APPLICATION PACK FOR THE POST OF

HEAD

Queen Elizabeth's Hospital, Bristol

Independent School for boys aged 7 - 16, co-ed 16 - 18

Day • HMC • IAPS



Required for September 2020

www.qehbristol.co.uk

Anthony Millard CONSULTING



The Appointment

This post offers an exciting opportunity to lead one of the most successful academic schools in the South West. The Board of Governors seeks an outstanding candidate who will help shape the strategic direction of this busy and dynamic day school.

The School

QEH aims to produce young adults who are well-educated, not just well-qualified. Founded in 1590 and occupying a prominent city centre site, QEH is well known within a competitive market for high academic achievement, rich extra-curricular activities and high quality pastoral care based on strong values of personal integrity and community service.

With more pupils than ever before, the school continues to go from strength to strength. There are 630 pupils in the senior school, of which just under 200 are in the Sixth Form. This includes a growing number of girls following the school's move to post 16 co-education. The Junior School, which recently celebrated its 10th anniversary, occupies the same site and has around 100 boys.

QEH is an ambitious school and continues to invest in exciting projects, both at home and abroad. Having consistently attracted a number of international students into the Sixth Form, governors are now working towards establishing an overseas franchise in China.

Recent developments at home include a new £3.5million Science and Art building, new Sixth Form recreation, study and cafeteria facilities, along with redesigned and expanded facilities for Music and IT. The school owns extensive playing fields at Failand about 4 miles from the school and is currently undertaking a £2.5m project to develop new artificial playing surfaces for rugby, football, netball and hockey.

Aims and Values

The school sets great store by its core values which are:

- to nurture and develop each pupil's intellectual and spiritual independence, their creativity and ability to appreciate beauty and excellence through activities in and out of class;
- to support each pupil's personal development within a caring community, helping them to become resilient, self-confident and self-aware;
- to help pupils to appreciate the importance of working with others and forming and maintaining good friendships, of respecting different views, having a global perspective and of understanding that life is not just about themselves;
- to help pupils to develop a strong character and a clear sense of right and wrong based on Christian principles whilst welcoming pupils of all faiths and none;
- to prepare pupils to enter the next phase of their lives as leaders with appropriate confidence, aspiration and skills;
- to enable pupils from a wide variety of social, ethnic and financial backgrounds to attend the school, support the work of local maintained schools and encourage pupils to seek to serve the community locally and beyond.

The new Head will need to be comfortable with these values whilst recognising that an ambitious and dynamic school constantly needs to question its purpose and direction and serve the needs of the current generation of pupils.

Candidate Profile:

Most job descriptions list predictable qualities of a head and the governors at QEH have high expectations of candidates. However, no head is superhuman and the key qualities required are personal integrity, effective intelligence when making decisions and the ability to lead and motivate a community of professional staff. Other skills and qualities are likely to include:

- a keen and knowledgeable awareness of contemporary educational issues;
- an ability to recognise the challenges of a competitive market and the importance of the role in the recruitment of students;
- a natural flair for communication, PR and networking, with the capacity to extend traditional markets and reach out to new ones;
- being a good listener and sensitive to the ideas of others, always approachable;
- holding a university degree and a teaching qualification and;
- demonstrating experience of leadership in a senior position in a good school.







Scope and Purpose of the Role

The Head will be expected to:

- Form excellent working relationships with staff and governors;
- Oversee and support the work of QEH Junior School;
- Understand the commercial pressures of leading an independent school in a competitive market;
- Anticipate external threats and position the school to deal with them;
- Promote excellence in teaching and learning;
- Assimilate and develop the ethos of the school;
- Embrace innovation and sensible new ideas;
- Promote the reputation of the school through local and national networks;
- Enjoy harmonious and profitable relationships with former pupils.

What will QEH offer a new Head?

- A competitive package of benefits commensurate with other leading schools including fee remission for sons and daughters;
- A supportive and skilful Governing Body which knows the difference between governance and management;
- A commitment to support the head's personal professional development;
- The chance to run a highly successful and secure school which is not afraid to change and develop.

The Selection Process

Closing date - Tuesday 21 May 2019, 10:00am.

A long list of candidates will be invited for interview between 4 - 5 June 2019.

A short list of candidates will be invited for interview on 13 - 14 June 2019.

QEH is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all successful applications.

HOW TO APPLY

Candidates wishing to apply should:

- Visit the AMC website, clicking on the link 'Apply Now (for current vacancies)' and complete the online form.
- Upload a CV and covering letter to complete the application process.
- If you encounter difficulty with the online procedure, please contact: nikki@anthonymillard.co.uk or telephone +44(0)203 4275414.
- For an informal discussion about the post please contact Nicola Morris on +44 (0) 7917340186 or nicola@anthonymillard.co.uk
- Applications will be acknowledged and then evaluated against the selection criteria.
- The letter of application should contain the names, addresses, email addresses and telephone numbers of three referees to include your current and past direct line manager.
- Full references will be required for the short list interviews, but will only be taken up when AMC has received specific consent from candidates to do so.
- Short listed candidates will be required to bring original documentation, proof of identity and certificates with them to interview.

Anthony Millard Consulting

Anthony Millard Consulting was established in the summer of 2004 to provide the British education sector, both in the UK and internationally, with first class strategic and recruitment consultancy.

In addition to managing the search and selection of Principals, Heads, Bursars, Marketing and Development Directors, advice is provided on governance, management structures, appraisal, development planning, marketing / PR and fundraising.

Our clients range from top international and independent schools to state comprehensive schools, to public and private companies involved in education. These clients are located globally and a list of them can be found on AMC's website.

Further information is available at www.anthonymillard.co.uk

We have a sister company, AMC Teacher, which provides outstanding teachers to the world's top schools - www.amcteacher.co.uk