

Bristol Cathedral Choir School

Deputy Headteacher – Inclusion

Recruitment Pack

December 2026

Amplify Education

Headteacher's **Welcome**



Welcome to Bristol Cathedral Choir School.

This school is a special place. It is the oldest school in Bristol with a rich musical tradition and a distinctive Christian ethos. It is one of the few remaining state choir schools in the country, educating choristers for Bristol Cathedral Choir for over 800 years. We are proudly comprehensive and inclusive, serving pupils from all areas of the city and of all faiths and none.

This is an exciting opportunity to join a talented and highly committed leadership team during a period of significant change at the school – moving the school from delivering a good level of education to something that is genuinely world class. This will be tough to do but also very rewarding. If this excites you, we'd like to hear from you.

This pack will give you a first insight into our school, including our collaborative work within Amplify Education. But I would encourage you to visit BCCS to meet our team and to learn more about the role.

I look forward to welcoming you into our school.

Dr Wade Nottingham
Headteacher

'Gathered together, that all may thrive'



The Role

Deputy Headteacher – Inclusion

We exist to provide a world-class education for the children of Bristol – so that they leave with a deep understanding of the world around them. The job of the senior leadership team is therefore to create a world-class school where students, regardless of background or ability, thrive beyond what is thought possible. We will know we will have achieved our aim when we are internationally recognised as a place of excellence.

The Deputy Headteacher – Inclusion will play a key role in creating a world-class school where every student can thrive. They will lead the specialist support and provision for children whose needs and circumstances require more than our strong universal offer. Drawing on expertise in safeguarding, SEND, pastoral care and behaviour, they will ensure that barriers to learning are identified and addressed, so that all students can succeed.

Job Details

The salary scale offer is L18-22 on Amplify Leadership Scale
(£81,457-£89,842 for the 26/27 academic year).
Full time (32.5 hours contracted per week) but we can be flexible (to 0.8FTE) for the right candidate.



Life at BCCS

At our school, life is built around three key pillars.

Ethos

We are a state choir school with a faith designation. We unite around the Christian values of Courage, Kindness and Hope. We are proud of our strong connections to Bristol Cathedral, whilst humbly welcoming staff and students of all faiths and none.

Music

We are a music school. We offer an enhanced and rich musical experience for all – including choirs, bands, music lessons, musical productions and concerts. A proportion of our students enter as either Cathedral Choristers or as Music Specialists.

Curriculum

We are an academic school. Students study a broad range of subjects from the arts, performing arts, humanities, sciences and languages. We emphasise the teaching of 'Powerful Knowledge' – ideas within disciplines that profoundly explain the world around us and break students free from their lived experience.



At BCCS we take the workload and wellbeing of staff seriously. Leaders are committed to working in partnership with all staff to regularly review workload. We have we have two trained Senior Mental Health Leaders in our school, we work actively with union representitives to support our staffing body, and we strive for a culture of honesty, feedback and collaboration.

- Trained mental health first aiders
- Access to our Employee Support Scheme
- No specified frequency, type or volume of marking and feedback
- A sensible and proportionate approach to assessment data
- Honest communication, including our anonymous Staff Feedback form.
- Open door SLT
- Electric Vehicle salary sacrifice scheme
- Cycle to work scheme
- Competitive pension schemes through Teachers' Pension Scheme or LGPS
- 10% discount on Pure Gym membership, plus zero joining fee

Bristol Cathedral Choir School

"Gathered together, that all may thrive"



Kindness

To think of others before ourselves, to be considerate of the needs of everyone in the classroom, staff and pupils alike. To encourage and support everyone in our school to feel that they belong and are welcome, to show compassion to those in need and practice forgiveness.



Courage

To always try our best, to be determined, to try new things, to take risks. To learn from failure, to persevere and to take responsibility. To stand up for the oppressed and marginalised, and to speak out against inequality and injustice



Hope

To be positive, to learn from our mistakes, to look after ourselves and nurture our talents. To encourage and support others to see their potential and help them reach it. To believe and act that what we say and do matters, and can make a positive difference to ourselves, others and the world we live in.

We are a welcoming and inclusive school for all, no matter of cultural, ethnic or religious background. Our community values and celebrates diversity, drawing inspiration from The Book of Revelation: a multitude gathering, from "every nation, tribe, people and language".

Amplify Education

www.amplifyeducation.co.uk

We are proud to be a part of Amplify Education

Amplify Education is a newly formed multi-academy trust of 22 schools in Bristol, South Gloucestershire and North Somerset, created through the thoughtful and planned merger of TiLA and CST.

Staff at BCCS work closely with colleagues from across Amplify Education, providing collaborative and creative opportunities for staff, professional development and shared knowledge. Staff are routinely encouraged to take advantage of:

- Opportunities to visit other schools to observe best practice;
- Whole trust INSET training;
- Bespoke professional development programmes;
- Support and guidance from the Trust's lead practitioners.

Equal Opportunities

Applications are welcome from all suitably qualified candidates regardless of race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, gender reassignment, disability or age, and maternity, marital or civil partner status. We particularly encourage applications from under-represented groups.



Whilst BCCS is a faith designation Church of England school we are very keen to diversify our staff body to better represent the communities we serve, welcoming applications from candidates of all faiths or none.

Visits and More Information

Visit our school

If you are excited by this opportunity we would encourage you to come see us in person, to have a look around our beautiful (and unique!) school site.

Please contact the school if you would like to arrange an informal discussion with Dr Wade Nottingham about this important role.

To arrange a visit or phone call please contact:

info@bristolcathedral.org.uk

Tel: 0117 353 5000

bccs.bristol.sch.uk



Applications

All applications should be made via **iTrent**, linked from the Careers page on www.amplifyeducation.co.uk

We are not able to accept CVs or written application forms.

Safer Recruitment

We are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff and volunteers to share this commitment. All posts at Amplify Education are subject to pre-employment checks including, but not limited to, initial and periodic enhanced level checks with the Disclosure and Barring Service.

Our Safer Recruitment checks include: verifying original forms of ID; verifying academic and professional qualifications; conducting online searches of applicants; prohibition checks; two satisfactory and appropriate references, as well as a barred list check.