



WORKSHOP COLLEGE
AND
RANBY HOUSE

HERITAGE. STEWARDSHIP. TRANSFORMATION.

Strategic Vision 2025–30



Contents

1

Heritage

Objectives	6
Heritage Events and Campaigns	7
Alumni Engagement and Fundraising	8
Community Partnerships	9

2

Stewardship

Objectives	12
Income Generation	13
Built Environment Improvements	14
Endowment Fund Development	15
Targeted Recruitment	15

3

Transformation

Objectives	18
Innovative Educational Programmes	19
Staff Development	20
Diversity and Inclusion Initiatives	21

Welcome



It is with great pride and optimism that we introduce our Strategic Vision 2025–30: a bold and deliberate roadmap that honours our rich heritage while embracing the exciting possibilities of transformation and growth.

At Worksop College and Ranby House, we are united by a shared mission: to support, encourage, and challenge, creating exceptional people who leave our community with confidence, resilience, and humility. This vision is not just aspirational, it is actionable. It reflects our commitment to nurturing every individual, fostering a culture of integrity, compassion, and dedication.

As Headmaster, I am deeply inspired by the strength of our community - our pupils, staff, alumni, and families - and the values that bind us. This strategic plan is the result of collective reflection and ambition. It sets out clear objectives across three pillars: **Heritage, Stewardship, and Transformation**. Each pillar represents a promise: to celebrate our traditions, to steward our resources wisely, and to innovate for the future.

Whether through enhancing our educational programmes, investing in our people and places, or deepening our community partnerships, this vision is a call to action. It is a commitment to excellence, inclusion, and sustainability.

I invite you to explore this vision with us, and to be part of a journey that will shape the next chapter of our schools' proud history.

Warm regards,

Mr Charles Bailey
Headmaster

Mission

To support, encourage, and challenge, creating exceptional people - independent, resilient, and adaptable - who leave our community with both confidence and humility.

Vision

To honour our heritage whilst embracing transformation, ensuring sustainable growth, and delivering exceptional opportunities for all in our community.

To be the independent school of choice in the East Midlands.



Values

As part of our continued development of a whole-school ethos, we have reviewed and refined the values that underpin life at Worksop College and Ranby House. Inspired by Ranby House's seven long-standing values, we have shaped a clear set of core principles to guide our entire community.

Integrity

Show Respect

Be Honest

Compassion

Listen

Forgive

Be Kind

Be Helpful

Dedication

Always do
your best



Heritage

Objectives:

- Preserve and celebrate heritage: Promote both schools' rich histories, Christian heritage, and values to strengthen its identity and place in the independent school market.
- Engage the alumni and parental communities: Continue to foster strong connections with alumni, parents, and friends of the schools, with the intention of building a strong sense of belonging and support.
- Local and international communities: Enhance the two schools' reputations internationally and locally, with a view to cementing Worksop College and Ranby House as a premier educational brand globally.

Heritage

Heritage events and campaigns:

- Host an annual Heritage Week to celebrate traditions, alumni achievements, and community milestones.
- Develop marketing materials to tell the schools' story.
- Present the Archive in a way that allows it to be readily available to visitors and alumni.
- Develop and promote a lecture series based on the history of the two schools.
- Develop an active parents' group at the College, akin to Ranby House.
- Reinstate key School traditions and nomenclature.



Alumni engagement and fundraising:

- Further develop the Alumni Network with events to encourage donations toward an endowment fund.
- With a view to creating a lifelong affinity for the College, improve levels of retention from Year 11 into the Sixth Form.
- Establish the St Cuthbert's Society (Friends of Worksop College and Ranby House) in celebration of the College's 130th anniversary.
- Through reflecting on the College's 130th anniversary, re-establish an alumni giving programme tied to specific projects (e.g. scholarships and facility upgrades).



Heritage

Local and international community partnerships:

- Collaborate with local businesses and international education agents to enhance the schools' reputation in the Midlands, nationally, and internationally.
- Develop partnerships with traditional boarding families (armed forces; diplomat families etc.) and key UK publications (e.g. Good Schools Guide) to promote boarding to UK families.
- Develop a structured pupil-led community outreach programme across both schools, with the view to ensuring that all pupils engage with at least one impactful project during their time at Worksop College and/or Ranby House.
- Publish an annual impact report on the two schools' impacts on the local community through local outreach work and philanthropy.





