



BISHOP WORDSWORTH'S SCHOOL

SALISBURY, WILTSHIRE

BISHOP
WORDSWORTH'S
SCHOOL



APPOINTMENT OF HEADTEACHER



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A Message from the Chair of Governors



Graham Branagan, Chair of Governors at Bishop Wordsworth's School

Dear Prospective Candidate,

Thank you for considering the position of Headteacher at Bishop's. As Chair of Governors, I am delighted to introduce you to our exceptional school, which is proud of its rich heritage, strong academic performance, and nurturing community.

Bishop's has long been a beacon of excellence, offering students the opportunity to excel both academically and personally. We are immensely proud of our recent Outstanding OFSTED inspection and the high aspirations and achievements of our students and staff. The school's ethos is rooted in inclusivity, ambition, and a commitment to fostering a love of learning that extends far beyond the classroom.

Following the unexpected departure of our previous Headteacher, the Governors are looking for a visionary and empathetic leader who will uphold and build upon the school's many strengths. This is a rare opportunity to shape the future of a vibrant, high-achieving school at the heart of the Salisbury community, surrounded by the stunning backdrop of our iconic cathedral.

As a Governing Body, we are committed to supporting and working closely with the Headteacher to ensure the continued success and well-being of our staff and students. We offer a dedicated leadership team, passionate and talented staff, and a school community that thrives on collaboration and mutual respect.

We encourage you to explore our website, visit the school, and see for yourself what makes Bishop's such a unique and inspiring place to lead. If you share our vision and values, we would be delighted to receive your application and look forward to the opportunity to meet you.

Yours sincerely,

Graham Branagan

THE OPPORTUNITY

This is an exciting opportunity to lead a high-performing and well-respected state grammar school with a strong sense of community and tradition. Following the significant tenure of the current Headteacher, who has led the School for over 20 years, the successful candidate will shape the next chapter in its history, building on its established strengths while driving forward an ambitious vision.

Bishop Wordsworth's, a Single Academy Trust, educates approximately 1,200 students (boys 11-18 and girls 16-18) in the heart of Salisbury, adjacent to the Cathedral. The School is renowned not only for its academic excellence but also for offering a rich and varied extra-curricular programme. Graded Ofsted 'Outstanding' in 2024, the Governors remain focused on evolution rather than revolution, recognising there is always scope for further progress and innovation.

The next Headteacher will be an inspiring and confident leader with significant leadership experience, most likely as a Deputy Head or Head. They will have a strong grasp of academic and pastoral excellence, a collaborative leadership style, and the imagination to see how the School can develop even further. While prior state grammar school experience is not essential, the role demands a leader with a proven track record in high-performing, academically focused environments. Candidates should also bring financial acumen, working closely with the Board and Bursar to maintain long-term stability and shape the future strategy.

Governors are committed to supporting the next Headteacher and are open to applications from candidates with diverse sector backgrounds. They are seeking someone who can lead with ambition and energy, fostering an inclusive, consultative culture where staff and students alike can thrive. Strong interpersonal skills, including the ability to engage with the School's community and the wider city of Salisbury, will be important, as will experience of leading change and managing complex challenges.

In return, the successful candidate will lead a school with a distinctive ethos, deep community connections, and an appetite for continued improvement. They will join a collaborative and committed team of staff and Governors, including a newly appointed Chair, who share a passion for ensuring the School continues to thrive, succeed, and evolve.





THE SCHOOL

HISTORY AND TRADITION

Since its founding in 1890 by Bishop John Wordsworth, Bishop's has provided academic excellence in the heart of Salisbury and today remains a school which is held in high regard by the local community. Educating 1,190 students aged 11–18, including around 138 girls in the co-educational Sixth Form, the school is a significant player in the educational landscape of Salisbury and more widely. In the shadow of the Cathedral spire the School's eclectic buildings span the seventeenth to the twenty-first centuries. This creates a very special atmosphere in which students are conscious, on a daily basis, of their part in a long tradition of academic endeavour.

