



pipers
corner SCHOOL

An independent day school for girls aged 4-18

Recruitment Pack

Debating Lead





The School

Pipers Corner is a Girls' School Association (GSA) and Heads' Conference Association (HMC) Independent School for girls aged 4-18. Set in 96 acres of beautiful Chiltern countryside, the School is four miles north of High Wycombe and two miles from Great Missenden. In its most recent ISI inspection (March 2026), Pipers Corner School met all of the required Independent School Standards across every area of the inspection.

Founded in 1930, the School was established on its current site in 1945. The School now comprises of approximately 600 students and employs more than 170 staff. Demand for a place at Pipers has increased in recent years, and we remain full.

Our site has incredible facilities to inspire the next generation; we have a 280 seat theatre, fully equipped for our student technical team, with plenty of performances for our aspiring performers. Our Pipers Radio studio broadcasts live every lunchtime.

Sporting facilities include the swimming pool, fitness suite, astro pitch and gymnasium. Forest school is conducted in our on-site woodland, and to encourage environmental awareness we have two outdoor eco-classrooms with wind turbines and water butts. Students of all ages benefit from outdoor lessons in our wildflower meadow.





Welcome from the Head

At Pipers, there is no such thing as a typical 'Pipers' girl. All members of staff support the students to fulfil their academic and personal potential, enabling them to emerge as mature, confident and independent young adults. Investment in talented and inspirational teaching staff and professional services staff is at the heart of our success, and our recent academic results and overall performance bear testament to this.

Every member of the Pipers community, both academic and professional services staff, play a vital role in maintaining the excellent standard of education we provide. Underpinning everything that we do is a team of enthusiastic and determined staff, with a willingness to think outside of the box.

Personal development is always encouraged and supported, and well-being is at the forefront for staff as much as students.

I am incredibly proud of the Pipers community and it is a privilege to work alongside such talented staff and positive students.

A handwritten signature in purple ink that reads "Helen Ness-Gifford".

Mrs Helen Ness-Gifford





Why work at Pipers?

We are a strong community and pride ourselves on being a warm and supportive workplace. Visitors to the school often comment on the positive atmosphere and friendly feel. Benefits for teaching and professional services staff include:

- Competitive salaries and excellent pension schemes
- Professional review and commitment to CPD for all
- Ample on-site car parking and the possibility of on-site accommodation
- Free lunch provided in term time, with numerous hot and cold options
- Staffroom with access to a kitchen
- Use of the fitness suite and swimming pool
- Staff clubs such as yoga, running and football
- Cycle to work scheme
- Access to a free counselling service
- Fully-trained Mental Health First Aider for adults on site
- Stunning grounds including Wellbeing Garden and Wildflower Meadow
- Staff Social Committee which organises regular events
- Subsidised eye tests and glasses for DSE users

The School is less than an hour from Central London and has excellent rail links and motorway connections. It is four miles north from High Wycombe, which has a large shopping centre, two multiplex cinemas, a sports centre and several out of town shopping areas.





Testimonials

"The students at Pipers Corner understand the importance of their own, and each other's development, making the classroom culture supportive and nurturing. But what makes Pipers special to work in is that they appreciate this environment, as well as the staff, allowing them to grow as individuals and make progress."

"Since joining Pipers I have been impressed by the strong sense of community between colleagues and the amount of trust and support shown by the parents."

"Pipers Corner School is a great place to work. It has encouraged me to push myself to be the best teacher I can be, allowing me to experiment with my teaching style and get to know pupils in a fun and engaging way. The School has excellent facilities and is focused on helping students reach their highest potential."

"Pipers has a warm working environment, with friendly staff who will do all they can to support your development and positive spirit."

"I enjoy working at Pipers because of the great relationship between staff and students. Lessons have a fun but productive atmosphere and classes of all ages are keen to learn."



Job Advert

Debating Lead

Part-time | Term time only
Required ASAP

We are seeking an enthusiastic and ambitious Debating Lead to develop debating as a vibrant part of the School's intellectual life.

We believe debating plays a powerful role in developing articulate, thoughtful and intellectually confident young women. Beyond public speaking, it encourages critical thinking, reasoned judgement, intellectual curiosity and respectful challenge.

