



## Appointment of Head

WYMONDHAM  
COLLEGE

October 2024 | Reference: LBQLA

# Welcome from the CEO

Thank you for your interest in this exciting role.

The position has arisen as the current post holder is moving to a Headship overseas after nine years with The College and Trust.

Wymondham College, serving 1,450 pupils aged 11-18, is the largest state boarding school in the UK, with over 550 boarders. The boarding element adds a rewarding 24/7 dimension to school life. The College has a strong national reputation, with 'Outstanding' Ofsted ratings for both education and boarding in October 2023. Recent accolades include the World Class Schools Quality Mark and the 2021 National Secondary School of the Year at the National Teaching Awards.

The College is a founding member of the Sapientia Education Trust (SET), which has expanded to include 20 schools, including Wymondham College Prep School, co-located on our campus. This unique setup provides an opportunity to develop a seamless 4-18 provision across a single site. Both the Prep School and College have been rated 'Outstanding' by Ofsted in our most recent inspection.

We are seeking a collaborative leader and team player to contribute to the success of both the College and SET. Although previous experience in boarding is helpful, it is not essential. What matters most is a commitment to providing a well-rounded, world-class education. You should have a strong background in teaching and learning, and a vision centred on pupils' success, alongside a commitment to professional development.

You will be expected to live on-site, with a four-bedroom house provided, and honorary boarding places are available for your children if needed.

This is a tremendous opportunity to lead a renowned state school and play a significant role in a growing MAT. I can personally vouch for the rewards, enjoyment, and fulfilment that come with this position, having done the role myself.

For any queries or confidential discussions, please contact Saxton Bampfylde, who will handle all enquiries with discretion.

Best wishes,

Jonathan Taylor  
CEO, Sapientia Education Trust





The school is a vibrant, exciting place to live and study; a place where children absolutely flourish.  
- Ofsted 2023

# About Wymondham College

Wymondham College is the largest of the 30 state boarding schools in the UK. Each provides high-quality boarding at a very competitive price, with fees considerably cheaper than the independent sector. Parents of boarders at state boarding schools pay only the cost of boarding, as the education is free. The College's long-standing reputation has ensured boarders come from a wide range of backgrounds from across the UK and abroad. Overseas boarders must have resident rights for the UK, and we have a sizable community of boarders who live overseas – including in the EU, Nigeria, Hong Kong, the Middle East and British Overseas territories (Bermuda, Grand Cayman etc.) The majority of our boarders are relatively local, with over 50% living within an hour's drive of the school.

The exciting and unique blend of young people is one of the many reasons why Wymondham College is such a dynamic, successful and fascinating place to be. Part of this uniqueness comes from boarding which forms the very essence of college life for our Boarders and Day students. Wymondham College has always been a fully co-educational school and since the 1970s we have had mixed boarding houses, and every student is attached to one of these.

Our most recent 'Outstanding' Ofsted Inspection concluded that "There is a palpable sense of aspiration. Pupils from all contexts flourish." Our size enables us to offer a breadth of opportunities through our Wymondham Life programme that few other schools can match. Our boarding set up ensures every student can make the progress, both academic and pastorally, that will allow them to reach their potential.

# Our Core Values

A core value is a central belief, clearly understood and shared by every member of the College. Our three core values of **PRIDE**, **PASSION** and **POSITIVITY** say something of our culture, our ethos and our priorities. As such, they help us to define the type of College we strive to be. They speak also about the kind of young people we wish to send into the world.

By **PRIDE** we mean that everyone has a deep appreciation and respect for our heritage. Our history and our unique boarding community sets exceptional standards. Celebrating personal successes and gleaning pleasure from the achievements of others generates a deep sense of loyalty and commitment to our community, to our Houses, to friendship groups and towards personal journeys.

