

# WELCOME

## JOIN OUR COMMUNITY



1707  
Warminster School



**'PUPILS FLOURISH' IN A COMMUNITY  
WHICH 'INSPIRES THEM WITH  
STRONG MORAL VALUES AND  
ENJOYMENT THROUGH LEARNING.'**

Independent Schools Inspectorate (ISI)

## OUR SETTING

Steeped in over 300 years of historical tradition and set in a stunning 60-acre campus in the heart of the south west of England, Warminster School is truly a community spirited thriving boarding and day school offering an exceptional all-round education to pupils from 2-18. Warminster offers both A Levels and the International Baccalaureate Diploma at Sixth Form, as well as being one of few schools to offer the IB Career-related programme.

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

01985 210100

# WELCOME

## FROM OUR

## HEADMASTER



Warminster School

**Having moved to Warminster with my wife and family in 2019, I can speak from the heart about the warmth of welcome offered by the School community and indeed within the town of Warminster.**

In terms of location, we are offered the best of both worlds with an ancient market town just five minutes' walk away, but with the beautiful Longleat forest and estate within easy cycling distance. The town lies on the western edge of Salisbury Plain with some wonderful walking, and beautiful Wiltshire villages nearby. We are a 30-minute train ride from the historic Georgian city of Bath; Salisbury and its stunning cathedral is 20 minutes in the other direction.

The School itself is simply one of the warmest and strongest communities I have known during my teaching career. It really is a friendly, supportive, yet invigorating place to live and work. Warminster's 60 acres give a sense of space and our beautiful buildings, some dating back to the early 1700s, give us a sense of tradition and permanence. We are a school steeped in history, but one that is not afraid to innovate and take risks. We transmit this to our pupils and staff who are encouraged to try new things, push out of their comfort zones and embrace failures as the best way to achieve success.

Staff morale is high and there is a shared sense of purpose which is energising. We have an excellent staff development programme ensuring that colleagues are stimulated to keep growing as professionals. Our pupils are a diverse bunch with around 30 different nationalities represented throughout both boarding and day. That international outlook is key to our community and allows us to be a window on the world in West Wiltshire. The fact that we are one school from 2-18 emphasises the feeling of family and our parents are huge supporters of the School and our staff.

Our mission is simple:

***To develop and nurture rounded individuals with a love of learning and strong moral values, within a supportive and inspiring community.***

This is equally true of staff, as it is for our pupils.

Thank you for your interest in Warminster School. I hope you will feel encouraged to go ahead with an application that may lead to you joining our vibrant, exciting and nurturing community.



*"It's a warm, friendly and inclusive community for staff"*

# OUR MISSION



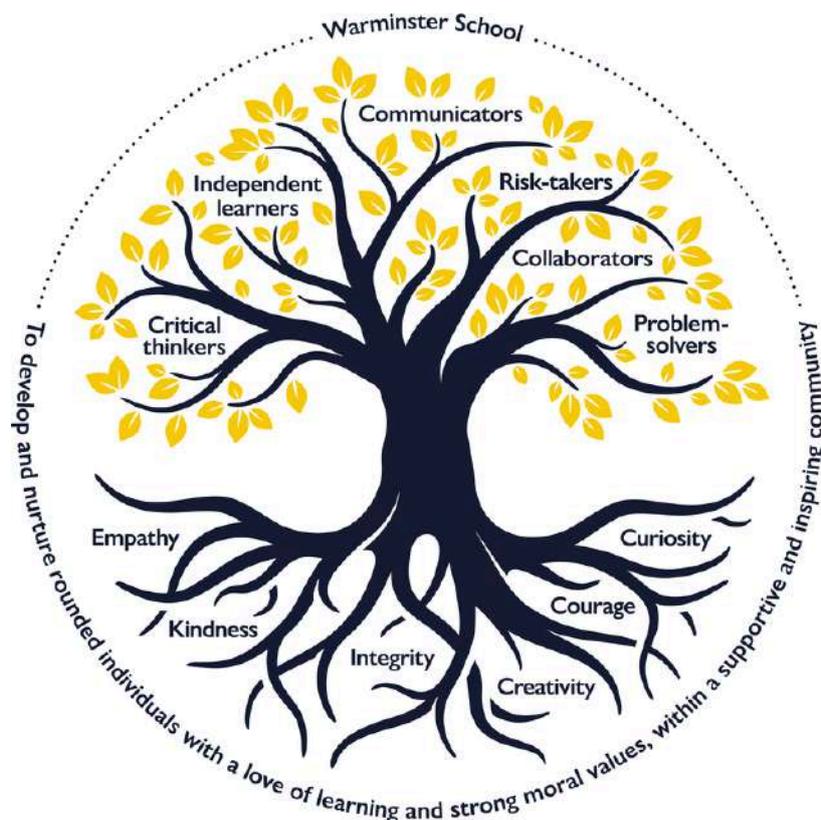
1707

Warminster School

As a school we always look to the future, and it is vital that we do this in an imaginative, coherent and dynamic way.

