



SAINT RONAN'S SCHOOL

HAWKHURST, KENT

HEAD

CANDIDATE INFORMATION



WELCOME

Thank you for your interest in the position of Head of Saint Ronan's School. This exceptional opportunity becomes available from September 2024 on the retirement of William Trelawny-Vernon after more than 21 years of inspirational leadership. During this time, William has nurtured a thriving school with a unique personality, characterised by warmth, humour, family values and a determination to provide the very best all-round education for our children.

The Governors are now seeking to appoint an outstanding Head, the eighth in the 140-year history of Saint Ronan's, to build on the School's success and strengths. This individual will lead the School through the next chapter of our continuous quest to offer the very best combination of tradition and modernity in Prep School education. William has called this "Minding the Magic", and the Governors are clear that we do indeed have a very special school.

We are not alone in believing Saint Ronan's is magical. Saint Ronan's was last inspected in May 2022, when it received an 'Excellent' rating. In addition, the School has been recognised with a host of external accolades, including the Tatler Award as 'Best Independent Prep School' for 2018 and TES 'Prep School of the Year' in 2021. In September 2023, the School was presented with the prestigious Alice Rose Award by Talk Education as "a school where children are allowed to be children, and that supports growth and learning but allows them to climb trees and get muddy knees, where confident, nurtured, happy children enjoy their childhood. A true home-from-home". I could not have put it better myself!

These awards, alongside many others, reflect well on the excellent, dedicated and close-knit team which we have at Saint Ronan's. There is a sense of love and belonging that is unique and pushes the School forward, making it the leading destination school for children in the area.

I hope this brochure and the further information available on our [website](#) will inspire and excite you. If you think you have the necessary experience, enthusiasm and sense of fun for this important role, I would be delighted to hear from you.

Andrew Ross
Chairman of Governors



HISTORY OF SAINT RONAN'S

"This place fizzles with warmth, gusto and authenticity."

THE GOOD SCHOOLS GUIDE

Saint Ronan's was founded in Worthing as a boarding school for boys in 1883 by the Reverend Crick. It quickly prospered and outgrew its small beginnings in Selden Terrace and moved to Mill Road in Worthing, where it was eventually taken over by Stanley Harris, a keen sportsman and fine scholar with a revolutionary approach to teaching, preferring *"to convince, rather than compel"*.

Stanley's time at the helm was cut short by illness, and he approached his brother WB ('Harry'), a Housemaster at Lancing, to take over running the School. It was Harry who took the boys down to Bicton in Devon during the war and then Harry who brought them back up to their new post-war home in Hawkhurst.

Since Harry's death in 1957, there have only been four Headmasters, which is testament to how very special a school and a role this is.



SCHOOL OVERVIEW

Saint Ronan's School is a co-educational day and flexi boarding school for children from 3 to 13 years. It incorporates a Nursery, Pre-Prep and Prep School but operates as one school in 250 acres of beautiful grounds, which offer unlimited excitement and adventure. The centrepiece is a charming Victorian mansion.

The School has a distinguished history and an excellent academic record. It is a family school with an informal and happy atmosphere, where staff are approachable, and children are encouraged to enjoy an active and muddy childhood.

Saint Ronan's is unashamedly Hogwartian! Underlying everything that happens in the School is a passionate belief that the prep school years should be magical as well as formative. The entire staff body, led by the School's excellent leadership teams, do everything they can to nurture this intangible spirit so that the children look back on their time at Saint Ronan's as a very special experience.

With growing numbers (450) and operating at capacity (96%), Saint Ronan's is thriving in the local market, with parents keen for their children to be part of the magic and to benefit from the School's first-class academic provision and enviable reputation for music and the arts. There are no weekend lessons, and the extensive estate includes its own Farm School and Forest School.

By combining the 3 Cs of Curriculum, Character and Culture, Saint Ronan's offers an excellent all-round education, preparing children for whatever the future may hold for them. Building character and developing 'soft skills' is key to ensuring they are fully prepared for the challenges of their future education and their role in society. Whilst the School delights in academic, sporting and cultural achievement, what it is most proud of is that Saint Ronan's is never dull and really does do things differently.

