



BALLARD

BESPOKE EDUCATION



Appointment of Head of Wellbeing

Information for candidates

“Simply the best school everyday.” (Parent)

Independent Co-Educational School of the Year
2024/25 (ISOTY)

Introduction - *“Simply the best school every day.”* Parent

Ballard is a thriving co-educational day school from Nursery to GCSE, set in 34 acres on the Dorset/Hampshire border. Ballard's dynamic leadership has turned 'excellent & outstanding' (ISI) into exceptional. Putting families first, Ballard pledged to absorb the VAT charge on school fees for the Spring and Summer terms in 2025, before phasing it in gradually over the coming years. With lots of exciting plans in place, there has never been a better time to join.

Ballard has been recognised, once again, by the prestigious Independent School of the Year Awards, winning their **Co-educational School of the Year Award 2024/25**. This follows Ballard reaching the finals for Sport in 2023 and Performing Arts in 2022. We have also reached the finals of the Independent School Association's Award for Fine Arts and Design and the MTI Award for Musical Theatre Provision. Our Eco-Ambassadors also achieved Eco School's Green Flag status with Distinction. As well as team success, individual pupils have succeeded in the academic world, Sport and the Performing Arts to a high level and our alumni include four Paris Olympians, three Olympic medallists, world champions, successful authors, actors, an international opera star, and a pop band amongst others. So, what makes an award-winning education?

At Ballard, we believe abilities and intelligence are not fixed – all can flourish and excel when given the tools and environment to develop self-knowledge and resilience. We provide a vast array of opportunities, including over 175 co-curricular weekly activities, but it is how we empower and inspire our pupils to seize them, that we believe, sets us apart.

Co-education is at the heart of our inclusive philosophy. All pupils are equal - boys and girls learn with and from each other, through collaboration and lively competition. In an atmosphere of inclusivity and kindness, every child is stretched in their talents and encouraged to tackle what doesn't come easily. Boy, girl, expert, novice - no subject nor interest is beyond reach.

We pride ourselves on our forward-thinking curriculum, providing an aspirational, academic and holistic education. Our staff inspire and guide our young people, challenging and supporting them in equal measure. The school's drive to deliver a first-class education, with a close eye on the future, is shaping our ambitious investment and development plans.

Our pastoral care is rooted in kindness and respect and underpinned by Christian values. The Ballard family's wellbeing is central to the ethos of the school. Our inclusive approach to school life values individuality and fosters generosity of spirit; our young people look out for each other and the wider community. Ballard educates the whole child, providing a wide range of sporting, cultural, artistic and academic clubs and activities. Our aim is to ignite passions and develop skills, identifying and unlocking every child's inner genius.

It is an exciting time to be joining Ballard, with our Leadership Team moving the school forward with confidence. The school places great emphasis on supporting and developing its staff so that the best possible educational provision is provided throughout the three pillars of the school; Pastoral, Academic and Co-curricular.

We are already seeing excellent results, as Ballard continues to buck the national trend with half of all exams passed at the highest grades (9-7), more than double the national average and 14.3% at Grade 9, almost three times the national average. Almost 42% of pupils gained a Grade 9 in one or more of their exams. On average, each pupil achieved 0.88 of a grade higher than expected (based on their baseline assessment) in every subject, with 48% of pupils gaining on average, at least a whole grade higher per subject. Furthermore, we are still gaining enquiries from prospective parents across all age groups.

“Pupils are reflective and have high levels of self-esteem and empathy. They are highly successful in displaying these characteristics through academic study as well as the wealth of sporting, performing arts and extra-curricular opportunities in which they participate.” ISI



Mission Statement and Aims

Our mission:

To provide a supportive and caring environment for learning, and excellent teaching designed to ensure all pupils achieve their academic best.

