



BISHOP WORDSWORTH'S SCHOOL

SALISBURY, WILTSHIRE

Headteacher: Mike Baxter

www.bishopwordsworths.org.uk



APPOINTMENT OF HEAD OF ECONOMICS AND BUSINESS STUDIES



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WELCOME FROM THE HEADTEACHER



Thank you for your interest in joining Bishop Wordsworth's School.

Bishop's has a well earned reputation for educational excellence, spanning both the academic and extracurricular life of the school. At the heart of that success are committed and talented staff who care deeply about the development of well rounded young people, alongside ambitious pupils who are keen to make the most of the opportunities available to them.

Our ethos is shaped by the Christian foundation of the school and our principles of 'seeking truth', 'growing together' and 'living in love'. These values underpin the way we work together as a community and the high standards we set for ourselves and our pupils.

This is an exciting time to join Bishop's. We are building on the school's considerable strengths while continuing to develop our curriculum, broaden opportunities for pupils and refine the way we work. We want colleagues to feel supported and valued, but also encouraged to contribute ideas, share their expertise and play an active part in shaping the next chapter of the school.

Staff at Bishop's contribute far beyond their individual classroom or professional role. Our rich programme of sport, music, clubs, societies, trips and other extracurricular opportunities is an important part of school life, and we particularly welcome applicants who are enthusiastic about becoming part of the wider Bishop's community.

I hope that the information provided gives you a sense of the school, our ambitions and what it means to work here. Thank you again for considering Bishop's, and I look forward to receiving your application.



M Baxter
Headteacher



THE SCHOOL

HISTORY AND TRADITION

Bishop John Wordsworth intended that his school should provide a centre of academic excellence in the heart of Salisbury. Since 1890 Bishop's has fulfilled that mission, and today we educate 1,193 students aged between 11 and 18 including approximately 131 girls in our now fully co-educational sixth form. In the shadow of the Cathedral spire our eclectic buildings span the seventeenth to the twenty-first centuries, reflecting the school's heritage. This creates a special atmosphere in which students are conscious of their part in a long tradition of academic endeavour.

ADMISSIONS

As a Church of England designated grammar school and Academy we are our own admissions centre and admit 160 boys who have achieved the qualifying standard in the 11+ exam into Year 7 each September. Our Sixth Form admits around 200 students who have achieved the required academic standard. Some students travel a considerable distance and we welcome applications from the broadest range of schools and backgrounds.

EXTRA-CURRICULAR

A broad extra-curricular programme helps students to understand more of the world, enabling them to challenge themselves and thereby grow as individuals. We provide many and varied opportunities so that every student has the chance to find new interests and achieve great things. We value equally the commitment of students who give their best to an activity they enjoy from the school play, charity work, DofE, ten-tors and more...

HIGH EXPECTATIONS AND HIGH ACHIEVEMENT

Bishop's has a strong record of academic achievement, underpinned by high expectations for all students. We never take this for granted, however, and continuously support and encourage our students to commit themselves fully to all that they do. Well aware of our expectations, students relish the opportunity to aim high and achieve their goals. Every student is encouraged to excel and to develop their self-confidence.

CHRISTIAN VALUES

Our church school ethos permeates the fabric of life here – from regular worship in the cathedral and our chapel, through religious education, to the way we operate as a community. We welcome students of all faiths or none, but the Christian values of respect and tolerance for all, provide a moral compass that influences everyone, both personally and culturally.

SPIRIT OF TOGETHERNESS

As the school motto "Veritas in Caritate" (truth through loving) suggests, consideration and thoughtfulness are central to life at Bishop's. Right from day one, we work hard to make students feel valued and welcome. Within each year there are five tutor groups of around 32 students, led by form tutors. During Year 7 we monitor these groups carefully, knowing that the happier students are, the quicker they will settle in and flourish. If problems arise, the form tutor or the relevant Heads of School are the first point of contact. Heads of School operate an 'open door' policy whenever possible and in our Sixth Form, every student is allocated a personal mentor, closely matched to the individual students' academic specialism.