"Mudslides and magic, peacocks and piglets, 'Phew, it's Friday' mindfulness sessions and campanology with dollops of humour and eccentricity. Pupils win scholarships to Eton, Benenden and Sevenoaks, play for county cricket and netball teams, and around 75 per cent play an instrument."

TATLER SCHOOLS GUIDE



AIMS & ETHOS

MOTTO: *Floreat Saint Ronan's – Let Saint Ronan's Flourish.*

The aim of the School is to provide the children with a first-class, holistic education with a wide range of curricular and extra-curricular opportunities; to provide inspirational teaching which promotes both learning and achievement; to encourage the children's spiritual, moral, social and cultural development; to provide effective pastoral support and guidance; and to maintain a constructive relationship with parents and carers.

Saint Ronan's ethos is expressed in its distinctive character and charm. The School's spirit lies in enjoying doing things its way, finding humour in wholesome things, embracing eccentricity and championing kindness and inclusivity. There is a collective determination to 'Mind the Magic', providing a happy environment for children to remain children. The children enjoy being at school, relish the opportunities offered and are inspired to work hard and to be kind, gentle, courteous and honest.

There is a strong commitment to public benefit from pupil admissions to the School's work with the local community.

"We're blown away by the overwhelmingly friendly feel of the place. Despite the relaxed veneer, manners are incredibly important. We love the eccentricity, the spontaneity and the history of Saint Ronan's... a fun and characterful school bursting with joie de vivre. It encourages a can-do attitude that helps children thrive. Down to earth and not shiny... but rather dazzling."

TALK EDUCATIONAL TOP 250 SCHOOLS REVIEW



SCHOOL STRUCTURE

Saint Ronan's takes children on their 3rd birthday, for half or full days, for one day a week to everyday. The **Nursery** is situated in the Old Coach House and has its own self-contained garden.

From Reception to Year 2, the **Pre-Prep** is in the purpose-built Harris Building (2007). Each classroom has its own wet area and access to the outside. Developing the children's literacy and numeracy is the cornerstone, and the children also benefit from a broad range of subjects, physical education, music, an integrated Forest School, regular visits to the Farm and the challenge of achieving 20 things in the Prep School (from fetching eggs to going on a mud slide). A Beach School was introduced in 2023.

The Prep School is largely situated in the mansion, Tongswood House. Academic excellence is important, and from Year 4, children have specialist teachers. As they move through the School, setting becomes more common. Children are prepared for Common Entrance (CE) and Scholarship papers and have an enviable record, with an enviable 100% pass rate at CE.



THE OPPORTUNITY

This is a tremendous opportunity for a warm and engaging person with a sense of fun, optimism and joy in education. The Governors are seeking a leader who will share their ambition for Saint Ronan's alongside a determination to retain the School's special ethos, its family feel and its undeniable Hogwartian charm whilst also bringing their own character, style and vision to the School.

The School has invested considerably in bringing the facilities up to the very highest level and, in the last few years, has opened new engineering, art and computer suites in the 'Powerhouse' (2020) and the new Collymore Science Laboratories (2022), providing four state-of-the-art laboratories for budding scientists.

However, there are also exciting plans for future development, including a new dining room, which the new Head will have the opportunity to help shape, and not least, a further investment in boarding. Currently, about 120 children board every week, and the commitment to the boarding community strongly reflects the ethos of the School.

"Teachers need not apply unless they get the job done with humour, compassion and love and prioritise energy, enthusiasm and the example they set."

THE GOOD SCHOOLS GUIDE



LOCATION, ESTATE & FACILITIES

Saint Ronan's is located in Hawkhurst, an attractive village close to the border with East Sussex. It is around 12 miles south-east of Royal Tunbridge Wells in a landscape of ridges and gentle valleys within the High Weald Area of Outstanding Natural Beauty. Hawkhurst is really two villages in one – the tranquil settlement in the oldest part known as The Moor and a shopping area complete with hanging baskets and a covered walkway at Highgate. Surrounded by rolling farmland, Saint Ronan's is a wonderful place to live and work, and the School's local area is a joy to tour either on foot, by bicycle or by car.

