

# Bosworth Independent School Job Application Pack Deputy Head



# A Message from the Head:

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**I am delighted that you are considering applying for the role of Deputy Head 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.**

**This appointment is a key one for us, providing a fantastic opportunity for the right candidate to shape the future of a school that is growing and going places. If you’re ambitious and creative, take your work but not yourself too seriously, and are ready to take the next step in your career, we’d love to hear from you.**

All members of staff at Bosworth, 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. As Deputy Head, you will embody this commitment and work to ensure that our students are safe, happy and healthy.

Bosworth is a dynamic, vibrant place to work. We are proudly global in outlook and makeup - our staff and students are drawn from all over the world, 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. As Deputy Head, you will spend a lot of your time with them, listening carefully to their perspectives, and ensuring their feedback is at the heart of how you lead and where the school goes next.

Staff here at Bosworth are passionately committed to supporting students to attain their very best. They know the pupils well and care for them. They are on-hand to celebrate their achievements and to walk alongside them when times are hard. The next Deputy Head will lead by example, ensuring that academically and in every other way, we are supporting students’ development. We know that the dichotomy between ‘pastoral’ and ‘academic’ is a false one, and that the two are deeply connected. The successful candidate will have extensive leadership experience in both aspects of school life.

The next Deputy Head at Bosworth will have gravitas and warmth, be visible and lead with integrity. They will be highly organised and possess real attention to detail as well as being creative and visionary. They will thrive in the busyness of the school environment and enjoy the opportunity to work closely with a wide variety of stakeholders, including the CATS Global Schools central teams who support the school’s finance, marketing and admissions, and HR functions.

Being part of CATS Global Schools brings Bosworth many benefits, not least in that we can shield our parents from VAT on school fees and work with the extensive global sales team network to promote our school. What that means is that at Bosworth we are bucking national trends – growing at a time when pupil rolls in other schools are falling, increasing our suite of scholarships to attract the brightest students from around the world, and expanding the number of bursaries aimed at giving transformative opportunities to local children.

We are not naïve to the challenges that are inherent in being an independent school in the UK right now but we are confident of our brand positioning and hopeful about the future. This hope is borne not of falsely jolly wishful-thinking but built on a clear strategy for growth and improvement.

If this resonates with you, and you’d like to find out more, please contact Charlotte Faber, Senior Advisor [charlottefaber@rsacademics.com](mailto:charlottefaber@rsacademics.com) or Miranda Landale, Search Consultant [mirandalandale@rsacademics.com](mailto:mirandalandale@rsacademics.com) at RSAcademics who are assisting us with this search.

If you feel that a visit to the school would help you decide whether to submit an application, then you are very welcome to come for a tour and see the school in action on a typical day. Please email [headmaster@bosworthschool.co.uk](mailto:headmaster@bosworthschool.co.uk) to arrange that. We look forward to hearing from you.

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**Tony Oulton, Headmaster**







# About Bosworth

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

Bosworth is a relatively small school of approximately 240 students, the majority of whom are boarders from overseas, though around thirty percent of the school's roll is made up of local day students who benefit from being at a school that is proudly international in character.

We are in a growth phase, the pupil roll having increased from just above 170 this time last year to 236 today. This is the fruit of hard work, effort and close collaboration of the school and the CATS Global marketing, admissions and sales teams. As well as further growing our international pupil numbers, we have our sights set on capturing a greater share of the domestic local market, and have a number of exciting initiatives in the pipeline to make this ambition a reality.

Even as a growing school, 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.

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## Our curriculum, educational philosophy 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 an academic pathway that works 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.

As well as GCSEs, we offer a 'fast-track' route which allows students to study a smaller number of GCSE subjects in one year rather than two. We offer A Levels in a wide range of subjects, as well as the University Foundation Programme for international students.

Taught by highly qualified academics, students are well prepared for success in public examinations as well as for entrance to top universities, competitive courses and subsequent career opportunities

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

We are in the process of developing a clear teaching and learning strategy aimed at improving the curriculum, ensuring stretch and challenge for all, embracing the opportunities of AI and technology, and delivering improvements in our academic outcomes. Integral to this is ongoing support and professional development for teachers. We don't go in for endlessly changing initiatives; rather, we work with teachers to ensure consistency and clarity of purpose. We aim as much as possible to liberate teachers from unnecessary administrative burdens, allowing them to focus on honing their craft and planning their lessons carefully.

