



Warwick  
Schools  
Foundation



## Information for Applicants

**Job Title Senior Sous Chef**

**To start ASAP**

# Welcome from the Foundation Principal



**Thank you for the interest you have shown in the role of Senior Sous Chef.**

Our Foundation is unique. We are a large but united community, focused entirely on ensuring that the pupils in our care have the most exceptional of educational opportunities. All that we do has that mission at its heart. Working together, our aim is for our Foundation schools – individually and collectively – to be recognised as the most vibrant and exciting in the U.K.

We are seeking to appoint a Senior Sous Chef to help a busy and thriving Catering Department.

I hope you are inspired by what you read and will want to join us, to play a key part in our exciting future.

**Richard Nicholson MA (Oxon)**  
**Foundation Principal**



# About Warwick Schools Foundation

Warwick Schools Foundation (the Foundation) proudly educates girls and boys from 3-18 years of age. We are one of the largest independent school charities in the country, with some 2,800 pupils and 800 staff, and are committed to providing an outstanding education for all our pupils while being an exceptional place to work and the first choice for those seeking independent education for their children.

Our historic schools are Warwick Junior School and Warwick School, which operate as a through-school for boys, and Warwick Preparatory School and the King's High School, which operate as a through-school for girls with a co-educational Pre-Prep.

These schools are located on the Foundation's 55-acre site in Warwick. Between them, they educate some 2,500 pupils and offer a unique model of education in the Midlands: co-education for our pupils aged 3 to 7, and single-sex education from age 7 onwards. This provides 'the best of both worlds' for our pupils: teaching specifically tailored to their needs with extensive learning opportunities to collaborate outside the classroom.

In 2021 we welcomed The Kingsley School, Royal Leamington Spa into our family of schools. Kingsley is an established and highly regarded school, and has recently extended its educational provision to boys as well as girls from 3-18.

More information about the schools may be found on their websites:

[www.warwicksschool.org](http://www.warwicksschool.org)

[www.warwickprep.com](http://www.warwickprep.com)

[www.kingshighwarwick.co.uk](http://www.kingshighwarwick.co.uk)

[www.thekingsleyschool.co.uk](http://www.thekingsleyschool.co.uk)

More information on the Foundation can be found at:

[www.warwicksschoolsfoundation.co.uk](http://www.warwicksschoolsfoundation.co.uk)

The Foundation is an active membership of the following associations:

- AGBIS
- GSA
- IDPE
- HMC
- IAPS
- ISA
- ISB



# Organisational Structure

Warwick Schools Foundation, is registered as both a Charity and a Company, with the Governors being both Trustees of the Charity and Directors of the Company.

The Governing Body is the legal guardian of Warwick Schools Foundation and is responsible for ensuring that it delivers its charitable objective:

'To advance education by carrying on in or near Warwick, day and boarding schools for boys and girls.'

Governors delegate the operational running of the Foundation to the Foundation Principal, who acts as Chief Executive Officer with direct accountability for the Foundation and all its activities. The Foundation Principal is Mr Richard Nicholson. He is supported by the Foundation Bursar, Mrs Victoria Espley, who acts as Chief Operating Officer for the Charity.

This role will report to Head Chef.



# Our Facilities

## Warwick Campus

Home to some 2,500 pupils aged 3–18, the 55-acre Campus boasts outstanding and cutting-edge facilities for our pupils. The campus has received significant investment over recent decades, including Warwick Hall, which was completed in 2016.

King's High School was also relocated from its historic town centre site in 2019 to join Warwick Preparatory School and Warwick School in a purpose-built home on one spacious, green campus. As part of this relocation, facilities were developed for all schools including:

- Enhanced sports facilities, including a 3G rugby pitch for Warwick School, five netball and six tennis courts.
- A series of pedestrianised Quads.
- A shared Sixth Form Centre for both Warwick and King's High School students to enjoy for shared curriculum enrichment and social activities.
- Improved play space for Warwick Preparatory School, including a nursery garden and 'forest school'.
- A shared Music School for the pupils of King's High and Warwick Preparatory School.

