

• Candidate Pack

Appointment of Group Director of People Lord Wandsworth College



Lord Wandsworth College Appointment of Group Director of People

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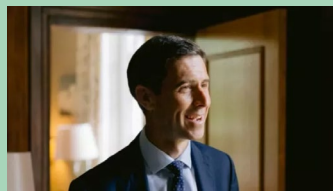
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“The kind of school where children make friends for life, don’t have a minute to spare and are likely to look back on their school days very fondly indeed.”

The Good Schools Guide

Welcome message



Adam Williams
Head

The Head's Vision for LWC | Lord Wandsworth College

There are two ways to think about your future.

The first is familiar; decide where you want to go, study the people who got there before you, map the route, follow it. Clear, and safe.

The second takes more courage. It rests on the fact that your most meaningful future cannot yet be seen. The futures that matter most aren't inherited, they have to be made. Even our best attempts to predict them are shaped by what has already been.

That is what makes this role compelling.

As Group Director of People, your task is to help shape what comes next, within an organisation already rich in culture and ambition but still open enough to be defined further by your judgement.

There is something energising in that uncertainty. The next chapter is unwritten, and the people who thrive here are those who help write it.

We are already on that journey. Recent years have seen real momentum at LWC; ideas have taken root, communities have deepened, and a shared sense of purpose has settled across the school. It has been collective work, and it gives us a strong foundation for what comes next.

Your job is to build on it; to connect our people agenda to our wider ambition, strengthen leadership across the Group, and create the conditions in which staff can do their best work.

These pages will give you a sense of where we are. The task now is to take it further.



History

Lord Wandsworth College (LWC) is named after Baron Sydney Stern, a Liberal MP and the second son of a City banker. Granted a peerage less than four years after winning the seat of Stowmarket in 1891, Stern took the title of Lord Wandsworth in reflection of his many links with the area.

When Lord Wandsworth died in 1912, he left a generous bequest to educate the children of agricultural workers – children who had lost one or both parents and needed the support of a boarding environment.

Lord Wandsworth's Trustees purchased the site on which the College now stands and the first Foundoners arrived in 1922, followed by fee paying pupils in 1945. To date, some 2,500 foundation pupils have passed through our gates. This is transformative impact.

St Neot's School has a rich history dating back to 1869. However, the significant

milestone occurred in 1888 when St Neot's relocated from Berkshire, to Eversley. It became a co-educational school in 1988.

LWC Family of Schools

Lord Wandsworth College and St Neot's School were delighted to announce their formal collaboration in April 2021.

St Neot's is a leading independent, co-educational nursery, pre-prep and prep school which welcomes pupils from 2 to 13 years. It is set in a wonderful 70-acre woodland site in Eversley, Hampshire. There has been a strong relationship between the two schools over many years, with a significant proportion of St Neot's families choosing LWC for their children's secondary education.

The collaboration between the two schools, both with a demonstrable record of academic and sporting success, now offers a unique educational pathway from 2 to 18 years.



“The character to succeed. The compassion to make it count.”

The Foundation

Committed to upholding the wishes of Lord Wandsworth, the Lord Wandsworth Foundation offers approximately 50 assisted Foundation places. 2,500 Foundationers have passed through the College since its inception.

The Foundation exists to help children who have lost the support of one or both parents through death, divorce or separation and require a caring and supportive boarding environment in which to thrive.

It is led by a team of Trustees, all of whom are governors of LWC. The day-to-day running of the Foundation, including the selection of Foundationers, is handled by the Admissions team who work alongside the Director of Philanthropy and Alumni and the Foundation Tutor to promote the work of the Foundation.

Our Mission

Our mission is simple: *We Widen Worlds*

A great education should not narrow young people towards a single version of success. It should give them more to see, more to question, more to try, and more to become. We aim to send into the world young people who are inwardly self-confident, outwardly modest, curious, passionate, and ambitious to make a positive difference.

<https://www.lordwandsworth.org/mission-2026/>



The Waymarkers

The future does not come with a map, which is why we use Waymarkers. They are not rules but bearings; the principles that help pupils orient themselves when the path ahead is unfamiliar.

They shape our curriculum, pastoral life, co-curricular programme, boarding community, and our relationship with the land around us. If our mission is to widen worlds, our Waymarkers show how.

