



RISHWORTH
SCHOOL

Recruitment Pack

Head of Rishworth School



Rishworth School

Sowerby Bridge Halifax, West Yorkshire HX6 4QA

WELCOME

Welcome from the Head

As you step through our doors, you will immediately feel that Rishworth is more than just an incredible school, it's a true community. In my 22 years working at the school, I have witnessed first hand how each member of our community embodies a sense of purpose and a deep desire to make the most of the wide range of experiences and opportunities available and I have been proud to lead Rishworth in it's 300th year as the first female Head.

Founded in 1724, Rishworth School has always been committed to delivering an inspiring education for both girls and boys. Our original schoolhouse has now become our private chapel, maintaining a cherished connection to our rich history. At Rishworth School we encourage students to foster a deep love of learning, to build their confidence and courage to grow to be an individual, whilst embracing the warmth and unity of our community. We celebrate every achievement and use this to springboard even greater success.

Nestled in 80 acres of picturesque Yorkshire countryside in the village of Rishworth, our school offers a secure and nurturing environment that young people need when they are away from home whilst still in reach of the vibrant cities of Manchester and Leeds. Our curriculum is thoughtfully designed to be exciting, challenging, and innovative, tailored to meet the unique needs of each student. Rishworth students consistently achieve outstanding results in public examinations, allowing them to progress to their first-choice destinations.

Imaginations are able to thrive throughout Rishworth, with a well-deserved reputation for nurturing the creative and performing arts, with every student benefiting from specialist teaching, right from our nursery onwards. We are also proud to be recognised as one of the leading schools in the region for sports, offering a wide range of scholarships every year, students flourish with international standard coaching. Programs such as the Duke of Edinburgh Award and the Extended Project Qualification are integral to our wider focus on service, leadership, and character building, preparing Rishworth students to become well-rounded, successful contributors to modern society.

I warmly invite you to take a virtual tour or schedule a visit to the school in person. At Rishworth, every day is an open day, and we would love for you and your family to join us on the most exciting journey of all, the growth and development of the next generation.

Mrs Jessica Sheldrick

Head



ABOUT

Rishworth School

There are approximately 360 students on the school roll. 80 children at Rishworth Prep aged 3-11 and approximately 280 pupils in the senior school aged between 11 and 18.

The School is large enough to offer a wide variety of subjects and a smorgasbord of over 120 clubs and activities, but small enough to offer reduced class sizes, lots of extra support and first class pastoral care.

Our academic standards are high across a broad curriculum and we embrace a breadth of ability, supporting each student to do their personal best. At Rishworth, success is not just about grades and academic skills. We put an equal emphasis on personal development, helping young people to build character, develop leadership skills and become well-rounded, productive and successful contributors to a modern society.



VALUES

Values

Our core values are curiosity, valour, kindness, individuality.

A Rishworthian education aims to develop character traits that will serve students throughout their lives:

Curiosity

Seeking new opportunities for learning and discovery

Valour

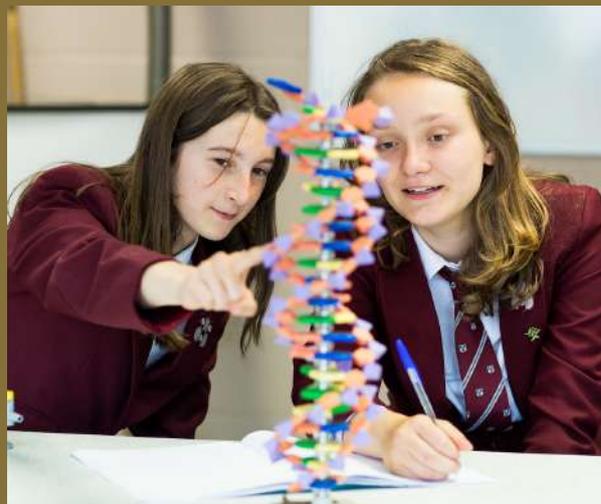
Safeguard our community, environment, and values

Kindness

Conduct ourselves with dignity, respect for all and humility.

Individuality

Be unafraid to show initiative, to take a stand and do the right thing



LOCATION & FACILITIES



We are most fortunately situated in beautiful Georgian buildings on a 80-acre site in the picturesque Ryburn Valley, but only 25 minutes' drive from Manchester on one side and Leeds on the other, affording us the best of both worlds – country life and city living!

