



BISHOPSGATE

# GRADUATE ASSISTANT

INFORMATION FOR CANDIDATES

From September 2026



APPLICATION CLOSING DATE

Friday 17th April 2026

INTERVIEWS FROM

W/C 20th April 2026

 [bishopsgate-school.co.uk](http://bishopsgate-school.co.uk)  [recruitment@bishopsgatesch.uk](mailto:recruitment@bishopsgatesch.uk)

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independent  
schools  
council





## Headmaster's Welcome

A very warm welcome to Bishopsgate, a school pulsating with life and opportunities and I am truly delighted that you are considering joining our exceptional community.

At Bishopsgate, we boast a dynamic and enthralling environment, where childhood is not merely valued but cherished. Our unwavering commitment to exemplary pastoral care ensures that every child thrives, blossoms, and relishes their formative years with us. We wholeheartedly believe in fostering a profound love for learning, nurturing lifelong passions in academics, arts, sports, and culture, while equipping our pupils to embrace the challenges that lie ahead in their academic journey and beyond.

As the appointed Headmaster since September 2022, I stand resolute in my vision for Bishopsgate - one where innovative teaching and learning are

at the core of our ethos. We believe in offering our pupils a full spectrum of transformative experiences, an education that transcends boundaries and empowers them to embark on a path of endless growth and self-discovery. We take immense pride in providing an educational sanctuary where childhood is celebrated and cherished memories are cultivated to accompany our pupils throughout their lives.

If the prospect of this role excites you and you believe you possess the necessary skills, experience, and attributes, we wholeheartedly welcome your application and I extend my heartfelt wishes for every success in the upcoming interview process.



Mr P. Thacker  
Headmaster

## Ethos & Values

Bishopsgate is dedicated to unlocking the full potential of every child, guided by the unwavering principles embodied in our powerful motto – 'Nil Nisi Optimum' (Nothing but the Best).

Our school's mission revolves around fostering essential qualities in each pupil, with a strong emphasis on independence, collaboration, and leadership. We diligently nurture these qualities by encouraging critical thinking, continuous learning, reflective practice and effective communication, all while embracing the values of resilience, curiosity and creativity.

We are committed to preparing our pupils for the challenges that lie beyond the school walls. Our focus extends beyond academics, as we strive to instil in them the personal qualities necessary to embrace challenges, adapt to uncertainty and navigate complexity with poise and determination.

### School Aims

#### EXCELLENCE IN TEACHING & LEARNING

To provide innovative and engaging teaching methods that inspire lifelong learners and prepare pupils for a future of ecological and social responsibility.

By implementing cutting-edge pedagogical practices that foster critical and creative thinking, while integrating principles from the Harmony project. Structuring the curriculum to reflect natural laws and interconnectedness. Ensuring that learning extends beyond academic knowledge to include a deep understanding of our relationship with the natural world.

#### COMMUNICATION AT OUR CORE

To strengthen connections and collaboration through clear, open and effective communication.

Embedding transparent communication channels across all levels - between staff, pupils, parents and the wider community. Facilitating regular updates,

feedback loops and collaborative initiatives that support the Harmony project's principles of interconnectedness and community.

#### ATTRACTING & RETAINING TOP TALENT

To cultivate a high-calibre team of educators and staff committed to excellence and sustainability.

A focus on recruiting, developing and retaining exceptional talent by aligning with the Harmony project's vision. Support staff with ongoing professional development and training that emphasises innovative teaching practices and environmental stewardship.

#### WELLBEING & CHARACTER DEVELOPMENT

To nurture holistic growth through a focus on pupil wellbeing and character development, reflecting the Harmony approach.

Establishing the school as a centre of excellence in wellbeing by offering unique experiences and adventures that build character and motivation. Create a supportive environment that prioritises emotional, social and environmental health, encouraging a sense of oneness with nature.

#### INNOVATIVE LEARNING SPACES

To evolve campus facilities to support outstanding educational experiences and reflect sustainability.

By continuously enhancing our learning environments to mirror the latest in educational design, sustainability and biodiversity. Ensuring that every space fosters a stimulating and supportive atmosphere for learning, aligned with the principles of Harmony by integrating natural elements and eco-friendly practices.

