



# St Christopher's School, Bahrain

Appointment of

## Head of Senior School



[www.st-chris.net](http://www.st-chris.net)

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Architect's Concept Design for our new Senior School with building commencing in September 2024

## Executive summary

**St Christopher's is one of the world's pre-eminent British international schools with an impressive local, regional and international reputation for excellence.**

A vibrant community of over 2,300 students aged 3 to 18 and made up of more than 65 different nationalities, St Christopher's is a not-for-profit school, committed to developing *Role Models for the World*.

We pride ourselves on maintaining a warm and mutually respectful atmosphere, where our children leave fully prepared and confident to meet head-on the challenges and vagaries of life in our rapidly changing world.

The School is seeking an outstanding educationalist with vision, ambition and experience to inspire our diverse St Christopher's community in pursuit of even greater success. Working closely with the Principal, Dr Simon Watson, and the other members of the Executive Leadership Team, this individual will play a key role in shaping the future of one of

the world's leading international schools.

The appointed candidate will have a track record of successful school leadership experience, together with the emotional intelligence to manage complex organisational change.

A genuine commitment to St Christopher's distinctive Mission, Vision and Values is essential.

The new Head of Senior School will be part of a transformative journey as we build a state-of-the-art Senior School on approximately 100,000 m<sup>2</sup> of land. This exciting new chapter for the School offers a unique opportunity to contribute to the future of education and be a part of something truly special.



# An introduction to St Christopher's

**St Christopher's was established in 1961 to educate small groups of expatriate children and has developed into a large, not-for-profit, internationally-renowned school at the heart of the community. St Christopher's provides an exceptional educational experience and is widely regarded as one of the world's leading British curriculum international schools.**

## Inspections/Accreditations/Awards

In February 2023 St Christopher's was inspected by Penta International, a leading provider of inspections for British Schools Overseas (BSO) as accredited by the UK Government. The School was awarded "Outstanding" in all standards, for the fourth BSO consecutive inspection. St Christopher's has also been rated as "Outstanding" in the Bahrain inspection system run by BQA and by the British Schools in the Middle East (BSME) accreditation system.

St Christopher's is a member of COBIS, BSME, iGNIS and AoBSO. The Principal is a member of HMC (Heads' Conference), and the Head of Juniors of IAPS (Independent Association of Preparatory Schools).

For the fourth year in a row we have ranked in the Top 100 Private Schools in the World by Spears and we have recently been awarded Curriculum Initiative of the Year by TES.

## Mission statement

### *Education for a Shared Humanity*

At St Christopher's School Bahrain our mission is to provide an *Education for a Shared Humanity*. To ensure all our students will become *Role Models for the World* possessing the strength of intellect and character to take responsibility for their actions and contribute meaningfully to our global society.

We value all members of the St Christopher's community, upholding the core values of caring, honesty and mutual respect, as well as instilling the St Christopher's 6C's in all our students: Compassion, Confidence, Commitment, Courage, Creativity and Curiosity.



## An Introduction to St Christopher's (continued)

### Future Ready Curriculum

The Future Ready Curriculum is a dynamic, holistic framework which supports and engages the school community in achieving the mission and vision of St Christopher's. It charts a learning pathway, through the platform of a school scheme of learning, drawing on all aspects of the school. This journey has key learning activities to engage student centred learning within the context of the school community. It is our expectation that this Future Ready Curriculum will be a beacon for prospective parents and future employees and aid the school in future dynamic adaptation.

### Students

Students will understand and experience the interconnectedness of a holistic curriculum. They will develop skills, knowledge and attributes that will help them navigate a changing world. The professional collaborative nature of the dynamic platform will enable teachers and students to engage in deeper, developed and shared learning resources.

### Parents

The Future Ready Curriculum gives access for increased discussion between students and parents. Parents will understand more of the extent of their child's learning and education and partner with their child more effectively. The language of an holistic education will be more evident and can even extend to helping future parents see and understand why St Christopher's is a unique school.

