



**GORDONSTOUN**

# *Assistant Head Broader Curriculum*

CLOSING DATE: 09 June 2023

INTERVIEWS (AT GORDONSTOUN): W/C 19 June 2023

*Broader experiences, broader minds.*



Thank you for your interest in the post of  
***Assistant Head Broader Curriculum.***

We hope the information in this pack will give you  
an insight into our school and the high aspirations  
we have for our students.

If you have any questions about the role, our  
School or any aspect of the recruitment  
process, please don't hesitate to get in touch.  
We look forward to receiving your completed  
application.

**LISA KERR**

PRINCIPAL





We hope this exciting and rewarding role catches your imagination and that you are encouraged to apply.

Gordonstoun prepares students for a full and active role as international citizens in a changing world. As well as preparing students for exams, Gordonstoun prepares them for life. The school's uniquely broad curriculum encourages every individual to fulfil their potential academically as well as individually.

The School's location on the Moray Coast in the North of Scotland provides the background for Gordonstoun's world beating outdoor education programme. Through expeditions and sail training voyages Gordonstoun students gain invaluable experience in being both leaders and team players and in having compassion and understanding for others and of themselves. Their outlook is broadened, their ability to consider the needs of others developed, and they gain resilience – life skills which complement the School's commitment to academic excellence.

Gordonstoun's motto is 'Plus est en vous: There is more in you (than you think).' A Gordonstoun education is underpinned by a deep conviction that potential in everyone can be best unlocked in the context of a vibrant, caring community where students are empowered to stretch themselves; reach beyond their comfort zone and embrace challenge.

**THE FOLLOWING IS INCLUDED IN THIS INFORMATION PACK TO HELP YOU WITH YOUR APPLICATION:**

- **JOB DESCRIPTION**
- **PERSON SPECIFICATION**
- **THE APPLICATION PROCESS**

Applications forms can be downloaded from the Vacancies section of the School's website.

If you have a disability or long-term health problem, the School is committed to offering reasonable adjustments throughout the recruitment process and employment.

If you require further information or support, please contact the Recruitment Team.

We very much look forward to receiving your application.

- *Recruitment Team*

recruitment@gordonstoun.org .uk

01343 837837

# Assistant Head Broader Curriculum



## The Opportunity

This is an exciting opportunity for an outstanding professional who is committed to delivering a broad curriculum to a diverse range of pupils from around Scotland, the UK and the world. The successful candidate will be able to inspire students, engage staff and build the confidence of parents as they lead the Gordonstoun Broader Curriculum onto the next phase of its development.

Whilst we recognise many applicants will come from a teaching background we are also interested in hearing from those who bring experience of instruction or coaching from other professions.

## The Role

The Assistant Head Broader Curriculum is responsible for all aspects of the day to day running of the Gordonstoun Broader Curriculum.

They are a key member of the Gordonstoun Educational Management Team, contributing to the overall leadership and development of the School, and enjoy the support of an excellent curriculum and pastoral team. The Assistant Head Broader Curriculum supports boarding life in a residential capacity, teaches or instructs on a regular basis, and is involved in delivering and supporting a wide range of activities in the school.





## A Unique Educational Experience

Gordonstoun is proud to offer an educational experience which is genuinely different. The curriculum is based on four core educational principles inspired by the teachings of its founder Kurt Hahn: challenge, responsibility, service and internationalism. These are delivered within a curriculum that ensures the diverse student intake is able to achieve the best possible exam results. This results in an impressive array of destinations from Oxbridge to MIT, UCL to conservatoires, apprenticeships to distinguished military careers. Gordonstoun produces young people who know themselves and are comfortable with who they are.

Challenge is central to the Gordonstoun ethos and is reflected in the School's motto. Kurt Hahn believed that young people should be challenged academically, emotionally and physically, and the diverse range of experiences offered at Gordonstoun in the classroom, on the sports field, in the ocean or on the mountains is designed to help each individual to move beyond their comfort zone.

Responsibility is at the heart of Gordonstoun's philosophy of citizenship. All students benefit from a wide range of opportunities to take responsibility and develop their leadership skills as they progress through the School, whether in House, or as a Captain of an area of school life, as a Colour Bearer (prefect) or Guardian (head student).

Service helps students develop a sense of social responsibility and sensitivity to people from different backgrounds and circumstances. The notion of service within, and for, the local community is evident throughout the School, from the Junior School right through the Senior School.

Internationalism underpins Gordonstoun's vibrant global community. Students are encouraged to have an international outlook which is consolidated by exchange programmes and service to communities overseas. With more than 40 nationalities in the school, internationalism is one of the aspects most valued by Gordonstoun families.



# Gordonstoun Senior School



## GORDONSTOUN TODAY

Throughout its history, Gordonstoun has evolved to meet the challenges and seize the opportunities presented by political, economic, social and organisational change.

Today, Gordonstoun is one of the UK's few remaining full boarding schools, with a small number of day pupils. The student body, a vibrant community of >550 children aged 5-18, is exceptionally diverse with a third of its students drawn from over 40 countries, a third from Scotland and a third from the rest of the UK.