THE ROLE & DEPARTMENT

About the Economics and Business Studies Department

Economics and Business are popular and successful subjects at Bishop Wordsworth's School, with a strong emphasis on academic challenge, intellectual curiosity and applying classroom learning to the world beyond school. Economics is taught at A Level, following the Edexcel specification. The curriculum develops students' understanding of markets, the UK and global economy, business behaviour and labour markets, while encouraging them to engage critically with contemporary economic issues. Students are expected to think and write like economists, developing strong analytical skills, subject specific vocabulary and the confidence to debate complex questions around government intervention, inequality, globalisation and economic policy.

Business is taught at both GCSE and A Level, also following Edexcel specifications. Students explore businesses of different sizes and sectors, developing an understanding of areas including marketing, finance, operations, people, strategy and the external business environment. At A Level, this develops into increasingly sophisticated consideration of strategic decision making and business within a global context.

Across both subjects, we place considerable importance on connecting theory with current affairs and real world application. Students are encouraged to read widely, challenge ideas, interpret data and develop informed arguments rather than simply learn material for examinations.

The subjects attract ambitious students, many of whom continue to study Economics, Business, Finance and related disciplines at university, including at Oxford, Cambridge, Durham, Warwick and LSE. Others have successfully pursued degree apprenticeships and employment with organisations including JP Morgan, PwC, Deloitte, HSBC, EY, Amazon and KPMG.

Learning extends well beyond the classroom. Students run an Economics and Business Society and participate in competitions, employer engagement, visits and talks from external speakers, including economists from the Bank of England. The department also benefits from links with former pupils and local employers, who provide students with valuable insight into university, apprenticeships and professional careers.

About the Role

We are looking for someone with strong subject knowledge and a genuine enthusiasm for Economics and/or Business, who can inspire academically able and curious students while ensuring that teaching remains inclusive and accessible. The successful candidate will lead by example in the classroom and support colleagues through thoughtful curriculum planning, collaboration and the sharing of effective practice.

The successful candidate will have the opportunity to shape the next phase of Economics and Business at Bishop's, providing clear academic and strategic leadership across both subjects. We are looking for someone who can build on existing strengths while bringing their own ideas to curriculum development, teaching and learning, enrichment and the wider profile of the department.

The Head of Economics and Business will also play an active part in the wider life of Bishop's. We value colleagues who bring ideas, energy and enthusiasm to school life and who recognise that some of the most memorable opportunities we provide for young people take place beyond the formal curriculum.

For an ambitious teacher ready to take on subject leadership, or an existing Head of Department looking for a new challenge, this is an opportunity to lead a department with strong foundations, highly engaged students and significant potential for further development.

BISHOP'S STRUCTURE

LOWER SCHOOL (YEARS 7 & 8)

The routine of daily life for Years 7-8 at Bishop's is organised and run by the Lower School Office, which monitors the academic progress of the students and is responsible for their well-being and any pastoral issues. It receives information on all aspects of students' schooling, including rewards and sanctions, so that staff can both support and challenge students to do their best. Students are taught mainly within their tutor groups and follow a common timetable, while departments begin GCSE syllabuses in Year 9. As a minimum, teaching in all subjects follows the National Curriculum and the knowledge, understanding and skills that students acquire lay solid foundations for their future studies.

MIDDLE SCHOOL (YEARS 9 to 11)

The school places great emphasis on ensuring that students achieve the highest academic standards of which they are capable, whilst encouraging them to develop their social, cultural and recreational skills and interests at the same time. This means that we adopt a firm but caring approach to all aspects of school life. The staff endeavour to work closely with parents in ensuring that students spend their time at school profitably but happily.