Our approach to assessment is consistent with our ambition for all students but which has student wellbeing at its heart.

As Deputy Head, you will embrace and champion our educational philosophy, working with the Assistant Head Academic and Director of Teaching & Learning to ensure we remain laser-focused on providing great academic education that supports the needs of all our students.



## 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 as diverse as our student body, 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, and 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 cultures and countries their friends have been shaped by. They are interesting, fun and, along with our staff, are our best and most brilliant asset.

Bosworth students are empathetic and interested in making the world a better place. In order to develop their social responsibility, we are expanding the number of opportunities they have to flourish in this regard by offering them chances to volunteer in the local community and undertake meaningful outreach opportunities.

## Beyond the classroom

Providing opportunities for learning beyond the classroom is key to our educational philosophy. We believe passionately that the development of students as well-rounded learners and citizens is fostered through experiences which take place outside of the classroom. Our co-curriculum is rich and varied and the whole community – staff and students – gets involved. Students 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 have daily personal tutor sessions as well as weekly PSHE lessons to support their wellbeing and underpin their social and emotional learning.

One of the recommended next steps from our last ISI Inspection related to our co-curricular offer, and we have seized that as an opportunity to make sure our provision in this regard is even more brilliant than it was previously.





## 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 whether their role is teaching or not.

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 which mark the end of the working week.

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.

## Brand positioning & future vision

Bosworth offers something unique in the market: a relentless focus on the individual and a global community that prepares students to successfully navigate the world outside and beyond school. From a parents' perspective, our fees free of VAT mean that they get a high-quality education at an affordable price.

At a time when many in the sector are downcast, and where insecurity about the future looms large, we are confident and optimistic in outlook.

Our recent ISI inspection highlighted what we, too, believe are our strengths, as well as giving us to areas on which we can do even better. As a school, we are not complacent and recognise that, like every school, we are on a journey. We think clearly and plan strategically.

For the foreseeable future, our two key strategic priorities will be:

- Recruitment & retention of pupils
- Improving the quality of education

The school's next Deputy Head will, with the Head, ensure that these remain the focus of all staff here and that we work steadily to see their fulfilment.



## 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 PE, Music and Drama, as well as 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.

We don't have acres of playing fields or fancy facilities, preferring instead to focus on ensuring we deliver the best quality education we can within the limits of what we have. For example, core PE is delivered on the vast park opposite the school. In this, as in so many aspects, the school punches well above its weight.

We have a passionate desire to see every student fulfil their potential and develop their interests in a caring environment.



## 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.

We believe in giving staff the autonomy they need to flourish in their roles, while providing a clear structure and supportive environment in which to work.

## Boarding

For the majority of our students, Bosworth is their second home as well as the place they study at, while our day students benefit from learning at a school that never closes.

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 250 students.



## CAT'S Global Schools

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:

<https://catsglobalschools.com/>

## Safeguarding

Bosworth Independent School 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 required to complete a criminal declaration form and be subject to online checks which may include social media presence.



