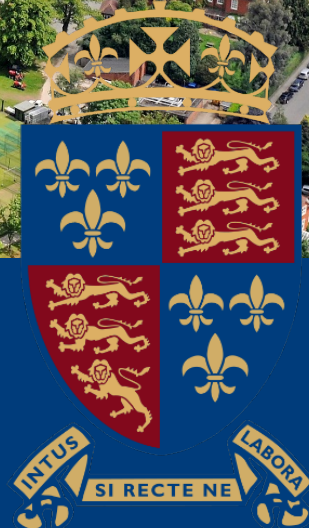


Saxton Bampfylde



SHREWSBURY SCHOOL  
APPOINTMENT OF HEAD  
SEPTEMBER 2017



# An introduction to Shrewsbury School



Shrewsbury is over 450 years old, and as such is one of the oldest boarding schools in the country. Today, it is a 13 to 18 full boarding co-educational school with around 800 pupils (19% of which are day pupils). After eight successful years leading the school, Mark Turner is moving to Canada to take up a new headship next summer. The incoming Head will ideally take up the post in September 2018, but the Governors are open to the possibility of a January 2019 start date.

The Governing Body welcomes applications from candidates who have a strong vision about the future of modern, independent education and an understanding of the workings of a school like Shrewsbury. Whilst historically the school has appointed serving heads, the Governors are open to applications from deputies or others who have relevant educational leadership experience and knowledge and an empathy with the type of education Shrewsbury offers. Candidates will also have an enthusiasm for the future possibilities open to the school and a realism about the challenges it faces. The person appointed will be a highly effective leader with knowledge and experience of managing and consolidating change and of co-education and/or boarding.

The Governors are being advised by Saxton Bampfylde. Jo Ogilvy, who is leading the search, can be contacted directly via email on [jo.ogilvy@saxbam.com](mailto:jo.ogilvy@saxbam.com) for a further conversation. For further information about the school, please visit [www.shrewsbury.org.uk](http://www.shrewsbury.org.uk)

The School has recently undergone an ISI Focused Compliance Inspection and an ISI Educational Quality Inspection, both of which served to emphasise the quality of the education provided.

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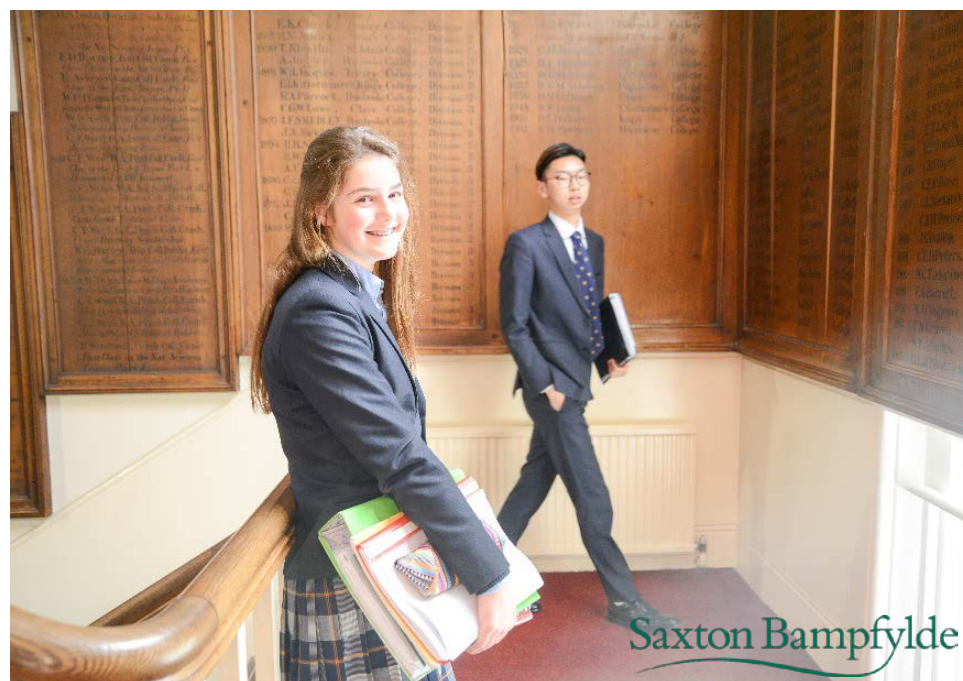
Shrewsbury School was founded in 1552 under a Royal Charter by King Edward VI. The first head, Thomas Ashton, built a reputation for excellence. It is one of the original seven public schools as defined by the Public Schools Act 1868. In 1882 the school moved to a new site of 150 acres in Kingsland, on the south bank of the River Severn overlooking the town.

