



WORKSOP COLLEGE
AND
RANBY HOUSE

Housemistress/master (Derry House)

Candidate Pack - April 2018



Life at Worksop College and Ranby House

A broad-ability school educating children aged 3-18, the focus at Worksop College and Ranby House is firmly on progress, recognising that every child has his or her own set of skills and abilities - whether academic, sporting, musical or otherwise.

A confident and welcoming community of over 400 pupils on the Senior Site (Years 7-13), with a further 200 pupils at our Prep School (3-11), much has been done in recent years to invest in the infrastructure - developing existing strengths and positioning ourselves as a school of choice for parents in the region, nationally and internationally. Thus, through the full, weekly, flexi and occasional boarding offer, some 90% of the school undertake some kind of boarding; cared for by an increasing number of staff who live on site in a variety of accommodation: detached houses, staff who are resident in boarding Houses or who live in other accommodation within the main buildings.

These are mostly majestic, Victorian buildings, a legacy of this being the final school created by the visionary Canon Nathaniel Woodard, whose mission was to educate the children of the growing middle classes at the end of the 19th Century. At Worksop, he did so on a fine estate of some 300 acres that now also house an 18 hole golf course, a recently refurbished indoor swimming pool, a Sports Hall, tennis courts, netball courts, two AstroTurf hockey pitches, an athletics track, four cricket pitches, six rugby pitches and two football pitches.

The school has a strong Christian ethos, but welcomes pupils from all faiths or those who have no faith at all; and of all the things the pupils take away from their time at the school, Chapel is one of the ones they recall most fondly. Staff are expected to attend services in the beautiful Chapel: an opportunity to reflect in what are otherwise busy lives. We have also recently undertaken work to define more sharply our Mission, our Motto, our Values and our Learner Profile, and candidates for interview should expect to demonstrate the inclusion of some aspect of these in the lesson they are asked to teach and other aspects of the recruitment and selection process. Upon appointment, staff are expected to uphold, support and develop these as they contribute to the life of our community.

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, from our Christian Community
Our Values	Bold & Ambitious Supportive, yet Challenging Inquisitive & Thoughtful
Our Learners	Independent, Adaptable, Resilient
Our Pupil Charter	We are confident and we aim high We are brave and honest We have open minds We listen and are respectful We are a team and we don't give up



Where we are

Set in 400 acres of stunning North Nottinghamshire woodland, Worksop College and Ranby House has the benefit of a sprawling campus, with some of the best facilities in the county. The major cities of Sheffield and Nottingham are an easily commutable distance and give the school a secure and rural feel, whilst enjoying a comfortable proximity to city life.

In addition, Worksop's location on the edge of Clumber Park and with ease of access to the A1, M1 and East Coast mainline make it an ideal place to live and work. Major university cities Leeds and York are easily accessed by road or rail, as are Newcastle, Edinburgh or London, allowing for academic visits or personal enjoyment in the generous holidays. The Peaks, the Dales, even the Borders are also within easy reach.

Teaching at Worksop College

- A friendly community with excellent relationships between teachers and pupils
- Charming and well-mannered pupils who are willing to engage in and respond enthusiastically to a range of learning activities
- Small classes
- Autonomy for teachers and, significantly, for Heads of Departments
- Support for further personal and professional development
- Confident, forward-looking management and Governors

Pastoral care

In addition to the academic role, every teacher at Worksop is expected to contribute fully to the wider aspects of education. Worksop College is renowned for the quality of its pastoral care and all teachers are attached to one of the eight boarding or day houses.

Extra-curricular

All members of staff at Worksop are expected to play a full part in extra-curricular activities. These embrace a full range of sports, music, societies, expeditions, drama, many forms of art and technology, CCF, voluntary service, and a wide range of hobbies.



What we are achieving

The school has a wide range of academic ability and is proudly non-selective, but achieves excellent results. An increasing proportion of Upper Sixth leavers go to top 20 universities, with five attaining places at Oxbridge in 2017. Over 70% of GCSE examinations taken achieve A*, A or B.

With a dynamic Head and cohesive Leadership Team (nominated for the TES Leadership Team of the Year Award 2018), the College is half way through a significant investment programme. A new boys' boarding House (£3.5m) and a new House to accommodate Years 7 & 8 opened in 2016, with a further £1m invested in re-configuring and upgrading teaching facilities. The extended Library has opened and a purpose-built Sixth Form Centre that opened in December 2017 will enhance our established reputation as a destination of choice. Plans have been approved to build an entirely new, £10m Junior School on this site within the next few years. Nonetheless, we have a secure financial foundation and future, backed by the Woodard Corporation.

