



Assistant Headteacher

Inclusion, Personal Development and Wellbeing

Leadership Scale L12 – 18 | Full time | ≈ 20 - 30% Teaching Commitment

Thank you for your interest in this significant senior leadership post at Bourne Grammar School.

I am seeking to appoint a highly capable leader who will play a central role in shaping the next stage of the School's development and who will contribute positively to the distinctive culture that makes Bourne Grammar such a rewarding place to work and learn. Applications are welcomed from individuals who may already have senior leadership experience, as well as from aspirational middle leaders who can demonstrate clear potential to succeed through a strong track record of impact, professional rigour and a commitment to the highest standards.

We are a successful and well-regarded school, recognised for academic success, excellent standards of behaviour and a calm, purposeful atmosphere in which both students and staff flourish. Relationships here are characterised by mutual respect, kindness and a shared determination to ensure that every student can succeed.

The areas of Inclusion, Personal Development and Wellbeing are fundamental to sustaining and enriching this culture. We want every student to feel a strong sense of belonging and to participate fully in the life of the School. Alongside strong academic outcomes, we place great importance on the wider development of character and personal growth, ensuring that students are well prepared for the opportunities and responsibilities that lie ahead.

The successful candidate will make a meaningful and sustained whole-school contribution; a critical thinker who exercises sound judgement and is committed to ensuring that all students, particularly those who are disadvantaged or vulnerable, are able to achieve their very best. They will join a collaborative, dedicated and supportive Leadership Team which works closely together and shares a strong sense of collective responsibility for the success of the School.

Staff are able to focus on high-quality teaching, working with students who are motivated, respectful and keen to learn. We offer an environment where colleagues are supported to develop professionally and where leadership is exercised with integrity, care and ambition for all.

Prospective applicants are welcome to arrange an informal visit to the School by contacting karen.lawrence@bourne-grammar.lincs.sch.uk, although please do not feel that this is necessary in order to apply.

I very much look forward to receiving your application.

Mark Brunker
Headteacher

VISION

Inspiring and empowering our community to **believe**,
grow and **succeed** together for a bright future.

MISSION

Best Atmosphere
Best Support
Best Results

VALUES

As Learners

Ambitious | Inquisitive | Determined

As People

Honest | Resilient | Kind

As a Community

Safe | Respectful | Prepared

PURPOSE OF THE ROLE

The Assistant Headteacher will provide strategic leadership across Inclusion, Personal Development and Wellbeing, ensuring that all students are supported to thrive academically, socially and personally.

The role will champion an inclusive culture in which every student feels safe, valued and able to achieve their full potential, maximising the opportunities available to all.

The postholder will lead a comprehensive Personal Development programme which enables students to:

- Develop confidence, resilience and independence
- Understand how to keep physically and mentally healthy
- Appreciate diversity and demonstrate respect for others
- Contribute positively to the life of the School and wider community
- Be well prepared for the next stage of education or employment

They will ensure that provision for disadvantaged and vulnerable students is carefully planned and that barriers to participation and achievement are identified and addressed effectively.

As a member of the Leadership Team, the postholder will contribute to whole-school strategy and improvement priorities. The successful candidate's responsibilities may evolve in line with the needs of the School over time.

WHY THIS ROLE MATTERS

This appointment comes at an important point in the development of the School. As national expectations around inclusion, student wellbeing and personal development continue to evolve, we are committed to ensuring that Bourne Grammar School provides an environment in which every student can thrive and feel a strong sense of belonging.

Alongside our strong academic outcomes, we want every student to benefit from a rich, carefully planned Personal Development experience, one that equips them with the knowledge, confidence and character to succeed in the next stage of their education and beyond.

This role brings together several closely connected areas of school life, enabling a coherent and strategic approach to inclusion, wellbeing and wider student development. The successful candidate will play a key role in ensuring that provision is thoughtfully designed, evidence-informed and responsive to the needs of all our students.



Inclusion: Strategic leadership of inclusion across the School.

Ensuring that disadvantaged and vulnerable students are supported effectively and can participate fully in school life. Oversight of provision for:

- Pupil Premium students,
- Looked After and Previously Looked After Children,
- Young Carers,
- Vulnerable student groups,
- Promoting high expectations for all students.

Personal Development: Strategic leadership of the School's Personal Development provision.

