



Candidate Information Pack  
2025/2026





# OUR MISSION STATEMENT

Worth School welcomes its pupils into a Christ-centred educational community, to form them in humility for servant leadership in society.



# WELCOME

At Worth, the ideals of the family run through everything we do: we celebrate achievement with joy; we value listening and tolerance; we see the importance of each and every person. Worth is a place where we seek to uncover and ignite children's passions and talents – we offer education with heart and soul, and this gives Worth a difference that sets us apart. I invite you to visit us and see how the warmth of the Worth community allows boys and girls to thrive within the classroom, on the sports field, in the creative arts and within their friendships. You will meet pupils nurtured by both the richness of Benedictine tradition and the best that modern education has to offer.



Stuart McPherson  
Head Master

## ABOUT THE SCHOOL

Worth is a leading, independent, co-educational Catholic school of around 650 pupils, aged between 11 and 18 – the majority of pupils are boarders but there is also a strong contingent of day pupils. The School occupies a stunning rural location, with a campus of 500 acres, enjoying spectacular views across the Sussex Downs. The location lends the School an air of exceptional tranquility and beauty. At the same time, Worth is very conveniently located: London is 35 minutes by train, and Gatwick Airport, Three Bridges Station and the M23 are all within six miles.







## SAFEGUARDING

At Worth, there is nothing more important to us than the physical and emotional health and wellbeing of our pupils and staff alike. We have created a safer culture in which staff, pupils, parents and governors feel able to articulate concerns comfortably; safe in the knowledge that effective action will be taken, as appropriate.

Our Child Protection and Safeguarding Policy applies to all adults, including volunteers, working in or on behalf of our School, in term and out of term time. We expect everyone working in, or for, our School to share responsibility for keeping children and adults at risk safe from harm and abuse, and to report any concerns to our Designated Safeguarding Lead or a team of deputies.

We have robust procedures in place for visitors to the site and carry out full recruitment checks on any adult who spends time regularly with our pupils. We have created our recruitment and selection policy to ensure Safer Recruitment practices are carried out throughout the School and these are applicable to all staff.

The Schools objectives include:

- Being healthy: enjoying good physical and mental health and living a healthy lifestyle
- Staying safe: being protected from harm and neglect
- Enjoying and achieving: getting the most out of life and developing the skills for adulthood
- Making a positive contribution: being involved with the community and society and not engaging in anti-social or offending behaviour
- Economic wellbeing: not being prevented by economic disadvantage from achieving their full potential in life.

Pupil welfare issues are addressed across the life of the School, through the dedication of staff to the ethos of the School. The pupils at Worth are taught and regularly updated on how to stay safe, including online and with their peers, and the staff have termly safeguarding updates via briefings and newsletters.



## ACADEMIC

Academically, Worth prides itself on getting the very best out of its pupils. The School offers a broad academic curriculum, with a wide choice of GCSE subjects and the chance to study A Levels or the International Baccalaureate Diploma Programme in the Sixth Form. The majority of our pupils go on to gain places at the best universities, including Oxford and Cambridge. The School enjoys a strong reputation for supporting all pupils through their academic journey, and seeks to bring out the very best in them all. We have recently opened a £6.25m Sixth Form Centre and School Library.

## CO-CURRICULAR

Worth has a long tradition of commitment to the performing arts. We have strong Music and Drama departments, and each year the School presents a full, varied and challenging programme of high-quality performances. The Arts at Worth include fine and visual art, textiles, design and technology and photography. An extensive sports programme is in place, and a very wide range of other activities is offered within the extra-curricular programme including voluntary service and the Duke of Edinburgh's Award scheme. More than 150 activities, clubs and societies are offered each week.





## PASTORAL CARE

Outstanding pastoral care for every individual boy and girl is at the heart of Worth School. Our distinctive Benedictine tradition and concern for the wellbeing of each individual are lived out by the School community in its day-to-day existence.