Our mission statement is simple: ***“To develop and nurture rounded individuals with a love of learning and strong moral values, within a supportive and inspiring community.”***

What is more complex is how we do that, and what do we mean when we say things like ‘strong moral values.’ As you see below, our values/virtues provide our roots, a stable foundation from which everything else grows and is nurtured. It is our hope, that with these virtues as the bedrock of all we do, we will develop learner traits that not only prepare our young people for the world beyond school but nurture a love of learning that will last them a lifetime.



# WELCOME

## OUR HISTORY



Warminster School

Warminster School is located in the ancient market town of Warminster in Wiltshire. The School has a long and fascinating history and today incorporates four schools, plus a convent, in one. It was established in 1707 by Thomas Thynne, first Viscount Weymouth (subsequently further ennobled as Lord Bath) to educate the sons of his Longleat estate workers. The links between the School and Longleat are embodied in the Wren Doorway to School House, the original 1707 school building. The doorway is believed to have been designed as the main entrance to Longleat House by Sir Christopher Wren in 1663 on the occasion of the visit by King Charles II and Queen Catherine. It was then moved to the new school in, or soon after, 1705.

The foundation of the School was strongly supported by Sir Thomas Ken, Bishop of Bath and Wells, and regarded also by the School as a central figure in the School's foundation. He had been at Oxford with Thynne; after the Glorious Revolution of 1688, he refused to swear allegiance to the new monarch, William III (William of Orange), and was deprived of his benefice. In sympathy, he was invited to live at Longleat. His chair, which is Tudor (1485 – 1603), now sits in the Headmaster's study. On the back are graffiti – in the form of carved pupils' names - from the 1820s.

Over the course of the centuries that followed, the School became known as 'Lord Weymouth's Grammar School'. Thomas Arnold, the historian and great educational reformer was a pupil at the School from 1803-07. He was later headmaster of Rugby School from 1828 - 41.

The present-day school also incorporates a 'National School' dating from 1815. The National Society for Promoting Religious Education was established in 1811 with the aim of providing an elementary education, in accordance with the teachings of the Church of England, to the children of the poor. The building is now the Deputy Headmaster's house.

St Boniface Missionary College was founded in 1860 by the Vicar of Warminster, James Erasmus Philipps. During his incumbency he also established St Denys Convent and St Monica's School for girls (1890), run by the nuns. The college closed for the duration of World War II and when it reopened in 1948 it was in a different guise, associated with King's College, London as a post-graduate center for missionary work. It closed in 1969 and the buildings have been leased to Warminster School ever since.

The School remained single-sex until 1973, when Lord Weymouth's Grammar School amalgamated with St Monica's, which stood on the site of the current Prep School. Thereafter, the School became known as Warminster School. Since 1996, the St Denys Convent has been a boys' boarding house and more recently, a junior co-ed boarding house.

The School is a member of the Headmasters' and Headmistresses' Conference (HMC), the Society of Heads, and of the Independent Association of Prep Schools.

# A COMMUNITY OF OPPORTUNITY

We believe that it is our sense of community, mutual support and happy atmosphere that set us apart. Everyone who visits us comments on it; it is a vital feature of Warminster and one we cherish. It is genuine, authentic and impossible to contrive. We are proud of our community of opportunity.



Warminster School is a vibrant community into which new staff members are warmly welcomed and feel quickly immersed. The ISI Inspectorate was fulsome in its praise for the warmth and conduct of the pupil body and the quality of the relationships between pupils and between pupils and staff. Although we are a small school, we have an ambitious programme of continuous development and expansion which provides a stimulating and supportive environment for staff who wish to develop their careers.

