



# BISHOP WORDSWORTH'S SCHOOL

SALISBURY, WILTSHIRE

BISHOP  
WORDSWORTH'S  
SCHOOL

[www.bishopwordsworths.org.uk](http://www.bishopwordsworths.org.uk)



## APPOINTMENT OF SITE ASSISTANT





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# 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 1,190 students aged between 11 and 18 including approximately 138 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 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. Further information about the structure of the school is on page 5.

## 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.

## 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, 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. 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 391 students in Years 12 & 13 of which 133 are female. For this current 2023-24 academic year we have accepted 191 new Year 12 students into the sixth form of which 70 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.



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# 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.

Throughout, 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 2024

100% pass rate, 75% A\*-B, 14 students A\* in all papers  
14 places at Oxford & Cambridge  
20 students to study Medicine / Veterinary Science

Over 75% of the grades were at A\*-B; at 196 students, this was our biggest year group yet. Our students secured 14 places to study at Oxford and Cambridge with 54 of them gaining all of their results at A\*/A grade, and an extraordinary 14 at the top of the year group passed every A level paper that they took at A\*. The strength of their performance will have once again put their school in the premier league this year.

## GCSE results 2024

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

The 154 students in Bishop's Year 11 gained over 64% of all of their papers at Grades 7-9, with 25 of the year group passing all of their papers at one of the top three grades. They have been helped through those difficult times by the determination and creativity of their teachers, and the unwavering support of parents.

## A Level Results 2023

100% pass rate, 75% A\*-B, 13 students A\* in all papers  
20 places at Oxford & Cambridge

## GCSE results 2023

42.1% 9-8 / A\*  
63.6% 9-7 / A\*-A

## 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

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. 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.

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. 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, 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 and adds great enjoyment to students' school lives.

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 in order to gain an 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, Hockey, Netball, Cricket 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 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*.



# STAFF AND THEIR WELFARE

The Governors and the school's Senior Leadership Team (SLT) 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 SLT actively seek continuous improvement in this area, ensuring that their employees happiness and growth remain at the heart of the school's culture.

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.

## 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.





# PERSON SPECIFICATION

## Qualifications & Training:

### Essential

- Good standard of general education
- Willingness to undertake relevant training (e.g. health & safety, manual handling, safeguarding)

### Desirable

- Full clean driving licence
- Relevant trade/maintenance qualification (e.g. plumbing, electrics, carpentry)
- First Aid training
- Health & Safety qualification (e.g. IOSH Working Safely)

## Experience:

### Essential

- Experience of practical maintenance, repair or caretaking duties
- Experience of using tools, equipment and materials safely and effectively
- Experience of prioritising and managing a range of routine and urgent tasks

### Desirable

- Previous experience of working in a school or similar environment
- Experience of site security, including acting as a keyholder
- Experience of working within health & safety guidelines

## Knowledge & Skills:

### Essential

- Good practical skills in maintenance (basic plumbing, electrics, painting and decorating, general repairs)
- Awareness of health & safety requirements and safe working practices
- Ability to follow instructions and use initiative when required
- Ability to carry out physically demanding tasks, including lifting and moving furniture or equipment
- Strong organisational skills and ability to manage time effectively
- Good communication and interpersonal skills, with the ability to work well with staff, students, visitors and contractors

### Desirable

- Knowledge of COSHH regulations and safe handling of cleaning products
- Understanding of safeguarding in a school setting

## Personal Qualities

### Essential

- Reliable, punctual and trustworthy
- Flexible and willing to adapt to the needs of the school, including occasional evening or weekend work
- Professional, approachable and helpful manner
- Commitment to safeguarding and promoting the welfare of children and young people
- Ability to remain calm and use sound judgement in emergencies





# JOB DESCRIPTION

## Reporting to:

The Site Manager

## Overall purpose:

The postholder is responsible for supporting the safe and efficient operation of the School site. They will apply sound judgement, use their initiative, and draw on practical experience to maintain a secure, clean and welcoming environment for staff, students, visitors and contractors.

The role involves working closely with the Site Manager to deliver routine site maintenance, respond promptly to urgent issues, and ensure the grounds and buildings are maintained to a high standard.

## Contract:

The role is for 37 hours per week, 52 weeks per year, Monday to Friday. Actual working hours flexible but around 9:30am to 5:30pm, Monday to Thursday, and 9:00am to 5:00pm on Fridays.