The 250-acre estate is fully utilised and enjoyed by staff, pupils, parents and the local community. The School is keen to share its Forest School, its Farm, and its environmental ambitions and conservation programme with the entire school community. For example, the whole Saint Ronan's family enjoys the School's trail cameras capturing the magical woodland nightlife. The estate reflects the School's spirit of doing things differently and its sense of the ridiculous – from the random statues of deer, pigs, hippos and eagles to the 10-foot dinosaur in the new science atrium.

Classrooms come in all shapes and sizes, are rich in character and connection, and are differentiated by names, not numbers. Some are named after Second World War gun emplacements in the Thames (the Ally Pally, The Crows' Nest); others have names that came from Bicton after the war (such as The Great Space – a wonderful room used for performances, parents' evenings, presentations and, once a year, for the famous Christmas Feast) or were transferred from Worthing (10 Downing Street, the Bear Garden and the Zoo).

At the centre of the estate is Tongswood House, a grand and rambling mansion which was once the home of the Gunther family of 'Oxo' fame. There are, therefore, also traditional Tongswood names, such as the Still Room (where the jams were kept), and names that depict various themes, such as Piccadilly Circus (the busy IT office) and Bletchley Park and Colossus (the IT suites).

Tongswood House has many original features, including a sprung floor ballroom, a wood fire in the reception hearth, wood panelling and grand staircases, but despite the Victorian heritage and architecture, it all feels welcoming and lived in. There is a delightful chapel on site.

The Pre-Prep is in a separate bright and modern building (the Harris Building) shared with music. When the mansion house became a school, the Headmaster and his family took up residence in The Groom's Cottage, part of the Coach House, before it was transformed into today's cosy home for the Nursery.

"The Enid Blyton-esque, what's-not-to-love campus is the perfect setting for this school that sees fun, adventure and creativity as the best way to achieve strong results and create enviable childhood memories."

THE GOOD SCHOOLS GUIDE



ENTRANCE & EXIT

All prospective pupils attend a taster day, and from Year 3, they are assessed by the class teacher and do a free writing exercise. The School's intake covers wide-ranging abilities, but all children are expected to succeed in the free-range learning environment and pass CE or the Cranbrook entry tests.

Depending on places being available, the Stanley Harris Scholarship programme is run in the early Spring. Awards are available in music, drama, sport or academic, equating to 10% off the day fees. Families also have access to means-tested bursaries.

The majority of children leave Saint Ronan's at the end of Year 8 and go on to a broad and impressive array of day and boarding senior schools. The advice given to families regarding destination schools is excellent and a significant element in parental confidence in the School. There were 17 destination schools in 2023, including Benenden, Brighton College, Eastbourne, Hurstpierpoint, King's Canterbury, Sutton Valence and Tonbridge.

The School has an excellent record of Scholarship achievement, with over 160 Scholarships secured in the last five years. A total of 35 Scholarships were awarded to senior schools in 2023.

"Pupils are highly confident and self-assured, yet possess a conspicuous level of humility."

ISI INSPECTION REPORT, MAY 2022



ACADEMICS

Children learn in many different ways and at different rates. With today's technology on hand to assist, learning at Saint Ronan's is fun, enjoyable and memorable. The common goal is to give each child an opportunity to realise that they might not know how to do something 'yet'.

In Reception classes, the children follow the Early Years Foundation Stage curriculum, where they learn personal, social and emotional skills, improve their communication and language skills and develop physically. Reading, writing and mathematics are taught as dedicated lessons and are extended through imaginative and purposeful play.

In Years 1 and 2, children are taught in dedicated lessons of literacy, mathematics, science, geography, history, computer science, French, music, PE and RE. Practical activities, group learning, reporting and recording are all ways that children can share what they have learned with others and consolidate their own understanding. By the time the children have finished Year 2, they are ready to begin the next exciting journey through the Prep School.

