



BOOTHAM  
SCHOOL  
AGES 3-18

*Recruitment of*  
**RESIDENT GRADUATES – SPORTS,  
DRAMA AND GENERALIST**  
BOOTHAM SCHOOL, YORK  
FROM SEPTEMBER 2024



# WELCOME FROM THE HEAD

Thank you for taking the time to consider applying for this role at Bootham.

Bootham is an extraordinary place – different from many independent schools in its relaxed, liberal ethos which nonetheless sees staff and students working purposefully with the highest academic ambitions.

The Quaker tradition underpins all we do, with simplicity, truth, equality, peace and sustainability as our core values. Students are urged to 'let their lives speak' – to take what they learn and give back to the community through our Social Action programme.

Joining Bootham will see you become part of an exceptional team of staff, all of whom are committed to the wellbeing of every student, supporting and challenging them to be the best they can be in their academic studies and in all aspects of life.

Our resident graduate programme offers an exciting opportunity for you to find out about life in a boarding community and to

gain experience in the classroom, on the sports field, in the theatre and across any area of the co-curricular life of the school where you could contribute. You will be able to develop your skills in both your chosen specialism and lead other activities with pupils that reflect your individual interests and ambitions.

We are seeking 5 new resident graduates for September 2024. Two of these posts are reserved for sport specialists who can support the major sport teams, and one post for a drama specialist. Applicants with other strengths (both academic and co-curricular) will be considered for the remaining generalist posts.

The role includes year-round accommodation in the centre of York, and all meals in term-time, along with a generous stipend.

Deneal Smith  
Head



# SPORT AT BOOTHAM

The PE department at Bootham endeavours to inspire Bootham students to enjoy and engage in a lifelong love of physical activity. The importance of an active and healthy lifestyle is vital, and we aim to motivate and excite students to continue beyond their time at Bootham. Through the setting of a broad range of challenging physical experiences, pupils are able to develop their competences, to grow and to learn as an individual and as part of a team.

Sports Graduates should possess the skills and passion to deliver high quality coaching in one of Bootham's major team sports (mainly football for boys and girls and netball). They will undertake training sessions and matches within these sports, and assist in the curriculum teaching and after school coaching of PE and sport in some of our various other competitive sports on offer (basketball, swimming, cricket, tennis and athletics). Experience of teaching strength and

conditioning would also be an advantage, with the potential to work on sport related fitness with our older teams. The Sports Graduates would help promote sport and physical activity throughout the whole school, including the opportunity to work with our Junior School PE department; gaining valuable experience of working with students throughout the whole age range (3-19).

There is great scope for personal and professional development for our Sports Graduates. Working with a team of seven PE teachers across the Junior and Senior school, Sports Graduates will be given the opportunity to gain an array of professional development experiences. We would welcome anyone with a vibrant, enthusiastic, child-centred approach to sports coaching.



# DRAMA AT BOOTHAM

The Drama Department at Bootham is a thriving part of the school which had grown considerably in the last few years.

An ideal candidate for this role is someone with a dynamic and positive personality who has the confidence to support rehearsals of students involved in large scale musical productions and smaller dramatic plays.

Being able to engage and work with young people who are committed to the performing arts is key and building positive relationships of trust in the rehearsal space..

The successful candidate would also assist in the day to day running of the department and support teachers and our wardrobe assistant with the organisation required with our large costume and

props stores. We are a friendly team who are passionate about providing as many creative opportunities for our students as possible and will put in the additional time an hours required outside of usual school hours to make that happen. We would want to welcome someone to the team with a similar ethos and outlook.



# THE PERSON SPECIFICATION

	Essential	Desirable
A recent degree in any discipline	✓	
You can demonstrate suitable organisational skills, effective planning with the ability to work under pressure, excellent time management skills, possessing the ability to keep clear and accurate records and have good attention to detail	✓	
You have a responsible attitude to work; you are reliable and trustworthy	✓	
You are flexible, enthusiastic, and positive in your approach and be keen to get involved in all aspects of school life. You're not afraid to ask, and to search for opportunities for your own development	✓	
You have a very good rapport with young people, can define appropriate boundaries and act as a positive role model to them	✓	
You are self-motivated, proactive and able to take on responsibility	✓	
Strong interpersonal skills and the ability to motivate, enthuse and influence young people	✓	
You can adapt to different roles and remain calm in a crisis	✓	
You will have emotional intelligence in building and maintaining quality relationships with pupils and their parents and your colleagues.	✓	

# BENEFITS AND SALARY

Bootham School has its own salary scale and pay policy. The salary for Resident Graduates is £15,000 paid over ten months.

Includes residential accommodation, bills and all meals during term time.

