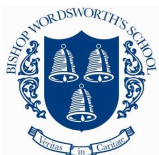


BISHOP WORDSWORTH'S SCHOOL CHAPLAIN VACANCY SEPTEMBER 2021



TABLE OF CONTENTS:

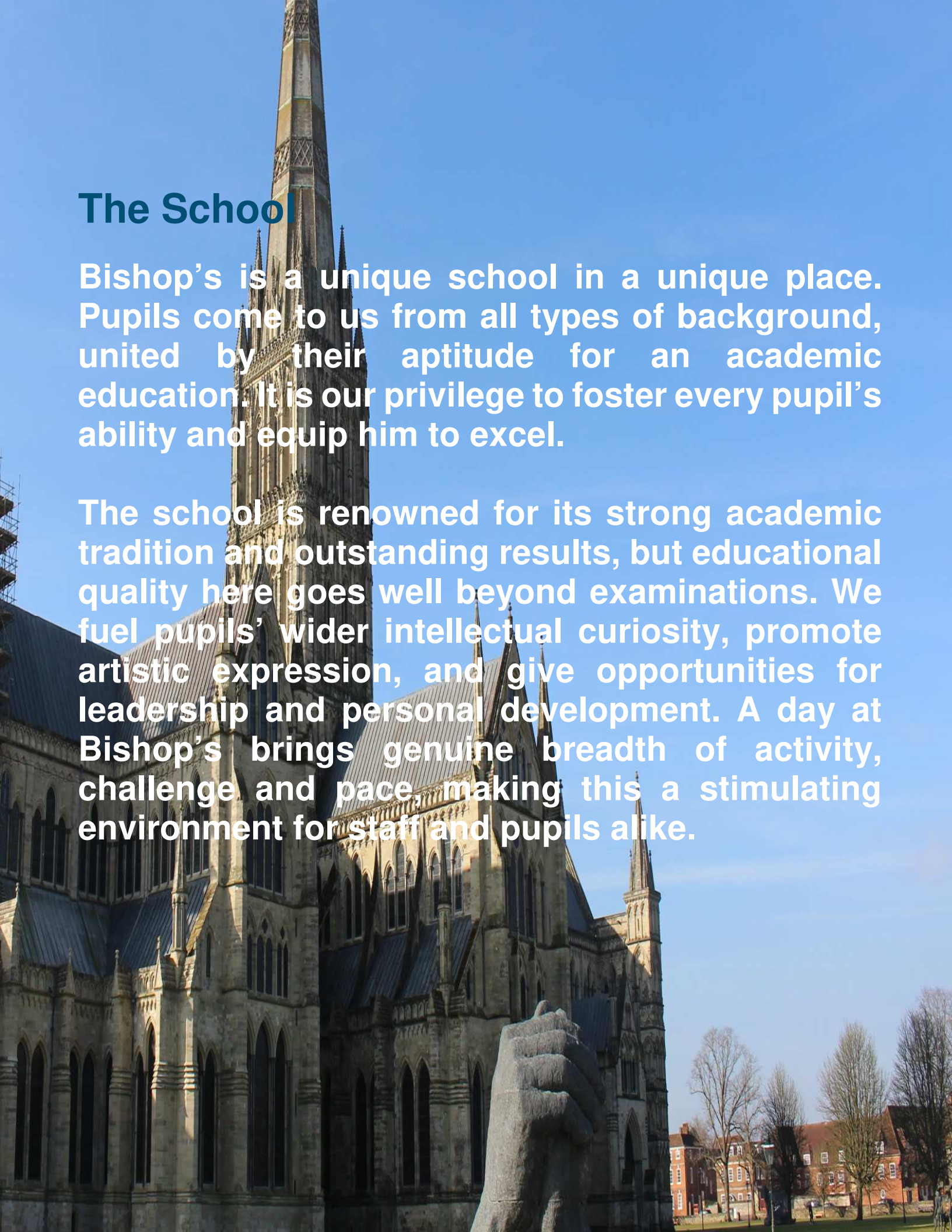
THE SCHOOL	2
THE DEPARTMENT.....	7- 8
THE ROLE	9-11
THE PERSON	12



The School

Bishop's is a unique school in a unique place. Pupils come to us from all types of background, united by their aptitude for an academic education. It is our privilege to foster every pupil's ability and equip him to excel.

The school is renowned for its strong academic tradition and outstanding results, but educational quality here goes well beyond examinations. We fuel pupils' wider intellectual curiosity, promote artistic expression, and give opportunities for leadership and personal development. A day at Bishop's brings genuine breadth of activity, challenge and pace, making this a stimulating environment for staff and pupils alike.





