

Information for Applicants for Posts at Bootham School

Bootham School is a coeducational day and boarding school for about 620 students from 3 to 18 situated on two sites in the city of York. The senior school (11 – 18) occupies 10 acres in the heart of the city; Bootham Junior School is just over a mile away, on another 10 acre site which also includes playing fields. Bootham is a Quaker foundation. It offers a model of education based on relationships rather than regulation, where individuals thrive because they are respected for who they are, and where high academic achievement comes as a result of the proper education of the whole person.

The school is a lively community undergoing continuous development. Development in the school is managed through five 'strategy groups' involving teaching and support staff, and these are currently leading us on pastoral and curricular improvements, as well as guiding our capital development programme which will bring considerable changes to the main school site in the next five-year period.

The school was founded in 1823 by members of the Society of Friends (Quakers) and moved to its present site just outside York's medieval walls in 1846. The first girls were enrolled in the early 1980s; the balance has moved from boarding to day over the last 50 years, with about 120 students from 11+ now involved in boarding. Their accommodation, and that of the school's administration, is in fine Georgian town houses, refurbished to a high standard in 2009 - 10; the rest of the school buildings include the attractive John Bright library from the early 20th century, a 1960s 'brutalist' Meeting Hall, and recent science laboratories and sports facilities. The site, within a very short distance of the Minster, is a surprising green space within the city.

The school maintains close links with the Society of Friends, and Quakers are required to be in a majority on the governing body. York is a distinguished Quaker centre and many scions of Quaker families have studied at Bootham. The school welcomes students and staff from all faiths and backgrounds. Staff and pupils are not expected to be, or to become, Quakers, but they should be in sympathy with Quaker ideals. These recognise "that of God" in everyone and commend patience, tolerance, honesty and the peaceful resolution of conflict as qualities of the greatest worth. The informal, friendly relationships between staff and students at Bootham is often cited as one of the principal reasons why parents choose the school for their children's education.

When pupils transfer from Bootham Junior School at 11, they are joined by others mainly from the maintained sector to make a two or three-form entry. Others join from prep schools, at 13, and there is strong demand for places in the 6th form (which we call College.) Entry is by examination, interview and report, and, for College entrants, good GCSE results. Most students continue through to A level at Bootham, and nearly all

progress thereafter to University. The most important criterion for entry is the ability to manage the academic curriculum we offer.

Academic standards in the school are strong, perhaps remarkably so given the ability range we cater for. Many students gain entry to the more competitive universities; there were six Oxbridge offers in 2010. Academic excellence is spread across all teaching departments, and students are expected to study 11 subjects through to GCSE. Sport, art, drama and music are thriving in the school, adding vitality to many students' programmes. Improving facilities for these subjects is part of our development ambitions. Students choose from 100 activities in our integral after-school programme. All staff participate in this programme, and some will lead in sport, or The Duke of Edinburgh Award scheme, or in the many trips, exchanges and expeditions both local and global which are a feature of Bootham life.

The students, inspired at least in part by the opportunities for silent reflection in our daily meeting for worship, have worked hard for social justice in their immediate and wider communities. They run an active Amnesty International group, have become involved in the Peace Jam movement, work with charities helping the homeless in York, and support co-ordinated charitable giving each term. Through the student-led, democratically-elected School Council, students play an important role in representing student views in the organisation and running of the school.

Applicants should be aware that, as a boarding school, Bootham never closes during the week: it is 'home' for students and residential staff. Teachers at Bootham enjoy good company, and good staff facilities and benefits. The Teachers' Consultative Committee deals with issues of pay and conditions. All employees participate in an annual Professional Development Review, an effective scheme for professional development and training. NQTs are fully supported.

Being near the heart of York, we are fortunate in having many places of interest, museums, theatres, concert venues and cinemas – as well as bars, restaurants and clubs – within walking distance. York is also well served by the railway network, with trains leaving for all parts of the UK. The fastest trains take less than two hours to London. Edinburgh (3 hours), Manchester (1½), Leeds (½), Sheffield (1), Newcastle (1) and Birmingham (2) are all within easy access. Road access to the M1, M62, A1(M) and M18 is direct. Leeds-Bradford International Airport is only 40 minutes away by car, and there is a direct train service through the day and night to Manchester Airport. It is easy to feel we are at the hub of the real world!

We welcome applications from dedicated professionals who are prepared, in the Quaker ethos, to live adventurously – to participate fully in the life of this boarding school, to

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engage with education beyond the classroom, to seek out opportunities to serve the students, and to reflect on their own professional experience and on the development of the school.

Jonathan Taylor

Head