



Wyvern St Edmund's
Academy

Recruitment Pack

Headteacher Welcome



Dear Prospective Applicant,

Welcome to Wyvern St Edmund's Academy (WSE). As Headteacher, I am immensely proud to lead the school and serve its community of students, staff and parents/carers. WSE is a founding member of the Magna Learning Partnership, situated on the eastern outskirts of Salisbury with beautiful views over the Laverstock Downs to the east and Salisbury Cathedral to the southwest. We are proud of our reputation for high-quality teaching, excellent academic outcomes for our students and strong, effective pastoral care.



In September 2022 we legally opened as WSE, enabling us to take full advantage of the benefits associated with inclusive coeducational learning and social development. Wyvern College and St Edmund's School were formally two separate schools, just a few yards apart: Wyvern for boys and St Edmund's for girls.

We have a tremendous team of support staff, teachers and teaching assistants - some of the most talented professionals I have ever worked with - all of whom are proud to work at WSE and passionate about educating, supporting and nurturing our young people. Our collective vision of helping each student **“be the best you can be - to build your legacy” (inspired by Matthew 5:16)** is at the heart of everything we do and motivates us to provide impactful teaching, comprehensive pastoral care and extensive extra-curricular provision. Moreover, our vision is rooted in Christian beliefs and values whereby we expect our students to use their developing gifts, talents and character to work hard, aim high, be kind and serve others.

Being a vibrant, happy and forward-looking school, WSE is without doubt a great place to teach. Our parents and carers are hugely supportive of the school and we pride ourselves on forming strong and effective partnerships with young people and their families: we work collaboratively throughout any challenges and rejoice in the many successes which come from being part of a wonderful school.

New staff joining the school can be assured of a warm, supportive environment along with excellent professional opportunities for all staff. We are very proud of our caring Christian ethos that runs through every aspect of school life.

We have a close and positive relationship with Salisbury Sixth Form College (S6C) which is a short drive away from WSE. Our partnership with the college means that there are opportunities to work collaboratively with KS5 students and teachers. I look forward to meeting you so that you can see for yourself just how great WSE is.

Warm regards,

Mr Bruce Burley
Headteacher

Work hard, Aim high, Be kind, Serve others

Vision & Values



At WSE, we believe every young person has the potential to become the very best version of themselves. Our vision centres on academic excellence, personal integrity, and the development of well-rounded, responsible citizens who contribute positively to their community.

Rooted in Christian beliefs and values, our school encourages students to recognise and nurture their gifts, talents and character, using them in the service of others both locally and beyond. Inspired by the words of Matthew 5:16 - we help students to shine their light and be the best they can be - we strive to cultivate a community where every individual shines through their actions, compassion and commitment. Our school values support our mission through: working hard, aiming high, being kind and serve others.

As a Church of England school, we are guided by a vision of human flourishing and a commitment to enabling every child to live life with purpose, confidence and joy. This shapes our approach to education - academic, personal and spiritual. Every member of staff, regardless of role, is dedicated to safeguarding students' wellbeing while supporting their progress, passion, and God-given potential.

Dignity, respect and care are the foundation of our relationships. We aim not only to help our students excel in their studies, but also to foster self-discipline, character and the self-discovery that enables them to grow into confident, compassionate young adults.



Why Work For Us



Our school culture means that teachers can focus on their teaching and develop their practice: students who behave well in lessons, good systems when students get things wrong and regular CPD to ensure we all keep getting better at the core business of teaching and learning. It's part of the reason why we achieved our best ever results this year, became the most improved school in the whole of Wiltshire and the highest attaining non-selective school in South Wiltshire. We're very proud of what we've achieved so far but we are committed to keep improving; if you work here, you'll be joining a school where you can let your light shine and **be the best you can be.**

We care about our teachers and we are open to listening to feedback that will help us make things even better - staff voice and our wellbeing team play an important role in making this a school where teachers want to stay. We support teacher wellbeing through strong behaviour systems, sensible feedback policies and shared resourcing.

