

# LANGLEY HILL

## INDEPENDENT SCHOOL



## Principal

## Candidate Brochure

*“the need for imagination, a sense of truth and a feeling of responsibility— these are the three forces which are the very nerve of education”*

~ Rudolf Steiner

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# WELCOME LETTER

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Dear Applicant,

We are delighted to invite you to make an application as a prospective principal of Langley Hill, our new flagship independent school in Kings Langley opening in September 2019.

The school will provide an education based on the best Waldorf principles and pedagogy to deliver a truly world-class education to children and young people aged 2-19 years. The emphasis will be on supporting a well-rounded development of each individual through personal, social, emotional, physical and spiritual growth and so to enable them to make the world a better place.

We welcome applications from experienced and inspired individuals who are highly motivated and keen to join us in enriching and delivering our vision and high aspirations for children and young people to become the best they can be as compassionate, deeply reflective and well-educated adults.

We look forward to receiving your application and meeting you.

**Langley Hill**



# ABOUT THE SCHOOL

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Langley Hill is a new flagship independent school in Kings Langley for 2-19-year olds that will open in September 2019. Our schools exists to help each person become a well-rounded human being through intellectual, personal, emotional and spiritual growth, and so make the world a better place. The School will draw upon the best of Waldorf principles and pedagogy to deliver a truly unique world-class education.

We recognise that children are naturally inquisitive, resourceful and resilient and have a deep curiosity to understand the world they see and find their place in it. The school culture is steeped in good storytelling through the years to create a moral framework for the children, and the environment is nurturing, challenging and positive. The curriculum delivers wholesome educational excellence whilst integrating the best of outdoor play, sports, music, yoga and the arts so that pupils can flourish into responsible citizens who have a rich inner life and make rich contributions to the wider community.

A project led approach instils the desire and aspiration in pupils to contribute to improving the world. Innovation, creative thinking and problem solving are key aspects of our curriculum.

Small class sizes at the school mean closer and meaningful teacher-pupil interactions and individualised learning paths enabling pupils to become active contributors to their own learning. Rich materials are chosen carefully to invite the children into a world of true learning and discovery.

## The Setting

The school is set in acres of beautiful grounds and will grow upon the foundations of our commitment to building a community.

Classrooms are set in 10 acres of stunning natural environment on the site of a 13th-century palace and priory. The learning spaces are beautiful, clutter free and safe spaces filled with natural light. The site boasts learning rooms dedicated to enrichment subjects such as woodwork, pottery, photography and performing arts. Within the school site there is also a dedicated nursery block for pre-school aged children, with its own secure garden and play area, with a biodynamic vegetable patch already in bloom.

## The Team

The warm, dedicated and highly qualified teachers weave together an educational feast for the hands, heart and head of each pupil. Skilled in applying current and relevant insights in childhood development, daily class rhythms are crafted to meet the child at each stage of their development and the environment is stimulating and unhurried. The teachers share the school goal to provide each child with a strong foundation for personal fulfilment, spiritual enrichment, academic success, artistic competences and skills based on their individual strengths and inclinations.

# ABOUT THE SCHOOL (cont.)

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## **Creativity**

Children are encouraged to be both open-minded and adaptable, whether involved in complex mathematical solutions, scientific experiments or crafting a ceramic bowl on the potter's wheel.

Through diverse artistic forms, pupils gain confidence for self-expression and deepen their personal maturity. They learn to be self-reliant and trust their own wisdom, but also how to collaborate successfully with others. This provides strong foundations for later life.

## **The Outdoors**

Key components of the Waldorf Curriculum also include Farming, Gardening and Woodwork. This extends what children learn in the classroom into a more hands-on outdoor setting. It also provides children with opportunities to learn by experience and to reconnect with the earth in meaningful and sustainable ways.

Embracing outdoor learning is at the core of the school's ethos. From climbing trees to building dens, sowing seeds to measuring sprouts, or observing animals in their natural habitat to weather analysis, spending time in nature help children to discover their personal preferences, self-esteem and grow in confidence. In these everyday play situations, children enjoy their childhood whilst laying down the rails for academic success. Working in harmony with nature helps to foster greater abilities to think creatively as well as providing practical skills for life. A project led approach instils a desire and aspiration in pupils to contribute to improving the world.

## **Harmonising the Mind and the Body**

Yoga and mindfulness are taught by specialist teachers to nurture the developing child's mind and are also fundamental to the learning that takes place at the school to support the whole child – physically, spiritually, emotionally, and intellectually. We know that bodily movement affects brain chemistry and educating children to become aware of this body-mind connection empowers them to take responsibility for their own learning.

Combined with promoting a vegetarian diet, the culture of the school is shaped to cultivate amongst the children a spirit of gratitude and a culture of respect for themselves, for each other and for their environment.



# JOB DESCRIPTION

<b>Job Title:</b>	Principal—Langley Hill Independent School
<b>Location:</b>	Kings Langley, Hertfordshire
<b>Salary:</b>	Negotiable
<b>Start Date:</b>	September 2019
<b>Responsible to:</b>	The Chief Executive Officer or their representative

## Primary responsibility:

The Principal will provide highly effective leadership, organisation and management of the school to secure high quality education and care to all children and young people. This would include promoting their all-round development and seeking ways of continually improving achievement and well-being of all learners. The Principal will ensure that the people, organisational structures and resources within it are organised and managed to provide a safe, efficient, and stimulating learning environment. As an inspirational leader, the principal will deploy all available resources to build a first class and highly successful school through excellent collaboration between parents, pupils, staff and wider stakeholders.

