



# FRENSHAM HEIGHTS

## CANDIDATE INFORMATION

Junior School – 1 Year Fixed Contract Teacher

To start – Monday 5<sup>th</sup> January 2026





## WELCOME FROM THE HEAD

I am honoured and humbled to be leading the Frensham Heights community as it enters its second century. I am part of this community both as Head and as a parent and my family is incredibly excited to be a part of this wonderful and unique school.

As a parent, I want my children to grow up being open minded and willing to embrace new experiences; I want them to be free to explore their own paths and experience the beauty and joy which exist in our world (without being naive to its many flaws). Most importantly, I want them to learn within a community of individuals who understand the importance of kindness, compassion and optimism.

As a teacher, I believe that a traditional, linear, education system does not adequately prepare children for the world they will inherit. This world is a rapidly changing, uncertain and, sometimes, scary place. If an education only equips children with an armoury of facts and knowledge and the ability to pass exams, but it doesn't furnish them with the ability to think creatively, critically and empathetically, then we have failed them. A Frensham education is one which ensures our children are well qualified and well educated and, most importantly, free to be kids in a world where we all grow up too quickly.

I look forward to meeting you in the near future.

Ben McCarey



## ABOUT FRENSHAM HEIGHTS.



Frensham Heights was founded in 1925 by educationalists Beatrice Ensor and Isabel King with the aid of a generous benefactor, Edith Douglas-Hamilton. They were passionate about offering an alternative style of education with the child at its heart. A school and a community based on mutual respect, tolerance and generosity of spirit which would educate the whole child – mind, body and spirit

## And so it has been ever since.

There is an energy about Frensham which is hard to describe. It's a feeling of happiness and lightness, a sense of freedom. It comes from all the children being comfortable in their own skins, their own clothes. As from our founding days, everyone at Frensham is on a level playing field, with no prefects or head boys and girls. Students can be who they are, and as a member of staff at Frensham, so can you. When you come here, you can just relax and be yourself.

The teachers don't hide behind titles or formal clothes, and the children's individuality isn't hidden behind uniforms or false respect. Egos are left at the door.



The Head, the littlest nursery child, the newest teacher, the shyest sixth former, the full-time TAs, the support staff. Everyone is an equal, important, valued part of the community. Contrary to what many believe, Progressive Education is not without boundaries. Respect underlies everything we do at Frensham; but it is respect that is earned, rather than demanded or assumed.

We give children more freedom than at other schools, but with freedom comes responsibility and we have high expectations of everyone in our community. It all comes from our foundation of exceptional pastoral care which thrives on the genuine relationships which develop between all members of the community - looking out for one another.

There is a misconception that a school without uniforms and with children walking together rather than in lines is a school without discipline. It is true that we don't give detentions, and the sanctions we do give out are not done on a whim. We acknowledge that our students make mistakes, because they're people and everyone makes mistakes, but we believe that this is how we grow. At Frensham, discipline is based on conversations. It's not an easy, laissez-faire option. These are difficult two-way conversations about putting your hands up, owning and accepting your choices, rectifying, moving on and becoming the best version of yourself.





## OUR VALUES

Our values are at the heart of everything at Frensham, from our lessons and discipline structure to our enrichment programme and culture. We expect everyone in our community to actively live these values.

### BE CREATIVE

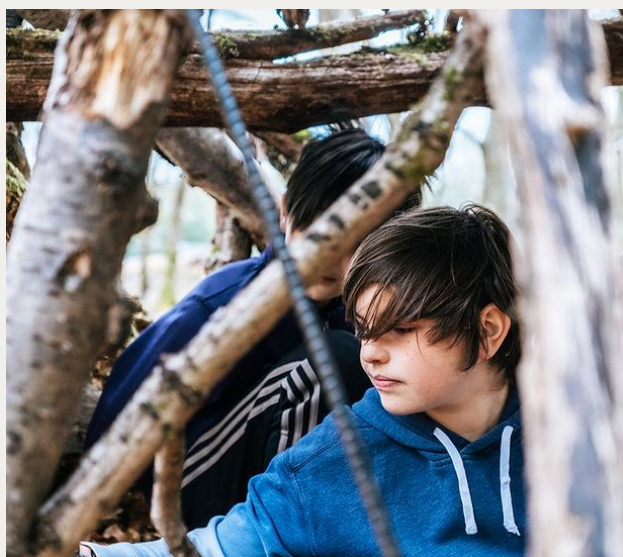
#### FRENSHAM EMBRACES CREATIVITY

We encourage everyone to foster their boldness and innovation, seeking opportunities locally and globally to discover and bring fresh thinking to our community.