Stewart

Objectives:

- Generate sustainable income and a healthy annual operating surplus: Increase revenue streams to support long-term growth and operational stability.
- Improve the built environment: Modernise facilities and infrastructure to meet contemporary educational and boarding needs.
- Foster a culture of environmental responsibility: Integrate sustainable practices into school operations, curriculum, and pupil activities with the aim of reducing the two schools' carbon footprint and creating operational efficiencies.
- Develop an endowment fund: Establish a financial foundation to ensure long-term sustainability.
- Expand international and domestic admissions: Target overseas and domestic markets to grow the international student and boarding populations.

Partnership

Stewardship

Income Generation:

- **Increase boarding occupancy:**
 - Conduct a comprehensive audit of current boarding provisions to optimise utilisation of the two sites and address gaps in the built provision.
 - Launch campaigns targeting international families through education fairs, partnerships with agents, educational publications, and social media.
 - At the College, continue to grow the Girls' Football Academy and explore the viability of creating a boys' version.
- **Expand the commercial use of the two schools' facilities:**
 - Appoint a Head of Commercial Enterprises to identify new commercial opportunities for the two schools.
 - Rent out school facilities for external events with regularity (summer schools; professional sports clubs; film/tv filming; arts and cultural events).
 - Offer holiday camps and weekend programmes for external participants.
- **Bursaries:**
 - Reevaluate the School's bursary/scholarship policy to ensure that such awards are high impact, both for the individual pupil and for Worksop College and Ranby House.



Built environment improvements:

Develop a **Ten-Year Campus Masterplan**, to include a rolling programme of improvements, for both sites to prioritise key projects such as:

- Renovate boarding houses to meet the expectations of domestic and international families.
- Upgrade teaching facilities, to include a re-haul of the technical infrastructure at both schools (IT; devices; teaching facilities etc.).
- Upgrade key “flagship” areas of the two sites (e.g. EYFS building, swimming pool, Ranby quad etc.).
- Explore opportunities for built investment with external partners which could lead to increased revenue (a running track and padel court for example).
- Conduct an energy usage audit, with the intention of making financial savings and ensuring both sites become more sustainable.
- Launch a “Sponsor a Space” initiative to allow donors to fund specific areas (e.g. boarding houses, classrooms, sports facilities).



Stewardship

Endowment fund development:

- Launch a dedicated fundraising campaign for an endowment fund, targeting alumni, parents, and corporate sponsors, initially through the St Cuthbert's Society launch.
- Appoint a Development Officer to oversee major gifts and planned-giving.

Targeted international and domestic recruitment:

- Partner with global education consultants and boarding specialists to attract families from regions with high demand (e.g., Asia, Europe, the Middle East).
- Establish strong links with emerging markets (West Africa, the Caribbean, and South America).
- Attract traditional boarding families from the South-East and South-West of the UK.
- Further develop golf and girls' football as key USPs for international and domestic recruitment.
- Host virtual and in-person open days and webinars specifically tailored for international families.
- Develop multilingual marketing materials and a dedicated "International Admissions" area of the website.
- Leverage the use of social media in international markets and develop a new website.





Objectives:

- Transform educational opportunities for all pupils: Innovate teaching and learning to prepare students for the future.
- Invest in leadership and staff development: Cultivate a culture of excellence among teachers and support staff.
- Promote diversity and inclusion: Foster a welcoming and inclusive community.
- Ensure that the two schools' offering represents good value for money for parents.
- Promote co-curricular parity for boys and girls: Ensure that at both elite levels and participatory levels, there are opportunities for all.

Information

Transformation

Innovative educational programmes:

- Introduce a “Future Skills” initiative with focus areas like coding, entrepreneurship, sustainability, and oracy.
- Develop a sector-leading Sixth Form environment which is markedly different to the middle and junior school experience, more akin to the world of work or university.
- Develop a buoyant super-curriculum to complement the existing curriculum and co-curriculum.
- Transform the current offering in the Sixth Form, with a view to making the experience more akin to university.
- Create a clearly articulated digital strategy for teaching and learning.
- At the College, go through a shape of the day review process to ensure the primacy of teaching time.



Staff Development:

- Launch a new appraisal and annual review programme for teaching staff.
- Fully embed EveryHR and, relatedly, performance management processes.
- Through a working group, publish a “Teaching Standards” guidance document which directly refers to the schools’ values.
- Provide regular professional development opportunities to staff, including leadership training and postgraduate study support.
- Launch a teaching and learning conference for Woodard schools
- Develop a clear pathway for middle leadership professional development.
- Create an action research culture at both schools.



Transformation

Values-led inclusion:

- Re-visit the College values system to ensure consistent messaging from Ranby to the College.
- Actively promote themes of inclusion within the two school communities.
- Create spaces where staff, pupils, and the community can learn, share and understand new perspectives.
- Aim to attract applications for teaching and support roles in both schools from a pool that represents a wide range of backgrounds and life experiences.





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