In the Middle School this policy is carried out by working closely with students and parents on academic, pastoral and career matters and by trying to equip them with a good range of qualifications and skills by the end of Year 11 - whether they go on to enter the Sixth Form or leave the school at this stage. Pastoral care is delivered through the tutorial programme and personal interviews carried out by tutors within our tutorial programme. Impartial Careers Guidance is provided by the School's Careers Adviser and the School Chaplain is also available for counselling and guidance. Members of the pastoral team maintain regular contact with Middle School students and with one another and regularly meet with the Headteacher to discuss students' progress.

SIXTH FORM

We offer outstanding academic opportunities that will allow students to enjoy their chosen subjects and achieve the highest grades. Our experienced subject specialists teach a wide selection of courses, and our aim is both to deliver in terms of results and also build independence in our students. Because of this, Bishop's students are sought after by both universities and employers.

Each year around half of our Year 12 students join us from other schools. Since September 2020, our Sixth Form has been fully co-educational; we currently have 390 students in Years 12 & 13 of which 118 are female. For this current 2026-27 academic year we have accepted 189 new Year 12 students into the sixth form of which 52 are female.

We are also proud of the strong communities and rich opportunities our school offers. Our students enjoy strong friendships, and excel in music, drama and a wide variety of sporting and academic competitions, as well as providing leadership for younger students. They display responsibility, humour and creativity, and contribute freely to the life of our wider local community. Bishop's also has a standing across the globe and students return regularly to bring their huge breadth of experience back to benefit our current students.



ACADEMIC LIFE

Rigour, depth and breadth characterise academic life at Bishop's. Students enjoy being taught by highly qualified subject specialists. Teachers teach so that students do well – but also to extend their knowledge and understanding beyond the narrow confines of exam syllabi.

We aim to engender a passion for learning and the development of skills to pursue that passion independently. In and out of school there are countless opportunities for students to develop their academic interests – workshops, lectures, master classes, fieldwork and more. Students regularly take part in school and national competitions, with many gaining success both within and beyond the curriculum.

A Level Results 2026

Our students achieved another excellent set of A Level results in 2026
84% of grades awarded at A-B and 59% at A or A*. 8 students secured places at Oxford and Cambridge, while 54 students achieved all A*/A grades and 14 achieved A* grades in every A Level paper they sat. University Entry. 162 out of 183 (88.50%) of students secured their first choice of university and the entry breakdown was:

- Oxbridge 8
- Other Russell Group 140
- Others 35

The numbers include university re-applicants from previous years.

Medicine, Veterinary Medicine and Dentistry. A strong number of applicants were successful in these disciplines:

- Medicine 21
- Veterinary Medicine 3

Degree Apprenticeships. Several students secured competitive degree apprenticeships with:

- J P Morgan
- DSTL
- Royal Navy Officer Training

GCSE results 2026

- 43% 9-8
- 65% 9-7
- 32 boys achieved grades 9-7 in every subject.

Their results are a testament to the determination and creativity of their teachers, and the unwavering support of parents.

Careers Provision

Planning for the future is a significant part of education at Bishop's, with a comprehensive careers programme enabling students to find out about all options including higher, further and technical education and apprenticeships. This is supported by access to a fully qualified, experienced, careers adviser, registered with the Careers Development Institute. Throughout the school year for all Year groups ensuring that students receive expert advice at the time that they want it. Our provision is fully aligned to current statutory guidance from the Government and we are implementing the 8 Gatsby Benchmarks.

Bishop's hosts the largest HE and Careers Convention in the region each year with a series of seminars for students on Higher Education. Information on apprenticeships and school leaver programmes is also available with an opportunity to talk with alumni who have successfully chosen this route.



EXTRA - CURRICULAR ACTIVITIES

Trips, Outdoor Education and Clubs

Bishop's offers students the chance to take part in a wide range of extra-curricular activities and trips including curricula trips to France, Germany and Spain in addition to skiing and sports tours. We encourage all students to take part in the rich co-curricular life of the school which enables them to take on leadership roles within the house and prefect systems, to enjoy a variety of sports, to undertake community service and to help support the development of younger students.

