



BOOTHAM
SCHOOL
AGES 3-18



Recruitment of
RESIDENT GRADUATE – SPORT
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 students working purposefully with the highest academic ambitions.

The Quaker tradition underpins all we do, with simplicity, truth, equality, peace and sustainability as our core values. Students are urged to ‘let their lives speak’ – to take what they learn and give back to the community through our Social Action programme.

Joining Bootham will see you become part of an exceptional team of staff, all of whom are committed to the wellbeing of every student, supporting and challenging them to be the best they can be in their academic studies and in all aspects of life.

Our resident graduate programme offers an exciting opportunity for you to be immersed in a school boarding community. Alongside more experienced staff, you will be supporting boarders in the evenings and on weekends - both informally in

your day-to-day contact and on regular duty nights. You will also be involved in trips and other activities on some weekends.

As a sport specialist, you will also gain experience in initially supporting, and soon, leading groups of students in a range of sports. You will be able to develop your skills in coaching across several of our major sports - we would expect you to be able to offer at least one winter and one summer sport to a high level. Working alongside an experienced and diverse team of PE staff you will learn from them about your principal sports and a range of others. Several previous Sports Grads have gone on to careers teaching PE.

We are seeking a new resident graduate for September 2025. The role includes year-round accommodation in the centre of York, and all meals in term-time, along with a generous stipend.

Deneal Smith

Head



BOARDING AT BOOTHAM

Supporting and Living in a Boarding House: A Home from Home

At Bootham, we strive to create a warm, welcoming environment that feels like a home for every student. As a Residential Graduate (Res Grad), you will play a key role in supporting the boarding houses and helping to nurture this unique atmosphere of friendship, care, and belonging. Both of our boarding houses—Fox for boys and Rowntree for girls — are places where students can relax, recharge, and feel comfortable in their home away from home. Your presence will help ensure that all boarders are safe, supported, and have a space where they can truly be themselves.

You will live in the boarding house alongside the students, but in separate accommodation to maintain a professional boundary, ensuring you can provide support when needed while also having the space to unwind. As a Res Grad, you'll be a part of a close-knit team that works together to provide a warm, inclusive atmosphere. Whether it's offering a listening ear, providing pastoral care, or engaging with students in activities, you will be there to help every boarder feel at ease and supported.

Your role will involve working closely with the Heads of House and House Parents, assisting with the day-to-day running of the house. You will organise and lead weekend activities that support the boarders personal development. While the school day offers opportunities for you to develop your skills in your area of expertise, the evenings and weekends will see you actively contributing to the wider boarding community, ensuring that every day is filled with meaningful interactions and a sense of community.

Bootham's boarding houses are designed to be more than just a place to stay—they are places where friendships are formed, experiences are shared, and students can grow in a safe, nurturing environment. We're looking for someone who shares this vision and is excited to play a part in making Bootham a special place for both students and staff.

Truman Durham (Head of Boys' Boarding - Fox)

Helena Landau (Head of Girls' Boarding- Rowntree)



SPORT AT BOOTHAM

The PE department at Bootham endeavours to inspire Bootham students to enjoy and engage in a lifelong love of physical activity. The importance of an active and healthy lifestyle is vital, and we aim to motivate and excite students to continue beyond their time at Bootham. Through the setting of a broad range of challenging physical experiences, pupils are able to develop their competences, to grow and to learn as an individual and as part of a team.

Sports Graduates should possess the skills and passion to deliver high quality coaching in one of Bootham's major team sports (mainly football for boys and girls and netball). They will undertake training sessions and matches within these sports, and assist in the curriculum teaching and after school coaching of PE and sport in some of our various other competitive sports on offer (basketball, swimming,

cricket, tennis and athletics). Experience of teaching strength and conditioning would also be an advantage, with the potential to work on sport related fitness with our older teams. The Sports Graduates would help promote sport and physical activity throughout the whole school, including the opportunity to work with our Junior School PE department; gaining valuable experience of working with students throughout the whole age range (3-19).

There is great scope for personal and professional development for our Sports Graduates. Working with a team of seven PE teachers across the Junior and Senior school, Sports Graduates will be given the opportunity to gain an array of professional development experiences. We would welcome anyone with a vibrant, enthusiastic, child-centred approach to sports coaching.



THE PERSON SPECIFICATION

Person specification	Essential	Desirable
A recent degree in any sports related discipline	✓	
You can demonstrate suitable organisational skills, effective planning with the ability to work under pressure, excellent time management skills, possessing the ability to keep clear and accurate records and have good attention to detail	✓	
You have a responsible attitude to work; you are reliable and trustworthy	✓	
You are flexible, enthusiastic, and positive in your approach and be keen to get involved in all aspects of school life. You're not afraid to ask, and to search for opportunities for your own development	✓	
You have a very good rapport with young people, can define appropriate boundaries and act as a positive role model to them	✓	
You are self-motivated, proactive and able to take on responsibility	✓	
Strong interpersonal skills and the ability to motivate, enthuse and influence young people	✓	
You can adapt to different roles and remain calm in a crisis	✓	
You will have emotional intelligence in building and maintaining quality relationships with pupils and their parents and your colleagues.	✓	
You have experience of working with young people in schools or other settings eg Scouts, summer camps, youth drama projects		✓

BENEFITS AND SALARY

Bootham School has its own salary scale and pay policy. The salary for Resident Graduates is £15,500 paid over ten months.

This includes residential accommodation, bills and all meals during term time.

- Pleasant working environment close to York Minster and the historic city centre of York
- Longer holidays than state sector
- Lunches and refreshments provided free of charge
- A strong commitment to support staff professionally and personally
- Free annual flu jab
- Free, year-round on-site parking
- A friendly, supportive and inclusive staff room
- An employee assistance programme for staff and immediate family
- Classes of lovely students who want to engage and learn
- Salary sacrifice opportunity to assist in bicycle purchase (plus covered, secure bike sheds to park them in)
- Use of fitness suite and swimming pool



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: 20 March 2026

However, applications will be considered as they are received and interviews will be on an ongoing basis.

Early applications are encouraged.

Enquiries:

Sport: Andy Bell, Director of Sport (andrew.bell@boothamschool.com)

Applications via My New Term: <https://www.boothamschool.com/vacancies/>

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.



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 2 – 19 in the centre of York. There are currently around 650 students at our junior and senior schools who, together with over 200 teaching and support staff, make up the Bootham Community.

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. At the heart of the school – geographically and spiritually – is the award winning 'brutalist' 1960s meeting hall, where we meet for Quaker worship at least three times per week. Although a prime city centre site, the grounds are extensive and the overall impression created is one of space, calm and style; an oasis from the city outside.

The junior school is on a separate site nearby, having moved into purpose-built premises in 2002.

Approximately 80 students live in our boarding houses, and comprise full, flexi and occasional boarders from at least 14 nationalities. While boarders are fully integrated into the daily pastoral structures of the school, the fact that we are a boarding school shapes the pace, structure and many of the priorities of the school's life. Boarding adds a richness and diversity to the community from which we all benefit.

Bootham is part of a community of nine 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 high 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 your teaching subject and are passionate about the focus of the responsibility 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 students 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 also healthily sceptical about the primacy of public exam results as both the goal of education and the best measure of its success, despite your proven ability to help young people to achieve great grades
- 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 busyness 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 produce young people who will make an impact on the world for good
- you can cope with well-intentioned but robust challenge from students, 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.



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