



BOOTHAM
SCHOOL
AGES 3-18

Recruitment of
UPPER KEY STAGE 2 TEACHER

BOOTHAM SCHOOL, YORK

FROM SEPTEMBER 2026



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 pupils working purposefully with the highest academic ambitions.

We seek an experienced full-time Classroom Teacher to join our team from September 2026 in Upper Key Stage 2. For the right candidate, there is the potential to join the leadership team.

At Bootham Junior School we strive to embed the necessary skills for the educational challenges which our pupils will face in the years ahead by offering a lively curriculum and a varied range of activities. Bootham follows the Quaker ethos, and since Quakers believe there is ‘that of God, or Good’ in everyone, the School emphasises responsibility for self and for others. We place a premium on integrity, honesty and trustworthiness from an early age.

It is essential that candidates feel able to embrace the adventurous and liberating nature of the education offered here and share our aim of providing children with a stimulating and challenging time, both inside and outside the classroom.

You must be approachable, friendly and supportive to children, parents and colleagues alike and able to work in sympathy with the special qualities of our Quaker ethos. Few of us at Bootham are from a Quaker background ourselves, but we are attracted by the ethos and find it a fulfilling and supportive environment in which to teach, to work and to grow.

If you would like to find out more about joining our wonderful school, then we would be delighted to meet you.

Helen Todd
Head of Junior School



THE PERSON SPECIFICATION

Qualifications and Experience	Essential	Desirable
Teaching qualification relevant to KS2 and Qualified Teacher Status with recent KS2 teaching experience	✓	
Potential to work as part of a Senior Leadership Team or as a Middle Leader with a school-wide responsibility		✓
A proven track record as a high-calibre classroom teacher with excellent planning, assessment and record-keeping	✓	
Strong IT skills		✓
An understanding of the different ways in which children learn and the appropriateness of a variety of teaching styles to meet the individual learning and developmental needs of each child through planning, preparation, monitoring and assessment.	✓	
Willingness to proactively contribute to the school's goal of providing an Adventurous and Liberating education – embracing Outdoor Learning and the co-curriculum as well as transferable skills.	✓	
The ability to form and maintain appropriate relationships and personal boundaries with children and young people.	✓	
Evidence of good interpersonal skills and the ability to work as member of a team and develop and maintain good relations with all members of the school community.	✓	
Evidence of the ability to communicate clearly both orally and in writing with pupils, parents and colleagues.	✓	

THE APPLICATION PROCESS AND TIMETABLE

Please see the 'Instructions for Completing the Application Form' and our Safer Recruitment Policy for more information regarding our processes
<https://www.boothamschool.com/vacancies/>

Our application process is managed through My New Term, please access the online form via our vacancy page: <https://www.boothamschool.com/vacancies/>

Closing date for applications:

8:00 pm on Sunday 10 May 2026

Interviews: Friday 15 May 2026

Candidates are encouraged to contact Helen Todd, Head of the Junior School for an informal conversation: Helen.Todd@boothamschool.com (01904) 655021

For further information regarding the recruitment process contact Alison Paterson, HR Manager (alison.paterson@boothamschool.com) (01904) 683745

To find out more about Bootham School please visit our website at: www.boothamschool.com

Bootham is committed to safeguarding and promoting the welfare of children and young people and any offer of employment is subject to an Enhanced Disclosure check (DBS) and other satisfactory safeguarding checks including references and social media checks.



BENEFITS & SALARY

.Bootham School has its own salary scale and pay policy. The full time equivalent starting salary on the Bootham teaching scale will be dependent on experience and skills, up to £49,575 (pay award pending) not withstanding any management allowance

- Pleasant working environment close to York Minster and the historic city centre of York
- Longer holidays than state sector
- Excellent lunches and refreshments provided free of charge
- Generous school fee discount for staff children
- A strong commitment to support staff professionally and personally
- 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
- Well-resourced classrooms
- A generous proportion of non-contact time
- Generous Pension Scheme – We offer competitive employer contribution rates
- Salary sacrifice opportunity to assist in bicycle purchase (plus covered, secure bike sheds to park them in)
- Payment of professional subscriptions to approved professional institutions
- Use of fitness suite and swimming pool



THE CURRICULUM

We pursue an unashamedly academic programme of study which nonetheless prizes the performing and creative arts, for example, equally with the more supposedly 'traditional' subjects.

A Bootham education is about more than knowledge, skills and paper qualifications. Moral principles and a positive view of the world and its people play as much a part in daily school life as the educational outcomes, important as they undoubtedly are.

Following its Quaker principles, Bootham encourages its pupils to be creative thinkers, peacemakers and confident humanitarians. We hope that, while they are at school, and afterwards, they will contribute to responsive and responsible public leadership in the world.

Our aim is to provide an innovative, exciting and rich environment in which children are stimulated and motivated to learn through our adventurous and creative curriculum. The core skills of literacy, numeracy and science underpin every element of our curriculum.

We believe that children learn best when they are encouraged to see links between subjects and develop their own interests in learning. That is why we have a creative, enquiry-based approach. Under one umbrella topic per term, children are able to explore all aspects of curriculum areas.

Class Teachers, with the support of a Teaching Assistant, normally take their class for Maths, English, Science, Computing, Art and Humanities. Other areas of the curriculum are taught by specialist teachers.

For Years 5 and 6, on Friday afternoons, teaching moves to the Senior School, taking advantage of the specialist sport, music, textiles, computer science and DT facilities.



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. We are delighted (but not led by) the school's recent excellent inspection report which confirms that education of the highest standards is being delivered across the board.

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.

The junior school is on a separate site approximately 1 mile away on the edge of the city. Purpose-built as a coeducational day school, it caters for around 150 children from the ages of two to eleven years. We have a dedicated ICT suite, two adventure playgrounds, Music facilities, an outdoor education area, gardens, sports fields, tennis courts and a library. We also enjoy access to the facilities of the senior school, such as the swimming pool, theatre, Design Technology studios and science labs. Class sizes are around 20, with teaching assistants to support.

Quakers in Yorkshire founded Bootham School in 1823. Bootham Junior School became part of Bootham School in 1997 and moved to its present location in 2003. We run Bootham Junior School according to Quaker principles. People from many different backgrounds and beliefs form our school community. 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.



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 highly 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 teaching and are passionate about the role 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 pupils 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 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 bustle 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 shape young people who will make an impact on the world for good
- you can cope with well-intentioned but robust challenge from 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.



JOB DESCRIPTION

Prepare and deliver appropriately differentiated lessons to meet the educational needs of all the children in the class. Fulfil the demands of the curriculum in the core and foundation subjects and Religious Education.

Be able and willing to teach at both KS1 and KS2 as required.

Give feedback on children's work carefully and conscientiously.

Be responsible for the pastoral care of the children in the class.

Carry out duties (playground, hometime etc.) as deemed necessary by the Headteacher.

Write and deliver regular reports on the progress of the children to parents and guardians.

Participate in school events, parents' meetings and other functions of a similar nature, as deemed necessary by the Headteacher.

Individually, and in conjunction with other teachers, be responsible for promoting the good behaviour and development of personal and social skills both of children in the class and around school.

Provide cover for staff absence as necessary.

Co-ordinate a subject, to be agreed upon in consultation with the Headteacher.

Contribute to the purchasing of resources and to policy writing.

Undertake the necessary paperwork with regards to risk assessments.

Attend staff meetings and other meetings as may from time to time be required.

Participate in leading after-school activities, trips and residential.

For an appropriate candidate, the position on the Junior School management team with associated responsibilities may be available. A responsibility allowance and/or time allowance would then be payable.