



RENDCOMB COLLEGE

NURSERY • JUNIOR • SENIOR

Appointment of Head

For September 2025 | Reference: LAMBB



Welcome from Nicholas Ford, Chair of Governors

I am delighted that you are interested in becoming Head of Rendcomb College in August 2025 when Rob Jones will leave after a really excellent ten years, which have been highly successful. But there is always more to do, and Rendcomb has much to offer. You will read details of the school in the coming pages, so I will not repeat those details here, but I very much want to take this opportunity to introduce you to Rendcomb and to give you a flavour of this special place.

Everyone who visits Rendcomb is immediately struck by the setting and feel of the school: centred on a beautiful country house on the top of a hill with stunning views over the surrounding Cotswolds countryside, it exudes a noticeable very warm atmosphere and welcome, which is much appreciated by pupils and staff alike.

The atmosphere is carried over into the attention given to the pupils; given the school's size that attention can be, and really is, tailored individually so as to suit everyone. Our job is of course the education of those pupils; that education is truly holistic, ensuring the highest possible academic achievement whilst encompassing an enormous range of extra-curricular activities and outstanding pastoral care: I believe that this balanced approach is our 'USP'.

As I have said, there is always more to do when leading a school; there is plenty to excite you. Everyone knows that for various reasons these are challenging times for our sector, but any job worth doing provides challenge, which in itself provides exciting stimulus. I hope that you find all the information you need in the following pages; I have no doubt that their content will more than whet your appetite to join us as our new Head of College.

We will of course be looking for an outstanding person to lead Rendcomb, with all the necessary personal and professional qualities. You would benefit from an exceptionally supportive and engaged Governing Body, which I am very proud and pleased to chair; I greatly enjoy that role and my involvement with Rendcomb: you will experience its very special nature.

If you believe that you have the skills, experience and character that we are seeking, we would be delighted to consider your application.

With best wishes,

Nicholas Ford
Chair of Governors





**Rendcomb aims
to help students
become
thoughtful,
adventurous and
ambitious**



About Rendcomb College

Rendcomb College is an award-winning co-educational day and boarding school for over 400 pupils situated on a 230-acre site in the heart of the Cotswolds, surrounded by beautiful woodland and wildlife.

As a small school Rendcomb prides itself on its ability to provide a tailored education for every pupil and its families. It is proudly holistic in approach but also puts academic success and progress at its core to ensure that every pupil is thoughtful, adventurous and ambitious. Pupils understand what it is to be part of the Rendcomb Family and find their place within a supportive community.

View our recent Excellent ISI inspection report and reviews [here](#).

Whilst exam results are important, 'A Rendcomb Education' is more than that - it is one where pupils are expected think, to challenge, to sift out fact from opinion. In this way, pupils excel in exams but also develop as young people. For example, Rendcomb offers 'The Rendcomb Project Award' for those in Years 10/11 which is an opportunity to study a subject in depth and develop their research skills, an Arts Award and a special carousel in Years 7, 8 and 9 where pupils are taught nutrition and cooking - all of which bring a richness to their experience and development.

This richness carries on throughout their time and ends with a focus on preparing for the next challenge through the EPQ, engaging with external speakers and even time in the independent living house where pupils are given a budget to cook, clean and feed themselves in preparation for university.

“An idyllic school which expects to keep its youngsters until the end of their schooldays and where they can grow into themselves, learn and experience wonderful things

The Good Schools Guide





History & Governance of Rendcomb

Rendcomb dates back to 1920 when it was founded by Frederick Noel Hamilton Wills whose uncle and cousins had earlier endowed buildings at Bristol University. The school opened as a boys' school and girls came into Rendcomb College's Sixth Form in 1972 with the school becoming fully co-educational in 1992. The Junior School was opened in 2000 and the Nursery opened in 2005 providing a continuous education at Rendcomb College from the age of 3 to 18.

