

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:	6 th March 2026 at 4.00pm
Anticipated Interview dates:	12 th and 13 th March 2026
Start date:	01 September 2026 (negotiable for the right candidate)



Bilton C of E Junior School is a vibrant, values-driven community where children are nurtured to become successful learners, confident individuals, and responsible citizens. Rooted in our Christian values of Care, Honesty, Respect, Co-operation, Forgiveness and Resilience, the school is a place where every child is valued and empowered to make a positive impact on the world.

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 a joyful, purposeful journey. The school delivers a broad, balanced, and challenging curriculum designed to unlock every child's potential and nurture a lifelong love of learning. The school puts a strong emphasis on there being 'no outsiders' here and everyone being welcomed and cared for.

As part of the Bilton Community Federation, the school benefits from a collaborative leadership culture and one strong and effective governing body across the 3 schools (1 Junior and 2 Infant Schools) within the federation. There is an experienced Executive Headteacher in place, who offers support and challenge to the role where needed, whilst also ensuring the school maintains its uniqueness within the community.

With strong links to the local church, St Mark's, the school's Christian ethos informs daily practice and inspires the whole community to be "lights to the world".

The Role

The Head of School will be a visible, compassionate and strategic leader who champions excellence in teaching and learning while upholding the school's faith-based values.

Key responsibilities include:

- Leading a dedicated, caring and talented staff team.
- Ensuring the continued delivery of a high-quality, inclusive curriculum.
- Fostering a culture where all children feel safe, valued and motivated.
- Working closely with the Federation leadership and Governing Body.
- Strengthening partnerships with parents, the local community, and the church.

Who We're Looking For

We are seeking a leader who is:

- Inspirational and resilient – able to energise staff, pupils and families through good and challenging times.
- Values-driven – embodying the school's Christian ethos and modelling its core values.
- Ambitious for all children – committed to overcoming barriers and ensuring **every child** flourishes.
- Collaborative and strategic – comfortable working within a federation model.
- Experienced in primary education – with proven leadership experience at a senior level.

Whether you are an experienced head looking for a new challenge, or an aspiring leader ready for your next step, this is a rare and exciting opportunity to make a profound 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 their pupils.
- Supportive governance through Bilton Community Federation.
- Support through the Executive Headteacher.
- Engaged parents and a strong local community.
- A chance to shape the future of a school that is full, strongly trusted, and at the heart of the local 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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School visits are strongly encouraged and have been arranged for Wednesday 25th February at 9.15am, Thursday 26th February at 2.00pm and Monday 2nd March at 9.00am. 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.

In addition to the standard application form, we ask candidates to include one side of A4 addressing the following:

‘Your educational philosophy and values relating to leading a highly inclusive, Church of England school within our federation.’

We require three references for this appointment. In the case of applicants who are currently employed as a Headteacher 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, 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 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.)