## Leamington Campus

The Kingsley School is home to around 300 pupils. Situated in the centre of Leamington, the excellent facilities include the Prep School, Senior School, and a dedicated Sixth Form Centre. Twelve acres of playing fields are just a short drive away and include a pavilion and netball and tennis courts.

Investments over recent years have included a bright and welcoming new Learning Resource Centre, a modern and completely refurbished gym and a beautiful garden.



# Job Description

**Post Title:**

Senior Sous Chef

**Hours of Work:**

Term Time predominately 07:30-15:30 Monday to Friday  
During school holidays Rota basis 5 over 7

**Salary range**

Point 25 to 27 currently £30,989 to £32,988

**Location**

Warwick Campus & Leamington Campus when required

**Start Date**

ASAP

**Reporting Lines**

The post holder will report to the Head Chef

**Purpose of this Job Description**

The Foundation considers this document as a “snapshot” of the job and the tasks listed are not an exhaustive list. It aims to provide a clear guide at the time of writing to all that is involved about the requirements of the job. It will also be used to communicate expectations about performance and will be used to monitor effective performance.

**Responsibilities**

- To assume full responsibility for the kitchen operation in the absence of the Head Chef, including decision-making, staff supervision and service delivery.
- To take a senior role in the practical supervision of all chefs and cooking techniques used during preparation and service.

- To lead and motivate the kitchen brigade during service to ensure a high standard of food quality.
- To ensure a high quality of food presentation.
- To continue to grow provision of freshly prepared food.
- To lead the kitchen at special functions and dinners.
- To ensure that the kitchen is cleaned and maintained to high standards as determined by Food Safety Legislation.
- To ensure that HACCP procedures are being met.
- To ensure that food safety documents are being recorded correctly.
- To take responsibility for stock control, minimising waste and ensuring accurate ordering in the absence of the Head Chef.
- To lead with creating spec sheets, recipes & costings for all dishes
- To take ownership of allergen management across all food items, ensuring staff are fully briefed
- To lead in menu compilation for core dining and functions.
- To provide a healthy balance of menu items and be aware of nutritional needs.
- To support training, development and performance management of kitchen staff
- To assist in recruitment and onboarding of new team members
- To manage health and safety issues
- To take responsibility on equipment repair and maintenance.
- To secure the department when in senior role
- To control and recycle wastage
- To work within budgets and menu costings.
- To act as a key point of communication between the kitchen team, front of house and senior management.
- To undertake training as and when required to do so.
- To lead with holding weekly team meetings

**Other**

Any reasonable request made by the Head Chef or Head of Food Operations.

Attend internal and external meetings or training courses as required

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## Additional duties

- The post holder must comply with the Data Protection Act 1988, the Computer Misuse Act 1990 and all other policies as detailed on the Foundation Hub and in the staff handbook.
- To report any Health & Safety problems to the Health & Safety Manager.

## Safeguarding and Protection of Children and Young Persons

In accordance with the Children’s Act 1989, on appointment post holders will be required to commit to their responsibilities with regards to safeguarding. In addition, offers of appointment will be subject to an enhanced criminal record check from the Disclosure and Barring Service (DBS) and other pre-starter checks as required by the regulations governing the appointment of staff within education.

These checks will highlight cautions, reprimands, and final warnings as well as any convictions. The post holder must not have any spent or unspent convictions that would prevent working with children.

All staff are required to adhere to the School Policy on safeguarding and undertake training as required and ensure the safeguarding and well-being of children and young people at the school, in accordance with School policies.

## Health and Safety

As an employee you are expected to:

1. Take reasonable care of your own health and safety.
2. Take reasonable care not to put other people - fellow employees and members of the public - at risk by what you do or don’t do during your work.
3. Co-operate with your employer, making sure you get proper training, and you understand and follow the company’s health and safety policies.
4. Not interfere with or misuse anything that’s been provided for your health, safety, or welfare.
5. Report any injuries, strains, or illnesses you suffer as a result of doing your job.
6. Tell your employer if something happens that might affect your ability to work (e.g., becoming pregnant or suffering an injury)
7. If you drive or operate machinery, to tell your employer if you take medication that makes you drowsy.