### Teachers

Streamlined, holistic curriculum planning will aid effective learning and evaluation. Such mapping will facilitate interdepartmental and school improvements. As teachers explore, contribute and develop resources a forum for collective professional pedagogical practice will take place. Best practice will more commonly be shared between and across departments, thus strengthening the learning experience for students. In-coming teachers will experience the culture of St Christopher's Future Ready Curriculum explicitly through the programme of learning.







# Organisational structure

## Governance

The Board of Governors is responsible for the financial and high level strategic direction of the School, with the annual strategic priorities and operational running of the School delegated to the Principal. The Board meets several times a year and considers major agenda items such as the school's future development and investments, financial wellbeing and material issues on curriculum development and academic performance.

The Board of Governors includes up to four members elected by parents, with members elected from amongst the Founder companies, a Ministry of Education representative and the Dean of St Christopher's Cathedral as well as up to two members who may be co-opted for their specialist knowledge and experience.

## Leadership

The running of the School is delegated to the Principal, Dr Simon Watson, who in turn manages the Head of the Infant

School (Nursery to Year 2), the Head of the Junior School (Year 3 to Year 6) and the Head of the Senior School (Year 7 to Year 13).

The Executive Leadership Team comprises the Principal and the three Heads of School (Infant, Junior and Senior), the Director of Learning and the Director of Finance & Operations.

## Staff

St Christopher's employs nearly 400 teaching and non-teaching staff. It is the largest employer of British nationals in Bahrain and also employs approximately 100 Bahrainis.

St Christopher's is extremely successful in attracting and retaining high-calibre staff who bring considerable experience of British-style education from both the UK and other leading British international schools around the world. A strong emphasis on continuing professional development for all staff is a key strength of St Christopher's and this is reflected in both the popularity of the School and in the low levels of staff turnover.



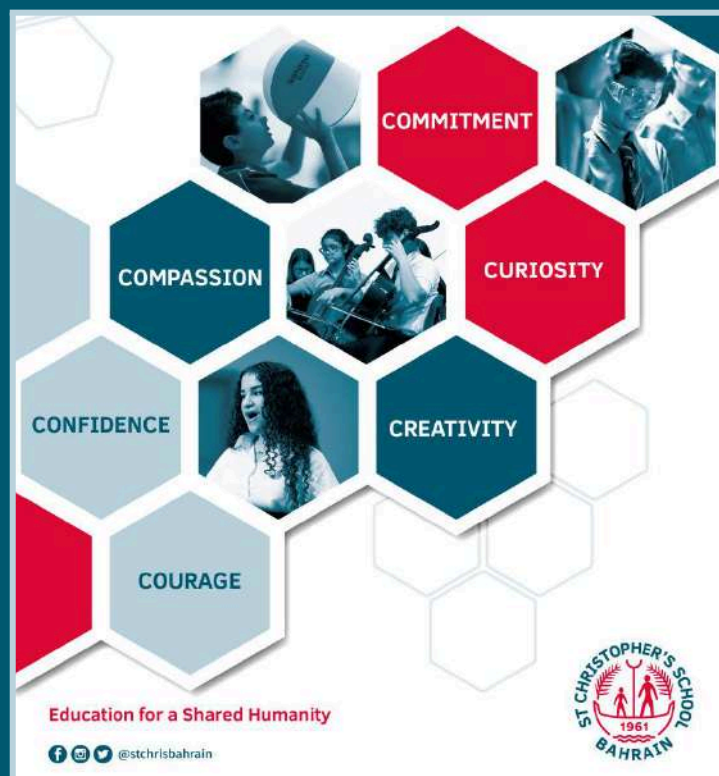
# Academic excellence

**St Christopher's has a clearly defined educational philosophy and prides itself on supporting each individual student to achieve their potential in the classroom. High calibre teachers blend traditional and innovative teaching methods to create a stimulating and stretching learning experience.**

The School is a vibrant learning community and aspires to be a world leader in understanding and applying the evolving body of evidence about effective learning and teaching. At St Christopher's we believe that learning happens through the design of purposeful activities that engender joy, foster curiosity and challenge students who are conscious of how they learn.

Our learning promotes intellectual rigour, social responsibility and personal wellbeing. These three strands thread their way through our curriculum. The intellectual not only encompasses the academic curriculum but brings a focus to intellectual pursuits that will fire the synapses and bring critical thought to each and every situation.