In the modern era, some senior schools are introducing the 11+ and are pre-testing, whilst others are abandoning CE completely. Currently, it is the view at Saint Ronan's that CE is far from dead and is evolving and facilitating more innovation in teaching and learning. For this reason, the School continues to prepare children for CE, believing that its syllabus and papers allow the children to develop and hone their skills in analysis, synthesis and writing. This belief is supported by academic tracking, which illustrates that Saint Ronan's children progress rapidly in Years 7 and 8. Saint Ronan's is a market leader in the area for its Year 7 and Year 8 provision.

Learning throughout the School is not confined to inside the classroom but is enhanced through exploration in the Forest School and getting stuck into jobs on the Farm.

"Staff are given real ownership of their lessons, and facilities are top-notch"

TALK EDUCATION TOP 250 SCHOOLS REVIEW

BEYOND THE CLASSROOM

The co-curricular provision, encompassing everything from dance and drama to pig showing and a great variety of sport (both team and individual), offers a myriad of opportunities to capture the interests of the children. There is also time in the day for free, unstructured play to feed the imagination and forge closer friendships.

SPORT

Saint Ronan's offers all the major sports and several minor ones, enjoying an excellent reputation for rugby, football, hockey, cricket, netball and rounders. Several children compete at both club and county level at the weekends.

MUSIC

The School's music provision is exceptional and a great strength of the School. The music department is supported by 21 peripatetic music staff, offering outstanding breadth and depth to enrich the children's experience. Saint Ronan's runs a sizeable orchestra, chapel choir and chamber choir. Its jazz and brass bands are well established, and there are several further musical ensembles, including an excellent flute choir, guitar group and several strings groups.

DRAMA

The School is particularly well placed for drama and has had considerable success at Scholarship level. A new drama studio, Bumblebee, opened in 2016. There are curriculum drama lessons up to and including Year 5. The senior (Years 7 and 8) production is at the end of the Autumn Term, while Years 5 and 6 perform a musical every Spring Term. During the Summer Term, Years 3 and 4 offer a promenade performance on Grandparents Day. LAMDA is very popular, and the School, uniquely, has its own weekly television programme.

ENGINEERING, DESIGN & ART

The 'Powerhouse', the new centre for engineering, design and art, is also home to the computing teaching suite, thereby facilitating an integrated approach which is well suited for the modern world and in line with the School's ambition to be the leading provider of STEM in the South East.

CLUBS

A full programme of clubs is run in the Pre-Prep, including STEM, bushcraft and fun clubs. This then continues throughout the Prep School. The Airey Neave Award aims to develop Ronian characteristics and combines the best of the extensive and imaginative clubs programme with an awards scheme.

FOREST SCHOOL & THE HOBBIT HOUSE

Within the School's grounds are 100 acres of woodland, which is home to a well-established Forest School. The woodland is a magical place, and the newest addition is a Hobbit House, which houses 24 children and has a wood burner for keeping them warm and for cooking meals.

THE FARM

Paradise Farm is a much-loved part of the School, both in the Prep School and the Pre-Prep. The Farm is home to Gloucester Old Spot pigs, multitudes of chickens in all shapes and sizes, ducks, sheep, donkeys, goats and peacocks. In 2019, Saint Ronan's was the proud winner of a School Farming Network Award for the use of the Farm in the curriculum.

"Pupils at Saint Ronan's enjoy a Swallows and Amazons-like existence."

TATLER SCHOOLS GUIDE



PASTORAL CARE

“Pastoral care is very much part of this extraordinarily close-knit community and always has been.”

TALK EDUCATION TOP 250 SCHOOLS REVIEW

Saint Ronan's has an excellent and dedicated team, and pastoral care is at the forefront of everything at the School, with normal pastoral routines enhanced by 'over and above' provision. Alongside the Student Council, there are pastoral year group assemblies, and in 2016, a mindfulness programme called 'Phew, it's Friday' was introduced. Saint Ronan's was the first Prep School in the area to adopt Steer tracking, an evidence-based tool to measure, track and improve how each young person self-regulates four factors which are fundamental to wellbeing and good mental health. In September 2023, Saint Ronan's was named as a School Champion for Steer Tracking. Using this model supplements the Schools comprehensive approach to pastoral care.