Our aims:

1. To identify and build on strengths to help each individual pupil reach their potential within a secure, caring community and to equip our young people to be well-behaved, resilient, rounded and resourceful members of society and prepared for their future working lives
2. To aim for academic excellence, so that each individual pupil may achieve his or her personal best. We believe all our pupils are entitled to an education that extends beyond the purely academic. Pupils are actively encouraged to take part in a wide range of artistic, creative, cultural, musical, sporting and other co-curricular activities.

3. To recognise the worth, dignity and contribution of each member of the Ballard Family and to foster self-discipline, self-esteem, mutual respect and co-operation within an atmosphere of friendship and trust promoting an appreciation of the needs and gifts of others.
4. To offer scope for spiritual, moral and personal development within a disciplined and mutually supportive environment which affirms Christian values.
5. To expect high standards of achievement by developing in pupils the ability to manage change, to think and research independently and communicate confidently and effectively.
6. To celebrate our achievements, gifts and diversity irrespective of individual differences.
7. To respond to the wider needs of society through community projects, charitable fundraising and outreach and by increasing awareness of local, national and world issues.

The Role

Reporting to the Deputy Head (Pastoral), the Head of Wellbeing has overall responsibility for the leadership, promotion and development of the school's wellbeing programme for all pupils (Reception - KS4). The post-holder will teach and take responsibility for the provision of Personal, Social, Health and Economic Education (PSHE) and Relationship and Sex Education (RSE) under the statutory guidance for schools. The post-holder will be the Deputy DSL and support the Deputy Head (Pastoral) with safeguarding issues across the school. The ability to offer another subject would be desirable.

General Responsibilities

The applicant will be expected to fulfil the usual professional responsibilities of a teacher at Ballard including:

- Deliver lessons which are of high quality, with focus on pupil learning and with an emphasis on positive reinforcement.
- Attend staff and departmental meetings.
- Maintain up-to-date records of attendance, assessment, planning, reports and communication with parents relating to the PSHE curriculum.
- Participate in ongoing professional development
- Provide a stimulating working environment for pupils in the classroom.
- Be an active and reliable team member in all aspects of the life of Ballard School, including the co-curricular activities programme.
- Monitor pupil standards, progress and achievement against targets.
- Record and report on pupil progress in accordance with the policies of the school and advise at Parents' Evenings, as required, in order to nurture positive, supportive and effective home-school communication with parents.
- Ensure a range of teaching strategies are utilised to facilitate the learning of all pupils and ensure there is appropriate continuity and progression in planning, teaching and learning.

- Maintain good order and discipline in the classroom and around the school by promoting the Ballard Key Values and keeping current with safeguarding and health and safety training.
- Liaise regularly with the Heads and Deputy Heads of Pre-Prep, Lower Prep, Upper Prep and Senior School, as well as the Academic Team and Pastoral Team.
- To promote and safeguard the welfare of children and young persons for whom you are responsible and with whom you come into contact.

Tasks Specific to the Head of Wellbeing

Whole-School Wellbeing

- Work with the Deputy Head (Pastoral) to design and deliver a whole-school wellbeing strategy.
- Act as SMSC Lead, coordinating events that celebrate diversity and inclusion (e.g., Black History Month, International Women's Day).
- Serve as Mental Health Lead, promoting positive mental health through initiatives such as Anti-Bullying Week and Children's Mental Health Week, and delivering staff training where appropriate.
- Be accountable for the PSHE curriculum, ensuring it is dynamic, responsive, and aligned with pupils' needs and pastoral priorities.
- Conduct wellbeing audits (e.g., SMSC, diversity) and use findings to shape provision.
- Lead and develop the Prefect and peer mentor systems, empowering pupils to take responsibility for their own and others' wellbeing.

Safeguarding and Pastoral Care

- Act as Deputy DSL, supporting the Deputy Head (Pastoral) with safeguarding across the school.
- Ensure PSHE and wellbeing provision reflects statutory safeguarding requirements and supports the school's pastoral direction.
- Promote a safe, inclusive environment where pupils feel valued and supported.