The House

Derry is one of three girls' Houses for pupils aged 13-18, in a fully co-educational school. The House has enjoyed enormous success academically, in sport and in the strength of the relationships between the girls, between girls and House staff, and including the parental body. The instantly-recognisable green of their House hoodies, for example, is often in evidence, a testament to the House spirit and loyalty, and to the fiercely competitive nature of the team! Derry occupies most of the north wing of the school's main building, and girls are accommodated in a mixture of shared and individual studies. Girls are a mixture of full, weekly and occasional boarders and some day girls—though many of the latter are tempted to try boarding over the course of their school career.

The Housemistress is accommodated in a large flat within the body of the House with an office in a separate location within Derry; and she is supported by accommodation for a resident Assistant.

More information about the House can be found on our website: www.wsnl.co.uk



The Role

We are looking for an outstanding Housemistress to act *in loco parentis* and to sustain and develop our reputation for exceptional care of each individual pupil. This will require the successful candidate:

1. To create a caring community within the house that is a secure, safe and stable environment, both physically and socially, for every member of the house.
2. To incorporate within the aims and ethos of the house the aims and ethos of Worksoop College, recognising its position as a Woodard school.
3. To ensure that, in looking after the pupils in his/her care, he/she complies with the principles and procedures of relevant legislation which includes the National Minimum Standards for Boarding, Keeping Children Safe in Education and the Children Act.
4. To recognise the uniqueness of each pupil and the right each has to be treated as an individual. To ensure that each individual has sufficient space and opportunity to develop in their own way, in the own time and not to feel inhibited.
5. To ensure that pupils go about their lives, individually and collectively, within the framework established in the Pupil Charter. In particular, to achieve the basic expectations for pupils listed in the Pupil Charter,
6. To provide a clear framework of discipline within the house and to ensure that it is in line with school policy. To ensure that these principles of discipline are applied fairly and reasonably at all times.

The Role Contd.

7. To know each pupil individually and to have responsibility for their welfare. This includes:

- * Talking and listening to each pupil;
- * Monitoring their emotional, spiritual, social, physical, intellectual and moral development;
- * Ensuring that they have the correct balance of different subjects and activities within their curricular and extra-curricular programmes;
- * Keeping parents fully informed of the progress of an individual;
- * Being aware of family background and the continuing events which may affect an individual's behaviour;
- * Representing an individual's interest in discussions with teaching staff.

8. To know the parents or guardians of each pupil well.

9. To assist each pupil in constructing realistic plans for the next stage of life after leaving school.

10. To build a team of tutors who feel a sense of belonging to the house family.

11. To promote, protect and defend the good name of the house and to be constructively sensitive to complaints or criticisms from parents, pupils or staff.

12. To engender and sustain a sense of house identity and spirit.

13. To ensure that the house is well organised socially, physically, administratively and to ensure that high standards are maintained.

14. To be a role model to pupils setting high standards, accepting ownership of collective decisions taken at Housemasters/Housemistresses' Meetings and of policy decisions by Senior Leadership. To accept their role as a member of the Middle Management of the College.

15. To balance the many demands of a Housemaster/Housemistress's life with the high expectations of a member of the teaching staff at Worksop College and the duties and roles which that implies, yet to remain sane and as balanced as possible.

There is no fixed requirement to teach a particular subject: the aim here is to appoint the very best candidate to this role. However, candidates might be interested to know that we are also currently recruiting a teacher of Humanities.



The Benefits Package

Working at Worksop is as much about a lifestyle choice as it is about pursuing a satisfying career path. The College has high expectations of its staff and therefore looks to reward them with an attractive benefits package, which includes:

- Attractive salary
- Membership of the Teachers' Pension Scheme
- Longer holidays than the maintained sector
- Access to a private healthcare scheme
- Typically generous sickness and maternity arrangements
- Residential Church of England Chaplain
- Free lunch is provided when on duty; the College is known for its high quality catering
- Free tea and coffee are available throughout the working day
- Free on-site parking
- A welcoming Staff Room
- Use of the College's sporting and leisure facilities



Statutory requirements & equal opportunities

Safeguarding & Child Protection

For this post must be willing to undergo child protection screening, including, but not limited to, reference checks with previous employers, prohibition checks and a criminal record check via the Applicants Disclosure and Barring Service (including Barred List Check). All offers of employment are conditional upon the satisfactory outcome of child protection screening checks.

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.

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.



The Vacancy

Working hours: This is a role requiring a commitment to work evenings and weekends during term time, and also some periods of time in formal school holidays in relation to public exam results days and co-curricular trips, for example. The boarding aspect of the College also requires commitment from staff covering pastoral and co-curricular activities during the evenings and at the weekends.

