



HEADTEACHER

CANDIDATE INFORMATION PACK

Bishop Stopford School

faith | justice | responsibility | truth | compassion

WELCOME FROM THE CHAIR OF TRUSTEES

Thank you for your interest in the position of Headteacher at Bishop Stopford School. I am delighted that you are considering joining us.

Bishop Stopford School is successful and highly respected. We have outstanding outcomes, high levels of student engagement, and a reputation for providing rich and memorable educational experiences. We are a flagship school in the diocese and county, renowned for GCSE outcomes and being the sixth form of choice in the locality.



This vacancy arises in a period of stability and confidence. Our Headteacher, who is retiring after almost nine years in post, has made values-driven leadership the beating heart of our school. Rooted in our Christian foundation and guided by our core values, we combine academic excellence with care for every individual. Our vision to *"Unlock Unique Potential"* is not simply warm words; it reflects the aspirations we have for our students and underpins the relationships in our community. As a result, all stakeholders are proud to belong to Bishop Stopford School.

Our culture is our most valued asset. Visitors frequently comment upon the warmth of the relationships and a palpable sense of belonging. Staff are committed professionals who go above and beyond for the young people entrusted to their care. The breadth of opportunities available is, quite simply, astonishing. Academic, spiritual, cultural, sporting and charitable activities are a direct reflection of incredible staff commitment. In turn, 100% staff state that they are proud to work here and would choose Bishop Stopford School for their children. Our collegiate spirit is instrumental in our success and is something we are determined to preserve.

Our Academy is financially secure, educationally strong and strategically well-positioned. We benefit from a highly capable leadership team and trustees who provide good support and challenge. Our next Headteacher will therefore join an Academy with firm foundations and considerable momentum, but able to shape its future in the light of national agendas such as inclusion, the curriculum review and the MAT landscape.

We recognise that opportunities to lead schools such as ours are rare. Our next Headteacher will be someone who embraces our Christian ethos while championing high expectations and inspiring others to achieve their very best. While we are proud of all we have achieved, we remain ambitious for the future.

The recruitment process will enable you to gain a thorough understanding of our Academy. We hope that, through the information available to you and opportunities to visit us, you will gain a sense of what makes Bishop Stopford School such a special place.

Thank you once again for your interest. We look forward to receiving your application and learning more about the vision which you could bring to Bishop Stopford School.

CLARE HOLDEN
CHAIR OF TRUSTEES



WELCOME FROM OUR HEAD STUDENTS

Thank you for considering Bishop Stopford School for your next role. Our school is very special to us, and we look forward to meeting you if you are selected for interview. As Head Students, we'd love to tell you a little bit more about our views of school and about the next Headteacher we'd like.

We would like a Headteacher who will uphold our ethos – and continue to make sure that it is the central part of school life. Our school has a friendly environment and we pride ourselves on having a special community feel. So it's really important for us to have a Headteacher who really wants to get to know and engage personally with students. As our community is diverse, our new Headteacher should be committed to embracing that too.

Both of us have benefited enormously from the teaching we've had. Teachers have great subject knowledge and really engage with us. We've also found that they've supported us personally throughout our studies here. Since joining the Sixth Form, we've really appreciated the increased independence and the amount of trust placed in us to achieve our targets.

Alongside our subjects, we've also both been involved in extra-curricular activities. While we enjoy the academic challenge of our Sixth Form Societies, there's a large variety of other opportunities. There are so many sports, music and other clubs as well as Chapel activities every day. We are always encouraged to do our best in competitions and so on.

We don't know if it's like this in other schools, but we are really listened to here. We've been able to contribute to decisions such as managing and taking part in a referendum, planning events for all students as well as the more formal 'student voice' forums.

We're encouraged to work across all year groups, whether that's leading assemblies, mentoring, working with a Reading Partner, helping in lessons or working with younger students for high profile events – such as the recent announcement of the Bishop of Brixworth which took place here!

