



RICKMANSWORTH  
SCHOOL

Working for us



Rickmansworth School  
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## Welcome from the Headteacher

Dear Applicant

Thank you for your interest in working at Rickmansworth School. This booklet is intended to give you information about the School, our vision and ethos. I hope that you will find the information helpful, both in deciding whether this is the right role for you and in putting together your application.

Information is available at [www.rickmansworth.herts.sch.uk](http://www.rickmansworth.herts.sch.uk), including our prospectus and recruitment information..

Rickmansworth School is an 11-18 heavily oversubscribed co-educational partially (35%) selective academy with nearly 1460 students on roll, increasing to around 1575 students over the next five years. Academic results are strong at KS4 and KS5 with the vast majority of students securing their first choice university destinations.

The School is in a very strong, stable financial position with over £4M recently spent on school expansion including a new Sixth-form centre, performing arts theatres and an Innovation & Design Centre. The School is also supported by a fantastic PTA and Foundation.

The success of the School is based on the talent and dedication of our staff. Rickmansworth School staff members are reflective, committed professionals, willing to do whatever it takes for our students to achieve excellent results. This role is an opportunity to join a supportive and welcoming staff team and make a significant contribution to our ongoing work.

As Headteacher, there is no higher priority than the recruitment and development of staff. We ask a great deal from staff, but in return we provide extensive support and development opportunities and a fantastic wellbeing programme.

If you wish to have an informal discussion about the post before applying please feel free to contact the Head's EA, Mrs Blair via email [applications@rickmansworth.herts.sch.uk](mailto:applications@rickmansworth.herts.sch.uk) or by telephone on 01923 773296.

I look forward to receiving your application.

With best wishes



Mr Matt Fletcher  
Headteacher



## General Information

The School converted to Academy Status in 2011. We have an excellent reputation in the local community and are consequently heavily oversubscribed, with around 1,340 applications received in 2021 for the 240 Year 7 places. The number of first place preferences is proportionately increasing.

Ofsted inspected the School in October 2017 and reported we were good with outstanding features. They recognised the significant improvements at Rickmansworth and the positive impact this was having on student achievement and progress, and equipping the students for adult life.



Rickmansworth provides a happy, safe and calm learning environment. There is an excellent well-qualified and enthusiastic teaching and support staff, many of whom are heavily involved in professional development. Operating on a foundation of traditional values, Rickmansworth is an institution that welcomes change and regards itself as being at the forefront of development.



Due to popular demand Rickmansworth School was expanded in September 2018 to take an additional form of entry each year, going forward. In order to facilitate this the School was supported by a capital grant of £3.5 million. Consequently, the School has undergone a major refurbishment programme including the construction of an outstanding new sports hall, new Sixth Form centre, a specialist Film Studies suite (including a cinema), a theatre/drama studio,

swimming pool and dining hall. We have modernised the Modern Foreign Languages Faculty (including the installation of a new languages laboratory) the Mathematics Faculty, created new Science laboratories, and refurbished the English Block, the Music block and the School Hall. We have a strategic improvement plan to refurbish the whole school site and are constantly looking for ways to improve provision for our students. We are currently creating a new Innovation and Design block and renewing some of the roofs to make the building future-proof.

## Specialism

Rickmansworth School is a Specialist Science and Arts College. A further extension of our specialism is the School Sports Partnership. Rickmansworth School is the hub for many local schools, and has many close partnerships with other schools through its partnership arrangements and teaching alliance with Watford Partnership for teacher training.





## Curriculum Structure

Students are taught in mixed ability groups in Key Stage 3 for the majority of their curriculum. All students follow the full National Curriculum at Key Stage 3, which is taught for three years and then follow core subjects at Key Stage 4 with a selection of option choices. The majority of students progress on to Key Stage 5 where they follow Level 3 programmes of study.

## Sixth Form

A large, vibrant Sixth Form is an important feature of Rickmansworth School. We are very pleased to have seen our numbers grow to over 300. Our Sixth Form is very popular, attracting the majority of our own Year 11 students, in addition to a small number of students from other schools, all of whom settle in remarkably quickly and strike up lasting friendships with our existing students.



## Extra-curricular activities



An extremely rich variety of sporting and extra-curricular activities are in place which are very popular with our students. These include visits locally, regionally, nationally and overseas residential visits.

We have an active student voice and undertake regular student voice surveys and Student Council meetings. Our students are actively involved in the day to day running of the school. Students are empowered to take on posts of responsibility from their first day at school. Student Voice provides all

students with the opportunity to share in the planning, execution and evaluation of activities within the context of teaching and learning, the community, student leisure and welfare and develop their role as young citizens through political voice. Many of our students share ideas within and beyond the school, locally, nationally and internationally. Opportunities are provided for students to work with many other voluntary and charitable organisations.



