



Blundell's

FOUNDED 1604



Saxton Bampfylde

Appointment of Head
September 2017



An Introduction to Blundell's School

Blundell's is an independent co-educational day and boarding school for children aged 11 to 18 with a tied co-educational day Prep School of 220 pupils aged 2-11. In the Senior School there are just under 600 pupils on the roll, of whom 60% are boys and 40% girls; the majority are from the West Country but some come from farther afield in the UK and around 12% are international students from approximately 20 different countries. The school is situated on the outskirts of the market town of Tiverton and, with the adjacent Prep School, is set in 90 acres of rolling Devon countryside. It is easily accessible via the M5 and the train journey to London is 2 hours. The M5 junction 27 and Tiverton Parkway station are both six minutes away. Exeter is 25 minutes away by car, as is the coast and Exmoor.

The outstanding characteristic of Blundellians is their positive 'can-do' attitude. The main finding of the most recent Independent Schools Inspectorate report was that the school is highly successful in achieving its aims – that of providing a rounded education in which pupils learn to be flexible, articulate and able to present themselves and their ideas well and capable of motivating themselves. It also noted the 'excellent and unforced rapport' between staff and pupils. The school was fully compliant in its 2016 Compliance inspection.

The school is not overly selective although all pupils not coming through from Blundell's Prep School (BPS) sit an entrance test, meaning that the school is academically strong, encouraging a genuine love of study and scholarship, perseverance and intellectual inquisitiveness. Classroom learning is complemented by a vibrant enrichment programme of lectures, seminars, conferences, academic societies and masterclasses. Pupils are successful in a number of regional and national academic competitions (please see the section on the academic profile of the school). Blundell's is widely known for its excellent sporting reputation and the fixture list includes many much larger schools (Sherborne, Millfield, Cheltenham, Canford and Bryanston). Music and Drama have both seen considerable investment in recent years and the school is becoming seen as a centre of excellence for the Arts with local Prep schools.

All pupils, day and boarding, are members of a house and the strength of the house system underpins all aspects of school life. Years 7 and 8 pupils are members of the co-educational School House, then progress to one of the five single sex houses (three boys, two girls) for Years 9-12. The final year is spent in Westlake, a pre-university house for Year 13 pupils. This structure allows the houses to focus on a particular age range, providing the support that is necessary at the different stages of a boy or girl's development. The Senior School currently has 135 full boarders, 81 weekly boarders, 166 flexi-boarders and 217 day pupils.

Blundell's works closely with local organizations and schools. It has a strong ongoing relationship with the Culm Valley Small School Association of 9 local Primary schools and in 2016 Blundell's was invited to become a Strategic Partner School in the West Country Teaching School Alliance. Through this the school works with 15 local maintained schools to deliver county wide school-to-school support, initial teacher training and CPD.

An Introduction continued



Academically the school is on an upward trajectory, whilst not becoming more selective. This year, A level results saw 42% of all grades at A*/A, and 69% at A*-B. A*-C grades are at just under 90%, whilst entry requirements to the 6th form remain relatively low at five A*-C grades. The school relaunched its Scholarship and Oxbridge programmes four years ago and this year six pupils gained offers at Oxford or Cambridge, bringing a total number of offers to 18 over the last four years. Blundell's has excellent Learning Support and TESOL departments under two relatively new and outstanding Heads of Department.

Sport is integral to life at Blundell's and the school has an excellent reputation for its sporting prowess and the spirit in which sport is played. Many Blundellians represent their county, with a good number achieving national honours in disciplines as diverse as rugby, hockey, cricket, fives, canoeing, athletics and equestrianism. Elite sportsmen and women are supported through a specific fitness programme and given time to specialise in their particular sport. There is also a wide ranging programme of extracurricular activities available at the school allowing pupils to explore interests outside the classroom (from astronomy to sub aqua) and develop leadership skills through such activities as canoeing (Devizes to Westminster) and Ten Tors, the Combined Cadet Force and the Duke of Edinburgh's Award scheme.

