



SHIPLAKE COLLEGE
HENLEY-ON-THAMES



Minibus Driver

Candidate Information Pack

7.15am-8.15am Monday to Friday Term Time | £15 per hour

Welcome from the Headmaster

Dear Applicant,

The word I hear mentioned most regularly when speaking to the pupils, parents, and staff of Shiplake College is 'community'. So, thank you for taking the time to consider the role of **Minibus Driver**, as it represents a wonderful opportunity to join our very special Shiplake community.

Shiplake College is an HMC co-educational boarding and day school offering a holistic education for around 580 pupils from Year 7 to Sixth Form. There has been a co-educational Sixth Form since 1998 and since September 2023 girls have been welcomed into Year 7, as we continue our journey to become a fully co-educational place of learning. We are nestled in leafy South Oxfordshire, five minutes from Henley, and sit right on the River Thames. It is a beautiful place to work.

As well as providing a fantastic learning and living environment for young people, Shiplake offers an enjoyable, challenging and rewarding working environment.

We strive to recruit the best possible teaching and support staff to drive the College forwards and ensure we continue to provide the best possible rounded education for our pupils.

Above all, Shiplake is a school where we try to live out authentically our three core values – the Three Is – **Inclusive**, **Individual**, and **Inspirational**.

'Inclusive' is our cornerstone with our strong sense of community in which everyone has value and where the prevailing culture is one of kindness.

'Individual' represents our all-ability school in which we not only recognise but also celebrate that everyone is different - thank goodness for that! This is a personal best school. And finally, 'inspirational' - the pre-requisite at Shiplake is that everyone – students and staff alike - turn up each day with a smile, a positive attitude, and a willingness to engage with all aspects of school life.

Shiplake College is a school where academic rigour is non-negotiable, but character development is just as important. We strive to help students develop broad interests across a wide range of co-curricular areas, bolster self-esteem, and give a sense of our place in the wider world with the aim to make a positive difference to society.

Embracing the lifestyle at a busy and vibrant boarding school is paramount for anyone wishing to work at Shiplake. Knowing our pupils well enables us to ensure that they get the best from their education here, and this is a pivotal part of any role at the College. This is a great opportunity for the right candidate and 'fit' is very important to us.

Thank you for your interest in working at Shiplake College and, as we look to an exciting future, I hope that you will consider being part of that story.

Tyrone Howe

“ Success comes in many guises at this school, and pupils grasp the opportunities offered and work hard to achieve their goals, be it as a professional athlete, entrepreneur, doctor, or artist.

ISI Inspection, May 2022

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Job Description

The Headmaster is seeking to appoint a friendly and professional **Minibus Driver** to take pupils from Shiplake train station to the College each morning. Shiplake train station is just under one mile from the College. A job share is an option, for example for two or three mornings per week.

The candidate would ideally be available to start on Monday 3 November 2025 (ie after October half-term). The salary is £15 per hour (including an element of holiday pay).

Role Profile

The ideal candidate will need to be confident in interacting with young people and be able to maintain a good atmosphere on the bus. You will have a warm flexible approach, be able to show initiative, work well both on your own and as part of a team.

You will be expected to drive the school minibus responsibly and carry out routine safety checks whilst always ensuring the safety, comfort and welfare of the pupils.

The position is term-time, Mondays to Fridays. The driver would be expected to arrive at College by 7.15am to collect keys, check vehicle and travel to Shiplake train station ready for the first collection around 7.30am. They will then return to the station for a second collection around 8.00am, returning the vehicle and keys by 8.15am.

A degree of flexibility is required to meet the needs of the busy school calendar and in response to changes in train timetables.

The afternoon service from the College back to the train station is currently covered by other staff.

Key Responsibilities

- Driving the school minibus between the College and Shiplake Train Station
- Responsible for the safety, comfort and welfare of the pupils
- Operate safely, driving within legal limitations
- Represent the school well by parking appropriately, respecting other road users and pedestrians and not obstructing traffic
- Carry out daily checks on the vehicle
- Report any vehicle defects, faults, incidents and accidents
- Be responsible for ensuring the pupils maintain the cleanliness of the inside of the vehicle
- Maintain accurate records of vehicle usage
- Maintain accurate records of the pupils using the service, using the Vecatre Driver app on a personal phone

- Ensure the vehicle is secured when unattended
- Adhere to all relevant Health and Safety policies and procedures
- Attend relevant training course as identified and agreed, including First Aid and Minibus Driving

Person Specification

Candidates must empathise with, and be committed to, independent education generally, and to the personal best education provided by Shiplake College.

