BISHOP WORDSWORTH'S SCHOOL

SALISBURY, WILTSHIRE

Headteacher: Mike Baxter

www.bishopwordsworths.org.uk



APPOINTMENT OF TEACHER OF ENGLISH

BISHOP WORDSWORTH'S SCHOOL



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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 English Department

The English Department at Bishop Wordsworth's School is a thriving, ambitious and highly successful department with a long standing tradition of academic excellence and enrichment. Former teacher Lord of the Flies was written during William Golding's time at the school, reflecting the department's rich literary heritage and enduring culture of scholarship.

English at Bishop Wordsworth's seeks to empower students to analyse, question and explore language and literature across a wide range of contexts. Through the study of both traditional and modern texts, students are encouraged to engage in passionate debate, thoughtful discussion and critical exploration of ideas, whilst developing empathy, confidence and intellectual curiosity.

The department places a strong emphasis on reading widely and for pleasure, exposing students to diverse voices, genres and perspectives from across the literary canon and beyond. Students are challenged to think deeply about writers' methods, literary form and the wider contexts in which texts are produced and received.

Academic outcomes in English are consistently strong, with over a third of Year 13 students progressing to study English Literature or closely related subjects at university, including Oxford and other Russell Group institutions. Beyond the classroom, the department offers an extensive enrichment programme including Public Speaking competitions, Poetry by Heart, debating, visiting speakers and authors, theatre visits and a planned literary residential. The department has qualified for Public Speaking regional finals for seven successive years and regularly hosts competitions at the school.

About the Role

This is an exciting opportunity for an enthusiastic and talented teacher to join a collaborative and supportive department within a high performing grammar school environment.

The successful candidate will teach English Language and Literature across Key Stages 3 to 5 and will be expected to inspire highly academic, articulate and motivated students through engaging and challenging teaching. We are seeking a colleague with excellent subject knowledge, strong classroom practice and a genuine passion for literature, language and learning.

The role would suit a teacher who values scholarship, enjoys working with able students and is keen to contribute positively to the wider life of the department through enrichment opportunities and co curricular activities.

The English Department is committed to professional development and collaboration, making this an excellent opportunity for a teacher looking to develop their practice within an ambitious and supportive team.

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

ENGLISH TEACHER

Qualifications & Training:

Essential

- Degree in English or a closely related subject
- Qualified Teacher Status or working towards QTS and due to qualify before the start date
- Successful completion of relevant ITT training with evidence of meeting the Teachers Standards
- Experience of teaching KS4 English

Desirable

- Evidence of continued professional development
- Experience of teaching at KS5

Teaching Skills:

Essential

- Ability to plan and deliver engaging, well structured and challenging lessons
- Ability to use assessment to inform teaching and support pupil progress
- Ability to create a positive classroom climate that promotes high expectations and excellent behaviour
- Effective communication skills in spoken and written form

Desirable

- Ability to contribute positively to collaborative curriculum planning and departmental development

Knowledge & Understanding:

Essential

- Secure subject knowledge across Key Stage 4 and developing knowledge at Key Stage 5
- Understanding of effective pedagogy and evidence informed teaching practice
- Awareness of strategies to support pupils of varying abilities including high prior attainers
- Understanding of safeguarding responsibilities in a school setting

Desirable

- Awareness of approaches to retrieval practice and curriculum sequencing
- Understanding of the needs of learners in a selective school context

Personal Qualities:

Essential

- Enthusiasm for reading, poetry, oracy and a commitment to inspiring young people
- Reflective approach to teaching with a willingness to learn and improve
- Resilience, reliability and a professional attitude
- Ability to work collaboratively within a supportive department
- Commitment to safeguarding and the welfare of students

Additional Requirements:

Essential

- Willingness to contribute to the wider life of the school including educational visits and trips.



JOB DESCRIPTION

TEACHER OF ENGLISH:

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.
The Teacher of Business and Economics will provide high-quality, engaging and academically challenging teaching which enables students to make excellent progress and develop a genuine interest in the subjects.