1. **Character & Compassion — *Who you are when no one is watching***

Achievement, effort and ambition all matter, but none of it means much if it collapses under pressure. This Waymarker is about what remains when outcomes wobble; how pupils treat others, how they respond when things do not go their way, and how they carry themselves when the easy options disappear. Rooted in our Foundation, we have always known that real strength is often quiet.

2. **Connection & Service — *Perspective is a team sport***

This Waymarker asks pupils to step beyond themselves, to notice how ideas, people and experiences interlock, and to gather points of view from different disciplines and backgrounds and connect them in ways that create meaning. Service, here, is a habit of attention rather than a badge.

3. **Mastery & Imagination — *Get good. Then get curious***

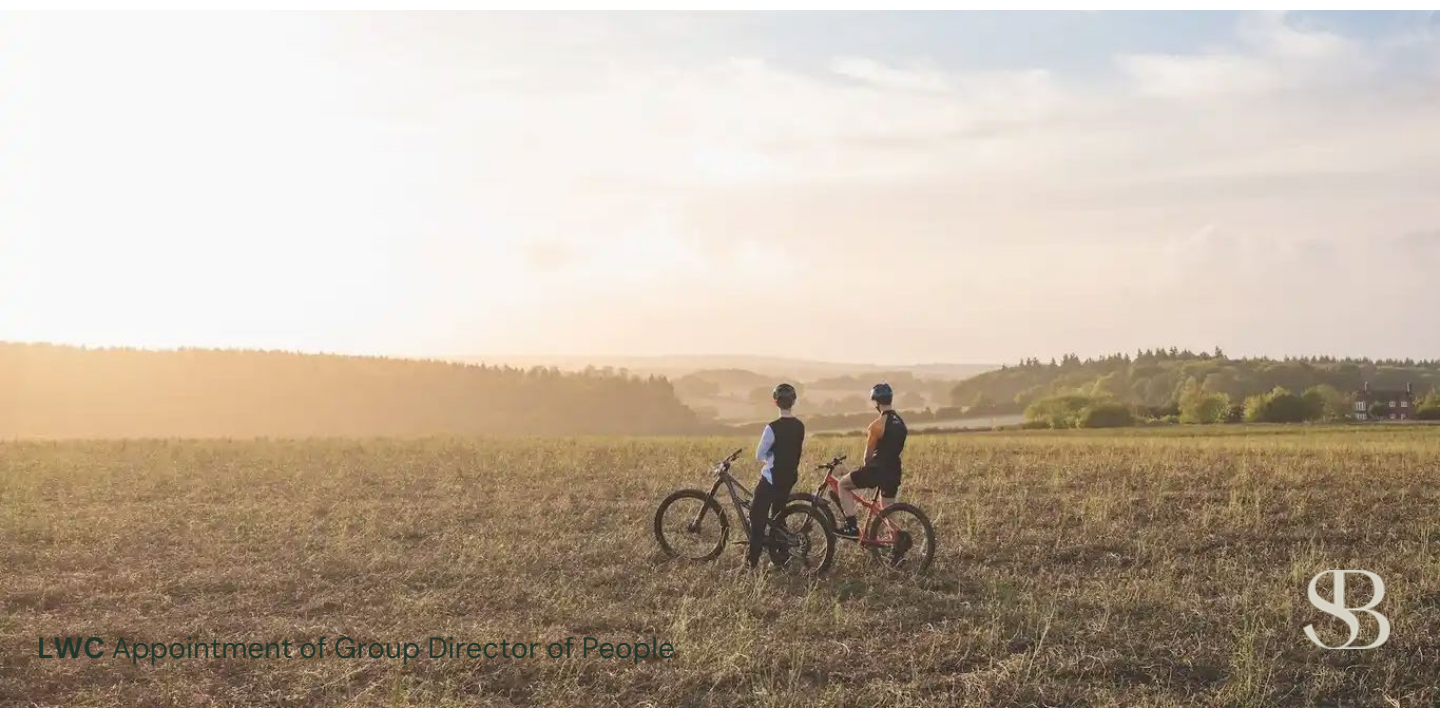
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4. **Vitality & Adventure — *Energy changes everything***

There is a particular kind of confidence that comes from doing hard things in the real world. Across our 1,200 acres, pupils learn by moving through the world, not just thinking about it; discovering that discomfort is survivable, effort can be joyful, and uncertainty can even be enjoyable. Not every lesson happens at a desk.

