



Bosworth
Independent
School

Bosworth Independent School Job Application Pack



A Message from the Headmaster

I am delighted that you are considering working with us at Bosworth Independent School. Bosworth is a special place, and I hope that some of the 'Bosworth magic' shines out through these pages. They certainly contain lots of information, which I hope will be useful as you consider submitting an application to work with us.

All members of staff here, irrespective of their role in the organisation, are committed to ensuring that Bosworth is a place where every student flourishes and achieves their very best. We take student wellbeing seriously and safeguarding is our overarching priority. All employees understand that and those who wish to work with us will accept this too.

Bosworth is a dynamic, vibrant place to work. We are proudly global in outlook and makeup; our staff and students are drawn from many countries, speak a staggering number of languages and are proud of the cultures which shape them. Our task is to allow students to flourish while they're with us, and to set them up for success in their lives beyond Bosworth. Our students are bright, engaging and a delight to spend time with; they have a positive attitude to learning, are well behaved, ambitious, kind and fun.

Teachers here at Bosworth are subject specialists and passionately committed to supporting students to attain their very best. They know their pupils well, which is possible because of our small class sizes but - more importantly - because they care deeply about the students and consistently tailor their teaching to a student's individual needs and strengths. We offer exceptional pastoral care to our students and are on-hand to celebrate their achievements and to walk alongside them when times are hard.

Candidates who feel that a visit to the school would help them decide whether to submit an application are very welcome to come for a tour of the school and see the school in action on a typical day. Please email info@bosworthschool.co.uk to arrange that.

We look forward to receiving your application.



Tony Oulton, Headmaster



About Bosworth

Established in 1977 as a small tutorial college, today Bosworth is a leading independent school in the UK catering for boarding and day students from Year 7 upwards.

Bosworth is a relatively small school of approximately 200 students, the majority of whom are boarders from overseas, though the school has a small cohort of day students who benefit from being at a school that is proudly international in character. We pride ourselves on the individualised support we give to our students across all Key Stages. Staff know students well, care deeply, and are committed to doing their utmost to ensure every student thrives and attains their very best.

Our high-quality teaching, excellent academic results, established university links, and caring and supportive environment are just some of the stand-out features of the school, as well as our diverse student body and central location in Northampton, at the crossroads of the United Kingdom. We pride ourselves on being a non-selective school with a proven track-record of getting students great outcomes and putting them on a trajectory to success.



Our curriculum and courses of study

Our curriculum is deliberately broad and balanced and supplemented with a range of co-curricular activities, academic enrichment as well as a programme of educational trips and visits.

Providing academic programmes for ages 11-19, Bosworth ensures a customised timetable is in place for every student. There are very few restrictions on subject combinations at GCSE and A Level and, with average class sizes of eight, each student gets the individual attention they require to reach their academic potential.

At Key Stage 3, students enjoy an innovative and challenging curriculum designed to build every student's comprehensive knowledge and develop their character. Students are motivated and supported to employ their learning creatively and flexibly as they strive for academic excellence. Our broad curriculum creates a strong academic foundation, instils academic skills and sparks their curiosity in preparation for future specialisations in Year 10 and Year 11. At Year 9, Business Studies and Social Sciences are introduced to expand students' knowledge and increase their options at GCSE and beyond.

“This is an ideal environment to grow as an educator, whether you are starting your career or changing from an existing one”.

Dan Mattock

Teacher of Science & Head of Year

Taught by highly qualified academics, students are well prepared for the rigorous examinations ahead as well as for entrance to top universities, competitive courses and subsequent career opportunities. Our students start their GCSEs with strong research, presentation and communication skills developed through guided and independent learning activities.

Our aim is to develop confident, independent learners with strong personal values and self-belief, who realise their full potential.

Beyond academic learning, students are encouraged to engage in learning that builds a well-rounded set of skills. Within weekly Drama lessons, students are prepared for the LAMDA exams, which develop their confidence in communication and public speaking. Weekly PE lessons offer opportunities to learn rugby, tennis and many more sports. In addition, there are a range of sports and exercise clubs to join. Students have daily personal tutor sessions as well as weekly PSHE lessons to support their wellbeing and underpin their social and emotional learning.