By **PASSION** we mean that everyone is enthused and excited by learning, taking initiative and allowing others to do the same. Every lesson embraces the wealth of leadership and Wymondham Life activities on offer, so that growth continues both inside and outside of the classroom and each student is afforded the opportunity to lead, drive and shape the community in which we all thrive.

By **POSITIVITY** we mean that everyone welcomes and embraces challenge. Accepting that we are at our most productive when stretched recognises that effort will lead to growth and that criticism can drive future success and foster positive and collaborative relationships with all members of the community.



Boarders and day pupils alike live and breathe the school's values of pride, passion and positivity.  
- Ofsted 2023





## History and Heritage

The history and heritage of Wymondham College is rich and varied and is a core component of what makes the school unique.

Wymondham College was founded in the buildings of a Second World War US Airforce Hospital. This opened in 1943 on the site of the former Mid-Norfolk Golf Course. When food production became a priority during the War, the golf course was taken over by a local farmer, Mr G.L. Peacock. He levelled the tees, filled the bunkers and managed to achieve one season's crop before the site was requisitioned by the Ministry of Works in 1943 as the location for a military hospital to support nearby bases of the US Airforce. The first pupils arrived at Wymondham College in April 1951. This was the 'pilot course' of 60 twelve- to thirteen-year-old intrepid children who were selected to see if a boarding school could indeed be established on the site. Some of the original hospital buildings were used in the early years of the school and this historical connection has left an enduring legacy on the character of the school as well as close links with the US air force.

Miss Elizabeth Mair (later Elizabeth McBeath) arrived at Wymondham College in 1962, serving as Housemistress and Senior Mistress until her marriage in December 1966. On her departure she presented a trophy - the Mair Cup - to be awarded annually to the house presenting the best musical entertainment. The Mair Cup remains a key part of life at Wymondham College and is much anticipated by students and staff alike each year.

Read more about Wymondham College's history [here](#).

# Academic Excellence

## Exam Success

Year on year, our students achieve excellent GCSE and A Level outcomes which are amongst the highest nationally. A significant number of our students secure Oxbridge places with the majority of students gaining their first choice places at a range of Russell Group universities or securing Higher Level Apprenticeships with employers such as Rolls-Royce.

## Curriculum

The College provides a knowledge and skills-rich curriculum that will support success and allow them to enjoy their learning. The main school offers a five-year curriculum from Years 7 to 11, which is designed to bring a broad exploration of a wide variety of subjects and a guided choice of GCSE options.

## KS3

All students study a comprehensive range of subjects. The subjects covered are: English, Mathematics, Science, Art, Computing/ICT, Drama, Geography, History, Modern Foreign Languages (French or Spanish), Music, Physical Education, PSHE, Religious Education and Technology.

## KS4

Students have a guided choice for their GCSE options. The compulsory GCSE subjects are English Language and Literature, Mathematics, Science (either Double or Separate), History or Geography. Students then have two subject choices in addition to these. GCSE subjects, all students follow courses in PSHE, PE, Physical Education and Food Technology. EBACC entry is also very high, with over 80% studying MFL.



"At Wymondham College there is a palpable sense of aspiration. Pupils from all contexts flourish...Their academic grades exceed the national average. The education provision for children with special educational needs is exceptional."  
- Ofsted 2023



# Wymondham Life

Wymondham Life is the name for our extensive range of activities that give students the opportunity to grow up in the Core Values that underpin the College.

The programme is rich and diverse. Our younger students attend a 'Freshers Fair' at the start of the year to find out about the 65 clubs and societies that run each week, which includes our outstanding CCF.

Staff provide opportunities linked to curriculum subjects, such as 'Young Engineers' or ones which support wellbeing such as 'Mindfulness' alongside off side sports including scuba diving, horse riding and skiing.

The College has a strong reputation for sporting success not only regionally but nationally, with students progressing to the English Schools Athletic Finals for the last 3 years in a row.

We are proud of our strong tradition of Drama and Music. Lavish productions are loved by students and audiences alike and students have a huge range of performance opportunities including Jazz Orchestra and Concert Band.