“Extraordinary creativity and innovation, a wonderful care of the development of the individual, and many examples of staff 'sprinkling fairy dust' on areas of school life.”

TES PREP SCHOOL OF THE YEAR 2021



BOARDING

Saint Ronan's has had a proud boarding tradition throughout its history and is now the largest provider by number in Kent.

The School currently offers weekly and flexi boarding from one to four nights; over 100 children board each week, and most children flexi board at some point in their school career. The Head of Boarding is assisted by the Matron and by a team of duty staff.

All the dormitories are located at the top of the School. Each has its own unique name and character – Crystal Palace, Buckingham Palace, The Mall, Rookery, Ally Pally, Tower and the Savoy. Pupils are placed in a dormitory with children of a similar age where possible.

In addition to the dormitories, boarders can relax in The Snug, where they can enjoy snacks, watch television or play board games before heading off to bed. There is also a games room with a computer, Nintendo Switch, Foosball and a pool table. Children take part in inter-house matches, debating, and singing and also have regular House assemblies.

“I love everything about the school because they make it fun. I would change nothing because this is the best school ever.”

YEAR 3 PUPIL, 2023

THE WIDER SCHOOL COMMUNITY

The School's unique spirit extends to creating a proud and vibrant community for staff, parents and their children. Events are organised primarily for fun but usually have a charitable and/or educational purpose. For example, in 2022, the Circus Ball raised over £55,000 for charities outside the School and included a Big Top, with children given the opportunity to take part in circus skills lessons.

"Even the parents get a generous slice of this rural cake, thanks to the Walled Garden coffee shop that many pile into after drop-off and we saw parents walking their dogs on the footpaths that link to the grounds and they all rave about the school's close interaction with the parent body."

THE GOOD SCHOOLS GUIDE



GOVERNANCE & LEADERSHIP

The new Head will be supported by the excellent Board of Governors, who all take a strong interest in the School and are fully committed to its success. The Governors have a wide range of experience and skills and a real understanding of the workings of the School. They meet three times formally in the year to review the School's overall position, strategy and development and its teaching provision and management. They are often present in the School at other times more informally, and visibility of the Governors is welcomed and encouraged.

The Board also sets policy, and it delegates specific focus areas to Committees which meet termly, including Finance & General Purposes, Curriculum, Health & Safety, Safeguarding and Pastoral (including Boarding), and Estates, with a further sub-committee of F&GP focusing on Remuneration and Awards/Bursaries.

The implementation of the Board's policies and the day-to-day running of the School is delegated to the Head, supported by strong Senior Management, Academic and Pastoral teams.



THE ROLE

The Head of Saint Ronan's reports to the Board of Governors. The new Head will be expected to be an energetic person, a strong communicator, able to think outside the box and 'mind the magic'. He or she will provide dynamic and thoughtful leadership, ensuring the School is in the best position to flourish both at an operational and strategic level, taking into account local, national and global challenges.

The successful candidate will be committed to embracing and enhancing the very special qualities of Saint Ronan's, adopting the family ethos and the best of its ancient and modern traditions whilst seeking to bring colour, creativity, fun and innovation to the School.

The duties of the Head include, but are not limited to, the following:

VISION & STRATEGY

- Work with the Board of Governors to develop a clear vision for the School in the 21st century, ensuring the best education for each and every child, both academically and in broader life skills;
- Protect the School's positive reputation by continuing the development of teachers and their teaching standards to ensure that all pupils are taught effectively and are able to reach their full potential so as to gain places at their chosen future schools;
- Lead a school in which everyone is performing to the very best of their ability, with outstanding communication at all levels, resulting in the parents becoming the School's most important 'ambassadors';
- Create a school for the 21st century through the development of the estate;
- Continue to develop and grow the School whilst ensuring financial stability to maintain its longevity;
- Deliver a new strategic plan by translating the current foundations into clear and measurable targets for implementation;
- Ensure that the special ethos and family values of Saint Ronan's are sustained;
- Create a school with a wide appeal that produces outstanding outcomes for all.