Our students

Our students are drawn from across the world and, together, they speak over 30 languages. We value each of them for the individual heritage, experience and history they bring to our diverse, global, multicultural community. While it's impossible to accurately summarise a group of young people, there are some traits that characterise a Bosworth student. They are hard-working, motivated, and interested in their learning, which makes them a delight to teach. They are curious to know more and will want to speak to their teachers about the subject beyond the curriculum. They are polite and respectful to staff and to each other; their care and kindness is striking. They value the opportunities that a Bosworth education gives them, not least the chance to make friends from around the world and learn more about the culture and countries their friends have been shaped by. They are interesting, fun and – frankly – along with our staff are our best and most brilliant asset.

Beyond the classroom

Providing opportunities for learning beyond the classroom is key to our educational philosophy. Students can select from a wide variety of activities in and out of school, which encourages them to nurture their talents, deepen their academic knowledge and broaden their horizons, hone important qualities like resilience and teamwork, as well as having fun. Clubs currently include Med Soc, Oxbridge, EPQ, Red Cross and Model United Nations, the Duke of Edinburgh's Award Scheme, Drone Club, Astronomy and Chess Club.

“

“Students are polite and hardworking. The diversity of the background of the students makes it a really interesting place to work”.

”

Lisa Punter

Head of Higher Education & Careers





Our staff

Staff who work at Bosworth are committed to the wellbeing and welfare of all students. Each of them does everything they can to ensure that students fulfil their potential. A strong sense of collegiality exists in the staff body and a genuinely friendly, supportive atmosphere is something that staff frequently comment on. This exists within and across departments; anyone who needs anything knows they can ask colleagues for help and get it. The school is a safe and pleasant working environment. Free lunches are available for all staff and the quality of food is excellent as well as varied. There are a variety of social events for staff organised throughout the year, which include Christmas and Summer socials and 'Cake Fridays' in the staff room help to mark the end of the working week and provide an opportunity for colleagues to gather as we prepare for the weekend. Staff show deep respect to one another and know that they are highly respected for the qualified professionals they are. There is an enormous sense of professional pride that comes from knowing each day that young lives are being made better because of their effort and skill.

“

“Teachers have great subject knowledge and a desire to pass it on. We are committed to helping students be the best they can be. We’re supportive of each other and fun - there is a lot of laughter in the staffroom, but also a lot of support when people have problems, whether in or outside of work”.

”

Alison Barnes
Examinations Officer

The School Site

The school is spread over a wide range of buildings within easy walking distance of each other. The Newton Building is beautiful and houses the school's administrative function, the Grand Hall (used for assemblies, concerts and special events) and the majority of teaching rooms. The nearby Bosworth Hall building houses the school's dining room, the student gym, and recreational space for students to relax and spend down-time with friends. The first floor houses a suite of state-of-the art Science laboratories.

Our boarding community is currently housed in a number of houses near to the school. Each house has its own dedicated Houseparents, who care for the students who live there, ensuring that the residence is a comfortable and safe place where they can relax and study. The school has exciting plans to soon acquire a nearby former university halls of residence which will provide purpose-built, contemporary university-style living space for 300 students.



Professional development and career progression

We are committed to investing in the professional development of all staff. An annual programme of training ensures staff are continuously enhancing their skills and honing their craft. Teachers benefit from subject specific CPD, access to external conferences and opportunities to network and share best practice with colleagues in local schools and schools within the CATS Global Schools Group.

“

“Boarding allows students the opportunity to learn to live more independently, managing their own work schedule and learning self-discipline. As a result, they are more fully prepared for university... Learning to co-operate with others with respect and tolerance and having the ability to resolve conflict when it occurs are key skills that students will need when they enter the working world”.

”

Jeff Shipway
Head of Boarding

Our location

Bosworth Independent School is a stone's throw away from the vibrant town centre of Northampton. A town with a rich history dating back to Saxon times, it grew as a strategically important settlement in the medieval era with a castle at its heart which played a key role in English history, including hosting Parliament during the 13th and 14th centuries.

