



Bristol  
Grammar  
School



## Head of Food and Nutrition Candidate Information

Life  
changing

# WHY WORK AT BRISTOL GRAMMAR SCHOOL?

ENTHUSIASTIC, ENERGETIC  
AND FRIENDLY COLLEAGUES

PROFESSIONAL  
DEVELOPMENT  
OPPORTUNITIES

THROUGH INTERNAL AND  
EXTERNAL INSET TRAINING

MOTIVATED AND  
INSPIRING  
P U P I L S

EXCELLENT  
WORKING  
ENVIRONMENT

EXCELLENT  
FACILITIES

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  
(CURRENTLY TPS FOR TEACHERS)  
AND LIFE INSURANCE, AND OPTION  
TO PURCHASE MEDICAL INSURANCE

FAMILY  
FRIENDLY  
POLICIES

INITIATIVES  
TO SUPPORT  
STAFF AND  
PROMOTE STAFF  
WELLBEING

REGULAR STAFF SPORTS AND SOCIAL EVENTS



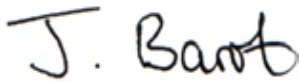
# Welcome

Thank you so much for your interest in the role of Head of Food and Nutrition at Bristol Grammar School. I am delighted that you are thinking of joining our wonderful community in this exciting role. We welcome applications from anyone with the relevant skills and abilities, and particularly from those who may not previously have thought of applying to a school such as ours.

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. You will also find specifics of the role and the application procedure. Please visit our website at [www.bristolgrammarschool.co.uk](http://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 brief provides 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 – accompanied as it often is by a move 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  
Headmaster



## 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 around 1,350 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, which they can take as part of a '3+' A level offering, or as part of the International Baccalaureate Diploma Programme (IB). Both routes offer an inspiring, broad and flexible choice of subjects and both are 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.

Appropriate support and careers advice is offered by Form Tutors, subject teachers and the well-resourced Careers Department, from Year 8 onwards. The aim is to ensure that every pupil makes 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 2022 by BGS pupils at GCSE, A level, and IB Diploma, were once again among the strongest in Bristol and the South West. At GCSE, 80% of all entries were awarded grades 7–9 and 60% of all exams taken were awarded an 8 or 9. In some 22 subjects, the average grade was 7 or higher. At A level, almost half of our 140 students gained three or more A\* and A grades, and over a third of all results were at the highest A\* grade and this year's IB Diploma cohort averaged 37 (out of a maximum of 45) points, significantly ahead of the global average of 31.98. Beyond the top-grade statistics, there are many individual success stories behind the headlines, 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 for 2017–2022 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 – and the successful candidate will have a crucial part to play in this journey. At present, around 10% of pupils in the Senior School receive significant financial assistance to attend BGS.

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. The School enjoys a local and national reputation for its academic achievements and the demand for places is strongly competitive.

## Recent Developments

In recent years an extensive development plan has included the opening of an Infant School, refurbishment of the Sixth Form Centre, refurbished Science laboratories, and new Food and Nutrition facilities.

The 1532 Performing Arts Centre was opened in September 2016 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 the newly-built 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. 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 November 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 Michelin-starred to street food. Try the shipping containers of Wapping Wharf, or visit the pop-up Breaking Bread on the Downs.

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 Wild Place project. There is also at least one excellent school here too!





# Job Description: Head of Food and Nutrition

**Line Manager:** Deputy Head

**Start Date:** September 2023

## Introduction

Applications are invited for the post of Head of Food and Nutrition for September 2023.

The successful candidate will have a deep resonance with the School's Mission, Aims and Values. Bristol Grammar School is an exciting and dynamic community of professionals working together to achieve the very best outcomes for its pupils; as such, this is a wonderful career opportunity for the successful candidate.

