



**THE BICESTER
SCHOOL**

Aspire and Achieve

Application pack



Queens Avenue
Bicester
Oxfordshire
OX26 2NS



Dear Colleague,

Thank you for your interest in joining our vibrant and ambitious secondary school community. I am delighted to invite you to consider applying for an exciting opportunity at **The Bicester School**, a place where aspiration, achievement and a deep commitment to young people sit at the heart of everything we do.

The Bicester School is an 11–19 Academy with a thriving sixth form, part of **ALET (Activate Learning Education Trust)**. We are proud to have been judged **Good in all categories by Ofsted** in both June 2018 and again in March 2024. Our GCSE outcomes are consistently at or above national averages, with a strong and secure Progress 8 score, reflecting the high-quality teaching and learning that takes place across the school.

As Headteacher, it is a privilege to lead such an exceptional school. Our motto, **“Aspire and Achieve,”** captures our core belief that every student has equal value and the right to learn in a calm, disciplined, purposeful and safe environment. We are driven by ALET’s mission of transforming lives through learning, underpinned by our distinctive **Brain, Emotion, Motivation** learning philosophy, ensuring that students do not simply learn, but truly flourish.

Teaching and learning sit at the very heart of our work. We believe in good and great teaching in every classroom, every day. Our curriculum promotes a love of learning across all subjects—core and foundation alike—nurturing curiosity, passion and intellectual confidence. We know that when students develop genuine interest in learning, academic success naturally follows and often exceeds expectations.

We take great pride in educating the *whole student*. Alongside academic excellence, we are deeply committed to developing young people with integrity, courage, confidence and respect for others. Our students are encouraged to stand up against unfairness, prejudice and intolerance, to build positive relationships, and to contribute meaningfully to society. Enrichment opportunities, extra-curricular activities, school productions and trips play a vital role in broadening horizons and developing leadership, teamwork and ambition—qualities increasingly valued by universities and employers alike.

Our staff are committed, passionate and supportive, working together in a disciplined and orderly environment where professional pride is evident in all that we do. We offer excellent teaching facilities, including state-of-the-art sixth form provision in our Hinksey Building, a strong programme of CPD, and the opportunity to teach across the full 11–19 age range.

Bicester itself is a dynamic and growing town, ideal for families and professionals alike. With excellent transport links to London, Oxford, Birmingham and beyond, as well as more affordable housing than many surrounding areas, it is a fantastic place to live and work.

If you are excited by the prospect of making a real difference to young people’s lives and wish to join a forward-thinking, values-driven school, we would be delighted to hear from you. Visits are warmly welcomed. Please contact **HR@thebicester.org.uk** to arrange a tour, or feel free to call the school on **01869 243331** if you would like to discuss the role further.

I look forward to welcoming new colleagues who share our ambition and values as we continue to build on our success and shape the futures of every learner in our care.

With Good wishes

Sam Knowlton
Headteacher
The Bicester School

Early Career Teachers

- We are a Partner School of the OTSA group who provide and award the ECT Qualification
- Continued Professional Development is seen as an integral part of being an ECT with initial training run by OTSA prior to the September start
- ECTs may be given the opportunity to start their contract in July, once their PGCE course is completed – they will have the opportunity to plan schemes of work for September and integrate with their new department.
- A full induction will be given to the school systems
- We have supportive staff to nurture and develop our ECTs
- All ECTs have a designated mentor, who have been OTSA trained. Fortnightly meetings are timetabled with a clear focus and are aimed at developing and supporting the ECT

Miss Tarsha Coleman (History)

After completing my PGCE placement 1 at TBS, I knew I loved the team I was working with and the values of the school. I was so excited to be able to begin my teaching career here!

Starting as an ECT felt like a big change from the PGCE but I had so much support from my department. All my history colleagues have helped me in so many ways to improve my teaching and develop my confidence in my first school. My mentor in particular has been an amazing source of guidance - our meetings were a great place to get specific and focused support - from moderating mock papers to asking for strategies with specific classes.

I have also valued the wider school and how supportive the team is - the friendly environment means I always know if I have a question or concern, advice is easily found and always really valuable. It is also lovely to spend time socially with everyone from staff socials to parkrun and board game clubs.

At the start of my career, it feels great to be in an environment where you have the support and encouragement to learn, be creative and try new things.