## 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.

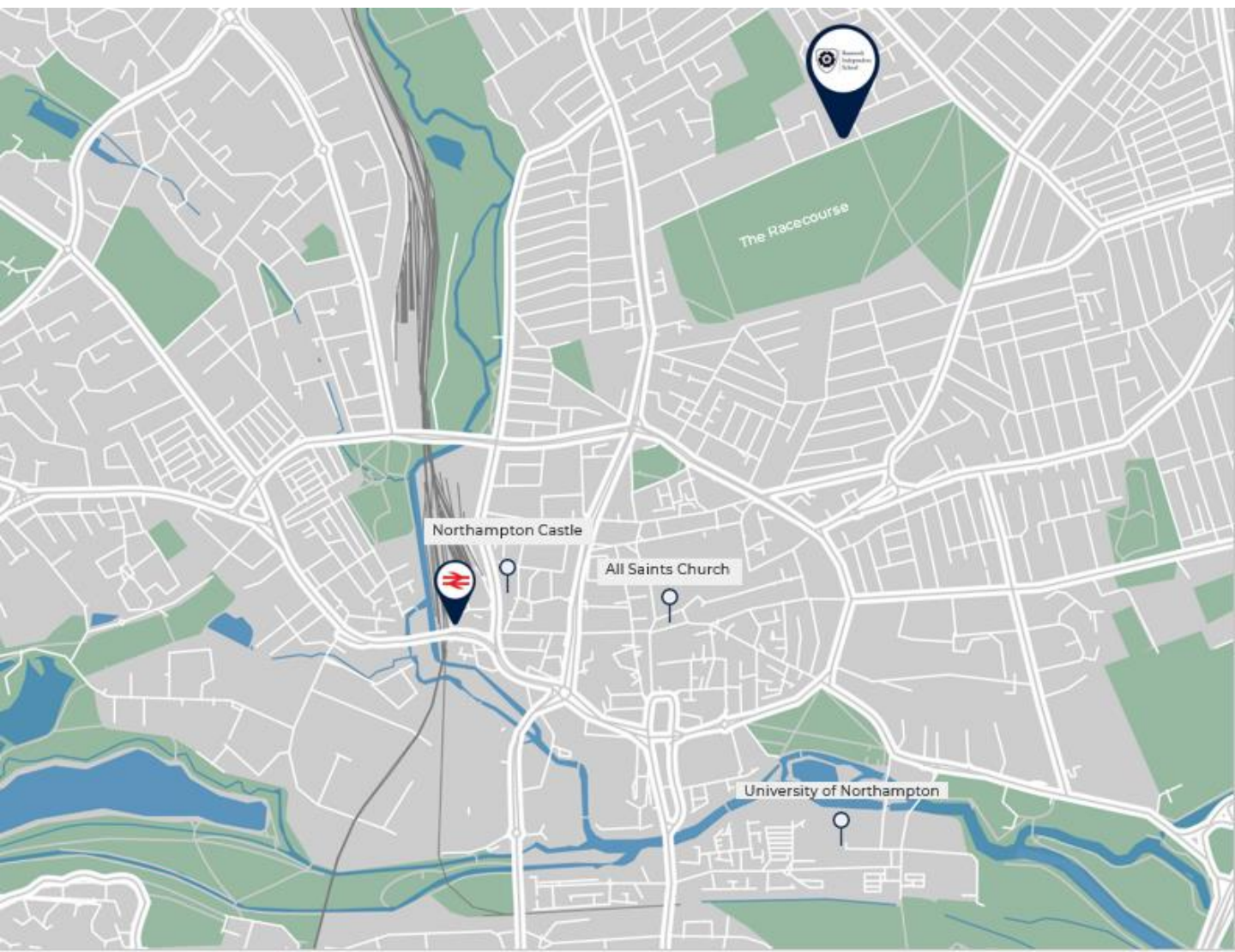
Devastated by a huge fire in the seventeenth century, it was rebuilt and rose to become a centre for the shoemaking and leather industry during the nineteenth and early twentieth century, features which shaped its industry and economy.

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 by the Independent Schools Inspectorate. The school was last inspected by ISI in March 2025 and the report is available to read on the school's website.

The Deputy Head will work with the Head and the rest of the Senior Leadership Team to ensure that the school is always inspection-ready. They will also help to ensure that we are making strides to ensure our recommended next steps from the last inspection report are met and exceeded.

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

## The school's Senior Leadership Team structure

The Senior Leadership Team at Bosworth Independent School is made up of a diverse group of leaders who each bring a wide range of experience from teaching and leading within the school and from other places of work. They are a hardworking group of committed individuals, determined to see the school continue to flourish and fired up to embrace the challenges and capitalise on the opportunities that lie ahead of us.

The Senior Leadership Team is made up of:

- The Head
- The Deputy Head
- The Assistant Head Pastoral
- The Assistant Head Academic (currently vacant but appointment made for January 2026)
- The Director of Teaching & Learning
- The Director of Student Development
- The Head of Boarding
- The Head of Operations

The Deputy Head will take a lead in the management of the Senior Leadership Team. They will chair regular meetings of the Team, ensure strong lines of communication between team members and the school's middle leaders and the wider staff body.