Trips and expeditions are a key part of student life and previous trips have included ski trips, Cricket in the West Indies, football in Spain, Rugby in South Africa and World Challenge in Brazil, Kenya and the Far East.





The boarding school provides highly effective services that consistently exceed the standards of good. The actions of the school contribute to significantly improved outcomes and positive experiences for children and young people.  
- *Ofsted Boarding Report 2023*

## Boarding Life

Our boarders come from a wide range of backgrounds. The College's outstanding reputation means that we have students coming to us from all over the UK, Europe and elsewhere in the world.

Wymondham College has always been a fully co-educational school and since the 1970s we have had mixed boarding houses. This means that whilst sleeping accommodation is entirely separate, boys and girls mix naturally in the social and work areas.

Another key aspect of boarding at Wymondham College is the mix and range of staff who are available to support and guide our boarders. The plethora of trained and experienced staff dedicated simply to boarding in each House far exceed the national minimum guidelines established for boarding schools. Teaching and non-teaching staff willingly give up their time in the evenings and weekends, with teaching staff recognising the great benefits boarding brings to teaching within the classroom.

With Heads of House having overall pastoral and academic responsibility for the progress of students in their care, the boarding houses lie at the centre of life at the College.

We are one of the few state boarding schools to have received outstanding Ofsted for both boarding and education.

# College Facilities

We are blessed with 83 acres of green open space in the heart of rural Norfolk. We have benefitted from significant investment over the past 15 years that has included Lincoln/Ralphs Building, the International Centre, new Astro turf pitches, Peter Rout Centre, Refurbished Music Centre, Jubilee Reception Building and Refectory extension. All in our community will also benefit from the multi £million Wymondham College Prep School development including Underwood Hall boarding House for Year 5/6.

Our specialist Technology Building houses Art, DT, Photography, Food, Textiles and Computing, and centres around 'The Atrium', an exhibition space to showcase our students' creative talent. Music and Science are also taught in their own modern specialist areas. The Sports Building includes an indoor swimming pool, sports hall, gym, weights room and squash court. Outside; our tennis courts, newly laid Astroturf and sports fields allow a huge range of sports and Wymondham Life clubs to take place throughout the week and weekend. We also have some wonderful woodland which is used for Forest School (one of many Wymondham Life activities) and our indoor rifle range.

At the heart of our College is our Heritage Centre and chapel, which welcomes children and staff of multi-faith and provides a quiet space for reflection and prayer.

Our Wellbeing Team (Oasis), Combined Cadet Force (CCF), Duke of Edinburgh Award Scheme and Wymondham Life, along with our RE Department have all moved into the newly refurbished Hive building, formerly used by the Prep School.

Being part of the 'WymCol' family allows students to access wonderful facilities in a calm, green and well cared for campus; a space that allows them to flourish.





## Our Trust

The Sapientia Education Trust (SET) was established in 2016 with the purpose of bringing like-minded schools together to work in partnership to deliver world-class standards of education to young people in Norfolk and Suffolk. The term 'Sapientia' comes from the motto of the Wymondham College as the founding school and means wisdom.

We are committed to delivering high academic standards in our schools, combined with a view of education that is child-centred and holistic. Our schools have a strong commitment to personal development and extra-curricular activities are strongly promoted.

Our work is cross-phase and involves a strong commitment to staff development and on-going professional learning for all staff in our schools. We believe that collaboration and partnership work raise standards, and we work with a range of schools within and beyond the Trust.

Sapientia provides a range of services to support our schools. This includes established HR, Finance, Health & Safety, ICT and Estate teams. In addition, we have a Central Education Team providing specialist support to help raise standards further. Our philosophy is to work to support school leaders so that more of their time can be spent on the core business of delivering a world class education locally.

The central office is located on the premise of Wymondham College. To find out more about the Trust and its schools please click [here](#).

