



# Appointment of Head

For September 2026



# Welcome from the Chair

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Thank you for your interest in the role of Head of Ardingly College.

This is an exceptional opportunity for an outstanding educational leader to take the helm of one of the country's most successful and forward-thinking schools. Ardingly College stands proudly as a beacon of all-round educational excellence, combining a rich heritage stretching back to 1858 with an innovative, global outlook that truly prepares our students to be "World Ready."

Since joining the Governing Body in 2024, I have had the immense pleasure of getting to know the Ardingly community. The warmth, dedication, and genuine care that permeates every aspect of College life has been wonderful to experience. The College is in a strong position and we were thrilled to welcome Great Walstead School into our family of schools last year. With over 1000 students across our schools, outstanding academic results that place us in the top 5 UK schools for the IB Diploma, and a thriving international presence with schools in China and Kazakhstan, we have built a foundation of excellence that extends far beyond our beautiful West Sussex campus.

What makes Ardingly truly special, however, is not only our impressive academic success, but our unwavering commitment to developing the whole person. Our World Ready framework ensures that every student develops not just intellectual capability but also the resilience, compassion, collaboration and engagement they need to thrive in our rapidly changing world. The next Head will inherit a College that is both confident and ambitious. We have invested significantly in our facilities, from our state-of-the-art STEM centre to our comprehensive boarding and day house refurbishments, and our financial position is strong. Our expansion abroad through Ardingly International presents exciting opportunities for global educational leadership.

We are looking for a visionary leader who can build upon these solid foundations whilst driving continued innovation and growth. The successful candidate will share our commitment to academic excellence, understand the complexities of modern boarding and day school provision, as well as today's prep market, and will have the strategic acumen to lead a multi-site, international educational organisation.

I hope this pack provides you with a comprehensive picture of the opportunity that awaits at Ardingly College. If you share our vision and believe you have the experience, passion, and leadership qualities we seek, we would be delighted to consider your application.

With best wishes.  
Jayne Adams  
Chair of Governors



# About Ardingly College

Ardingly College is a successful and modern co-educational school, set in a beautiful and traditional school environment within 240 acres of the West Sussex countryside. The College, which is a Woodard school, educates over 1000 students in total from 2 to 18, with the Prep and Senior schools situated on the one site. Great Walstead School, which joined the Ardingly family in 2024, is situated about 10 minutes away in Lindfield, and provides day education to students aged 2 ½ to 13. Boarding is hugely popular at Ardingly with around 50% of students choosing to board by the time they reach the Sixth Form.

Ardingly Prep has around 200 pupils from Reception to Year 6, as well as a Nursery. Reception and KS1 are based in the Farmhouse, and Years 3-6 in the main school building, School House. The Prep School lives and breathes the values of Discovering My World, through which primary aged children learn to explore the world around them in ways that are Adventurous, Ingenious and Generous.

Ardingly and Great Walstead have enjoyed a close relationship for many years, with Great Walstead being a significant feeder prep school to Ardingly College's Senior School. Both schools share a similar ethos of delivering an all-round education with a strong focus on the individual needs and interests of each child. Local families retain the choice of a 'through school' option from 2 to 18 with Ardingly College, or Great Walstead's more traditional Prep School offer until 13 (with many Great Walstead alumni joining Ardingly College Senior School at that point).

The College community is greatly enriched by the diversity of its students, around 25% of whom live overseas, in over 30 different countries. Students otherwise typically live in London and the South East. A growing endowment supports a bursary programme for students with limited financial means.





# About Ardingly College

Local and global partnerships are integral to the College's mission. Every year, hundreds of Ardingly students participate in an active voluntary service programme with the local community and primary schools, and the College sustains a STEM partnership with Ifield Community College which was awarded the TES STEM project of the year in 2020.

Campus facilities are excellent, with considerable recent investment in the College campus bringing it up to the highest school standards. Recent additions include a new STEM faculty and upgrades to classrooms, as well as major refurbishments of boarding and day houses. A café and dance studio were opened in 2021 and new Lower School and a third boys day house in 2022.

