

Bristol Grammar School

Candidate Information Pack

Bristol Grammar School: a company limited by guarantee, company number: 5142007
Registered Office: University Road, Bristol, BS8 1SR. Registered Charity Number: 1104425

WHY WORK AT BRISTOL GRAMMAR SCHOOL?

ENTHUSIASTIC, ENERGETIC AND FRIENDLY COLLEAGUES

MOTIVATED AND INSPIRING PUPILS

PERSONAL AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES

EXCELLENT WORKING ENVIRONMENT AND FACILITIES

TRAINING OPPORTUNITIES, STUDY SUPPORT AND CPD INVESTMENT

EMPLOYEE ASSISTANCE PROGRAMME

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

STAFF INDUCTION PROGRAMME & BUDDY SYSTEM

LUNCH PROVIDED
EVERY DAY IN TERM TIME

CYCLE TO WORK SCHEME

FREE USE OF LIBRARY AND SPORTS FACILITIES

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

FAMILY FRIENDLY POLICIES

CONCESSIONARY SCHOOL FEES

INITIATIVES TO SUPPORT STAFF AND PROMOTE WELLBEING

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

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.



Jaideep 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

Inspired today. Unstoppable tomorrow.

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 2026 by BGS pupils reflect these ambitions.Half of all GCSE entries (49.5%) achieved a Grade 8 or 9, with 27% of entries achieving the very top Grade 9. In addition, 70% of grades were 9-7 and 77% of pupils achieved at least eight GCSEs at Grade 7 or above. 2026 saw students achieve our best results to date across the board. Nearly 60% of papers taken achieved an A* or A grade, with 40% of students awarded three or more A* or A grades. Our final IB cohort attained an impressive average score of 38 points out of 45 in one of the school's strongest IB performances to date, with one student securing a maximum of 45 points, and two further students achieving 43 points.

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, while embracing the myriad of opportunities on offer here, that we are proudest of.



Results by subject are available to view at https://www.bristolgramarschool.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, supported by our 500 Campaign.

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?

"The city is an ideal combination of extraordinary culture, impressive schools, buzzing culinary scene, exciting redevelopment and community spirit. We sum the city up as cool, classy and supremely creative."

- The Sunday Times Homes Editor

Bristol is a wonderful place to live. In fact, it regularly appears in The Sunday Times's 'Best Places to Live' lists and was recently listed as one of the 'Best Places to Visit' by Lonely Planet in 2026. 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.

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. 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.

Bristol has been 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 Michelin-starred to street food. Try the shipping containers of Wapping Wharf, or visit the regular pop-up foodie events across the city. 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, the Concorde Museum, 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 zoo.

Bristol Grammar School is in the heart of the city and working here and at our Failand Sports Grounds will give an ideal location to see the very best of what the city offers.

