



Bristol
Grammar
School



Life
changing

Candidate Information

WHY WORK AT BRISTOL GRAMMAR SCHOOL?

ENTHUSIASTIC, ENERGETIC
AND FRIENDLY COLLEAGUES

PERSONAL AND
PROFESSIONAL
DEVELOPMENT
OPPORTUNITIES

SABBATICAL OPPORTUNITIES, STUDY
SUPPORT AND CPD INVESTMENT

MOTIVATED AND
INSPIRING
P U P I L S

EXCELLENT
WORKING
ENVIRONMENT
AND FACILITIES

EMPLOYEE
ASSISTANCE
PROGRAMME

STAFF INDUCTION
PROGRAMME
& BUDDY SYSTEM

CYCLE TO
WORK
SCHEME

DEDICATED SUPPORT FUNCTIONS
INCLUDING FINANCE, ADMISSIONS
& MARKETING, IT, HR AND FACILITIES

LUNCH PROVIDED
EVERY DAY IN TERM TIME

FREE USE OF LIBRARY AND SPORTS FACILITIES

INFORMATION AND CONSULTATION OF
EMPLOYEES (ICE) COMMITTEE FOR STAFF
CONSULTATION AND COMMUNICATION

CONCESSIONARY SCHOOL FEES

ACCESS TO A PENSION SCHEME
(INCLUDING TPS FOR TEACHERS)
AND LIFE ASSURANCE, AND
ACCESS TO PERSONAL HEALTH CASH PLAN

**FAMILY
FRIENDLY
POLICIES**

INITIATIVES
TO SUPPORT
STAFF AND
PROMOTE STAFF
WELLBEING

REGULAR STAFF SPORTS AND SOCIAL EVENTS

Welcome

Thank you so much for your interest in working at Bristol Grammar School – I am delighted that you are thinking of joining our wonderful, dynamic and inclusive community. We welcome applications from anyone with the relevant skills and abilities, and particularly from those who are under-represented in our staff body.

In these pages, you will find information about the school and why we think living and working in Bristol, and at BGS in particular, is so rewarding. Please visit our website at www.bristolgrammarschool.co.uk and follow us on social media using @BGSBristol, to find out more and to keep up to date with all that is happening at BGS.

I hope that this candidate pack and the job description provide all the information you need, but please be in touch if there is anything else you would like to know. We understand that making a move to a new place of work, often accompanied as it is by a change of home, is a major decision, and we want you to feel you have all the information you need as you consider this.

Thank you once again for your interest, and should you choose to apply, I look forward to perhaps meeting you.



Mr J M Barot
Head of BGS



The BGS Mission, Aims and Values

Mission

To provide an exceptional and rounded education to those who might benefit from it, regardless of their background and financial means.

Aims

- To nurture, challenge and celebrate each individual
- To develop an excitement for learning which goes beyond school
- To promote physical and mental wellbeing, and the development of good character
- To make a BGS education available to all those who might benefit from it
- To be a diverse and representative community, and one which serves Bristol and beyond
- To ensure that the school continues to flourish for generations to come

Values

- **Kindness:** being kind to others and oneself, and showing compassion, support, respect, selflessness and humility
- **Integrity:** being honest with others and oneself, and doing what is right, even when it is not easy
- **Rigour:** striving to fulfil our immense potential, and facing difficulty with courage and resourcefulness

Life-changing learning, friendships, and adventure

Welcome to Bristol Grammar School, a school where children aged 4 to 18 find a world of opportunity, the chance to discover their potential, and the encouragement and confidence they need to succeed.

BGS received its Royal Charter in 1532 and has played a central role in the educational life of Bristol ever since.

We value our warm, vibrant and positive learning community, a place where pupils become accountable for themselves, responsible for others and empowered to have a voice and a role in the many activities and endeavours that make our school such a unique and exciting place.

School Community

BGS is a large and thriving school, with close to 1,400 pupils aged from 4 to 18. While each phase of the school has its own unique identity, each is very much part of the whole; sharing activities across all phases is a real strength. Our Breakfast Club is held in the Sixth Form Centre so pupils from Reception to Sixth Form start the day together; many teachers work across the phases; older pupils regularly work with younger pupils and are encouraged to act as leaders and role models for those in younger years.



There are over 300 staff members across the school, with approximately 160 teaching staff and 140 support staff. There is a strong sense of community within the staff body, with regular social and sporting events organised. Support staff are fully involved in the broad range of co-curricular activities and trips offered, and all members of staff are represented within the Information and Consultation of Employees (ICE) Committee.

Pastoral Care

Warm pastoral care is key to our pupils' enjoyment of BGS, their holistic development, and their success. Knowing each child as an individual and promoting a culture in which children share their concerns, and staff members listen and support, lies at the heart of our practice. In addition, meaningful partnership with parents and guardians ensures a triangulation of care around each child.