The School is in a strong position, with a full student roll, and a new classroom hub just opened in early 2023, the first building of the new Classroom Village and campus masterplan. The school has just completed a boarding house refresh programme and has a superb array of facilities including a dance and drama centre, expansive sports centre with climbing wall and 200 acres of woodland with many outdoor learning spaces.

Gordonstoun is a member of HMC, BSA, Rugby Group and SCIS.

## ACADEMIC EXCELLENCE

Gordonstoun believes that schools don't need to be academically selective to be academically excellent. The Deputy Head Curriculum, who oversees the academic and broader curriculum, is supported by two Assistant Heads in charge of Teaching & Learning and the Broader Curriculum.

Year 9 is the first year of Senior School at Gordonstoun and it is designed to give students a strong foundation and the opportunity to discover a wide range of subjects. Students in Years 10 and 11 typically study 9 subjects at GCSE.

A Level courses are offered in a wide range of subjects. The School also offers BTECs in Enterprise and Entrepreneurship, Psychology, Sport and Uniformed Protective Services.

A strong academic improvement programme is bearing fruit with the 2022 A Level and GCSE results showing significant improvements compared to the pre-pandemic period. The proportion of A\*-A grades increased by 50% compared with 2015-19 and, at GCSE there was a 40% increase in Grades 7-9 compared with 2019.





## OUT OF CLASSROOM LEARNING EXPERIENCES

In 2018, Gordonstoun published research by the University of Edinburgh into the Lifelong Value of Out Of Classroom Learning Experiences. This research, which has received significant publicity, helped the school to reaffirm its commitment to a uniquely broad curriculum which includes:

### EXPEDITIONS

Gordonstoun students benefit from a structured programme of mountain, river and sea-based wilderness expeditions. From journeying on foot through remote areas to canoeing and climbing to exploring the lochs, rivers, forests and coastlines, expeditions at Gordonstoun are a formative experience.

### SAIL TRAINING

Kurt Hahn described the Moray Firth as "my best schoolmaster" and sail training is an essential component of Gordonstoun's broad curriculum. The School has its own 80 foot sail training vessel, Ocean Spirit of Moray which is used by all students. Year 10 and 12 students enjoy a multi-day voyage on Ocean Spirit.

## THE PERFORMING ARTS

Music, dance and drama are thriving at Gordonstoun. In the Senior School, every pupil is able to learn a musical instrument and there is a wide range of ensembles, including an accomplished pipe band. Dance and drama are integral to the curriculum, with a number of performances occurring throughout the year.

### SPORTS

Students participate in a number of team and individual sports. Regular fixtures are played against local schools and clubs.

### SERVICE

From Year 11, all students participate in one of the nine services offered at Gordonstoun. From the coastguard to the fire service to first aid, these are some of the most distinctive aspects of a Gordonstoun education.

Sport, services and a wide range of activities ensure that no day at Gordonstoun is the same and students are always challenged to try new experiences.



# Assistant Head Broader Curriculum



## Running the Gordonstoun Broader Curriculum

### Contributing to the overall leadership and development of Gordonstoun

- Support the Head of Senior School and Deputy Head in the day-to-day management of the school.
- Communicate the school's vision compellingly and support strategic leadership.
- Lead by example, focusing on providing excellent education for all pupils.
- Lead on whole-school strategies and policy areas.
- Build positive relationships with members of the school community.
- Keep up to date with developments in education.
- Work closely with all of the Assistant Heads in the senior and junior schools to promote a one school culture.

### Supporting boarding life in a residential capacity

- Undertakes regular boarding duties.
- Throughout term time, occupies accommodation onsite, and is on-call as required for broader curriculum activities.

### Managing staff

- Lead the selection and recruitment of new staff.
- Be responsible for the Performance Review and Development of designated faculty groups.
- Implement strategies and initiatives to share best practice and lead training for others in the school to develop confidence and skills.

### Specific areas of responsibility

- Lead the development, planning and quality assurance of the broader curriculum including: character education; activities; service; outdoor education and sail training.
- Lead and develop the Gordonstoun Diploma.
- Lead the development of BTEC subjects and alternative qualifications.
- Lead the safety management for adventurous activities and trips within the UK and abroad.
- Lead the development of Duke of Edinburgh within the school with the support of the Duke of Edinburgh Coordinator.

# Governance, Leadership and Management



## Governance

The Board of Governors determines general strategy and policy for the School, delegating its day-to-day running to the School Executive.

The Chair of the Board of Governors is David White who joined the board in 2008. David is an alumnus of Gordonstoun and former parent. He is a graduate in Economics and has spent much of his career in investment banking.

Her Royal Highness The Princess Royal is Warden of the School.

