



BISHOP WORDSWORTH'S SCHOOL

SALISBURY, WILTSHIRE

**BISHOP
WORDSWORTH'S
SCHOOL**

www.bishopwordsworths.org.uk



**APPOINTMENT OF
BURSAR**



Bishop Wordsworth's School is seeking an exceptional and visionary Bursar to play a key role in shaping the future of our thriving school community. We are looking for a Bursar who brings strategic vision, operational expertise, and a commitment to fostering success across all areas of school life. The ideal candidate will value inclusivity, well-being, and sustainability while driving forward our financial and administrative excellence.

In return, you will join a supportive leadership team, dedicated staff, and a motivated school community that lies at the heart of Salisbury, nestled alongside our iconic cathedral.

If you are ready to take on this pivotal role and help shape the future of Bishop's, we encourage you to apply and become a vital part of our continued success.

TABLE OF CONTENTS

- Page 3 - Welcome Message
- Page 4 - The School
- Page 5 - The Structure
- Page 6 - Academic Life
- Pages 7&8 - Extra-Curricular Activities
- Page 9 - Staff Welfare / Bishop's Foundation
- Page 10 - Person Specification
- Pages 11 -13 - Job Description
- Page 14 - How to Apply



A Message from the Head Master



Dr Stuart Smallwood, Head Master at Bishop Wordsworth's School

Dear Prospective Candidate,

Thank you for considering the position of Bursar at Bishop Wordsworth's School. As Head Master, I am thrilled to welcome you to our extraordinary school, renowned for its rich history, outstanding academic achievements, and inclusive, nurturing community.

At Bishop's, we take immense pride in fostering an environment where students and staff alike are empowered to excel. Our recent Outstanding OFSTED inspection reflects the dedication, ambition, and collaborative spirit that define our school. Situated in the heart of Salisbury, with the iconic cathedral as our backdrop, Bishop's offers a truly unique setting to make a meaningful impact.

The role of Bursar is pivotal to the success of our school, encompassing leadership of our financial strategy, operational management, and the stewardship of our facilities. We are seeking a dynamic and forward-thinking individual who can ensure that Bishop's continues to thrive, not only as a centre of educational excellence but as a hub of efficiency and sustainability.

This is an exciting opportunity to join a highly motivated and supportive leadership team. Together, we are committed to driving the school forward while maintaining its cherished traditions and values. With dedicated staff, engaged parents, and enthusiastic students, you'll find a community eager to support and collaborate with you.

I warmly invite you to explore our website, visit our school, and discover for yourself what makes Bishop's such a remarkable place to work. If you share our commitment to excellence and have the vision and expertise to shape the future of our school, we look forward to receiving your application.

Yours sincerely,

Dr Stuart Smallwood
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 1,190 students aged between 11 and 18 including approximately 138 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 very special atmosphere in which students are conscious, on a daily basis, of their part in a long tradition of academic endeavour.

ADMISSIONS

As a Church of England Grammar School and Academy, we set our policy on admissions and choose our 11+ entrance exam provider. We admit 160 boys who have passed the 11+ exam into year 7 each September and our Sixth Form admits around 200 students who have achieved the required academic standard in year 12. Any student living within reasonable travelling distance of Salisbury is welcome to apply and students from the broadest range of schools and backgrounds thrive here. Further information about the structure of the school is on page 5.

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.

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 find something at which they 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.

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 391 students in Years 12 & 13 of which 133 are female. For this current 2023-24 academic year we have accepted 191 new Year 12 students into the sixth form of which 70 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.



BISHOP
WORDSWORTH'S
SCHOOL



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.

Throughout, 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 2024

100% pass rate, 75% A*-B, 14 students A* in all papers
14 places at Oxford & Cambridge
20 students to study Medicine / Veterinary Science

Over 75% of the grades were at A*-B; at 196 students, this was our biggest year group yet. Our students secured 14 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 2024

43% 9-8 / A*
64% 9-7 / A*-A

The 154 students in Bishop's Year 11 gained over 64% of all of their papers at Grades 7-9, with 25 of the year group passing all of their papers at one of the top three grades. They have been helped through those difficult times by the determination and creativity of their teachers, and the unwavering support of parents.

