



# BISHOP WORDSWORTH'S SCHOOL

SALISBURY, WILTSHIRE

Head Master: Mr M Thorne MSc, BSc

BISHOP  
WORDSWORTH'S  
SCHOOL

[www.bishopwordsworths.org.uk](http://www.bishopwordsworths.org.uk)



## APPOINTMENT OF HEAD OF HISTORY



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# WELCOME FROM THE HEAD MASTER



Thank you for your interest in joining Bishop Wordsworth's School. We are a community with a clear sense of purpose, built on high standards, mutual respect and a strong commitment to the development of our pupils.

Our ethos is shaped by the Christian foundation of the school and we strive to live by the principles of 'seeking truth', 'growing together' and 'living in love'. Staff play a central role in this, contributing not only through their expertise in the classroom or their professional roles, but also through the wider life of the school and our rich provision of extracurricular activities.

We aim to provide a supportive, well organised and forward looking environment in which colleagues can thrive. As we continue to strengthen our curriculum, broaden opportunities for pupils and make effective use of our resources, we welcome applicants who share our commitment to thoughtful, evidence informed practice and to active involvement in our community.

Thank you again for considering Bishop's.

Mike Thorne  
Head Master



# THE SCHOOL

## HISTORY AND TRADITION

Bishop John Wordsworth intended that his school should provide a centre of academic excellence in the heart of Salisbury. Since 1890 Bishop's has fulfilled that mission, and today we educate 1,193 students aged between 11 and 18 including approximately 131 girls in our now fully co-educational sixth form. In the shadow of the Cathedral spire our eclectic buildings span the seventeenth to the twenty-first centuries, reflecting the school's heritage. This creates a special atmosphere in which students are conscious of their part in a long tradition of academic endeavour.

## ADMISSIONS

As a Church of England designated Grammar School and Academy we are our own admissions centre and admit 160 boys who have achieved the qualifying standard in the 11+ exam into year 7 each September. Our Sixth Form admits around 200 students who have achieved the required academic standard. Some students travel a considerable distance and we welcome applications from the broadest range of schools and backgrounds.

## EXTRA-CURRICULAR

A broad extra-curricular programme helps students to understand more of the world, enabling them to challenge themselves and thereby grow as individuals. We provide many and varied opportunities so that every student has the chance to find new interests and achieve great things. We value equally the commitment of students who give their best to an activity they enjoy from the school play, charity work, DofE, ten-tors and more...

## HIGH EXPECTATIONS AND HIGH ACHIEVEMENT

Bishop's is one of the best-performing schools in the country and outstanding levels of success are part of everyday life. We never take this for granted, however, and continuously support and encourage our students to commit themselves fully to all that they do. Well aware of our expectations, students relish the opportunity to aim high and achieve their goals. Every student is encouraged to excel and to develop their self-confidence.

## CHRISTIAN VALUES

Our church school ethos permeates the fabric of life here – from regular worship in the cathedral and our chapel, through religious education, to the way we operate as a community. We welcome students of all faiths or none, but the Christian values of respect and tolerance for all, provide a moral compass that influences everyone, both personally and culturally.

## SPIRIT OF TOGETHERNESS

As the school motto "Veritas in Caritate" (truth through loving) suggests, consideration and thoughtfulness are central to life at Bishop's. Right from day one, we work hard to make students feel valued and welcome. Within each year there are five tutor groups of around 32 students, led by form tutors. During Year 7 we monitor these groups carefully, knowing that the happier students are, the quicker they will settle in and flourish. If problems arise, the form tutor or the relevant Heads of School are the first point of contact. Heads of School operate an 'open door' policy whenever possible and in our Sixth Form, every student is allocated a personal mentor, closely matched to the individual students' academic specialism.

# THE ROLE & DEPARTMENT

## About the History Department

History at Bishop Wordsworth's School is a thriving and academically ambitious department, committed to developing intellectually curious students with a strong understanding of the past and its relevance to the modern world. Through rigorous scholarship, historical enquiry and critical analysis, students are encouraged to question interpretations, evaluate evidence and construct well-supported arguments. The department places particular emphasis on developing disciplinary thinking, enabling pupils to engage with complex historical concepts including causation, significance, change and continuity, similarity and difference, and historical interpretation.

The curriculum is carefully sequenced from Key Stage 3 through to A Level, ensuring students develop both substantial chronological knowledge and increasingly sophisticated analytical skills. Lessons are rich in discussion, source evaluation and extended writing, fostering confidence in independent thought and academic debate. Students are highly engaged and respond positively to challenge, reflecting the School's wider culture of scholarship and high expectations.