Teaching and Learning

- Teach PSHE across the school and potentially one additional subject.
- Lead the development of schemes of work and teaching strategies that meet national requirements and provide suitable challenge for all pupils.
- Support staff to deliver PSHE consistently, effectively, and confidently.
- Monitor pupil progress, standards, and attitudes towards wellbeing, reporting to parents and colleagues as appropriate.

Leadership and Management

- Build effective relationships with pupils, staff, and parents through excellent communication and interpersonal skills.
- Support staff development to ensure understanding of democracy, respect for diverse beliefs, promotion of tolerance, and embedding of British Values.
- Monitor and evaluate the performance of staff delivering PSHE, providing feedback and support where needed.
- Keep the Leadership Team and Governors informed of key developments in wellbeing and PSHE.
- Manage the PSHE budget in line with school procedures.
- Complete risk assessments for visiting speakers and ensure content aligns with school values.

Community and Pupil Voice

- Seek and respond to feedback from pupils, parents, and the wider community to strengthen wellbeing provision.
- Maintain a visible and approachable presence across the school.
- Foster strong home-school partnerships to support pupil wellbeing.

Safeguarding

Ballard School is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and other third parties to share this commitment. The successful candidate will be subject to an enhanced DBS check, satisfactory references, and other pre-employment vetting procedures in line with safer recruitment practices

Person Specification

Experience required

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	• Qualified Teacher Status (QTS) with good honours degree • Designated Safeguarding Lead (DSL) trained (or willingness to complete training) • Mental Health Lead trained (or willingness to complete training)	• Evidence of continued CPD
Experience	• Experience of teaching PSHE • Proven experience in a pastoral role • Experience in working with pupils across a wide age range • Experience in safeguarding and child protection	• Experience as part of a safeguarding team
Knowledge, skills and abilities	• Proven experience teaching and supporting diverse age groups and abilities • Strong working knowledge of Microsoft Office (Excel, Word, PowerPoint) and excellent file management • Committed to continuous improvement in teaching practice and IT proficiency • Able to plan, deliver, and evaluate effective teaching strategies across a range of age groups • Resilient, driven, and adaptable with a sense of humour and perspective • Highly organised, reliable, and enthusiastic team player • Builds positive relationships with pupils and colleagues	• Knowledge of iSAMS, MyConcern and SOCS

	• Passionate about supporting children's academic progress and safeguarding their wellbeing • Motivated contributor to wider school life and a role model of excellent classroom practice • Committed to personal and professional development and willing to undertake additional duties as required	
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The Appointment

The school operates a programme of induction for new members of staff, and the successful applicant will be supported and line managed by the Deputy Head (Pastoral).

Salary will be determined according to qualifications and experience.

Pension – contributory pension scheme of 16%

Staff are welcome to have a school lunch and refreshments in term time and free parking is available on site.

Applications

How to apply:

Applicants are asked to complete a Teaching Application Form, along with their letter of application, and send it, addressed to the Headmaster (recruitment@ballardschool.co.uk), to arrive no later than **9.00am on Monday 1st December 2025**.

Working Hours: Full time
Interviews: w/c 8th December 2025 or at a mutually convenient time
Start date: Summer Term 2026

Shortlisted applicants will be invited to the school for interviews and will also have the opportunity to see the department, meet departmental staff, and demonstrate their teaching skills in the classroom.

The school retains the right to interview and appoint at any time during the application process, so early applications are strongly encouraged.

Ballard School is committed to safeguarding and promoting the welfare of children and young people and expects all employees to share this commitment. The successful applicant must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (Enhanced Disclosure). As part of the referencing process, the school will undertake a digital screening, including online searches of candidates and any potential matters of concern will be discussed with the candidate.

This post is exempt from the Rehabilitation of Offenders Act.

The successful candidate will be required to complete and sign a medical form.

Ballard School is committed to Equal Opportunities and welcomes applications from all sections of the community.

For further details and an application form, please visit: www.ballardschool.co.uk/vacancies