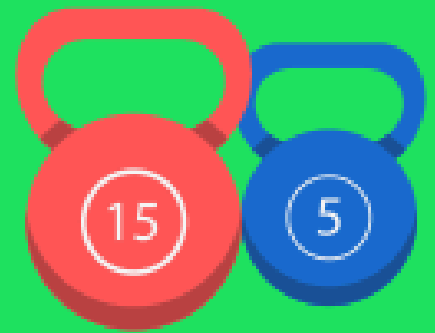
Why WSE?

- Our students: respectful, friendly, often funny students who work hard
- A knowledge-rich curriculum built on 'powerful knowledge'
- Our strong behaviour policy and support systems allow disruption free teaching
- Excellent ongoing CPD, career development and promotion opportunities
- No formal graded lesson observations – just ongoing supportive feedback
- Highly visible and supportive senior leaders
- Free onsite parking
- Free onsite gym for staff
- A staff benefits package (including private healthcare, a reduced corporate gym membership and the Wiltshire Rewards cashback programme)

We work as part of a supportive Multi-Academy Trust with three secondary schools, six primary schools and a sixth form college, benefiting from all the networking opportunities this offers



EMPLOYEE BENEFITS



Preferential rates
at Parkwood Gym, Salisbury



Flexible Working



Blue Light Card



Employee Helpline



LGPS & TPS Pension
Scheme

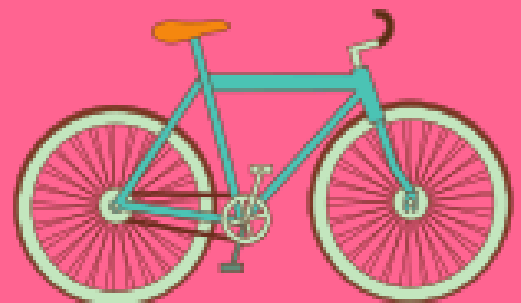


Health Cover
from Benenden
Health Care



Savings with
Wiltshire
Rewards

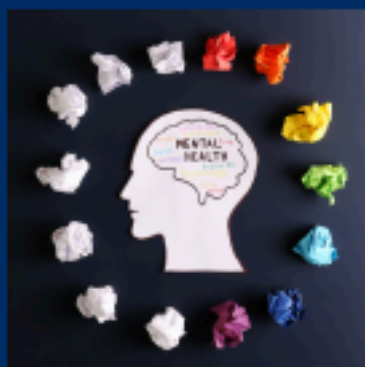
Cycle to Work Scheme



Life Assurance

MLP  **MAGNA
LEARNING
PARTNERSHIP**

Your wellbeing matters. We have signed up to the Education Staff Wellbeing Charter to:



Prioritise our staff's mental health



Provide our staff with the support they need to take responsibility for their own and others' wellbeing



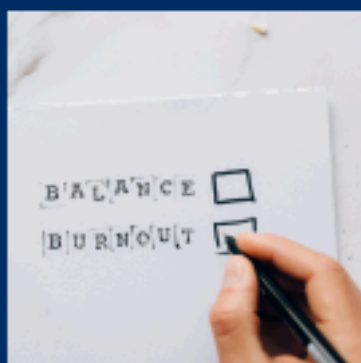
Give our leaders access to the tools and resources they need to support the wellbeing of those they line manager



Establish a clear communications policy



Provide our staff with a voice in decision-making



Drive down unnecessary workload



Champion and enable flexible working



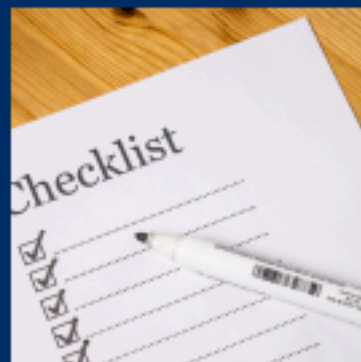
Promote our good behaviour culture



Develop the support we give our staff to progress in their careers



Include a sub-strategy for protecting leader wellbeing and mental health



Hold ourselves accountable, including by measuring wellbeing

Working In The Area



Salisbury is a highly attractive place for education professionals to build their careers. The city offers a rare blend of strong community values, excellent connectivity and a thriving local economy—making it an inspiring and supportive setting for those working in schools.