Blundell's is well known for the creative arts. A variety of ensemble groups, concerts (both in and out of school) and informal house music events give all musicians the chance to perform, while around fifteen drama productions are staged each year, with pupils experiencing all aspects of theatre. Art, Music and Drama have come under new leadership from Heads of Department appointed in the last five years. Artists have the opportunity to develop practical skills in drawing, painting, printmaking, 3-D, photography, animation and graphic design. The school now has its carol service in Exeter Cathedral every two years.

Facilities at the Senior School include a 500 seat Assembly Hall, purpose-built 180 seat theatre, a music school which contains two MAC composition suites and a recording studio, modern ICT suites, Design and Technology workshops, two floodlit astroturf pitches, two gyms, newly refurbished fitness suite, outdoor swimming pool, all weather cricket nets and extensive sports pitches. The Prep School also has its own pitches, and academic facilities including state of the art Food Technology areas that are used by both schools.

The chapel is key to the daily life of the school. Whole school assembly is held for the Senior School on Mondays and the school meets on Tuesdays to Fridays in chapel. There is a full time Chaplain and members of staff and pupils are encouraged to lead services regularly. The Head preaches on the first Sunday of each term and on other ad hoc occasions. All full boarders and resident staff, including the Head, attend chapel every Sunday excluding leave and exeat weekends.

Blundell's Preparatory School and Nursery

Located next to Blundell's, Blundell's Preparatory School and Nursery are situated in twelve acres of beautiful countryside. The children learn in a modern, safe, indoor and outdoor learning environment, which has been completely re-developed over recent years. The school welcomes children aged three to eleven and all are taught in small, superbly equipped classes with generous staff/child ratios ensuring high levels of individual pastoral care. The school is justifiably proud of its effective communication and partnership with parents. In addition to academic pursuit, the children participate in a variety of events including concerts, dramatic productions, sports matches and exhibitions.

The Nursery takes children from two and a half years and from there they move through to Kindergarten and into the Pre-Prep. The Prep department accommodates the children aged seven to eleven and from here they transfer at the end of Year 6 to the Senior School.

The two schools have enjoyed a closer working relationship in recent years, and the two Heads meet regularly to discuss the Prep School as well as the wider context within which it is operating. Those who transfer from Year 6 do so without taking an examination. Whilst there is a continued hope that parents who choose the Prep School do so with a hope that their child will attend Blundell's, pupils occasionally go on to other schools.





The School's Aims and Values

History

Blundell's has a distinguished history. It was founded in 1604 through the bequest of Peter Blundell, one of the wealthiest Elizabethan merchants. He left money and land for a boys' school in his home town to 'maintain sound learning and true religion'. Generous lands were provided in Tiverton and South Devon for its maintenance and Blundell's executors established links between the school and Balliol College, Oxford and Sidney Sussex College, Cambridge.

The school was originally located in Tiverton itself (the building is now owned by the National Trust) and moved to its current location on the outskirts of the town in 1882. Girls were admitted in 1975, with full co-education starting in 1992.

Notable Old Blundellians include; Sir Christopher Ondaatje (writer and philanthropist), R D Blackmore (author of Lorna Doone), A V Hill (physiologist, Nobel laureate), Professor Bowring (Master of Selwyn College, Cambridge), Michael Mates (Member of Parliament), Vic Marks (cricketer, journalist, broadcaster), Ben Rice (author), Claire Marshall (journalist), Matt Kvesic (England rugby cap), Natalie Dew (currently starring in the West End musical Bend It Like Beckham), Tristan Evans (drummer of The Vamps) and Ben Collins (The Stig).

Blundell's aims to provide a rounded education for the whole person, in mind, body and spirit, promoting the essential values of Character, Social Responsibility and Independence to enable pupils to pursue Excellence in every area with a sense of Adventure about their future.

These values are in accordance with the wishes of the school's founder Peter Blundell and expressed in the school's long-held belief: **'There are two gifts we can give our children, the first is roots and the second is wings'.**

Roots

To develop depth and breadth of **character**, which will encourage resilience, optimism, self-control and generosity within the rich Christian values of the school.