Rendcomb College has benefitted from the stewardship of the Wills family for almost a century and from the two-tiered Governance of the Trustees and Governing Body. The Governors are committed to the charitable and educational purposes of the School and bring wide-ranging experience to the management and future development of the College. The Trustees of Rendcomb College Foundation oversee a separate charity and company. The Foundation's purpose is to support the College, hence there is significant financial and other support available via the Trustees on an ongoing basis.

View all the Governors [here](#)

With the school having recently celebrated its centenary year, Rendcomb maintains a vision and ethos that remains true to Wills' original values of providing an inclusive and broad-ranging education for all pupils.

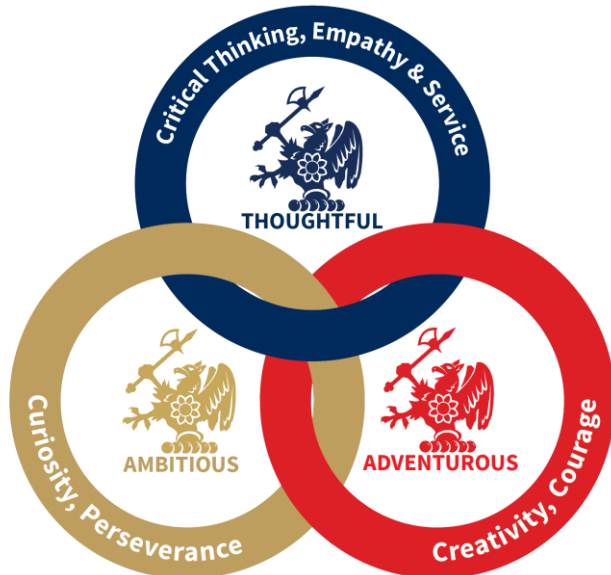
Mission & Values

Mission

The College mission is to develop thoughtful, adventurous, and ambitious life-long learners with the confidence, character and skills to succeed in the ever-changing world after school. Pupils have the freedom to experience, explore and enquire about the world around them. The College aims to encourage independence and inclusivity in a safe, caring community and magnificent natural environment.

Values

As a leading boarding school in the Cotswolds, Rendcomb College instils the values in pupils to be Thoughtful, Adventurous, and Ambitious. These values are lived through seven virtues which are delivered every day through teaching and learning.



Academic Success

Academic life at Rendcomb is part of the adventure of growing up and exploring, questioning and discovering new ideas. Teaching and learning is taken seriously. Staff are highly qualified but bring genuine passion for sharing their subjects. In recent years this has led to some of the best value-added scores in the country. Maximising progress is key to pupil development, and challenge, hard thinking and learning from mistakes is encouraged.

The broad and varied study programme enables an all-round education providing a seamless transition from Nursery and Junior School through to Senior School and GCSEs and A Levels.

Pupils are stretched academically whilst being offered a strong level of individual support through tutorial and academic structures. Combined with co-curricular and pastoral care, pupils are prepared for the adventure of life beyond school.

This year, 92% of pupils who applied to university have headed to their first choice. Pupils are studying at Cambridge and Oxford and others completing sought after undergraduate apprenticeships or studying in top conservatoires across the country.

At GCSE in 2024:


39%

of pupils have achieved grades 9-7

And at A Level in 2024:

33%

of pupils achieved A*-A



**A modern
education that
offers choice, no
matter the
direction you
take**

Pastoral Care

Pastoral care is a crucial part of life at Rendcomb and is highly regarded by parents and pupils. Pupils are supported by House Parents and tutors who combine to ensure that academic and pastoral needs are met. Pupils are also supportive of one another and work together to achieve good outcomes. Year groups mix well in the horizontal house system with senior pupils leading through the buddy system, taking tour groups, leading activities and taking leadership roles in appropriate activities, as well as more traditional prefect roles.

