



WORKSOP COLLEGE
AND
RANBY HOUSE

Worksop College and Ranby House Appointment of Head

Recruitment Pack June 2024
Reference: LAQBB





Welcome

Welcome to Worksop College & Ranby House Prep School – we appreciate your interest in the role of Head at this exciting time in our journey.

Situated in 350 acres of idyllic and expansive grounds on the edge of Clumber Park, our day and boarding school boasts a proud and distinguished history, dating back to 1895. We are bold and ambitious, supportive yet challenging, inquisitive and thoughtful - values that shine through in our students and wider alumni community. We believe in progress and recognise the unique talents of every child, whether academic, athletic, musical, or beyond. Our goal is to help our pupils excel.

As part of the Woodard Corporation, founded on Church of England principles by Canon Nathaniel Woodard, we welcome families of all faiths or none. These principles guide our values, reflected in our regular chapel services.

Worksop College is a cornerstone of the local community, known for its positive reputation. This role offers a chance to lead and elevate an esteemed institution. We expect the new Head to build on our strong foundation and take the school to new heights.

We seek an exceptional leader with the right blend of enthusiasm, personality, skills, and experience to drive our next phase of growth. If you're excited by this challenging and rewarding opportunity, we look forward to hearing from you.

Yours sincerely

Jason Barnsdale
Custos



A community with an extraordinary history and an exciting future.

At Worksop College and Ranby House, we unite as one community spanning two distinguished schools. Proudly non-selective and inclusive, we cater to students aged 2 to 18, nurturing a diverse range of talents and abilities. With a steadfast commitment to progress, we acknowledge that each child possesses unique strengths, whether academic, athletic, artistic, or beyond. Our ethos goes beyond academic achievement; we champion holistic development and the flourishing of every individual.

Nestled amidst 350 acres of picturesque North Nottinghamshire countryside, Worksop College provides a safe, tranquil learning environment. Adjacent to the revered Clumber Park, we enjoy proximity to Junction 30 of the M1 and a mere 90-minute train journey from London. Drawing students from Nottinghamshire's towns and villages, as well as neighbouring cities like Sheffield, Lincoln, and Doncaster, our comprehensive transport network ensures seamless access for all.

We aspire for our students to realise their full potential. Whether destined for esteemed universities, sports arenas, or the stage, Worksop College and Ranby House serve as the nurturing grounds where talents are cultivated. Here, every individual is valued, their aspirations honoured, and their future empowered.





A Woodard School

Worksop College is a member of The Woodard Corporation. This educational charity was founded in the mid nineteenth century and inspired by the vision of Canon Nathaniel Woodard. An exponent of the Oxford Movement and the Catholic revival in the Church of England, the Founder's concern was the transformation of his contemporary society through the provision of an education founded on "sound principle and sound knowledge, firmly grounded in the Christian faith."

The foremost charitable object of a Woodard school is "to promote and extend Education (including spiritual, moral, social, cultural and physical education) in accordance with the doctrines and principles of the Church ... in a manner which develops and sustains a Christian environment centred on the Anglican tradition of the Eucharist and at which a fundamental importance is attached to the teaching of those principles."

This means that a Woodard school seeks to provide a strong and distinctive vision and ethos founded on Christian beliefs and values. A high store is set by love, forgiveness, truthfulness, integrity, courage, generosity, reverence, wisdom, thankfulness, humility, endurance, service, compassion, peace, friendship, justice, hope, inclusivity, and respect to all people.

These values are themselves rooted in a Christian understanding of God's Christ-like and triune nature; the doctrines of Creation, Fall and Redemption; a distinctively Christian anthropology which sees all people as having physical, mental and spiritual worth and potential; a missionary call to sanctification both personal and corporate; and a commitment to give voice to all this through sacramental worship.

For more information on the Woodard Corporation click [HERE](#)



Our Value System

A golden thread that links from our school motto, right through to our pupil charter - our value system is a way of life. From the way we recruit, to the business decisions we make, teaching styles to personal development reviews, our value system is a blueprint for the way we behave and the vision we have for our pupils.

Our Motto

Semper ad Coelestia
Always to the Heavens

Our Vision

We support, encourage and challenge - creating exceptional people who leave with confidence, resilience and humility

Our Values

Bold & Ambitious

Inquisitive &
Thoughtful

Supportive, yet
Challenging

Our Learners

Independent, Adaptable, Resilient

Academics

Here at Worksop College we have specific programmes to suit each individual; aiming to inspire and encourage. As a non-selective school, we pride ourselves on bringing out the best in every student -measuring individual progress rather than league tables, while still producing outstanding results.