## Leadership and Management

The Assistant Head Broader Curriculum reports to the Deputy Head Curriculum and will occupy an important position within the Educational Management Team. This team comprises many colleagues from across the whole school including:

- Principal
- Head of Senior School
- Head of Junior School
- Deputy Head (Pastoral)
- Deputy Head (Curriculum)
- Director of Admissions
- Assistant Head Wellbeing (Senior School)
- Assistant Head Boarding (Senior School)
- Assistant Head Teaching and Learning (Senior School)
- Assistant Head Curriculum (Junior School)
- Assistant Head Pastoral (Junior School)

## Team

The Assistant Head Broader Curriculum will be responsible for a team including:

- Head of PE
- Head of Drama and Dance
- Head of Music
- Head of Art
- Head of Outdoor Education
- Sail Training Coordinator

# Person Specification



## EDUCATION AND QUALIFICATIONS

### ESSENTIAL

- A high-quality university degree in a relevant discipline.
- A pedagogical background with experience of teaching, training, instruction or coaching.

### DESIRABLE

- Qualifications in Leadership & Management,
- Qualifications relating to the broader curriculum.
- Current GTCS registration or ability to register with GTCS

### ASSESSMENT METHOD

- Application form.
- Sight of qualifications.

## SKILLS AND EXPERIENCE

### ESSENTIAL

- Ability to build and lead great teams.
- Evidence of developing and implementing whole school or organisation improvement strategies.
- Fluency in understanding and supporting student wellbeing.
- Experience working with young people.
- Knowledge of best practice and emerging techniques in an area of the broader curriculum.
- First-class communication and interpersonal skills with high levels of emotional intelligence, resilience and self-awareness.
- Energy and initiative with the ability to manage their own time effectively in order to achieve challenging goals.
- Commitment to the Gordonstoun ethos.
- Experience of risk management.

### DESIRABLE

- Prior experience of leading the broader curriculum in a school setting.

### ASSESSMENT METHOD

- Application Form.
- References.
- Interview.

## PERSONAL QUALITIES

### ESSENTIAL

- Able to operate as a high-profile and visible presence within the School, setting high standards which promote excellence, and inspire the trust, confidence and respect of the entire school community.
- High levels of personal integrity and a transparent leadership style, informed by a deeply-held set of moral and educational values.
- A robust sense of humour, the ability to keep things in perspective and maintain a cool head in a tight spot.

### ASSESSMENT METHOD

- Interview.
- References.

## SAFEGUARDING

### ESSENTIAL

- Suitable to work with children.

### ASSESSMENT METHOD

- References.
- A Disclosure Scotland PVG check will be completed on the successful candidate.

# Terms and Benefits



## CLOSING DATE

09 June 2023

## INTERVIEW DATES

w/c 19 June 2023

## LOCATION

Gordonstoun School

## START DATE

From January 2024

*(a later start date will be considered for an exceptional candidate)*

## CONTRACT TYPE

Permanent

## TERMS OF APPOINTMENT

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

On-site accommodation is offered as part of the package.

Gordonstoun is committed to safeguarding and promoting the welfare of children and young people and its governors expect all its staff and volunteers to share this commitment. The successful candidate must be willing to undergo child protection screening appropriate to the post (including an enhanced disclosure through the Disclosure Scotland PVG scheme).

## BENEFITS

- Members of the Scottish Teachers' Pension Scheme (teachers) or a defined contribution scheme (operations).
- Staff fee remission for children in the school in accordance with the staff fee and admissions policies.
- Free meals during term time.
- Free use of sports facilities.
- Free yoga classes.
- Free parking on school campus and cycle to work scheme.
- Free access to an employee assistance programme for services such as counselling and legal advice.

## HOW TO APPLY

For further details, including how to apply, please visit the Vacancies section of the School's website or contact the Recruitment Department at [recruitment@gordonstoun.org.uk](mailto:recruitment@gordonstoun.org.uk) or telephone 01343 837837



## Junior School

The Gordonstoun Junior School is rapidly developing and expanding. It is integral to Gordonstoun and has a roll of c. 120 pupils from Years 1-8. There is a strong boarding community, particularly in the upper years. The Junior School has a very strong ethos and is a warm and supportive environment where children take pride in their work and their school.

The Junior School occupies its own purpose-built buildings to the western side of the Gordonstoun campus, and retains its own identity whilst enjoying all of the advantages of being part of a larger, parent school. Students are drawn from all over the world and from a diverse range of backgrounds.

Scholarships and bursaries are offered to facilitate access to Gordonstoun's uniquely broad curriculum to a wide variety of students.

## Round Square

Gordonstoun is one of the founding members of Round Square, a world-wide network of schools which share a commitment beyond academic excellence, to personal development and responsibility.

Gordonstoun's membership of Round Square provides exciting opportunities for its students to participate in exchanges, international service projects and global conferences.

## Gordonstoun International Summer School (GISS)

Gordonstoun International Summer School (GISS) is a highly successful business which is of real strategic importance to Gordonstoun.

It has been operating for 40 years and in excess of 7,000 students from over 60 countries have participated in GISS courses.

Each year, Gordonstoun welcomes over 280 children from all over the world for the *'summer of a lifetime.'*

Students are aged 8 to 16 and courses last for three and a half weeks.

LOCATION

A stunning and accessible location between the mountains and the sea



**GORDONSTOUN**

Broader experiences, broader minds.



Gordonstoun stands in 200 acres of woodland, providing a campus with security and freedom. Situated on the beautiful coast of Moray which is well known for its picturesque harbours, golf courses and beaches.

