



BARNARD CASTLE SCHOOL

Director of Sixth Form

FOR APRIL 2025



INFORMATION FOR APPLICANTS

Welcome from the Headmaster

Dear Candidate,

Barnard Castle School is seeking an exceptional leader to become our **Director of Sixth Form**, a pivotal role within our thriving day and boarding community. For over 140 years, our school has been at the forefront of co-educational excellence, and the Sixth Form is at the heart of this tradition, offering a dynamic, aspirational environment for students as they take their final steps before adulthood.

Our Sixth Form is not only a place of academic achievement but a launchpad for young people to develop critical life skills, independence, and character. We pride ourselves on providing outstanding pastoral care, ensuring each student is supported in their journey toward personal growth and success. As Director of Sixth Form, you will be instrumental in leading and nurturing our students during this crucial phase of their education.

We are seeking an ambitious, forward-thinking individual who will inspire both students and staff alike, recognising the unique challenges and opportunities that come with preparing young people for an ever-changing world. You will bring the vision, emotional intelligence, and leadership required to shape the future of the Sixth Form, creating a space where every student can thrive academically, socially, and personally.

As part of our Senior Leadership Team, you will play a central role in shaping the strategic direction of the school, ensuring that Barnard Castle School continues to be a leading force in independent education.

We are excited about the journey ahead for our Sixth Form, and we look forward to receiving your application.

Yours faithfully,



David Cresswell
HEADMASTER



The School & Sixth Form

“Parvis imbutus tentabis grandia tutus”

When you are steeped in little things, you shall safely attempt great things.

At Barnard Castle School—affectionately known as "Barney"—we take great pride in preparing our Sixth Form students for life beyond school, equipping them with the academic ambition and personal qualities to excel in a rapidly evolving world. With a dedicated Sixth Form of 180 students, our mission is to inspire minds and build character within a vibrant, inclusive community. Each student is supported and encouraged to achieve their full potential, developing the confidence, intellectual curiosity, and resilience needed to embrace the opportunities and challenges of university, professional life, and beyond.

The Sixth Form experience at Barney is driven by academic ambition, with a broad curriculum offering both A Level and BTEC courses. This flexibility allows students to tailor their studies to their strengths and aspirations, ensuring they can maximise their academic potential. We strive to set an ambitious academic tone, supporting students in their pursuit of excellence. Our focus is on preparing students for top-tier universities and the most competitive professional fields, including Oxbridge, medicine, and engineering. Whether pursuing traditional academic pathways, vocational qualifications, or a combination of both, our Sixth Formers are well-prepared for success in higher education and beyond. Many go on to study at top universities, while others pursue Degree Apprenticeships, combining work and study in industries such as engineering, finance, and technology. Supported by a dedicated UCAS coordinator, students receive bespoke guidance on university destinations and career pathways, including expert advice on Degree Apprenticeships.

In addition to academic success, Barney's Sixth Form includes a Professional Development Programme that equips students with essential skills for the future. Innovative experiences such as "Industry Day" and a dedicated week of work experience - organised by our full-time Careers Advisor - offer students hands-on exposure to the professional world. These experiences, alongside leadership opportunities, mentoring younger pupils, and involvement in service projects, ensure our students leave Barney not only with strong academic foundations but also with the character, leadership, and practical skills to thrive in the wider world.

Located in an area of outstanding natural beauty, just outside the historic town of Barnard Castle, our school offers a dynamic and stimulating environment for Sixth Form students. With strong links to leading universities such as Durham, York, and Newcastle, Barney students benefit from a wealth of academic and cultural opportunities that extend beyond the classroom. Barnard Castle School is where academic ambition, personal development, and a supportive community come together, empowering Sixth Formers to safely attempt great things.

Our Vision

- To be viewed as the leading independent co-educational day and boarding school in the North of England.

Our Purpose

- Our purpose as a school is to inspire minds and build character, within a down-to-earth, inclusive community where everyone belongs, and hard work and good humour thrive.