A key characteristic is our aim of ensuring that all pupils learn to live in communion with one another and can find sanctuary within the School to develop as a person in their own right, fully conscious of their responsibilities to themselves, to others and to God.

Every boy and girl, day or boarding, is a member of a House under the leadership of a Housemaster or Housemistress who, supported by their Deputy, has overall responsibility for the pupil's pastoral care and welfare. In addition, every pupil is assigned a Tutor with whom they meet regularly, formally and informally, individually and in groups, to review and support their progress, and to address issues raised through our extensive PSHE (Personal, Social, Health and Economic) programme. Every House also has a Chaplain and a Matron who manage the domestic affairs of the House and also provide further invaluable pastoral support. House and School Prefects are given duties and responsibilities and act as role-models and guides for the younger pupils. The Medical Department provides 24/7 care and support, and there is a professional counsellor and a network of independent listeners whom the pupils may contact. All pupils have the opportunity to contribute their views on their pastoral life through a School Council, House Councils, Tutorial meetings, and confidential appraisals and surveys.

The House system provides the community and sanctuary where pupils can grow in confidence and fellowship with one another. There are six boarding houses at Worth. Younger boarders share rooms so that they can learn to live alongside and support one another; most Sixth Formers have their own single study bedsits. Whilst the accommodation varies between the Houses, each Boarding House has common recreation areas, a library and a kitchen for the use of the pupils. All Houses have Wi-Fi and internet access. There are four day houses which provide study space and communal facilities for students from Year 9 upwards, and a junior house for all Year 7 and 8 day pupils.



## ETHOS AND VALUES

Worth is a Catholic school but it is also a diverse community with pupils and staff from a wide array of church backgrounds and other religions. We believe that our values provide a firm foundation for education which, without it, could be reduced to a mere set of skills to be applied to the workaday world instead of the formation of mind and spirit that will prepare young people for a fulfilled and happy life.

Our six values – humility, silence, worship, community, stewardship and service – enable everyone, whether they have a religious faith or not, to embrace life here at Worth. Such values are fundamental to the formation of who we become as people, which is why we place them at the centre of the education at Worth.

Worth's unique model of Chaplaincy involves a team of youth workers, The Forerunners, who work alongside monk chaplains to present an approachable, youth-oriented style of Christian formation and worship to the pupils each week in the Abbey Church and throughout the term at various other gatherings and service opportunities.





## STAFF

Worth has a very friendly, collegial and sociable Common Room with colleagues from a variety of backgrounds, some joining the School straight from university, others after taking a PGCE or after having taught at other establishments. Some have taught in a boarding school before, others have not. What staff members have in common is enthusiasm for teaching and learning, a willingness to be involved in the broader life of a thriving and busy school, and a genuine commitment to the School's values and ethos.

The School offers its own generous salary scale and an enhanced benefits scheme including an employee assistance programme, meal provision, enhanced pension contribution and discounted school fees for their children. Located in 500 acres of beautiful land, the School offers a community setting for employees, who live both off and on site. Employees have access to our facilities, including a golf course, gym suite and function rooms.







WORTH  
SCHOOL





## Teacher

### Reports to:

Academic Role: Head of Department

Teachers are responsible for ensuring high standards of learning and achievement for all pupils they teach and are expected to play a full part in the life of the School. They share collective responsibility for the daily running of school business, including the work of a being a tutor, and other supervisory duties.