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 over 1000 pupils aged between 11 and 18 and from this academic year over 40 sixth form girls. Under 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 very special atmosphere in which pupils are conscious, on a daily basis, of their part in a long tradition of academic endeavour.

Admission on ability

As a Church of England Grammar School and Academy, we set our own entrance test and policy on admissions. Any pupil living within reasonable travelling distance of Salisbury is welcome to apply and pupils from the broadest range of schools and backgrounds thrive here.

High expectations and high achievement

Bishop's is one of the best-performing schools in the country and outstanding levels of success are part of everyday life. We never take this for granted, however, continuously supporting and encouraging pupils to give full commitment to all that they do. Well aware of our expectations, the pupils relish the opportunity to aim high and achieve their goals. Every pupil is encouraged to find something at which he excels and to develop self-confidence as a result.

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 pupils of all faiths or none, but the Christian values of concern for one other, respect and tolerance provide a moral compass that influences everyone, both personally and culturally.

Spirit of togetherness

As the school motto *veritas in caritate* (truth through caring) suggests, consideration and thoughtfulness are central to life at Bishop's. Right from day one, we work hard to make pupils feel valued and welcome. Within each year there are five tutor groups of around 30 pupils, led by form tutors. During Year 7 we monitor these groups carefully, knowing that the happier pupils are, the quicker they will settle in and flourish. Through the house system and a host of other activities pupils mix across years, fostering a close community in which older pupils can become friends and mentors to their younger peers. If problems arise the form tutor or the relevant Head of School are the first points of contact and Heads of School operate an 'open door' policy whenever possible.



Academic life

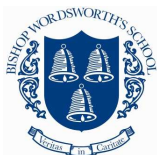
Rigour, depth and breadth characterise academic life at Bishop's. Pupils enjoy being taught by highly qualified subject specialists. Teachers teach so that pupils do well – but also to extend their knowledge and understanding beyond the narrow confines of exam syllabi. Throughout, we aim to engender a passion for learning and the skills to pursue that passion independently. In and out of school there are countless opportunities for pupils 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.

Extra-curricular

A broad extra-curricular programme helps pupils to understand more of the world, to challenge themselves and to grow as individuals. At Bishop's we aim to provide many and varied opportunities, so that every pupil has the chance to find new interests and achieve great things. Competitive sport is in the lifeblood of the school. Rugby, Cross Country, Athletics, Basketball, Soccer, Hockey and more figure in the sporting calendar, with regular fixtures against schools across Wiltshire and the South West of England. While we are justly proud of our outstanding reputation for sporting success both regionally and nationally, we value equally the commitment of pupils who give their best to an activity they enjoy.



BWS 1st XV at the NatWest Schools' Cup Final at Twickenham - 29 March 2017





The opportunities to experience activities here and abroad are immense.

Music is very strong at Bishop's, and many pupils have instrumental lessons at all levels. As well as touring abroad and in the UK, the Choir performs regularly for school occasions in the Cathedral. Pupils play in wind bands, brass and string ensembles, and often collaborate to form rock bands of their own.

Drama thrives too, with every age group having opportunities to take part either in clubs or productions. Through our vibrant Art department pupils can develop their talents both in and out of lessons. Theatre and gallery trips feature regularly, as do plays, musicals and concerts on a variety of scales. Over 40 clubs and societies meet during lunch breaks or after school.

A pupil can become involved in voluntary work locally, play chess, try debating or film-making. The opportunities to experience activities and destinations here and abroad are immense: from Outward bound and community service to fieldwork, expeditions and cultural exchange, all pupils will have the chance to give it a go.

School Routine

Lower School (Years 7 & 8)

The routine of daily life for Years 7-8 at BWS is organised and run by the Lower School Office who monitor the academic progress of the pupils through the analysis of report data and receive information from all aspects of pupils' schooling, including rewards and sanctions, so that they can both support and challenge pupils to do their best. Largely, pupils are taught within their tutor groups and follow a common timetable. Many 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 pupils acquire lay solid foundations for their future studies.

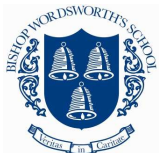
Middle School (Years 9 to 11)

The School places great emphasis on ensuring that pupils 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 pupils spend their time at School profitably but happily. In the Middle School this policy is carried out by working closely with pupils 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 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 team maintain regular contact with Middle School pupils and with one another and regularly meet with the Headmaster to discuss pupils' progress.

Sixth Form

Almost all pupils stay on into the Sixth Form, where they are offered a broad academic curriculum, supported by stimulating enrichment courses. We have been teaching female students through a partnership arrangement for many years and are excited that from September 2020 BWS Sixth Form has become fully co-educational with 43 girls joining our sixth form this year.

