



RATCLIFFE
COLLEGE



Appointment of

POOL LIFEGUARD

TO COMMENCE SEPT 2025

Encouraging **Big Ideas**

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HEADMASTER INTRODUCTION

Welcome to Ratcliffe College.

I am delighted that you are considering applying for a role at our wonderful school. First and foremost, Ratcliffe College is a fantastic place to work. We are blessed with a beautiful physical environment set in almost 200 acres of rolling Leicestershire countryside. Our staff, teaching and non-teaching, work in harness, daily, to provide a safe, secure, and nurturing environment for the children and young people to enjoy. Our collegiality is built on the foundations of the College's Catholic faith, which welcomes everyone with the same universality of warmth and respect, embracing difference and cultivating an authentic community which values everyone equally.

As a Catholic School with a proud Rosminian heritage which has endured since our Foundation in 1847, our aim is to help young people to achieve their greatest potential, guide their intellectual growth, nurture their God-given talents, and inspire them to live in service to others. Together, we aim to develop honest, confident, responsible, and compassionate members of society, based on the educational values of Blessed Antonio Rosmini, inspired by our school motto, *Legis Plenitudo Caritas* or Love is the fulfilment of the Law.

At Ratcliffe College, Christ is very much at the centre of all that we do. So, if our Mission resonates, and you believe you can be happy and thrive here, I encourage you to apply and join our team of staff as we fulfil our Mission.

I wish you all the very best of luck with your application.

Yours sincerely,

Kind regards,



Mr J. P. Reddin,
Headmaster.





OUR MISSION

With Christ at the centre of our learning we:

- Help young people to achieve their greatest potential.
- Guide their intellectual growth, nurture their God-given talents, and inspire them to live in service to others.
- Aim to develop honest, confident, responsible and compassionate members of society, based on the educational values of Blessed Antonio Rosmini.

Our core Rosminian values:

1. Legis Plenitudo Charitas: Love is the Fulfilment of the Law.

Our community recognises each individual as a unique part of God's creation, nurtures in each a sense of dignity and self-worth, and fosters supportive and caring relationships.

2. Rosminian Education pursues the perfection of both human nature and the human person.

Our students' intellect and talents are formed by a broad and balanced curriculum, responsive to and supportive of students' needs and aspirations. Our students' moral integrity is developed through the teaching, celebration and the living of Christian faith.

3. Intellectual integrity leads us to the Truth.

God is the source of all truth. Our staff are encouraged to foster intellectual curiosity, honesty and achievement in their students and within themselves.

OUR VISION

Here at Ratcliffe College, the notion of encouraging big ideas is something that goes right back to our Rosminian heritage also, and it sits firmly at the heart of our school today. Ratcliffe is a place where you are never on your own, someone has always got your back, we believe in bringing people together and supporting their ambitions. We believe that when you encourage a young person to think big, you encourage them to be their very best; both inside and outside of the classroom.

[View our Strategic Development Plan](#)

ABOUT RATCLIFFE COLLEGE

Ratcliffe College is an HMC and IAPS, Roman Catholic, co-educational, day and boarding school for students aged between 3 and 18 years, founded in 1847 by the Institute of Charity (known as the Rosminians).

Whilst Ratcliffe operates as a Catholic school, children are welcomed from other denominations and faiths whose parents feel they can share in, and benefit from, the ethos and environment of the College. The majority of students at Ratcliffe are day students drawn from the local catchment area of Leicestershire, Nottinghamshire and Derbyshire.

Ratcliffe is organised on a Year basis in the Senior School. Individual Year Groups are led by a Head of Year, assisted by a team of Form Tutors.

The Senior Leadership Team comprises:

- **Headmaster**
Mr J Reddin, BSc, MSc, NPQH
- **Senior Deputy Head**
Mr K Ryce, BA, MSc
- **Deputy Head Pastoral**
Mr J Rainer, BA, MA
- **Assistant Head Academic**
Ms J Davis, BA, MSc
- **Assistant Head, Head of Sixth Form**
Mr B Harrison, BA
- **Head of Preparatory School**
Mrs S Minford, BA, MA
- **Deputy Head of Preparatory School**
Mrs M Markham, BMus
- **Director of Finance and Operations**
Mr C Bellamy, HND

There are circa 300 staff at Ratcliffe College, with the Support Staff Team led by the Director of Finance and Operations.

Boarding Community

Ratcliffe benefits from a vibrant, warm and welcoming boarding community that has long been part of the School's history. All students are encouraged to participate in boarding during their years at school – as full, weekly, part-time or occasional boarders. Its close-knit community of friends and teachers' is a supportive environment where our young people thrive. Boarding at Ratcliffe provides a world of opportunities and benefits to support students alongside their studies, with a wide breadth of trips and boarding activities available during the week and at weekends.