For outdoor education enthusiasts, we run residential visits to Pencelli in South Wales, as well as Bronze, Silver & Gold Duke of Edinburgh expeditions. Our Outdoor Adventure programme is designed to challenge students mentally and physically and help them transfer the emotional strength gained from these experiences to everyday life. We aim to provide the pathways whereby each Bishop's student can become a self-sufficient and driven young adult who feels at home within adventure based environments.

Over 40 clubs and societies meet during lunch breaks or after school. Local voluntary work, playing chess, debating or film-making are all on offer. The opportunities for enriching experiences are immense. A willingness to contribute to this range of activities is essential to working at Bishops.



Music

Musicians and artists are given the chance to display their skills in various concerts. The music department runs a school choir, orchestra, big band, as well as offering opportunities for chamber groups and music theory and technology sessions.

The school choir is 60 strong, leading all major school services including the monthly school service in Salisbury Cathedral. It performs up to six other concerts in a school year, with one major oratorio which this year was Vivaldi's Gloria. There are also yearly joint Evensong with two other Grammar Schools at St Peter's College, Oxford.

We also have a school wind band, string and Lower School Orchestras, all that perform to a very high standard and do so regularly.

The school chapel houses a Viscount Chorum 90 organ which is used for daily school worship, with several students who are learning the organ and provided with the opportunity to play at school chapel services.





Sport

Bishop's has a proud history and tradition of sporting provision, whether it is for our top performers or the beginner. Sport plays a central role in the school's aims to encourage all our students to develop their potential by setting themselves the highest standards of excellence and achievement with integrity and confidence. The school's broad range of sport activities provides students with a well-rounded, balanced education catering for a wide range of talents and interests.

We are committed to providing inclusive, challenging and enriching Physical Education and sporting opportunities, which promote high standards of performance and a positive attitude towards sport and physical activity for life, to inspire and motivate all our students to lead happy, purposeful and responsible lives. We strive for national recognition across a wide range of sports and compete on a local, regional and national level, with a multitude of sports available and success achieved across the board. We also encourage our students to compete outside of school to gain invaluable team, and social, experience. This enables both Bishop's and the clubs to benefit from a more knowledgeable, experienced and skilled pool of talent.

Competitive sport is in the lifeblood of the school. Rugby, Cross Country, Athletics, Basketball, Soccer, Netball, Cricket and more figure in the sporting calendar, with regular fixtures against schools across Wiltshire and the South West. While we are justly proud of our outstanding regional and national reputation for sporting success we value the commitment of all who give their best to an activity they enjoy.



Drama

All students in KS3 have a double lesson of Drama every week and the School stages a play or musical each year for those interested in acting, technical support, stage management, music to set design with students keen to get involved. Sixth formers are also involved in running a lower school Drama Club. We have many former students who have gone into the performing arts and who enjoy successful careers including Ralph Fiennes (Bishop's 1976–1981) One of the UK's most highly-regarded and internationally celebrated actors, and David Oakes (Bishop's 1995–2002) who trained at Bristol Old Vic, best known for The Pillars of the Earth.



STAFF AND THEIR WELFARE

STAFF CULTURE

The Governors and the school's Leadership Team are committed to fostering a culture of cooperation, trust and mutual respect and recognise that work-related stress has a negative impact on employee well-being. With a strong emphasis on providing ample opportunities for personal and professional development, a structured appraisal system enables regular feedback and goal setting.

The school's commitment to its employees' growth is evident in the generous budget allocated for Continuing Professional Development, encouraging staff members to expand their skill sets and expertise. Fostering a collaborative environment, the school promotes a robust ethos of teamwork, recognising that collective efforts lead to exceptional results. The Governors and Leadership Team continue to review staff wellbeing and professional development, with the aim of maintaining a supportive and collaborative working environment.

