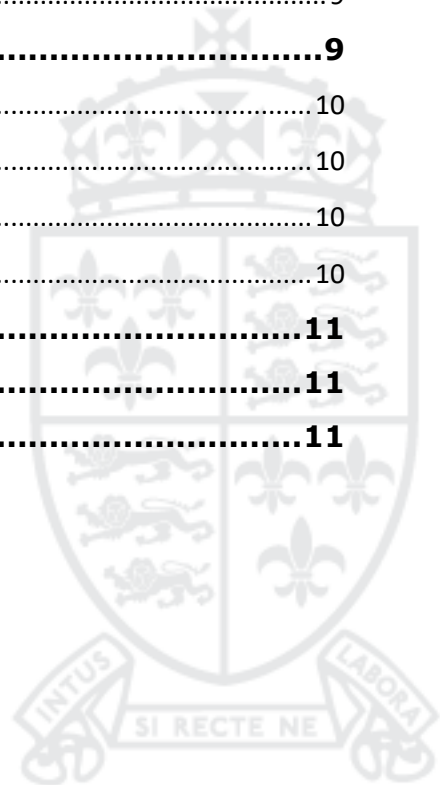


## **Candidate Brief for Heads of Academic Department**



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## Founding Headmaster's Welcome



Thank you for your interest in Shrewsbury International School India. I hope that this document will encourage you to go ahead with an application that may lead to your joining us as one of our founding members of staff.

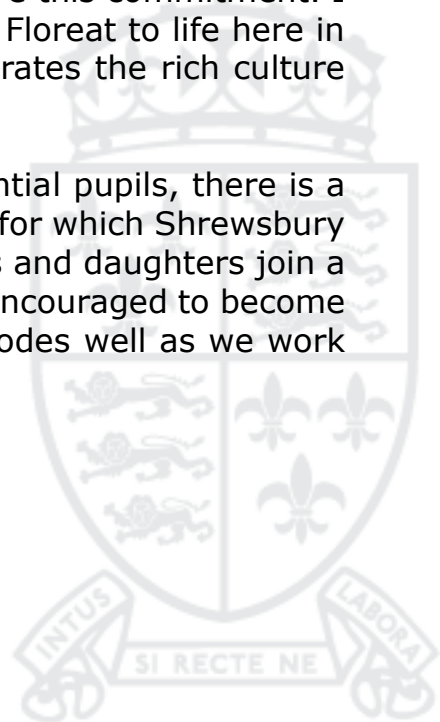
Having moved across to India in July, I have had the privilege of seeing the school's campus development from the ground up. The 150-acre site is truly awe-inspiring. The building works continue at pace, and we will soon be opening the campus up to visits by the families of potential pupils.

My recent move also means that I can attest to the warm welcome that awaits those who will be joining the school. I have been very well looked after since I arrived in Madhya Pradesh. As importantly, there is a keenness to make sure that everything needed to deliver a world-class whole-person education is in place, in good time. This includes a determination to ensure that founding members of staff have the infrastructure and support they need to make a smooth transition into their new roles.

Both Shrewsbury School and the sponsoring organization, Jagran Social Welfare Society (JSWS), are committed to ensuring that all pupils who join the Indian campus enjoy an authentic Shrewsbury education, provided at a school that has a genuine Indian identity. I too share this commitment. I am determined to ensure that we bring the Salopian Floreat to life here in Madhya Pradesh in a manner that reflects and celebrates the rich culture and diversity of India.

As I travel around India talking with families of potential pupils, there is a very evident appetite for the whole person education for which Shrewsbury is famed. The parents are very keen to see their sons and daughters join a community in which the individual is celebrated and encouraged to become the fullest and best version of her or himself. This bodes well as we work towards the school's inauguration in August 2025.

**Dominic Tomalin**  
**Founding Headmaster**  
**Shrewsbury International School India**



## About Shrewsbury International Schools

Shrewsbury International School India will be the fifth school in the Shrewsbury International School family, and the first that is fully residential. The Indian campus joins those already operating in Thailand, where there are two campuses in Bangkok, Hong Kong and Cambodia.