5. **Stewardship & Legacy — *Think beyond yourself***

This Waymarker is about understanding consequence; that choices ripple outward through communities, landscapes and generations. We encourage pupils to think carefully about what they consume, what they create and what they leave behind. Our aim is to help them leave people, places and possibilities better than they found them.



The opportunity

This is an exciting point in the evolution of the LWC Group. The past 10 years have been a period of considerable success and, with the recent addition of St Neot's, the Group looks forward with confidence and ambitious plans for further growth,

LWC is building a forward-looking, values-led organisation with people at its heart. The Group combines a strong sense of purpose with a clear ambition to grow its reach and impact, both in the UK and, over time, more widely.

Our staff are central to everything we achieve. Across both schools, they bring professionalism, care and commitment

to delivering an exceptional educational experience.

To support the ongoing ambition as we enter our next phase, we are seeking a senior people leader who will help shape our culture, strengthen our capability and ensure that we continue to attract, develop and retain outstanding colleagues.

This is a rare opportunity to influence both strategy and execution and to build a unified people function across a growing group, whilst playing a central role in defining the culture and leadership that will underpin our future success.



The role

The Group Director of People will be a pivotal appointment for LWC as it continues an exciting upward trajectory. This appointment will ensure its people remain at the heart of that ambition.

Reporting to the COO and working closely with the Head and wider Senior Leadership Team, you will lead the development and delivery of the Group's people strategy.

The Group Director of People will ensure that LWC has the capability, culture and leadership required to deliver its long-term ambitions. With St Neot's now part of the Group and further growth under consideration, this role offers unusual breadth and impact.

The Group Director of People will:

- Shape a unified people function across multiple schools
- Influence strategic decisions at the highest level
- Lead the people dimension of growth

through partnership, merger or acquisition

- Build the organisational capability and infrastructure required to sustain expansion

Few roles in the education sector offer this combination of autonomy, strategic influence and operational leadership.

The Group Director of People will lead a central People team comprising three Business Partners and two administrative colleagues, ensuring a consistent, high-quality service across both schools. The team is responsible for delivering core people processes, including safer recruitment and compliance.

Responsible for oversight of all high risk and complex employee relations matters, advising senior leaders directly where appropriate and as a full member of the Senior Leadership Team, contribute widely to the overall leadership and direction of the Group.



Key responsibilities

Strategic People Leadership

- Act as the senior advisor to the Head and COO on all people matters, providing clear, expert and pragmatic guidance.
- Shape and deliver a coherent Group-wide people strategy aligned to organisational priorities.
- Contribute fully as a member of the Senior Leadership Team.
- Provide high-quality reporting and insight on workforce matters to Governors and relevant committees.
- Lead, develop and inspire the People team, ensuring consistent and reliable delivery across both sites.

Organisational Development and Capability

- Lead initiatives to strengthen leadership capability, organisational effectiveness and employee engagement.
- Develop workforce planning approaches that ensure the Group has the capacity and capability required for future growth.
- Build a strong leadership pipeline and succession planning framework.
- Develop meaningful people metrics and workforce insights to inform strategic decision-making.
- Equip leaders across the Group to deliver high performance, accountability and excellent people management.

Employee Relations and Risk Management

- Personally lead complex, sensitive and high-risk employee relations cases.
- Provide expert oversight to ensure consistent and legally robust ER practice across both schools.
- Advise senior leaders on employment matters, policy and process.
- Ensure contracts, policies and procedures remain current and compliant with evolving legislation.

Safeguarding, Recruitment and Compliance

- Hold overall accountability for safer recruitment in line with KCSIE and the Independent School Standards.
- Ensure safeguarding is embedded across all recruitment and onboarding processes.
- Maintain the integrity and inspection readiness of the Single Central Record (SCR).
- Ensure completion of all statutory checks, including DBS, right-to-work, prohibition and Section 128 checks.
- Lead preparation for ISI inspection in all people-related areas.
- Ensure employee data is managed in line with data protection requirements.

