BISHOP WORDSWORTH'S SCHOOL

SALISBURY, WILTSHIRE

Headteacher: Mike Baxter

www.bishopwordsworths.org.uk



WELCOME TO BISHOP WORDSWORTH'S SCHOOL

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BISHOP WORDSWORTH'S SCHOOL



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

BISHOP WORDSWORTH'S SCHOOL



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.

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.



BISHOP WORDSWORTH'S SCHOOL

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.





BISHOP WORDSWORTH'S SCHOOL

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.

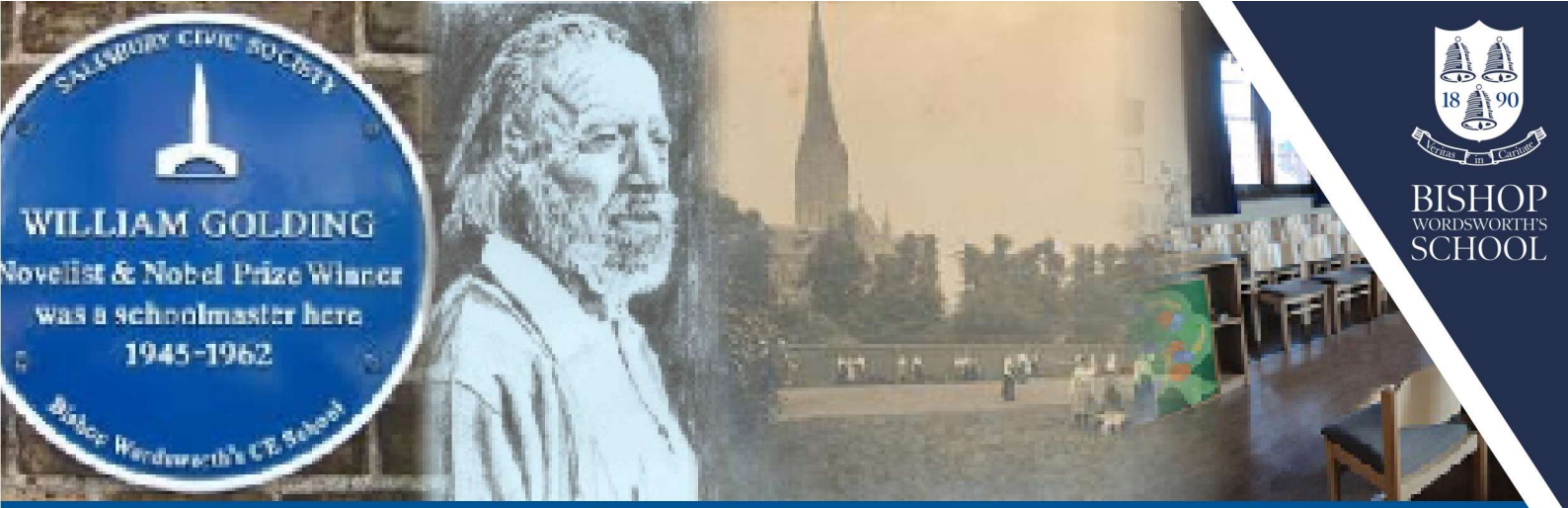
BWS FOUNDATION

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.





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.