## 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





# The opportunity:

The Deputy Head works closely with the Head, and with the members of the CATS Global Schools central teams in Finance, Marketing, Admissions, HR and Compliance. They will be responsible for, and accountable to, the Head in all matters relating to the operational running of the school on a daily basis.

There will be no 'typical' day but, overall, the post-holder be expected to:

- Manage the quotidian operation of the School
- Support the Head in setting and securing high expectations among students and staff in respect of academic, boarding, pastoral and other personal development and achievements
- Deliver on operational and strategic objectives and projects, as agreed with the Head;
- Deputise in the Head's absence, assuming full operational responsibility for the School, its students and staff
- Play a crucial role in the development and implementation of whole-school strategy and development
- Work collaboratively and closely with the CGS central team members to ensure the smooth running and future flourishing of the school
- Embody the school's values, and to be among its principle champions and cheerleaders, promoting the school in the local community and further afield
- Lead and line-manage members of the Senior Leadership Team, ensuring the effective delivery of strategic and operational objectives
- Work with the members of the Senior Leadership Team to oversee teaching, learning, pastoral care, and boarding, supporting staff to achieve the highest standards
- Oversee co-curricular, enrichment, and trips provision, ensuring breadth, balance and, of course, compliance
- With the Head, manage recruitment, induction, and performance management of staff, working with HR to ensure compliance and professional growth
- Oversee staff training and development to maintain excellent practice across the School.
- Support the Assistant Head Academic in their responsibility for the curriculum and timetable, ensuring efficient resourcing and effective delivery
- Support student recruitment and maximise retention, harnessing the strength of our brand position in the local market and making the most of the CGS Global Sales team reach to continue to grow international numbers
- Ensure preparation for ISI inspections, including key documentation (SEF, development plan etc.) as well as ensuring that the recommended next steps from previous inspections are a focus for development and improvement

- Support the leadership of the pastoral and welfare provision, including safeguarding, behaviour, attendance, and PSHE/SMSC
- Investigate complaints, disciplinary matters, and welfare concerns in partnership with relevant teams, as well as keeping logs of these
- Ensure positive communication with parents, agents, and external partners.
- Support the Head of Boarding in managing teams and ensuring compliance with National Minimum Standards
- Oversee operational checks, audits, and drills
- Lead on whole-school self-evaluation, data analysis and record-keeping (academic outcomes, attendance, safeguarding logs, staff/pupil/parent surveys, parental complaints )
- Embody the school's ethos and be one of its key marketers at external events
- Support retention and recruitment strategies, liaising with Head, central marketing team and the CGS Global Sales team
- Promote a safe, professional, and welcoming environment for students, staff, and visitors
- Uphold safeguarding responsibilities and ensure a culture of respect and inclusivity
- Contribute to whole-School policies, risk assessments, and strategic planning
- Commit to personal professional development and actively engage in performance review
- Be a visible, approachable presence across the whole school
- Contribute positively to the aims and objectives of CATS Global Schools.

## The application process:

Bosworth Independent School is delighted to be working with RSAcademics on this key appointment.

Interested candidates are invited to reach out to Charlotte Faber, Senior Advisor [charlottefaber@rsacademics.com](mailto:charlottefaber@rsacademics.com) or Miranda Landale, Search Consultant [mirandalandale@rsacademics.com](mailto:mirandalandale@rsacademics.com) for a confidential conversation prior to submitting an application.

Application is by letter to the Head, Tony Oulton, and candidates must also submit an up-to-date CV. The deadline for applications is 12:00 UK time on 30 October 2025.

Preliminary interviews will be conducted online with the RSAcademics team between 3 November and 5 November.

First-round interviews will take place online the week commencing 10 November.

Final interviews will be conducted in-person in school the week beginning 17 November.

Visits to the school by interested candidates are warmly encouraged and should be arranged with RSAcademics.





Bosworth  
Independent  
School



PART OF  
**CATS**  
GLOBAL SCHOOLS

[www.bosworthschool.co.uk](http://www.bosworthschool.co.uk)