St Christopher's students consistently achieve outstanding results in formal examinations. In the last examination series in 2024, the post-sixteen results at A Level, IB Diploma and BTEC were 53% at A\*/A grades. A Level grades were 86% at A\*-B. The IB results are consistently significantly higher than the world average. At GCSE, 95 per cent of St Christopher's students typically achieve results which are on target or higher and in 2024, 82% of grades were 9-7.







## Beyond the classroom

**St Christopher's is committed to the value of an all-round education and students benefit from a diverse range of opportunities to explore their talents and develop as people beyond the classroom. A wide-ranging programme of activities, societies, events and trips sits alongside the academic curriculum and exists to challenge students to take risks, set high expectations and broaden their horizons.**

### Sport

St Christopher's has a thriving sports programme with opportunities for students to participate across a range of pursuits and at all levels. Throughout the School there are keen inter-house competitions in various sporting events, including swimming, athletics, football, basketball and volleyball. St Christopher's is a member of the Bahrain Private Schools Sports League (BPSSL) and students also participate in competitions organised through BSME, last year winning the U13, U15 and U19 BSME Games.

Water sports are popular in Bahrain's climate, and St Christopher's has a particularly successful record in this area. The School has an indoor swimming pool at the Saar site and an eight-lane, open-air pool at Isa Town. There are regular school-based and inter-Gulf swimming competitions.

In addition to the large extracurricular activity programme, the school also runs a sport and recreation academy (SPARTA), which employs a range of specialist coaches. These activities run in the late afternoon, evenings and weekends.

### Creativity

Music, drama and the creative arts are an integral part of life at St Christopher's. Each school year brings an extensive programme of events and performances offering students a vast range of opportunities to develop their talents on and off-stage. Recent productions, bringing the departments together, include Charlie and the Chocolate Factory and Peter Pan in the Junior School and West Side Story and Hairspray in the Senior School.

BSME and ISTA (International Schools Theatre Association) events provide opportunities for students to showcase their skills on a wider stage. St Christopher's Music Festival is open to students from any school in Bahrain and the prestigious Young Musicians of the Gulf competition hosted by St Christopher's brings together more advanced musicians from schools around the region.

The school runs an extensive instrumental music programme, with full-time teachers in strings, brass, piano, guitar and woodwind, with other, part-time staff, to support these and other instruments.



## Exploration

A St Christopher's education also includes a myriad of opportunities for students to explore and connect with their world both within Bahrain and globally.

Numerous educational visits take place each term and there is a particular focus on giving students appreciation of Bahrain's 5,000 year history of civilisation from the Dilmun era to the present day.

Beyond Bahrain, Junior School and Senior School students benefit from participation in a wide-range of overseas trips – with up to 25 trips in some academic years. These include sporting fixtures and cultural events in the Gulf; skiing in the Alps; Duke of Edinburgh's Award expeditions; World Scholar's Cup; drama trips to London plus trekking and service opportunities in Thailand among many others.

## Pastoral care

St Christopher's is a caring school committed to the highest standards of pastoral care. The pastoral system is designed to support the development of the whole person.

The building blocks of the school community are the four

Houses named after birds of prey (Falcon, Kestrel, Merlin and Osprey). Every student is a member of a House and Houses promote contact between the different age ranges, with students enjoying inter-house competitions in sporting and other pursuits.

St Christopher's is proactive in its approach to mental health and wellbeing and the School employs two dedicated, full-time counsellors.

## Campuses and facilities

St Christopher's has two campuses, one in Saar and one in Isa Town.

The Saar campus opened in 2005 and is home to impressive, purpose-built facilities for the 1,150 students in the Infant and Junior Schools. The Principal's office staff and central administrative functions are also located on this campus.

The Senior School is based at Isa Town and currently serves 1,150 students from Year 7 to Year 13. We are building a new, world-class, senior school, creating outstanding facilities for learning inside and outside the classroom.