LEADERSHIP & MANAGEMENT

- Provide dynamic, visible and accessible leadership to the whole school community, continuing to develop amongst them a culture of excellence across all areas of school life and a deep commitment and sense of involvement as part of a high-achieving, child-centric community;
- Continue the development of strong, cohesive and proactive Senior Management, Academic and Pastoral teams, ensuring that roles and responsibilities are clear and that the highest standards of performance are set and achieved;
- Take overall responsibility for the delivery of excellent pastoral care, including safeguarding and discipline;
- Oversee all aspects of safer recruitment and safeguarding, working closely with outside agencies, as appropriate;
- Foster amongst the staff community a strong commitment to the values and ethos of the School;
- Promote the highest level of care for the physical and mental health of all pupils and staff;
- Ensure excellent communication across the whole school community, in particular ensuring that members of staff are fully informed of relevant issues, including the vision, strategic direction and financial position of the School;
- Oversee and ensure compliance with all aspects of relevant legislation, including health and safety guidance and regulation;
- Oversee the development and implementation of school policies and procedures and ensure that rigorous performance development is in place for the whole staff;
- Ensure that appropriate policies and procedures are in place to recruit, develop, reward and retain the best and most committed teaching and support staff to ensure that the School is effective in delivering its aims;
- Attend all meetings of the Governing Board and other such committees as required by the Chair, providing reports (written and/or oral), as required;
- Ensure that the School has put in place an effective system to manage a crisis and evaluate risk;
- Deal with concerns and complaints with care and sensitivity and in line with School policy;
- Ensure that Saint Ronan's pupils and parents have a good understanding and excellent guidance as to the senior school most appropriate to their needs.

EDUCATIONAL OVERSIGHT

- Oversee the continual development of an appropriately challenging curriculum informed by high academic standards to achieve the best academic results for each pupil;
- Ensure that high-quality lessons and activities delivered by staff across the School provide an appropriate level of educational challenge and set high expectations for all learners;
- Ensure that all required arrangements are in place to facilitate successful inspections and provide guidance and leadership through the inspection process;
- Oversee procedures relating to assessment and regulation, reporting on pupil performance and progression.

EXTERNAL ENGAGEMENT

- Maintain the School's profile within the education sector, including through membership of IAPS;
- Work closely with the Bursar and Governors to ensure that the School remains financially sustainable;
- Ensure positive relationships with current and potential parents;
- Demonstrate to potential parents how the School's ethos and strategy would benefit their family;
- Continue to build upon the strong relationships that the School enjoys with its network of senior schools;
- Ensure an appropriate public relations/media profile for the School;
- Seek to develop further links and build long-term relationships with alumni of the School through the Saint Ronan's alumni;
- Continue and extend the already well-established links with the wider community and help the School be outward-looking, developing strong community links locally and further afield.

THE PERSON

QUALIFICATIONS & EXPERIENCE

- An enthusiastic individual with a proven track record of success in senior management and leadership;
- A strategic thinker with the ability to turn plans into action;
- A proven track record of success in developing positive relationships with a broad range of stakeholders;
- Experience of building, developing and leading successful cohesive teams and empowering individuals;
- Experience in effectively managing human, financial and physical resources;
- Experience of prioritising and delegating effectively in a busy and demanding school;
- Leading by example with integrity, creativity, resilience and clarity at all times;
- A degree and/or management qualification an advantage.

BUSINESS MANAGEMENT

- Experience in the appropriate deployment and overall management of all resources (financial, human and physical) in support of the overall mission, aims and strategic plans of the School;
- Ability to assume overall accountability for the strategic financial planning of the School, working in conjunction with the Board of Governors and supported by the Bursar;
- Working knowledge of the financial and business architecture of a successful school.