We are both so proud to be Head Students this year, to represent our community and to take it to the next level. We look forward to meeting you and working with you, if you are successful, to continue to build on the amazing standards here of which we are very proud.

AMRITA AND DHRUV HEAD STUDENTS



OUR ETHOS AND VALUES

UNLOCKING UNIQUE POTENTIAL

There is something compelling about Bishop Stopford School. Visitors value the sense of community and belonging as soon as they enter our buildings and meet our incredible young people and staff. Read our [Ofsted report \(2025\)](#) and our [SIAMS report \(2026\)](#) and you will gain further insights into the unique distinctiveness of our Academy.

Our vision is rooted in a Christian understanding of human worth and dignity. We believe that each individual is uniquely created, valued and able to make a positive contribution to society. This belief underpins both our culture, and our curriculum. We seek to create a community where all are known, nurtured, challenged and inspired to flourish. And we summarise that ambition as 'enabling every student to realise their unique potential'.

We are, therefore, a thriving and distinctive Church of England 11–18 single academy trust and have served our community for over 60 years. Continually oversubscribed, parents value highly our relentless commitment to excellence in all areas - and our outcomes speak for themselves.

The Academy's core values of faith, truth, justice, responsibility and compassion are more than words on a page. They shape strategy, guide behaviour and underpin the expectations we have of ourselves. These values are evident in the quality of relationships and in our commitment to inclusion and social cohesion. There is a strong sense of identity and belonging experienced by students and staff alike.

We have a long-standing reputation for combining high academic standards with exceptional pastoral care. Character development and academic achievement are complementary rather than competing priorities. We want our students to leave us with great foundations for life - not only excellent qualifications, but with resilience, integrity, confidence and a strong moral compass.

As a school, we are ambitious for every young person and every colleague. This does not mean we are exclusive – rather we pay careful attention to the needs of each individual. We are proud of our achievements while remaining outward-looking and community-minded. We are known for our generous collaboration with other schools locally and regionally, and nationally as a Church of England Academy.



Headteachers will always be custodians of the ethos, so we look forward to appointing a leader who will embrace and champion our ethos for the generations to come. They will recognise the unique strengths we have, honour our Christian foundation and lead the school servant-heartedly into its next chapter.



OUR INTENT

At Bishop Stopford School, our aim is that every student should realise his or her unique potential. Our Christian ethos and core values are expressed in all that we do: the culture is articulated through highly productive relationships and there is a strong sense of identity and belonging. As a result, our curriculum nurtures and challenges, prioritises individual worth and social cohesion, and fosters independence and interdependence. Character development goes hand in hand with our striving for academic excellence. We want students to leave us happy and healthy, with a strong moral compass as well as with qualifications which have integrity.

Aspiration underpins our curriculum: it is designed so that no student is left behind or left out because of social, learning or other disadvantage. Both the taught and the wider curriculum are carefully planned to ensure that not only are students' basic skills secured, but they provide the foundation for future success. We aim to develop highly literate and knowledgeable learners who are creative, self-regulating and resilient. They have opportunities to develop depth as well as breadth, and because they are socially equipped, they can engage confidently with the wider world.

UNDERPINNING PRINCIPLES

- Leadership of the curriculum is active, reflective and research-informed. Our curriculum is unapologetically academic and knowledge-driven, ensuring Bishop Stopford students are engaged and thoughtful learners.
- Our curriculum is holistic: the spiritual, social and moral imperatives are as strong as the academic.
- Key Stage 3 lasts for Years 7-9 to allow the range of subjects to be studied and to build secure foundations for the two-year GCSE programmes of study.
- Curriculum is structured to ensure effective progression through the key stages and beyond school to further study or employment.
- Our curriculum enables all learners to progress, through development of a rich language base and challenge in every lesson.