We offer our own salary scale. Teachers are entitled to join the Royal London pension scheme and have death in service and income protection as standard. Statutory ECT induction is provided and fully supported through the Assistant Head (Professional Development), in accordance with the Independent Schools Teacher Induction Panel scheme. Warminster, as a body, is fully committed to the development and training of its staff at all levels.

***"It's difficult to put into words how Warminster manage to encourage a sense of community whilst identifying what an individual needs to succeed. We think it's a combination of fantastic quality of teaching with a solid school culture of community" Year 7 parent***

# STAFF BENEFITS



- Beautiful 60-acre campus on the edge of town and countryside
- Generous Royal London pension scheme with additional Life & Critical Illness Income Insurance
- Fee remission for staff children
- Supportive, collegial, and vibrant Common Room
- Wellbeing support from the Pastoral Team including access to Chaplain and Counsellor
- Structured Professional Development career planning
- Initial and ongoing CPD Mentoring and support/mentor network
- Dedicated classrooms for teachers wherever possible
- Small class sizes
- Supportive open-door policy for sharing best practice
- Creative and supportive Teaching and Learning ethos
- Use of gym and dedicated fitness programme for staff
- Free lunch for all staff from our functions-standard catering team
- Complimentary tea, coffee, and refreshments throughout the day
- Opportunities to participate and train as Outdoor Pursuits leaders (DofE, CCF)
- Working in a team as a House tutor
- Strong Christian foundation with assemblies in a beautiful Church and School Chapel
- Regular social events
- Free onsite parking
- Participation in Cycle to Work and Tech Scheme

***"There are just over 240 non-teaching and teaching staff at Warminster, all committed to the well-being and education of our pupils. Our staff are valued and take pride in whatever their particular role provides for our community. All staff take a full role in the School, within our community and are committed to all areas of life at Warminster, including boarding and the co-curricular. Whether that is supporting a weekend fixture, a drama production, a concert or volunteering at a WSPA event"***