Shrewsbury is a significant operation. It has an annual income of £24.2m, and it employs almost 400 staff. There are currently seven boys' boarding houses, two boys' day houses and four girls' houses for both boarders and day girls. They each accommodate about sixty pupils between the ages of 13 and 18. The Foundation does much fundraising towards the bursary and scholarship programme which allows pupils from more diverse backgrounds to attend the school.

The school aims to offer a first class education: one of the best in any independent boarding school in the United Kingdom. Its pupils experience depth of educational excellence and the opportunity to participate in a wide range of sporting, music and other co-curricular activities, as well as being encouraged to engage in adventure and charitable endeavour. Its purpose is to encourage young people to become fully rounded, well educated, and responsible adult citizens able and keen to contribute to their communities. A key component in this is the development of strong links with the wider community in educational, cultural, sporting, religious and charitable activities by encouraging appropriate organisations to share in activities and use the school's extensive facilities. The school also has a 115 year relationship with Shrewsbury House in Everton. Originally established as a mission by a Shrewsbury master, Shrewsbury House is now a youth club working with children and young adults in a deprived area of Liverpool, known as The Shewsy. In recent years, the relationship has thrived with a number of Shrewsbury pupils taking the opportunity to visit as part of their social studies course. Every five years there is a whole school sponsored walk, which in 2016 raised £100,000.

In setting their objectives and planning their activities the Governors have given careful consideration to the Charity Commission's guidance on public benefit. Their recent focus has been on continuing to provide broad access to the school via the provision of scholarship and bursary funding. Their 2011 Development Plan focuses on the reinforcement and enrichment of the school's academic record; enhancing Shrewsbury's excellent reputation for pastoral care, becoming fully co-educational in all year groups, and financing a multi-million pound capital campaign to support a range of key capital projects over a seven- year period. As part of the 2020 vision for the school, 5 key capital projects were adopted by the Governors. Already completed are Hodgson Hall, a 19-classroom teaching block and the Chatri Design Centre, with the refurbishment of the Moser Library to be finished shortly. In the coming years, funds are being raised for the modernisation of the Ashton Theatre as well as a new state of the art Indoor Sports Centre. The plan also includes the conversion of Moser's Hall to become the fourth girls' house, as well as supporting the growth of Shrewsbury International's schools.

# The School



# The Role

The Governors wish to recruit a thoughtful and innovative individual who will be a strongly visible part of the school community. He/She will have a wide range of personal interests which reflect the broad range of co-curricular and academic subjects that Shrewsbury offers.

The successful candidate will build on the work of the current Head and his team. There is an appreciation that whilst Shrewsbury's reputation and performance has been greatly enhanced in recent years, it can neither afford to be complacent nor wishes to be so. The current Development Plan ends in 2020, giving the incoming Head the opportunity to work with them on developing the strategic plan for his/her tenure, and then to provide clear, inspirational leadership to the whole school community in delivering that plan in a way that is sympathetic to the ethos and culture of the school. At the same time, following a period of significant change, the incoming Head will need to consolidate the changes recently introduced. Key strategic priorities include the maturation of co-education, developing the academic provision still further and ensuring the school continues to be a place where children and staff feel inspired and appropriately stretched in an environment where the safeguarding of pupils is of paramount importance.



Marketing and recruitment form a key part of the role, and the Head will need to be skilled at building relationships with prospective and current parents, prep school heads and in the international market. The Head will be able to devise innovative ways of ensuring that the roll remains healthy and demonstrate that he/she is able to meet the challenges of affordability by being a sound manager of resources as well as understanding the challenge of providing an outstanding education within the commercial imperatives facing a twenty-first century boarding school. The Head will also play a role in maintaining and developing Shrewsbury's relationships with alumni, potential donors and those with previous connections to the school, and in supporting the work of its successful development office in fundraising.





## The Role (continued)

The Governors believe that Shrewsbury has a responsibility to work with and contribute to the local community and to educate children who, during their time at the school and in later life, place real value on helping others less fortunate than themselves. They expect the new Head to ensure that the school plays an important part in its local community.