Our facilities include:

- 300 year old chapel
- Top pitch and pavilion with 360 degree views of stunning countryside
- Eco classroom
- Performing Arts Centre
- Swimming pool
- Squash courts
- Tennis courts
- Historic quad
- Forest school
- Dingle with river running through it
- Waterfall
- Vegetable plot
- Cardio-vascular suite
- Strength and conditioning room
- Gym
- Sports hall
- Well-being hub
- Music school with 8 practice rooms
- DT workshop
- Fairy garden (Nursery)

Please find below a link to our online virtual 360 tour, offering you an insight into our lovely school:

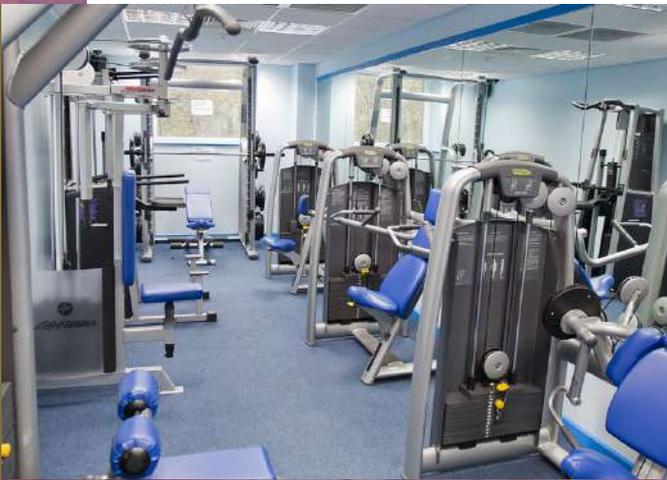
<https://www.rishworth-school.co.uk/admissions/virtual-tour>

ACADEMIC ETHOS

The Rishworth curriculum is designed to be exciting, challenging and innovative, to cater for a wide range of students. We are proud to share with you that on the last ISI inspection, our staff were identified as providing 'outstanding classroom teaching'.

Within our impressive Georgian buildings, the teaching facilities are 21st century. Our results in public examinations are excellent, enabling students to progress to first-choice universities and pursue the most demanding courses.

- 92% of all GCSEs were passed with grades 9 – 4 (almost 25% above national average). Just under a third GCSE results at Rishworth were with the best possible grades from 9 – 7 (A* – A)
- For the fifth consecutive year over 90% of grades were awarded at A* - C. Over a quarter of all A-level results at Rishworth Sixth Form were with the best possible grades from A* - A



BOARDING

At Rishworth our boarding community is like one big extended family and the emotional, physical, and social welfare of the children in our care is our priority. Rishworth boarding life is an enriching and rewarding experience, with many activities, visits, and trips on evenings and at weekends too.

Our boarding houses are cosy, with a strong family feel. Our Houseparent's and tutors frequently communicate with parents, and this is key to our excellent pastoral care.

We offer a wide range of boarding options tailored to fit the needs, lifestyles and budgets of families. Students can choose to be a day pupil, a full boarder or simply board occasionally.



ENRICHMENT & EXTENSION

To compliment all the fantastic work going on in the classroom, we have a superb enrichment programme with a fantastic smorgasbord of over 120 enrichment and extension activities available every week, from skiing through to karate and astrology - there really is something for everyone, because at Rishworth we understand that learning doesn't just take place in the classroom.

They change termly and can be viewed here:

<https://www.rishworth-school.co.uk/school-life/enrichment-and-extension>



JOB DESCRIPTION

Head of Rishworth School

Full Time

The Head of Rishworth School provides inspirational and strategic leadership, ensuring that the school continues to offer an outstanding education and a nurturing environment in which every pupil can flourish. The Head will uphold the school's ethos, values and long-established reputation while also ensuring that Rishworth remains forward looking, innovative and responsive to the changing educational landscape.

Job Description: Head of Rishworth School

Responsible to:

Chair of Governors

Responsible for:

Senior Leadership Team, teaching staff, support staff, and the overall strategic and operational direction of the school.

Start date: 1st September 2026

Package:

Dependant on skills and experience.

Overview

The Governing Body seeks an inspirational and strategic leader who can build on the school's strong foundations, champion its ethos and guide it confidently into the future. The successful candidate will:

- Provide clear and ambitious leadership, grounded in the school's ethos and values.
- Promote academic excellence and a culture of curiosity, creativity and aspiration.
- Lead a committed staff team and support professional growth across the school.
- Strengthen pupil recruitment and retention through positive community relationships.
- Ensure sustainable financial and operational management of the school.
- Represent the school with confidence and integrity, engaging positively with pupils, parents, alumni and external partners.



About You

We welcome applications from experienced senior leaders with:

- A proven ability to think strategically and lead with clarity and empathy.
- Strong communication skills and the ability to inspire trust and confidence.
- A commitment to the holistic development of children and young people.
- Robust experience of managing teams, resources and budgets.
- A readiness to contribute fully to a busy day and boarding school community.

A degree and a recognised teaching qualification are required. Applicants from both the independent and maintained sectors are warmly encouraged.

Main duties and responsibilities

The following list is not exhaustive and assumes that from time-to-time other tasks not listed, may be required to ensure the efficient operation of the school:

Strategic Leadership and Vision

The Head of Rishworth School will work alongside the Board of Governors on the overall strategic direction of the school.