All staff are encouraged to participate in events undertaken by the school to promote health and wellbeing through a Wellbeing Committee where staff can meet to discuss such issues and promote initiatives. Bishop's encourages all staff to focus on their physical health, and the school gym is available to use after school hours. There is a staff badminton club, yoga sessions are also offered and the school offers a Cycle to Work scheme. Our free 'Cake Friday' encourages all staff to get together for a chance to get to know each other in a friendly environment and the staff room is a convenient space to decompress or speak with colleagues.

BWS FOUNDATION

The Foundation supports Bishop's students by providing grants and bursaries for uniform, extracurricular activities and transport for the benefit of those pupils who would otherwise be unable to afford such things.

INTERNSHIP OPPORTUNITIES

Students can access our extensive network of Bishop's Alumni professional contacts via LinkedIn (around 2,000 contacts), and the Bishop's Foundation also has a Career Enablement arrangement through which we may be able to arrange internship opportunities in the City of London.



PERSON SPECIFICATION

Qualifications & Training:

Essential

- Qualified Teacher Status
- Degree in Economics, Business or a relevant related discipline, or equivalent subject expertise.
- Strong evidence of continuing professional development relevant to Economics / Business Studies and leadership

Desirable

- Postgraduate study or further professional qualifications in Education, Economics, Business or Leadership
- Further qualifications linked to curriculum innovation, assessment or evidence informed practice

Experience:

Essential

- Successful teaching experience in Economics and/or Business at GCSE and/or A Level, with evidence of securing strong outcomes for students.
- Experience of contributing significantly to curriculum development and/or taking responsibility within a department
- Experience of using assessment data to drive improvement and plan interventions
- Experience of leading or contributing to quality assurance activities
- Experience of mentoring or supporting colleagues, trainees or ECTs

Desirable

- Experience of preparing students for Oxbridge entry
- Line management experience within a department
- Experience of contributing to or leading whole school initiatives
- Experience of supporting students with competitive university applications, including Economics and related disciplines

Knowledge & Understanding:

Essential

- Strong awareness of contemporary economic and business developments and the ability to incorporate these effectively into curriculum planning, teaching and enrichment.
- Deep and secure subject knowledge in Economics and/or Business Studies, including at A Level
- Understanding of high attainment pedagogy, conceptual depth and reasoning
- Understanding of effective curriculum design and sequencing in Economics and/or Business at GCSE and A Level.
- Strong awareness of assessment strategies, progress tracking and national benchmarks
- Knowledge of evidence informed teaching practice and current educational research
- Knowledge of effective intervention approaches and support for students who are underperforming
- Understanding of safeguarding responsibilities in a secondary school

Desirable

- Understanding of the needs of high attaining learners in a selective school

Leadership & Management Skills:

Essential

- Ability to provide clear strategic direction for the Economics and Business Studies department within a high- performing environment
- Strong communication skills and the ability to motivate, support and challenge colleagues
- Ability to articulate and implement a clear curricular vision for Economics and Business which promotes scholarship, critical enquiry, analytical thinking and academic ambition.
- Ability to use assessment and departmental evaluation effectively to identify strengths and areas for development
- Ability to lead effective departmental meetings, manage change and drive ongoing improvement and innovation
- Confidence in setting high expectations and supporting professional growth
- Ability to work collaboratively with colleagues across related disciplines, to strengthen curricular and academic provision at Key Stage 5

Desirable

- Experience of budget management or departmental resource allocation

Personal Qualities:

Essential

- High standards of professionalism and integrity alongside strong organisational skills and careful attention to detail
- Commitment to continuous improvement and reflective practice
- Ability to inspire confidence in students, colleagues and parents
- Ability to work collaboratively and maintain positive working relationships
- Resilience, adaptability and the ability to manage multiple demands

JOB DESCRIPTION

HEAD OF ECONOMICS AND BUSINESS STUDIES:



Post Title: Head of Economics and Business Studies

Reporting to: Member of the SLT

Salary/Grade: MPS/UPS & TLR 2b

Disclosure Level: Enhanced DBS with Children's Barred List check and other safeguarding checks as required for the role.