OUR SCHOOL

- ✓ We have almost 1500 students, with over 400 in the Sixth Form.
- ✓ We have an 8-form entry with a PAN of 216.
- ✓ Students come from diverse backgrounds and communities across Northamptonshire, Leicestershire and Rutland.
- ✓ Students demonstrate very positive attitudes to learning and families are highly supportive of a great educational experience.
- ✓ Enrichment is highly valued, with over 50 clubs and a huge range of trips and visits.
- ✓ Behaviour across the school is impressive, with students' self-regulation of the highest order.
- ✓ Relationships are strong between students across year groups and between students and staff.
- ✓ Students volunteer willingly to lead initiatives in the community, such as Student Ambassadors, Digital and Faith Leaders.
- ✓ Sixth Form students play an active part in the life of the community. They volunteer as part of their curriculum with younger year groups and role model the standards we expect in this work.
- ✓ The latest attendance data shows the Academy has the best attendance in Northamptonshire and it is in the first decile nationally.
- ✓ Students make great progression after their public examinations. Most move into our Sixth Form from Year 11 and they are enabled to reach destinations of choice when leaving school.
- ✓ In 2026, no student is 'NEET'.
- ✓ Students keep in contact with us long after they have left. Our Alumni network is incredibly active, with current students benefitting enormously from its contributions.

OUR LOCATION



We are based on a single site, a 10-minute walk from the Midland Mainline station in Kettering. We are blessed by excellent road and rail links. By car, it takes less than an hour to both Leicester and Cambridge. By train, it is an hour to London St Pancras.

If you do not live locally, there are many great places to live within easy reach of Kettering, as well as in the town itself. Housing in Kettering and the surrounding community is competitively priced, normally below the national average.

A relocation package can be discussed, if appropriate, with the successful candidate.



STAFF BENEFITS

We are committed to ensuring that our staff feel valued, supported and able to thrive. Joining our team means becoming part of a community which invests in its people and recognises the vital contribution they make to the success of our school.

Our comprehensive wellbeing and benefits package includes:

WELLBEING & SUPPORT

- Westfield Health: private GP appointments, contributions to optical and dental costs, mental health support and a range of other benefits.
- Exclusive staff access to school gym.
- Access to occupational health services.
- PPA at home and two-week October half term.
- Menopause Café.
- Generous Special Leave & Flexible Working Policies.
- Free flu immunisations at school.

FINANCIAL BENEFITS

- Terms, conditions and benefits in line with STPCD.
- Cycle to Work Scheme.
- Tax-free childcare scheme.
- Free onsite parking with access to electric charging points.
- Employee discounts and retail savings platform (eg Blue Light and Discount for Teachers).
- Travel season ticket loan scheme.

PROFESSIONAL DEVELOPMENT

- Induction programme with 1:1 support from trustees and leaders beyond school.
- Coaching and mentoring opportunities.
- Performance Development.
- Access to online expertise (eg The National College, the Chartered College of Teaching).
- Access to additional courses provided by relevant authorities and specialist knowledge companies.
- Cross-school research and CPD groups.
- High-quality CPD and career development opportunities.
- Leadership development programmes.
- Support for professional qualifications and apprenticeships.



“Staff are proud to work at the school. Collectively, they strive to develop their expertise and improve all aspects of the school’s provision. The school makes sure that workloads are manageable and supports the wellbeing of staff”

OFSTED 2025



JOB DESCRIPTION

JOB TITLE	HEADTEACHER
ACCOUNTABLE TO	TRUST BOARD
GRADE	L35-40
START DATE	JANUARY OR APRIL 2027

OVERALL PURPOSE

Provide strategic, values-led distinctively Christian leadership for the Academy, serving as Accounting Officer and working with the Trust Board to secure sustained educational excellence, strong organisational performance and an inclusive culture where every student can thrive. Lead the development of a compelling vision rooted in the Academy's Christian values and ensure students leave the Academy fully prepared for the next stage of education, employment and life. Stay abreast of national political education matters, and other recent developments, translating that knowledge into advantage for the Academy and its stakeholders.

