



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.

Marisa Bosa
Interim Head

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



JOB DESCRIPTION

SENIOR GROUNDS PERSON

Role Summary

Reports to: Head of Grounds

Direct Reports: Grounds Staff

The principal roles of the Senior Grounds Person are:

- To complete work on the grounds as directed by the Head of Grounds

Responsibilities

Key duties

To complete work on the grounds as directed by the Head of Grounds. This could include:

- Preparation, repair and general maintenance of various multi-use grass sports pitches including rugby, football, cricket, athletics.
- Setting up and removal of various sports and games related events.
- Setting up and maintenance of sports equipment.
- Grass cutting, verti draining, fertilising, pitch and line marking etc.
- Keeping the Head of Groundsman fully advised on the progress of all works.
- Any other task within capability as reasonably requested by the school.

This is a physical role so you must be reasonably fit to cope with the demands of the role, which include lifting, carrying and working outdoors in all weather conditions.

A flexible approach is needed to working hours. As well as some requirement to work early mornings and evenings, team members may be required to work paid overtime on Saturdays during the Summer term to prepare wickets prior to school cricket matches.

A full UK driving licence is a requirement of the role.

Personal Specification:

The ideal candidate has the following skills and attributes:

- Proactive with a good eye for detail.
- Self-driven.
- Have a keen desire to want to improve standards.
- Good knowledge of all aspects of sports turf and landscaping maintenance.
- Experience in the use of various types of machinery and equipment.
- Experience in the preparation of good quality sports pitches and general grounds maintenance.
- Experience in the preparation of cricket pitches will be necessary.
- Good understanding of all Health & Safety obligations relevant to the role and ability to identify and resolve any issues proactively.
- Clean driving licence.

Health, Safety and Hygiene

- Follow correct working practices in use of equipment and materials and adopt safe working practices to safeguard the safety of others as well as oneself.
- Always wear correct PPE, adhering to the company standard as set out in the Employee Handbook
- Report all Near Misses and/or accidents to your line management
- Always maintain a high degree of security, if you are a key holder, whilst working you will be expected to follow correct access procedures to buildings and not infringe any data protection regulations.
- To continuously review existing procedures and suggest potential improvements and efficiencies through automation, new technologies and changes to ways of working. In particular, to look for further opportunities to improve our services.
- To be responsible for and able to evidence own personal development by undertaking relevant training, attending meetings, conferences and events ensuring that you are updated in all matters relevant to the role as agreed in Personal Development Plan.

To carry out additional duties and tasks that may be required within the range of the responsibilities of the post.

Area	Essential	Desirable	Assessment Method
Qualifications	<ul style="list-style-type: none"> • NVQ Sports Turf • HND Amenity Horticulture or equivalent • RHS General Horticulture or equivalent • National Certificate in Horticulture or equivalent • PA1/PA6 in Spraying 	<ul style="list-style-type: none"> • Chainsaw Certificate (Where required) 	
Experience	<ul style="list-style-type: none"> • Minimum of 2 year's experience of Corporate and/or Local Authority Grounds Maintenance • Practical use of ride on mowers, hedge trimmers, strimmers, scarifiers, tractor driving • Previous experience of bedding out, pruning and lawn edging • A demonstrable ability to establish and sustain good working relationship within a team environment or the ability and initiative to work alone • Aptitude to communicate effectively with colleagues and members of the public • Holds valid driving licence preferably with legal and practical ability to use a trailer 		

Knowledge / Technical/ Work-based Skills	<ul style="list-style-type: none"> • Ability to understand and adhere to Child Protection and Safeguarding legislation. 		
General Skills/ Attributes	<ul style="list-style-type: none"> • Ability to act on own initiative • Self-motivated, with the ability to be flexible and adapt to the changing needs and demands of the organisation. • Flexibility, a positive approach to the role, and willingness to work unsocial hours 		
Values	<ul style="list-style-type: none"> • To uphold and live the School values of: • Community – choose community • Worship – have an attitude of gratitude • Humility – keep your feet on the ground • Stewardship – leave it better than you found it • Service – serve your heart out • Silence – listen more than you talk 		

All posts holders are expected to:

- Adhere to and ensure compliance with the Child Protection Policy 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 risk(s) to the safety or welfare of children at Worth School, these concerns must be reported to the Designated Safeguarding Lead or the Head Master.
- This role is subject to on-going satisfactory DBS checks and references.
- Comply with Worth and departmental Health & Safety policies, procedures and risk assessment ensuring the provision of a safe and secure working environment, in keeping with legal requirements.
- 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.
- The post holder must ensure that any information relating to employees, students and volunteers (future, current and past) is treated in strictest confidence and must be discussed only within the confines of the work setting with the appropriate members of the team or managers.

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.