



MYDDELTON - COLLEGE -

Candidate Brief for New Head



Terms of Employment	Page 1
About The School	Page 2
About the School	Page 3
School Structure and Curriculum Prep School	Page 4
School Structure and Curriculum Senior School	Page 5
School Structure and Curriculum Sixth Form	Page 6
Learning Support – Student Wellbeing & EAL	Page 7
Extra-Curricular & Elite Sport	Page 8
Boarding	Page 9
Leadership & Governance	Page 10
Job Description – Key Responsibilities	Page 11
Job Description – Key Responsibilities	Page 12
Candidate Specification	Page 13
Candidate Specification	Page 14
Application Process	Page 15

Thank you for your interest in our position at Myddelton College.

The Directors invite applicants for the post of Headteacher from September 2025.

Myddelton College has seen a period of considerable growth and improvement and the Directors are now looking for the right candidate who will continue this momentum and successfully lead it through the next phase of its development.

The school welcomes applications from both heads and senior leaders who have the vision, energy and enthusiasm to deliver the continued success of Myddelton College, furthering an ethos where all students will thrive. The successful candidate will have strong business acumen and work closely with the Management Team, demonstrating pronounced skills in strategic and motivational leadership.

What we offer:

Package: £80,000 - £120,000

Accommodation: Included

School Fee Discount: Included



About The School

Myddelton College is a top Independent Boarding and Day School in Denbigh, Wales, established on a 37½ acre campus. The college takes its name from the renowned Myddelton family who, dating back to the 15th Century, were eminent figures in the history of Denbighshire and Wales, having been Members of Parliament for the local area as well as contributing to wider society across the United Kingdom.

Myddelton is situated at the foot of the 13th Century fortress of Denbigh Castle which dates back to 1859 and contains the perfect blend of historic architecture with modern facilities. The school is surrounded by a rich history as well as plenty of amenities and the spectacular Welsh countryside. It is easily accessible by road, rail and close to major airports.

Our students benefit from our facilities, improving their physical health as well as their mental wellbeing.

We offer students the opportunity to embark on our Elite Sports Programmes:

- Football Academy
- Tennis Academy in consultation with Tennis Wales
- Equestrian Facility and Pony Stars Programme
- Outdoor Adventure Learning



The values of Myddelton have been founded upon three key pillars: Scholarship, Fellowship and Resilience.

Scholarship:

We instil in our students a love and passion for learning. We teach them not to be nervous of academic rigour. We celebrate it and indeed expect to see it in every single lesson.

Fellowship:

We place great emphasis on our supportive community and developing a young person with an internationalist outlook. We teach our students that the biggest impact they can have on another person's life is simply by being kind and thoughtful to them. We uphold this value every day at Myddelton College.

Resilience:

Our students are taught to never give up in the pursuit of goals and achievements. We teach them how to cope with setbacks and learn from them. We help them develop a positive mindset that embraces challenge, makes no excuses, and is never defeated.

Myddelton College is a **Microsoft Global Showcase** school and member of the exclusive **EdTech50 group**. Each student at Myddelton College has their own personal tablet device for learning.

All our lessons are delivered through **Microsoft OneNote and Teams** which provides parents and students with access to lessons from anywhere in the world at any time. This means our students receive personalised feedback from their teachers in real time. Students' work is then differentiated to help them improve on their own targets, ensuring the work provided is both challenging and accessible to every pupil.

Many of our staff have been recognised for their exceptional abilities to teach in innovative ways using technology. They have been singled out by Microsoft as MIEEs (Microsoft Innovative Educator Experts) ensuring that our staff and students are at the cutting edge of classroom learning. We guarantee that students are well versed in modern technology and are prepared for the modern workplace.



PREP SCHOOL

In the early years and Key Stage 1, education at Myddelton Pre-Prep sparks a flame, igniting a passion and hunger for knowledge to foster children's curiosity about the world. At Myddelton Pre-Prep, children confidently explore, develop their methods of enquiry, and build resilience for future learning. We set strong foundations to enable every child the opportunity to flourish socially, academically, and creatively. Come and experience what sets Myddelton Pre-Prep apart. Rest assured, you'll receive a warm welcome.

At Myddelton Preparatory School, we understand that our role is not only to teach our students the skills and knowledge wanted by their future employers, but also to equip them with the skills needed to thrive in the 21st Century. We know that to get the best out of a child, both in terms of learning and personal development, they need to feel supported and safe.

As well as having extremely high academic expectations of all of our pupils, we pride ourselves on our broad and balanced curriculum. In addition to being taught the core subjects, English, Maths and Science by their classroom tutor, our pupils are also fortunate enough to be taught subjects such as Spanish, computing, music, drama and sport by subject-specialist teachers from the senior school.

