

BRIEF FOR THE POSITION OF

DIRECTOR OF SPORT

WOLDINGHAM SCHOOL



FEBRUARY 2025



The school

Set in hundreds of acres of beautiful Surrey countryside, Woldingham is one of the UK's leading day and boarding schools for girls aged 11-18. Our vision is to provide an outstanding education that empowers women to change the world for the better.

Woldingham is proud to be a pioneer of women's education, our single-sex environment is supportive and stimulating. Our empowered learning philosophy and values-driven ethos enable students to #WriteYourOwnStory.

Woldingham is increasingly popular and we have more than 540 students enrolled.

Students achieve outstanding GCSE and A Level results opening doors to exciting careers. Woldingham is in the top 10% of schools for added value.

Most students leave Woldingham to take university places at prestigious institutions in the UK and overseas. Around 75% go to courses at Oxbridge or Russell Group universities. In recent years some of the most popular UK universities for students have included Bristol, Durham, Edinburgh and Exeter. Woldingham students have also taken up places at a range of

universities overseas including Dartmouth, NYU and Cornell in the USA.

Academic excellence in all subject areas goes hand in hand with learning beyond the classroom. Our exceptional extra-curricular programme of sport, clubs, performing arts and outreach into our local community enables students to develop a wonderful range of skills, expertise and interests, alongside high-level academic achievement. Every student is unique. Our aim is for girls to 'write your own story' at school and throughout life.

Around 50% of students board – full, weekly or flexi. Around 40% of our students live locally, 40% come from London and 20% from overseas. Our global community is very important to us and students from more than 30 different nationalities attend Woldingham.





HISTORY

Founded by Saint Madeleine Sophie Barat in 1842, Woldingham is one of the oldest girls' schools in the UK. Initially based in Acton, the school later moved to Roehampton and in 1946 moved to our current home at Marden Park. Initially a full boarding school, Woldingham now has a well-balanced mix of boarders and day students.

As the first Sacred Heart school in England, Woldingham was initially called the Convent of the Sacred Heart. It became Woldingham School in 1985 when it moved to lay leadership.

ETHOS

Woldingham is a happy and successful school where we develop confident, compassionate and courageous young women.

Students are encouraged to nurture respect for self, each other and for the environment. The Woldingham community is strong, forward-thinking and kind. Students leave Woldingham with academic results that open doors, values to navigate successful careers and friendships that last a lifetime.

Woldingham is a Catholic school, where we welcome girls of all faiths or none. Woldingham is part of the Sacred Heart Network, which has schools in more than 40 countries around the world.

Woldingham has a strong sense of community underpinned by a set of shared values, based on the Sacred Heart goals, which are:

- Faith and living responsibly in the world today.
- Social justice and an awareness which impels to action.
- Community and sharing friendships with those outside it.
- Scholarship and a deep respect for intellectual values.
- Personal responsibility and growth in an atmosphere of wide and appropriate freedom.

ACADEMIC EXCELLENCE

Woldingham is committed to fulfilling the academic potential of every student. A selective school, We are proud of our 'value added' outcomes where students regularly achieve a grade higher than their baseline predictions in all subjects at GCSE. In 2024, 51% of A Level grades

were A*-A and 30% of GCSE grades were 9. 83% of students achieved a place at their first choice university.

Empowered Learning is a student-focussed, teacher led approach to academic curriculum, designed to cater for the needs of each individual student, create independent learners and inspire students to love their subjects.

The school offers a broad curriculum with 26 A Level choices available in the Sixth Form. There is an excellent academic enrichment programme for all students, as well as a dedicated programme for academic scholars. We also provide intensive support for students applying to Oxbridge, and for medicine, dentistry and veterinary science.





Boarders in Years 7, 8 and 9 live in Marden and Years 10 and 11 in Main House, with individual study bedrooms from Year 10 upwards. Students in the Sixth Form live in purpose-built modern accommodation, providing the perfect transition from school to university.

There is a busy range of evening and weekend activities with students in the older years enjoying greater independence.

EXTRA-CURRICULAR

Woldingham has a rich and varied extra-curricular programme with more than 100 clubs and activities to choose from. Students are encouraged to balance study with activity, and to be committed and proud of their wider abilities.

The House system fosters community across the school, with a busy programme of activities and competitions. Woldingham has four mixed-age Houses, each of which promotes a spirit of community among students of different ages and staff. Students belong to one of four Houses named after Patrons with a close association to the Society of the Sacred Heart. Houses organise a wide variety of activities including charity fund-raising events, inter-House competitions and, a highlight of the year, the House Festival in September. House assemblies are held fortnightly. Each House has its own Mass and feast where students and staff celebrate together and focus their fund-raising efforts.

