

## Teaching Staff Benefits

Teachers enjoy many benefits from working at Bedford Modern School. Students are engaged, articulate and interested in the world. They possess a sense of fun mixed with a real commitment to their studies, which makes them amenable and pleasant to work with. Most teachers possess their own dedicated teaching room and departments are well-funded and furnished. The staff here are professional and talented and the School is friendly and welcoming; priding itself on its relaxed nature and ambience.

The School recognises and has a dedication to providing staff the opportunities to develop. A generous INSET budget allows staff to attend courses both directly relevant to their subject and also to develop more widely both professionally and personally. There are many opportunities for internal progression within academic, pastoral and co-curricular spheres.

Staff are encouraged to participate in working groups to review and develop current school policy and practice whilst also sharing good practice both within and outside school. Our robust performance management scheme supports staff and encourages them to develop further. The School welcomes NQTs and they are supported and mentored through the Independent School Teacher Induction Panel.

As an independent school we offer 35 term time weeks with generous holidays. Our salary range is competitive and nearly 10% above the national teachers' pay scales.

All teaching staff have the option to be part of a medical insurance scheme and are automatically enrolled in the Teachers' Pension Scheme.

Staff who choose to send their children to BMS (subject to usual entrance requirements) are granted a significant remission in fees.

At Bedford Modern School we are keen for teaching staff not just to contribute to the life of the school itself, but to also benefit professionally and develop as teachers in their time working at the school. The aim is that, whenever teachers leave Bedford Modern School, they leave as better teachers with new skills and ideas that they have developed through working here.

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