Pupils throughout the school are supported by the House system. There are four Houses in the Junior School and six in the Senior School. Form Tutors provide continuity of care throughout a pupil's journey at BGS. The system of rolling Tutors in the Senior School ensures that each pupil is known as an individual, and that parents can build a strong relationship with their child's Tutor, over a number of years.

The Assistant Head (Wellbeing) works across the phases, supported by our Head of Wellbeing, who leads an active programme across all year-groups. Their work is also supported by our two school counsellors – one of whom provides art therapy – and two school nurses.

Co-Curricular

Games and co-curricular activities are an integral part of our education at BGS. In the Junior School, and continuing into Years 7 and 8, a whole afternoon each week is given over to our Activities programme, where pupils can take on a new challenge or find a favourite hobby.

From the Infants upwards, there is a wide range of clubs for pupils to get involved in, either at lunchtime or at the end of the school day. These clubs are supported by the wide-ranging expertise and interests of the BGS staff, both teaching and support.



The creative and performing arts are a valued part of school life. Major dramatic and musical events are put on regularly but the school also offers many smaller-scale and informal opportunities for pupils to perform – from music, dance and drama to public speaking.

The House system provides further valuable opportunities for an enormous range of sporting, social and cultural activities, as well as for individual pastoral support.



The school is a Duke of Edinburgh assessment centre, the largest in the South West, and is proud of the large number of pupils that complete either Bronze or Gold awards each year. During the school holidays, there are opportunities for a wide variety of trips, with these often being a highlight of a pupil's time at BGS.

BGS also has a thriving Games programme. Pupils from Year 3 upwards take part in fixtures. The school prides itself on encouraging involvement and achievement in sports at all levels of ability, and we are delighted so many of our pupils choose to be involved with sporting fixtures and competitions.



Academic

At BGS our ambition is to be exceptional in every facet of our provision. To that end, every academic department focuses on providing an exceptional learning experience for every pupil, ably led by our outstanding, subject-specialist staff.

Children joining BGS in Reception follow the Early Years Foundation Stage (EYFS) curriculum and work towards the Early Learning Goals in each area of learning. Children learn through planned, purposeful play and a balance of adult-led and child-led activities.

As children move through the school (or join in Years 3 or 5) they cover all aspects of the National Curriculum, and much more. Lessons are taught by Form Tutors or subject specialists with a number of teachers working across all phases of the school. During Years 5 and 6, children have Food Technology, Textiles and Science lessons in the Senior School as part of their preparation for the next stage of their education.

Year 7 is a major entry point for the school, with over 50% of the year group new to BGS, and all pupils follow a broad and challenging core curriculum. As pupils enter Year 8, they follow the same curriculum but may choose to study one of Russian or German in place of French or Spanish; they also follow courses in separate Sciences.

In Year 9, in addition to the core subjects of Maths, English, three Sciences and a Modern Foreign Language, pupils choose from a wide variety of 20 different subject options, which they may then choose to continue to GCSE. These subjects include Greek, Business Studies, Computing, Physical Education (Sports Studies), Dance, Food and Nutrition, and Theatre Studies. At the end of Year 11 pupils typically take between 9 and 11 GCSEs.



In the Sixth Form, pupils will choose from a broad range of almost 30 subjects as part of a '3+' A level offering, with their A levels supplemented by an inspiring range of elective courses. This broad and flexible choice of subjects provides excellent preparation for learning beyond BGS.

Learning in the Sixth Form is enriched through a huge range of wider activities and events, including a programme of weekly lectures by visiting speakers, national essay competitions, Olympiads in Maths, Science and Linguistics, Model United Nations, and myriad opportunities to serve others within the BGS community and beyond. Students are encouraged to take on a research project, such as the Extended Project Qualification or the IB Extended Essay, which provides a helpful transition between school and university learning.

Those students who choose to go on to university after BGS proceed to a wide range of faculties at leading UK institutions, including Oxford and Cambridge, with increasing interest in, and take up of, places at universities in the United States and Europe.

From Year 8 onwards, careers advice and support is provided by our Future Pathways programme. Form Tutors and subject teachers work with the Head of Future Pathways to ensure that every pupil has the information to make considered choices at each point in their school lives, including consideration of the growing opportunities to follow paths other than university.



All teachers are issued with a laptop and an iPad to appropriately enhance their pupils' learning experiences, and pupils from Years 3–Upper Sixth are issued with an iPad. Learning is supported by impressive IT facilities and infrastructure; never has this been more apparent than in the sector-leading remote learning that has taken place during the pandemic.