KEY RESPONSIBILITIES

CULTURE AND ETHOS

The Headteacher will establish and sustain a culture of high expectations, inclusion, excellence and care, promoting the Academy's Christian ethos and values while ensuring all students feel known, valued, safe and supported. The Headteacher will foster positive relationships across the Academy community, champion equality and opportunity for all, uphold exemplary standards of behaviour, attendance and personal development, and ensure students develop the confidence, resilience, character and leadership skills needed to succeed in modern society.

The Headteacher will create and maintain a highly professional culture in which staff are motivated, developed and empowered to perform at their best through effective recruitment, performance management, wellbeing support, succession planning and high-quality professional development informed by educational research and evidence-based practice.

CURRICULUM AND TRAINING

The Headteacher will ensure that teaching, learning and achievement remain central to all decision-making, securing consistently high standards of classroom practice through effective leadership, quality assurance and professional development. The Headteacher will promote a culture of intellectual curiosity, ambition and lifelong learning whilst ensuring teaching is informed by evidence-based practice and effective assessment.

The Headteacher will lead the development and implementation of an ambitious, inclusive and coherent curriculum that enables all students to achieve highly and prepares them for future success. This will include ensuring effective curriculum leadership, robust systems for monitoring progress and achievement, and high-quality provision for disadvantaged students, vulnerable learners and those with SEND, enabling every student to access, participate in and benefit from the full curriculum offer.



JOB DESCRIPTION (CONT.)

KEY RESPONSIBILITIES

ORGANISATIONAL EFFECTIVENESS

The Headteacher will provide effective leadership of all operational, financial and organisational aspects of the Academy, ensuring the highest standards of safeguarding, risk management, compliance and stewardship of public funds. The Headteacher will ensure that resources, staffing structures, systems, facilities and technology are deployed effectively to support educational priorities and secure long-term organisational sustainability.

The Headteacher will lead rigorous self-evaluation and continuous school improvement, using evidence and performance information to identify priorities, remove barriers to success and secure sustained improvements in outcomes, behaviour, attendance, wellbeing and personal development. The Headteacher will also develop productive partnerships with parents, the Diocese, employers, universities, community organisations, other schools and external agencies to enhance opportunities for students and strengthen the Academy's reputation locally, regionally and nationally.

GOVERNANCE AND ACCOUNTABILITY

Underpinning all aspects of the role, the Headteacher will work closely with Trustees to establish strategic direction, provide transparent accountability and ensure the Academy fulfils all statutory, legal and regulatory responsibilities. As Accounting Officer and ex-officio member of the Trust Board, the Headteacher will ensure effective governance, maintain the highest standards of professional conduct and public service, and provide clear leadership that secures educational excellence, organisational effectiveness and continuous improvement.



PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE	WHERE ASSESSED
Education & Training			
Educated to degree level	✓		A
Qualified Teacher Status (QTS)	✓		A
National Professional Qualification for Headship or similar qualification		✓	A
Evidence of continuing professional development or further study relevant to Headship		✓	A,I
Personal Qualities			
A practising Christian		✓	A,I
Provides inspirational leadership which maximises opportunity for all	✓		A,I
Recognises and respects the importance of creating a positive, collaborative and inclusive culture which impacts positively on all members of the organisation	✓		A,I,R
Demonstrates a strong commitment to the professional development of others	✓		A,I,R
A personal and professional commitment to an ethical approach	✓		I,R
Demonstrates resilience and optimism throughout their working approach	✓		I
Ability to empathise and engage with all stakeholders	✓		A,I,R
A demonstrable commitment to the wider life of the Academy	✓		A,I
Values aligned with Bishop Stopford School	✓		A,I
Knowledge & Experience			
An understanding of how Faith schools operate	✓		A,R
Experience of Senior Leadership	✓		A
Experience of leading in a Faith school		✓	A
Extensive experience of highly successful leadership within the education sector	✓		A,I,R
Experience of leading effective and sustained school improvement resulting in improved provision and outcomes for students	✓		A,I,R
Clear knowledge of the secondary phase of education including the accountability processes	✓		A,I