Boarders' are drawn from both the United Kingdom and many other parts of the world, including a cohort of GCSE students (Academy players) who attend as part of our partnership with Leicester City Football Club.

The College also runs several short-term International boarding programmes throughout the year, including 3-4 Immersion taster experiences and annual Summer School delivered by Ratcliffe staff.

All students, boarding or day, are assigned to a Form Tutor who oversees their day-to-day academic and pastoral progress. Boarding students are additionally supervised by the boarding staff team.



We witnessed calm classrooms with engaged students working independently, or in covert huddles.

The Good Schools Guide

The detailed co-ordination and monitoring of boarding arrangements are the responsibility of the Deputy Head Pastoral (Mr J Rainer), with the support of the Housemaster (Mr J Estevez) and Housemistress (Mrs L Webster), all of whom live on site with their families. Whilst the Senior School is divided horizontally into Year Groups, the College community as a whole is cohesive, helped by the fact that the main school building houses a number of subject departments, as well as living and recreational areas.

Co-Curricular Opportunities - The 'Big Six'

The College operates a ten-day timetable of lessons over two weeks, from Monday to Friday (there are no Saturday morning lessons), but many day students remain after lessons have finished to do their prep under supervision or participate in the vibrant co-curricular activities programme. There is also a programme of activities each weekend, including Saturday inter-schools' sports fixtures. Most boarders remain resident in school throughout the weekend, and attend Sunday Mass in the College's beautiful chapel, as well as attending the Boarding Community Trip held every Sunday.

Balancing the academic programme, co-curricular activities provide many opportunities for the students to

participate in wider school life and contribute to their personal development. Sport, Music, Drama, Combined Cadet Force, the Duke of Edinburgh's Award Scheme and Caritas are all extremely popular, in addition to which there is a full and varied programme of lunchtime and after-school activities, together with a variety of Sixth Form clubs on offer.

The quality of the programme is outstanding, and is a significant part of what makes Ratcliffe different or special as a school. A number of educational day and residential visits annually enhance the educational experience that students receive, while Activities Week in the last week of the Summer Term exemplifies perfectly the College's commitment to educating children for life.

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Co-curricular offering is the lifeblood of the College. Pupils say they are never bored.

The Good Schools Guide

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ACADEMIC EXCELLENCE

Ratcliffe students enjoy an excellent all-round balanced education, underpinned by the College's core Rosminian Catholic ethos.

While students at Ratcliffe have a broad range of ability, academic success is strongly encouraged, valued and recognised; indeed, the greatly improved academic standards in recent years have proved popular both with parents and prospective parents, as reflected in the numbers of students applying to join the College.

Ratcliffe College has repeatedly ranked in the top 1% nationally for value added results at A Level.

A Level results achieved in 2024:

- 90% of all A Level grades were A* - C
- 40% achieved A* / A, with a pass rate of 99.5% overall.

Over 90% of students typically achieve their first choice pathway for life after School. This includes students taking up places at Oxford, Cambridge, and other highly selective Russell Group universities; for Medicine, Dentistry and Veterinary Science; and at universities abroad.



ISI Independent
Schools
Inspectorate

Ratcliffe College has been judged 'Excellent' in all areas (ISI Inspection, 2022).

Read the full Inspection Report [here](#).

PLENITUDO

THE BENEFITS OF WORKING AT RATCLIFFE COLLEGE



360
Campus Tour



**Free meals (when on duty)
and refreshments**



Free parking on-site



Contributory Pension Scheme

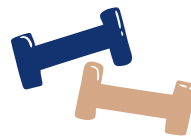


**Professional Development
opportunities**



Staff Wellbeing

- Staff Wellbeing Committee
- Free staff social events
- Access to on-site Medical Care
- Ratcliffe College Community Committee
- Access to the School Counsellor
- Free health line for staff and their families



Sport and Leisure

- Free use of the on-site gym (at specified times)
- Leicestershire County Cricket Club family tickets (limited)





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Pupils have excellent attitudes to learning and considerable willingness to participate across all areas of their education.

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ISI Inspection, 2022

VACANCY

POOL LIFEGUARD

REQUIRED SEPTEMBER 2025

Ratcliffe College prides itself on having a forward thinking and dynamic sports department. Sport at Ratcliffe College is at an all-time high and we are looking to appoint an enthusiastic and committed individual/s to join our team.

As a lifeguard you will naturally need to be safety conscious, vigilant and able to deal with pressurised situations.