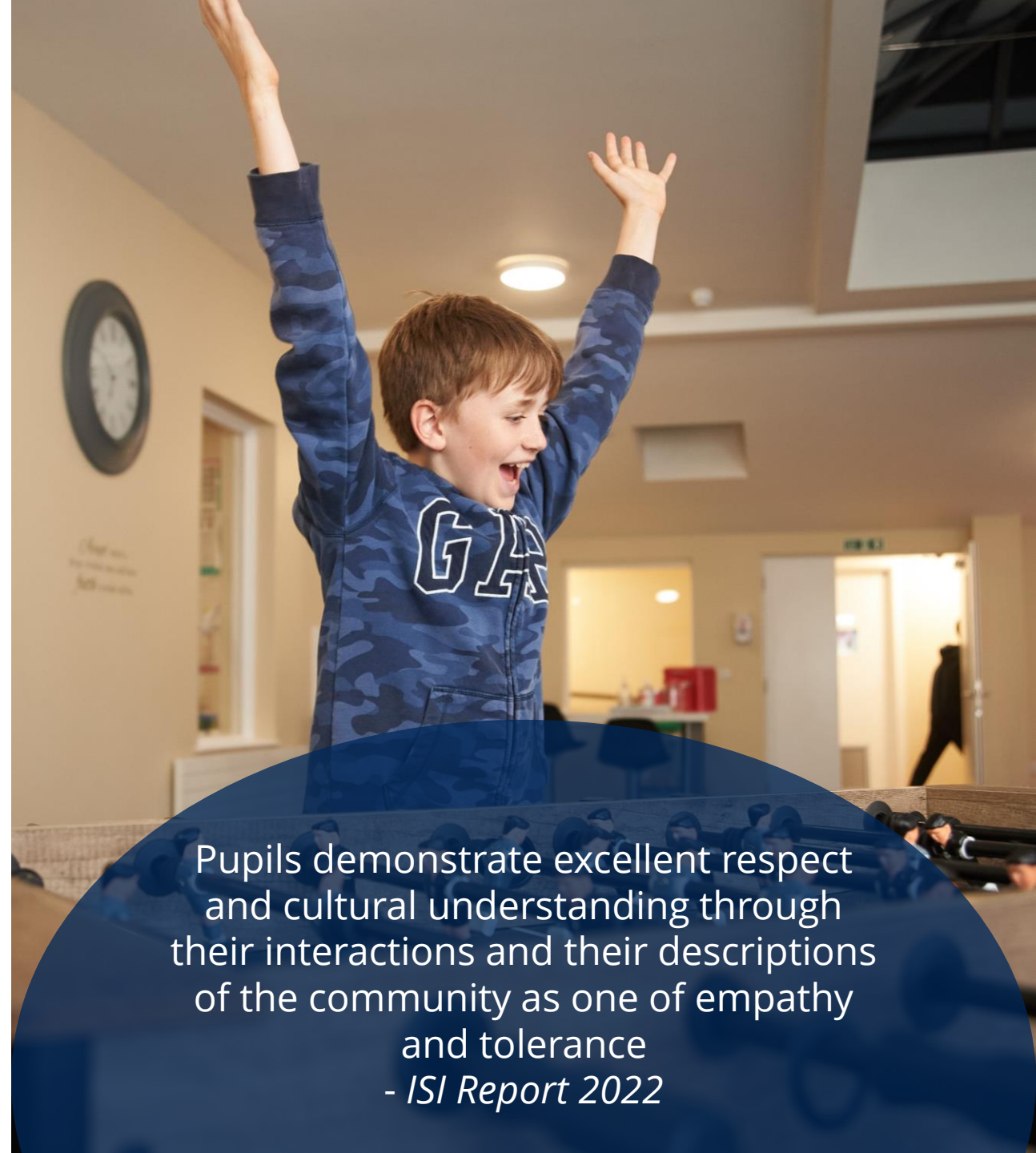
Rendcomb is an inclusive environment and pupils have had a voice since the College's Foundation. There is a strong culture of service and an understanding that one gives and takes from a small community.

Rendcomb is proud to be a small school and whether in or out of the classroom pupils know and are known by the caring staff. These regular positive interactions mean confidence can be built and there is a balance that is both stretching and supporting for each individual in real time.

Boarding life

Rendcomb offers day, flexi, weekly and fully boarding with pupils being housed together. Boarders come from the UK, Europe and beyond and enjoy great support in a friendly community. As with all offerings at Rendcomb, the boarding offering is tailored and flexible for each pupil.