At Key Stage 3, students study a broad and engaging curriculum spanning from the Norman Conquest to the Cold War, building secure foundations in both substantive and disciplinary knowledge. At GCSE, pupils follow the AQA specification, studying Germany, Elizabethan England, Medicine Through Time and the Cold War. At A Level, the department delivers the highly respected AQA courses The Making of Modern Britain and Tsarist and Communist Russia, taught by specialist teachers with strong subject expertise.

Beyond the classroom, the department offers a rich programme of extra and super-curricular opportunities. History Club and History Society provide students with opportunities to explore historical interests beyond the curriculum through lectures, debates, visiting speakers and student-led activities. Residential visits to Ypres and Berlin form an important part of the department's provision, allowing students to engage directly with historically significant sites and deepen their understanding of twentieth-century Europe.

The department is staffed by a collaborative and supportive team of subject specialists who are committed to high-quality teaching and continual professional development. It is an exciting opportunity for a teacher wishing to work within a successful grammar school environment where History is highly valued and where students demonstrate genuine enthusiasm for the subject.

## About the Role

We are seeking to appoint an enthusiastic, knowledgeable and highly capable Teacher of History to join this successful department from September 2026. The successful candidate will teach across Key Stages 3 to 5, including a significant proportion of A Level teaching. As such, the post would suit either an exceptional Early Career Teacher or a more experienced colleague with strong subject knowledge, excellent classroom practice and the intellectual confidence to teach highly academic students.

The successful applicant will be expected to contribute fully to the wider life of the department, including enrichment activities, educational visits and collaborative curriculum development. They will join a department with a strong culture of professional support, academic ambition and shared commitment to securing excellent outcomes for students.

This role presents an excellent opportunity for a passionate historian to develop their career within a high-performing and forward-thinking school community.

# BISHOP'S STRUCTURE

## LOWER SCHOOL (YEARS 7 & 8)

The routine of daily life for Years 7-8 at Bishop's is organised and run by the Lower School Office, which monitors the academic progress of the students and is responsible for their well-being and any pastoral issues. It receives information on all aspects of students' schooling, including rewards and sanctions, so that staff can both support and challenge students to do their best. Students are taught mainly within their tutor groups and follow a common timetable, while departments begin GCSE syllabuses in Year 9. As a minimum, teaching in all subjects follows the National Curriculum and the knowledge, understanding and skills that students acquire lay solid foundations for their future studies.

## MIDDLE SCHOOL (YEARS 9 to 11)

The school places great emphasis on ensuring that students achieve the highest academic standards of which they are capable, whilst encouraging them to develop their social, cultural and recreational skills and interests at the same time. This means that we adopt a firm but caring approach to all aspects of school life. The staff endeavour to work closely with parents in ensuring that students spend their time at school profitably but happily.

In the Middle School this policy is carried out by working closely with students and parents on academic, pastoral and career matters and by trying to equip them with a good range of qualifications and skills by the end of Year 11 - whether they go on to enter the Sixth Form or leave the school at this stage. Pastoral care is delivered through the tutorial programme and personal interviews carried out by tutors within our tutorial programme. Impartial Careers Guidance is provided by the School's Careers Adviser and the School Chaplain is also available for counselling and guidance. Members of the pastoral team maintain regular contact with Middle School students and with one another and regularly meet with the Headteacher to discuss students' progress.

## SIXTH FORM

We offer outstanding academic opportunities that will allow students to enjoy their chosen subjects and achieve the highest grades. Our experienced subject specialists teach a wide selection of courses, and our aim is both to deliver in terms of results and also build independence in our students. Because of this, Bishop's students are sought after by both universities and employers.

Each year around half of our Year 12 students join us from other schools. Since September 2020, our Sixth Form has been fully co-educational; we currently have 396 students in Years 12 & 13 of which 131 are female. For this current 2025-26 academic year we have accepted 201 new Year 12 students into the sixth form of which 66 are female.

We are also proud of the strong communities and rich opportunities our school offers. Our students enjoy strong friendships, and excel in music, drama and a wide variety of sporting and academic competitions, as well as providing leadership for younger students. They display responsibility, humour and creativity, and contribute freely to the life of our wider local community. Bishop's also has a standing across the globe and students return regularly to bring their huge breadth of experience back to benefit our current students.