### Responsibilities:

- 1) Teach classes to a very high standard of professional practice, with a view to ensuring that pupils acquire detailed understanding, and that they secure excellent results in their examinations including:
  - a) Ensuring effective teaching of whole classes, groups and individuals so that teaching objectives are met, momentum and challenge are maintained, and best use is made of teaching time.
  - b) Using teaching methods which keep pupils engaged, including stimulating pupils' intellectual curiosity, effective questioning and response, clear presentation, and good use of resources.
  - c) Setting high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.
  - d) Being aware of and making provision for pupils who are AEN/SEN, very able, LAC or who have other individual needs.
  - e) Setting regular and appropriate preparatory and written work according to whole school and departmental policies.
  - f) Teaching the subject using a variety of teaching methods including selecting appropriate learning resources and developing effective study skills. Depending on subject and the School's requirements, the teacher may need to teach Year 7 through to Sixth Form, including GCSE, AS and A Level and International Baccalaureate (IB).
  - g) Promoting the values of Worth as a Benedictine community of learners so that pupils acquire the values, attitudes, skills and knowledge needed to make a positive contribution to the School.
- 2) Act as a tutor to a group of students and meet with them weekly during the tutor period ensuring:
  - a) The general progress and well-being of individual pupils and of the Tutor Group as a whole.



- b) Appropriate staff are alerted to problems experienced by pupils and making recommendations as to how these may be resolved.
  - c) You contribute to the preparation of Action Plans and progress files and other reports.
  - d) You communicate appropriately with parents of pupils and persons or bodies outside of the School concerned with the welfare of individual pupils, after consultation with appropriate staff.
  - e) You contribute to Personal, Social, Health and Economic education (PSHE) and citizenship and enterprise according to school policy.
- 3) Establish good relationships with parents and the wider community by:
- Knowing how to prepare and present informative reports to parents and how to conduct a meeting during the designated Parents' Meetings.
  - Recognising that learning takes place outside the school context and providing opportunities to develop pupils.
  - Understanding and relating pupil learning where appropriate to real and work-related examples.
  - Understanding the need to liaise with those responsible for pupils' welfare within the school.
- 4) Invigilate examinations (internal and external) as reasonably requested by the Examinations Officer and in accordance with the regulations of the Examining Boards.
  - 5) Participate in duties on school days including attending (for example) staff meetings, assemblies, whole school church services, INSET days, parents' conferences, and Speech Day.
  - 6) Evaluate own teaching critically to improve effectiveness and take an active part in the performance review process.
  - 7) Liaise with the Head of Department/ Subject Leader to ensure the implementation of department policy and best practice and to keep up to date with research and developments in pedagogy and in the subjects they teach.
  - 8) Ensure the Health and Safety of their pupils, including ensuring that classrooms and associated areas are secure, safe, orderly, and stimulating environments for students.
  - 9) Make a direct contribution to the overall strategy and objectives of the department and develop and implement the necessary change processes.
  - 10) Engaging fully in the extra-curricular life of the School, for example, through supervision of an activity or involvement in, coaching or supervision of a sports team
  - 11) Conduct regular educational visits as appropriate within the School Policy for External Visits.
  - 12) Undertake, from time to time, various administrative tasks in support of their Department and as directed by their Head of Department/Subject Leader.
  - 13) Take responsibility for and evidence own personal development by undertaking relevant training, attending meetings, conferences and events.
  - 14) Ensure that you are updated in all matters relevant to the role as agreed in your Personal Development Plan.
  - 15) Carry out additional duties and tasks that may be required within the range of the responsibilities of the post.

#### **General requirements:**

- 1) Adhere to and always ensure compliance with the School's Child Protection and Safeguarding policy. If, while carrying out the duties of the post, the post-holder becomes aware of any actual or potential risk(s) to the safety or welfare of children in the School, these concerns must be



reported to the School's Designated (or Deputy) Safeguarding Lead or the Head Master.

- 2) Ensure the provision of a safe and secure working environment, in keeping with legal requirements. Maintain discipline in accordance with the School's procedures and encouraging good practice regarding punctuality, behaviour, standards of work and homework.
- 3) Comply with both Worth School and Worth Abbey and departmental Health and Safety policies, procedures, and risk assessments.
- 4) Actively contribute to the continuous improvement process and the ongoing development of a quality culture, for example, changing behaviour and identifying and implementing improvements to processes and activities, and encourage others to do the same.
- 5) Conduct from time to time, any other duties as may be required but within the scope of this job description and/or as reasonably required by the Head Master.