Our aim

- Our aim is to create a safe environment where pupils love their school, embrace small steps toward great achievements, and are willing to dare greatly to shape a changing world.



Our Key Features

A Seamless Educational Journey

We are proud to offer a supportive environment where students can complete their entire educational journey. At every stage, we nurture their growth, ensuring smooth transitions and a deep understanding of each student's unique needs, all within a close-knit, inclusive community that helps them flourish and prepares them for life beyond Barney.

Fully co-educational Boarding and Day School

We fully embrace co-education, ensuring equal opportunities for all students, regardless of gender. Our strong boarding community enriches the school, enhancing cultural literacy through our international students. The extended school day and week provide ample time to deliver a broad and varied educational experience.

Resilient Characters & Brave Minds

We have always offered an education that goes beyond exams, which is more crucial now than ever in a rapidly changing world shaped by globalism, AI, and evolving careers. Our students need strong character, adaptable soft skills, and a values-driven foundation to thrive in this uncertain future. With resilience and a supportive community, they are empowered to dare greatly and achieve beyond what they thought was possible.

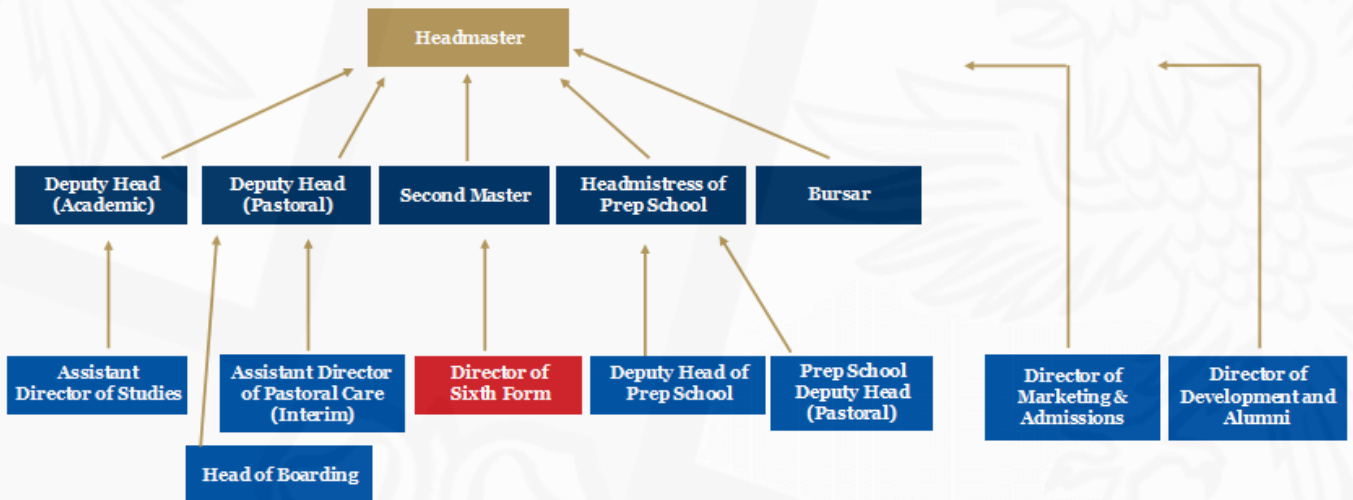
A Broad Entry

Life is about engaging with people of diverse abilities and talents, celebrating personal growth rather than just top grades. As long as we can support individuals in accessing our education and they demonstrate the core character traits we value, we are committed to supporting them on their journey.

Traditional yet Innovative

Barney's rich history and cherished traditions have shaped generations of strong, humble individuals. While we honour these beloved 'Barneyisms,' we remain focused on staying relevant and forward-thinking as we move further into the 21st century.

The Senior Leadership Team



Senior Management Team (SMT):

The Senior Management Team consists of the Headmaster, the Second Master, the Bursar, the Head of Prep School, the Deputy Head Academic and the Deputy Head Pastoral. This group meets weekly to address operational matters, ensure efficient decision-making, and maintain the day-to-day running of the school.