CRITERIA	ESSENTIAL	DESIRABLE	WHERE ASSESSED
Knowledge & Experience continued			
Clear knowledge of the post-16 phase of education and the accountability processes	✓		A,I
Proven ability to effectively communicate and build strong and sustained relationships with a breadth of stakeholders	✓		A,I,R
Extensive knowledge and understanding of the evidence to support high quality and effective teaching and learning and effective implementation of an appropriate curriculum	✓		A,I
Knowledge and understanding of current educational issues	✓		A,I,R
Effective working with those responsible for governance	✓		A,I,R
Experience of managing organisational budgets and effective deployment of resources	✓		I,R
Extensive knowledge and understanding of the barriers to learning for children and young people with disadvantage and SEND	✓		A,I
Expertise in monitoring and supporting teacher performance	✓		I,R
Experience of governance within either a Single Academy Trust or Multi Academy Trust with regards to financial decision-making		✓	I
Experience of creating and sustaining a robust culture of safeguarding across an organisation	✓		A,I,R
Professional Skills & Qualities			
Outstanding teacher	✓		A,I,R
Strong commitment to the Nolan Principles and understanding of the moral purpose of public life	✓		A,I,R
The ability to motivate and enthuse a team and model best practice across the school	✓		I
Promote high standards and high expectations	✓		I,R
A proven track record of high-level analytical skills, designing and implementing strategic plans as needed, informed by robust decision making	✓		I
Inspiring leader with strong evidence of innovation, creativity and success in the education sector	✓		A,I,R
Flexibility, openness and commitment to collaborative leadership	✓		A,I
Demonstrate a commitment and belief in supporting professional growth, attracting and retaining high quality staff	✓		A,I

Key: A = Application Form, I = Interview & Assessment Tasks, R = References

Potential candidates are asked to address the relevant aspects of the Person Specification to support their written application. This Person Specification considers the requirements of the Headteacher Standards 2020



HOW TO APPLY

Thank you for your interest. Candidates are invited to submit an application via My New Term by **Wednesday 7 October 2026**.

Shortlisted candidates will be invited to participate in a two-day selection process designed to assess leadership expertise, educational vision and commitment to delivering the very best outcomes for all students.

VISITS TO THE SCHOOL

Prospective candidates are strongly encouraged to visit prior to submitting an application. Visits will provide an opportunity to see school in action, meet staff and gain a deeper understanding of our vision, ethos and aspirations for the future.

Visits will take place during the weeks beginning 14 and 21 September 2026.

RECRUITMENT SELECTION DAYS

These will be held on Wednesday 14 October and Thursday 15 October 2026.

If you have any questions about the application process, access requirements or wish to arrange a visit, please contact Rachael Gibson, HR Officer (rgibson@bishopstopford.com).

SAFEGUARDING

We are committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to satisfactory pre-employment safer recruitment checks, including an enhanced DBS check, references and online searches in line with statutory guidance.

EQUALITY, DIVERSITY AND INCLUSION

We are committed to creating a diverse, inclusive and equitable school community where every individual is valued, respected and able to thrive. We believe that diversity enriches our school and strengthens the experiences and outcomes of our students, staff and wider community.

We welcome applications from all suitably qualified candidates and are committed to ensuring that our recruitment processes are fair, transparent and free from discrimination.

The successful candidate will share our commitment to Promoting equality of opportunity, fostering a culture of belonging, and ensuring that all students and staff feel safe, supported and empowered to achieve their unique potential.





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Headlands, Kettering, NN15 6BJ

www.bishopstopford.com