

BRIEF FOR THE POSITION OF

Head of Estates

WOLDINGHAM SCHOOL



November 2022



The school

Set in 700 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.

As one of the UK's oldest girls' schools, Woldingham is proud to be a pioneer of women's education. Our single-sex environment is supportive and stimulating.

Woldingham is increasingly popular and from September 2022 we have more than 620 students enrolled in the School.

Students achieve outstanding GCSE and A Level results opening doors to exciting careers. Woldingham is in the top 1% 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 the past five years we have had 26 Oxbridge offers. In recent years some of the most popular UK universities for students have included Bristol, Durham, Edinburgh, Exeter, Manchester and UCL. Woldingham students have

also taken up places at a range of universities overseas including Princeton, 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 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.



The Board of Governors agreed a new strategic development plan for 2019-2024, with a refreshed vision and mission underpinned by the school's Sacred Heart values of faith, community, intellectual values, social awareness and personal growth. The plan has been extremely well received and the school has made a positive start to achieve the ambitious vision.





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

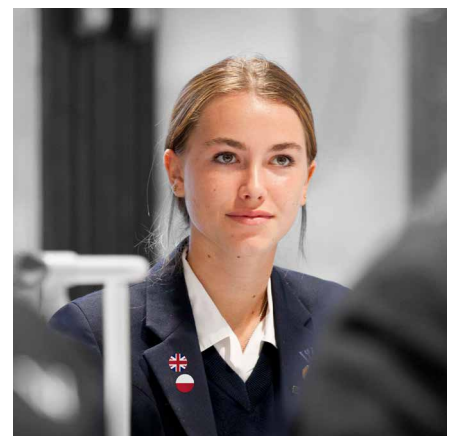
Woldingham is a happy and successful school where we develop confident, compassionate and courageous young women.

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 family life ahead, 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 based on a set of shared principles 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, Woldingham is proud to be in the top 1% of schools in the UK for 'value added education.' In 2021, 90% of A Level grades were A*-A and 62% of GCSE grades were 9-8. In 2021, 12 Sixth Formers took an EPQ and eight achieved an A*.

Teaching and learning are centred around our unique WOLD model, which sets out our expectations of every lesson.

Willingness

to work hard and
make mistakes

Opportunities

to maximise
all learning

Learning

is a life-long
process

Determination

to succeed

The school offers a broad curriculum with 27 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 and intensive support for students applying to Oxbridge, medicine, dentistry and veterinary science.





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. Woldingham's single-sex environment is supportive and stimulating. It enables students to be themselves and to grow into independent women who will make a positive contribution to the world. Relationships amongst the students and the staff are excellent. Tutors provide excellent academic and pastoral support and guidance for students, in close conjunction with Heads of Year, teaching and support staff.

THRIVE

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's boarding tradition remains strong with the school providing 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 their own year group and are cared for by a dedicated Head of Year, housemistress and assistant housemistress.

Boarders in Years 7 and 8 live in Marden and Years 9 to 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 provided with greater independence.

EXTRA-CURRICULAR

Woldingham has a rich and varied extra-curricular programme with more than 80 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 to give back to the community – both locally and more widely.



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 600-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. In 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 Masses and the school carol service.

Woldingham's art facilities are outstanding with purpose-built accommodation 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 published a new five-year strategic plan in 2019 with a refreshed vision and mission. 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.

The plan centres around six key strategic objectives: developing people; developing learning; developing ethos and community; developing infrastructure and operations; developing sustainability; and developing communications.

The role

Job title: Head of Estates

Responsible to: Bursar

Responsible for: Estates, Grounds

ROLE AND PURPOSE

The Head of Estates is responsible for taking a strategic approach to managing, maintaining and developing the infrastructure of the School's facilities including boarding houses, academic buildings, sports facilities and residential accommodation. In close conjunction with the Bursar, they have a primary role in managing the capital developments in the School's Masterplan, working with the School's architects and other appointed consultants and contractors, ensuring projects are delivered in accordance with plans, timelines and budgets.

He/she is also responsible for ensuring compliance with all aspects of health and safety legislation relating to the School's buildings including fire, asbestos, legionella and statutory inspections.

