



# Head

Candidate Information



# Welcome

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Radnor House Twickenham is a co-educational independent school located in Pope's Villa, Twickenham. The school currently educates 445 children between the ages of 9–18. The school welcomes one class of Year 5 and one class of Year 6 pupils, who transition straight into the senior school, which continues until Year 13.

It is no surprise that with its impressive public exam results, strong pastoral care, expanding co-curricular programme and recent ISI report (which, in February 2020, categorised the school as 'excellent' in all categories), Radnor House has grown considerably in popularity since opening its doors 10 years ago, and now carries a waiting list of pupils wishing to join the school.

In September 2023, the Senior School at Radnor House is moving from its current location to a new, bespoke site at Kneller Hall to expand provision to more young people, while at the same time maintaining the core values and friendly ethos that have made the school so popular with many local families.

**The current Cross Deep site will become a new school for approximately 400 children aged 3 to 11.**

We are seeking a dynamic, suitably experienced and passionate school leader to support the development and opening of the new Radnor House School, to embed the school values and enable its future success. This is a unique and exciting opportunity which will demand the highest level of commitment and standards of the successful applicant. This role would suit an accomplished and experienced Head or Deputy looking to make the next step in their career. The Head will not only head up a new, ambitious school but also be part of Dukes Education, one of the UK's leading groups of independent schools and educational providers.

The successful candidate will be expected to lead a team of innovative and highly motivated staff who constantly strive to provide the finest education and ever-expanding opportunities to get the very best out of our pupils, while fostering a love of learning through the delivery of high quality, exciting and active lessons, and a broad range of co-curricular experiences.

If you feel you have the right mix of experience, skills and ambition to help our school grow and develop further, we would be delighted to receive your application.

We look forward to meeting you.

  
Aatif Hassan

Chairman & Founder of Dukes Education

# Introduction to Radnor House

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Radnor House is an independent selective co-educational day school enjoying a stunning location on the banks of the River Thames in Twickenham, where pupils thrive in small classes with a strong focus on individual attention. Radnor House currently educates and inspires girls and boys from ages 9 to 18, with three main entry points in Year 5, Year 7 and Year 12.

We firmly believe that all pupils are capable of great things if effectively taught, motivated and inspired by their school environment. This vision is underpinned by four key values which are central to school life.

The Radnor House strapline is 'Great Teaching, Genuine Values', which sums us up nicely. Founded in 2011 on the belief that education must nurture, encourage and celebrate children, at Radnor House today you will find a dynamic mix of high academic standards, exceptional pastoral care and expansive opportunities for pupils within a successful environment.

Radnor boys and girls are happy, accomplished and well-focused, and the school has become one of the most dynamic and exciting schools in the area, a situation that will only be enhanced when the Senior school moves to a new site at Kneller Hall, near to Twickenham Stadium, which is currently scheduled for September 2023.

**Radnor's four core values are not just words: they underpin everything we do.**

**Courage** – we expect everyone to try their best, to have a go and to be brave in their approach to all the challenges of school and the wider world.

**Excellence** – we ask everyone to be the most excellent version of themselves, able to look themselves in the eye in the mirror every day and to know they could not have done any more.

**Perseverance** – we need to be able to persevere in order to achieve things, to maintain a growth mindset and not give up when the going gets tough.

**Respect** – we must treat each other with respect and kindness at all times, regardless of who we are or wherever our talents or weakness lie.





# Aims & Ethos



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## Vision

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- Our vision is for Radnor House to be an independent school that is fully co-educational 3-11, where every child is individually known, valued and exceptionally well educated in a genuinely caring, nurturing environment.
- Our pupils will achieve academic success within a secure and happy environment, where teachers promote the highest standards of learning as critically self-reflective individuals who constantly seek to improve professional practice, and where our support staff create, maintain and deliver the professional structures and environments for pupils to achieve their best.
- Our pupils will be inspired and challenged through wide-ranging co-curricular opportunities, and supported by outstanding pastoral care to help them develop into fulfilled and successful young adults with high self-esteem.

- Our partnership with parents will provide the best possible opportunities for the pupils, and the school will seek to develop its awareness of, and contribution to, the local and broader community.
- Radnor House will seek to be a community of learners who contribute to the wider field of education.

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## Ethos

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- Our core values are courage, excellence, perseverance and respect, and everything we do as a school is driven by these values.
  - We believe in working hard and being kind.
  - We value being part of the Dukes Education Group and support their motto that 'Together We're Extraordinary'.
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# The School

## Radnor House currently starts at Year 5.

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For our current Year 5s and 6s, every day promises a new experience, where you will find happy, friendly and dynamic pupils actively engaged in all aspects of their learning.