Essential Requirements

- Full clean D1 minibus driving licence

Knowledge and Experience

- Prior experience driving passenger vehicles (D1 minibus) is desirable
- Competent to undertake daily vehicle checks

Skills and Abilities

- Able to communicate at all levels
- Able to follow and carry out instructions independently and seek clarification where necessary
- Basic IT skills, specifically for using the Vectare driver phone app for registration/tracking
- Basic IT skills in email and internet (desirable)

Personal Qualities and Interests

- Flexible approach to working arrangements
- Reliable and self-motivated
- Willing to undertake additional training

Child Protection and Safeguarding

Shiplake College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). Shiplake College is also committed to equality of opportunity for all staff and applications from individuals are encouraged from suitably qualified candidates regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

There is no typical Shiplake member of staff, we live our core values of individual, inclusive and inspirational and value the contribution that each member of our community makes to life at the College.

The College

Shiplake College is a thriving and relatively young HMC school. In September 2025 we welcomed over 580 boarding and day pupils aged 11-18 (up from 536 the previous term). There has been a co-educational Sixth Form since 1998 and since September 2023 girls have joined in Year 7 (now making up 41% of the co-educational year groups) as the College goes fully co-educational.

Overlooking the River Thames, two miles upstream of the famous Henley Royal Regatta stretch, pupils enjoy a beautiful and inspiring 63-acre rural site. The College is conveniently located near major air, railway and motorway networks, close to Reading, London and Oxford and just 40 minutes from Heathrow. Full, weekly and flexi-boarding is available from Year 9, with ad hoc 'overnight stays' also an option for day pupils.

Every pupil is placed at the heart of Shiplake life and the College's ethos is underpinned by the Three Is – **Inclusive, Individual** and **Inspirational**.

Shiplake provides a friendly, supportive and structured environment to bring out the best in each and every pupil. Renowned for outstanding pastoral care and personal development, the College welcomes pupils with wide-ranging skills and talents, who will make the most of the many opportunities offered to them. The College provides an education that is tailored to the individual, achieved through engaging and inspirational teaching, delivered in small classes where the teachers can know and understand each pupil's method of learning.

The College continues to see year-on-year improvements in examination results. In **August 2025**, Shiplake leavers achieved excellent public examination grades, with the best ever GCSE results setting a new academic benchmark for the College. At GCSE, pupils achieved 38% of 9-7 grades and 64% grades 9-6, an increase from 34% and 58% respectively in 2024. Overall, 93% of GCSE grades were marked 9-4 (93% in 2024). At Sixth Form, the percentage of A*-C grades was 82%, and 59% at A*-B.

In addition to a strong academic foundation, the College offers excellent sporting, artistic and co-curricular opportunities. Two afternoons are reserved for an array of clubs and activities, including a comprehensive outdoor education programme, with pupils encouraged to extend their horizons and experience new challenges and responsibilities.

Academic lessons take place Monday to Friday and each day ends with an hour of academic support during which pupils undertake independent study or seek help with homework from teachers. Sports training takes place on three days a week, with the majority of fixtures scheduled for Saturday mornings.

160 flexi, weekly and full boarders are fully integrated into Shiplake's inclusive and welcoming environment. International pupils join us from all over the world, currently from 13 different countries, and represent approximately 4% of the school population. Full boarders take part in a vibrant weekend programme of trips and activities on Saturday afternoons and Sundays, with day pupils and weekly boarders able to enjoy additional family and down time at home.

Shiplake has a formidable reputation for sports, particularly in rowing and rugby, and offers excellent music, art and drama opportunities and an exciting and varied co-curricular programme.



School Development

The stunning grounds are a remarkable combination of old and new; of the traditional and the up-to-date. Although only founded in 1959, Shiplake occupies a site which includes an original late-nineteenth century mansion, still dominating the main school buildings.

The school is equipped with modern amenities, including a contemporary Thinking Space, multi-purpose Lecture Theatre, a multi-activity centre with climbing wall, fitness suite and indoor archery/rifle range, and Marjorie's, a café where Sixth Form students can socialise and work independently.

1959: College Founded
1990: Goodwin Building (Classrooms)
1998: Sixth Form Became Co-educational
2002: College House (Year 13 Boys)
2008: First Year 7 (Lower School) Joined
2009: Gilson (Girls) House
2014: John Turner Building
2020: Davies Centre and Marjorie White Building
2023: First Year 7 Girls Joined
2024: Bevan (Science) and Jubilee Classrooms
2024: Phillimore Fields
2025: Paddocks Artificial Pitches
2025: Sixth Form Centre

Further investment and development will help to ensure that the College's future is even brighter than its past.

Inspection

In Shiplake's most recent full ISI inspection in 2022 we achieved full compliance and the top category of **EXCELLENT** in both "the quality of the pupils' academic and other achievements" and "the quality of the pupils' personal development". The report reflects the importance the school places on learning in its broadest sense and recruiting and developing outstanding staff.

Admissions

Entry points are normally at Year 7 (11+), Year 9 (13+) and Year 12 (16+). Prospective families are encouraged to arrange an individual visit or attend an open morning. Academic, Art, Music, Drama and Sport Scholarships, and means-tested bursaries, are available.

The College embraces pupils from a wide range of ethnic and cultural backgrounds as well as diverse intellectual and physical talents. As a Church of England school, pupils at Shiplake are gently encouraged to lead an active spiritual life throughout their time at the College.