A Level Results 2023

100% pass rate, 75% A*-B, 13 students A* in all papers
20 places at Oxford & Cambridge

GCSE results 2023

42.1% 9-8 / A*
63.6% 9-7 / A*-A

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. **Page 6**



EXTRA - CURRICULAR ACTIVITIES

TRIPS, OUTDOOR EDUCATION AND CLUBS

As well as the trips to France, Germany and Spain, Bishop's offers students the chance to take part in a wide range of extra-curricular activities. 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 in the school.

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. A student can become involved in voluntary work locally, play chess, try debating or film-making. The opportunities to experience activities and destinations here and abroad are immense. A willingness to contribute to this range of activities is essential to working at this outstanding school.



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 and adds great enjoyment to students' school lives.

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 in order to gain an 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, Hockey, Netball, Cricket and more figure in the sporting calendar, with regular fixtures against schools across Wiltshire and the South West of England. While we are justly proud of our outstanding reputation for sporting success both regionally and nationally, we value equally the commitment of students 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.

Ralph Fiennes: (Bishop's 1976–1981) One of the UK's most highly-regarded and internationally celebrated actors.

David Oakes: (Bishop's 1995–2002) Trained at Bristol Old Vic, best known for *The Pillars of the Earth*.

STAFF AND THEIR WELFARE

The Governors and the school's Senior Leadership Team (SLT) 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 SLT 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.

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

You will be a demonstrably outstanding professional with a passion for supporting education and the holistic development of young people. You are likely to be an experienced Bursar or senior leader in a school or similar organization, with a strong background in financial management, estates development, and operational leadership.

Essential Criteria:

Qualifications and Experience:

- Degree or equivalent qualification in business, finance, or a related field.
- Professional accounting qualification (e.g., ACCA, CIMA, CIPFA, ACA, Level 5 School Business Mgmt.) with evidence of continuing professional development. (For an exceptional candidate who can demonstrate extensive experience and the required skill level, the accounting qualification may be considered discretionary.)
- Proven experience in financial and operational management, ideally within an educational or comparable setting.
- Demonstrable experience in managing large teams and delivering results through collaborative leadership.
- Strong understanding of statutory compliance, including health and safety, employment law, and safeguarding practices.
- Experience in estate and infrastructure management, including planning, executing, and delivering capital projects.

Skills and Abilities:

- Strong financial acumen with the ability to manage complex budgets, prepare financial plans, and provide strategic advice.
- Exceptional organizational and project management skills, with the ability to manage multiple priorities effectively.
- Outstanding interpersonal and communication skills, capable of building effective relationships with a wide range of stakeholders.
- Strategic thinking and problem-solving skills, with a focus on innovation and continuous improvement.

Knowledge:

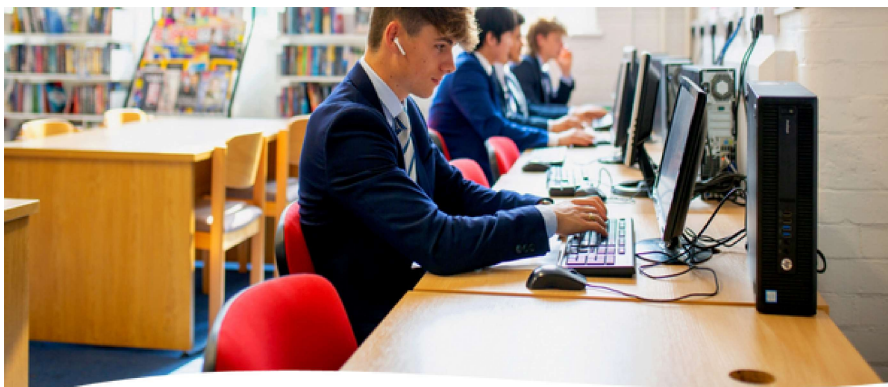
- Comprehensive understanding of governance, risk management, and regulatory requirements in the education or public sector.
- Knowledge of estates management, including drafting strategy documents and overseeing infrastructure projects.
- Familiarity with GDPR, data protection, and financial regulatory compliance.