## Bring Your Own Device Scheme (BYOD)

The School operates a BYOD scheme and all students have access to a Chromebook. We want our students to feel at ease in this rapidly changing climate, and we need to help our students prepare for careers and degrees that are yet to exist. The BYOD Chromebook Scheme helps our students to become responsible digital citizens and lifelong learners. The BYOD Learning Scheme is an opt-in scheme and provision will be made available for those students or families who choose not to join it. However, as a school we firmly believe in the merits of the scheme and the significant benefits of every student owning their own device.

## Values and ethos

At Rickmansworth School we promote our key values and ethos through our six “Ricky Rs”. Through our curriculum, we educate our students to:

- be **Responsible**
- show **Respect**
- form positive **Relationships**
- be **Resourceful**
- be **Resilient**
- be **Reflective**

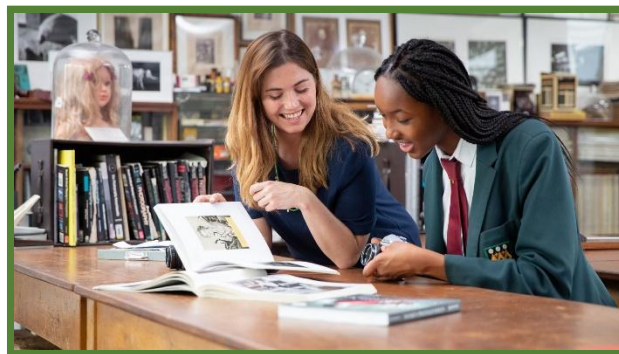




# Why work at Rickmansworth?

## 1) A serious commitment to professional development

There is an excellent well-qualified and enthusiastic staff body, many of whom are heavily involved in professional development. Our programme of staff development is recognised nationally and involves a variety of forums, including developing subject knowledge, examination marking and networking, in addition to high quality in-house CPD provision delivered by practitioners, for practitioners.



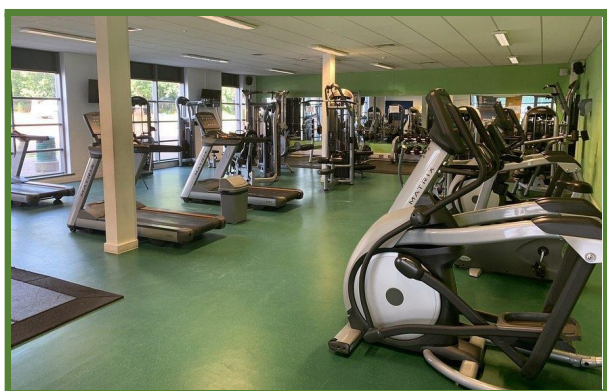
We run a staff conference every year which headlines guest speakers in current educational research, helping us to challenge our students back in the classrooms. Conference culminates in a formal dinner and staff prize-giving – definitely not to be missed!

## 2) Fantastic facilities

The School has undergone a major refurbishment programme, having invested millions in our facilities in the last decade. We have recently established an Eco Garden for staff and students at the School and this is proving a great success. In January 2021, we were very proud to be awarded our first Eco-Schools Green Flag. Eco-Schools is a global programme across 67 countries, making it the largest educational programme on the planet. The Green Flag is an international accreditation which has recognised and rewarded young people's environmental actions for over 25 years.



## 3) A focus on well-being



We offer an established well-being programme for our staff including Friday breakfasts, free entry to our excellent fitness suite and swimming pool, a variety of sporting activities, well-being sessions during INSET, and staff BBQs and trips. Staff have a genuine 'voice' at the School and meet with the Head to discuss any concerns on a regular basis.

## 4) And lots more...

- An admissions policy which gives preference to staff members' children
- Flu vaccinations
- Excellent behaviour
- Free eye tests for staff



**At Rickmansworth School, we can promise you a rewarding, challenging and professional experience where there are always further opportunities to develop your career.**



## How to find us

The School occupies a Green Belt site surrounded by woodland. Rickmansworth and Croxley Green is a very attractive and affluent area, with a village green, listed buildings, golf courses and a range of shops and amenities. Watford town centre is only three miles from the School and offers many sports, leisure and arts facilities, a very extensive shopping centre and a good range of affordable accommodation, including flats and houses for rent.

- Transport links are good.
- Buses run to Watford and Bushey, South Oxhey, Oxhey Hall and Batchworth Lane.
- Trains from Croxley Green and Rickmansworth underground station, near to the School, run directly into Central and North West London via the Metropolitan Line.

The School has good access to major roads, with the M25 only a few miles away.