# Role description

## The opportunity

St Christopher's is a dynamic school with many impressive strengths and significant ambition. A highly successful organisation, the School has flourished under the new leadership of Dr Simon Watson and is entering an exciting new phase in its evolution. From the establishment of a new senior school to the development of the academic offer and across the sector more broadly, the strategic opportunities and challenges for the next Head of Senior School are many and varied.

St Christopher's aspires to operate at the forefront of international education. The successful candidate has an exciting opportunity to shape the future of this diverse community, building on the considerable existing strengths to define St Christopher's in terms of the pursuit of excellence and a deep commitment to developing the next generation of global citizens and ethical leaders.

## Key responsibilities

The Head of Senior School is accountable to the Principal for the delivery of first-class education and outstanding pastoral care. The Head of Senior School works closely with the Heads of the Infant and Junior Schools and is accountable to the Principal in its responsibility for the overall strategy and vision for the School.

The successful candidate will have the following attributes:

- Work with a degree of autonomy in leading the Senior School, taking responsibility for teaching and learning; day-to-day operations, current and future planning and resourcing;
- Support the Principal in the strategic development of the Senior School and whole school;
- Lead aspects of whole school improvement;
- Ensure that each year group operates efficiently and effectively;
- Effectively administer Rewards and Sanctions;
- Ensure that the views of staff, parents and students are used to raise the quality of the educational provision and operation of the Senior School;
- Further raise academic standards across the Senior School;
- Monitor and evaluate the quality and consistency of educational experiences offered to students across each year group;
- Provide exceptional communications between all sections of the Senior School community;
- Accept a measure of pastoral responsibility for all staff;
- Liaise with the Junior and Infant Schools;
- Ensure that reports to parents are meaningful and of a high and increasing quality;
- Ensure that the Senior School works within the resources budget to ensure that all necessary stock and materials are ordered;

More specifically, the key responsibilities of the next Head of Senior School of St Christopher's can be outlined as follows:

## Role description (continued)

### Vision and strategic leadership

- To invest immediately in fully understanding St Christopher's, its mission, history and community, recognising that the leadership challenge is evolutionary rather than revolutionary in nature.
- To use this knowledge to work with the Principal and Executive Leadership Team (ELT) to develop a compelling vision and strategy for St Christopher's as a world-class learning community.
- To ground this strategy in the context of a rapidly shifting external environment, ensuring that St Christopher's is well-positioned to seize opportunities and respond to changes locally, nationally and internationally.
- To strike an effective balance between continuity and change, demonstrating the wisdom and strategic and political acuity to evolve St Christopher's for 2022 and beyond, whilst nurturing the School's core strengths.
- To lead on the delivery of major strategic development projects including the establishment of a new, state-of-the art senior school.

### Academic leadership

- To provide clear, inspirational academic leadership, ensuring St Christopher's students of all abilities are supported and challenged to realise their full potential.
- To maintain a strong, current knowledge of the latest pedagogical developments globally and lead by example in encouraging all leaders and staff to be outward-facing in their approach.
- To use data to raise academic achievements for *all* students.
- To develop and maintain high quality educational programmes, both curricular and extra-curricular:
  - to ensure effective assessment of the academic performance and progress of all students;
  - to regularly review the school's Future Ready Curriculum, ensuring all academic programmes appropriately meet the needs of the diverse student body and fulfill our Mission and Vision.

### External engagement and stakeholder relationships

- To understand St Christopher's unique position within Bahrain.
- To build strong links with parents and to encourage parental engagement in, and support for, school life.
- To be a compelling ambassador for St Christopher's, further strengthening the organisation's position as a leading international school with a reputation for excellence on a local, national and global stage.
- To build strong relationships across BSME, HMC and other professional associations and to value connectivity with such bodies.

### People and financial management

- To provide effective leadership to an experienced Senior Leadership Team, delegating effectively such that colleagues are supported to deliver their remits to the highest standards.
- To work through and with the Principal:
  - to attract, develop and maintain a team of high quality teaching, administrative and support colleagues, further developing St Christopher's reputation as a destination for high calibre staff;
  - to ensure that all staff participate with purpose and direction in the school's Professional Development Portfolios;
  - to support colleagues where necessary and ensure teaching and learning is of the highest standard.
- To build capacity and develop leadership at all levels, championing an organisational culture in which staff are empowered to take initiative and ownership.