# Person Specification

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Competent English Language skills</li> <li>Basic key skills</li> </ul>	<ul style="list-style-type: none"> <li>Relevant trade qualifications in catering and hospitality</li> <li>Trainer Skills Certificate or equivalent</li> </ul>
<b>Experience/Knowledge</b>	<ul style="list-style-type: none"> <li>To have worked in a catering environment where initiative and self discipline are required</li> <li>To have gained experience of working within a kitchen brigade developing leadership skills</li> <li>Understanding of health and safety principles and safe working practices in a catering environment</li> <li>Understanding of Nutritional Guidelines in Schools</li> <li>Patisserie knowledge</li> </ul>	<ul style="list-style-type: none"> <li>To have had at least 3 years experience of working in a senior role in a commercial kitchen</li> <li>Knowledge of Fire Safety Procedures</li> <li>Understanding and knowledge of benchmarking and procurement methods</li> </ul>
<b>Skills/Abilities</b>	<ul style="list-style-type: none"> <li>Excellent culinary skills</li> <li>Ability to cook fresh produce to a high standard</li> <li>Team leadership skills</li> </ul>	<ul style="list-style-type: none"> <li>Strong IT skills especially with Microsoft office</li> </ul>
<b>Personal attributes</b>	<ul style="list-style-type: none"> <li>Clean and tidy appearance</li> <li>Shows integrity and discretion</li> <li>Mature approach to the work environment</li> <li>Good communicator</li> </ul>	<ul style="list-style-type: none"> <li>Able to communicate well with staff and visitors</li> <li>Interested and happy to communicate with young people</li> <li>Interested in different cultures</li> <li>Resourceful</li> <li>Independent</li> </ul>
<b>Safeguarding Children, Young People and Vulnerable Adults</b>	<ul style="list-style-type: none"> <li>Understands their role in the context of safeguarding children, young people, and vulnerable adults</li> <li>Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> </ul>	
<b>Equal Opportunities</b>	<ul style="list-style-type: none"> <li>Understanding of the requirements of Equality and Diversity</li> </ul>	

# Further Details

## Working hours:

Term Time predominately 07:30-15:30 Monday to Friday

During school holidays Rota basis 5 over 7

Working weeks: year round

**Pay Banding:** Point 25-27

## Other benefits:

- Competitive contributory pension scheme (employee contributions matched by employer contributions up to 14%).
- Employee Assistance Programme.
- Six weeks annual holiday plus public holidays.
- Staff Fee remission at our Warwick Campus.
- Life Assurance benefits.
- Free meals and refreshments provided during the working day.
- Free parking on site.
- A virtual GP and Physio service.
- Access to a wide range of retail discounts.
- Salary sacrifice schemes.
- Use of the Sports Complex for staff.
- A strong, supportive staff community.
- Some flexible working will be considered depending on the vacancy.

## Appointment Method

An interview will include questions about safeguarding children. The appointment will depend on satisfactory DBS clearance.

Warwick Schools Foundation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any concerns should be reported in accordance with the Foundation's Child Protection policy.

## Equality, Diversity and Inclusion

The Warwick Independent Schools Foundation is committed to promoting equality of opportunity for all pupils and staff, both current and prospective, and in this position, you will actively support an environment and workplace culture that values equality, diversity and inclusion.



## Appointment Timetable

**Completed applications should be submitted to [hr@warwickschools.co.uk](mailto:hr@warwickschools.co.uk)**

**Deadline for submission of applications**

**(on the standard application form): 1<sup>st</sup> June 2026, may close earlier if suitable applicant found**

**Interview date:** To be confirmed

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Warwick Independent Schools Foundation, a registered charity, number 1088057  
A company limited by guarantee; Registered in England; company number 4252305  
Registered office: Warwick School, Myton Road, Warwick CV34 6PP