ADMISSIONS

As a Church of England Grammar School and Academy, we set our policy on admissions and choose our 11+ entrance exam provider. We admit 160 boys who have passed the 11+ exam into year 7 each September and our Sixth Form admits around 200 students who have achieved the required academic standard in year 12. Any student living within reasonable travelling distance of Salisbury is welcome to apply and students 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 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 find something at which they 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. 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.

LOCATION

Bishop’s is situated in the heart of the beautiful cathedral city of Salisbury. The city is vibrant and home to a number of other educational institutions, as well as the cathedral the Salisbury Playhouse and the Arts Centre. The city is commutable from a wide range of other villages, towns and cities, and is well connected by both road and rail networks. Leading a school with the reputation and standing that Bishop’s has, comes with its own responsibilities and opportunities. The Headteacher is likely to be a known figure locally within education, and/or someone who would thrive in engaging in the wider community in a meaningful way, as well as playing a wider role through the school’s historic and current links with the cathedral.

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 with through 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.

Read more about the school here: <https://www.bishopwordsworths.org.uk/>



ACADEMIC LIFE

Academic life at Bishop's combines rigour, depth, and breadth. Highly qualified teachers go beyond exam syllabi to inspire independent learning. Students deepen their knowledge through workshops, lectures, fieldwork, and competitions, excelling both in and beyond the classroom.



A Level Results 2024

100% pass rate, 75% A*-B, 14 students A* in all papers

With 196 students, our largest cohort yet, over 75% of grades were A*-B. Fourteen students secured places at Oxford and Cambridge, while 54 achieved all A*/A grades, including 14 who earned A* in every A level. This outstanding performance cements the school's position among the top performers.

GCSE Results 2024

43% 9-8 / A*
64% 9-7 / A*-A

Of the 154 Year 11 students at Bishop's, over 64% of their papers achieved Grades 7-9, with 25 students earning top grades in all subjects. This success reflects their determination, the creativity of their teachers, and strong parental support.

Careers Provision

At Bishop's, a robust careers programme helps students explore all pathways, including higher, further, and technical education and apprenticeships. Students have year-round access to a qualified careers adviser registered with the Careers Development Institute. The school also hosts the region's largest HE and Careers Convention, featuring seminars on higher education.

EXTRA-CURRICULAR ACTIVITIES

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 in the school.

TRIPS, OUTDOOR EDUCATION AND CLUBS

As well as the trips to France, Germany and Spain, Bishop's offers students the chance to take part in a wide range of extra-curricular activities. 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.

Over 40 clubs and societies meet during lunch breaks or after school. A student 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. A willingness to contribute to this range of activities is essential to working at this outstanding school.



MUSIC

Musicians and artists are given the chance to display their skills in various concerts. The music department runs a school choir, orchestra, wind band, 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, 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.

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. We strive for national recognition across a wide range of sports and compete on a local, regional and national level.

Competitive sport is in the lifeblood of the school. Rugby, Cross Country, Athletics, Basketball, Soccer, Hockey, Netball, Cricket and more feature 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 students 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.

Ralph Fiennes: (Bishop's 1976–1981) One of the UK's most highly-regarded and internationally celebrated actors.

David Oakes: (Bishop's 1995–2002) Trained at Bristol Old Vic, best known for The Pillars of the Earth.

BISHOP'S STRUCTURE

LOWER SCHOOL (YEARS 7 & 8)

The Lower School Office organises daily life for Years 7-8, monitoring academic progress, well-being, and pastoral issues. It ensures staff can support and challenge students effectively by handling all aspects of their schooling, including rewards and sanctions. Students mainly learn in tutor groups, following a common timetable. Teaching aligns with the National Curriculum, providing a strong foundation for future studies, including GCSEs, which begin in Year 9.