The postholder may occasionally be required to work evenings or weekends to support school events or respond to emergencies.

## Remuneration:

BWS Grade F19 - 22 and Local Government Pension Scheme with 23 days annual leave plus bank holidays

## Disclosure level:

Enhanced DBS with Barred list

**The following gives a broad outline of duties and responsibilities but is not meant to be exhaustive.**

## Priority of work

Whilst much of the role involves routine tasks, priorities must be managed as follows:

- Immediate: Security and health & safety issues – e.g. alarm checks and resets, immediate mitigation of hazards
- Urgent:
  - **a.** Repairs (e.g. classroom furniture, electrical faults, plumbing issues)
  - **b.** Teaching and learning support (e.g. ensuring appropriate classroom temperatures, fixing blinds, responding to urgent requests)
- Important: Support for key school events (e.g. examinations, Founder's Day, Prizegiving, lettings, lectures)
- Routine: Site maintenance and upkeep
- Project Work: Specific tasks in support of the School's Development Plan

## General Duties

### Site Maintenance and Upkeep

- General upkeep of lawns, hedges, planted areas and outdoor furniture
- Sweeping paths, playgrounds and outdoor areas to keep the site tidy and safe
- Routine repairs to the fabric of buildings, including painting and decorating
- Waste disposal and recycling duties
- Clearing gutters and drains before blockages occur
- Removing snow and ice and applying grit or salt when required
- Minor plumbing and electrical repairs, including unblocking toilets

### Hygiene and Emergency Response

- Dealing with spillages and other cleaning tasks in line with health and safety standards
- Supporting the response to emergencies to ensure disruption is kept to a minimum

### Security and Safety

- Acting as a keyholder, securing and opening the premises as required
- Monitoring and maintaining the School's security systems
- Assisting visitors and challenging unauthorised individuals
- Ensuring access for emergency services at all times
- Monitoring and acting on fire and health & safety hazards



# JOB DESCRIPTION

## General Duties Cont.

### Operational Support

- Assisting with the set-up for events, exams, lettings and functions
- Handling and delivering goods and equipment across departments
- Making recommendations for premises improvements and energy efficiency
- Supporting the Site Manager with repairs, projects and contractor management

### Safeguarding:

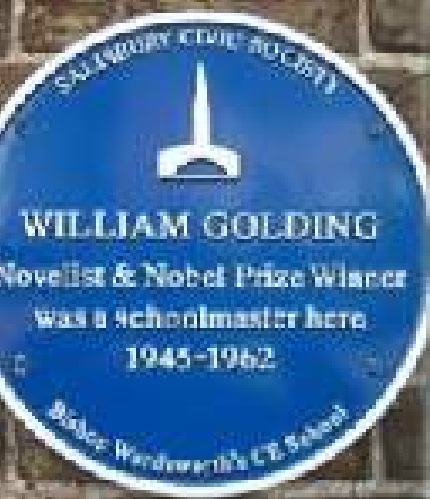
- Be alert to safeguarding and child protection responsibilities at all times, reporting any concerns appropriately in line with school policy
- Ensure that contractors and visitors on site comply with safeguarding and health & safety procedures

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 Bursar for this purpose in accordance with the terms of the Governors' Contract of Employment and Staffing and Pay Policy.







# HOW TO APPLY

Please access the Bishop Wordsworth's School website: <https://www.bishopwordsworths.org.uk/main-school/the-school/staff-vacancies/> or TES for further specific information about the post and for the application form.

You must complete the BWS application form and may also, if you wish, submit a CV along with your completed application.

You are welcome to visit the school prior to application. Please contact the HR Manager by email ([alg@bishopwordsworths.org.uk](mailto:alg@bishopwordsworths.org.uk)) or on 01722 333851 to arrange a visit and/or an informal discussion.

Prospective applicants should refer to the school website which provides newsletters and examples of the everyday life of the school, as well as X feeds, information about the ethos, governance of the school, curriculum and range of activities that are offered to students.

## EQUAL OPPORTUNITIES

Bishop Wordsworth's School is an equal opportunities employer in accordance with the Equality Act 2010. REHABILITATION OF OFFENDERS ACT 1974 (EXCEPTIONS) ORDER 1974 (AS AMENDED IN 2013).

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. Applicants must therefore provide information about all:

- convictions
- cautions
- warnings
- reprimands
- binding over or other orders
- pending prosecutions
- criminal investigations that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013).

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.