## Key Responsibilities:

- Be responsible for the overall leadership and management of the school to ensure an excellent standard of educational provision and well-being of pupils.
- Ensure the efficient running of the school by developing and maintaining effective whole school systems, practices and procedures to create an organisational culture which is embedded in the Trust's ethos and values.
- Build strong teams of highly motivated and aspirational teaching and support staff capable of establishing an exciting teaching and learning culture that nurtures high expectations and ambition amongst all children, young people and adults.
- Develop and implement highly effective self-evaluation processes that ensure continuous school improvement.
- Be an excellent practitioner and lead by example at all times by demonstrating consistent exemplary standards of personal and professional conduct, acting within the frameworks of agreed set of values, and statutory duties and responsibilities that set out their professional role, duties and responsibilities.
- Be responsible for promoting and safeguarding the welfare of children and young people within the school and instil an ethos of high expectations for behaviour and achievement of all pupils.
- Lead on developing respectful professional relationships amongst the school community of children and adults to motivate and inspire high quality learning and professional contributions to educating children.
- Lead the staff to teach an inspiring school curriculum underpinned by the best Waldorf pedagogical principles to achieve highest standards of teaching and learning outcomes, including exemplary personal development and pupil behaviour.
- Assure the establishment of our strong vision and ethos for all through personalised learning, mentoring and effective academic support systems.
- Lead and nurture the distinctively inclusive ethos and positive school culture that imbibes our values of equality and high achievement for all.
- Recruit, develop, motivate, coach and mentor all staff to achieve the best outcomes for all pupils.
- Maintain strong working partnerships with the community, agencies, local schools, employers and stakeholders, including parents, families and the Governing Body.
- Ensure robust operational systems are in place that support the school's efficient functioning.
- Make a positive contribution to the overall direction and development of the growing family of our schools.



# JOB DESCRIPTION

## Vision and strategy:

- Vision aligned with high aspirations and high expectations of self and others.
- Clear vision and understanding of how to implement and sustain high quality education.
- Strategically leading on all aspects of the school, such as curriculum, teaching and learning, professional development, administration, finance and communication.
- Clear vision and understanding of the strategies to establish consistently high standards of behaviour and commitment to relentlessly instilling these strategies.
- Excellent organisational skills and ability to delegate effectively.
- Able to effectively use data and performance information to challenge and support learning, and raise standards for all.



# PERSON SPECIFICATION

QUALIFICATIONS AND TRAINING	Essential	Desirable
Qualified teacher status or equivalent	✓	
Graduate or Post Graduate Degree	✓	
Qualified Steiner Educator		✓
Management qualification	✓	
National Professional Qualification for Headship (NPQH) or equivalent		✓
TEACHING AND MANAGEMENT EXPERIENCE	Essential	Desirable
Leadership experience at head teacher level		✓
Leadership experience at deputy head level within a highly successful school	✓	
Experience of Leadership in a multi-professional teams		✓
PROFESSIONAL KNOWLEDGE AND UNDERSTANDING	Essential	Desirable
Educational development of primary and secondary aged pupils	✓	
School leadership and management	✓	
Excellent teaching and learning strategies to meet the diverse needs of all to achieve and enjoy learning	✓	
School improvement strategies	✓	
Knowledge of Waldorf principles and pedagogy	✓	
Budget Management	✓	
Effective People Management	✓	





# PERSON SPECIFICATION

PERSONAL SKILLS AND QUALITIES	Essential	Desirable
<b>A very high standard should be demonstrated in the following</b>	✓	
Genuine passion and a belief in the potential of every student	✓	
Ability to establish positive relationships with pupils and adults	✓	
Effective leadership style that encourages participation, innovation and confidence	✓	
Ability to lead, coach and motivate staff within a performance management framework, including professional development	✓	
Strong interpersonal, written and oral communication skills	✓	
Resilience and motivation to lead the school through day-to-day challenges while maintaining a clear strategic vision and direction	✓	
Ambition to continually improve standards and achieve excellence	✓	
Strong commitment and up to date knowledge of requirements to the safeguarding and welfare of all pupils and staff	✓	
Inspires confidence as an able leader and visionary educationist	✓	

**In addition to the above personal skills and qualities, you also need to be able demonstrate that you have the following values: integrity; empathy; courage; gratitude; respect and self-discipline.**

FURTHER REQUIREMENTS	Essential	Desirable
Application forms should be completed in full, covering any gaps in employment	✓	
Letters of application should be clear and concise - 2 sides, 10pt Arial	✓	
Appointment is subject to an enhanced DBS	✓	



## **HOW TO APPLY**

**If you would like further information or a confidential conversation, please contact  
Richard Lucas at Academicis on:**

Switchboard: 01223 907979

Mobile : 07909 905 392

E: [rlucas@academicis.co.uk](mailto:rlucas@academicis.co.uk)

**All applications are to be sent to [cadams@academicis.co.uk](mailto:cadams@academicis.co.uk)**

**Academicis no later than**

**12:00 noon on Wednesday 17<sup>th</sup> April 2019**

**Interview Days - Friday 26th April 2019**

*We reserve the right to research applicants on social media platforms and the internet, and the recruitment panel may take this information into consideration during the recruitment process.*

*Langley Hill Independent School is committed to Equal Opportunities and to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be subject to satisfactory employment checks, references and an enhanced Disclosure and Barring Service check.*