Shrewsbury's international schools have become recognised for the highest levels of academic achievement, excellence in sport, creative and performing arts, and the wide variety of co and extracurricular opportunities with which the Shrewsbury name is synonymous. Shrewsbury International School India will build on this reputation, and its offering of a full boarding education coupled with world class academic, co-curricular and sports facilities, makes it a unique addition to the Shrewsbury family.

## Shrewsbury International School India

Shrewsbury International School India will offer an exceptional, world-class education that prepares pupils to become global citizens. Embracing a holistic approach to education, one that recognises the uniqueness of each pupil, their talents, interests, and aspirations, the school aims to educate and enable each of them to flourish in life and to make a positive contribution beyond themselves. With its student-centred approach, state-of-the-art facilities, and a vibrant learning community, Shrewsbury International School India will provide a globally focused curriculum that combines academic rigour with a rich array of extracurricular activities.





## Academic Curriculum

The school offers a wide-ranging academic curriculum based on Cambridge International Education's Lower Secondary Programme, IGCSEs and A-Levels. Pupils joining the school will gain a confident understanding of core, central concepts and understand their application in a real-world context. Passionate subject specialists deliver their courses in a manner designed to 'teach for mastery', tailoring and differentiating their approach to meet the needs of their pupils as individual learners.

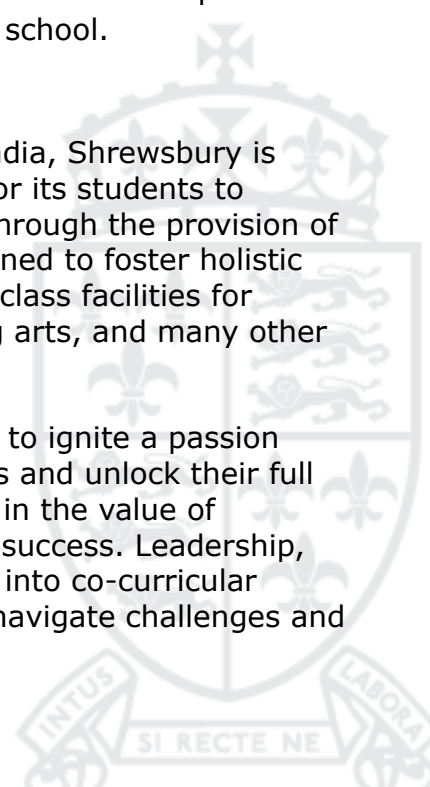


Cross-curricular thinking is encouraged, and departments work together to emphasise the transferability of skills between subjects. The academic curriculum is delivered as part of the whole person education for which Shrewsbury is famed; much is made of in-class opportunities to develop the skills, habits and attitudes needed to thrive in life beyond school.

## Beyond the Classroom

Aiming to be one of the leading international schools in India, Shrewsbury is committed to providing a diverse range of opportunities for its students to explore their interests and talents. This will be achieved through the provision of a comprehensive co- and extra - curricular program designed to foster holistic development, by making the most of the campus's world-class facilities for sports (including cricket, football, rowing), the performing arts, and many other activities.

Through the wide range of co-curricular offerings, we aim to ignite a passion within each student, helping them discover their strengths and unlock their full potential. Shrewsbury International School India believes in the value of developing essential "life skills" that are crucial for future success. Leadership, collaboration, resilience, and perseverance are integrated into co-curricular activities, providing students with the tools they need to navigate challenges and contribute meaningfully to wider society.





### Pastoral Care

Pupils will enjoy a firm foundation of support, advice, and friendship within Shrewsbury's gates. A friendly and respectful atmosphere between staff and students is recognised as playing a crucial part in establishing the character of Salopians and the School.

As a boarding school, the House system is at the heart of the school's approach to education. The boarding House is the pupil's centre of gravity; a real home from home where pupils can relax and make friends, as well as work. There will be two boarding houses in the school's first year, one for girls and one for boys. The number of houses will grow as the school grows, with the expectation that there will be 10 or more houses, once the school reaches its capacity.

Each House will have a dedicated Housemaster or Housemistress, who is the 'go to' lead in ensuring each pupil's wellbeing whilst they are at Shrewsbury. Each house will also have two resident tutors and a matron.