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# ACADEMIC LIFE

Rigour, depth and breadth characterise academic life at Bishop's. Students enjoy being taught by highly qualified subject specialists. Teachers teach so that students do well – but also to extend their knowledge and understanding beyond the narrow confines of exam syllabi.

We aim to engender a passion for learning and the development of skills to pursue that passion independently. In and out of school there are countless opportunities for students to develop their academic interests – workshops, lectures, master classes, fieldwork and more. Students regularly take part in school and national competitions, with many gaining success both within and beyond the curriculum.

## A Level Results 2025

- 100% pass rate, 80% A\*-B, 14 students A\* in all papers
- 8 places at Oxford & Cambridge
- 15 students to study Medicine / Veterinary Science
- 89% of University entrants secured their first choice of institution

Over 75% of the grades were at A\*-B; at 196 students. Our students secured 8 places to study at Oxford and Cambridge with 54 of them gaining all of their results at A\*/A grade, and an extraordinary 14 at the top of the year group passed every A level paper that they took at A\*. The strength of their performance will have once again put their school in the premier league this year.

## GCSE results 2025

- 42% 9-8 / A\*
- 65% 9-7 / A\*-A

The 156 students in Bishop's Year 11 gained over 65% of all of their papers at Grades 7-9, with 31 of the year group passing all of their papers at one of the top three grades. Their results are a testament to the determination and creativity of their teachers, and the unwavering support of parents.

## Careers Provision

Planning for the future is a significant part of education at Bishop's, with a comprehensive careers programme enabling students to find out about all options including higher, further and technical education and apprenticeships. This is supported by access to a fully qualified, experienced, careers adviser, registered with the Careers Development Institute. Throughout the school year for all Year groups ensuring that students receive expert advice at the time that they want it. Our provision is fully aligned to current statutory guidance from the Government and we are implementing the 8 Gatsby Benchmarks.

Bishop's hosts the largest HE and Careers Convention in the region each year with a series of seminars for students on Higher Education. Information on apprenticeships and school leaver programmes is also available with an opportunity to talk with alumni who have successfully chosen this route.



# EXTRA - CURRICULAR ACTIVITIES

## Trips, Outdoor Education and Clubs

Bishop's offers students the chance to take part in a wide range of extra-curricular activities and trips including curricula trips to France, Germany and Spain in addition to skiing and sports tours. We encourage all students to take part in the rich co-curricular life of the school which enables them to take on leadership roles within the house and prefect systems, to enjoy a variety of sports, to undertake community service and to help support the development of younger students.

For outdoor education enthusiasts, we run residential visits to Pencelli in South Wales, as well as Bronze, Silver & Gold Duke of Edinburgh expeditions. Our Outdoor Adventure programme is designed to challenge students mentally and physically and help them transfer the emotional strength gained from these experiences to everyday life. We aim to provide the pathways whereby each Bishop's student can become a self-sufficient and driven young adult who feels at home within adventure based environments.

Over 40 clubs and societies meet during lunch breaks or after school. Local voluntary work, playing chess, debating or film-making are all on offer. The opportunities for enriching experiences are immense. A willingness to contribute to this range of activities is essential to working at Bishops.



## Music

Musicians and artists are given the chance to display their skills in various concerts. The music department runs a school choir, orchestra, big band, as well as offering opportunities for chamber groups and music theory and technology sessions.

The school choir is 60 strong, leading all major school services including the monthly school service in Salisbury Cathedral. It performs up to six other concerts in a school year, with one major oratorio which this year was Vivaldi's Gloria. There are also yearly joint Evensong with two other Grammar Schools at St Peter's College, Oxford.

We also have a school wind band, string and Lower School Orchestras, all that perform to a very high standard and do so regularly.

The school chapel houses a Viscount Chorum 90 organ which is used for daily school worship, with several students who are learning the organ and provided with the opportunity to play at school chapel services.



## Sport

Bishop's has a proud history and tradition of sporting provision, whether it is for our top performers or the beginner. Sport plays a central role in the school's aims to encourage all our students to develop their potential by setting themselves the highest standards of excellence and achievement with integrity and confidence. The school's broad range of sport activities provides students with a well-rounded, balanced education catering for a wide range of talents and interests.

We are committed to providing inclusive, challenging and enriching Physical Education and sporting opportunities, which promote high standards of performance and a positive attitude towards sport and physical activity for life, to inspire and motivate all our students to lead happy, purposeful and responsible lives. We strive for national recognition across a wide range of sports and compete on a local, regional and national level, with a multitude of sports available and success achieved across the board. We also encourage our students to compete outside of school to gain invaluable team, and social, experience. This enables both Bishop's and the clubs to benefit from a more knowledgeable, experienced and skilled pool of talent.