Bishop's is a tight-knit community of over 1000 students; about a third of these are in the Sixth Form, including about 140 Year 12 students who join us after Year 11. In the last Ofsted inspection both the school and the Sixth Form were rated 'Outstanding' with the inspector noting that 'The school provides an outstanding Sixth Form where students are extremely well prepared for academic studies at university and develop as well-rounded young people. Expectations are high and standards achieved in A-Level examinations are outstanding.' Most students go on to Higher Education and we have a superb record in university entrance, with many embarking upon the most demanding disciplines at leading universities, including a very proud record of success at Oxford and Cambridge. Our school is renowned for its strong academic tradition and outstanding results – however we see our role as going much further than providing our sixth formers with an excellent base for university entry and preparation for employment. We are also very proud of the rich mixture of extra-curricular opportunities that our students enjoy, including sport, music and drama. Our Sixth Form is further strengthened by strong pastoral and academic support – we are a caring community in which the needs of individuals are given great emphasis.



The Department

The Religious Studies Department at BWS

The Religious Studies Department at Bishop's is a highly successful one. Our pupils are enthusiastic and inquisitive and reach the high expectations we have for them. Both full time and part time members of staff are trained specialists and the department is well resourced. We run a number of trips and conferences and are committed to developing our pupils' ability to think independently.

Religious Studies follows the locally agreed syllabus at KS3 with a few modifications in order to take account of the ability of our pupils. Our current year 11 students follow the AQA Syllabus B Religion and Life Issues and is compulsory for all of our pupils at KS4. Year 10 students are following WJEC Religious Studies Syllabus with a focus on Christianity and Sikhism. At A level we currently use the Eduqas RS A Level course (Ethics, Philosophy of Religion and Christianity).

The successful candidate will be passionate about the subject, have a good academic background in the subject, be excited about teaching able pupils and willing to inspire, challenge and stimulate. Detailed schemes of work are in place for all Key Stages but these could be developed if desired.



The Team

Head of Department

Mrs Bal Kaur-Shahi

Teaching Staff

Mr Ben Denham

Mr Jeremy Browning

Chaplain

Revd. Andrew Gough



Twitter feed: @BWSRS

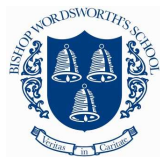


SIAMS Report - Outstanding June 2017:

http://www.bws-school.org.uk/main/Parents/Parent_Information/pdf/SIAS%20Report%20July%202017.pdf



© Spencer Mulholland Photography

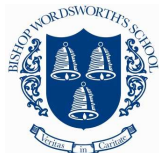


Job Description

Post Title:
Reporting to:

Chaplain
Head Master

- **Key Responsibility:** The Postholder will provide a Chaplaincy service for the staff, pupils and families of Bishop Wordsworth's School through the leadership of acts of worship, teaching and group work (including preparation of candidates for Confirmation) and pastoral care.
- **Particular Duties:** Working with the Collective Worship Co-ordinator and Headmaster where appropriate, the Postholder will:
 - (a) Lead or oversee worship in the Chapel, School Assemblies and the Cathedral including:
 - Presiding at Eucharists in Chapel which are held at various times through the year
 - Co-ordinating the orders of service, the speakers and readers and any other organisation for the regular Cathedral services including the Carol Service, School Eucharist and Founder's Day
 - Liaising with the BWS Director of Music/Choir to arrange music and hymns; with the Deputy Head over Cathedral dates; and with the vergers and Canon Chancellor of the Cathedral in relation to school activities in the Cathedral
 - Taking School Assemblies, by arrangement with the Deputy Head Master and Section heads, and contributing to the beginning of year and end of term assemblies.
 - (b) Provide weekly reflections in an appropriate form to be used for all tutor groups and electronic boards.
 - (c) Prepare school candidates for Confirmation.
 - (d) Where required within the curriculum, work with groups of pupils at different times with the particular aim of developing spirituality within the School. This should include classroom delivery by agreement with the Head of RS.
 - (e) Meet with members of the sixth form (eg the Cathedral Prefect and Christian Clubs leaders) to provide support for their responsibilities within the School.
 - (f) Have an active concern for the welfare and pastoral needs of pupils, staff and their families and, where the opportunity arise, BWS Alumni.
 - (g) Be available to take occasional offices for the BWS school community in the School Chapel.
 - (h) Take overall charge of and have care and oversight of the Chapel, looking to develop its layout and displays over time;
 - (i) Continue to develop links with the Diocesan Board of Education, Churches and organisations within the Diocese and in the wider Church of England
 - (j) Pray with and on behalf of the whole School, listening for its direction and purpose.
 - (k) Maintain bereavement Resource and make available to all staff.



KEY AREA

RESPONSIBILITIES - TEACHING

Working Environment:

- To ensure that teaching areas are organised appropriately and provide as pleasant, stimulating and tidy a working environment as possible.