To develop a sense of **social responsibility** and for each individual to be mindful of their role in the Blundell's community, in society at large and in the global environment, thus encouraging consideration, mindfulness and respect.

Wings

To develop independence, with each pupil taking responsibility for their own growth and development and so demonstrate initiative, take ownership and feel satisfaction in what is achieved.

To pursue **excellence**, aspiring to do everything as well as it can be done, which will develop a sense of justifiable pride and ambition.

To develop confidence and a sense of **adventure** which will foster courage, curiosity, enterprise and originality.

Leadership Structures

The current Senior Leadership Team structure of the Senior School includes 10 members; The Head, Second Master (Head of Pastoral and Boarding), Deputy Heads Academic and Co-curricular, Senior Master (Events, Calendar), Senior Mistress (Staff Development), Director of IT, and non-academic; Bursar, Director of Marketing and Communications, Director of Development. The Deputy Head Academic chairs the Academic Leadership Team; Head of 6th Form, Academic Head of Years 9-11, and 7/8, plus Head of Learning Support and the Curriculum Manager (Timetable). In addition, the Head meets fortnightly with the Blundell's Strategy Group, which comprises the Heads of both schools, their deputies and the Bursar. Other senior members of the school attend as required.

The Head Master of the Prep School reports to the Head of Blundell's and both Heads attend each other's SLT meetings several times a term. The Head Master of Blundell's Prep School works closely with the Bursar who is also line-managed by the Head. Both Heads are supported by central support in the areas of finance, marketing, fundraising, HR, IT and estates.

Governance

The Governing Body is made up of 13 members (3 women and 10 men). There are no current parents on the Governing Body. The Head is in touch with the Chairman every week, and there are termly meetings for the following committees: Prep School, Education, Finance and General Purposes, Governance as well as ad hoc meetings of the Remuneration and Appointments Committees. The Full Board meets once per term. There are Governors with responsibilities for Safeguarding, Boarding, Staff representation, Learning Support, Health and Safety and EYFS. There are also two working parties that meet on an ad hoc basis; Property and Estates, and Fees Group.

The Governing Body is very supportive of the school and Governors regularly attend events, meet staff, parents and pupils. The Head attends all committee meetings and prepares reports for the Full Board meeting each term.

Old Blundellians

The Old Blundellians represent those who have attended the school and are a strong community. They have an active and positive relationship with the school. In addition to their own club and website, there are also regular events which take place that ensure ties with the school are maintained and developed.





The Opportunity

Blundell's is a school with a clear sense of identity, and a hugely warm and welcoming ethos. A school 'for the whole family', it is a strong community and a place where the efforts and individuality of all within it are genuinely appreciated and celebrated. Blundell's has a proud history and tradition, and today is a place where there is breadth and depth to its educational offering. It is also a successful school with a supportive and experienced Governing Body, a talented common room and a strong pupil roll, affording the incoming Head a strong platform on which to build. To add to this, Blundell's occupies a beautiful site, with impressive buildings and grounds, as well as an excellent range of facilities.

After what will be six years at the helm, Mrs Nicola Huggett is leaving Blundell's to take on the headship of Cheltenham College in September 2018. During her tenure at Blundell's, the school has seen an increase in numbers, as well as continued academic success, including with its Oxbridge applicants. The Senior and Prep schools have also enjoyed a closer and more collaborative working relationship, something which the incoming Head will be expected to maintain and develop further. In the coming year, there are a number of initiatives which will be implemented, such as the introduction of a new management information system. At the point of joining, the school will be in a position where the Head can agree the next priorities and areas for development. This might include, for instance, a review of the timetable and school week as well as prioritising which areas of the estate require further development.

This is therefore a wonderful position for someone who truly believes in the benefits of strong all-round co-education, who relishes the opportunities that boarding schools offer and who thrives as part of a close-knit community. The Head will have the chance to set the strategy for the future with the Governors and her/his team, mapping out how Blundell's can continue to flourish and be relevant in an ever-changing educational landscape. In turn, they will then be responsible for working with their senior team to deliver it. In addition to the educational focus of the role, the Governors recognise that there are also a range of commercial opportunities that are as yet untapped. The incoming Head will work with a newly appointed and highly experienced Bursar to explore these commercial opportunities further.