Competitive sport is in the lifeblood of the school. Rugby, Cross Country, Athletics, Basketball, Soccer, Netball, Cricket and more figure in the sporting calendar, with regular fixtures against schools across Wiltshire and the South West. While we are justly proud of our outstanding regional and national reputation for sporting success we value the commitment of all who give their best to an activity they enjoy.



## Drama

All students in KS3 have a double lesson of Drama every week and the School stages a play or musical each year for those interested in acting, technical support, stage management, music to set design with students keen to get involved. Sixth formers are also involved in running a lower school Drama Club. We have many former students who have gone into the performing arts and who enjoy successful careers including Ralph Fiennes (Bishop's 1976–1981) One of the UK's most highly-regarded and internationally celebrated actors, and David Oakes (Bishop's 1995–2002) who trained at Bristol Old Vic, best known for *The Pillars of the Earth*.



# STAFF AND THEIR WELFARE

## STAFF CULTURE

The Governors and the school's Leadership Team (LT) are committed to fostering a culture of cooperation, trust and mutual respect and recognise that work-related stress has a negative impact on employee well-being. With a strong emphasis on providing ample opportunities for personal and professional development, a structured appraisal system enables regular feedback and goal setting.

The school's commitment to its employees' growth is evident in the generous budget allocated for Continuing Professional Development, encouraging staff members to expand their skill sets and expertise. Fostering a collaborative environment, the school promotes a robust ethos of teamwork, recognising that collective efforts lead to exceptional results. The Governors and LT actively seek continuous improvement in this area, ensuring that their employees happiness and growth remain at the heart of the school's culture.

All staff are encouraged to participate in events undertaken by the school to promote health and wellbeing through a Wellbeing Committee where staff can meet to discuss such issues and promote initiatives. Bishop's encourages all staff to focus on their physical health, and the school gym is available to use after school hours. There is a staff badminton club, yoga sessions are also offered and the school offers a Cycle to Work scheme. Our free 'Cake Friday' encourages all staff to get together for a chance to get to know each other in a friendly environment and the staff room is a convenient space to decompress or speak with colleagues.

## BWS FOUNDATION

The Foundation supports Bishop's students by providing grants and bursaries for uniform, extracurricular activities and transport for the benefit of those pupils who would otherwise be unable to afford such things.

## INTERNSHIP OPPORTUNITIES

Students can access our extensive network of Bishop's Alumni professional contacts with through LinkedIn (around 2,000 contacts), and the Bishop's Foundation also has a Career Enablement arrangement through which we may be able to arrange internship opportunities in the City of London.



# PERSON SPECIFICATION

## Qualifications & Training:

### Essential

- Qualified Teacher Status
- Degree in History or a closely related discipline
- Strong evidence of continuing professional development relevant to History and leadership

### Desirable

- Postgraduate study in education, History or leadership
- Further qualifications linked to curriculum innovation, assessment or evidence informed practice

## Experience:

### Essential

- Successful teaching experience across KS3-5 and evidence of excellent outcomes for students at all levels
- Experience of curriculum leadership or significant responsibility within a department
- Experience of using assessment data to drive improvement and plan interventions
- Experience of leading or contributing to quality assurance activities
- Experience of mentoring or supporting colleagues, trainees or ECTs

### Desirable

- Experience of preparing students for Oxbridge entry
- Line management experience within a department
- Experience of contributing to or leading whole school initiatives

## Knowledge & Understanding:

### Essential

- Deep and secure subject knowledge across secondary and A level History
- Understanding of high attainment pedagogy, conceptual depth and reasoning
- Understanding of curriculum planning and sequencing from KS 3-5
- Strong awareness of assessment strategies, progress tracking and national benchmarks
- Knowledge of evidence informed teaching practice and current educational research
- Knowledge of effective intervention approaches and support for students who are underperforming
- Understanding of safeguarding responsibilities in a secondary school

### Desirable

- Experience of teaching Politics
- Understanding of the needs of high attaining learners in a selective school

## Leadership & Management Sills:

### Essential

- Ability to provide clear strategic direction for the History department within a high-performing environment
- Strong communication skills and the ability to motivate, support and challenge colleagues
- Ability to articulate and implement a clear curricular vision for History which promotes scholarship, historical enquiry and academic ambition
- Ability to use assessment and departmental evaluation effectively to identify strengths and areas for development
- Ability to lead effective departmental meetings, manage change and drive ongoing improvement and innovation
- Confidence in setting high expectations and supporting professional growth
- Ability to work collaboratively with colleagues across related disciplines, including Politics, to strengthen curricular and academic provision at Key Stage 5