Salary: will be discussed at interview and will be determined by experience and qualifications.

Probationary period: The appointment is subject to the receipt of satisfactory references, the successful outcome of a Disclosure and Barring Service Enhanced Disclosure and completion of a one year probationary period.

Commencement: Autumn 2018

Applications

Interested candidates should visit our website www.wsnl.co.uk to complete the online application form accompanied by a covering letter.

Further information about the school is available at: www.wsnl.co.uk

Closing date and selection process: Completed applications must be received by midday, 9 May 2018; Interviews will take place in the week commencing 14th or 21st May 2018.

What to expect at interview (example interview schedule):

- Interview with The Headmaster
- Interview with The Senior Deputy Head
- Interview with the Deputy Heads (Academic & Pastoral)
- Teach an observed lesson, demonstrating our Values and Learner Profile
- Tour of the campus from Pupils
- Meet the Department
- Meeting with a member of the HR team

Overseas applicants: Applications are welcomed from applicants not currently resident in the UK and these applicants may, at the school's discretion, be interviewed by Skype.



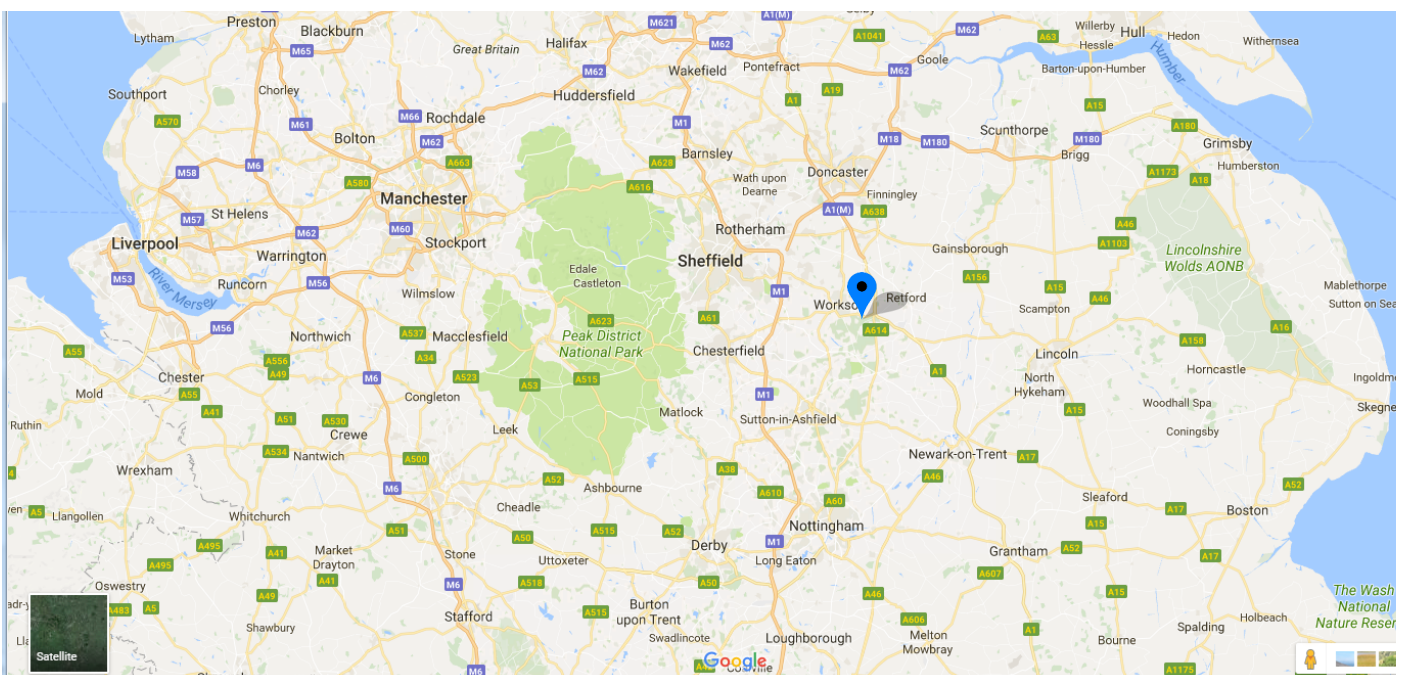
Getting to Worksop College

By road

Worksop College is easily accessible by all major roads and just 10 minutes from junction 23 of the M1. If driving, please use S80 3AP for your Sat Nav. The AA's [online route planner](#) is a useful way of determining the route and distance ahead of your journey

By Rail

Retford station is approximately 15 minutes away and the journey will take less than 1.5 hours from Central London. More information about travel by train can be found [here](#)



Contact us

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