Destinations for A-level students included Newcastle, Surrey, Durham, Manchester and even as far as Milan – studying subjects including Medicine, Veterinary science and Economics.

All GCSE Entries	460	
Grades 9 / 8 / A*	77	17%
Grades 7 / A	66	14%
Grades 5 / 6 / B	161	35%
Grades 4 / C	63	14%
Grades 9-7 / A*-A	143	31%
Grades 9-4 / A*-C	367	80%

All L3 Entries	145	
Grades A* / A / Distinction	40	28%
Grades B / C / Merit	69	48%
Grades D / Pass	23	16%
A*-C / Distinction-Pass	112	77%
A*-D / Distinction-Pass	132	91%



Boarding

Having invested heavily in boarding in the last few years, our facilities have attracted national attention from various architectural publications – and quite rightly so.

Bedrooms are spacious and colourful and common room areas are relaxing and comforting spaces, with kitchen facilities, break-out areas and a host of multi-media. Increasing our boarding numbers is a strategic priority for the school, both domestically and internationally, allowing students thrive both academically and socially. An intrinsic part of our history, boarding not only enhances the school's financial sustainability, but also fosters a diverse and immersive educational experience that prepares students for life after school.

Full, Weekly and Flexi Boarding

In line with the demands of modern life, we offer a range of boarding options to suit family circumstances. As well as our full-boarders, many pupils stay with us Monday to Saturday, but take the opportunity to go home on a Saturday afternoon – returning on Monday morning ready for the school week.

An increasing number of day pupils now take up the option of 'flexi' boarding – staying two nights of the week. This offers This can be an excellent way of cutting down on the 'school run' or accommodating evening activities. This can also be topped up with occasional boarding.



Ranby House Boarding

Whilst many children at Ranby House are day pupils, being able to stay over as part of our boarding community provides families and children with many benefits. We offer a full range of boarding options at Ranby House and have a well-established Guardianship Programme.





Outside the Classroom

Our pupils all have the opportunity to explore a diverse array of enriching experiences through our comprehensive Co-Curricular Programme, encompassing music, sports, theatre performances, and an extensive selection of clubs and activities.



Our out-of-school expeditions are meticulously crafted to foster self-reliance and personal growth. Starting with overnight stays in the nearby Sherwood Forest, students gradually progress to five-day camps in the Lake District or Snowdonia. As they advance through school, these experiences can culminate in month-long expeditions to some of the most remote and extraordinary destinations worldwide.

Our Facilities

Our 400 acres around the school offers enviable space and facilities, such as county cricket standard grounds, immaculate rugby and hockey pitches and astro-turf surfaces. Each sport has its own area ensuring the best possible surface and conditions. These include netball and tennis courts, athletics track, swimming pool, climbing wall, squash courts and modern Sports Halls across both sites.



Ranby House

Situated in 60 acres of beautiful North Nottinghamshire countryside, Ranby House has the most amazing facilities in the region for children aged 2-11.

The school has been on the manor house site since 1948 and has seen significant change and development, now boasting its own Sports Hall, Performing Arts Centre, Woodland School and Fishing Lake.

With highly qualified, subject specialist teachers and sports coaches teaching in small class sizes, we enable children to achieve success during their learning journey.

As well as our state-of-the-art teaching facilities, including a purpose-built science lab and specialist art school, our school also offers families excellent value-for-money, with fully inclusive fees that cover all aspects of a Ranby House education.

Whether your child is academic or arty, a sports person or a musician, Ranby House is the place they discover and hone their talents.





The Role

The governing body seeks to appoint a dynamic, inspiring, and passionate leader with strategic insight to guide Worksop College and Ranby House into its next chapter. The new Head will lead a vibrant school dedicated to a holistic approach to education.

We are looking for a candidate who will work closely with the governors and senior leadership team to navigate the changing political, economic, and social landscape, ensuring the school achieves its long-term vision and potential.

Educational and Pastoral Leadership

- Provide the intellectual leadership and educational vision to ensure continuity of our students academic achievements.
- Embrace the wealth of co-curricular offerings from the school to help fulfil the school's mission to provide a transformative experience for every student.
- Ensure excellence in the school's pastoral provision, providing the support required for all of our students to flourish personally, academically, and emotionally.