Governance

Shiplake College is a charitable company and is privileged to be supported by a highly experienced, knowledgeable and diverse board of governors. This helps to shape future strategies and inform key decisions to ensure the College continues to maintain the highest possible standards.

Community

There are strong links with the local community and pupils are given every opportunity to get involved in local events and to offer service wherever appropriate.

Fundraising for charities takes place year on year.

The Shiplake Connected platform helps maintain and develop the links between the College, parents, alumni (known as Old Vikings) and former staff.

“Pupils exhibit a mature sense of self-understanding and self-esteem, without any hint of arrogance.”

ISI Inspection, May 2022



Applications

To Apply

- Please go to www.shiplake.org.uk/vacancies and download the Support Staff Application Form
- Email the completed form, along with a covering letter addressed to the Headmaster, Mr Tyrone Howe, to jobs@shiplake.org.uk

The deadline for applications is 10.00am on Monday 29 September. Interviews will be held by arrangement.

“Older pupils and leavers say that they feel well prepared for their future lives, having been given confidence and the feeling that they could ‘change the world’.

ISI Inspection, May 2022

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Application Process

- Please read all of the information provided before completing your application
- Within the application form there is the opportunity to demonstrate, using examples, your suitability for the role and the qualities you would bring to Shiplake College. This is where you can bring your application form to life. Please do not send testimonials, certificates or examples of work etc., unless specifically requested to during the recruitment process

References

All offers of employment are subject to the receipt of a minimum of two references which are satisfactory to the College. One of the references must be from your current or most recent employer. If your current/most recent employment does/did not involve working with children, then the second referee should be from the employer with whom you most recently worked with children. If you are or have been employed within a school, then one reference must be from the Head of your current school, or the last school at which you worked. In all circumstances the information given should be for the Head or HR Department. Neither referee should be a relative or someone known to you solely as a friend.

Shortlisted applicants are advised that references will be taken up prior to interview unless you ask us not to. We will assume it is acceptable to contact your references at any time unless advised otherwise using the appropriate section on the application form. Please ensure that any referees who you are happy for us to contact before interview are aware that they may be asked to provide a reference with a relatively short deadline.

Online Searches

In line with the updated KCSIE 2022, we will carry out an online search for all shortlisted candidates. Any relevant incidents or issues involving candidates that are publicly available online (including information contained in social media accounts) and identified during the search may be explored at interview. The purpose of carrying out online checks is to comply with the KCSIE recommendation that Schools review information to assist any decision as to the candidate's suitability to work with children and young people. Shiplake College is an Equal Opportunities Employer and seeks at all times to ensure that its processes do not unlawfully discriminate against any prospective employee.



Interview Process

If you are shortlisted and invited for interview we will ask you to bring in evidence of the following:

- Identity – passport or photocard driving licence
- Address – document from Group 2b of the [DBS List of Valid Identity Documents](#) with current address
- Proof of right to work in the UK – passport or UK birth certificate and proof of National Insurance Number issued by a government agency or a previous employer
- If you have changed your name by deed poll or any other mechanism (e.g. marriage, adoption, statutory declaration) you will be asked to provide documentary evidence of the change

During your visit if you have not done so already, you will be required to sign your application form in order to declare that the information you have given is accurate and true.

In the event that you are unsuccessful please be assured that certified photocopies of documents taken will be destroyed.

Interviews are conducted in person and will explore your suitability for the role and to work with children. On occasion, applicants will be invited to participate in a preliminary online video interview.

As well as a face-to-face interview, if relevant to the role, the selection process may include some other form of assessment e.g. administrative test, demonstration of practical skill, a presentation etc.

All adults working at Shiplake College should be aware of their responsibility to safeguard and promote the welfare of every pupil, both physical and emotional, inside and outside school. This

involves ensuring that pupils are protected from significant physical or emotional harm and that there is a positive commitment to ensure the satisfactory development and growth of the individual. Everyone working at Shiplake College should be aware of and, when necessary, follow the school's Safeguarding Guidelines, which are in line with Keeping Children Safe in Education 2022, Prevent 2015, Working Together 2018 and the Department of Education's (DfE) and Oxfordshire Safeguarding Children Board's (OSCB) practice and procedures (these are available online at www.oscb.org.uk and also refer to <http://schools.oxfordshire.gov.uk/cms/content/safeguarding>).

Warning

You should be aware that it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children. Provision of false information is also an offence and could result in the application being rejected or summary dismissal if you have been selected, and possible referral to the police and/or DBS, and/or the Teaching Regulation Agency (TRA).

Queries

If you have any queries at all about the recruitment process please contact the HR Department on 01189 405218 or jobs@shiplake.org.uk.

“ Pupils show creative flair and talent developed to a high standard through art and photography, design and technology and performance opportunities.

ISI Inspection, May 2022

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Go to www.shiplake.org.uk to find out more about our school and see our latest news and photos
or follow us on our social media channels



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