Building on recent success in regional and national competitions, the successful candidate will develop a progressive debating programme from Prep to Sixth Form, supporting both new debaters and those with competitive aspirations. They will share our ambition to make debating an inclusive, engaging and intellectually rigorous activity that helps every student find her voice and think with confidence.

To apply for this post, please complete the application form via MyNewTerm. Please note that the application form must be completed in full. It is not sufficient to substitute a C.V. for all or any part of the form. You are welcome to email the school via hr@piperscorner.co.uk to ask for clarification of any matters in this booklet or if you have queries on how to complete the application form.

Send completed application via MyNewTerm addressed to: Mrs Helen Ness-Gifford, Headmistress.

Closing date | Friday 2 October 2026
Interview date | Tbc

Suitable candidates may be interviewed before the closing date and Pipers Corner School reserves the right to withdraw the position if an early appointment is made.

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

All roles are subject to safer recruitment checks, including an enhanced DBS check. See the Policies section of our school website for our Recruitment and Safeguarding Policies and our Applicant Privacy Notice.

Registered Charity No. 310635



Job Title Debating Lead	Salary £30 per hour	Working hours Approximately four hours per week during term time
Line managing (direct) N/A	Reporting to Senior Deputy Head Academic	

Why this Role Matters

We want debating to become a visible and valued aspect of the Pipers experience. We see debate as a powerful vehicle for developing critical thinking, confidence, intellectual resilience and leadership.

Our ambition is to create a debating programme that:

- Begins in the younger years and develops progressively through the School.
- Encourages participation from all student, not only the most confident speakers.
- Provides coaching and competition opportunities for students who wish to develop their debating skills further.
- Supports the development of articulate, thoughtful and intellectually curious young women.
- Establishes debating as an important part of the wider intellectual life of the School.

The Debating Lead will play a central role in achieving this vision.



Specific Responsibilities	
Principal	Coaching and Programme Delivery - Plan and deliver high-quality debating sessions appropriate to students at different stages of development. - Teach the fundamental skills of debating, including: ◇ Argument construction ◇ Logical reasoning ◇ Research and evidence ◇ Rebuttal and refutation ◇ Public speaking and presentation ◇ Listening and responding effectively - Provide constructive individual and group feedback. - Support students in developing confidence, resilience and intellectual independence. - Encourage participation from students with a wide range of interests, abilities and previous experience. - Create a positive and intellectually ambitious environment in which students feel both supported and appropriately challenged. Competition and Event Participation - Prepare students for participation in debating and public-speaking competitions. - Support entry into suitable opportunities, including: ◇ English-Speaking Union (ESU) Schools' Mace Competition ◇ English-Speaking Union Public Speaking Competition ◇ Regional debating and public-speaking events - Select and coach competition teams. - Accompany students to competitions and events as required. - Support students in reflecting on and learning from competitive experiences. - Help build a culture of ambition, commitment and enjoyment within debating activities. Developing Debating at Pipers - Promote debating across the School and encourage participation from younger students as well as Sixth Form students. - Help establish a progressive debating pathway that enables students to develop their skills over time. - Foster a welcoming, inclusive and purposeful debating culture where students learn to think critically, challenge ideas respectfully and engage with differing viewpoints. - Contribute ideas for extending and strengthening debating opportunities within the School. - Work collaboratively with colleagues to ensure debating complements and enriches the wider educational experience offered at Pipers.



July 2026

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties

Person Specification

Essential

The successful candidate will demonstrate:

- Significant experience in competitive debating, public speaking or debate coaching.
- Strong understanding of debating formats, particularly British Parliamentary and schools debating formats.
- Ability to inspire and motivate young people.
- Excellent communication and interpersonal skills.
- Ability to explain complex ideas clearly and engagingly.
- Strong organisational skills and reliability.
- A commitment to educational excellence and intellectual curiosity.
- The ability to work effectively with students from a wide range of abilities and experience levels.
- A willingness to support students at competitions and events beyond normal school hours when required.
- A commitment to safeguarding and promoting the welfare of young people.

Desirable

- Experience adjudicating debating competitions.
- Success as a competitor or coach in national debating competitions.
- Experience developing debating programmes or public-speaking initiatives.