Ensuring students benefit from high-quality opportunities beyond the academic curriculum. Including:

- Character development
- Leadership opportunities
- Co-curricular provision
- Enrichment opportunities
- Personal development curriculum
- Careers education
- Trips and visits (EVC)
- House system

Student Wellbeing: Promoting a culture in which student wellbeing is prioritised and supported. Oversight of:

- Mental health provision (Senior Mental Health Lead)
- Medical and First Aid systems
- Early identification of need
- Effective pastoral support

As a member of the Leadership Team, the postholder will:

- Contribute to whole-school strategy
- Support school improvement priorities
- Promote the vision, mission and values of the School
- Work collaboratively with colleagues
- Model professional integrity and high expectations.

Depending on the interests and experiences of the post-holder, line management responsibilities may include colleagues within Faculty or Year team structures. Responsibilities will likely evolve in line with the needs of the School and as directed by the Headteacher.

WHY JOIN BOURNE GRAMMAR SCHOOL?

We believe that the success of our students depends on the wellbeing, development and support of our staff. We are proud of the positive and collaborative culture within our school and are committed to ensuring colleagues feel valued and supported in their professional lives.

Alongside excellent opportunities for professional development, staff benefit from:

- The opportunity to work with highly motivated, respectful students who are keen to learn
- Supportive and approachable leaders who value staff voice and provide clear guidance, professional trust and encouragement
- A strong culture of professional collaboration and support across departments
- Opportunities to contribute to trips, enrichment activities and the wider life of the School
- Free access to our on-site fitness suite
- Employee Assistance Programme (EAP) through BUPA
- Cycle to Work scheme

We are committed to creating an environment in which colleagues feel valued and able to grow both professionally and personally.

ABOUT BOURNE GRAMMAR SCHOOL

Bourne Grammar is a large, highly successful mixed selective 11-18 school with an excellent academic record, strong pastoral care and a wide range of co-curricular opportunities. Students benefit from:

- A broad and ambitious curriculum
- Excellent teaching
- Strong pastoral care and guidance
- Extensive extra-curricular opportunities
- High expectations combined with strong support
- A culture of kindness and mutual respect
- Opportunities to develop confidence and leadership

The School is proud of its calm and purposeful atmosphere, where students are able to focus on learning and participate fully in the wider life of the School.

Bourne Grammar School's most recent *Ofsted* inspection highlighted the distinctive culture of the School and the very positive attitudes shown by students. Inspectors noted that "*the behaviour of pupils and sixth-form students is exemplary*", reflecting the high expectations and strong relationships that underpin daily life at the School.

The School was judged Outstanding for Quality of Education, Behaviour and Attitudes and Sixth Form provision, recognising both the strength of academic outcomes and the positive environment in which students learn.

Inspectors recognised that students take responsibility for their conduct and contribute positively to the School community, supporting the calm, purposeful atmosphere which enables both students and staff to thrive.

Number on Roll: 1718
EAL: 11.4%
Progress 8 (2023): +0.60

Sixth Form: 502
Pupil Premium: 10.3%
Progress 8 (2024): +0.68

SEN Support: 12.6%
EHCP: 0.58%
Attainment 8 (2025): 68.6

THE LOCAL AREA

Bourne Grammar School is located in the attractive Lincolnshire market town of Bourne, surrounded by a number of picturesque villages and within easy reach of the historic town of Stamford and the city of Peterborough.

The local area offers a high quality of life, with a range of housing options available in Bourne itself and in nearby villages. Property prices are generally more competitive than in many urban areas, whilst still offering attractive surroundings and a strong sense of community. The area is particularly well served by an impressive selection of primary schools, many of which are judged to be outstanding, providing an excellent educational foundation for families relocating to the area.





APPLICATION PROCESS

Prospective applicants are very welcome to schedule a visit the School or arrange an informal conversation by emailing karen.lawrence@bourne-grammar.lincs.sch.uk.

Visits can be arranged at a mutually convenient time and should not be seen as either an expectation or a prerequisite for application. Please be aware that the School is closed for the Easter break between Friday 3 April and Sunday 19 April.

To apply, complete the *MyNewTerm* online application form available on the [School website](#).

Applications Open: Friday 27 March 2026

Closing Date: Monday 20 April 2026 (09:00)

Interviews: Wednesday 29 April and Thursday 30 April 2026

Bourne Grammar School is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment and to maintain a child-centred approach to safeguarding.

The successful candidate will be subject to an enhanced DBS check, online searches as part of our due diligence on shortlisted candidates, and other pre-employment checks in line with Keeping Children Safe in Education.

Bourne Grammar School is an equal opportunities employer.