Punctuality and Attendance:

- To insist on punctuality and to lead by example in this respect.
- To record and check any absences from lessons and to provide work as necessary in cases of extended absence.
- To take a register of students in all sixth form lessons and follow up absenteeism.

Good Order:

- To ensure that each lesson starts and ends in an orderly fashion.

Classroom Management:

- To maintain high standards of classroom discipline and control, and refer to the Head of Department any pupils who are difficult or disruptive.

Lesson Content:

- To follow departmental syllabuses and schemes of work and contribute to their enhancement and development.

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. This should be recorded in their planner/diary; these should show work to be covered (as a forecast) and/or work covered (as a record) depending upon the subject matter and the individual teacher's preference. These planners should be available to the Headmaster, Deputy Headmaster and Head of Department.

Homework:

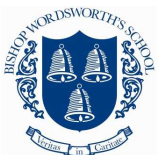
- To set homework regularly on the nights specified in the homework timetable and in accordance with the School's homework policy. All homework set should be recorded in the planner. Pupils who do not produce satisfactory work on time should be referred to the Head of Department and, if appropriate, the Head of School.

Marking:

- To mark 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. This record should be available to the Head of Department/Head of School and Deputy Headmaster.

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.



KEY AREA

RESPONSIBILITIES – TEACHING

Meetings:

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

Rewards/ Sanctions/ Concerns:

- To apply the School's system of rewards and sanctions, and to inform the Head of Department of pupils worthy of praise and pupils causing concern.

Professional Development:

- To extend professional expertise by seeking and applying for relevant in-service training and attending whole staff training sessions.

Performance Management:

- To participate in the School's system of Performance Management.

Extra-Curricular Activities:

- To contribute to the School's extra-curricular activities programme if they so choose. This is a non-contractual area where staff participation is entirely a matter of discretion and goodwill. However, such involvement carries important reciprocal benefits – for pupils and the development of the School's ethos but also for the professional development of the colleague concerned.

In addition, the Postholder may be required to perform duties other than those given in the job description for the post. The particular duties and responsibilities attached to the post may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and would not of themselves justify the re-evaluation of the post. In cases, however, where a permanent and substantial change in the duties and responsibility of a post occurs, consistent with a higher level of responsibility, then the post would be eligible for re-evaluation.

This job description shall be subject to (at least) annual review and any changes shall be determined by consultation between the Postholder and the Headmaster or his Deputy for this purpose in accordance with the terms of the Governors' Contract of Employment and Staffing and Pay Policy.

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 successful candidate will be expected to undergo enhanced DBS clearance.



Bishop Wordsworth's School Person Specification – Chaplain

The following are essential or desirable characteristics associated with the post of a chaplain at Bishop Wordsworth's Grammar School. Evidence will be drawn from the application form and explored at interview.

	Essential	Desirable
Qualifications		
❖ Good honours degree in the specified subject or in a closely-related area	✓	
❖ UK Qualified Teacher Status		✓
❖ Evidence of further relevant qualifications or training		✓
❖ Evidence of recent professional development		✓
Experience		
❖ Experience of leading Liturgical worship		
❖ Experience as a School Chaplain	✓	
❖ Evidence of successful teaching in the specified subject		✓
❖ Counselling and Pastoral skills	✓	
❖ Experience of working in a school environment	✓	
Knowledge, skills & abilities		
❖ Understanding the importance of Safeguarding and Child Protection	✓	
❖ Understanding of and sensitivity towards the issues of adolescent boys	✓	
❖ Strong organisational skills; time management and ability to multi task	✓	
❖ Flexible working	✓	
❖ Understanding of school cultures		✓
❖ Ability to network effectively within the Diocese and wider church	✓	
❖ Ability to use and promote the effective use of ICT	✓	
Personal Qualities		
❖ Excellent inter-personal and presentation skills	✓	
❖ A confident and competent classroom practitioner		✓
❖ Energy, enthusiasm and a sense of humour	✓	
❖ Decisiveness, a positive attitude and a creative outlook	✓	
❖ Resilience, determination and professional integrity	✓	
❖ Reliable and resourceful	✓	
❖ Commitment to effective equal opportunities and inclusive practices	✓	
❖ An ability to build positive working relationships with colleagues	✓	
❖ An ability to work effectively as part of a team and to work independently	✓	
Other		
❖ A willingness to engage fully with continuing professional development	✓	
❖ A recognition of the importance of personal responsibility for Health and Safety	✓	
❖ A commitment to the School ethos and selective education in general	✓	
❖ Ability and willingness to contribute to the wider life of the School	✓	

To deliver services effectively, a degree of flexibility is needed, and the post holder may be required to perform work commensurate with the level of responsibility of the role not