**PERSON SPECIFICATION**

Area	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher status.</li> <li>• Educated to degree level in subject area.</li> </ul>	<ul style="list-style-type: none"> <li>• First Aid Certificate.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience teaching GCSE (or equivalent), as well as A Level or IB teaching.</li> <li>• A passion for improving education standards and having contributed positively to the success of the School.</li> <li>• Evidence of continued professional and personal development.</li> </ul>	
<b>Knowledge / Technical / Work-Based Skills</b>	<ul style="list-style-type: none"> <li>• Working knowledge of teachers' professional duties and legal liabilities.</li> <li>• Exceptional written and oral communications skills.</li> <li>• Excellent observation skills.</li> <li>• Fundamental understanding of effective clerical procedures.</li> <li>• Be enthusiastic, self-motivated and committed to helping all for whom they have responsibility to achieve the best possible standards.</li> <li>• Have the ability to inspire and promote confidence and foster an enjoyment of their subject.</li> <li>• Form and maintain good professional relationships.</li> <li>• Take an active interest in current developments within their subject area and wider educational issues.</li> <li>• Have a willingness to participate in new initiatives where appropriate.</li> <li>• Willingness to contribute to the wider life of a busy school.</li> <li>• Ability to inspire and motivate others and to relate well to students in Years 7 to 13.</li> </ul>	



Area	Essential	Desirable
	<ul style="list-style-type: none"> <li>• Ability to prioritise effectively and meet deadlines.</li> <li>• Persistence, with the energy to drive things forward, in consultation with others.</li> <li>• Excellent knowledge of using Microsoft Office to an advanced level.</li> <li>• Ability to understand and adhere to Child Protection and Safeguarding legislation.</li> </ul>	
General Skills / Attributes	<ul style="list-style-type: none"> <li>• Able to demonstrate a professional, enthusiastic, and flexible attitude towards all customers, whether they are pupils, staff, or visitors.</li> <li>• Ability to influence and manage people in other teams to meet targets and workloads.</li> <li>• Exceptional interpersonal and communication skills, both verbal and written.</li> <li>• Ability to act on own initiative.</li> <li>• Ability to prioritise workload and support others to do so.</li> <li>• Commitment to team working with an ability to coach others.</li> <li>• Self-motivated, with the ability to be flexible and adapt to the changing needs and demands of the organisation.</li> <li>• Flexibility, a positive approach to the role.</li> </ul>	
Values	<p>To uphold and live the School values of:</p> <ul style="list-style-type: none"> <li>• Community – choose community.</li> <li>• Worship – have an attitude of gratitude.</li> <li>• Humility – keep your feet on the ground.</li> <li>• Stewardship – leave it better than you found it.</li> <li>• Service – serve your heart out.</li> <li>• Silence – listen more than you talk.</li> </ul>	

COMPETENCY PROFILE
--------------------

***Breadth of Vision*** - Vision to identify significant trends in the subjects and the ability to communicate these to the department and other Heads of Department.

***Flexible approach to change***– Adapts to meet new challenges in addition to identifying and introducing changes where they are considered necessary.

***Quality***– Set and maintain the quality and standards of work in the subjects and insistence on these standards in others.

***Creativity***– provide creative and practical solutions to meet students’ needs and be able to stimulate interest and enthusiasm for the subjects among the community.

***Communication***– ability to communicate at all levels within the school.

***Developing people***– motivates and empowers individuals to take responsibility and develop their skills for the benefit of the school.

***Planning***– uses strategic vision to define priorities and plan time and resources realistically to achieve departmental and overall school objectives.

***Pastoral***– willingness to contribute to the broader life of a thriving boarding school

---

This job description may be altered to meet changing educational context and will be reviewed in consultation with the post holder.

***This job description is indicative of the nature and level of responsibilities associated with this post. It is not intended to be exhaustive, other tasks and responsibilities may be allocated as necessary from time to time.***