### BE KIND

#### FRENSHAM NURTURES COMMUNITY SPIRIT

Relationships are the foundation of our school and our success, built on genuine mutual respect, compassion and kindness. We embrace freedom with a firm understanding of our responsibility towards our community.



### BE YOU

#### FRENSHAM CELEBRATES AUTHENTICITY

This is a place where you can be the 'true you'; we pride ourselves on that. We support all to have the confidence to stand for something and be the person you truly want to be.

### BE BRAVE

#### FRENSHAM FUELS PERSONAL DEDICATION

We aspire to be the very best we can be, fully committing to our learning, proactively seeking improvement, and working collaboratively for the benefit of the whole community.



## EQUALITY, DIVERSITY & INCLUSION



Frensham is committed to fostering an inclusive culture and community that promotes our core values: we believe that diversity makes our community richer and more vibrant and, as such, we aim to embrace and celebrate our differences. Fundamental to our school is our belief that every individual, regardless of their background, beliefs, or abilities, deserves the chance to thrive and reach their full potential. We are committed to a journey of improvement, even when this is challenging, and recognise that we need to examine our institution as a whole to achieve our goals. This is an ongoing journey, and we are committed to continuous improvement.

We oppose all forms of unlawful and unfair discrimination, harassment or victimisation. We are striving to attain a workforce that is representative of society to ensure we secure the widest pool of talent available. Applicants whose backgrounds are under-represented in the sector are encouraged. It is our aim to ensure that no job applicant or employee receives less favourable treatment (either directly or indirectly) in recruitment or employment on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex or sexual orientation (the protected characteristics).

## SAFEGUARDING:

Frensham Heights is committed to safeguarding and promoting the welfare of children and young people. Applicants must undergo child protection screening, including checks with past employers and the Disclosure and Barring Service.





## WORKING AT FRENSHAM

At Frensham, we leave as we come – as individuals – but in our time here, we become more. We become stronger. Kinder. As the school approaches its centenary, it is clear that Frensham is bigger than any one of us, from our founders to our newest family; it is all of us. We are Frensham.



We believe passionately that our school thrives because of our members. When you become part of the Frensham family you are given the same freedom, trust and support as every member of our community. We have high standards for students and staff alike – and we support you in reaching and exceeding these. But we also give you the space and the freedom to take educational risks, to try new things, to take your students beyond the classroom to experience real-world applications and grow a love of learning.

**As a member of staff at Frensham, you have the freedom to be you.**

Below are some key practical benefits of working at Frensham:

- Competitive pay scales
- Free lunch in term time (Mon-Fri)
- Free on-site parking
- Access to the on-site fitness suites
- Access to an Employee Assistance Programme
- Afternoon sweet treats, plus tea and coffee throughout the day
- Generous pension scheme, provided through Royal London
- School fee remission for staff children
- Staff wellbeing initiatives + access to the swimming pool (conditions apply)
- Continuing professional development as part of our staff development programme
- Access to over 100 acres of beautiful land within the Surrey Hills



**JOB TITLE** JS Class Teacher – 1 Year Fixed Contract

**REPORTS TO** Head of Junior School

## JOB PURPOSE & SCOPE

This is a fantastic opportunity for an outstanding Junior School teacher who is looking to join our Junior School Team. The successful candidate will be an advocate for excellence in teaching. They will bring enthusiasm and creativity in their approach to teaching an engaging, progressive and rich primary curriculum, be highly organised and have a passion for Junior School education. All teachers are responsible to the Head of Junior School for academic and curricular matters, the behaviour, academic progress and welfare of their pupils, and ultimately to the Head of the whole school.

You must have a genuine and evidenced desire to work with primary aged children in providing them with excellent care, guidance and opportunities for learning. You should be able to communicate effectively with these children and understand how to connect with a range of learners through their interests.

This is a fixed term contract for a class teacher position within the Frensham Junior School. There may well then be future opportunity to extend the contract or to turn it full-time. We are seeking an individual who will work with drive and great imagination, inspiring their students alike to reach their potential and enjoy their learning. The successful candidate will also need to be a strong team-player who is willing to go above and beyond in creating strong relationships with the children in their care. The role will require the candidate to work collaboratively with the team to plan, develop and support the children. The candidate will work in a professional, friendly and solutions focused manner when dealing with colleagues, students, parents and the wider community.