### Desirable

- Experience of budget management or departmental resource allocation
- Experience of leading enrichment opportunities, educational visits, debating, lectures or other History-related academic activities and events

## Personal Qualities:

### Essential

- High standards of professionalism and integrity alongside strong organisational skills and careful attention to detail
- Commitment to continuous improvement and reflective practice
- Ability to inspire confidence in students, colleagues and parents
- Enthusiasm for mathematics and for developing students' enjoyment of the subject
- Ability to work collaboratively and maintain positive working relationships
- Resilience, adaptability and the ability to manage multiple demands

# JOB DESCRIPTION

## HEAD OF HISTORY:

Bishop Wordsworth's School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

**Post Title:** Head of History

**Reporting to:** Member of the SLT

**Salary/Grade:** MPS/UPS & TLR 2b

**Disclosure Level:** Enhanced and Section 128

**Working time:** Full-time – 1265 hours over a maximum of 195 days.

## Purpose of the Role:

To lead and develop a high-performing History department within a selective grammar school environment, securing outstanding outcomes across Key Stages 3 to 5 and fostering a culture of academic scholarship, intellectual curiosity and historical enquiry. The Head of History will promote excellence in teaching and learning, inspire students through a rigorous and engaging curriculum, and encourage high levels of attainment and progression while ensuring all students develop confidence, critical thinking skills and a deep understanding of the significance of history in shaping the modern world.

## MAIN (CORE) DUTIES

### Leadership & Strategic Direction:

- Provide clear strategic and operational leadership of the History Department, including curriculum planning, assessment, quality assurance, and staff performance.
- Be responsible for the overall effectiveness, direction, and vision of the department, aligning it with the whole-school priorities.
- Lead departmental meetings and manage internal communication within the History team.
- Line manage History teaching staff offering support, challenge, and professional development opportunities.
- Represent the department at middle leader meetings and in communications with LT.
- Work collaboratively with colleagues teaching Politics to promote curricular alignment, academic coherence and wider enrichment opportunities, particularly at Key Stage 5.

### Teaching and Learning:

- Ensure the consistent delivery of a broad, balanced, and challenging curriculum in History across all key stages, aligning with the latest national guidance and promoting a love of the subject.
- Lead and oversee the development of the curriculum from Key Stage 3 to Key Stage 5, ensuring coherence, academic rigour and appropriate innovation in curriculum design, teaching approaches and assessment.
- Ensure effective preparation and stretch for the school's selective intake, including a support of scholarship.
- Develop pupils' independence, historical thinking, analytical writing and ability to engage critically with historical interpretations, evidence and debate.

### Curriculum and Assessment:

- Monitor and analyse student progress data at all levels to sustain exceptional value-added outcomes.
- Oversee accurate and timely assessment, reporting, and data tracking across all year groups in the department.
- Use assessment and performance data to inform planning, interventions, and target-setting.
- Ensure a consistent and robust approach to feedback across the team.

### Quality Assurance:

- Maintain high standards of delivery through rigorous quality assurance of teaching and learning, including lesson observation, peer review, and student voice.
- Contribute to whole-school improvement and curriculum innovation, sharing exemplary practice with colleagues.
- Implement effective self-evaluation processes and respond proactively to internal and external reviews.

### Behaviour & Culture:

- Maintain a calm, purposeful learning environment underpinned by high expectations and consistent routines.
- Contribute to the wider ethos of the school, modelling professionalism and integrity at all times.

## **Staff Management and Development:**

- Lead and manage a team of teachers within the History Department, ensuring high levels of motivation, collaboration, and professional conduct.
- Develop teachers' expertise in pedagogy for high-attaining students and share strategies that promote conceptual depth, reasoning, and mathematical resilience.
- Develop and support teachers through effective line management, mentoring, and the sharing of best practice.
- Support and oversee the induction of trainees, or ECTs assigned to the department.

## **Management Information:**

- Analyse outcomes from GCSE, A level History using benchmarks to inform departmental development.
- Ensure that departmental staff accurately record relevant behaviour, achievement, and safeguarding information on the schools MIS and CPOMS in line with school policy.
- Assist in the use of analysis and evaluation of performance data including reporting as part of quality assurance

## **Extra-Curricular and Enrichment:**

- Coordinate History-related clubs and activities, fostering a love of the subject beyond the curriculum.
- Oversee and further develop the department's programme of educational visits and field trips, including current overseas visits to Ypres and Berlin, ensuring that enrichment opportunities are ambitious, well-organised and academically meaningful.