- Pleasant working environment close to York Minster and the historic city centre of York
- Longer holidays than state sector
- Lunches and refreshments provided free of charge
- A strong commitment to support staff professionally and personally
- Free (voluntary!) annual flu jab
- Free, year-round on-site parking
- A friendly, supportive and inclusive staff room
- An employee assistance programme for staff and immediate family
- Relatively small classes of lovely students who want to engage and learn
- Salary sacrifice opportunity to assist in bicycle purchase (plus covered, secure bike sheds to park them in)
- Use of fitness suite and swimming pool



# THE APPLICATION PROCESS AND TIMETABLE

Application forms can be downloaded from:

<https://www.boothamschool.com/vacancies/>

Please see the 'Guidance Notes for Completing the Application Form' and the 'Application & Recruitment Process: Information and Guidance' then download and complete the Application Form.

To find out more about Bootham School please visit our website at: [www.boothamschool.com](http://www.boothamschool.com)

Closing date 15<sup>th</sup> April

However, applications will be considered as they are received and interviews will be on an ongoing basis.

Early applications are encouraged.

Enquiries:

For PE

Andy Bell, Director of Sport  
([Andy.Bell@boothamschool.com](mailto:Andy.Bell@boothamschool.com))

For Drama

Andy Quarrell, Head of Drama  
([andrew.quarrell@boothamschool.com](mailto:andrew.quarrell@boothamschool.com))

For Boarding

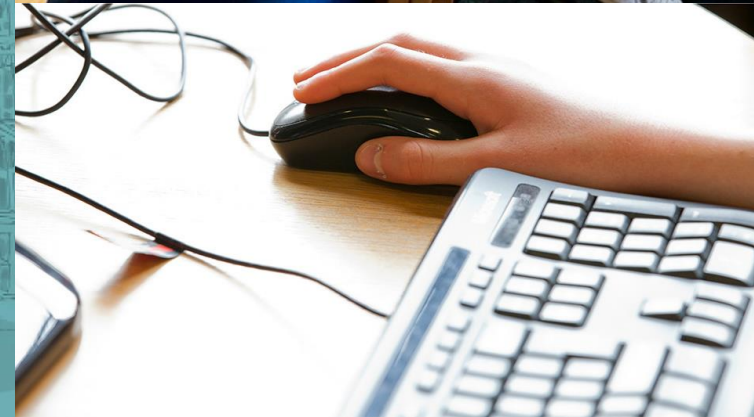
Mandy Naylor, Head of Boarding  
([Mandy.Naylor@boothamschool.com](mailto:Mandy.Naylor@boothamschool.com))

Applications to:

[recruitment@boothamschool.com](mailto:recruitment@boothamschool.com)

For further information regarding the recruitment process contact Alison Paterson, HR Manager:

+44 (0)1904 683745



# ABOUT OUR SCHOOL

Founded by local Quakers in 1823 to educate their sons, Bootham is now a coeducational day and boarding school for students aged 3 – 19 in the centre of York. There are currently around 670 students at our junior and senior schools who, together with over 200 teaching and support staff, make up the Bootham Community.

The senior school is housed on Bootham, very close to the ancient city walls and Bootham Bar, a stone's throw from the Minster. Buildings range from elegant eighteenth and nineteenth century town houses along Bootham, to a stunning new Arts Centre opened in 2014. At the heart of the school – geographically and spiritually – is the award winning 'brutalist' 1960s meeting hall, where we meet for Quaker worship at least three times per week. Although a prime city centre site, the grounds are extensive and the overall impression created is one of space, calm and style; an oasis from the city outside.

The junior school is on a separate site nearby, having moved into purpose-built premises in 2002.

Approximately 100 students live in our three boarding houses, and comprise full, flexi and occasional boarders from at least 14 nationalities. While boarders are fully integrated into the daily pastoral structures of the school, the fact that we are a boarding school shapes the pace, structure and many of the priorities of the school's life. Boarding adds a richness and diversity to the community from which we all benefit.

Bootham is part of a community of eight Quaker schools in the United Kingdom and Ireland and many more worldwide. The schools in the British Isles collaborate together closely in a number of ways.





# PASTORAL CARE

Life beyond the classroom is really well catered for. The extraordinarily varied Bootham Challenge programme offers all age groups an almost bewildering range of activities both after school every evening, at weekends and during holidays.

Students can gain their Bootham Challenge award for their participation in these activities; achievements and pastimes outside school contribute to that, too. For a small school, the sports programme is strong and varied but isn't considered more important than drama, outdoor pursuits, creative arts and music for example; indeed the school has a particularly strong musical and dramatic tradition. Trips to parts far and near are frequent and purposeful!