Salisbury is widely recognised for its welcoming, close-knit community, where people feel connected through local events, shared spaces and strong civic pride. This sense of belonging contributes to a safe and nurturing environment for children and staff alike, with Wiltshire ranking as one of the safest counties in England—an important factor for families and school communities. The city's independent shops, markets, festivals and arts venues enrich daily life, creating a vibrant backdrop to school work and providing students and staff with meaningful opportunities for cultural engagement.

Education plays a central role in the local area, with Salisbury home to a wide range of excellent schools. The city includes grammar schools and a strong mix of state and independent institutions, contributing to a culture that values teaching, learning and aspiration. Salisbury also benefits from a major further-education hub in Wiltshire College, whose Salisbury campus is undergoing a £14 million redevelopment to enhance facilities in life sciences and creative subjects—strengthening local pathways for professional development and collaboration between schools and post-16 providers.

For school staff, Salisbury offers the advantages of working within a diverse and growing local economy. Major institutions—including Salisbury NHS Foundation Trust and the scientific research centres at Porton Down—contribute to local stability and provide rich opportunities for community partnerships, careers education and STEM-focused collaboration with schools. The city is also seeing job growth in areas such as digital technology and renewable energy, helping ensure that schools can prepare students for a modern and evolving workforce.

Salisbury's excellent connectivity strengthens its appeal for those relocating or commuting. Direct train links make London accessible in around 90 minutes, with straightforward routes to Bath, Bristol, Southampton and Exeter, while major airports—including Heathrow, Southampton and Bristol—are all within reach. This level of connectivity makes Salisbury particularly attractive to education professionals seeking both career stability and lifestyle flexibility.

Surrounded by beautiful Wiltshire countryside, the area offers plentiful opportunities for outdoor recreation. From walking and cycling to exploring historic landscapes, Salisbury provides a sense of space and wellbeing that enhances work-life balance—an important consideration for all who work in education.

For those wishing to join the profession or continue their career journey, Salisbury offers a uniquely rewarding environment: a strong, supportive community; high-quality schools; excellent cultural and natural surroundings; and a growing local economy that values innovation and learning. Working in a Salisbury school means becoming part of a connected, compassionate and ambitious city—one where staff can thrive and where children are encouraged to flourish.



How To Apply

Please take time to look at the information about WSE through our website. Should you have any specific queries that are not answered by the information we have provided, or you wish to visit the school prior to making an application, please contact our HR Team via email: hr@wyvernstedts.org.

Applications should be submitted via the My New Term Portal including a supporting statement detailing any relevant experience, skills or other information which you think makes you suitable for the role. Please try to include information that helps us get to know you as well as your professional skills.

Visit our My New Term Portal to see our vacancies: [WSE My New Term Portal](#).



Safer Recruitment

WSE is relentlessly focussed on safeguarding and promoting the welfare of its children and young people and expects all staff and volunteers to share this commitment.

Due to the nature of the position for which you are applying and to ensure your suitability for this type of work, you will be required to apply for clearance from the Disclosure and Barring Service if you are successful in your application. This will take place before your appointment is confirmed. The clearance process will disclose details of formal cautions, reprimands and final warnings, as well as convictions. Having a criminal conviction will not automatically exclude you from employment – this will depend on the nature of the position, and the circumstances and background of the offences committed.

Online searches with regards to information that is publicly available online will also be carried out for all shortlisted candidates.

Equality

WSE will not discriminate in any area of employment and confirms its commitment to equality of opportunity in all areas. Applicants will be treated in a fair and equal manner and in accordance with the law regardless of gender, marital status, race, religion, colour, age, disability or sexual orientation.

WSE is committed to supporting flexible working and will welcome applications from those that wish to work flexibly.

If you consider that the provisions of the Equality Act 2010 apply to you, or if you require assistance at any stage of the process, please contact a member of our HR Team via email: hr@wyvernstedts.org.

The Trust's Recruitment Policy is available for your information on our website: [WSE Vacancies](#).

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April 2026
Although correct at the time
of printing, this booklet may
be superseded as part of our
commitment to continuing
improvement.



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