#### COMMUNITY & LEGACY

To build lasting relationships and instil social and environmental responsibility in our pupils.

Forging strong connections with local and global communities, encouraging pupils to embrace their role in a larger ecological and social context.





Aiming to leave a meaningful legacy that extends beyond Bishopsgate and impacts the wider world, in alignment with the Harmony project's goals.

## History & Estate

Nestled on the prestigious Crown Estate, on the edge of historic Windsor Great Park, lies Bishopsgate – a highly-regarded institution encompassing a sprawling 30-acre campus adorned with abundant outdoor play spaces and lush woodland. With a rich heritage dating back to 1896, Bishopsgate stands as one of England's most venerable independent schools. Bishopsgate took its present form in 1996 through the amalgamation of Virginia Water Prep School and Scaitcliffe Prep School, epitomising the pinnacle of the co-educational day-school model. Today, the school thrives as a vibrant and joyous community; nurturing 440 pupils aged 3 to 13.

As a charitable institution, Bishopsgate shrewdly reinvests all funds, propelling a steadfast commitment to its people and resources. An eloquent testament to this dedication was the formal unveiling of a state-of-the-art £4.3 million sports facility in 2022, boasting four badminton courts, a climbing wall, a fully equipped gym, a versatile multi-purpose studio and an all-weather sports pitch. The School's prowess extends further to a well-appointed 25m 4-lane indoor swimming pool.

The main school edifice, an imposing Victorian residence, is home to the Dining Hall, Medical Suite, Performing Arts Studio, Library, and Food Technology areas. Adjacent to this lies the dedicated music school, a testament to the School's holistic approach to education.

The heart of academic endeavours reside in two principal buildings. The Jubilee Building, catering to Years 5 to 8 houses cutting-edge amenities like Digital Learning, state-of-the-art Science Laboratories, and well-resourced departments for Classics and Modern Foreign Languages. The equally impressive Windsor Building, dedicated to Nursery through Year 4 also proudly accommodates a purpose-built Design and Technology Suite, enhancing pupils' practical skillsets.

As an embodiment of academic excellence and a bastion of charitable values, Bishopsgate remains steadfast in its mission to nurture future generations, preparing them to embrace the challenges and opportunities of an ever-evolving world.

## Candidate Search

Are you looking for a rewarding and energetic first step after school or university? We are seeking enthusiastic, adaptable and committed individuals to join us as Graduate Assistants for the 2026-2027 academic year.

This is an exciting opportunity to gain hands-on experience in a thriving school environment, working with children from Nursery through to Year 8. Whether you are considering a future in education or simply want to develop valuable life and professional skills, this role offers a unique and fulfilling experience.

As a Graduate Assistant, you will play a key role in school life. You will support teaching and learning across a range of subjects, working closely with experienced teachers and taking on responsibilities similar to those of a Teaching Assistant. What makes this role distinctive is its variety – you will be deployed flexibly across the school, supporting where you are most needed. This could include assisting in lessons, helping with sports and girls' games, contributing to outdoor learning, and supporting day trips and residential visits.

You will also be involved in our wrap-around care, supporting pupils in either our Breakfast Club, After-School Club, or both. This provides a wonderful opportunity to build strong relationships with pupils and become a valued member of our school community.

The role is full-time during term time, with working hours typically from 7:45am to 5:30pm, Monday to Friday, including 1–2 additional days at the beginning or end of each term.

We welcome applications from graduates, university



students taking a break from their studies, and Sixth Form leavers planning a gap year. Above all, we are looking for individuals with energy, warmth, a sense of initiative and a genuine enthusiasm for working with children.

In return, we offer a competitive salary and the opportunity to be part of a supportive, dynamic and fun team. You will gain invaluable experience, develop confidence and transferable skills, and leave with a strong foundation for your future career—whatever path you choose.

Safeguarding is at the heart of everything we do. As part of our team, you will be expected to maintain the highest standards of care and vigilance, ensuring

the wellbeing and safety of every child.

If you are ready to make a meaningful contribution, embrace new challenges and become part of a vibrant school community, we would be delighted to hear from you.

## Salary & Benefits

- Generous salary and pension package, tailored to reward and recognise top-tier talent commensurate with experience and accomplishments.
- Freshly-cooked lunch and snacks are provided at no cost during term-time.
- The School operates a Cycle to Work Scheme.