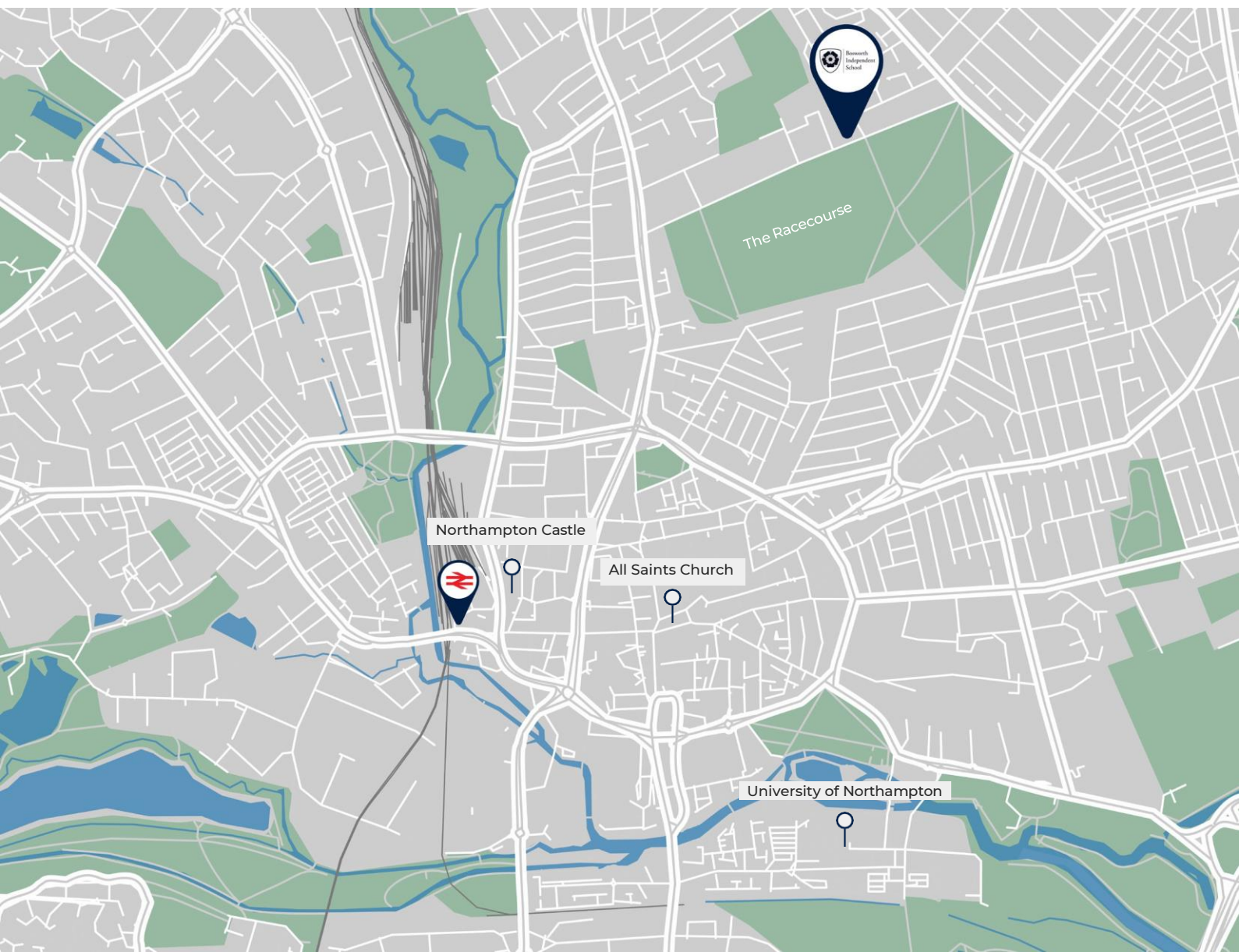
Devastated by a huge fire in the seventeenth century, it was rebuilt and rose to become a centre for the shoemaking and leather industry during the nineteenth and early twentieth century, features which shaped its industry and economy.

Designated a 'new town' in the 1970s, leading to its expansion and growth. Today it is a hub for logistics, business and education (the University of Northampton's main campus stands on the edge of the town centre), while retaining its historical heritage through features

like Northampton Castle, Delapre Abbey and All Saints' Church.

The M1 motorway is a couple of miles away from the school. The road network and the school's location on the edge of the town make it accessible and easy to reach. From Northampton train station, there are multiple trains per hour that land passengers in central London in under an hour, and there are regular train services that connect with other metropolitan centres and larger cities across the UK. The London airports are close by, with London Luton Airport around a 30-minute drive away and Birmingham International airport around 45 minutes away.

While an urban campus, the school has an open feel with the Racecourse, a vast green space, directly opposite the school. Northamptonshire's many pretty villages, market towns and countryside are nearby.