Personal Attributes:

- A collaborative and inclusive leadership style, with the ability to inspire and motivate others.
- High levels of integrity, discretion, and professionalism.
- Resilience and adaptability, with the ability to remain calm under pressure.
- Commitment to the values and ethos of the school.

Desirable Criteria:

- Experience in fundraising or developing income generation strategies.
- Knowledge of IT infrastructure and strategy.
- Additional qualifications in estates management or HR.



JOB DESCRIPTION

Reporting to:

The Headteacher

Responsible for:

To provide strategic leadership and operational oversight for all non-academic functions of the school, ensuring efficiency, compliance, and excellence across finance, estates, human resources, and administrative operations. The Bursar is a key member of the Leadership Team, supporting the Headmaster and Governors in driving the school's strategic vision and operational success.

Contract:

Full time / 52 weeks per year

Remuneration:

Competitive Salary and Local Government Pension Scheme

Disclosure level:

Enhanced DBS with Barred list and Prohibition from Management checks (Section 128 Direction)

The following gives a broad outline of duties and responsibilities but is not meant to be exhaustive.

Finance and Business Management

Day-to-day financial operations are handled by the Finance Manager and the finance staff. The Bursar is primarily concerned with strategic financial matters: budgeting, forecasting, input to business plans, and review of and action on management accounts. The Bursar provides information and advice on all financial, administrative, statutory and business considerations at various levels within the organisation.

In addition, certain financial and other procedures need attention in detail, particularly those that have implications for several areas of the organisation:

- Reporting on financial and management accounts to governors and senior leadership.
- Preparing budgets, mid-year forecasts and cashflow projections.
- Ensuring reporting on financial matters is clear to all users.
- Monitoring income and expenditure and taking appropriate action when required.
- Cash management, including banking and investment.
- Oversight of the School's trust funds.
- Providing a business perspective to the delivery of the curriculum and reviews of the School's extracurricular courses and activities.
- Supervising the School's insurances.
- Preparing and/or contributing to business and financial plans for new ventures.
- Liaising with the auditors, as well as assessing their effectiveness.
- Liaising with other external bodies on financial matters.
- Negotiating banking and financing arrangements.
- In conjunction with the auditors, compiling requisite annual financial submissions to DfE/ESFA.
- Submission of bids for funds for capital projects.

Through the Finance Manager, the Bursar also is responsible for:

- Preparing statutory and management accounts.
- Invoice preparation, credit control and debt collection.
- All ledger-work and payment control.
- Payment of salaries and wages.
- Taxation, including PAYE, Corporation Tax, VAT and year-end returns.
- Data processing.
- Purchasing of supplies, services, stationary, educational materials, furniture and equipment.
- Overseeing the financial and administrative support for school trips.
- Account management for the School's trust funds.

JOB DESCRIPTION

Through the Development and Alumni Officer, the Bursar is responsible for:

- Developing a coherent fund-raising strategy.
- Logistics for principal fund-raising events.
- Liaison and deconfliction with related charities and other entities.
- Maintaining and developing relations with local businesses.
- Maintaining and developing relations with school alumni.

Human Resources (HR)

The Bursar oversees HR operations, working through a highly competent HR Manager who ensures the effective management of the school's HR functions. Together with the HR Manager, the Bursar provides strategic oversight and ensures compliance with statutory and regulatory requirements.