## Outline of Department

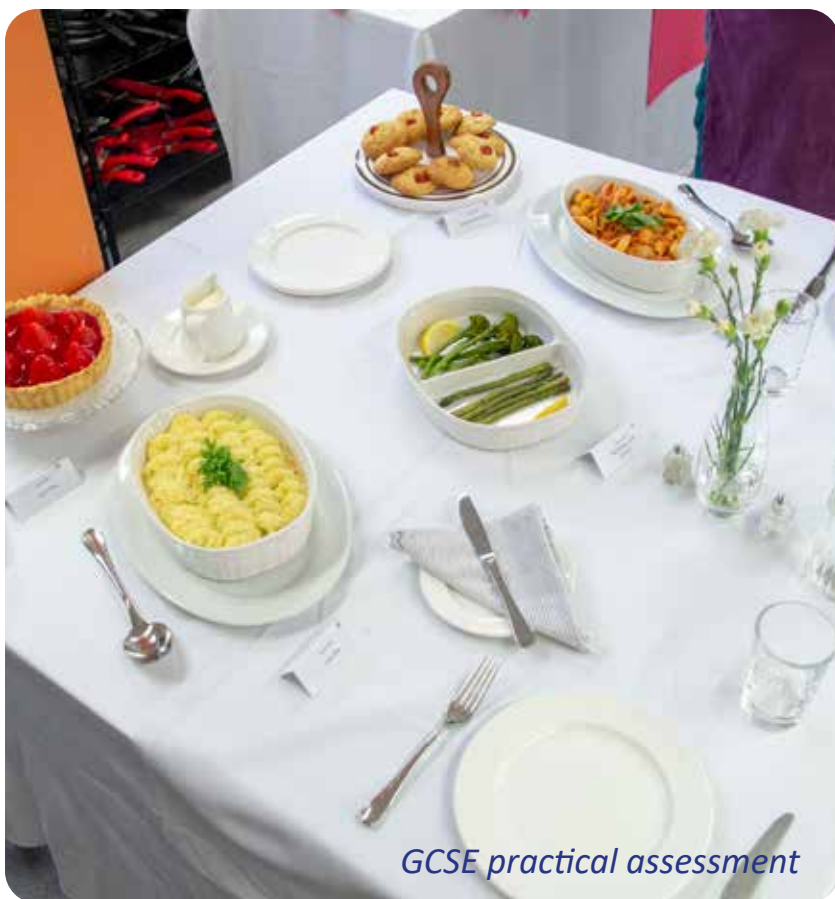
The Food and Nutrition Department is one of the most vibrant areas of life at Bristol Grammar School. So many pupils of all ages love cooking and many enjoy the opportunity to study the subject within the curriculum. So often passers-by are drawn in by the wonderful smells emanating from the teaching kitchen.

The Food and Nutrition department is housed in the Woodlands Road Block opposite the Main School Building. The teaching kitchen is equipped with up to date equipment and facilities which are used by pupils across the Infant, Junior and Senior Schools. The department is supported by a full-time term-time-only food technician, and offers the subject up to IGCSE level. The department is involved in the School's 'Activities' programme offering all pupils in Year 7 and 8 a short course in practical cooking. It contributes towards the skills of the D of E courses as well as offering students a popular Activities option of Cooking For University. All pupils in Year 5 are taught Food Studies and there is a Friday afternoon Activities programme for the Junior School pupils.

In Year 9 it is a popular curriculum option offering practical opportunities for acquiring knowledge and cooking skills. During Years 10 and 11 pupils are prepared for a CAIE IGCSE in Food and Nutrition. The department supports lunchtime clubs and regularly holds cookery competitions. The department continues to strive to keep up to date with advances in knowledge, techniques and technologies thus preparing our students for the future.

## The Role of Head of Department

A successful Department is one that not only produces good examination results, but which generates enthusiasm, enjoyment and a sense of purpose among pupils and staff. We aim high at Bristol Grammar School and are proud to do so, inspiring a love of learning, fostering intellectual independence, and promoting self-confidence and a sense of adventure among our pupils. The Head of Department has an important part to play in this and will set his / her sights high in everything they do. Successful Heads of Department are leaders, not just managers, leading by example through excellent teaching, outstanding organisation, patience, understanding and empathy, as well as knowledge of the 'bigger picture' and the role the department plays in helping the School to meet its strategic aims.





All Heads of Department are responsible to the Headmaster for the proper discharge of their duties. The overall direction of Heads of Department is, however, delegated by the Headmaster to the Academic Deputy Head. The Head of Food and Nutrition will be responsible for:

- The leadership, oversight and management of the Department
- Ensuring that the quality of learning is at its very best in the Department. This will be brought about through such things as close observation of students' work, both within and outside of the classroom, carrying out work scrutinies and student voice work, as well as analysis of data
- Ensuring that the quality of teaching is at its very best, leading on new learning and teaching innovations in the subject, helping to facilitate all staff in the Department to discuss their teaching and develop new pedagogical techniques. This will be brought about through such things as lesson observations, being observed, advising on delivery of schemes of work, sharing of good practice and regular Department INSET on teaching styles and techniques
- Setting the direction of the Department, with reference to the School's priorities, through the Department's Review and Plan document
- The planning, organisation and review of the courses taught in the Department. The publication of the schemes of work, both internally for Department use, as well as on the School website for parents to access (in a shortened form)
- Liaison with the appropriate learning co-ordinator in the Junior School and ensuring that we are 'One School' as far as possible within schemes of work
- The preparation and submission of an annual budget and the use of the budget allocated to the department for upkeep of stock, equipment and accommodation
- The integration and induction of all new teachers to the Department. Supervision and observation of teachers during their probation period
- The supervision and oversight of student teachers and liaison with the Director of ITT
- The timetabling of Departmental staff to provide a fair and comprehensive spread of work
- Ensuring that the School's homework policy is implemented within the Department
- Ensuring that marking is in accordance with the agreed marking policy of the Department
- The conducting of regular meetings, ensuring active and relevant participation of staff in departmental organisation.
- To promote the professional development of the staff in the Department by devising a suitable delegated responsibility structure and encouraging in-service training
- The progress of students, their welfare and the discipline within the Department, in line with the stated aims and objectives of the School; liaising with pastoral and other academic managers where appropriate; the maintenance of adequate records; the allocation of grades as required by the School; and advice to students on choice of subjects to be taken at both GCSE and at A Level/IB
- Managing internal and external examination duties, such as non-exam assessment, ensuring these adhere to school policy
- Appraisal of members of the Department and associated Support Staff, including formal observations of lessons, work scrutiny and pupil voice
- The organisation and coordination of trips, visits and co-curricular activities that may add enrichment to the day-to-day teaching of the Department and to the holistic development of students

- Ensuring effective departmental channels of communication. Holding and taking minutes of regular formal meetings as well as holding informal meetings as the need arises
- Liaison with Form Tutors, Heads of Department, Heads of House, Head of Learning Support and anyone with academic oversight for a Year group regarding the work of individual students; responding to concerns of SLT and other Middle Leaders regarding the professional work of any member of the Department
- Production of stimulating displays in and around the Department and ensuring a high standard of up-keep in those rooms used by the Department
- Assisting the Headmaster as required with the appointment of new members of the Department
- Participation in the interview and examination of candidates for entry to the School
- Occasional presentations to governors and parents
- Ensuring the Headmaster is informed of developments in teaching and examinations and of the possible implications these may have for Bristol Grammar School
- Ensuring that all activities undertaken in the Department conform to current Health and Safety legislation and that Risk Assessments are completed and stored as required.

The above responsibilities vary to a degree according to the size and nature of the Department and no job description of this kind can hope to be fully inclusive.

In particular, it is assumed that in addition to leading and promoting their subject, Heads of Department will be fully involved with the pastoral and co-curricular activities of the School. Heads of Department will normally act as Form and House Tutors.

**Particular duties of all teachers at BGS include:**

- Keeping up-to-date with developments of their subject particularly having regard to matters relevant to the secondary school curriculum
- Planning lessons carefully and ensuring that appropriate resources are available
- Maintaining good classroom discipline having regard to the behaviour policy of the School
- Regularly marking work in accordance with the marking policy of the department
- Providing assessment information, report grades and feedback for learning as required by the assessment and reporting schedule
- Observing School policy on health and safety requirements and being aware of any subject specific health and safety requirement and ensuring that they are implemented appropriately at all times
- In the first year at BGS, attending the induction programme meetings
- Taking part in the appraisal procedures
- Acting as a Form Tutor unless other duties preclude this
- Acting as a House Tutor and supporting the Head of House in as wide a variety of House activities as possible
- Taking note of the special educational and health needs of individual students, following advice from the Director of Studies for Students' Learning Needs or Head of House or Director of Studies or School Nurse
- Referring concerns about the performance of students to the Head of Department
- Contributing to discussions of individual students or giving written advice on request from Form Tutors, Heads of Department, Director of Studies or Heads of House



- Attending Charter Day Service, Open Day, Entrance Exams, Prize Giving and other major School events
- Developing and maintaining good relationships with parents and the local community
- Contributing fully to the life of the School and to the co-curricular programme of the School
- Conforming to the School's Code of Conduct.
- Adherence to the School's safeguarding procedures

All teachers at BGS commit themselves to contribute fully to the life of the School in and outside the classroom. In addition to being an energetic and enthusiastic teacher, the person appointed will also be expected to make a contribution to school games and/or activities which can include almost anything of interest to both staff and students. Applicants should indicate their areas of interest and expertise.