## **Communication and Liaison:**

- Ensure effective communication with parents, carers, external bodies, and internal stakeholders.
- Strengthen partnerships with Universities
- Promote the department at Open Evenings, Options Events, Taster days and through internal/external communications including the school website and social media where relevant.

## **Teaching Responsibilities:**

- Teach History across all key stages, including A level, ensuring high standards of delivery and student progress.
- Deliver extension and support classes where appropriate to maintain the department's high standards.
- Plan lessons, assess work, and provide feedback in line with school policy.
- Maintain up-to-date records of student progress and contribute to reporting processes.

## **Management of Resources:**

- Manage the History Department budget and allocate resources effectively.
- Ensure all teaching areas are well-maintained and that departmental resources are current and accessible.

## **Pastoral Responsibilities**

- Promote and support student wellbeing and progress within a tutor group or teaching context.
- Uphold the school's behaviour policy and provide support to colleagues managing student behaviour.

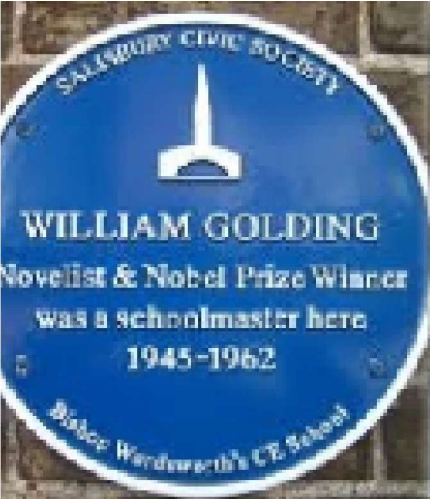
## **General Responsibilities:**

- Support and promote the safeguarding and welfare of children and uphold and model the school's ethos and values in all professional activity.
- Participate in school duties, CPD, performance review, and other school-wide processes.
- Undertake any other duties reasonably requested by the Head in line with the role.

## **Other Specific Duties:**

- To support the school in meeting its legal requirements for worship.
- To act as a form tutor in years 7-12 or a sixth form mentor in year 13
- To promote actively the school's corporate policies.
- To continue personal development as agreed.
- To actively engage in the staff review and development process.
- To participate fully in the 11+ testing day
- To undertake any other duty as specified by STPCB not mentioned in the above.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.



# HOW TO APPLY

Please access the Bishop Wordsworth's School website: <https://www.bishopwordsworths.org.uk/main-school/the-school/staff-vacancies/> or TES for further specific information about the post and for the application form.

You must complete the BWS application form and may also, if you wish, submit a CV along with your completed application.

You are welcome to visit the school prior to application. Please contact the HR Manager by email ([alg@bishopwordsworths.org.uk](mailto:alg@bishopwordsworths.org.uk)) or on 01722 333851 to arrange a visit and/or an informal discussion.

Prospective applicants should refer to the school website which provides newsletters and examples of the everyday life of the school, as well as X feeds, information about the ethos, governance of the school, curriculum and range of activities that are offered to students.

## EQUAL OPPORTUNITIES

Bishop Wordsworth's School is an equal opportunities employer in accordance with the Equality Act 2010. REHABILITATION OF OFFENDERS ACT 1974 (EXCEPTIONS) ORDER 1974 (AS AMENDED IN 2013).

Bishop Wordsworth's School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employees and the Disclosure and Barring Service. The post you are applying for is subject to an order under Section 4(4) of the Rehabilitation of Offenders Act 1974. The School is therefore permitted to ask job applicants to declare all convictions and cautions on a self-declaration form in advance of attending an interview (including those that are 'spent' unless they are 'protected' under the DBS filtering rules) in order to assess their suitability to work with children. Applicants must therefore provide information about all:

- convictions
- cautions
- warnings
- reprimands
- binding over or other orders
- pending prosecutions
- criminal investigations that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013).

All offers of employment are subject to satisfactory references as well as an enhanced DBS, Section 128 management check, and other safeguarding checks.

All shortlisted candidates will undergo social media checks prior to interview in line with KCSIE 2024 and in order to provide the appointment panel with any information that may be relevant to their suitability, or have an impact on the school's reputation. All applicants will be required to provide details of their online profile including names/handles, as part of their application.