Purpose of the Role:

To lead and develop a high-performing Economics and Business Studies department within a selective grammar school environment, maintaining and further developing high standards of achievement at GCSE and A Level and fostering a culture of academic scholarship, intellectual curiosity and independent thinking.

The Head of Economics and Business Studies will promote excellence in teaching and learning, inspire students through rigorous, relevant and engaging curricula, and encourage high levels of attainment and progression.

The postholder will ensure that students develop strong analytical and evaluative skills, confidence in applying theory to real-world contexts, and a sophisticated understanding of the economic and business issues shaping the modern world.

MAIN (CORE) DUTIES

Leadership & Strategic Direction:

- Provide clear strategic and operational leadership of the Economics and Business Studies Department, including curriculum planning, assessment, quality assurance and the professional development of departmental staff.
- Provide intellectual and academic leadership across Economics and Business Studies, ensuring that current economic and business developments are embedded meaningfully within teaching and enrichment.
- Be responsible for the overall effectiveness, direction, and vision of the department, aligning it with the whole-school priorities.
- Promote a culture of wider reading, informed debate, independent scholarship and engagement with contemporary economic and business issues.
- Lead departmental meetings and manage internal communication within the team.
- Line-manage Economics and Business Studies teaching staff offering support, challenge, and professional development opportunities.
- Represent the department at middle leader meetings and in communications with the Leadership Team.
- Work collaboratively with colleagues to promote curricular alignment, academic coherence and wider enrichment opportunities, particularly at Key Stage 5.

Teaching and Learning:

- Lead and oversee curriculum development across Economics and Business Studies, ensuring coherence, academic rigour, appropriate challenge and effective preparation for external examinations.
- Ensure the consistent delivery of challenging and engaging curricula in Economics and Business Studies at GCSE and A Level, in accordance with relevant specifications and the School's academic expectations.
- Ensure appropriate challenge and stretch for the School's selective intake, promoting scholarship, intellectual curiosity and high academic ambition.
- Develop students' independence, analytical and evaluative thinking, quantitative and data interpretation skills, and their ability to apply economic and business theory critically to contemporary issues and real-world contexts.

Curriculum and Assessment:

- Monitor and analyse student progress data at all levels to sustain exceptional value-added outcomes.
- Oversee accurate and timely assessment, reporting, and data tracking across all year groups in the department.
- Use assessment and performance data to inform planning, interventions, and target-setting.
- Ensure a consistent and robust approach to feedback across the team.

Quality Assurance:

- Maintain high standards of teaching and learning through proportionate departmental quality assurance, including appropriate lesson visits/observations, work scrutiny, assessment analysis and student voice, in accordance with School policy.
- Contribute to whole-school improvement and curriculum innovation, sharing exemplary practice with colleagues.
- Implement effective self-evaluation processes and respond proactively to internal and external reviews.

Behaviour & Culture:

- Maintain a calm, purposeful learning environment underpinned by high expectations and consistent routines.
- Contribute to the wider ethos of the school, modelling professionalism and integrity at all times.

Staff Management and Development:

- Lead and manage a team of teachers within the Department, ensuring high levels of motivation, collaboration, and professional conduct.
- Develop teachers' expertise in pedagogy for high-attaining students.
- Develop and support teachers through effective line management, mentoring, and the sharing of best practice.
- Support and oversee the induction of trainees or ECTs assigned to the department.

Management Information:

- Analyse outcomes from GCSE Business Studies and A level Business and Economics using benchmarks to inform departmental development.
- Ensure that departmental staff accurately record relevant behaviour, achievement, and safeguarding information on the school's MIS and CPOMS in line with school policy.