### Authenticity and identity

One of the school's key priorities is to ensure that whilst it is offering a British curriculum it also develops a genuine Indian identity that draws upon the rich cultural diversity of India, and makes the most of its location at the very heart of that nation. The focus will be on ensuring that all the pupils who join the school will have an authentic Shrewsbury experience at a school that truly celebrates its Indian identity.

### About Shrewsbury School in the UK

Shrewsbury School delivers 'whole person' education in a thriving and inclusive boarding and day school community that truly champions the individual. Founded by Royal Charter in 1552, Shrewsbury School is one of the 'great' nine schools in England identified by the Clarendon Commission of 1861. Over the centuries it has grown in size and reputation, it is now ranked amongst the leading co-educational boarding schools around the world, educating over 800 pupils aged 13-18 years. Fully co-educational, with a seven-day boarding

heartbeat and an inclusive day community, the school delivers a dynamic education that develops the abilities and enthusiasms of each of its pupils.

### Educational Philosophy

Shrewsbury offers a unique whole person education – Floreat– which fosters learning and personal development in four vital and mutually reinforcing fields: the intellectual; the active; the expressive and the reflective. Through this distinctive model of education Shrewsbury promotes the Six Salopian Virtues: wisdom; kindness; courage; integrity; self-mastery and spirit. As a learning community, the school pursues academic knowledge, wisdom and truth, with the aim of developing the ‘cultural capital’ of each child and instilling character strengths, aptitudes and vital life skills such as resilience and resourcefulness. The individual is able to flourish whilst also pursuing shared values, social responsibility and a willingness to contribute positively to the wider world. More information about Shrewsbury’s Ethos and Educational Philosophy can be found [here](#).

### About Jagran Social Welfare Society

Shrewsbury School and Jagran Social Welfare Society (JSWS) have partnered to advance their shared goal of providing top-tier education to students worldwide. JSWS is a leading social welfare organisation in India with a 25-year long history of providing quality education to students from all backgrounds. The partnership between JSWS and Shrewsbury School is a unique opportunity to bring together the best of both worlds. To achieve excellence under this collaboration, the local expertise and experience of JSWS will be supported by academic guidance and supervision by Shrewsbury School.



Jagran Social Welfare Society (JSWS), established in 1997 under the guidance of the Late Shri Gurudev Gupta, a freedom fighter and founder of the Dainik Jagran newspaper, is dedicated to transforming lives through education. Over the past 25 years, JSWS has worked tirelessly towards bridging the educational divide, empowering communities, and making a lasting impact. Guided by the compassionate vision of Shri Hari Mohan Gupta, JSWS has become a catalyst for change, leaving an indelible mark not only in Madhya Pradesh, India, but far beyond.



### *JSWS's Vision*

**Our vision is to promote continuous learning and social connections to make a positive impact on the world and help people reach their goals and aspirations. Also, empowering individuals to reach their full potential through the provision of accessible, high-quality educational resources and social support**

JSWS firmly believes that education is a fundamental right, transcending barriers of race, caste, or creed. To realise this belief, JSWS has established 14 progressive schools, colleges, universities, and educational institutions throughout India. This network of excellence has benefited over 50,000 students, providing them with quality education. However, the essence of JSWS lies in its unwavering commitment to giving back to society. In 2003, the society established Shiksha Kendra, an extraordinary initiative offering completely free education to over 2,000 underprivileged children. These Shiksha Kendras serve as beacons of hope, illuminating the path toward a brighter future for those who need it most. JSWS fosters an environment of academic excellence, character development, and holistic growth.

Through instilling values of compassion, integrity, and resilience, the Society nurtures countless young minds while ensuring education reaches even the most marginalised sections of society. Through its transformative efforts, Jagran Social Welfare Society has made a significant impact on individuals and communities. By championing the cause of education and providing opportunities to the underprivileged, JSWS continues to be a driving force for positive change.