Key responsibilities continued

Embedding Consistency and Supporting Growth

- Establish and maintain a consistent people framework across LWC and St Neot's.
- Drive alignment in policy, process and standards across both schools.
- Lead the people aspects of growth activity, including:
 - Workforce due diligence.
 - TUPE and contractual harmonisation.
 - Organisational design and integration.
- Support the integration of staff and culture following partnerships or acquisitions.
- Build the people capability and infrastructure required to support expansion

Recruitment, Reward and Development

- Oversee recruitment and retention strategies across the Group, strengthening employer brand and attraction.
- Ensure reward approaches are fair, competitive and financially sustainable.
- Advise on pay strategy and internal relativities.
- Champion staff wellbeing, equality, diversity and inclusion.
- Oversee learning and development to support continuous improvement and career development.



Person Specification

The successful candidate will be an accomplished, senior people leader with a track record of shaping and delivering people strategy in a complex environment with a strong pastoral ethos and sense of community . A collaborative and pragmatic operator, the Group Director of People will combine strategic insight with hands-on expertise, leading organisational development, workforce planning and cultural alignment across the Group. As a trusted adviser to the Heads, COO and Governors, they will play a key role in supporting future ambition and growth and positioning LWC Group for ongoing success. The Group seeks an individual with most or all of the following qualifications, experience, skills, knowledge and personal attributes.

Experience and Qualifications

- Experience within independent schools or the wider education sector.
- CIPD Level 7 qualification or Chartered membership (highly desirable).
- Strong working knowledge of KCSIE, the Independent School Standards and ISI requirements.
- Experience of mergers, acquisitions or partnerships, including TUPE and organisational integration.
- Experience advising senior leadership teams or boards.
- Track record of developing leadership and management capability.

Skills and Expertise

- Ability to operate both strategically and operationally within a complex organisation.
- Strong judgement and the ability to balance risk with pragmatism.
- Credibility and influence at senior leadership level.
- Depth of expertise across employee relations, organisational development and change.
- Ability to build trusted relationships across diverse stakeholder groups.

Behaviours and Personal Qualities

- Strong alignment with the values and mission of LWC Group.
- Deep commitment to safeguarding and child protection.
- Commitment to diversity, inclusion and staff wellbeing.
- Personal and professional integrity, discretion and sound judgement in handling sensitive matters.
- Gravitas and presence to operate as a peer to senior leaders.
- Pragmatic, grounded and delivery-focused.
- Willingness to challenge constructively and advise with honesty.
- Ability to engage effectively with academic, pastoral and operational colleagues alike.
- Proactive in relation to health and safety responsibilities

Terms of appointment

Working hours: Working hours reflect the demands of a 24/7 boarding school environment, required a flexible approach. Sometimes attendance will be required outside standing office hours, including evenings and occasional weekends.

Remuneration: A competitive salary commensurate with the seniority of the post will be offered.

Holidays: 28 days plus bank holidays

Wider benefits:

- Contributory pension scheme
- Fee remission for children
- Death in service scheme – 4 times your annual salary
- Give as you earn and staff volunteering
- Personal accident insurance
- Enhanced family friendly policies, including support for emergency time off for dependants
- State of the art, restaurant quality, hot and cold food available
- Friends and Family referral scheme (£250 for each referral)
- Use of wide-ranging school facilities – swimming pool, tennis, walks, trails etc
- Excellent social and sporting events for staff within the school

Safeguarding and Compliance

Lord Wandsworth College Group is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and young people. All staff share this responsibility.

All successful applicants will undergo thorough child protection screening, including references from previous employers and a DBS check. In accordance with Keeping Children Safe in Education guidance, LWC conducts online searches for candidates reaching the interview stage as part of our due diligence checks.

This job description is not exhaustive; responsibilities may evolve and adapt over time. The postholder will be expected to operate in line with the school's policies and procedures, including the Code of Conduct, Safeguarding Policy, Child Protection protocols, and Health & Safety guidelines.

We look forward to welcoming a dynamic, forward-thinking Group Director of People to our community at Lord Wandsworth College Group.

How to apply

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

Candidates should apply for this role through our website at **roles.saxbam.com** using code **TCAKA**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

Cover letters should be addressed to the Head, Adam Williams and be no longer than two pages.

The closing date for applications is **noon on 17 July 2026**

Candidates will be asked to complete an application form, ahead of first round interviews.

Please note that final interviews for this appointment are scheduled to take place over the last two weeks of August.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we 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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