

Post Title:	Head of School – Bilton C of E Junior School	
Salary Range:	Leadership Scale (L15-L21)	
Location:	Rugby, Warwickshire	
Age Range:	7–11	
School Type:	Voluntary Controlled, Church of England	
School Structure:	Part of Bilton Community Federation	
Pupils:	435 on Roll (across 13 classes)	
Closing date for applications:	16 th April 2026 at 4.00pm	
Anticipated Interview dates:	Week commencing 20th April 2026	
Start date:	1st September 2026 (negotiable for the right candidate)	

Bilton C of E Junior School is a vibrant, values-led community where children are nurtured to become successful learners, confident individuals and responsible citizens. As a Church of England school, our ethos is shaped by our values of care, respect, honesty, co-operation, forgiveness and resilience—values that support every child to thrive academically and personally.

We are now seeking an inspirational Head of School to lead this warm, ambitious and high-performing junior school into its next exciting chapter.

About Bilton C of E Junior School

At Bilton, learning is at the heart of everything we do. We offer a broad, balanced and challenging curriculum designed to unlock every child’s potential, foster a lifelong love of learning and empower them to have a positive impact on the world. Our commitment to inclusion means that every child is welcomed, valued and supported—there are no outsiders here.

As part of the Bilton Community Federation, the school benefits from a collaborative leadership culture and a strong, effective governing body across three schools (one junior and two infant schools). An experienced Executive Headteacher provides support, professional challenge and strategic guidance, while ensuring the school retains its unique identity within the community and allowing the Head the space to have ownership of their school.

The school has strong links with St Mark’s Church, and our Christian foundation expresses itself primarily through the values that guide our day-to-day work and our commitment to nurturing the whole child.

The Role

The Head of School will be a visible, compassionate and strategic leader who champions excellence in teaching and learning above all, while upholding the school’s values and inclusive ethos.

Key responsibilities include:

- Leading a dedicated, caring and talented staff team.
- Ensuring the continued delivery of a high-quality, inclusive and ambitious curriculum.
- Creating a culture where all children feel safe, motivated and able to flourish.
- Working closely with Federation leadership and the Governing Body.
- Strengthening partnerships with parents and the wider community.

Who We’re Looking For

We are seeking a leader who is:

- Inspirational and resilient – able to energise staff, pupils and families through both successes and challenges.
- Values-driven – modelling the principles that underpin the school’s ethos as a C of E foundation.
- Ambitious for every child – committed to removing barriers and ensuring all pupils receive an exceptional education.
- Collaborative and strategic – confident working within a federation structure.

- Experienced in primary education – with proven senior leadership experience.

Whether you are an experienced head looking for your next challenge or an aspiring senior leader ready to step up, this is a rare opportunity to make a significant impact on a thriving school community.

What We Offer

- A welcoming, nurturing and purpose-driven school environment.
- A committed staff team who care deeply about children's outcomes.
- Strong, supportive governance through the Bilton Community Federation.
- Guidance and partnership through the Executive Headteacher.
- Engaged families and a connected local community.
- The opportunity to shape the future of a trusted, oversubscribed school at the heart of its area.

How to Apply

Applications are warmly invited from leaders who share our commitment to inspiring children, strengthening community, and leading with integrity.

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Anticipated Interview dates: Week commencing 20th April 2026
Start date: 01 September 2026 (negotiable for the right candidate)

School visits are strongly encouraged and have been arranged for Tuesday 24th March at 9.15am, Thursday 26th March at 2.00pm and Tuesday 14th April at 9.15am. If you would like to arrange to visit on one of these dates please email or call the school office - office@biltonjuniorschool.co.uk / 01788 810675.

Applications include a personal statement where we expect the candidate to address the person specification and would emphasise the importance of leading teaching and learning and high expectations within this.

We require three references for this appointment. In the case of applicants who are currently employed as a Headteacher or Head of School these need to come from:

- The Local Authority or Academy Trust where you are currently employed
- Your Chair of Governors
- Another referee who is able to support your application for the post of Head of School who can comment upon your skills and qualities to lead a church school.

In the case of applicants who are not currently employed as a Headteacher or Head of School, referees will need to include:

- The Headteacher in your current or most recent school
- Another referee who can attest to your professional skills including leadership and management skills
- Another referee who is able to support your application for the post of Head of School who can comment upon your skills and qualities to lead a church school.

Applications are being handled via the [MyNewTerm](#) website, but will also be accepted directly to the school, in which case they should be emailed or posted to Ed Newton, Executive Headteacher at newton.e@welearn365.com or posted for his attention to Bilton CofE Junior School, Plantagenet Drive, Bilton, Rugby, CV22 6LB. (If you do not receive acknowledgement of an electronic application within 24 hours please telephone 01788 810675.)