Shrewsbury has a distinctive character – it is a place where individuals are valued and their talents are nurtured. Its alumni include Charles Darwin, Lord Rees of Ludlow, Astronomer Royal, Willie Ruston, the founder of Private Eye, and Michael Palin CBE. The Head therefore also has a role in ensuring that the school remains true to itself, and that whatever it does is done in such a way as to preserve and perpetuate this character. The school has an Anglican foundation, and the chapel continues to play a central role in school life. It will be important therefore that the incoming Head will be sympathetic to the Christian life of the school and able to promote those elements of the school's ethos which derive from this.

While the Governors of Shrewsbury School are involved in Shrewsbury International, the Head of Shrewsbury has an informal relationship with the international schools, rather than responsibility for their activities. The current Head has made occasional visits to Asia, but the international dimension has not formed a significant part of his role. Were there a shared appetite between the board and the Head to develop an international initiative in other parts of the world, the Head would be likely to play a more proactive role in this.



# Key Responsibilities

The current Head is supported by a senior leadership team comprising the Second Master, who acts as the senior Deputy Head, three Deputies (pastoral, academic and co-curricular), the Bursar, the Senior Master (who is also Director of Admissions), the Director of Teaching and Learning and the Director of the Foundation. The leadership team works in a collaborative way, and its members enjoy delegated responsibility.

Working with and through others, the incoming Head's primary responsibilities are:

## Strategic Leadership

The Head will:

- Work with Governors on the strategic direction of the school, and provide the necessary leadership to ensure that it is delivered successfully.
- Provide clear direction, creating an environment in which all members of the school community have a sense of purpose and are valued and motivated.
- Have a vision which ensures that Shrewsbury continues to provide a highly valued twenty-first century education, appropriately resourced.

## Professional Leadership and Management

The Head will:

- Have the strongest commitment to safeguarding children and ensuring the school is a place where the safeguarding of children and young people is at its heart.
- Maintain and develop a strong, cohesive and productive Senior Leadership Team, whose members have clear roles and responsibilities, and high expectations of performance.
- Ensure that Shrewsbury recruits, develops and retains staff of the highest calibre and competence.
- See that academic staff are deployed to the best of their abilities, their potential having been fully assessed and understood; identify and develop the school's future leaders at all levels, through appropriate career routes.
- With the Bursar, ensure appropriate deployment and overall management of all other resources across the school in support of the overall vision and strategic plan; ensure that the quality of learning and teaching resources are fit for purpose and value for money.
- Develop the competencies in Heads of Department and House staff to manage their teams' individual and group performances.
- Ensure that the school is able to meet the highest standards expected by regular and ad hoc inspections and to promote the outcomes to interested parties.

## Academic Leadership

The Head will:

- Maintain a culture in which intellectual curiosity is valued and encouraged.
- Maintain and build on a culture where rigorous academic standards are maintained and staff are highly competent to deliver them.
- Ensure that Shrewsbury continues to develop and deliver appropriate curricula in the best interests of the pupils.
- Ensure that all necessary strategies, policies and procedures are in place to assess appropriately and report on pupil performance and progression.
- Ensure that lessons and activities being delivered by staff across the school provide appropriate challenge and high expectation for all pupils.

# Key Responsibilities (continued)



## Pastoral Leadership and Wellbeing

The Head will:

- Be committed to and promote the highest standards of welfare for children and young people, and will ensure that safeguarding is central to the school's way of operating.
- Ensure that the pastoral care and wellbeing of pupils remains at the heart of all the school's undertakings and meets parents' expectations of the standards of boarding and day provision.
- Maintain high standards of behaviour.

## Communication and External Relations

The Head will:

- Promote imaginative and creative marketing strategies, taking regular opportunity to publicise the school to a wide variety of audiences, from current and prospective parents, pupils and staff, to local, national and international communities.
- Ensure that regular communication processes are in place to keep staff, pupils, parents and Governors fully informed of relevant matters, including the vision and the operations of the school.
- Maintain and develop links with key external parties, such as other education providers and universities, the local community and its leaders, alumni, donors and potential donors.
- Where appropriate, take part in the national debate on the future of education, keeping abreast of national educational policy and other developments in education.