ARNOLD



DENYS



FINCH

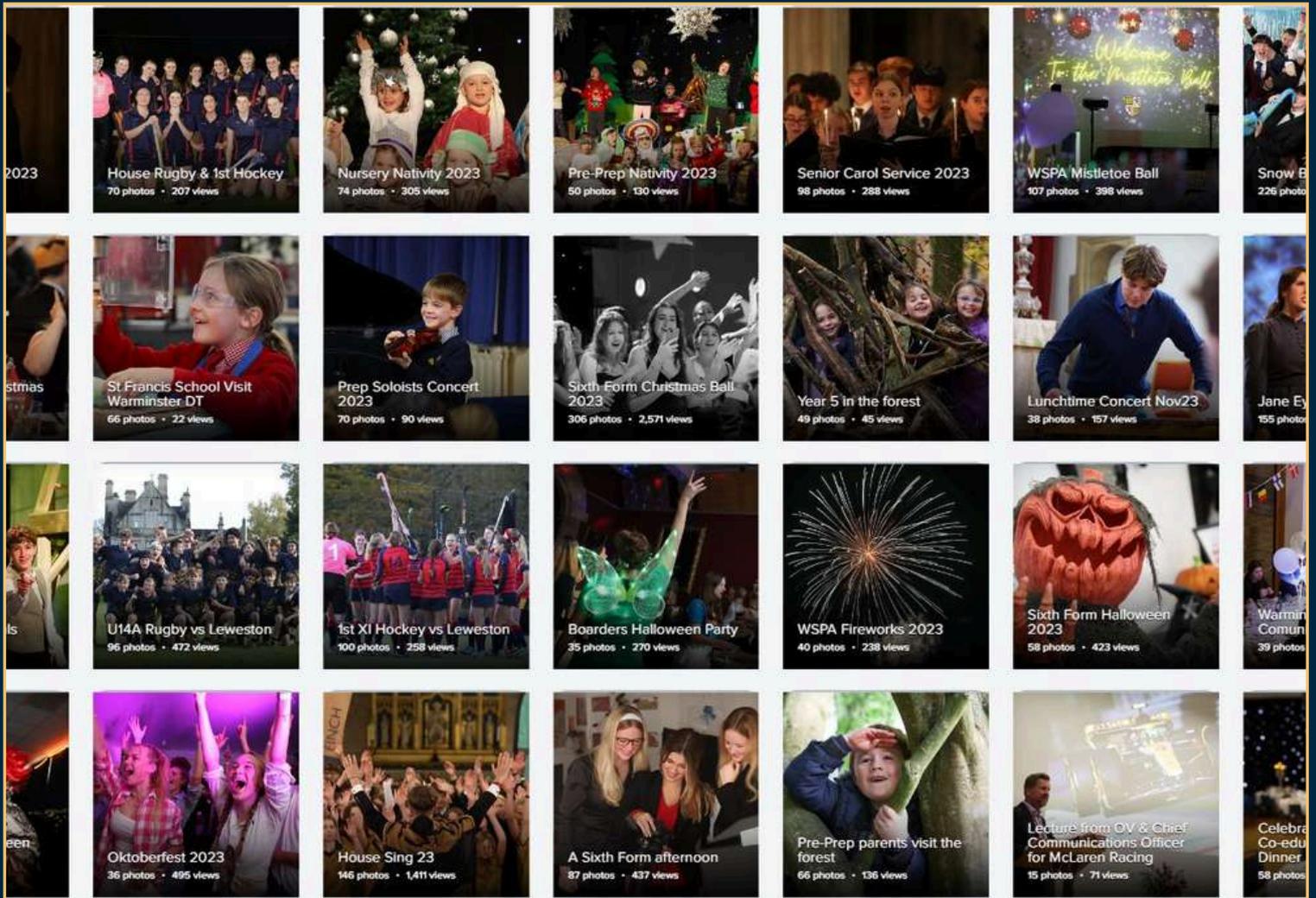


KEN

#COMMUNITYOFOPPORTUNITY



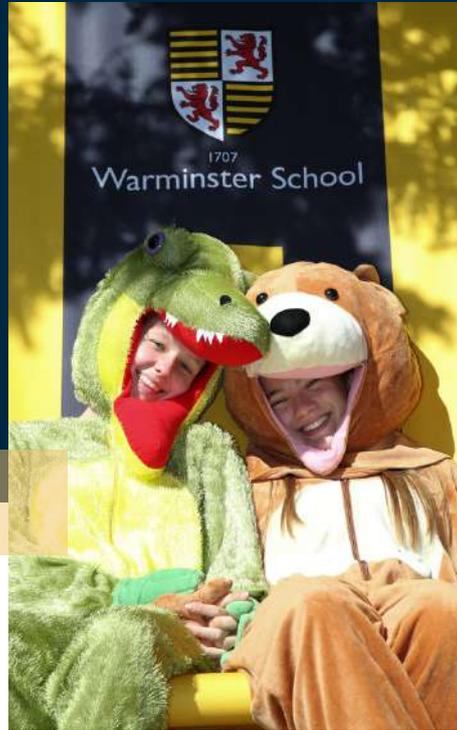
***We are proud of our popular Flickr site. It gives a true insight into our community and creates a digital archive of happy school memories for pupils and parents alike.***



**#COMMUNITYOFOPPORTUNITY**

# FURTHER INFORMATION

We have the desire and commitment to make Warminster School one of the leading co-educational, day and boarding schools in the country. We require like-minded and motivated individuals to fulfil key roles to allow us to achieve our objectives.



- [www.warminsterschool.org.uk](http://www.warminsterschool.org.uk)
- Warminster [Virtual Tour](#)
- Prospectus [Made In Warminster](#)
- [Film Library](#)
- [Instagram](#)

*"We have been impressed with teachers, the positivity around learning, the quality of staff, and the variety of subjects and teaching is superb. The extra curricular opportunities and 'can do attitude' of all really opens up the Warminster experience for all the children. Superb."*

Year 6 parent

# APPLICATION & RECRUITMENT PROCESS



Warminster School

## 1. General

Warminster School ("the School") is committed to ensuring the best possible environment for the children and young people in its care. Safeguarding and promoting the welfare of children and young people is our highest priority. The School aims to recruit staff that share and understand our commitment and to ensure that no job applicant is treated unfairly by reason of a protected characteristic as defined within the Equality Act 2010.

All queries on the School's Application Form and recruitment process must be directed to the Head's PA.

## 2. Application Form

Applications will only be accepted from candidates completing the relevant Application Form in full. CVs will not be accepted in substitution for completed Application Forms but are permitted to be submitted alongside a completed Application Form.

Candidates should be aware that all posts in the School involve some degree of responsibility for **safeguarding** children, although the extent of that responsibility will vary according to the nature of the post. Applicants will receive a Job Description and Person Specification for the role applied for.

As the job for which you are applying involves substantial opportunity for access to children, it is important that you provide us with accurate answers.