School centered - Initial teacher training

Quotes from previous SCITT's;

Miss Walden (History)

I worked at The Bicester School as a Learning Support Assistant between 2016 and 2017 which gave me the confidence to pursue a career in teaching. I embarked on a SCITT course in 2017, training to be a history teacher, where my main placement was at The Bicester School. I loved it. The training was an incredible, and invaluable, journey. I am now entering the second term of my ECT year and wouldn't change a thing. I have received lots of support throughout my journey so far and I know this will continue. I am constantly being pushed and challenged which is helping me to improve my practice. Working at TBS has inspired me to further my career and aim high.

Mrs Amott (Science/Psychology)

I have aspired to become a teacher since a young age however, I felt it was paramount to experience the world of work first. I have worked in various jobs and environments including working as a Private Investigator which enabled me develop invaluable skills.

I applied for School Direct after working as a Teaching Assistant at The Bicester School. I thoroughly enjoyed my time as a TA and this put me in a great stead for my training year. The School Direct route was able to provide me with a fuller, immersive and hands-on experience where I had daily access to a wealth of inspirational and knowledgeable practitioners. I was able to appreciate the passion and creativity that teachers have for making a mundane learning objective into an exciting and engaging learning experience. Even better than that, I was able to see the impact of those brilliant learning experiences on the students by being part of the school community.

Teaching Science is a role that demands a lot from you, as every student studies it at Key Stages 3 and 4, and therefore there is a lot of planning involved. However, it is also a brilliantly broad subject that allows you to teach different skills, meaning that every day is different and more often than not, there is an element of Science that most students enjoy!

The other side of this course involved attending Universitytaught days, once a week, throughout the academic year. The course is varied and offers valuable advice and information, informing your teaching practice and developing your techniques as the year progresses. In school, my mentor was incredibly supportive throughout the year and encouraged me to implement the practices that I had the opportunity to observe in school quickly and effectively.

I have since secured a position as teacher of Science and Psychology at The Bicester School, where I trained. I feel fully prepared to start my ECT year, as I have learnt so much from this course and I know that the SCITT team will continue to support me next year, with ECT courses and seminars.

Georgiana Ristea (Maths)

I worked at The Bicester School as a Cover Supervisor for one year before embarking in 2019 on the SCITT course, training to become a Mathematics teacher whilst continuing employment. Having previously worked at The Bicester School meant that I had come to know the policies and all staff and students. I was thrilled to have the opportunity to continue my professional development at the school that I had come to hold dear.

The journey was intense, I often wished there were more than 24 hours in a day but equally, the support and encouragement received was tremendous. I have the personal conviction that practice can always be improved, and I have been challenged and stimulated accordingly. Special thanks go to my mentor who taught me, amongst others, how to reflect and refine my teaching skills. I have grown on both a personal and professional level and I know that this is only the beginning. Looking forward to the future!

- We are a Partner School of both OTSA and the Buckingham Partnership for their SCITT Schemes who provide and award the ECT Qualification.
- Continued Professional Development is seen as an integral part of being an ECT with initial training run by OTSA prior to the September start
- A full induction will be given to the school systems
- We have supportive staff to nurture and develop our SCITTs
- During each placement, trainees work alongside their mentors in the classroom, establishing solid relationships which enhance the quality of support and progress. Professional development is well founded in a nurturing environment underpinned by an ethos of coaching.
- All SCITTs have a designated mentor, who have been OTSA/Bucks Partnership trained. Weekly meetings are timetabled with a clear focus and are aimed at developing and supporting the SCITTs
- Calendared Half Termly support meetings with the Leading Practitioner/ Senior Links Teacher give the opportunity to share experiences and support other SCITTs.
- Additional support is available from the Leading Practitioner/Senior Links Teacher who oversees the mentors to ensure consistency

Location and travel

The Bicester School is located in the heart of the historic market town of Bicester, one of the fastest growing towns in Oxfordshire.

The town has good transport links, particularly to London via rail, and regular buses to Oxford via Stagecoach and the local area by smaller operators.

How to find us

By car

We are easily accessible from the M40 and A34 taking the directions signposted Bicester, the Bicester School is next to the Bicester Leisure Centre on Queens Avenue. Our access road is between the Fire Station and the Police Station.

Our postal code for Sat Navs is **OX26 2NS**

By train

The School is a 10 minute walk from Bicester North or Bicester Village stations (taxis are also available here).

By Bus

Many bus routes go past the School on Queens Avenue. The Bus Stops at Pioneer Square are a five minute walk

Contact

The Bicester School
Queens Avenue Bicester
Oxfordshire
OX26 2NS

T: 01869 243331

E: hr@thebicester-school.org.uk