## Commercial and Financial Management

The Head will:

- With the Bursar and the Governing Body, make a significant contribution to the strategic financial planning of the school and ensure sufficient engagement from others in the school staff;

- Work in close liaison with the Bursar (who is also Clerk to the Governors), respecting his independent responsibilities to the Governing Body, yet acknowledging that day to day the Head has overall responsibility for all aspects of the school's leadership.
- Help and support the identification of new opportunities for Shrewsbury to increase its capital and income.
- With the Development Director, identify and secure donations from individuals nationally and internationally that will contribute to the funding of bursaries, major capital and estate projects and development of school resources; this may involve overseas travel during half terms or outside school terms.

## Community outreach

The Head will:

- Continue to support the relationship with local outreach programmes. This includes The Shewsy of which the Head is named in the constitution as the Chairman of the Company Limited by Guarantee which manages the club. The Head is responsible for appointing 5/6 members to management board.
- Build on and develop further the school's links with the local community and beyond, ensuring that Shrewsbury continues to meet and exceed its charitable objectives.

## Working with Governors

The Head will:

- Advise and assist the Governing Body in the exercise of its functions, including attendance at meetings of the Governing Body and relevant committees and making such reports to them as may be required.



# Person Specification

The successful candidate will be a dynamic, intelligent and compelling leader, with strong communication and relationship skills, and the ability to manage and develop staff well. He/she is likely to demonstrate all or most of the following:

- Significant time as a Head or in a senior management role, with experience of developing a strategy and delivering it; experience of working in a similar school to Shrewsbury would be useful;
- personal academic credibility;
- knowledge of how to effect evolutionary change, as well as the ability to consolidate;
- a clear educational vision for boarding schools coupled with a realism about the challenges and opportunities they face;
- a focus on excellence, with the desire and ability to get things done by working with and through others;
- a commitment to, and knowledge of, creating a culture in which staff are valued, developed and managed effectively;
- a love and enjoyment of boarding communities, and the ability to articulate effectively the merits of boarding to prospective parents;
- intellectual curiosity and a desire to inspire intellectual enquiry in others;
- a genuine enjoyment of young people, and of environments in which pupils are encouraged to develop their distinctive talents through taking advantage of a wide range of opportunities;
- a willingness to engage in the external life of the school through strong links with the local community, Old Salopians and potential donors; this is likely to be both in the UK and overseas;
- a commitment to ensuring the highest levels of welfare and safeguarding for young people, and knowledge of current Child Protection practices and regulations;
- an appreciation of the importance of strong financial management and a willingness to explore other ways in which Shrewsbury might diversify its income stream.

# Terms of Appointment

The successful applicant will take up the appointment on 1 September 2018, or as soon as possible thereafter.

The school will offer a competitive salary and generous benefits to reflect the candidate's qualifications and experience. The Head's salary is normally subject to annual review.

An attractive and substantial house is provided as part of the package. The Head is required to live at the school during term time. The salary and residential emolument are pensionable under the Teachers' Pension Scheme.

The appointment will be subject to references satisfactory to the Governing Body, satisfactory medical examination and a successful enhanced check with the Disclosure & Barring Service.

Decisions will be made on Friday 29 September as to who will be invited for a preliminary discussion with Saxton Bampfylde about the role. These meetings will happen in London during the weeks of 2 October, 9 October and 16 October. Following this, the Appointments Committee will agree a shortlist of candidates to be invited for interviews. You will be notified by the end of the week of 25 October, and the first round of interviews are scheduled for the 31 October in London. In addition, informal telephone briefings with the Chairman of Governors will be offered to all shortlisted candidates during the weekend of 28 and 29 October. Visits to Shrewsbury for meetings and tours of the school will take place over the week of 6 November. Candidates will also be invited for dinner with the Chairman and one other Governor in London over the weeks of 30 October and 6 November. The final round of interviews and familiarisation meetings will take place on Monday 13 November. The Governors may use psychometric assessments as part of the final decision making process.

## How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Shrewsbury on this appointment.

Candidates should apply for this role through our website at [www.saxbam.com/jobs](http://www.saxbam.com/jobs) using code CUVB.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, and complete the school's application form.

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

If you are unable to apply through the website, please email [belinda.beck@saxbam.com](mailto:belinda.beck@saxbam.com) quoting reference CUVB.



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