The successful applicant will be required to complete a Disclosure Form from the Disclosure and Barring Service ("DBS") for the post and, where appropriate, a check of the Barred List maintained by the DBS will be made. Any offers of appointment will be made conditional on obtaining such satisfactory checks. Additionally, successful applicants should be aware that they are required to notify the School immediately if there are any reasons why they should not be working with children.

The Childcare (Disqualification) and Childcare (Early Years Provision Free of Charge) (Extended Entitlement) (Amendment) Regulations 2018 apply to those providing early years childcare or later years childcare, including before school and after school clubs, to children who have not attained the age of 8 AND to those who are directly concerned in the management of that childcare.

The School takes its responsibility to safeguard children very seriously and any staff member and/or successful candidate who is aware of anything that may affect his/her suitability to work with children must notify the school immediately. This will include notification of any convictions, cautions, court orders, reprimands or warnings he/she may receive.

Staff and/or successful candidates who are disqualified from childcare or registration may apply to Ofsted for a waiver of disqualification. Such individuals may not be employed in the areas from which they are disqualified, or involved in the management of those settings, unless and until such waiver is confirmed. Please speak to the Head or Bursar for more details.

# APPLICATION & RECRUITMENT PROCESS



Warminster School

The School has a legal duty under section 26 of the Counter-Terrorism and Security Act 2015 to have 'due regard to the need to prevent people from being drawn into terrorism'. This is known as the Prevent duty. Schools are required to assess the risk of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology. Accordingly, as part of the recruitment process, when an offer is made the offer will be subject to a Prevent duty risk assessment.

If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including disciplinary offences relating to children or young persons (whether the disciplinary sanction is current or time expired), and whether you have been the subject of any child protection allegations or concerns and if so the outcome of any enquiry or disciplinary procedure.

If you are not currently working with children but have done so in the past, that previous employer will be asked about those issues. Where neither your current nor previous employment has involved working with children, your current employer will still be asked about your suitability to work with children. Where you have no previous employment history, we may request character references which may include references from your school or university.

You should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if you have been appointed, and a possible referral to the police and/or DBS.

### **3. Invitation to Interview**

Applicants will be shortlisted according to the relevance and applicability of their professional attributes and personal qualities to the role. Shortlisted applicants will then be invited to attend a formal interview at which his/her relevant skills and experience will be discussed in more detail.

As part of the shortlisting process, the School will consider carrying out an online search on shortlisted candidates as part of its due diligence. This may help to identify any incidents or issues that have happened, and are publicly available online, which the School may want to explore with an applicant at interview. This forms part of the School's wider safeguarding due diligence which aims to prevent and/or deter individuals who may be unsuitable to work with children from working in a school environment.

Shortlisted candidates will be asked to complete a self-declaration form in relation to their criminal record or information that would make them unsuitable to work with children. Applicants will be asked to sign a declaration confirming that the information they have provided is true. Where there is an electronic signature, the shortlisted candidate should physically sign a hard copy of the application at the point of interview.

# APPLICATION & RECRUITMENT PROCESS



Warminster School

All formal interviews will have a panel of at least three people chaired by the Head or another designated senior member of staff. The Chair of Governors should chair the panel for the Head's appointment. The interviewers involved will be required to state any prior personal relationship or knowledge of any of the candidates and a judgement will be made by the Chair as to whether or not an interviewer should therefore withdraw from the panel. Should the Chair have a conflict of interest, the Vice Chair shall decide whether the Chair should withdraw from the panel.

The interview will be conducted in person and the areas which it will explore will include suitability to work with children (including discussion of any details provided on the candidate's self-declaration form).

All candidates invited to interview must bring documents confirming any educational and professional qualifications that are necessary or relevant for the post (e.g. the original or certified copy of certificates, diplomas etc). Where originals or certified copies are not available for the successful candidate, written confirmation of the relevant qualifications must be obtained by you from the awarding body.

## **All candidates invited to interview must also bring with them:**

- A current driving licence including a photograph and paper counterpart or a passport and a full birth certificate;
- A utility bill or financial statement issued within the last three months showing the candidate's current name and address;
- Where appropriate any documentation evidencing a change of name;
- Where applicable, proof of entitlement to work and reside in the UK.

Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient.

Candidates with a disability who are invited to interview should inform the School of any necessary reasonable adjustments or arrangements to assist them in attending the interview.