Other areas of responsibility include managing the grounds department and maintaining strong relationships with tenant farmers and other neighbouring properties.

The jobholder is also responsible for the effective management of the Estates budgets, which account for a sizeable proportion of the school's overall cost base and delivering effective value for money within that.

The Head of Estates manages members of staff in the maintenance and grounds departments and relevant contractors.

SPECIFIC RESPONSIBILITIES

Capital Projects:

- Supporting the Bursar with the development and implementation of the School Masterplan.
- The preparation of plans for minor and major improvements, extensions or new construction via the appointment of architects, designers etc. where appropriate.
- Obtaining planning permission, building control and fire authority approval.
- Acting as the primary liaison officer for the School in the execution of such projects, determining and detailing the client's requirements and coordinating arrangements for the work to be completed.

Buildings:

Line Manager to the Estates Manager and responsible for:

- The preparation and execution of a scheme of planned and preventative maintenance throughout the campus.

- Ensuring buildings are in good condition and safe for all users.
- Ensuring buildings comply with ISSR / NMS regulations.
- Ensuring that all heating systems including boilers are regularly serviced and meet school heating and hot water requirements.
- Ensuring that Building Management Systems operate effectively to manage heating across the site.
- Ensuring that electrical equipment is well maintained and complies with all relevant regulations.
- Ensuring that adequate back up procedures are in place in the event of power failures e.g. generators, emergency lighting.
- Ensuring that all fire safety systems are in place and well-maintained including fire alarm systems, fire suppression systems, fire extinguishers, door closing devices etc.
- Carrying out and or commissioning structural and condition surveys to provide information, advice and guidance to the school.
- Managing the fit out of new and refurbished departments including specialist equipment installations.
- Managing all School contracts related to infrastructure and estate equipment (such as site vehicles, gates, fire alarms etc.)
- Ensuring that arrangements are in place to enable emergency repairs to heating, electricity and water.
- Ensuring that all building elements of the School's Emergency Plan are prepared effectively.
- Member of the Estates Management Committee.



Environmental Sustainability

- Developing long term plans to reduce carbon emissions from buildings.
- Leading on carbon reduction initiatives within the school building infrastructure, incorporating relevant technologies as appropriate including for heating and lighting.
- Ensuring that environmental sustainability is considered within the planning of all building projects.
- Member of the Environmental Sustainability Management Committee.

Health and Safety

- Responsible for all building related health and safety matters including water safety, electrical safety, asbestos management.
- Lead on the management of fire safety including undertaking the role of Fire Officer, ensuring that all fire risk assessments are up to date.
- Ensure statutory inspections are undertaken as required (eg Pressure Vessels, lifting equipment, PUWER, LOLER etc)
- Member of the Health and Safety Committee

Grounds

Line Manager to the Head Gardener and responsible for:

- Ensuring that the playing fields and artificial surfaces are maintained to the highest standard.
- Ensuring that gardens are well tended.
- Ensuring that the trees on the site are appropriately managed and any works comply with preservation orders if in place.
- Maintaining a strong and positive working relationship with other key stakeholders to the site e.g. tenant farmers and adjoining landowners.

Financial Management

- Preparing budget requirements for all areas of responsibility.
- Ensuring that effective financial procedures are in place and followed to manage expenditure within budgets.
- Ensuring that effective procurement procedures are followed, securing value for money in all procurement exercises.

Staff Management

- Ensuring the effective recruitment, management, development and retention of staff in all areas of responsibility.
- Ensuring the staff appraisal process is followed and that staff development and wellbeing is a priority for all teams.

Other

- Member of the Bursar's Management Team.
- Attending meetings and School events as requested by the Bursar and deputising for the Bursar on all estate matters.
- Attending meetings of the School Governors to provide progress reports and seek approval of plans as required.
- Undertaking any other reasonable tasks as requested by the Bursar.

Child Protection

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The post-holder is responsible for safeguarding and promoting the welfare of children and young persons with whom s/he comes into contact and must adhere to and ensure compliance with the School's child protection policies at all times. 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 children in the School s/he must report any concerns to the School's Designated Safeguarding Lead.