The curriculum is designed to be broad and stimulating, with over 25 subjects offered and a choice of A Level, IB Diploma or BTEC courses in the Sixth Form. Academic results are high and have been on an upward trajectory since 2015.

The College also offers an outstanding range of co-curricular activities based on inclusive participation as well as excellence. Every student at Ardingly is encouraged to find their passion.

## Ardingly International

Since adopting the IB over 20 years ago as one of the pathways to university, Ardingly College has sought to ensure that students develop a truly global perspective.

Ardingly College International was established as the natural extension of this endeavour and aims to establish Ardingly College international schools in partnership with organisations who share and can contribute to the World Ready vision globally. The College opened its first overseas school in China in 2020, and in 2024 opened Ardingly Astana in Kazakhstan and is currently in the process of opening further schools in Kazakhstan and other geographies. Read more [here](#)





# Ardingly's Development

Ardingly College was founded as "St Saviour's College", Shoreham, in 1858 by Canon Nathaniel Woodard whose aim was to provide education firmly grounded in the Christian faith. The foundation stone of the College's magnificent main red-brick building was laid on 12 July 1864. Girls joined the College in the 1970s and the Pre-Prep opened in 1993, accommodated in award-winning renovated and refurbished farm buildings.

Facilities have been extensively developed and enhanced over the years, with recent projects including the cafe, the dance studio and the £4.5 million refurbishment and extension of the Science Centre.

In the last five years Ardingly opened its first international school, in China, and last year strategic development closer to home saw Great Walstead join Ardingly's family of schools.

## Ardingly Projects Limited (APL)

APL partners with residential education and sporting groups offering language and sport courses using the College's facilities during Easter and Summer holidays. APL also operates Ardingly Swim School and, in December 2024, acquired the lease for Ardingly Activity Centre at Ardingly Reservoir, adjacent to the College campus.





# World Ready

The whole community is extremely proud of the students' outstanding academic success. It is clear, however, that exam results are not the only – or even the best – indicator of a student's potential to succeed in today's rapidly changing world.

Increasingly, children need to develop aptitudes, skills and personal qualities outside the scope of examined courses in order to thrive in a world disrupted by new technologies, emerging career opportunities and changing social attitudes.

To meet this challenge, the College have recently revised and renewed the award-winning World Ready mission for the next generation as the cornerstone of the new whole College strategy Towards 2030.

To encourage and equip students to be ready for this changing world, every aspect of life at Ardingly is shaped by the following six components of World Ready. Read more [here](#)





# College Values

Ardingly is a values-led school and World Ready is a values-led education that prizes above all the personal qualities of each student. The College has Christian foundations and welcomes students of all faiths and none; it seeks to express Christian values in a way that is meaningful for children regardless of their personal faith.

The College's four key values are:

Engagement

Resilience

Compassion

Collaboration

“Leaders successfully foster the values of engagement, compassion, resilience and collaboration. These values are prominently and successfully promoted.”

ISI Report 2024

Read more [here](#)







# Academic Excellence

Ardingly offers a curriculum that provides both breadth and depth to give students the opportunity to develop a genuine love of learning. The College is proud to have a plus 1 grade value added score alongside the fantastic exam results.

The College offers a broad range of GCSE and IGCSE courses which prepare students for Sixth Form study, when A Levels or International Baccalaureate or BTEC are all on offer. The 2025 IB Diploma cohort scored an average of 40.1, which places Ardingly in the top 5 schools in the UK and in the top 10 schools globally for the IB. A-Level results were in the top 75 schools in the UK.

## Exam Results

- 85% graded at A-Level A\*-B, IB 7-5 and BTEC D\*-D
- 60% at the top two grades of A\*-A, 7-6 or D\*-D
- 26% at the top A\*, 7 or Distinction\* grade
- Record-breaking GCSE Results in 2025 with over three-quarters (76%) of grades at 9-7 and more than half (53%) of all grades at 9s and 8s.
- 100% of BTECs were graded at the top two grades of Distinction\* and Distinction.

## Leaver Destinations

The vast majority of Sixth Formers at Ardingly progress from the College to university, either in the UK or overseas. Around 80% of students who choose UK universities go on to Russell Group universities. In the last few years the most popular UK destinations have included University College London, Exeter University, Warwick, Oxbridge and Imperial College.