Senior Leadership Team (SLT):

The Senior Leadership Team includes the SMT along with the Directors (Sixth Form, Admissions & Marketing, Development & Alumni, Academic and Pastoral), Head of Boarding and Deputies from the Prep School. This team meets less frequently to focus on strategic planning, long-term development, and broader school initiatives.

Job Description

Job Title: Director of Sixth Form (SLT)

Reporting to: Second Master

Role Type: Permanent

Start date: April or September 2025

Overall Purpose

The Director of Sixth Form is a strategic and influential leadership role, responsible for shaping and enhancing both the academic and pastoral experience of our Sixth Form students. This role will ensure students are prepared for success, not just within school, but as they transition into further education, apprenticeships, or the workforce. The post-holder will be instrumental in driving a culture of ambition, industry, and community engagement, ensuring that Barney Sixth Form students contribute meaningfully to society and aim to achieve beyond what they thought was possible.

Key Responsibilities

Strategic Leadership:

- Provide vision and direction to further the development of the Sixth Form in alignment with the whole school journey.
- Lead on initiatives that foster a sense of pride, purpose, and altruism among Sixth Form students.
- Drive the Sixth Form's academic and pastoral strategy, ensuring our students are equipped for university, apprenticeships, or the workplace.
- The Director of Sixth Form plays a vital role in establishing a culture of academic ambition that permeates throughout the entire school. By setting the academic and character development tone in the Sixth Form, this role is key in influencing the ethos and success of the School as a whole.

Senior Leadership Contribution:

- Support the Headmaster in strategic planning, including curriculum review and whole-school development initiatives.
- Attend and actively contribute to Governors' Meetings and school inspections, offering insight on the Sixth Form's performance and strategic goals.
- Build strong relationships with internal and external stakeholders, including students, parents, alumni, and external partners.
- Act as an ambassador for the school at both national and international levels, attending recruitment fairs and representing Barney in various forums.
- Ensure that the Sixth Form integrates seamlessly with whole-school development initiatives, driving innovation and excellence in both academic and extracurricular offerings.

Sixth Form Leadership:

- Lead the recruitment, admissions, and transition of students into the Sixth Form, collaborating with the Director of Marketing and Admissions and the Registrar and other relevant teams. This includes key recruitment events such as the Sixth Form Information Evenings for Year 11 and Year 10, as well as events in the wider community.
- Promote Barney's Sixth Form as a leading destination for academic and pastoral excellence for both internal and external applicants.

- Manage key staff, including the Head of Careers, Higher Education, and the Extended Project Qualification (EPQ) programme.
- Oversee the UCAS application process, Oxbridge preparation, and early application strategies for fields such as medicine and veterinary science.
- Foster innovation in teaching and learning, incorporating modern technology and preparing students for an increasingly digital and AI-driven world. Ensure that Barney Sixth Formers are equipped with the technological skills necessary for success in the 21st century.
- Ensure Sixth Form students are engaged and act as role models across the school, fostering a strong work ethic and leadership among their peers.

Pastoral Care and Student Development:

- Lead the pastoral care and personal development of Sixth Form students, working with HSMs and tutors to ensure student well-being and success.
- Manage the induction of Year 11 students into the Sixth Form, providing a smooth and supportive transition.
- Foster leadership and responsibility within the Sixth Form, overseeing the selection and development of student leaders, including Monitors and Heads of Houses.
- Oversee social, cultural, and supra-curricular activities to enrich the Sixth Form experience, including debating societies, lecture clubs, and external partnerships.