- Provide clear educational and organisational vision consistent with the ethos and values of Rishworth School.
- Develop and implement a strategic plan which strengthens academic achievement, pastoral care, boarding provision, enrichment and financial sustainability.
- Maintain a culture of high expectations and continuous school improvement, using evidence-based strategy and robust self-evaluation.
- Lead with integrity and uphold the highest standards of ethical and professional conduct, reflecting nationally recognised leadership expectations.

School Culture and Ethos

- Sustain a school culture in which pupils experience a positive, enriching, inclusive and safe school life.
- Model values of respect, tolerance and responsibility, promoting positive behaviour and strong relationships across the school community.
- Ensure that Rishworth remains a place where diversity is celebrated and every pupil is known, valued and supported.

Teaching, Learning and Curriculum

- Ensure consistently high-quality teaching across all areas of the school, informed by subject expertise and effective assessment.
- Oversee a broad, balanced and ambitious curriculum that meets pupils' needs, aligns with national expectations and reflects the distinctive strengths of Rishworth.
- Use academic data rigorously to monitor performance, identify trends and drive whole school improvement.

Staff Leadership and Development

- Recruit, develop and retain high calibre staff, ensuring that Rishworth remains a supportive, developmental and motivating place to work.
- Provide clear professional guidance and constructive feedback, supporting staff to achieve their best and promoting a culture of professionalism and collaboration.
- Build and maintain an effective Senior Leadership Team with clear areas of responsibility and high standards.

Pupil Welfare and Safeguarding)

- Ensure the safety and wellbeing of all pupils, overseeing safeguarding policies, procedures and statutory compliance.
- Promote the holistic development of pupils, including personal development, welfare, behaviour, and engagement with school life.

Community, Governance and Partnerships

- Build strong and positive relationships with parents, alumni, local partners and the wider Rishworth community.
- Communicate clearly and regularly with stakeholders, providing transparency on decisions, progress and expectations.
- Work collaboratively with the Governing Body, ensuring they are well informed and able to fulfil their responsibilities.
- Represent the school with professionalism in local, regional and national educational networks.



Qualification and Experience

- Degree and recognised teaching qualification (e.g. PGCE or equivalent).
- Substantial senior leadership experience in a school environment, ideally including experience in an independent or boarding setting.
- Proven track record of raising academic standards, driving improvement and leading change.
- Experience of financial management, staff evaluation and strategic planning.

Skills and Attributes

- Strategic thinker with the ability to transform vision into operational action.
- Excellent communicator capable of inspiring confidence and trust.
- Emotionally intelligent leader who can build strong, respectful and collaborative relationships.
- Strong organisational, analytical and decision-making abilities.
- Commitment to equality, diversity and inclusion across the school community.

Personal Qualities

- Integrity, resilience and a strong sense of purpose.
- Warmth, compassion and deep commitment to pupil welfare and holistic education.
- Ambition for the school and optimism about the potential of every child.

Safeguarding and Child Protection

Rishworth School is committed to safeguarding and promoting the welfare of children and young people. All staff must share this commitment. All appointments will be subject to an enhanced Disclosure and Barring Service check and appropriate pre-employment vetting.

Equal Opportunities Statement

Rishworth School is an equal opportunities employer and welcomes applications from all suitably qualified candidates regardless of age, ethnicity, faith, gender, disability, sexual orientation or socio economic background.

The duties may be varied to meet the changing demands of the school at the reasonable direction of the Governors. Any significant changes will, wherever possible, be made after consultation.



BENEFITS

What are the benefits of joining Rishworth School?

Competitive salary commensurate to qualifications and experience

School lunch during term time

Free on-site parking

Competitive pension scheme

Cycle to Work scheme

Death in Service Benefit

School fee remission, the rate of which is set by the Governors (currently 66.67%)

Develop your career in a modern, energetic school with a reputation for academic achievement and sporting excellence

Become part of a committed and professional team in a friendly and supportive atmosphere

Work with enthusiastic and well-motivated students in small, well-resourced classes

Work in a caring environment with a strong pastoral ethos and students from all over the world.

A beautiful place to work in the most idyllic surroundings set within 80 acres in the beautiful West Yorkshire Pennines

Access to a wide suite of Continuous Professional Development

TO APPLY

How to apply for the role:

An application pack is available from the Rishworth School Website; Staff Vacancies - Rishworth School (www.rishworth-school.co.uk)

The school reserves the right to interview and appoint prior to the closing date, therefore early applications are encouraged

Rishworth 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 DBS.

Note

This job description is not intended to be a comprehensive statement of procedures and responsibilities, but instead sets out the principal expectations of the school in relation to the post holder's professional responsibilities and duties. We are looking for an individual who is adaptable, flexible and willing to carry out the wide range of duties that are likely to be required to make a success of this role.