In addition, around 10% of students choose to study abroad after Ardingly.





# Co-Curricular

Sporting ability, musical talent and artistic flair are realised under the guidance of the most skilled teachers so students can identify and develop their full potential. Some students go on to compete and achieve at the highest level.

Beyond the curriculum, students' lives are enriched by exploring their interests in a wide range of creative, sporting, musical, outdoor, and volunteering activities which are offered as part of the Enrichment Programme.

As part of their IB programme and reflecting the College's Woodard ethos, many students are involved in local community service projects.

**“Many pupils achieve highly in a wide range of team and individual sports.”**

**ISI Report 2024**

Most weekends, groups head out to projects in the Sussex area; for example, working with the National Trust at Standen House doing forestry and conservation or helping with the design and build of an outdoor education and play area for young children.

The College is renowned for success in hockey, football, and swimming, both for boys and girls. Ardingly College stands as a beacon of sporting achievement and the sports programme caters to a wide audience. The College takes immense pride in the rich and rewarding sports programme, designed to nurture well-rounded athletes while fostering inclusivity and excellence for all abilities.





# Pastoral Care

The College believes its outstanding pastoral care underpins and supports students' success, both in terms of enabling them to reach their full potential academically, but also in their ability to be World Ready.

After all, if a teenager isn't happy and comfortable in their own skin they won't achieve their full potential academically, or in other areas of life.

Everyone is known as an individual. Whether a child is a day or a boarding student, every pupil will join a House, which is their home from home during their time at the College. Within each House they will be supported both academically and pastorally in a small Tutor group; above Year 9 no tutor group is larger than 10 students.

These deliberately small pastoral groups mean that everyone is known as an individual, noticed and supported. Any student who is starting to struggle, either academically or socially, will be very quickly identified and an individually tailored support plan will be put in place.

The College recently implemented a five year Mental Health Strategy, which has led to a number of new initiatives across the College to support students' wellbeing. These include Mental Health Ambassadors, wellbeing surveys and 'Press Pause' days where the whole year group is taken off timetable for a lesson, as a surprise. Read more [here](#)

**“Pupil wellbeing and positive mental health are prioritised and valued and there is extensive support available for all pupils”**

ISI Report 2024





# A Woodard School

Ardingly College is a member of The Woodard Corporation. This educational charity was founded in the mid nineteenth century and inspired by the vision of Canon Nathaniel Woodard. An exponent of the Oxford Movement and the Catholic revival in the Church of England, the Founder's concern was the transformation of his contemporary society through the provision of an education founded on "sound principle and sound knowledge, firmly grounded in the Christian faith."

The foremost charitable object of a Woodard school is "to promote and extend Education (including spiritual, moral, social, cultural and physical education) in accordance with the doctrines and principles of the Church ... in a manner which develops and sustains a Christian environment centred on the Anglican tradition of the Eucharist and at which a fundamental importance is attached to the teaching of those principles." This means that a Woodard school seeks to provide a strong and distinctive vision and ethos founded on Christian beliefs and values.

## The Chapel

The Chapel of St Saviour stands at the heart of the College. Designed by the renowned Gothic Revivalist, Richard Herbert Carpenter (who was responsible for the entire original building at the College), the Chapel of St Saviour was added in 1879-87. Found in the stained glass Great East Window of the Chapel, the figure of a pelican is the symbol of Ardingly. It's a dominant image throughout the College. In Christian art, the pelican is used as a symbol of the Eucharist.









# The Role

The Head of Ardingly College is responsible for the strategic leadership, educational vision, and overall management of this outstanding family of schools. The successful candidate will build upon the College's established reputation for academic excellence and international outlook whilst driving continued innovation and growth. The Head also attends all meetings of both subsidiary boards.