Rendcomb's ethos is all about being one community, a family formed by individuals looking to learn, grow, build bonds and share their lives together. Rendcomb is proud that all pupils feel part of one family and enjoy access to all the benefits of a boarding and day school such as Rendcomb.



Pupils demonstrate excellent respect and cultural understanding through their interactions and their descriptions of the community as one of empathy and tolerance
- ISI Report 2022



Beyond the Classroom

With over 100 co-curricular activities on offer, there really is something for everyone. From the budding Oxbridge candidate, medical student or vet, or the arts, music and drama enthusiasts, pupils have the opportunity to try many different activities throughout their time at Rendcomb College. Pupils acquire new friendships, gain confidence and new skills as they mix with students outside of their peer and tutor groups.

A sample of the extensive current activities and clubs on offer include: football, cricket, golf, gymnastics, debating, cybersecurity, coding, ballet, jazz, rock band, gardening and cookery. Please do explore all the co-curricular offerings at senior school [here](#).

As pupils discover new hobbies and sports, they work with each other to gain top awards in national competitions. Last year, pupils played in 18 sports with over 80% representing the College and 50 pupils were involved in the production of Oliver.

Pupils are currently rehearsing for Harry Potter, the Cursed Child, one of the first schools to perform this play. Rendcomb is proud of its thriving performing arts and the theatre has been described as one of the best outside of London and allows Rendcomb to put on amazing shows.

“Across the school, pupils achieve well
beyond the curriculum”
- ISI Report 2022



The Junior School

Rendcomb offers a close-knit Junior School for children aged 5-11, with a nursery for those aged 3-5. The 'Shaping Young Minds' curriculum offers an education that is both creative and challenging. Children are encouraged to be curious and imaginative in all their pursuits throughout Junior School.

Junior School pupils benefit from smaller class sizes and a generous teacher-pupil ratio to allow each child to be known as an individual and to allow them to progress at a pace that suits them and their development.

Along with the benefits of being in a small, family-orientated setting, pupils also gain a great deal from the close links to the Senior School. Children interact across the year groups through initiatives such as Buddy Reading and Senior School pupils regularly volunteer in the Junior School. This results in even the youngest pupils being known and valued throughout the College family.

A Rendcomb Child

Rendcomb College aims to encourage all pupils to be thoughtful, adventurous and ambitious. For the youngest pupils the Junior School aims to foster some key attributes. The School wants its pupils to:

Be kind &
helpful

Make good
decisions

Ask questions &
don't Give Up

Be courageous
& Imaginative



Facilities

Within the 230 acre campus, pupils have access to extensive indoor and outdoor facilities. Rendcomb is continually developing the provision and recently has invested substantially in the sports provision and STEAM subjects.


Investments include:

- A recently constructed Multi Use Games Area
- Computing Suite and continued investment into IT and computing facilities
- Refurbishment of the Junior Boarding House
- Refurbishment of the Music Department and Science laboratories
- State of the art performing arts centre featuring a 350 seat auditorium, dance studio and high specification audio visual technology
- Incoming installation of solar panels

In 2020, the new Sixth Form Centre opened in the heart of the campus featuring study spaces, meeting rooms, classrooms and a café.

Ensuring the site provides the best offering possible for pupils is vital, and Rendcomb will continue to invest in the school to ensure it retain its reputation for fantastic facilities.

Pupils have access to extensive sports facilities with 10 grass pitches, tennis courts and large sports hall. Within the grounds of the school is a Deer Park with around 74 fallow deer, clay pigeon shooting ground and outdoor education area.



The campus is set within 230 acres of beautiful Cotswold countryside, located between Cheltenham and Cirencester

The Role

The Governing Body of Rendcomb College seeks a leader to champion and enhance the school's ethos and educational offering. This is an ideal first Headship, although experienced Heads are welcome to apply. The successful candidate will work closely with a supportive Board and Leadership Team to guide Rendcomb through its next phase, leveraging the school's unique strengths and family-like atmosphere. The new Head will need to balance academic achievement with a holistic approach, where all pupils are stretched and supported on an individual basis. They will understand the importance of marketing and be commerciality minded, but first and foremost will be a passionate educator.