Post Title: English Teacher
Reporting to: Head of English
Salary/Grade: MPS /UPS
Disclosure Level: Enhanced DBS with Children's Barred List check and other safeguarding checks as required for the role.
Working time: Full-time – 1265 hours over a maximum of 195 days.

RESPONSIBLITIES:

Preparation:

- To ensure that all lessons are thoroughly prepared and carefully structured and that the work is appropriate to the needs and abilities of each pupil.
- To ensure that specific pupil circumstances and/or needs (e.g pupil premium, SEND) are suitably accounted for to enable all students to make strong and sustained progress.

Punctuality and Attendance:

- To insist on punctuality and to lead by example in this respect.
- To register all classes on Bromcom, and follow up unexpected absences or patterns of absence as necessary
- To provide work as necessary in cases of extended absence using MS Teams.

Behaviour and Culture:

- To ensure that each lesson starts and ends in an orderly fashion.
- To ensure that pupils' behaviour and appearance is exemplary both in the classroom and upon pupils' arrival and departure.
- To apply the school's Behaviour Policy in full throughout the school day for all pupils and all areas of the school so as to ensure corporate discipline and standards.
- To make full use of school rewards and sanctions to motivate students.
- To ensure that any sanctions are recorded on Bromcom as necessary.

Classroom Management:

- To maintain high standards of classroom discipline and control, and refer to the Head of Department/form tutor any pupils who are difficult or disruptive.
- To adapt teaching appropriately to ensure that all students are supported and challenged to realise their potential.

Teaching and Learning:

- To reflect regularly on the effectiveness of teaching and learning, seeking to develop classroom practice through collaboration, professional dialogue and engagement with evidence-informed approaches.
- To be open to new ideas, strategies and approaches which enhance student engagement, challenge and progress, and to contribute positively to the continual development of teaching within the department.
- To follow departmental syllabuses and schemes of work and contribute to their review and enhancement.

Homework:

- To set and provide feedback upon regular homework in accordance with the students' homework timetable and in the School's homework policy.

Meetings:

- To attend and contribute to departmental and staff meetings.
- To attend parents' evenings and any other meetings as directed.

Feedback:

- To feedback on work regularly, in line with School and departmental policy and guidance, and to keep up to date records of each pupil's work and progress.
- To engage positively with departmental and whole-school approaches to assessment and feedback, contributing to consistent and effective practice across the team.

Assessment / Reports:

- To complete pupil assessments, profiles and reports carefully and promptly and to adhere to the School's policies and procedures for formal assessments and examinations.
- To ensure that all reports reflect the individual student in their nature.

Equipment and Resourcing:

- To keep careful records of the issue, use and collection of departmental resources and to inform the Head of Department of any loss or damage which occurs.
- To ensure that departmental resources and teaching spaces are used responsibly, safely and effectively in line with School policies and procedures.
- To maintain high standards of organisation within classrooms and shared teaching areas, contributing positively to an effective learning environment.

Reward / Sanctions / Concerns:

- To apply the School's system of rewards and sanctions, and to inform the Head of Department of pupils worthy or praise and pupils causing concern.
- To ensure that any pastoral information is shared with colleagues as necessary fully and promptly using Bromcom.

Performance Management:

- To engage positively and participate fully in the School's system of Appraisals.

Extra-Curricular Activities:

- To contribute positively to the wider life of the department through involvement in enrichment activities which promote interest and engagement in Business and Economics beyond the classroom.
- To support, where appropriate and by agreement, the department's programme of educational visits, competitions, external speakers, employer engagement and other enrichment opportunities.
- To encourage students to engage with contemporary economic and business developments through wider reading, current affairs, debate and independent study.

Working Environment:

- To ensure that teaching areas are organised appropriately and provide as pleasant, stimulating and tidy a working environment as possible.
- To be vigilant and proactive in the maintenance of the teaching environment, irrespective of location or circumstances and report any damage immediately upon discovery and take action if the student is known.

General Responsibilities:

- Support and promote the safeguarding and welfare of children.
- 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 Headteacher in line with the role.

Other Specific Duties:

- To support the school in meeting its legal requirements for worship.
- 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.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.



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.