We deliver an exciting, engaging, broad and rich curriculum which enables every child to seize every learning opportunity. Our pupils enjoy access to superb facilities; Art, Drama and Music studios, fully equipped science laboratories, three ICT suites, and extensive sports grounds. Pupils in Year 5 and 6 receive a full timetable of the following subjects:

- English
- Mathematics
- Science
- ICT
- Spanish
- French
- Geography
- History
- Religious Studies
- Art
- Drama
- Music
- P.E
- Games

Junior pupils have great fun taking part in lessons taught by subject specialists, which are always active, creative and fun. From helping superheroes during Maths challenges to trying lots of new sports, they are always engaged and encouraged to be the best they can be. We are committed to nurturing our pupils into becoming confident, successful and happy individuals who are lifelong learners. The pupil's Form Tutor lies at the heart of our strong pastoral team and fulfils the role of school parent. Our junior school is a happy one where pupils make lots of friends, all of whom actively live out our core values of courage, excellence, perseverance and respect.

Junior School pupils have access to an exciting menu of co-curricular activities such as; Musical Theatre, LAMDA, Orchestra, Rock Band, Choir, Computer Coding, Cooking Club and Horse Riding. There is also a wide range of sports clubs to get involved in. Private music and drama (LAMDA) lessons are available to book through the peripatetic programme.

Children can currently join Radnor House in Year 5 with no further assessment required for senior school.





## Radnor House is located in Pope's Villa on the banks of the Thames in Twickenham.

Pope's villa was the residence of Alexander Pope at Twickenham, then a village west of London in Middlesex. He moved there in 1719 and created gardens and an underground grotto. The house and grotto were topics of 18th- and 19th-century poetry and art.

With an extensive array of onsite and offsite facilities, pupils at Radnor House benefit greatly from a wide variety of co-curricular activities and opportunities.

## Our Facilities

### Sport

We offer a variety of Sports which are hosted at first class facilities including St Mary's University, Teddington Pool, courts at Grotto Road, Teddington Cricket Club and Twickenham Rowing Club as well as onsite.

### Technology

At Radnor House, pupils benefit from three high-tech computer labs and a range of portable devices such as iPads and laptops. Departments such as art, music and languages have access to a range of specialist software.

### Café and Dining Facilities

Every member of the Radnor community is welcome to enjoy the delights of the Riverside Terrace Café. The Bistro has access to a large alfresco dining area with experienced chefs providing a choice of home-cooked, healthy and nutritious food.

### Performing Arts

The school theatre is well equipped for performances and concerts. We also have access to facilities at local theatres.

### Science

We offer three purpose-built and well-equipped labs. With a lab per subject plus additional preparation space, the faculty is equipped to a very high standard and enjoys its place as one of the most popular subjects at the school.



RADNOR HOUSE

# Pastoral Care

## Excellent pastoral care to all pupils underpins the ethos at Radnor House.

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We recognise that every pupil has the right to feel safe, to learn and to be treated with respect.

The pastoral system operates on a number of different levels, with support provided first and foremost by the Form tutor who represents the 'parent at school'. The Form tutor provides the link between home and school and is the main point of contact for any problems or queries that might arise.

Beyond the Form Tutor, further pastoral support is provided by specialist Heads of Year, and is overseen by the Deputy Head Pastoral.

The junior school is a vibrant and active part of the school and is currently led by Mr Andrew Hill and his team.

Radnor House also operates a House system, with all pupils allocated a House when they arrive at the school. Each House is named after a famous literary figure associated with Alexander Pope and the Renaissance poets. The Houses are Pope, Swift, Voltaire and Parnell.





# Leadership & Governance

The Head of Radnor House Prep will lead the Senior Leadership Team. They are supported by a dedicated team of academic, support and specialist staff.

The school is part of the fast-growing Dukes Education, a family group comprising a number of independent schools, colleges and nurseries located across the UK – especially in London, Cambridge, Kent, Cardiff, and the south coast. Dukes also offers complementary educational services including day camps, summer schools, and university application consultancy.

The Head will be accountable to a board of five governors at Dukes Education who act as the governors of all the schools. This group, that comprises educational and business experts and includes former heads of leading junior and senior schools, is chaired by Mr Aatif Hassan who founded Dukes Education in 2015. The Head is line managed by the Dukes Managing Director for Outer London Schools, who also sits on the Board of Governors. The MD is Libby Nicholas, who has formerly held the positions of CEO of Astrea Academy Trust, Headmistress of South Hampstead High School and Deputy Director of Education for the GDST (Girls' Day School Trust).

Radnor House Twickenham has been regularly inspected. The most recent reports of Radnor Inspection took place in February 2020 and can be found on the school website:

<https://www.radnor-twickenham.org/about/inspection-report>





As part of Dukes, Radnor House continues to lead on all decisions and retain its independence. Dukes adds to this the benefit of the collective, providing security and support, a platform for sharing best practice, and the reassurance of a host of all-through education options.

The Governors support and challenge the school leadership team, monitor the quality of teaching and the progress of school improvement, and oversee behaviour and safety. Acting as 'critical friend' the Governors do not involve themselves directly in operational matters, which are the responsibility of the Head and the Senior Leadership Team. The Governors' role is primarily strategic.



## Aatif Hassan

Chair of Governors  
Chairman & Founder, Dukes Education

Aatif founded Dukes Education in 2015. He is also Chairman of Cavendish Education, a group of 11 schools for pupils with dyslexia and autism; and a trustee of St James Independent Schools. Aatif is also on the board of CReSTeD.