In order to help our young Myddeltonians become well-rounded individuals who are able to thrive in the 21st Century, they are introduced to mindfulness from an early age. We teach the Paws B curriculum which has been developed by the Mindfulness in Schools Project. We believe that teaching mindfulness from a young age gives our students the ability to handle their emotions, and become well-balanced individuals. Individuals who feel heard and cared for, can get on with their day and work enthusiastically, without undue worries.



SENIOR SCHOOL

Senior School is an exciting stage in the educational journey. From the first year in Senior School, students start making choices about what they study, with GCSE options considered in the Spring term of Year 9. It is also a time where the pressure on students can be at its greatest: which is why we place importance on mindfulness and excellent pastoral support within the curriculum.

Our philosophy at Myddelton College is to inspire in our students a love of learning. We do this through our small class sizes, passionately committed staff and a broad curriculum that offers a strong core of academic subjects alongside creative and other options. This desire to learn carries our students through to successful results in exams and on to the universities and careers of their choice.

Lessons are designed to use each student's full capabilities, and field trips are memorable visits that bring studies to life. Students are encouraged to take an active part in the classroom conversation, as well as participating in extracurricular activities. Students will undergo classes on; personal profiling, understanding their skills, and developing an individual development plan. This plan focuses on providing a platform to help students realise their full potential in entering the A Level years.



SIXTH FORM (A-LEVEL)

The Sixth Form at Myddelton College provides the bridge between school and the outside world, whether that's university or employment. It is a time for students to develop their interests and challenge themselves as young adults as they approach the next important stage of their lives.

Success at A level naturally forms a central focus of students' time in the Sixth Form.

The majority of our students choose to follow three linear A levels. A small number of students will take four subjects at A level. We offer a broad and challenging array of different A level options, together with a small number of BTEC courses.

Our small size tutorial classes not only offer a taste of the teaching style at university but also mean that as in other areas of the school, personal attention is high.

Almost all of our students choose to go onto university but the application route can be tricky to navigate. However, we provide individualised UCAS & Careers support, including Oxbridge and USA Universities guidance and preparation. Our Personal Statement workshops are followed by one to one advice and support from experienced practitioners so that applications made by students are the very strongest they can be.

Sixth Form at Myddelton College brings other opportunities too.

Students in the Sixth Form take on key areas of responsibility with the opportunity to be Prefects, Peer Mentors, Sports Captains, Performance Directors and Commanders in the Combined Cadet Force (CCF). There is an extensive range of academic, co-curricular activities to stretch our pupils and ensure that they are prepared to be 21st century global leaders.

From entry into the Sixth Form there is expert career advice and guidance given from the Head of Sixth Form, University advisers and Oxbridge graduates. Students receive an in depth UCAS training programme, with coordinated Open Days and Career Exhibition Days. The decisions on university choices are made during Year 12, leading to all applications being sent during the first term in Year 13. Students are encouraged to participate in some planned work experience in the careers that they seek to embark in when they leave school. The grades they achieve in the Sixth Form are pivotal in terms of opening doors to the next stage in your life, whether that is into university or employment.



Learning Support

Our teachers support and guide students in their academic journey by delivering top quality teaching. We are also equipped to give additional help and support when required. Short courses are offered as boosters to students, which sit alongside normal lessons. This additional support, as well as the small class sizes, ensure that all students receive the tailored education they need to succeed.

Student support is assessed on an individual basis and reviewed accordingly. We have dyslexia specialists and a team of learning support assistants who offer provision in small groups and on a one-to-one basis with the Prep department.

Student Wellbeing

We take the mental health of our students and staff very seriously. We have a whole school approach to supporting our students' mental health through our three pillars focusing on resilience as an important aspect of this delivery. We teach our students to cope with change, adversity and overcoming barriers and enable them to feel more confident.

We offer programmes in mindfulness and wellbeing to reduce stress and anxiety as well as focusing on positive thinking techniques.

EAL

International pupils are supported through our EAL department and are provided with tailored weekly instruction as part of their regular timetable. Typical provision in that students in Year 3 to 9 receive one hour per week supporting their development of general English. Students in Year 10 to 11 receive 4 hours per week GCSE English and academic English support. Students in the Sixth Form receive 3 hours per week to support them securing the IELTS qualification they will need for university admission and also to reinforce the use of academic English.



Extra-Curricular

There is a vibrant extra-curricular programme across the entire school which enriches all students' educational experience and enables them to try out new things, develop their talent, leadership skills, teamwork and resilience.

Myddelton College is proud of its reputation of excellence in Art, Music and Drama, subjects which have truly thrived over the past years, and we are incredibly proud of the achievements in all areas of performance.

We pride ourselves on producing polished and professional in-house performances and we always have fantastic responses from our audiences.

Myddelton offers a wide range of activities including Sports, Performing Arts, Music, Debate Society, Academic Enrichment, Calm Café, English as an Additional Language, Vocabulary Club, Photography Club, Bee-keeping, Creative Writing, School Magazine, and Gardening.

