHER DUTIES AND RESPONSIBILITIES:

1. To comply with Redborne's commitment to safeguarding and promoting the welfare of children and young people.
2. To maintain confidentiality at all times in respect of school-related matters and to prevent disclosure of confidential and sensitive information.
3. The post holder must at all times carry out his/her job responsibilities with due regard to Equal Opportunities'.
4. To undertake any other duties of a similar level and responsibility as may be required.



PERSON SPECIFICATION

| ESSENTIAL | DESIRABLE |
|--|---|
| Education & Qualifications | |
| Degree | Degree in English, Maths, Science or Humanities. |
| Experience | |
| Full training given | Experience in a school environment Experience of working with young people Experience of administration Experience of leading a group of young people (e.g. as a sports coach or in a youth group) |
| ICT Skills | |
| IT competent | Experience of using school database systems |
| Personal Qualities | |
| Well organised and capable of showing attention to detail Good interpersonal skills Confidence to teach independently Able to work under pressure Able to work as part of a team A commitment to quality and continuous improvement | |
| Communication Skills | |
| Able to communicate effectively verbally and in writing | Competence in communicating using ICT |
| Development & Training | |
| | Evidence of existing professional development |

All offers of employment are "conditional" until Disclosure and Barring and qualification checks have been successfully completed and satisfactory references have been received. Redborne is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



STAFF WELLBEING CHARTER



Comprehensive new staff induction programme throughout your first year, plus a mentor for all new teaching staff and dedicated meeting time.



Enhanced PPA time for all teaching staff and a generous timetable allowance for form tutors to effectively carry out their pastoral role.



Complimentary tea, coffee and milk in all staffrooms.



Well published deadlines and annual calendar consultation.



Reports are produced in a timely manner so they reflect current progress with no lengthy written comments.



Commitment to exemplary student behaviour and punctuality, including centralised behaviour systems.



Clear protocol for emails and a communication policy which protects time outside school.



An attractive school environment; open green spaces, commitment to reducing litter and our wonderful school farm.



Staff social sessions in the calendar each term plus regular sporting sessions on site. On site fitness suite with free use for all staff.



Regular twilight CPD sessions and a range of professional learning opportunities



Staff Wellbeing and Workload Coordinator guides and develops policies.



SLT Open Door Policy, including urgent communication outside school hours when required.



Developmental approach to lesson observations and professional performance reviews.



Mini-half term (long weekend) during the autumn term, calendar permitting.



Virtual parent consultation evenings with a flexible finish (8 pm latest).



Complimentary Christmas lunch and summer BBQ for all staff.



Maximum of three data collection points per year (per year group)



Staff Wellbeing Committee for both teaching and support staff.



Innovative approach to staffing and timetabling, to meet the bespoke needs of colleagues who work part time.



Dedicated and trained Curriculum Support Assistants in all faculties who provide cover for absent colleagues.



Plentiful free on-site parking, including electric charging points.



Opportunities for career development are always considered. Comprehensive leadership training programme.



After school meetings that average a maximum of one per week for classroom teachers, scheduled to finish by 4.30pm.



Wellbeing services provided including professional supervision and a culture of wellbeing support for all colleagues.



Staff professional and personal achievements celebrated.



Buffet provided for all staff before open evenings.