## Key Responsibilities

### Strategic Leadership

- Develop and implement a clear vision and strategic plan for the College's continued development and growth, including boarding and Prep strategies
- Ensure the highest standards of education across all academic pathways (GCSE, IB, A-Levels, BTECs)
- Lead the College's commitment to being "World Ready" through curriculum development and co-curricular programming
- Oversee the integration and development of the College's international programmes and partnerships
- Drive innovation in teaching and learning methodologies to maintain the College's competitive edge
- Work in accordance with the College's charitable objectives and support its Christian foundations as a member of The Woodard Corporation.

### Academic Excellence

- Maintain and enhance the College's position as a top-performing IB school and strong A-Level provider
- Ensure robust academic standards across all qualification pathways
- Support the development of faculty and academic departments
- Oversee curriculum development that balances academic rigour with preparation for future challenges
- Champion innovative approaches to assessment and student development



### Student Development and Pastoral Care

- Uphold Ardingly's commitment to knowing and valuing every student as an individual
- Ensure outstanding pastoral care across both boarding and day provision
- Foster an inclusive community that celebrates diversity and international perspectives
- Promote extensive co-curricular opportunities that develop well-rounded, confident young people
- Maintain the highest standards of safeguarding and student welfare



# The Role

## Community and Stakeholder Relations

- Serve as the primary ambassador for the College to parents, alumni, and the wider community
- Build and maintain strong relationships with governing body, staff, parents, and students
- Develop partnerships with universities, employers, and international educational institutions
- Represent the College at sector events and maintain its profile within the independent school community
- Lead fundraising and development initiatives to support the College's strategic objectives

## Operational Management

- Provide effective leadership and management of all College staff
- Ensure financial sustainability and responsible stewardship of resources
- Oversee facilities development and maintenance across the campus
- Implement robust policies and procedures across all areas of College operations
- Ensure compliance with all regulatory and statutory requirements

## Governance and External Relations

- Work collaboratively with the Governing Body to achieve strategic objectives
- Maintain positive relationships with regulatory bodies and professional associations
- Contribute to educational policy discussions at local and national levels
- Build strategic partnerships to enhance the College's educational offering and reputation





# The Person

The successful candidate will likely bring all or most of the following:

## Education and Qualifications

- Advanced degree (Master's or equivalent) in education, relevant academic discipline, or related field
- Evidence of continuing professional development in educational leadership

## Leadership Experience

- Proven senior leadership experience, preferably including headship or deputy headship
- Demonstrable experience in strategic planning and implementation
- Experience leading organisational change and improvement initiatives
- Track record of successful staff recruitment, development, and retention

## Educational Expertise

- Understanding of a range of educational frameworks and qualification pathways, ideally including the IB programme
- Experience with co-educational and/or boarding school environments
- Understanding of global educational trends and best practices

## Knowledge

- Experience with co-educational and/or boarding and Prep school environments
- Knowledge of safeguarding requirements and policies
- Understanding of independent school finance and business operations
- Experience with marketing and communications in educational contexts
- Fundraising and development experience



## Leadership Qualities

- Inspirational and visionary leader with the ability to motivate and engage all stakeholders
- Collaborative approach with strong interpersonal and communication skills
- Resilience and adaptability in managing complex challenges
- High emotional intelligence and cultural sensitivity
- Commitment to continuous improvement and innovation

## Personal Characteristics

- Unwavering commitment to pupil welfare and educational excellence
- Strong ethical foundation and integrity in all professional dealings
- Excellent public speaking and presentation abilities
- Ability to think strategically whilst managing operational details effectively
- Diplomatic skills for managing diverse stakeholder relationships
- Genuine passion for education and pupil development
- Energy and enthusiasm for the role and its challenges
- Intellectual curiosity and commitment to lifelong learning
- Sense of humour and ability to maintain perspective under pressure
- Commitment to the values and ethos of Ardingly College



# How to Apply

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

Candidates should apply for this role via [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **LBNBB**. 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 on 9am 17th October

## Key Dates:

- First round panels will be held Tuesday 25th November
- Final round panels will be held on Monday 8th & Tuesday 9th December

Shortlisted candidates will be required to complete a College application form.

## 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.

## Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

## Safeguarding:

Ardingly 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 College are exempt from the provisions of the Rehabilitation of Offenders Act 1974.





Saxton Bampfylde

