



BRENTFORD SCHOOL FOR GIRLS
BRENTFORD 6th FORM



Candidate Information Pack 2024



"Brentford School for Girls helps you grow into a confident and courageous woman" - Sakina, Year 8



Brentford School for Girls

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GEOGRAPHY



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INTERNATIONAL RELATIONS & HISTORY



ID
ARCHAEOLOGY



MB
MEDICINE



MN
ACCOUNTING & FINANCE



GB
INTERIOR ARCHITECTURE



Imagine the future Brentford Girl:
she thrives on challenge and has a
desire to fulfil her learning potential



Welcome



Marais Leenders
Executive Headteacher

Welcome to our vibrant, lively, exciting comprehensive school. It is our absolute mission at Brentford School for Girls to provide girls and young women with an excellent quality of education as well as the opportunity to develop the broader skills required to be successful in a changing world. Our school vision is based around creating the young women of the future who are ready and prepared for whatever our world will look like. We are regularly ranked within the top 10% of schools for the progress our girls make at GCSE and at post 16 our girls achieve places in some of the very best universities in the country as well as securing excellent work opportunities.

Our drive at Brentford is to nurture the young woman of our vision, a vision that we hope you will share. As well as academic excellence, our girls are to develop her wider social and personal skills. There are a variety of leadership opportunities, extra-curricular activities, foreign trips and community volunteering projects our girls take part in, which help them to develop into that women of the future!

Our most recent Ofsted report (May 2019) stated 'The school's ethos that 'every child counts' permeates the life of the school.' The progress of students at Brentford was identified as a strength, as well as the behaviour and attitudes of the students. The strong leadership of the school and the highly skilled teachers contribute to the school being a very 'Good' school.

School partnerships are important for us as they provided opportunities for staff to learn from and network from a wider group of people. We have a long standing partnership with a primary school for which I am Executive Headteacher. This has meant there have been numerous opportunities for cross phase work. We also work with HEP (Hounslow Education Partnership) and the Harrow Collegiate of Schools, which enables us to share best practice and learn from a wider groups of schools.

We recognise that the recruitment of staff at Brentford is one of the most important activities that we carry out and we are determined to recruit and retain the very best staff for our school who have the vision and energy that we need to continue to develop our school vision . We are always looking to recruit staff who are committed to being the very best teachers, able to communicate, build excellent relationships and inspire the next generation of students .

In return we are truly committed to ensuring that, whilst you are at work, you will find the experience highly rewarding. Your work-life balance matters to us and we regularly review, together with the staff, how we can be forward looking and ensure that this remains a key priority; from offering more PPA time than statutory, providing longer holidays and Christmas shopping days, ensuring that workload is regularly monitored and adjustments made where this is possible, reviewing marking policies, cutting down meeting time and ensuring all new initiatives are assessed for impact on staff workloads.

Our staff retention is high! Staff stay with us because they like it here! If you think you have what it takes to be part of our school community, we would love to meet you. Please do contact my PA, Fiona Duffy, to arrange a visit . We very much look forward to you applying to be part of our school Community.

Vision - Creativity - Excellence

Continual Professional Learning

“ ‘A small school brings exceptional opportunities for career development.’ ”

Marais Leenders - Executive Headteacher

We provide two CPD pathways for teaching staff: Middle Leadership Training and Instructional Coaching. The Middle Leadership Training is designed for staff with additional responsibilities, such as Heads of Departments, Heads of Year, or second-in-charges. Over the course of the academic year, there will be six sessions focused on developing leadership styles and offering guidance on the various challenges leaders in education face today.

The Instructional Coaching pathway offers tailored training and development. Every other week, teachers are observed by a member of the coaching team for 10-15 minutes in a lesson of their choice. Following the observation, the coach engages the teacher in a developmental coaching conversation centered on a specific area of their practice.

Support staff will also receive additional training based on their needs; for example, teaching assistants will be provided with ASD training to better support all students in the classroom.

All staff members are required to complete four hours of additional CPD of their choosing. We have a partnership with Harrow Collegiate Alliance, which offers training for all staff in an educational setting. Additionally, we will offer T&L teatime sessions most Tuesdays (excluding the beginning and end of terms) that focus on specific areas of pedagogy, as well as other training opportunities detailed on the school calendar.



Staff Benefits and Well-being

The BSfG Offer

Clarity in Systems & Processes

Collaborative Working Culture

Recognition & Reward

Meaningful Workload



Clarity in Systems & Processes: Staff are given clear direction and that time can be managed effectively



Collaborative Working Culture: staff are able to access peer to peer support and work together to minimise personal workload.



Collaborative Working Culture: staff are able to access peer to peer support and work together to minimise personal workload.



Meaningful Workload: decisions are mindful of staff workload and efficient working practice.

Additional Offers

- Simply Health - giving access to a doctor, physio, therapy and dentistry for you and your family at reduced rates.
- Validium – wellbeing scheme for all staff – counselling/financial advice
- Cycle to Work Scheme
- Christmas shopping day fantastic students and friendly staff
- Flexible working opportunities
- Occupational pension scheme
- Competitive pay and benefits for all staff
- Generous PPA allowances
- Christmas shopping day fantastic students and friendly staff
- Vibrant social committee organising social events
- Extensive professional development opportunities
- Free breakfast and lunch on Inset days
- Fruit Fridays

Vacancies

The recruitment of excellent staff is always a key priority for us at Brentford School for Girls. The school has the highest professional standards and a welcoming and supportive team. We hope that you will want to join us.

Please Visit: <https://www.brentford.hounslow.sch.uk/vacancies>



Application and Selection Process

All applications will be acknowledged and there is a nominal closing date for this role. Candidates are encouraged to submit their applications as soon as possible preliminary shortlisting may begin as soon as they are received.

To apply please:

Visit: www.brentford.hounslow.sch.uk/recruitment

Complete the school application and provide a personal statement (no more than 2 sides of A4) which demonstrates your suitability for this role based on your experiences and achievements to date and how you meet the criteria set out within the job description and person specification.

Please provide two professional references, one of whom must be your current Headteacher. The School will request these.

Deadline for applications can be found via above link.





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W www.brentford.hounslow.sch.uk/recruitment



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