Main duties include:

- Supervising swimmers
- Spotting hazards and preventing accidents
- Giving advice on water safety
- Controlling unruly behaviour
- Water rescue
- First aid including CPR

Hours of work

Monday 16:30 - 18.00

Wednesday 16:30- 18.00

Friday 16:30 - 18.00

Salary

Hourly rate: £12.21 at age 21.

Closing date for applications

The vacancy will close when a suitable applicant is appointed.

The School reserves the right to interview and appoint ahead of the closing date so early application is encouraged.



DEPARTMENT BACKGROUND INFORMATION

Ratcliffe is proud of its sporting tradition. Team games and individual physical pursuits play an important role in the development of our students. We aim to introduce all members of the school, whatever their aptitude, to a range of activities in order to promote enjoyment and to develop personal skills.

The College has an excellent tradition of Sport, with a full fixture list, in a wide variety of sports including rugby, hockey, netball, athletics, tennis, cricket, rounders and swimming as well as an extensive programme of other co-curricular activities. Sport plays a significant role in school life, with staff who work hard and students who are enthusiastic and committed to their teams.

The College has spacious grounds and excellent indoor and outdoor facilities, set within a beautiful 200 acre estate. Two floodlit artificial hockey pitches and a Tartan Athletics track. There are also five rugby pitches, six netball courts and eight tennis courts, plus four cricket squares. The Sports Centre complex comprises two multi-purpose sports halls, state-of-the-art fitness suite, squash court and an indoor 25m swimming pool.

As well as the members of the department who specialise in teaching PE/Games, other staff and coaches contribute to the busy programme of sporting activities at the College. Within the Sports Department, there are teachers with responsibilities for the individual major sports as well as a Head of Academic PE, all under the overall leadership of the Director of Sport and Co-curricular Activities, Mr Mark Cole. Our Graduate Assistants provide additional support to the Sports Department and Boarding.

We are a Catholic school and all staff are expected to support our aims and ethos. Teachers are required to attend school assemblies and whole school Masses as and when they occur.



JOB DESCRIPTION & PERSON SPECIFICATION

LIFEGUARD

Responsible to: Director of Sport & Co Curricular and Head of Prep Sport

Job Purpose: To ensure the safety of all pool users

Main duties include:

- Supervising swimmers
- Spotting hazards and preventing accidents
- Giving advice on water safety
- Controlling unruly behaviour
- Water rescue
- First aid including CPR

You must hold the following qualification and be over 16 years of age:

National Pool Lifeguard Qualification (NPLQ) awarded by the Royal Life Saving Society, and be able to:

- Jump/dive into deep water
- Swim 50 metres in less than 60 seconds
- Tread water for 30 seconds
- Surface dive to the floor of the pool

General

To undertake any other duties that may be necessary from time to time as may be reasonably requested.

To work according to the College's policies and procedures.

To work according to Health and Safety regulations being aware for your own safety and the safety of others.

Essential Requirements

- a UK recognised pool lifeguard qualification
- understanding of relevant health and safety legislation
- excellent verbal communication skills, including the ability to appropriately correct behaviour of pool users where necessary

The successful candidate will:

- be a team player
- have good rapport with Students and staff
- be organised and punctual
- be able to remain calm and efficient under pressure
- have a flexible, aspirational and enthusiastic attitude
- be reflective and have a desire to work effectively in partnership with colleagues and students

HOW TO APPLY

1

COMPLETE AN ONLINE APPLICATION FORM

[Visit our vacancies page.](#)

Please follow the link above to visit the main vacancies page on our school website. Search for the vacancy you wish to apply for, complete the online application form in full and submit it to us before the closing date.

2

INVITED TO INTERVIEW

Only applicants who are successful at the shortlisting stage will receive any further correspondence.

Interviews will be conducted immediately upon receipt of an application for suitable candidates. Own transport essential due to location of the School.

Ratcliffe College reserves the right to interview and appoint ahead of the closing date.



RATCLIFFE TERMS

Child Protection

Ratcliffe College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. This role is exempt from the Rehabilitation of Offenders Act 1974, and applicants are required to declare all convictions and cautions (including those which are “spent” unless they are “protected” under the DBS filtering rules), in order to assess their suitability to work with children.

For further information, please see the [Recruitment, Selection and Disclosures Policy](#) and <https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>

The College is also registered for the processing of personal data in accordance with the Data Protection Act 1998. Such checks are required in accordance with the Recruitment, Selection and Disclosures policy and the Data Protection policy. Copies of these policies may be obtained from the Director of Finance and Operations upon request.

The appointment is subject to satisfactory:

- References, of which one must be from a current or most recent employer if not currently in employment
- Disclosure and Barring Service check (including children’s barred list check if appropriate)
- Open source check
- Proof of identity
- Right to work check
- Qualifications check
- Health screening





RATCLIFFE
COLLEGE

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