- Staff swimming sessions are available in our indoor swimming pool.
- Bishopsgate has its own wellbeing programme of activities and support and free membership of our onsite fully-equipped gym.
- Professional Development opportunities.
- Small class sizes, allowing teachers to provide more individualised attention to pupils.
- Outstanding access to resources, including modern facilities, technology and learning materials.
- A close-knit and supportive work environment, allowing staff to collaborate and share best practices
- There is on-site parking at School.

## Job Description

### KEY ACCOUNTABILITIES

- **To assist in the support and education of pupils in the whole school**
- **To raise pupil achievement by working with individual pupils or groups of pupils within and outside the classroom**
- **To assist Class Teachers generally as directed within the classroom.**
- **To assist the school generally, on occasions, as directed.**

### TEACHING & LEARNING

- Contribute ideas & suggestions to aid planning & topic work
- Assist with the preparation of learning materials (photocopying etc.)
- Assist in tidying up after activities
- Help foster good relations with parents
- Help care for sick children, liaising with the

### School Nurse

- Assist children during their daily routine
- Assist teacher with appropriate reading tasks
- Assist class teacher in monitoring the progress of children in the class
- Help children to work as effectively as possible both in groups and independently by:
  1. Clarifying and explaining instructions
  2. Ensuring that pupils are able to use equipment and materials provided
  3. Motivating and encouraging pupils
  4. Helping pupils to concentrate on, and finish, work set
  5. Developing appropriate resources to support pupils
- Assist in organising the classroom in an attractive fashion and displaying the children's work to the best possible advantage
- Follow all codes of practice in relation to school discipline, health and safety regulations and the reporting of accidents
- Attend staff meetings when requested
- Attend staff Inset sessions and seek out training courses to support professional development
- Take on a fair share of supervisory duties in accordance with staff duty rotas
- Undertake cover for absent colleagues when appropriate and as directed by Deputy Head (Teaching & Learning)
- To work with teachers and other TAs to help children to stay on task and/or provide specific support to children with special needs, for example helping a dyslexic child with writing
- To take groups of children for differentiated or extension work following from work initiated by the teacher with the whole class

### RECORDING & ASSESSMENT

- To use agreed systems for identifying, assessing, monitoring and reviewing pupil progress
- To assess pupils as directed at an appropriate time
- To set targets for raising achievement among pupils with class teacher
- To help identify children who would benefit from either individual or small group tuition

- To provide regular feedback to Class Teachers regarding pupils' educational and emotional progress
- To keep accurate and detailed records
- To maintain confidentiality

### PUPIL

- To help manage pupil behaviour, including undertaking break time duties, playground monitoring and intervention to remind children of school rules and behaviour codes; this does not cover disciplinary matters which are for the teaching staff.
- To establish supportive relationships with pupils to establish the trust and respect of individuals and groups within the school.
- To develop methods of promoting/reinforcing pupils' self-esteem.
- To supervise pupils, on a rota basis, during break times and lunch.
- Assist in the running of an After School club.



## Personal Specification

### QUALIFICATIONS

- Essential - Experience of working with young children.
- Desirable - Graduate, First Aid qualification, Experience of working in a school environment.

### SKILLS

- Essential - Ability to work in a team. Sound organisational skills. Ability to explain tasks simply and clearly. Ability to promote the enjoyment, engagement and success of pupils.
- Desirable - Ability to communicate effectively with a range of people - pupils and teachers. Ability to effectively use UCT to support learning

### KNOWLEDGE

- Essential - Understanding of the importance of Safeguarding
- Desirable - Genuine belief in the potential of every pupil.

### CHARACTERISTICS

- Essential - Demonstrable interest in determining whether a career in teaching is for you. Ability to form and maintain appropriate relationships and boundaries with children and young people. Ability to plan time effectively and organise yourself well. Ability to transmit a positive, cheerful and good humoured approach to work. Strong sense of integrity and sociability. Punctuality. Calm and flexible. Good listener.
- Desirable - Willingness to be fully involved in school life. Aspirational and empathetic. Ability to understand and work with a range of different people. Emotional resilience in working with challenging behaviour.