MIDDLE SCHOOL (YEARS 9 to 11)

The Middle School focuses on achieving academic excellence while fostering social, cultural, and recreational development. Staff work closely with parents to ensure students thrive. Academic, pastoral, and career support equips students with qualifications and skills by Year 11, whether they progress to Sixth Form or leave school. Pastoral care includes tutorials, personal interviews, and careers guidance from the Careers Advisor. Regular contact is maintained between staff and students, with progress reviewed by the Headteacher.

SIXTH FORM

Our Sixth Form offers exceptional academic opportunities, taught by experienced specialists who inspire independence and deliver top results. Students are highly sought after by universities and employers. Since becoming co-educational in 2020, the Sixth Form has grown to 391 students, including 133 girls. This year, 191 students joined Year 12, 70 of whom are female. Students excel in academics, arts, and sports, and show leadership and community spirit. Alumni often return, bringing valuable global experiences to share with current students.



PERSON SPECIFICATION

You will be a demonstrably outstanding school leader with a passion for education and the development of young people and the school. You are likely to be a current deputy or Headteacher at a school where students take GCSE and A levels.

It is likely candidates will demonstrate all or most of the following:

- Leadership and management experience with significant experience in education;
- A proven ability to lead, motivate and manage teams and to inspire and challenge staff and students;
- Excellent financial, resource planning, project management and management skills;
- Experience of developing, implementing and monitoring school improvement and development plans;
- Experience and success in driving improvement in academic standards;
- A record of outstanding classroom performance and exam results for students;
- A detailed understanding of current educational policy and issues, the ability to assess their impact on the School and to explain them effectively to Governors;
- Experience of successfully managing relationships with stakeholders, school regulators and others;
- Experience in HR management, including recruitment, pay, staff development, performance management and disciplinary procedures;
- A strong commitment to personal development for all;
- The ability and willingness to develop relationships with other schools and the relevant authorities as the school considers its place within the MAT landscape;
- Experience in dealing with safeguarding matters with knowledge of the latest Safeguarding and Safer Recruitment requirements and KCSIE

Personal qualities:

- An inspirational presence with the ability to hold and engage a range of audiences;
- A strong work ethic coupled with effective delegation, prioritisation and time management skills;
- Honesty, integrity and commitment to the Nolan principles of public life;
- Ability to act as an exceptional role model for students and staff;
- Excellent interpersonal skills with adults and students;
- ICT competence and the ability to make effective use of management information systems;
- A belief in, and the ability to articulate, the importance of selective education;
- An empathy for the Christian ethos of the school;
- A deep personal commitment to inclusion, diversity as well as social mobility;
- The ability to be firm and resolute but with kindness, empathy and compassion;
- A genuine interest and participation in the co-curricular and extra-curricular activities of the school.

Qualifications:

- An honours degree from a leading university;
- Qualified teacher status (NPQH would be desirable);
- A proven track record of professional development;



JOB DESCRIPTION

Reporting to:

The Governing Body of Bishop Wordsworth's School

Responsible for:

The strategic direction of the School and all aspects of the School's day to day management, including staffing, curriculum, pastoral care, finance and premises.

Remuneration:

Competitive Salary and Teachers' Pension.

Start date:

Ideally September 2025, dependent on candidate notice period.

Strategic Direction & School Development:

- Define and drive the School's strategic direction and ethos to support effective teaching and progress for all students;
- Foster strong parental engagement in learning both at home and school;
- Develop and implement sound financial plans to target areas of need, maximising outcomes for students and staff;
- Monitor progress against targets, taking appropriate action to ensure success;
- Promote the School as a recognised leader in education locally, regionally, and nationally;
- Critically evaluate educational initiatives to ensure they align with the School's priorities;

Leadership & Management:

- Provide leadership which will inspire, motivate, challenge and support all staff employed by the School;
- Maintain and enhance staff morale;
- Further develop an ethos in the School which encourages openness and dialogue and where staff and student opinions are valued;
- Provide opportunities for all staff to develop their professional skills as an aid to improving performance and student achievement;
- Further develop systems within the School to ensure the effective evaluation of performance and development needs;
- Market the School and secure recruitment both in Year 7 and Year 12;
- Be available to meet staff, pupils, parents and other stakeholders;
- Maintain a healthy and positive relationship with the governors, the Diocesan Board of Education and Wiltshire Council;
- To ensure that the school is fully prepared for inspections;
- Be the lead contact with the press and to be the 'public face' of the School;
- Manage the selection and appeals process;
- Keep up to date with the best practice within the sector and beyond.



JOB DESCRIPTION

Teaching & Learning:

- Ensure that teaching and learning throughout the School are of the highest standard, so enabling students to achieve to the maximum of their potential;
- Rigorously enforce the School uniform/dress code and the highest standards of behaviour both inside and outside lessons;
- Sustain the environment and code of behaviour which enables effective teaching and learning to take place;
- Sustain an ethos of mutual respect and co-operation between all people associated with the School;
- Further develop the curriculum to respond to students' needs and aspirations;
- Monitor the effectiveness of the curriculum and seek areas for improvement;
- Monitor the quality of teaching and learning both individually and by curriculum area to ensure quality provision;
- Ensure that all students are correctly identified according to the SEND Code of Practice and provided them with the appropriate level of support.

Resources:

- Effectively recruit and manage the staff of the School;
- Deploy resources effectively and efficiently in order to achieve the aims and objectives as set out in the School Development Plan;
- Seek additional resources for the School in order to improve facilities or offer improved opportunities for students and staff;
- Ensure that current resources and facilities are maintained in good order;
- Strive to upgrade and further develop the School's resources and facilities, thereby improving working conditions and opportunities for students and staff, always within 'best value' guidelines.

Accountability:

- Be accountable for every aspect of the day-to-day management and long-term development of the School;
- Maintain and monitor an effective and manageable appraisal system for teaching and support staff;
- Present regular reports to the governing body, providing information which enables them to meet their responsibilities in full;
- Provide reports and data about the School, as and when appropriate;
- Develop an ethos in the school where all staff feel valued and where they play an important part in determining the future success of the School;
- Develop opportunities for students to share in the decision-making processes of the School, so developing ownership and responsibility for their own future (School Council/Pupil Voice);
- Develop sound and effective systems of communication with the School and between school, community, parents and other external organisations;
- Expand community collaborations with other local schools and organisations;
- Constantly strive to develop further the School's reputation locally, regionally and nationally.





HOW TO APPLY

Saxton Bampfylde Ltd is partnering with Bishop Wordsworth's School on this appointment.

Candidates should apply for this role via www.saxbam.com/appointments using code TBSCA. Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application.

The closing date for applications is noon on Thursday 6 February.

You are welcome to visit the school prior to application.

EQUAL OPPORTUNITIES

Bishop Wordsworth's School is an equal opportunities employer in accordance with the Equality Act 2010.

Bishop Wordsworth's School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employees and the Disclosure and Barring Service. The post you are applying for is subject to an order under Section 4(4) of the Rehabilitation of Offenders Act 1974. The School is therefore permitted to ask job applicants to declare all convictions and cautions on a self-declaration form in advance of attending an interview (including those that are 'spent' unless they are 'protected' under the DBS filtering rules) in order to assess their suitability to work with children. All offers of employment are subject to satisfactory references as well as an enhanced DBS, Section 128 management check, and other safeguarding checks.

All shortlisted candidates will undergo social media checks prior to interview in line with KCSIE 2024 and in order to provide the appointment panel with any information that may be relevant to their suitability, or have an impact on the school's reputation. All applicants will be required to provide details of their online profile including names/handles, as part of their application.

GDPR PERSONAL DATA NOTICE:

According to GDPR guidelines, Saxton Bampfylde Ltd are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.