Alongside the attractions of the school itself, and the nature of the role, there are other positives about this opportunity, not least the accommodation. The Head's House was bought by the school in 1910 and is a beautiful and well-maintained family home. It has 8 bedrooms and 5 bathrooms on two upper floors which are reached by two staircases. The top floor includes a self-contained flat with kitchenette, bedroom, bathroom and living area. On the ground floor there are two sitting rooms, a large study, dining room and kitchen with an Aga. There is a utility room and large cold storage larder. The Head's House occupies a private and large garden, which offers the Head ample space to use it for both personal and public purposes. The Head currently receives help with both the garden and the upkeep of the house.

As befits the ethos of the school, the Head currently uses the public rooms of the house (sitting room and dining room) for various meetings with SLT, House Parents and Heads of Department. Lunches and dinners are held there, catered by the school in-house caterers and the large garden is a popular venue for drinks parties with parents, staff and Governors in the Summer term. There is a tradition for the Upper 6th to have pre-dinner drinks at Blundell House before the Christmas supper once a year. It is hoped that the incoming Head will embrace these aspects of the Head's role and will recognise the importance of such events to those in the Blundell's community who attend them.

Blundell's has had a series of Heads and senior leaders who have left the school to go on to other leadership roles in the sector. Whilst the Governing Body wish to recruit someone who will play a significant part in the school's life over the coming years, they are also comfortable that their next Head may be someone who in turn also goes on to another leadership roles elsewhere in the future.



The Head has responsibility for the strategic and operational leadership of Blundell's, as well as having overarching responsibility for Blundell's Prep School. Working with the school's Senior Leadership Team and the wider Blundell's Strategy Group, the Head is responsible to the Governing Body for the following key areas:

Leadership:

- Developing and implementing the strategic vision for the school, working with the Governing Body to agree the goals and priorities for the future;
- Working collaboratively with the Head of Blundell's Prep School to the benefit of both school communities;
- Providing inspirational and motivational leadership to all members of the school community, and creating an environment in which pupils and staff feel supported and challenged;
- Managing the Senior Leadership Team, and the wider Blundell's Strategy Group, in a way that motivates and develops those within them, and in turn allows them to motivate others;
- Ensuring that Blundell's is a school which continues to prepare its pupils for academic success and the working world, whatever their academic ability;
- Safeguarding children and ensuring that the school is a place where the safeguarding of children and young people is at its heart.

Promoting and marketing Blundell's

- Actively promoting and marketing the school both nationally and internationally, building upon its successful record of recruiting students;
- Supporting the Head of the Prep School in their marketing strategy;
- Cultivating excellent relations with feeder schools, protecting and enhancing Blundell's reputation;
- Maintaining and developing strong and trusting relationships with all those who have a link to the school, be they parents, prospective parents, alumni, donors or members of the local community.

Educational leadership

- Providing the leadership that enables others to develop and sustain effective teaching and learning throughout the school, monitoring and evaluating its quality to ensure the highest standards of pupil achievement and development;
- Ensuring high standards of pastoral care throughout the school, monitoring and evaluating pupils' development;
- Taking a full and active interest in all aspects of the school, including its wide and varied co-curricular provision.

Efficient and effective deployment of resources

- Deploy resources efficiently and effectively to meet the objectives of the school's strategic plan, taking account of its financial position;
- Working with the Bursar and the Governors, identifying ways in which the school can diversify its income, and playing a key part in delivering in this area.

Maintaining and developing links with the community

- Playing an active role in building further links with the community; this includes being supportive of Blundell's involvement in the West Country Teaching Schools Alliance, and its outreach programme with local primary schools.