Aatif has a first-class degree in Mathematics and Economics and also had a British Army commission. In 2020, he was awarded the Freedom of City of London for services to education.



## Libby Nicholas

Managing Director (Outer London), Dukes Education  
Deputy Chair of Governors, Nominated Safeguarding Governor

Alongside Aatif, Libby is responsible for Dukes Education's nurseries and day schools. With an MBA from Cass Business School, Libby has held positions including Headmistress, Deputy Director of Education at Girls' Day School Trust and Regional Director of Education for the South & West at the Academies Enterprise Trust. Most recently, Libby was also founding CEO of Astrea Academy Trust.

Libby's areas of expertise include the delivery of school improvement, strategic organisational change, curriculum design, and innovation and all aspects of teaching and learning. Libby has authored two books – Understanding Leadership and Stronger Boards, Better Education.



# The Role

## Head of Radnor House Twickenham

The Head is accountable to the Governing Body for the continued success and future development of Radnor House, and line managed by the Dukes Managing Director (MD) for Outer London. They will be directly responsible for ensuring that Radnor House provides an excellent education.

More specifically, the main responsibilities of the Head can be summarised as:



### Leadership and Management

01.

- To grow the school from age 3 upwards.
- To ensure a safe environment for pupils and staff.
- To ensure that the school's safeguarding policies are understood and implemented effectively by all staff and that every member of the school community takes personal responsibility for safeguarding.
- To promote a nurturing, supportive, fun and purposeful environment that enables all pupils to flourish and reach their full potential, in a transparent and supportive culture, with an excellent standard of pastoral care.
- To provide overall leadership, and engender a whole-school ethos, for all staff.
- To foster a climate of innovation, trust, empowerment and collective responsibility across all areas of the school.
- To oversee all aspects of effective staff development, performance and appraisal.
- To ensure that the school meets all regulatory and compliance obligations.
- To be a role model for all staff in respect of adherence to the school's code of conduct and all school policies. Lead an effective and efficient management team for the school.

- To work with the Head of Finance and Operations to ensure the financial well-being of the school, through proper financial planning, procedures and husbandry.
- To have overall responsibility for marketing and pupil recruitment by developing and implementing the school's marketing and admissions plans, and line management of the Marketing and Admissions functions.
- To maintain and develop close links with other Dukes schools and nurseries, and fostering close links with other feeder nurseries and organisations.

## Strategy

02.

- To work closely with the MD, Governors and Senior Leadership Team in developing, articulating and delivering a vision and strategic plan for Radnor.
- To test routinely the vision and strategy against national trends to ensure Radnor is agile and responsive to changing educational, curriculum and societal demands.

## External Representation and Engagement

03.

- To be an active, credible and compelling ambassador for Radnor through appropriate use of the media and representation at relevant events
- Proactively draw on the strength of Radnor community, including our alumni, to help deliver the school's vision.

We offer a highly competitive salary, with extensive opportunities for CPD and career development, alongside a clear recognition of staff wellbeing.



Radnor House

# The Person

## Head of Radnor House Twickenham

### Experience

01.

- Evidenced experience of successful Headship or Deputy Headship at junior level.
- Evidence of delivering and embedding transparent and effective systems, and where necessary change, as a leader.
- Experience of 11+ and an understanding of its changing nature.
- Experience and understanding of the outward facing responsibilities of a senior leader.
- Experience of appointing and developing talented staff, while also having the confidence and strength of character to make structural changes where necessary.
- A commercial understanding of the drivers of a school's operating surplus, for both the core academic offer, as well as ancillary revenues.
- Has a thorough understanding of the Head's responsibilities in relation to safeguarding and a clear commitment to delivering best practice in safeguarding.

### Personal and Leadership Qualities

02.

- Strength of character to be open to challenge.
- Confidence and trust to empower and delegate aspects of the school's routine management to the SLT and other staff.
- Highly effective communication skills, both written and verbal, that can be tailored to all audiences.
- Effective problem solver, and decisive decision maker, based on evidence, judgement and clear processes.
- Warmth, empathy and the ability to build effective relationships.
- Charisma, stamina and a strong sense of humour.
- Values and promotes inclusion and has the skills to lead an inclusive and diverse school community.



### Skills and Perspective

03.

- Strong academic and/or pastoral credentials to deliver an innovative educational vision.
- The ability to translate strategic considerations to operational delivery across the full spectrum of the school's activities.
- An empathy with the values of Radnor House.
- A strong understanding of the ambassadorial role of the Head in promoting the school.

# Application Process

## How to apply

Please go to our website to download an application form at [www.dukeseducation.com/work-with-us](http://www.dukeseducation.com/work-with-us)

Your completed form and cover letter should be returned to [lauren.huntley@dukeseducation.com](mailto:lauren.huntley@dukeseducation.com) as soon as possible.

Dukes Education is committed to promoting diversity and inclusion in schools.

Dukes Education is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The appointment is subject to satisfactory pre-employment checks in accordance with the relevant statutory guidance, including an enhanced DBS check, satisfactory references, proof of identity and qualifications, and a satisfactory medical report.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020









Radnor House  
— TWICKENHAM —