Inspection reports

As an independent school, Bosworth is inspected regularly by the Independent Schools Inspectorate. The most recent inspection reports are available to read on the school's website.

For another perspective, we really like the review from 'Muddy Stilettos' which captures the school well and can be found [here](#).

About CATS Global Schools (CGS)

Bosworth Independent School is a proud part of CGS, a global community of independent boarding schools, international high schools, an Arts School and English language schools preparing students aged 2 to 18+ for their next destination. More information about our network of schools can be found [here](#).

Safeguarding

CGS is dedicated to safeguarding and promoting the welfare and well-being of children and young people. As such, appointment is subject to the satisfactory completion of safer recruitment employment checks in line with KCSIE guidelines. This will include satisfactory references, enhanced DBS from the Disclosures and Barring Service and, where applicable, any international equivalent being obtained. Shortlisted candidates will be subject to online checks which may include social media.

Benefits of working with us

All CGS employees have access to a range of benefits, which include:

- Cycle to work Scheme
- Tech Scheme
- Car Scheme
- Free flu vaccine through Healthshield
- Free eye tests
- Financial wellbeing support via WageStream
- Employee Assistance Programme
- Group income protection
- GP24: GP Access for all
- Health Cash Plan
- Death in Service
- Long service awards
- Employee referral scheme
- Enhanced Maternity and Paternity pay

In addition, at Bosworth Independent School all staff can enjoy:

- Free lunches
- Free, secure parking on-site



Job Overview

Head of Boarding (Residential)

Required for January 2026 or earlier

Full-time, Permanent

Bosworth Independent School is not a traditional British boarding school. That is just one of our strengths. Around seventy percent of our students are boarders; some from the UK but the majority from all over the world. We are a proudly global community, and staff and students - as well as their parents and guardians - value the dynamism and richness of the environment that results from this.

This role offers a unique opportunity to help shape the development and growth of a school that is going places. The Head of Boarding, as a member of the Senior Leadership Team and a residential member of staff, will hold a position of key responsibility. This is a demanding role but the right candidate will see the huge rewards that it brings.

Our recent ISI inspection reported that we were compliant in all areas. However, we consider compliance the bare minimum; we are ambitious for our boarding provision to be the best around. This is not about buildings and aesthetics, as important as those are – after all, our boarding houses are homes away from home for our boarders – but about offering students an experience of boarding that is positive and transformative. We want every one of them to feel valued, known as the individuals they are, and to have access to a wide range of activities that enrich their lives beyond the classroom. We want our boarding provision to offer them opportunities to develop leadership skills, to experience living alongside others whose stories are different from their own, and – really importantly – to have fun and be very happy.

This is a really exciting role at any time but especially as the school is close to realising its ambitious goal of acquiring new boarding accommodation in the shape of a former university halls of residence, a stone's throw from the two main school buildings. This will offer high quality, university-style accommodation for our boarders. The new residential Head of Boarding will have the opportunity to play a direct and formative role in this new venture.

Line managed by the Headmaster, the Head of Boarding will be entrusted with a level of autonomy concomitant with the role and with the likely experience and skill of the successful candidate. They will work with the rest of the Senior Team to ensure the future development and growth of the school, offering strong and strategic leadership. They will be energetic, visionary and ambitious to take boarding at Bosworth to the next level.

The nature of this role will require the appointee to live on-site during term times, though the accommodation will be available for their use throughout the year. The accommodation on offer is dependent on the number of the successful applicant's dependents. Candidates can discuss this in more detail before they apply should they wish to.

If you feel that a phone call or a visit to the school would help you understand this role better and be useful to you, please do not hesitate to get in touch. Please note that the summer term ends on 27 June and the new academic year commences on the 1 September, though calls and visits can be made over the summer holiday.

Key Responsibilities

1. Compliance & Safeguarding

- Guarantee that the school's boarding provision meets, or preferably exceeds, the National Minimum Standards for Boarding (NMS), the Independent Schools' Statutory Regulations (ISSRs) in all areas, and any other relevant legislation.
- Uphold the school's statutory duty of care for boarding students.
- Be a key player in ensuring inspection-readiness and continual compliance.
- Draft, review and embed boarding policies, procedures and risk assessments in partnership with the rest of the Senior Leadership Team to ensure the efficient, safe and compassionate running and full compliance of all aspects of the school's boarding provision.
- Ensure that the boarding provision is a 'home from home' for boarders, most of whom are residing far away from their families.
- In close collaboration with the Head of Operations, maintain all necessary records relating to health and safety in boarding, recording all incidents carefully and ensuring all checks are carried out meticulously.
- Act as a DDSL, managing safeguarding in boarding in liaison with the DSL, ensuring rigorous safeguarding across boarding.
- Ensure that exeat and visits out of school by boarding students comply with expectations of UKVI guidance.