Operational Excellence

Essential

- A wide understanding of the building industry including knowledge of materials, trades and methods.
- Health and Safety Qualification relevant to building works.
- Understanding of and experience in implementing Health and Safety requirements including fire safety.
- Experience with Building Management Systems.
- Project management.
- Strong experience in Site Management.
- Ability to work without supervision, in an organised manner with energy and enthusiasm, whilst being part of a wider team.
- Ability to produce and interpret relevant financial information; including the preparation of effective budgets and monitoring expenditures against them.
- Effective procurement and contract negotiating skills and experience.
- Fluent and accurate written and spoken English.
- Excellent ICT Skills.

Desirable

- Relevant building related qualification or accreditation in property-related matters.
- Experience managing an estate with a varied building stock.
- Full, clean UK driving licence.
- Prior schools experience or equivalent.

Personal Behaviours

Essential

- Excellent problem solver.
- Experienced at communicating complex issues and options to a non-technical audience.
- Collegiate and collaborative.
- Calm under pressure; fair and unflappable.
- Excellent time and deadline management.
- The ability to place decision-making within the wider context of whole-school needs.

Ethos and Whole School Values

Essential

- Committed to operating as part of the School community.
- Committed to the Sacred Heart Values.
- Committed to Woldingham as a school with high academic standing providing a holistic education and outstanding pastoral care.
- Flexible in adapting working routine to the needs of a busy boarding school.

Safeguarding and Pastoral:

- Committed to safeguarding and promoting the welfare of children and young people.
- A satisfactory Enhanced Disclosure from the DBS.

Leadership and Management:

- Prior experience in leading teams.
- The ability to lead and manage people to work towards a common goal.
- Able to provide focus and direction.
- Ability to coach and mentor direct reports.
- The ability to show an interest in the welfare, happiness and professional development of those under your leadership.

Start date: As soon as possible

Salary: Competitive dependent on experience.

Hours: 40 hours per week with the need to be flexible. Core working hours are 8am to 5pm, Monday to Friday. Occasional weekend and evening work is required with time taken in lieu.

Work will be based in both office and workshop environments. Some work will be required outside and in all weathers and may require climbing ladders or mechanical elevated platforms.

Holiday: The holiday entitlement is 5 weeks per year plus public holidays. It is expected that holiday will normally be taken in school holidays.

Pension: You will be auto enrolled into the School's pension scheme, which includes life assurance.

Lunch: A free meal is available in the dining room each working day when the kitchens are open, when on duty.

Gym and Pool: There are staff sessions for use of these facilities.

Fees: School fees remission for dependants of the job holder attending the school. If not already at the school, any child would have to meet all of the normal entrance requirements.





How to apply

WOLDINGHAM SCHOOL IS RECRUITING A NEW HEAD OF ESTATES

The closing date for applications is 9.00am on **12 December 2022**.

1st interviews to be held on Thursday 15 December 2022,
with second interviews being held on Monday 19
December 2022.

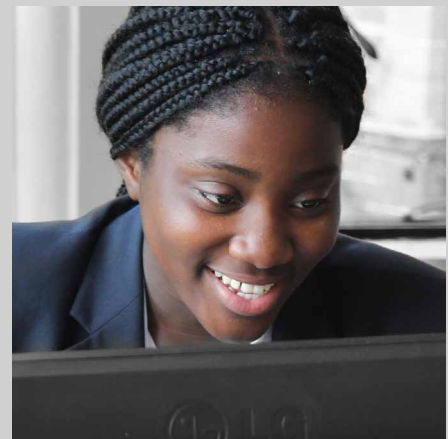
To apply please submit your completed application form to hr@woldinghamschool.co.uk with a supporting letter.

PROFESSIONAL DEVELOPMENT AND STAFF WELFARE

Our professional team of staff is Woldingham's greatest asset, and we want to ensure that everyone is supported to work in an effective, enjoyable and fulfilling way. Staff Development is a high priority, with induction and mentoring programmes for Newly Qualified Teachers and new colleagues, plus an annual cycle of Personal Professional Development planning for all colleagues and new leadership programmes that have been established since September 2021.

Staff are welcome to use our range of outstanding facilities including the gym, squash and tennis courts and the swimming pool. Our Staffroom Committee organises regular social events, and a range of wellbeing initiatives support staff in their working life.

Woldingham School is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.





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