Key responsibilities include:

- Providing strategic advice to the Headmaster and Governors on terms of service, employment policies, and salary structures.
- Overseeing payroll and pensions operations to ensure accuracy and compliance.
- Monitoring the development and implementation of HR policies and procedures to ensure compliance with legal and regulatory standards.
- Ensuring adherence to employment law, including equal pay, minimum wage, Working Time Regulations, and non-discrimination policies.
- Advising leadership on high-level employment matters and their impact on school operations.
- Liaising with employment lawyers on complex HR issues as necessary.

Facilities Management

Estate & Infrastructure

The Bursar has the lead on current and planned estates, plant and facilities, including project development and management, and financing. This covers:

- Preparation of bids for capital developments, including developing outline specifications (usually working with architects), through to design, tenders, costing, obtaining planning consent, appointment of contractors and project management.
- Formulation and implementation of estate development strategy and plans and major refurbishment and building projects,
- Periodic estate condition surveys.
- Advising on the acquisition and disposal of property.
- Management of rents, rates and utility contracts.
- Compiling requisite report on the estate to DfE/ESFA, in conjunction with the Diocesan Schools Estate Manager or equivalent.

Through the Site Manager, the Bursar is responsible for:

- Preventative and reactive maintenance works and repairs.
- Maintenance of the plant and associated matters.
- Management and monitoring of the cleaning contract.
- Management and monitoring of building and maintenance contractors.
- Compliance with asbestos regulations.
- Compliance with legionella regulations.

Through the DT Technician, the Bursar is responsible for:

- Compliance with the regulations for the operation of minibuses, licences, driver training and assessments, servicing and vehicle inspections.

Catering

Through the Catering Manager, the Bursar is responsible for:

- Delivery of the catering operation, including food hygiene and safety.
- Ensuring catering meets the needs of students and staff.

JOB DESCRIPTION

Health, Safety and Security

The Headteacher is the accountable person for health, safety and security. However, the Bursar has operational responsibility for these matters and elements of their routine management are delegated to the Site, Catering and Departmental Managers as appropriate:

- Ensure that Health & Safety procedures are rigorously followed across the site, with particular attention to safety within maintenance operations and the use of contractors.
- Ensure relevant statutory tests are regularly completed, including for Legionella, PAT testing, emergency lighting, fire alarms, security systems, and other required safety systems.
- Collaborate with the Safeguarding team to ensure student safety is prioritised, including supporting the development and maintenance of Personal Emergency Evacuation Plans (PEEPs) when needed.
- Conduct regular audits of risk assessments to ensure they are fit for purpose and that any errors or omissions are addressed.
- Manage and maintain Health and Safety manuals for plant installations, ensuring they are up-to-date and accessible.
- Ensure all site staff complete relevant Health and Safety compliance training and that appropriate induction training is provided for new staff.
- Lead on the preparation for and response to the School's annual independent H&S audit.
- Update fire prevention procedures and brief staff on fire risk, ensuring compliance with fire risk surveys and reports.
- Use of School facilities by third parties and out of term.
- Co-ordination of the periodic external inspections (H&S, legionella, fire prevention, asbestos, lightning protection, electrical safety etc).

Administration

The Bursar has a general co-ordinating role for all non-academic administration. Examples (not exhaustive) include:

- Through the Student Information Officer, ensuring that student records are maintained and DfE census requirements are met.
- Through the Admissions Officer, ensuring that the school admissions and entry examination procedures are conducted lawfully, fairly and efficiently.
- Liaising with various related organisations such as the Chapter Office of Salisbury Cathedral, the Parents' Association, the Bishop Wordsworth's Trust, the BWS Foundation and the Old Wordsworthians' Association.
- Devising appropriate policies and procedures within the various areas of responsibility, ensuring their effective communication and consulting as appropriate on their development.
- Planning, in connection with the preparation of administrative plans, to support future developments.
- Ensuring appropriate professional development of all non-academic staff.
- Managing ad hoc projects.
- Acting as the School's Data Protection Officer for data protection and GDPR purposes; this includes responsibility for devising and updating relevant policies and procedures, including data subject access requests.





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) 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.