For students Year 8 and above, a military programme of activities for young people that compliments Myddelton College's three pillars CCF offers students a broad range of challenging, exciting and educational activities, including drill, skill at arms, rifle shooting and field craft.

Duke of Edinburgh is recognised widely by universities and employers. The DofE award enables young people to build character, independence, confidence, inter-personal skills, develop their knowledge and give back to their local community, reinforcing Myddelton College's three pillars of Resilience, Fellowship and Scholarship.

Elite Sports

Myddelton College students embrace sports and fitness and make use of our 37½ acre campus.

We have a full-size football pitch, rugby pitch, 4 tennis courts, an indoor climbing wall, a large indoor sports hall, a dance studio and gym area as well as a brand new Equestrian facility!

Our students benefit from our facilities, improving their physical health as well as their mental wellbeing. During their time with us, your child will participate in activities which promote teamwork and independence, build agility, communication skills and coordination.

The Elite Sports Department offers a wide range of programmes to support students' academic learning and ensure they enjoy their time at the college and are physically fit. The students gain a diverse range of experiences that will benefit them physically, socially and develop discipline and leadership skills needed to be successful in the future, be it in further education or employment. The college has many athletes that compete in national teams including triathlon, swimming, gymnastics, horse riding, sailing, climbing and ice skating among others.



Boarding

Every House here is more than just a place to live; it's a family! We create a vibrant, diverse environment where students from all corners of the world and from all walks of life come together. The connections formed here are deep and lasting.

Boarders at Myddelton College are part of a large family community; we encourage a sense of belonging and a feeling of personal fulfilment in a happy, stable, caring and friendly environment. Whilst the academic side of things is a high priority, we want all students to fully participate in a wide variety of sporting, cultural and leisure activities.

Each boarding house has a residential houseparent, who is supported by an assistant residential houseparent who helps support our boarders with all of their daily needs.

There are two boarding houses at Myddelton College. We have St. George's House and Stanley's House. St. George's is our Junior boarding house and is for our students aged 11 – 16. Stanley's House is our senior boarding house and is for our students aged 15–18.

But what truly sets Myddelton College apart is the sheer abundance of opportunities. Our resources, and the dedication of our staff are second to none. We believe that a truly great education isn't just learned, it's lived. At Myddelton College, the boarding experience is the foundation of that life. Full boarding is not just something we do, it's who we are, and it's how we nurture growth, friendships, and a lifelong passion for learning.



Leadership and Governance

Myddelton College is a limited company, a member of the IQ Schools' Group, and has a sister school in Shropshire called Adcote School for Girls. Although both schools are part of the same group, each is run independently and with complete autonomy. They are not connected financially.

The Head is supported by an Advisory Board of professional people, all with experience in education, thus possessing the relevant competences to exercise sound guidance and advice.

In school, the Senior Leadership team comprises:

- Headteacher
- Deputy Head - Academic
- Deputy Head - Pastoral
- Assistant Head - Academic (exams)
- Head of Prep
- Head of Boarding

There is also a team of a section heads overseeing welfare in Prep, Senior School and Sixth Form.



Vision and Core Purpose

- Ensure that the education and interests of our students are at the centre of everything we do at Myddelton College
- Articulate clear values and moral purpose for the leadership of Myddelton College, focused on providing first class education for our students
- Communicate compellingly and act as a role model for the school's ethos
- Drive the strategic Leadership, empowering all students and staff to excel
- Model positive relationships and attitudes towards our students, and engage parents, Directors, Advisors, members of the local community and other stakeholders in the continuous improvement of all that we do

Meeting our objectives through improving learning and achievement in the classroom

- Lead the improvement and development of Myddelton College on the basis of evidence and knowledge about effective practice, and to promote a strong culture of continuous professional development for our staff
- Demonstrate political and financial astuteness in promoting the interests of our school in the context of our core objectives, translating opportunities arising from local and national policy into the school's context
- Demand aspirational standards for all our students, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on student outcomes
- Maintain and secure outstanding teaching for all students through an understanding of the features of successful classroom practice and curriculum design

Leadership and Management

- Promote the sharing of best practice between teachers and a culture where practice that is not as good as it should be is challenged and improved
- Create an ethos within which all staff are motivated and supported to develop their own skills on subject knowledge and to support each other
- Identify emerging talents at all levels in Myddelton College, coaching current and aspiring leaders in a climate where excellence is the standard, leading to good succession planning
- Hold all staff to account for their professional conduct and practice
- Ensure the school systems, organisation and processes are well considered and fit for purpose, upholding the principles of transparency, integrity and probity
- Provide a safe, calm and well-ordered environment for all students, staff and visitors with a strong focus on safeguarding and the development of exemplary behaviour in school and in the wider society
- Establish implement and maintain fair, rigorous and transparent systems for managing the performance of all staff, addressing underperformance, supporting staff to improve and valuing excellent practice
- Working with the members of the SMT exercise strategic, curriculum led financial planning to ensure the effective deployment of budgets and resources, in the best interests of achievement and the school's sustainability
- Maintain and develop high class facilities, including buildings and IT, which facilitate the best possible learning and teaching
- Distribute leadership through the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision-making.
- To include familiarity with regulatory bodies such as ISI, UKVI, Residential Inspectorate NMS for Boarding Schools