Management

- Oversee the creation, development and implementation of policies and procedures to ensure the organised and efficient running of the school.
- Build positive working relations with staff in order to motivate them to always operate at their best.
- Work closely with the Head of HR to ensure that relevant policies help to employ and retain the best staff for the school.
- Ensure adherence to the school safeguarding policy by all staff and that required training is regularly undertaken in line with KCSIE.
- Champion professional development across the staff body.
- Promote staff wellbeing and involve interested staff in developing a wellbeing policy.



The Role

Finance and Operations

- In collaboration with the Bursar, oversee the financial management of the school's resources, including maintenance of the buildings, grounds, facilities and operations.
- Ensure capital investment is aligned with the school's priorities and embraces commercial opportunities.
- Demonstrate an understanding of the financial pressures facing independent schools and insight into effective cost management while developing alternative income streams.
- Advocate for and drive the growth of the boarding provision.

Marketing, Admissions and Development

- Work collaboratively with the marketing team to ensure that the school has marketing, communications and admissions strategies that align with the aims of the school.
- Proactively uphold the continuing high standing of the school in both the local community and the broader independent school sector, including advocating for a full boarding environment.
- Oversee the Development strategy, working closely with the Head of External Relations.
- Champion and promote relations with the school's alumni.



The Person

Worksop College is now seeking a dynamic Head who demonstrates outstanding leadership, underpinned by a proven track record of academic excellence and exceptional communication skills. The ideal candidate will instil confidence in both the Governors and the broader staff body, inspiring them to uphold and deliver the distinguished, comprehensive, and holistic educational experience for which Worksop College and Ranby House is renowned.

Qualifications & Experience

- Hold strong academic qualifications, including a good honours degree and ideally a postgraduate degree in educational leadership.
- Exhibit alignment with the Christian ethos.
- Demonstrate a proven track record of effectively leading a complex, multi-phase school and managing its financial operations.
- Have an in-depth understanding of current educational policies and strategic positioning within this context.
- Bring substantial teaching experience in a coeducational setting, preferably within a boarding school environment.
- Show evidence of consistent and relevant professional development.

Leadership & Management

- Exhibit an effective leadership style that emphasises continuous improvement, positive and nurturing relationships, and collaborative working.
- Capably manage staff, pupils, and parents with sensitivity, especially through periods of change.

Skills and Knowledge

- Be an outstanding communicator: speak with confidence, listen actively, and remain open to new ideas.
- Demonstrate strong organisational skills and maintain efficient school management systems.
- Make sound and timely decisions.





The Senior Leadership Team



Terms of Appointment

The ideal start date for the new Head is **April 2025 or earlier**.

A competitive package, including family accommodation, accompanies the post, dependent on experience.

Address: Cuthbert's Avenue, Worksop S80 3AP.

Safeguarding

Worksop College is committed to safeguarding young people and promoting the welfare of children. Applicants must be willing to undergo child protection screening and safer recruitment checks appropriate to the post, including checks with past employers and the Disclosure and Barring Service. All positions within the school are exempt from the provisions of the Rehabilitation of Offenders Act 1974.

Disclosures

We will appoint, train, develop and promote on the basis of merit and ability alone. It is a stipulation of the Governors and a statutory requirement that members of staff appointed to Worksop College should be shown not to have any criminal record, which might prevent them accepting a post at the College. Accordingly, the College requires permission from all members of staff to make an appropriate investigation. Offers of employment are subject to a satisfactory outcome of this enquiry.

The post is exempt from the Rehabilitations 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 children.

Equal Opportunities

Worksop College is an equal opportunities employer and is committed to a policy of treating all our employees and job applicants equally. It is our policy to take all reasonable steps to employ and promote employees on the basis of their abilities and qualifications without regard to age, disability, sex, gender reassignment, pregnancy, maternity, marital or civil partnership status, race (which includes colour, nationality and ethnic or national origins), sexual orientation, trade union membership, religion or belief.

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Worksop College on this appointment.

Candidates should apply for this role via www.saxbam.com/appointments using code LAQBB. Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

*The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application

The closing date for applications is noon on **Wednesday 12th June**.

GDPR personal data notice:

According to GDPR guidelines, Saxton Bampfylde Ltd is only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

KCSIE online checks:

In line with the latest KCSIE guidance, Saxton Bampfylde will conduct a search of online records that are publicly available on shortlisted candidates. These checks are used only to meet the intended purpose of the KCSIE's recommendation in relation to whether an applicant is suitable to work with children and young people. All data will be held in line with data protection regulations.

Saxton Bampfylde

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