### **The Location – Bhopal, Madhya Pradesh**

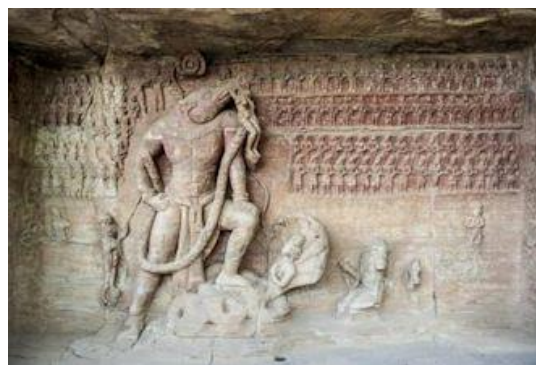
Nestled in the heart of Central India, the charming "City of Lakes" is an enchanting destination for discerning students in pursuit of educational excellence. Bhopal seamlessly intertwines world-class academia, cultural legacy, and natural splendour, offering an unparalleled haven for aspiring scholars seeking a holistic and enriching learning experience.



The city's charm is accentuated by its scenic lakes and landscapes, creating a calm but inspiring canvas for educational pursuits. Bhopal boasts iconic landmarks such as the mesmerizing Taj-ul-Masajid and the Gohar Mahal. Each echo the city's profound historical and cultural tapestry and help contribute to a stimulating learning environment. In addition, several breath-taking UNESCO World Heritage Sites, the extraordinary Sanchi Stupa and the remarkable



paintings in Bhimbetka, and the extraordinary sculptures at Udayagiri are located an easy drive from Bhopal.



## Role Description for Heads of Academic Departments

Heads of Department are line-managed by the Deputy Head (Academic), who in turn is responsible to the Headmaster for all matters relating to the academic life of the School.

In addition to promoting enthusiasm for all things related to the academic subjects offered in their department around the School, the Heads of Department will be expected to develop strategies to enhance the academic progress of all pupils, which are consistent with the School's Academic Priorities and overall Strategic Plan.

### Specific responsibilities include:

#### Subject knowledge and teaching

- Line-managing all staff within their department.
- Overseeing and actively supporting the Continuous Professional Development (CPD) of departmental staff and ensuring the sharing of good practice.
- Ensuring equitable and effective delegation of responsibilities within their department, including teaching load and super-curricular activities.
- Assisting in the appointment of new members of staff to their department.

#### Teaching & Learning

- Teaching an allocation of lessons that reflects the additional responsibilities of the Head of Department role.
- Promoting independent and active learning.
- Monitoring the quality of teaching and learning throughout their department.
- Ensuring that appropriate provision is made, on a departmental level, for pupils for whom adjustments are needed (e.g., those facing additional challenges in their learning, EAL, and the more able).
- Monitoring pupil outcomes, including examination results, tests and reports.

- Ensuring that the super-curricular opportunities (competitions, trips, lectures, Oxbridge preparation) are available and inspire our pupils to participate.

### Curriculum

- Developing an appropriately ambitious curriculum for each of the subjects in the department, ensuring that each of them incorporates the Public Examination specifications that best suit our pupils.
- Constructing and developing schemes of work for all year groups.
- Giving advice about subject choices, exam results and higher education to pupils, parents and guardians as appropriate.
- Liaising with the School's Examination Officer and examination boards on matters related to Public Examinations in their department's subjects.

### Administration

- Organising and chairing regular department meetings that enable all staff to contribute to planning and policy making.
- Playing an active role in Heads of Department meetings and attending any other meetings as directed by the Deputy Head (Academic).
- Taking responsibility for setting internal examinations.
- Preparing the department timetable, including the class set lists.
- Publishing an annual Department Report, Department Handbook and Department Development Plan.
- Ensuring the Department is well-resourced, and that classrooms, offices and corridors are inspiring learning spaces.
- Taking overall responsibility for the Department budget.
- Monitoring Health and Safety issues and conducting regular fire-drills.

### Admissions, Outreach & Marketing

- Taking overall responsibility for marking, analysing and, where appropriate, setting entrance tests at all points of entry in the school.
- Promoting and supporting Partnership and Community Engagement projects related to the subjects in their department, and helping to develop future projects.
- Ensuring that the departmental content of the website and intranet is accurate and up to date.
- Representing their department at internal and external events such as Open Days, Prep School events, the A Level Options Fair and other meetings as directed by the Deputy Head (Academic).