## **4. Conditional Offer of Appointment: Pre-Appointment Checks**

Any offer to a successful candidate will be conditional upon:

1. Receipt of at least two satisfactory references (if these have not already been received), including for internal appointments. All references should be provided by a senior person with appropriate authority, subject to the satisfaction of the School;
2. Verification of identity and qualifications including, where appropriate, evidence of the right to work in the UK;

# APPLICATION & RECRUITMENT PROCESS



Warminster School

3. A satisfactory enhanced DBS check and if appropriate, a check of the Barred List maintained by the DBS;
4. For a candidate to be employed as a teacher, a check that the candidate is not subject to a prohibition order issued by the Secretary of State or any sanction or restriction imposed (that remains current) by the historic General Teaching Council for England before its abolition in March 2012;
5. Verification of professional qualifications, including, where applicable, any award of Qualified Teacher Status;
6. Verification of successful completion of a statutory induction period (for teaching posts – applies to those who obtained QTS after 7 May 1999), where relevant;
7. Where the successful candidate has lived or worked or been resident outside the UK, such further checks and confirmations as the School may consider appropriate so that any relevant events that occurred outside the UK can be considered. This shall include the candidate providing the School with proof of his/her past conduct as a teacher in the form of a letter of professional standing from the professional regulating authority in the country in which s/he has worked;
8. Evidence of satisfactory medical fitness;
9. Confirmation from the candidate that they are not disqualified from providing childcare as set out in the statutory guidance "Disqualification under the Childcare Act 2006". OR Receipt of a signed Self-Declaration form showing that the candidate is not disqualified from providing childcare as set out in the statutory guidance "Disqualification under the Childcare Act 2006";
10. For a candidate to be employed into a senior management position as set out within the School's Recruitment, Selection and Disclosures Policy and Procedure, receipt of a signed "senior charity manager positions: automatic disqualification declaration" confirming that the candidate is not disqualified from acting in a senior management position for a charity in accordance with the automatic disqualification rules for charities;
11. If you are undertaking a management role, a check that you have not been prohibited from participating in the management of independent schools.

It is the School's practice that a successful candidate must complete a pre-employment health questionnaire. The information contained in the questionnaire will then be held by the School in strictest confidence and used as set out in the School's Recruitment Privacy Notice and Data Protection Policy. This information will be reviewed against the Job Description and the Person Specification for the particular role, together with details of any other physical or mental requirements of the role i.e. proposed workload, extra-curricular activities, layout of the School etc.

# APPLICATION & RECRUITMENT PROCESS



Warminster School

The School is aware of its duties under the Equality Act 2010. No job offer will be withdrawn without first consulting with the applicant, considering medical evidence and considering reasonable adjustments.

## 5. References

We will seek the references referred to in section 4 above for all shortlisted candidates, including internal candidates and may approach previous employers for information to verify particular experience or qualifications, before interview. If you do not wish us to take up references in advance of the interview, please notify us at the time of submitting your application.

For internal candidates, formal written references may be sought from a senior person with appropriate authority.

All referees will be asked if the candidate is suitable to work with children and to provide facts of any substantiated safeguarding concerns/allegations that meet the harm threshold set out in Part 4 of the statutory guidance 'Keeping Children Safe in Education'.

The School will compare any information provided by the referee with that provided by the candidate on the application form. Any inconsistencies will be discussed with the candidate.

## 6. Criminal Records Policy

The School will refer to the Department for Education ("DfE") document, 'Keeping Children Safe in Education' and any amended version in carrying out the necessary required DBS checks.

The School complies with the provisions of the DBS Code of Practice, a copy of which may be obtained on request or accessed here: <https://www.gov.uk/government/publications/dbs-code-of-practice>.

## 7. Retention and Security of Records and Data Protection

The School will comply with its obligations regarding the retention and security of records in accordance with the DBS Code of Practice and its obligations under its Data Protection Policy. Copies of DBS certificates will not be retained for longer than 6 months. Details of how we use candidates' data is explained in the Recruitment Privacy Notice and Data Protection Policy.

Completed application form and covering letter must be returned  
before the closing date via email to the Headmaster's PA, Jenni Croft

[jcroft@warminsterschool.org.uk](mailto:jcroft@warminsterschool.org.uk)

**Queries: Jenni Croft**

Warminster School, Church Street, Warminster, Wiltshire BA12 8PJ

Reg Charity No:1042204