Wider Engagement and Contribution

- Continue to develop effective relationships with other services to improve academic and social outcomes for students
- Harness the findings of well evidenced research to help contribute to the self-improving school led system
- Inspire and influence others, within and beyond the school, to believe in the fundamental importance of education in young people's lives and to promote the value of education
- Generate additional income and support from partners to meet students' needs
- Model entrepreneurial and innovative approaches to school improvement
- Further develop effective partnerships with business and industry in the interests of students.
- Work co-operatively with the Directors to secure efficiencies and mutual benefits in the interests of students
- To meet the national standards for headteachers as published by the DfE and as outlined in the Estyn framework

Marketing

- Oversee domestic marketing strategies with the aim to further increase pupil numbers and increase revenue
- Actively and effectively promote the school, locally and nationally
- Work closely with the international recruitment team to promote the school internationally

The Candidate

The Directors are seeking an inspirational Head who will lead Myddelton with integrity, warmth and vision. The successful candidate will understand, value and nurture the school's ethos and will build upon the school's success, whilst preserving its culture. The ideal candidate would have the following key skills, experience and attributes:

Qualifications and Experience

A good degree, with a teaching qualification. Additional postgraduate education, management and/or leadership an advantage

A proven track record in driving academic performance and delivering excellent achievement

Experience in managing human, financial and physical resources

Good track record of operational delivery within an educational environment

Experience of marketing a school, business of organisation would be an advantage

Good understanding and knowledge of current educational issues particularly for the 7-18 age group

Evidence of recent and relevant training and development at headship level and/or in preparation for headship. NPQH desirable.

Knowledge, skills and abilities

Excellent communication skills, both written and verbal, with the ability to listen, consult and discuss

Willingness to be visible and act as a high-profile ambassador for the school to current and prospective parents, feeder schools and the wider community

Ability to relate effectively to all sections of the community

Ability to lead proactively, inspire and motivate

Excellent knowledge of and ability to manage financial matters, risk, regulatory and legal issues, including a strong commitment to child protection, safer recruitment and health and safety

Ability to lead and drive innovation, as well as project management skills

Ability to manage change strategically and successfully

Excellent decision-making and problem-solving skills

Highly efficient, with excellent time management skills

Commitment to achieving the highest possible standards in all areas

Ability to act diplomatically and with discretion

Personal
Natural empathy with the underlying ethos of the school
Commitment to the welfare of pupils
Excellent judgement and integrity
Confident and assured communicator
Strong, dynamic and inspirational
Strong leader and team player
Calm and collected under pressure
Strategic and forward-looking;
Adaptable, collaborative and decisive;
Ability to delegate and trust as appropriate;
Commitment to a co-education school;
Knowledgeable and approachable, able to relate to pupils, staff, parents and the wider community.
Be an excellent role model for young people of all ages

A formal contract detailing the terms and conditions of employment will be drawn up on appointment.

Myddelton College is committed to safeguarding and promoting the welfare of children and young people. The post is subject to an enhanced disclosure and barring service check and check on any prohibitions by the Secretary of State. Sight of original qualification certificates, identification documentation, and satisfactory references will also be required.

Starting Date

Employment will begin on **1st September 2025** with an opportunity to start earlier for the right candidate.

Application Process

Initial Screening and Assessment

- CV and Application Review

First Interview: Competency-Based Interview

Post-Interview Assessments

- Personality and Psychometric Testing

Second Interview: Practical Exercises and Stakeholder Engagement

The closing date for applications is **19th January 2025**.

All applications will be acknowledged by email. If you do not receive an acknowledgement that your application has been received within two working days, please contact the school by telephone (01745 472 201).

Long list interviews with the selection panel, a variety of meetings and an exercise will take place at school on the week commencing **03rd February 2025**.

Final interviews will take place on week commencing the **17th February 2025**. Short listed candidates will meet the Section Heads and pupils. There will be a presentation and a final interview.

Overnight accommodation will be arranged if necessary.

The appointment is subject to satisfactory pre-employment checks in accordance with DfE guidance, satisfactory references (3), satisfactory clearance from the DBS and proof of identity and qualifications.



MYDDELTON - COLLEGE -

0174 547 2201

@myddeltoncollege

www.myddeltoncollege.com