Woldingham has an active outreach programme giving back to the community – both locally and further afield.



PASTORAL CARE

Pastoral care is at the heart of the school. At Woldingham every student is known and supported as an individual by both teaching and support staff. The school supports – and expects – students and staff to be kind to each other. Students can be themselves and grow into independent women who will make a positive contribution to the world. Tutors provide excellent academic and pastoral support and guidance for students, in close conjunction with Heads of Year, teaching and support staff.

THRIVE & WELLBEING

The school's THRIVE programme promotes emotional well-being and enables every student to develop the growth mindset, resilience and self-worth to enjoy success as well as learn from setbacks. It helps students face changes with flexibility, meet failure with resilience and manage their own busy lives calmly.

As part of the THRIVE programme, students develop study skills. Study skills are developed as girls move up through the school, with the strong foundations built in Years 7 and 8 carried on through to the Sixth Form.

THRIVE focuses on the importance of wellbeing. Students learn about handling social media, self-esteem and body image. They learn how to deal with pressure, responsibility and making the right choices. All skills needed to be successful at school and as an adult.

BOARDING

Woldingham is first and foremost a boarding school with strong traditions. We offer a flexible approach to boarding to meet the needs of families today. Around half of current students board with options including full, weekly and flexi-boarding.

Boarders live in year groups and are cared for by a Head of Year, housemistress, assistant housemistress and resident tutor.



SPORT

Sport is extremely important to life at Woldingham and plays a vital role in supporting physical and emotional health and wellbeing. Sport is about enjoyment, inclusion, team spirit, fitness, competition and performance. By the time our students leave, our aim is for them to have a lifelong commitment to sport and healthy living. We rightly celebrate the achievements of our athletes, some of whom represent their county and even country, and our school teams who do well in local and regional competitions.

Woldingham has excellent sports facilities including a sports centre with a large sports hall, two squash courts, fitness studio and a dance/gymnastics studio. We have extensive outdoor courts and pitches, an indoor tennis dome, an indoor swimming pool and an all-weather pitch.

In the autumn and spring terms, netball and hockey are our major sports. In the summer we play cricket, tennis and athletics. In addition, students compete in sports such as swimming and cross country. We place great value in being part of a team as well as excelling as an individual.

The school has a busy weekday and Saturday fixture list and participates in district and county tournaments.

There are strongly contested House sport competitions throughout the year, culminating in our annual sports day. We also offer a fantastic range of sport trips within the UK and overseas.

CREATIVE AND PERFORMING ARTS

Woldingham's Millennium Centre has some of the best facilities for music and drama performance of any school in the country. The 630-seater acoustically designed Dineen Auditorium includes an orchestra pit and fully computerised sound and lighting system. The Millennium Centre also has recital and rehearsal rooms, a studio theatre, wardrobe room, dressing rooms and fantastic foyer area.

Woldingham School has an outstanding reputation for drama. The industry standard facilities and specialist drama staff support students to create productions of the very highest standard. The school has high specification technical support with state-of-the-art sound and lighting run by a highly-qualified technical crew.

The Music Department is well resourced, dynamic and busy, providing many and varied opportunities for our musicians to perform. Standards and expectations are very high.

Each term there is a large-scale concert and a number of informal and formal recitals. Our musicians perform in the numerous joint productions with the Drama Department and the choirs lead the singing at Westminster Cathedral for our annual school carol service.

Woldingham's art facilities are outstanding with purpose-built art and textiles studios comprising two studios, a 3-D area equipped with a range of power tools and two kilns, a dark room and a textile room. Student artwork is displayed throughout the school.

LOOKING FORWARD

The school's vision is to provide an outstanding education that empowers women to change the world. Woldingham's mission is to be a happy and successful school developing confident, compassionate and courageous young women.

Sue Baillie, Head joined in September 2024 and says "Woldingham is a very special place, where the strength of our values-led ethos combined with our empowered approach to education creates a warm and caring community where girls flourish."



The role

SPORT AT WOLDINGHAM

Sport and exercise have always been integral to life at Woldingham. The School has a history of competition in games and other activities, and its provision is generously resourced.

However, Woldingham has greater ambitions for the future. It seeks to build on past achievements to become an active community which values both health promoting physical activity and competitive sport. The school has a new Head, who places considerable importance on this area, and is keen to support its evolution and growth. The aim is that all girls should be inspired to develop a lifelong positive relationship with exercise and to nurture an environment where all participate enthusiastically, and many strive to excel. To achieve this, the School seeks to build a positive culture that values both physical and mental health, as well as the contribution that competitive sport can make to thriving lifestyles and community.