# Norfolk & The Local Area

Wymondham College is lucky to be surrounded by green open space in the heart of Norfolk. Whatever your interests, Norfolk has things to do for all.

Wymondham is an extremely attractive and very pleasant market town 9.5 miles south west of Norwich, with historic buildings dating back to the 15th Century and an iconic market cross in the centre of the town.

The College is only a 25 minute drive away from the centre of Norwich, which was recently ranked as one of the 10 most desirable cities to move to by the Times. A bustling business and shopping centre, Norwich is East Anglia's traditional capital, a fact reflected in its splendid Norman cathedral, its castle and the city's many other historic points of interest. Centuries of history can be found in its old gateways and winding lanes.

Along Norfolk's 90 miles of coastline there is a lot of variety to enjoy, from stunning beaches with pristine sand, to soaring cliffs, shingle spits, saltmarshes and estuaries. The coast includes an Area of Outstanding Natural Beauty and many nature reserves, as well as seaside resorts with lots of family-friendly attractions and activities. Norfolk is also famous for its birdwatching, for boating in the Broads National Park. Without many hills, Norfolk is also perfect for walking and cycling. Visitor attractions in Norfolk are second to none, from shopping centres to zoos, there is something for everyone.

Find out more about all that Norfolk has to offer [here](#).





# Wymondham College Prep School

Wymondham College Prep School is a new, purpose-built primary school situated within the grounds of Wymondham College. It is a separate school within the trust and close links are expected between both Headteachers, sharing a common vision. Wymondham College Prep school offers 60 day places per year group and in addition to this, 32 boarding places for Year 5 and 6 pupils.

Wymondham College Prep School is one of only two primary state boarding schools in the UK. We offer a unique experience for our pupils. Our vision is to provide a world class education locally, enabling every pupil to flourish.

Our motto is 'Try Hard, Be Kind, Be You' and it encapsulates our core values of effort, kindness and character. We are ambitious for each and every one of our pupils and we do not shy away from placing a great emphasis on high academic aspirations. The Prep's curriculum provides a broad and balanced education that gives our pupils in-depth knowledge of key concepts in a broad range of subject areas.

Our children are nurtured, allowing them to play, explore and discover themselves and the world around them through a rich curriculum that focuses on setting the firm foundations of learning.

Learning follows a sequential, progressive curriculum right through to Year Six where learning differs from many primary schools through the provision of discrete subject teaching delivered by our colleagues from Wymondham College. This Year Six curriculum not only provides engagement and challenge, but it also ensures a smooth transition to secondary school education.

# The Role

## THE POST:

- The Headteacher will be responsible to the Deputy CEO for the highly effective day to day leadership of Wymondham College.
- This post is offered on a full time, permanent basis. The post is residential and will involve weekend and evening work.
- A willingness for occasional overseas travel would be desirable.

## SPECIFIC RESPONSIBILITIES WILL INCLUDE:

- Delivering high quality day to day standards;
- Ensuring high student outcomes at GCSE and A Level;
- Ensuring provision of a wide ranging, diverse enrichment programme;
- Oversight of a comprehensive QA and self-review process;
- Overseeing the marketing of the College, ensuring strong pupil numbers, including boarding recruitment;
- Effective resource management, including staff deployment and recruitment;
- Fostering strong professional relationships and using intelligent processes to monitor and continually improve student achievement;
- Reporting to the trust, including producing, presenting and reviewing all appropriate College policies;
- Presenting, consulting and regularly updating the College's Strategic Plan, identifying key milestones and targets;
- Effectively managing delegated budgets;
- Line leading the College Senior Leadership Team;
- Devising and implementing the College Development plan, sitting alongside Trust Strategic Plans (which are the CEO's responsibility);
- Writing, reviewing and developing the College's SEF;
- Leading, through line management, the departmental improvement planning cycle;
- Developing teaching and learning at the College, including leading on T&L development, action-based research and practice;
- Developing and managing whole school appraisal and performance management procedures, linking them to CPD, pay recommendations and capability;
- Working with senior staff to ensure that the curriculum, teaching and learning and wider provision are appropriate for the needs of all students, having regard to their academic and personal development and social needs;
- Direction of the timetabling and option processes (both KS4 and KS5);
- Making recommendations to the CEO for recruitment within budget to ensure high quality curriculum and pastoral provision;
- Developing effective data tracking and MIS systems, including reviewing existing provision;
- Commitment to boarding dimension of the College, including participating in relevant duties; this includes accountability for social care inspections;
- Local partnerships: PSA, Old Wymondhamians and Wymondham College Charitable Trust;
- Ensuring Wymondham College plays a leading role in supporting and developing standards across the Sapiientia Education Trust and engages fully in networks etc.