Professional Development and Collaboration:

- Collaborate with the Director of Development and Alumni on engagement strategies that build meaningful long-term relationships with former students.
- Provide leadership and support to A-Level teaching staff, promoting consistent excellence across academic departments.
- Lead on alumni engagement and maintain productive connections with the Prep School to ensure a seamless school-wide experience.
- Work closely with the Deputy Head (Pastoral) to align the Sixth Form's pastoral strategy with the school's broader values and meet legal requirements for PSHE/RSE.
- Lead professional development initiatives for teaching staff, encouraging collaboration across academic departments, and mentoring junior teachers. Support the professional growth of Sixth Form staff, ensuring they are equipped to maintain high standards of teaching and learning.

Expectations as a Member of the Senior Leadership Team (SLT):

- Act as a role model for both staff and students, maintaining high standards of professionalism, conduct, and integrity at all times.
- Ensure clear and effective communication with students, parents, and staff, fostering a collaborative and supportive school environment.
- Maintain a visible and active presence around the school, contributing to the broader life of the school, including boarding where appropriate.
- Ensure the Sixth Form contributes to the school's positive culture, including recognition and rewards that reflect the achievements of students and staff alike.
- Champion the student voice within the Sixth Form, ensuring students play an active role in school improvement.



Role Criteria

The ideal candidate will demonstrate a passion for student success and personal development, with the ability to inspire and lead by example. They will have a proven record of strategic leadership, a commitment to academic and pastoral excellence, and a deep understanding of the challenges and opportunities in post-16 education.

Essential Criteria

- A warm, approachable nature with kindness, patience, and a good sense of humour, essential for building strong relationships with Sixth Form students as they navigate the complexities of their final school years.
- Exceptional resilience, with the ability to make sound, defensible decisions under pressure, ensuring the smooth running of the Sixth Form in a fast-paced and dynamic environment.
- Strong leadership qualities, including energy, enthusiasm, and the capacity to inspire, motivate, and guide Sixth Form students and staff toward academic excellence and personal growth.
- A deep commitment to the academic, emotional, and social wellbeing of Sixth Form students, fostering the development of well-rounded young adults prepared for life beyond school.
- Outstanding interpersonal and communication skills, capable of engaging effectively with Sixth Form students, teachers, and parents, creating a supportive and collaborative environment.
- The ability to navigate and de-escalate challenging situations with empathy and emotional intelligence, balanced by the confidence to apply firm, fair guidance when necessary.
- Proven expertise as a classroom teacher in a specialist subject, with a passion for teaching and learning that translates into high expectations for Sixth Form academic success.
- Approachability, accessibility, and flexibility, ensuring students and staff feel supported and valued within the Sixth Form community.
- Strong administrative, organisational, and ICT skills to manage the diverse demands of the Sixth Form efficiently and effectively.

Recruitment Process

Enquiries

If you have any questions about the role in advance of applying, please contact the current Second Master, Martin Pepper (mtp@barneyschool.org.uk) between Monday 21st October and Wednesday 23rd October who will be pleased to arrange a call for an informal discussion.

The Headmaster is offering an attractive and competitive salary to secure the best candidate. The School offers a pension package with Royal London Group Pension Scheme. Other benefits include fee remission for children in the School, use of our gym, sports facilities and swimming pool, free meals during term time, free parking and access to various social activities throughout the year.

Applications

If you feel that you can meet the above requirements, then please submit a letter of application along with the Barnard Castle School application form to the Headmaster. Only applications containing the requested information will be considered.

Applications should be sent to:	
Mr D J Cresswell Barnard Castle School Barnard Castle County Durham DL12 8UN	Telephone: 01833 696098 Email: hr@barneyschool.org.uk
Information about Interviews:	
Deadline for applications: Monday 4th November 2024 at 9.00am	
Longlist Interviews (Online): Tuesday 19th November 2024	
Shortlist Interviews at School: Monday 25th November 2024	

Applicants should read carefully the application procedure – guidance for applicants, Policy on the Recruitment of Ex-offenders and the Disclosure policy and the Safer Recruitment policy.

Barnard Castle School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974 and all applicants will undergo child protection screening, including checks with past employers and an enhanced DBS and Barred list check with Disclosure and Barring Service.

Barnard Castle School is an equal opportunities employer.



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