You will be based in our Junior School Learning space and your hours will be Full Time from Monday through to Friday. You will also be flexible to meet the needs of the school as we grow in the short-term and will attend Staff Conference (INSET) each term if and where appropriate.

You will be working with an amazing team of Junior School practitioners and will also be an important part of the Frensham Teaching community as we are a whole through school (3yrs to 18yrs).







## ABOUT THE FRENSHAM JUNIOR SCHOOL

As a progressive school, we hear a lot of funny things being said about the way we tick. No structure. No discipline. No rules. These are the main misunderstandings. We may be different than a lot of very traditional independent schools, but we have classes and timetables and very solid expectations of everyone here. We don't have uniforms, prefects, head boys and girls or Saturday school, but we do have a diverse curriculum, a lot of outdoor learning time and a very nurturing, kind and caring community.

This is where the Junior School comes in. We are passionate about keeping that childhood sense of wonder alive. Young children are fascinating. Their ideas are inspiring. Full of an optimism, creativity and open-mindedness that rivals a superpower. Their huge imaginations and confident creativity are the basis for an amazing life, and an amazing world. These things should be nurtured, encouraged and strengthened, but it's only when you acknowledge that each child shows these things differently - some when they're older, some younger - some visually, some physically, some verbally - only then can you support each child on their own educational adventure.

By championing individuality and building a firm basis of mutual respect, our Fireflies Nursery and Junior School teachers and children learn together, discuss together and grow together.

## OBJECTIVES FOR THE Junior School Teacher

### Professional Practice and Behaviour

- Create an inspiring learning environment that nurtures curiosity, creativity, and enthusiasm, in line with Frensham Heights' ethos and values.
- Plan, teach, and assess engaging lessons, working collaboratively with colleagues and following Junior School schemes of work.
- Contribute to our creative curriculum to ensure continuity and effective use of whole school resources.



- Support each child's development by getting to know all of the children in your class at a detailed level, monitoring their progress and celebrating individual strengths.
- Provide pastoral care to meet pupils' emotional and social needs with empathy and understanding.
- Engage parents and carers through regular communication, meetings, and co-writing reports in line with school expectations.
- Create vibrant displays and maintain learning space resources to enhance learning
- Contribute to school life by helping to organise and take part in activities, trips, performances, and events.
- Offer at least one Extra-Curricular Activity per week, enriching pupils' wider school experience.
- Undertake supervisory duties (before school, playtimes, etc.) to ensure pupil safety and wellbeing.
- Work flexibly within the team, covering classes when needed and supporting colleagues with openness and kindness.
- Promote positive behaviour and relationships, modelling respect, kindness, and inclusivity.
- Engage in professional growth, attending meetings, training, and development opportunities with a reflective and proactive approach.
- Champion the school's values of bravery, creativity, authenticity, and kindness in all aspects of teaching and community life.





## PERSON SPECIFICATION:

**ESSENTIAL=E**  
**DESIRABLE = D**

### KNOWLEDGE

Great ideas to engage the students in all main subjects across the primary curriculum

E

Excellent knowledge of primary curriculum

E

Ability to effectively use ICT in teaching and administration.

E

### EXPERIENCE

Experience of teaching Years 2 to 6

D

Evidence of ongoing professional development.

E

Experience of working in an independent school setting.

D

### SKILLS & VALUES

A strong team working ethos and the ability to work collaboratively with other teaching and support staff.

E

A positive attitude.

E

Proven ability to plan and deliver excellent lessons.

E

Punctual, organised and friendly.

E

Empathy and respect for the values and ethos of Frensham Heights.

E

### QUALIFICATIONS

Educated to degree level.

E

Teaching qualification.

E



## APPLICATION PROCESS

Application forms should be submitted, along with a covering letter of application outlining suitability for the post, to the Nick O-T, the Head of the Junior School via the Heads PA ([head@frensham.org](mailto:head@frensham.org))

Early applications are warmly encouraged, and candidates may be invited for interview before the closing date.

Frensham Heights is committed to safeguarding and promoting the welfare of children and young people. Applicants must undergo child protection screening, including checks with past employers and the Disclosure and Barring Service.

Closing date for applications is **9am on Monday 13<sup>th</sup> October 2025**.

Interviews will potentially be held later in the week commencing **Monday 13<sup>th</sup> October**.



## FRENSHAM HEIGHTS SCHOOL

Rowledge, Farnham, Surrey GU10 4EA 01252 792 – [www.frensham.org](http://www.frensham.org)