### Person Specification

It is not a requirement for applicants to have previously held a post as Head of Department. However, it is anticipated that the successful candidate will demonstrate evidence of their ability to lead and manage other teachers whilst maintaining their own standard teaching and learning practice at the highest level.

The successful candidate will be able to demonstrate the following:

### Subject knowledge and teaching

- Commitment to boarding school life and the ability to carry out the role of tutor effectively.
- A good honours degree in at least one of the subjects taught in the department or a good honours degree in a closely related subject.
- Ability to provide stimulating, well-planned lessons across the age and academic range within the School.
- Outstanding subject knowledge to challenge able pupils and achieve strong results at Sixth Form level in your own subject, and sufficient awareness of what constitutes excellent classroom practice to be able to effectively coach and mentor members of your department teaching subjects with which you are potentially less well acquainted.

### Pastoral and co-curricular duties

- Commitment to boarding school life and the ability to carry out the role of tutor effectively.
- Professional, yet caring and compassionate approach to working with pupils.
- Willing and eager to be involved in the school's co-curricular programme.

### Personal qualities

- The vision to develop and maintain their department's profile within the school and to lead it forward.
- Excellent communication skills (oral and written) when working with pupils, parents and colleagues.
- Conscientiousness, enthusiasm, and the ability to sustain long hours at times during term, including evenings and weekends.
- Ability to work independently and in a team.
- Ability to develop a rapport with pupils throughout the school.
- Strong organisational skills and the ability to meet deadlines.
- A positive attitude towards professional development and their own learning.

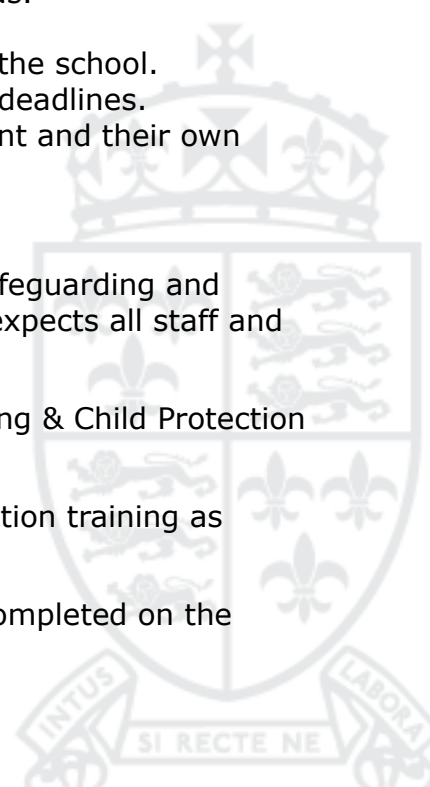
### Suitability to work with children

Shrewsbury International School India is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The postholder must comply with the School's Safeguarding & Child Protection policy at all times.

The postholder must undergo safeguarding & Child Protection training as directed by their Line Manager.

An enhanced Disclosure & Barring Service check will be completed on the successful applicant.



## The Package

The school's Heads of Department will be provided with accommodation and, in addition to an attractive salary, will have full tuition fee remission at the school for up to two of their children, and a generous discount for any additional children, medical insurance, and an annual travel allowance. Where their children are under the admissions age for Shrewsbury, full tuition fee remission will be offered at one of the local sister schools within the JSWS group.

## How to Apply

To apply complete the TES application form by no later than 0900 (UK) on Wednesday 23<sup>rd</sup> October 2024.

Initial interviews will take place online during week commencing 18<sup>th</sup> November 2024.

To arrange an informal conversation about these roles with the Founding Headmaster, please write to: [hr@shrewsburyindia.in](mailto:hr@shrewsburyindia.in)

*Shrewsbury International School India is committed to safeguarding and promoting the welfare of children and young people, and it expects all staff and volunteers to share this commitment. All applicants must be willing to undergo child protection screening, including checks with past employers and the Disclosure and Barring Service (DBS), and secure an International Child Protection Certificate (ICPC) or equivalent.*

## Personal Data

In line with Indian data protection regulations, we ask that you do NOT send us any information that can identify children or any of your sensitive personal data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documentation. Following this notice, any inclusion of your sensitive personal data in your CV/application documentation will be understood by us as your express consent to process this information going forward. Please also remember not to mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