## Terms & Conditions

### Safeguarding

- Bishopsgate School is committed to safeguarding and promoting the welfare of pupils and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). The safeguarding responsibilities of the post include:
  - Promoting and safeguarding the welfare of pupils and young persons for who you are responsible and with whom you come into contact
  - Following all codes of practice in relation to the safeguarding of the pupils's welfare: discipline; health and safety regulations; child protection; and the reporting of accidents
  - If in the course of carrying out the duties of the post, the post holder becomes aware of any

actual or potential risks to the safety or welfare of pupils in the school, s/he must report any concerns to the School's Designated Safeguard Lead (DSL) or to one of the Deputy DSLs

- All posts are exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with pupils.

### Whole Staff Responsibilities

- All staff must be prepared to work outside these hours occasionally to meet the requirements of the post
- Adhere to and promote all school policies, including those on code of conduct, whistleblowing, dignity at work and equality and diversity
- Comply with school policies and procedures with regard to absence and dress code



- Undertake such additional duties as may be consistent with the purpose of the post as defined in this job description

#### Training

- All staff must attend INSET which is one or two days prior to the start of each term
- Undertake training appropriate to the role and keep up to date with emerging best practice
- Participate in the evaluation of job performance through the Professional Development Policy

#### Health & Safety

All employees must be aware of the responsibilities placed upon them under the Health & Safety Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe working environment for pupils, visitors and staff.

#### Data Protection

Bishopsgate School processes information about its current, past or prospective employees, applicants, current, past and prospective pupils; and their parents, carers or guardians and others

who are defined as data subjects under the Data Protection Act 2018. Anyone who works for, or acts on behalf of, the school (including staff, volunteers, governors and service providers) should also be aware of and comply with the school's Data Protection Policy, which also provides information about how personal data about those individuals will be used. The School takes the protection of all personal information extremely seriously and is committed to a policy of protecting the rights and freedoms of individuals with respect to the processing of their personal information.

This job description is intended to provide guidance on the range of duties associated with the post. It is not intended to provide a full and exclusive definition of the post. It may be subject to modification and amendment from time to time and the post holder may be required to undertake additional duties, as required, by the Headmaster. This Job Description will be reviewed annually by the Headmaster.

## The Application Process

- Applicants are asked to provide the Head of Pre Prep, Louisa Griffiths, with a letter of application (no more than two sides of A4). The letter of application should offer a personal insight into the skills and aspirations of the candidate.
- Applicants are required to complete the Application for Employment form available on the School website.
- The successful applicant will be required to undergo Enhanced Disclosure clearance (DBS) from the Criminal Records Bureau.
- If you are currently working with pupils on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including disciplinary offences relating to pupils or young persons (whether the disciplinary sanction is current or time expired), and whether you have been the subject of any child protection allegations or concerns and, if so, the outcome of any enquiry or disciplinary procedure. If you are not currently working with pupils, but have done so in the past, that previous employer will be asked about these issues. Where neither your current nor your previous employment has involved working with pupils, your current employer will still be asked about your suitability to work with pupils, although they may, where appropriate, answer 'not applicable' if your duties have not brought you into contact with pupils or young persons.
- You should be aware that provision of false information is an offence and could result in the application being rejected or in summary dismissal, if the applicant has been selected, and possible referral to the police and/or the Department for Education Pupils's Safeguarding Operation Unit.

- unless there is a valid reason not to do so.
- All candidates invited to interview must bring documents confirming any professional qualifications that are necessary or relevant for the post (e.g. the original or certified copy of certificates, diplomas, etc). Where originals or certified copies are not available for the successful candidate, written confirmation of the relevant qualifications must be obtained from the awarding body.
- Candidates may be invited for interview upon application.
- All candidates invited to interview must also bring with them three forms of identification. Either three from Group A or two from Group A and one from Group B:
- Group A
- A current driving licence together with paper licence,
- A passport,
- A full birth certificate,
- Marriage certificate (if applicable).
- Group B
- A utility bill or financial statement showing the candidate's current name and address (dated within the last three months).
- Where appropriate, any documentation evidencing a change of name.
- Please note that originals of the above are necessary. Photographs or certified copies are not sufficient.

## Invitation to Interview

- If you are invited to interview, this will be conducted in person and the areas which it will explore will include suitability to work with pupils.
- References will be requested before interview