This job description is not necessarily a comprehensive definition of the post. It may be subject to modification or amendment at any time after consultation with the holder of the post.

## Candidate Specification

### Key

- L Assessed through application form, references, letter of application  
I Assessed at interview

There are certain **essential criteria** that we would expect a candidate to possess.

A highly skilled and competent teacher who is energetic and totally committed to the ethos of the School and department	L	I
Be a graduate in Food and Nutrition or a closely related discipline	L	
Have experience of teaching at KS3 and KS4	L	
Be able to create a challenging and effective learning environment for all students	L	I
Plan a sequence of engaging lessons that builds on previous learning, with clear objectives and that encourages student progress and a sense of adventure		I
Commitment to the ethos and holistic education provided by BGS and to the maintenance of BGS as a leading independent school	L	

The following list outlines the further qualities, skills and experiences that the selection panel will be keen to explore with candidates. It is understood by the panel and – we hope – by prospective candidates, that no single person will fulfil every criterion. We encourage candidates who do not “tick every box”, therefore, to apply nonetheless and to be open during the selection process about those areas in which they would wish to develop their skills and experience further.

Prior experience of a leadership role within a School environment	L	
Prior experience of management of a team	L	
Experience of developing schemes of work for changing curriculum requirements	L	
Have a record of achieving high value added results for their pupils at IGCSE	L	
Experience of teaching KS2	L	
An enthusiastic and approachable nature		I
A sense of humour and an optimistic, resilient style when faced with pressure		I
The ability to develop good working relationships with all members of the School community	L	
A well organised and resourceful approach to their work and the ability to meet deadlines	L	I
Ensure that a range of teaching strategies are used that enables all learners to be highly motivated, enthusiastic and respond positively to challenge and high expectations	L	I
Use assessment data to monitor, challenge and motivate students of all abilities and inform future planning and targets	L	I
An up-to-date knowledge of teaching and training initiatives that can be used to enhance learning.	L	
Willingness to make a positive contribution to the co-curricular experience of pupils	L	I
<p>Be able to communicate well with children and young people and in particular be prepared to demonstrate:</p> <ul style="list-style-type: none"> <li>● Motivation to work with children and young people</li> <li>● Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>● Emotional resilience in working with any challenging behaviour</li> <li>● Professional attitudes to use of authority and maintaining discipline</li> <li>● Understanding of safeguarding and promoting the welfare of young people</li> </ul>	L	I



## Hours and benefits

<b>Working Hours</b>	Normal working hours will be those necessary to carry out the duties of the post as Head of Food and Nutrition.
<b>Salary</b>	Competitive salary offered, dependent on experience, based on our internal Teachers' salary scale.
<b>Pension</b>	The School is part of the Teachers Superannuation Scheme and all teachers are automatically included in the Scheme. From January 2023 the School will also offer an alternative DC pension scheme.
<b>Lunch</b>	School lunch is provided during term time.
<b>Education</b>	At present the School's policy is to allow all eligible members of staff to educate their children at the school at concessionary rates, subject to their children meeting the entry requirements and subject to the availability of places.
<b>Car Parking</b>	No car parking is provided during term time.

## Equal opportunities

The School is an equal opportunities employer and is committed to equality of opportunity for all staff. Applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

We are committed to increasing the diversity of our staff body and particularly welcome applicants from minority groups, especially black or Asian teachers who are currently under-represented in our community of teaching staff.

## Application details

To apply please visit our website's [employment opportunities section](#). On the role specific page there is an 'Apply now' button which will take you into the online application process.

**The closing date for applications is 13 November 2022.**

**Interviews will be held in the week commencing 28 November 2022.**

***Bristol Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. In accordance with our Child Protection Policy we are unable to process applications without a fully completed application form. The post is exempt from the Rehabilitation of Offenders Act 1974. All convictions, cautions and bind-overs, including those regarded as 'spent' must be declared when applying. The applicant may post such a declaration in an envelope marked 'Private & confidential for the Headmaster' which will only be opened should the candidate be shortlisted. The successful applicant must obtain List 99 clearance and DBS (Disclosure and Barring Service) clearance at enhanced level.***