Pastoral Care is a strong suit of Bootham (as we hope could be expected from a Quaker school). Small tutor groups, supervised by Heads of Year, provide daily care, and our on-site medical centre looks after all the health needs of boarders and provides some support for day students and staff, including the services of a school counsellor.



# BOOTHAM AIMS AND VALUES

In pursuing our vision and in seeking to promote the purpose of a Bootham Education we set ourselves the following aims:

- To continue to grow and further develop a thriving community that reflects Quaker principles and practices, helping each individual to grow to recognise and develop 'that of God' in themselves and in other people
- To help all students to become the best person that each can be and to achieve the best of which each is capable ·
- To promote habits of hard work, self-regulating and the meeting of high standards of personal conduct in all aspects of work and relationships. We aim to develop our students into genuinely good people who are reflective, who seek truth and light, and whose lives speak with integrity of positive, pro-social values ·
- To promote kindness, a questioning spirit, humility, and a deep sense of social responsibility, as well as both the courage and confidence to speak up, and to work to build a better world
- As staff, to model to our young people the qualities and values that we aspire for them to hold, and to do so with patience but in the expectation of high standards, seeking for – and helping them to seek for – 'that of God' within them
- As an employer, to provide a stimulating, fair and supportive working environment in which all employees understand the role they play in building a better world and know that they are valued for playing it

At Bootham School we value particularly an approach to our community from all who work and learn here which:

- looks for, responds to and works hard to draw out 'that of God' in others and in themselves
- seeks to make a positive contribution to the Bootham community and shows respect for its Quaker values, practices and heritage
- speaks with integrity of a straightforward, kind, caring and unquestioningly respectful approach to others
- is wholehearted, demonstrating commitment both to being the best that they can be and to the hard work needed in rising to the challenge of high standards and high expectations
- speaks truth, placing honesty in all things as a priority and is able to resolve conflict peacefully
- is ambitious to improve the world for others – near and far – in whatever ways they can.



# LIVING AND WORKING IN YORK

York is a city with a rich history dating back to Roman times. It is known for its well-preserved medieval architecture, including the iconic York Minster, the city walls, and the Shambles.

The city has a vibrant cultural scene with many museums, galleries, theatres, and festivals throughout the year. Whether you enjoy exploring historical artefacts or attending contemporary art exhibitions, York offers a diverse range of cultural experiences. The city has a strong community spirit, and residents take pride in their local identity.

York consistently ranks high in quality of life surveys. It is a relatively small city compared to others in the UK. Known for its green spaces, parks, and the picturesque River Ouse, the Dales, Moors and Coast are all within easy reach.

The city's educational institutions from primary to tertiary level are well-regarded, and the presence of universities contributes to a dynamic and intellectually stimulating environment.

York's central location in the UK makes it well-connected by rail and road. The city's railway station is a major hub, providing easy access to other major UK and international cities.

York is often considered a safe city with relatively low crime rates compared to larger urban areas.



# THE OPPORTUNITY

**Bootham is in many ways a rather special school. Working here might particularly suit and stimulate you if much of the following resonates with you or attracts you! We believe you would fit well here if:**

- however important you consider academic results to be, people and relationships are much more important to you
  - you believe that good relationships are the most important foundation for successful teaching, effective learning and good leadership
  - you really flourish in the company of young people and those who have dedicated themselves to developing them
  - you love your teaching subject and are passionate about the focus of the responsibility that you have applied for
  - you prize kindness, rigour, compassion and challenge in equal measure in approach to student welfare, behaviour and progress
  - you practise what you preach and model what you want students to value most about their lives and education
  - you have high expectations of yourself and the young people you will work with, but also possess a healthy scepticism about the worth of striving for perfection
  - you are also healthily sceptical about the primacy of public exam results as both the goal of education and the best measure of its success, despite your proven ability to help young people to achieve great grades
  - you are driven to identify and help others discover that which is unique, of most value and 'of God' in each member of our community, as well as in yourself
- you understand the point within a Quaker school of – and recognise the respect inherent in – students referring to teachers by first name and being encouraged to 'speak truth to power'
  - you value silence, stillness and the ability just to 'be' amidst the busyness of school life
  - you have looked into the central tenets, values and practices of the Quaker way, and are open to understand why they can make such a good foundation for an education that is fit for the 21st century
  - you believe your calling is to use your skills, knowledge and personality to produce young people who will make an impact on the world for good
  - you can cope with well-intentioned but robust challenge from students, colleagues and, at times, parents
  - you are looking to work in a school that will challenge the educational status quo rather than blindly support it, and seek to use its independence to do so
  - you can approach your work knowing that long school holidays provide the necessary balance for intensive hard work during term time.





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