Results

At BGS it is the character, skills and habits of mind our pupils develop that are most important to us, and it is in these areas that we judge our successes. We hope, of course, that as a by-product of the excellent education we provide, our pupils perform well in public examinations – by which we don't mean simply a string of top grades, but rather that each pupil performs to the best standard they thought they could – and perhaps better.

The results received in 2024 by BGS pupils at GCSE, A level, and in the IB Diploma were once again among the strongest in Bristol and the South West. At **GCSE**, a third of all entries were awarded the top grade 9, with 55% of entries awarded grades 8 or 9. Across the cohort, the average GCSE points score was 7.4, the highest ever (excluding the pandemic years). At **A level**, over a third of the cohort achieved three or more A* or A grades. Overall, 53% of all grades were awarded an A* or A, and 75% A* – B. In the **IB Diploma**, the average score was 37.7 (out of a maximum of 45) points, significantly ahead of the global average of 30.2. Beyond the top-grade statistics there are many individual success stories, and it is the endeavours and achievements of our pupils who ally hard work to their natural talent, and who in recent times have overcome the difficulties posed by the pandemic to achieve so well, that we are proudest of.



Results by subject are available to view at <https://www.bristolgrammarschool.co.uk/about/results-and-reports>

Scholarships and Bursaries

The school offers financial assistance towards the fees and other costs of able pupils seeking to join BGS, whose families have limited means. The Governors share a deep and long-lasting

commitment to increasing this provision even further over the years to come. At present, around 10% of pupils in the Senior School receive significant financial assistance to attend BGS, it is our ambition to increase this to 1 in 4 pupils.

There is also a range of scholarships offered for Senior School entry, covering both academic ability and specific talents in Sport or the Creative and Performing Arts. BGS enjoys a local and national reputation for its academic achievements and the demand for places is strongly competitive.

Buildings and Facilities

The school has an ongoing development and refurbishment programme which has most recently seen the creation of a new science lab, and the refurbishment of the English block, main library and Infant play areas.



In 2016 we opened the 1532 Performing Arts Centre, providing greatly enhanced facilities for Drama, Music and Dance. As part of this development, the facilities for History and Philosophy & Religion were also updated.



In 2017 a new 3G sports pitch was opened at the school's sports grounds in nearby Failand, part of the ongoing programme of improvements and enhancement to this impressive facility.

Why come to Bristol?

‘In Bristol you can enjoy urban living at its civilised best’

The Sunday Times, Best Places to Live in the Southwest: March 2021

Bristol is a wonderful place to live. In fact it regularly appears in *The Sunday Times*'s 'Best Places to Live' lists, often claiming the top spot in the region or even the UK. It has also previously been named the best place to study, one of the top-five most inspiring cities, and even one of the top-ten cities in the world. It is a small city that feels like a big city, with the added benefit of fantastic countryside and beaches on its doorstep. And – if you should want to head elsewhere – Bristol is well connected by rail, road and air to London, Birmingham, the rest of the country and abroad.

Bristol may lack the picture postcard prettiness of neighbour Bath but this is part of its charm. Beyond the dual carriageways and 1960s and '70s concrete architecture, there are still plenty of fine buildings and open spaces to discover. The buildings of Bristol Grammar School itself represent a trip through architectural history, from the original Victorian Great Hall to 2016's 1532 Performing Arts Centre.

With a wide range of venues, there is an extraordinary variety of culture available: plays at the Bristol Old Vic or the Hippodrome, exhibitions at the Arnolfini, eclectic cinema viewing at the Watershed and the Everyman and concerts in St

George's and the Bristol Beacon. Bristol is of course the home of Banksy, Wallace and Gromit, and bands such as Massive Attack, Portishead and Roni Size.

The entrepreneurial spirit is alive and well here, cultivating a host of independent shops – the Gloucester Road claims to be the UK's longest drag of independent outlets – restaurants, cafés and bars. In 2019, Bristol was named 'Best Food or Beverage Destination of the Year' at the Food Trekking Awards and there are restaurants to suit all tastes and budgets, from fine dining to street food. Try the shipping containers of Wapping Wharf, or one of the Michelin Guide's many recommendations with five Bib Gourmands and a Michelin Green Star among them

Bristol is also a fantastic city for families. There are plenty of parks and green spaces to explore: the famous Downs, the Blaise Estate, Snuff Mills, Ashton Court, Leigh Woods, the list goes on. You can enjoy attractions such as the SS Great Britain, Brunel's Suspension Bridge, Aerospace Bristol, the M-Shed and We the Curious, take a ferry across the historic harbour, enjoy the world famous Balloon Fiesta, the Harbour Festival or spend the day at the Bristol Zoo Project. There is also at least one excellent school here too!