Strategic Leadership & Management:

- The Head will report directly to the Board of Governors regarding all aspects related to the school.
- Collaborate with the Board and Senior Leadership Team to shape and implement a vision and strategy for Rendcomb's sustainable future.
- Lead the Leadership Team, ensuring clear roles, high standards, and a culture of excellence.
- Provide strong, approachable leadership, fostering open communication and constructive relationships.
- Recruit, develop, and retain top talent, offering high-quality support and management.
- Work with the Head of the Junior School to ensure consistent, unified leadership across the school.

Educational & Pastoral Leadership:

- Provide an educational vision aligned with Rendcomb's ethos and objectives.
- Safeguard pupils' health, safety, and well-being, working with the Designated Safeguarding Lead.
- Ensure excellence in pastoral care, staying current with trends in well-being and mental health.
- Promote co-curricular activities that enhance the health and well-being of the school community.

Business and Risk Management:

- Oversee school business operations in collaboration with the Bursar.
- Ensure robust risk management and compliance with legal and regulatory obligations.
- Support income generation through the school's commercial programme.

Marketing & Admissions:

- Collaborate with the marketing team to drive pupil recruitment and retention, engaging with prospective/current parents and feeder schools.
- Ensure the marketing and admissions strategy aligns with the school's aims.
- Promote the school locally, nationally, and internationally to enhance its reputation.

Communication & External Engagement:

- Be visible and actively involved in school events and the wider community.
- Communicate regularly with parents, Governors, feeder schools, and other institutions.
- Engage with the local community and support alumni relations, fundraising, and partnerships with local and international schools.
- Stay engaged with educational trends and remain intellectually curious about developments in the education sector and their relevance to Rendcomb.



The Person

Qualifications & Experience:

- Educated to degree level.
- A proven track record of senior leadership within a school environment, and ideally with experience of a school comparable to Rendcomb.
- Significant experience in promoting and delivering exemplary pastoral care.
- Involvement in the development, execution and review of strategic initiatives.
- Proven in nurturing academic success within a genuinely holistic curriculum.
- Experience of supportive, effective and inspiring leadership of others.
- Established track record of cultivating positive relationships with stakeholders.
- Experience of marketing and student recruitment strategies.

Knowledge, Skills & Abilities:

- Exceptional written and oral communication skills
- Commitment to being a visible representative of the school, engaging with current and prospective parents, local prep and primary schools, and the wider community.
- Comprehensive understanding of financial management, risk assessment, and legal compliance, with a firm commitment to Child Protection, Safer Recruitment, and Health & Safety protocols.
- Proven ability to foster innovation and manage projects effectively.
- Strong decision-making and problem-solving capabilities.
- Highly organised, with outstanding time management skills.
- Dedication to creating a culture of curiosity and cultivating a love for learning.
- Preferably candidates would bring knowledge of the boarding school landscape and 3 to 18 schools.

Personal Attributes:

- Deeply aligned with the ethos, family focus and values of Rendcomb.
- Passionate about independent education and committed to the principles of boarding schools.
- Leadership style characterised by approachability and visibility, empowering others while guiding from the front.
- Willingness to throw oneself into all aspects of boarding school life and ability to be reasonably self-sufficient.
- Naturally motivational, with a positive and inspiring demeanour.
- Resilient and possesses sound judgement in challenging situations.
- Capable of making difficult yet necessary decisions.
- High level of emotional intelligence and literacy.



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. A 5 bedroom house is included, on site, and it is expected that the Head resides here during term time.

Address: Rendcomb College, Cirencester GL7 7HA

Safeguarding:

Rendcomb 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 Rendcomb School on this appointment.

Candidates should apply for this role via www.saxbam.com/appointments using code LAMBB. 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.

The closing date for applications is noon on Thursday 24th October.

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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