2. Staff Leadership & Development

- Lead and manage the boarding team, being highly visible and offering inspirational leadership, and ensuring all staff are appropriately trained, supported and appraised.
- Ensure that duty rotas balance rest time for House Parents with consistent and rigorous supervision of students.
- Set clear performance expectations, run regular group and individual meetings with boarding staff.
- Ensure the highest standards of professionalism among boarding staff and, where necessary, challenge and manage underperformance.
- Lead recruitment for boarding roles and contribute to senior appointments.
- Map and monitor professional development pathways for boarding staff—from induction through to boarding-specific diplomas—and maintain detailed training records.

Key Responsibilities

3. Student Welfare & Experience

- Ensure impeccably high standards across all aspects of the school's boarding provision.
- Advocate for, and personally embody, values that ensure the school's boarding provision is characterised by warmth balanced with discipline, and that an inclusive atmosphere pervades and where all students are treated with equal dignity and respect.
- Ensuring rigorous oversight of arrivals, induction and ongoing orientation of boarders.
- Track exeats, curfews and attendance at evening and weekend activities.
- Where there are incidents of a safeguarding or disciplinary nature, investigate concerns promptly. document outcomes and act decisively.
- Respond personally to out-of-hours emergencies and ensure a clear audit trail in the school's database.
- Hold regular boarding meetings with students to ensure that student voice shapes boarding life.
- Ensure that a dynamic programme of activities exists for boarders at evenings and weekends, and during holidays (when this applies).
- Ensure that students have access to study spaces and times when they can continue their studies and work to fulfil their academic potential.

4. Boarding Operations & Facilities

- Have budget management responsibility for Boarding.
- Take overall leadership of the physical environment in boarding areas, working with the school's Head of Operations and site teams to ensure houses are clean, safe and welcoming at all times.
- Ensure that health and safety checks are being carried out in accordance with policies.
- Liaise with the Operations Team on maintenance and enhancements.
- Maintain accurate inventories, logs and records.

5. Stakeholder Engagement & Communication

- Host online parent meetings, Sales team training, and adopt a creative approach to communication with stakeholders.
- Ensure communication with parents, guardians and agents is clear, regular and insightful, appreciative of the importance of maintaining strong lines of communication with those stakeholders.
- Work collaboratively and closely with Student Communications and other administrative staff.
- Ensure that communication across boarding and non-boarding aspects of the school are strong.
- Ensure mechanisms exist for the smooth transfer of information between relevant stakeholders in boarding and across the school, for example between House Parents and teachers, as well as with the School Nurse.

Person Specification

The successful candidate will demonstrate:

Essential

Experience:

- Demonstrable in-depth knowledge of the National Minimum Standards (NMS), Independent Schools' Statutory Regulations (ISSRs), and safeguarding legislation
- Proven track record of team leadership and performance management
- Residential boarding or pastoral experience within an independent school or similar setting

Skills and Competencies

- Strong written and verbal communication skills
- Confidence in using IT systems and databases
- Experience in designing and delivering staff training
- Full, clean driving licence

Desirable

Qualifications:

- Current First Aid training certification
- Advanced Safeguarding training (Level 3)

Skills and Competencies

- Experience of ISI or OFSTED inspections, particularly in relation to boarding.

Personal Qualities:

- Warm, approachable and resilient, with a good sense of humour
- Proactive, highly organised, and able to prioritise effectively under pressure
- Culturally sensitive and globally minded
- Committed to continuous professional development
- Willingness to commit wholeheartedly to the demands of this role, seeing them as a joy and privilege.

Closing date for applications:

Wednesday 10th September, however applications will be reviewed on submission and therefore early applications are encouraged. We reserve the right to interview and appoint before the closing date above.

Salary: £45,000 – £50,000.

The successful applicant will be expected to reside on-site during term time.



www.bosworthschool.co.uk