All girls in Key Stage 3 have both PE lessons and a games afternoon in their year group. Year 10 and above all have a games afternoon, including a full Wednesday afternoon for sports and activities for pupils in Year 11 and Sixth Form.

This enables an extensive programme of team preparation and competition, alongside a wide, and creative, range of other exercise opportunities.

The School's principal games are Hockey, Netball, Tennis and Cricket, alongside a vibrant programme of Swimming and Athletics. Interest in Football is increasing, and a range of other activities is offered within and beyond the PE curriculum. This includes traditional activities such as Gymnastics and Badminton alongside more modern innovations.

Facilities for sport and exercise are excellent. There is a large sports centre, which includes a recently-refurbished sports hall, squash courts and well-equipped fitness gym. Elsewhere, there is a Dance/ Gymnastics studio with sprung floor, all-weather Hockey pitch, indoor Swimming Pool and covered Tennis dome. There are extensive outdoor courts and pitches within the spectacular setting of a 700 acre campus. The Outdoor Education centre is a popular addition to the estate.

Considerable time is dedicated to the activities of school teams, who train after school on Tuesdays and Wednesdays, in addition to lunchtime sessions. Matches are played on Saturday mornings or during priority times after school.

A level and GCSE PE are option subjects, offered as part of the academic curriculum. These are managed by the Assistant Director of Sport.

There is a large department of specialist teachers, all of whom are involved in a full range of PE and sport, including a commitment to school fixtures.

THE DIRECTOR OF SPORT

Woldingham seeks to appoint an inspirational, dedicated and progressive practitioner as its next Director of Sport. The appointed person will have considerable opportunity to work with the School's leaders, to review and develop all dimensions of the culture and provision of sport and exercise. This will include the opportunity to develop and implement a strategic vision for sport that aligns with the School's ethos and Sacred Heart values. It is an exciting opportunity for an innovative leader to work at a strategic level, to make an impact upon the lives of the entire school community, including maintaining relationships with local, regional and national sporting bodies. The School is ambitious for its provision for physical activity, and the further development of competitive sport. A supportive environment will enable change, development and the pursuit of excellence.





The successful applicant will have full responsibility for the programme, people, partnerships, facilities and operations of PE, Games, Exercise and Sport. They will plan and coordinate both curricular and co-curricular sporting activity, ensuring a broad, inclusive, but ambitious programme. The highest standards of teaching, learning and compliance will be expected. This will include oversight of the competition programme, which should offer a rich range of opportunity to all girls through an appropriate combination of fixtures, competitions, trips and tours. A full commitment to school sport, including Saturdays, is essential.

The Director of Sport will lead, manage and motivate staff, students and parents to ensure consistently high quality delivery throughout the sports programme.

This is an exceptional opportunity for an ambitious, forward-thinking, professional. It offers the possibility of building an enhanced, modern and relevant programme that inspires all girls and staff. Wide communication, extensive liaison and a relentless drive for high standards will be essential. The School is looking for a leader who can engage with all stakeholders, lead by example and demonstrate both tenacity and empathy in equal measure.

Personal qualities and ambition are more important than any particular skill set. The successful candidate is likely to have experience of driving change and development in a school sports environment, and a record of achievement as a coach and teacher. This will include the ability to prepare school teams in one or more sports. An understanding of the landscape of school sport, and the motivations of teenage girls, is vital. The appointed person will be a constant ambassador for the School, and its sport. They will maintain a high profile in the sector and be a role model of everything that is best about sport and exercise.



APPOINTMENT PROCESS

Please note that the School is working with ICE Education on this appointment. Potential applicants who wish to have an informal conversation about the role are welcome to contact Dan Scargill, to arrange this. dan@ice-education.co.uk

Applications should be made on the School's forms, which can be found at woldinghamschool.co.uk/vacancies

The closing date is **Monday 3 March at 10.00am.**

First round Interviews are likely to be held online later that week. Shortlisted candidates will be invited to the School for interview on **Friday 14 March.**



SAFEGUARDING

The school is committed to safeguarding and promoting the welfare of children and young people. This post is subject to an enhanced DBS check, and the receipt of two satisfactory references, including one from current employer.

EQUAL OPPORTUNITIES

The school is committed to the principles of equal opportunity, diversity and inclusion. It seeks to attract and retain the very best staff, ensuring that our staff body reflects the diversity of our students and the local community.





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