# The Person

## Qualifications

- Qualified to degree level
- Qualified Teacher Status
- Qualified to Master's level or NPQH is strongly desirable

## Experience

- Proven track record of effective leadership with at least ten years' teaching experience, including track record of effective middle leadership in secondary school(s)
- Substantial senior leadership experience with significant evidence of impact in current role, likely to be at deputy or headteacher level
- Appreciation of the benefits of a boarding education and a willingness to learn about effective leadership of boarding in the state sector
- Demonstrable evidence of innovating and planning the curriculum strategically to engage students and enable them to perform highly
- Considerable and wide ranging up to date knowledge of curriculum, assessment, strategies to raise achievement and pedagogy
- Knowledge of school information management systems to support timetabling, reporting and parental engagement, improvement planning, student interventions and maximising achievement
- Experience of successful work in partnership with parents
- Experience of work across the 11 – 18 age range
- Record of delivering impactful training
- Experience of collaborative working

## Skills

- Excellent communication and interpersonal skills
- Strong team player with the ability to delegate effectively
- Ability to lead teaching and learning underpinned by a knowledge of what works best
- Able to manage own time and workload and to work under pressure to meet deadlines
- Highly ICT literate
- Ability to handle complex issues and solve problems, independently and collaboratively
- Ability to effectively evaluate and plan for improvement
- Ability to develop effective relationships and teams

## Personal Attributes

- Passionate about education and educational issues
- Constant drive for improvement
- A strong collaborator, who would relish working in partnership with the trust
- Ability and energy to inspire the best in others
- Exceptional personal integrity and character
- Evidence of commitment to significant continuous professional development
- Personal confidence, determination, and resilience
- Personal impact and presence
- Culturally agile and adaptable
- Displays sensitivity
- Understanding of the complex and demanding environment of a boarding school community and a MAT
- Sense of humour and approachability
- Both a team player and a leader

## Desirable

- Experience of managing complex teams, with multiple priorities
- Experience of marketing/school admissions processes (or a willingness to learn!)
- Keen for the potential of further career development

# Terms of Appointment

The ideal start date for the new Head is September 2025. This will be negotiable depending on the successful candidate's notice period.

A competitive package accompanies the post, dependent on experience. Family accommodation is included, on site, and it is expected that the Head resides here during term time.

This post is offered on a full-time, permanent basis and is based at Wymondham College. The post also includes, enrolment in the Teacher Pension Scheme, private medical insurance and school places for children at Wymondham College or Wymondham College Prep School, as honorary boarders.

Address: Wymondham College, Golf Links Rd, Wymondham NR18 9SZ

## **Safeguarding:**

Wymondham 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.

## How to Apply

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

Candidates should apply for this role via [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code LBQLA. 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.

### **Key Dates:**

- The closing date for applications is noon on Wednesday 23<sup>rd</sup> October
- First round panels will be held at the school on Thursday 7<sup>th</sup> and Friday 8<sup>th</sup> of November.
- Final round panels will be held at the school on Tuesday 26<sup>th</sup> November.

### **GDPR personal data notice:**

According to GDPR guidelines, Saxton Bampfylde Ltd are 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.

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