Extra-Curricular and Enrichment:

- Lead and further develop enrichment opportunities in Economics and Business Studies, including the Economics and Business Society, competitions, external speakers, employer engagement and educational visits.
- Develop links with universities, employers, professional organisations and alumni to extend students' understanding of Economics and Business beyond the curriculum.
- Promote opportunities for students to engage critically with current economic and business developments and encourage wider reading, debate and independent scholarship.
- Support students considering Economics, Business, Finance and related disciplines at university, including highly competitive university applications, degree apprenticeships and other professional pathways.

Communication and Liaison:

- Ensure effective communication with parents, carers, external bodies, and internal stakeholders.
- Promote the department at Open Evenings, Options Events, Taster days and through internal/external communications including the school website and social media where relevant.

Teaching Responsibilities:

- Teach Economics and/or Business Studies at GCSE and A Level, as appropriate to the postholder's subject expertise and the needs of the School, ensuring high standards of teaching and student progress.
- Deliver extension and support classes where appropriate to maintain the department's high standards.
- Plan lessons, assess work, and provide feedback in line with school policy.
- Maintain up-to-date records of student progress and contribute to reporting processes.

Management of Resources:

- Manage departmental resources effectively, ensuring that teaching materials remain current, accessible and appropriate to the curriculum.

Pastoral Responsibilities:

- Promote and support student wellbeing and progress within a tutor group or teaching context.
- Uphold the school's behaviour policy and provide support to colleagues managing student behaviour.

General Responsibilities:

- Support and promote the safeguarding and welfare of children and uphold and model the school's ethos and values in all professional activity.
- Participate in school duties, CPD, performance review, and other school-wide processes.
- Undertake any other duties reasonably requested by the Head in line with the role.

Other Specific Duties:

- To act as a form tutor in Years 7-12 or a Sixth Form Mentor in Year 13.
- To promote actively the school's corporate policies.
- To continue personal development as agreed.
- To actively engage in the staff review and development process.
- To participate fully in the 11+ Testing Day.



HOW TO APPLY

Further information about the post and the BWS application form are available through the [Bishop Wordsworth's School vacancies page](#) and TES.

Applicants are required to complete the BWS application form. A CV may also be submitted in support of your application but will not be accepted as a substitute for a fully completed application form.

We warmly welcome prospective applicants who would like to visit the School or have an informal conversation about the role before applying. Please contact the HR Manager at alg@bishopwordsworths.org.uk or on 01722 333851 to arrange this.

We also encourage applicants to explore the School website to find out more about our ethos and values, academic and co-curricular provision, governance and the wider life of Bishop Wordsworth's School.

EQUALITY, DIVERSITY AND INCLUSION

Bishop Wordsworth's School is committed to equality of opportunity and to creating an inclusive working environment. We welcome applications from suitably qualified candidates from all backgrounds and will ensure that recruitment and selection decisions are made fairly and in accordance with the Equality Act 2010.

SAFEGUARDING AND SAFER RECRUITMENT

Bishop Wordsworth's School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This post is subject to safer recruitment checks appropriate to the role. These will include satisfactory references, identity and right to work checks, an Enhanced DBS check with Children's Barred List information, where applicable, and any other checks required by current statutory guidance.

As this post is exempt from certain provisions of the Rehabilitation of Offenders Act 1974, shortlisted candidates will be required to complete a criminal record self-declaration. Applicants are required to disclose relevant convictions and cautions in accordance with current legislation and DBS filtering rules. Protected convictions and cautions do not need to be disclosed.

In accordance with Keeping Children Safe in Education 2026, the School may carry out an online search as part of its due diligence on shortlisted candidates. Any information identified will be considered only where relevant to the candidate's suitability to work with children and may be discussed with the candidate during the recruitment process.

All appointments are subject to the satisfactory completion of the School's pre-employment and safeguarding checks.