### Organisational culture

- To champion St Christopher's distinctive ethos and development as a caring and mutually respectful place of learning.
- To deliver the highest standards of pastoral care, ensuring that the welfare, social, moral and personal development of students is at the heart of all decision-making within the School.
- To promote Equality, Diversity and Inclusion within the St Christopher's community.





# Person specification

**The next Head of Senior School will be a leader of exceptional calibre. The school seeks an outstanding educationalist with the vision, ambition and leadership abilities to grow and evolve an already high performing school, developing and strengthening St Christopher's as a beacon of excellence in the rapidly changing world of international education.**

**He or she will demonstrate most or all of the following experience, skills, knowledge and personal attributes:**

## Experience

- A first-class educator with a strong track record of highly successful school leadership experience.
- Experience of leading and managing change in complex organisational settings with demonstrable success in building strong relationships with a range of stakeholders, effectively balancing different needs and priorities.
- Proven experience of leading, developing and motivating high calibre teams with a clear commitment to the continuing professional development of all colleagues.
- Experience of working in a multi-cultural educational environment.

## Skills and knowledge

- A collaborative and respectful approach to decision-making with the skills to meaningfully engage the broad St

Christopher's community in the development of the Senior School in this next period.

- Strong interpersonal and communication skills characterised by high levels of emotional intelligence and the cultural sensitivity and global perspective to relate well to people at all levels and from a diversity of backgrounds.
- A broad understanding of the rapidly evolving international education sector and the opportunities and challenges this presents for St Christopher's.
- Utilising their diverse skills to ensure that the School continues to develop and be at the forefront of academic education.
- High levels of cultural sensitivity and the flexibility to rapidly understand and assimilate the Bahraini context.
- A good understanding of the business aspects of modern school leadership.

## STRATEGIC INTENTS

AIM HIGH,  
WORK SMART,  
CARE DEEPLY

### Person Specification (continued)

#### Leadership style and personal attributes

- A highly visible leader with the charisma, energy and ambition to inspire and motivate the different constituencies which make up the St Christopher's community.
- Strong personal drive, high levels of self-awareness, resilience, humility and flexibility.
- The inner confidence, personal authority and sensitivity to succeed a long-serving Head of Senior School.
- A deep commitment to St Christopher's distinctive aims and ethos and its values as a non-profit school.
- Confident, innovative and inspiring leader.
- Passionate about teaching and knowledgeable about the National Curriculum for England.
- Ability to engage positively, sensitively and respectfully with the school community.
- High expectations of all stakeholders, with a focus on academic achievement.
- Imaginative and creative in order to provide a breadth of exciting opportunities for young learners.
- Ability to work collaboratively with the Principal and other members of the Executive Leadership Team on the strategic direction and operation of the School.





# Terms of appointment and how to apply

*In alignment with Bahrain laws, Diversity, Equity and Inclusion is integral to the values of St Christopher's School.*

*St Christopher's School is committed to safeguarding and promoting the welfare of children and young people in our care. We follow safe recruitment practices and appointments are subject to vetting including reference checks, identity checks, social media checks, internet checks and criminal record checks. Further details can be found in our Safeguarding Children and Safer Working Practice Policy.*

## Terms of appointment

An excellent remuneration package commensurate with the importance of the role and the experience of the successful candidate will be offered.

for applications is **midnight on Thursday 10 October 2024.**

It is our policy to obtain three references prior to applicants being shortlisted, one of whom should be from your current Principal. St Christopher's reserves the right to interview and appoint before the published closing date.

## Appointment process and how to apply

The Head of Senior School will be selected from shortlisted candidates who will be invited to the school for an interview.

Applications should consist of a full CV and covering letter addressing the criteria set out in the role description and person specification. Completed applications should be uploaded at <https://bit.ly/StChrisRecruitment>. The deadline

## Key process dates

**By 13 October 2024** Applicants longlisted and invited to submit a video

**By 17 October 2024** Applicants shortlisted and invited to an online interview

**Early November 2024** Final candidates to travel to Bahrain for Interviews