Person Specification

The successful candidate will have obvious leadership qualities, and will demonstrate a strong fit with the ethos of Blundell's, as well as knowledge of and a commitment to best practice in relation to safeguarding children and young people. The Governors welcome applications from candidates who are genuinely excited by the chance to lead Blundell's and can recognise the possibilities available to them in the role. It is expected that applicants will meet most of the following criteria:

Personal Attributes

- a natural people person who enjoys working with young people and playing a visible leadership role within a school community;
- a collegiate and collaborative approach, with the ability to motivate, influence and inspire staff, pupils and parents;
- an ability to articulate the benefits of co-education and schools where all-round achievement is celebrated as much as academic achievement;
- a willingness to work in a hands-on way as the leader of a small, high-performing senior leadership team;
- personal charisma, dynamism, energy and enthusiasm;
- a real understanding of the importance of marketing and pupil recruitment;
- the ability to think innovatively and strategically;
- a strong communicator with very good listening skills;
- a supportive leadership style which is personable, approachable and tactful;
- ambassadorial skills and the ability to build relationships with a wide range of people;
- the ability to create a culture in which people can be creative and innovate, whilst respecting tradition;
- strong marketing skills, and an understanding of schools that operate in competitive markets;
- an appreciation of the importance of fundraising;
- has a genuine interest in the life of the school, including co-curricular activities; given Blundell's longstanding reputation for sport, it is hoped that the person will have an affinity with sport as part of this;
- a focus on excellence and high standards;
- a commitment to the diverse needs of teenage personalities, and an appreciation of the wide range of talents in a school community;
- excellent judgement; a clear thinker, who is concise and able to make decisions in a fair and reasoned way;
- the strength of character to deal with the pressures of leading a school; and
- an understanding of and sympathy with the school's Christian ethos.



Knowledge and experience

- proven leadership and management experience at a senior level in education;
- experience of working within a boarding environment;
- a proven commitment to high standards and a track record of having delivered continuous improvement of teaching, learning and pastoral care;
- knowledge of and interest in current and future educational practices;
- a sound grasp of robust financial management, budgeting and estates management;
- strong academic credibility; and
- a strong understanding of the, and a commitment to, best practice in safeguarding the welfare of pupils, and an appreciation of the importance of regulation.



Terms of Appointment

The role will be remunerated in a way that is commensurate with the experience of the preferred candidate. This will include TPS pension contribution. The Governors are hoping that the next Head will take up post in September 2018, but are able to consider a January 2019 start if that were necessary.

Fee remission of 66% is available for children educated in any part of the Blundell's family.

It is expected that the Head will live in the Head's House during term time, details of which are included earlier in this document.

In addition, the Governors will also offer the preferred candidate a car and private health cover, which includes a spouse and dependant, unmarried children under the age of 24 years.

The appointment is subject to satisfactory pre-employment checks in accordance with DfE guidance, to satisfactory references, satisfactory clearance from the DBS, proof of identity and qualifications and a satisfactory medical report.

Blundell's School is committed to the safeguarding of children and child protection screening will apply to this post.



How to Apply and Process



Saxton Bampfylde Ltd is acting as an employment agency advisor to Blundell's School on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/jobs using code **CAOYA**.

Click on the 'apply' button and follow the instructions to upload a completed application form, CV and cover letter. We request that letters are addressed to Cedric Clapp, the Chairman of Governors, and are no longer than two pages. It is expected that candidates interested in applying for the post will read the Blundell's Recruitment Policy and Blundell's Safeguarding Policy documents which can be downloaded from Saxton Bampfylde's website. Candidates are also asked to complete the application form included on the site.

The closing date for applications is noon on **Thursday 28 September 2017**.

Decisions will be made on Wednesday 4 October as to who will be invited for a preliminary discussion with Saxton Bampfylde about the role. These meetings will happen in the West Country or London during the week of 9 October. Following this, the Appointments Committee will agree a longlist of candidates to be invited for interviews. You will be notified by the end of the week of 16 October, and the first round of interviews are scheduled for 27 and 28 October. This will require two to three hours on one or other of those dates. The final round of interviews and familiarisation meetings will take place over two days on the 6 and 7 November. Both rounds of interviews will take place at Blundell's. In addition, informal meetings with the Chairman of Governors will be offered to all shortlisted candidates during week of 30 October. The Governors may use psychometric assessments as part of the final decision making process.

If you are unable to apply through the website, please email belinda.beck@saxbam.com quoting reference **CAOYA**.