KNOWLEDGE, SKILLS & VALUES

- Excellent communication skills (written and verbal), including the ability to listen to, energise and excite all stakeholders;
- Proven ability to gain trust, lead, inspire, delegate and motivate successful staff teams and to be able to implement plans fairly, objectively and sensitively;
- Demonstrably put the child at the centre of all decisions;
- Have a high degree of emotional intelligence and the ability to show empathy and sensitivity as appropriate;
- Be curious and courageous to ensure the School is able to meet external local, national and global challenges;
- Experienced in successful change management to ensure the School can evolve to take full advantage of the opportunities identified;
- Set the highest standards of teaching excellence and demand this in others;
- A clear understanding of, and affinity to, boarding and the boarding school market;
- Enthusiasm for the advantages that come from a full and challenging extra-curricular environment;
- Willingness to be externally visible and act as a high-profile ambassador for the School to current and potential parents, acting with wisdom, strength of purpose and relaxed engagement;
- Knowledge of and ability to manage financial matters, risk, regulatory and legal issues;
- Commitment to meaningful engagement and working in partnership with the wider community;
- Ability to manage complex projects;
- A strong decision-maker with an excellent ability to analyse data and effective problem-solving skills;
- Ability to reflect on personal strengths and areas for improvement and be aware enough to surround oneself with others that complement their own skills.



TERMS & CONDITIONS

The formal contract, detailing terms and conditions, will be drawn up on appointment.

The main provisions are likely to include:

- A competitive remuneration package with a salary commensurate with the seniority of the post and the experience of the successful candidate;
- Provision of family accommodation free of council tax and utilities;
- A discount on fees for the Head's children as children at the School;
- Private medical insurance for the Head;
- Pension provision;
- Appointment subject to two terms' notice.

Applicants must be willing to undergo child protection screening appropriate to the post, including checks with the Disclosure and Barring Service (DBS) and the Prohibited from Teaching or Management lists. Shortlisted candidates will be asked to undertake identity and qualification checks which conform to the School's Safeguarding Policy. They must also agree to references being taken up at that stage and checks made with past employers.

The successful applicant will be required to complete a self-disclosure Medical Questionnaire.

The appointment is subject to satisfactory references and security checks, clearance from the DBS, proof of identity and qualifications, and a medical report.

APPLICATION PROCESS

The search for a new Head for Saint Ronan's School is being led by RSAcademics, and the new post-holder will be selected by a panel chaired by Mr Andrew Ross, Chairman of Governors.

Interested candidates are invited to contact [RSAcademics](https://www.rsacademics.com) to arrange a confidential discussion with one of the consultants handling this appointment:

Angela Short, Head of Search:
anglashort@rsacademics.com

Louisa Barham, Search Consultant:
louisabarham@rsacademics.com

Phil Ward, Senior Advisor:
philward@rsacademics.com

Closing date: 10.00am on Monday 23rd October 2023.

Applications should be made electronically to RSAcademics. To submit your application, please upload your documents according to the instructions on the [RSAcademics website](https://www.rsacademics.com).

You should submit the following (both in PDF format):

- A completed application form (available alongside this candidate information on the RSAcademics website);
- A covering letter addressed to Mr Andrew Ross, Chairman of Governors. The letter should explain your reasons for applying.

If you have any questions about uploading your application documents, please contact Khiloni Aplin, Project Coordinator, at applications@rsacademics.com. Khiloni can also be reached by calling our Head Office on +44 (0)1858 383163.

The process is as follows:

- When you submit your application, you will receive an automated email from RSAcademics, confirming that we have received it. If you have not received the automated email within two working days of submitting your application, please email us at applications@rsacademics.com or contact us by telephone;
- Preliminary interviews will take place with RSAcademics via Teams from Tuesday 24th October to Friday 27th October 2023;
- Longlist interviews with the Governors' panel will take place at the School on Tuesday 14th November or Wednesday 15th November 2023;
- Shortlisted candidates will be invited to visit the School (to include a meeting with the Chairman of Governors) on either Tuesday 21st November or Wednesday 22nd November 2023;
- Shortlist interviews with the Governing Body will take place at the School on Friday 1st December 2023.

N.B. Safer recruitment checks will be made at all stages of the recruitment process.



Founded in 2001 by Russell Speirs, RSAcademics has advised and supported over 700 schools and educational organisations in the UK and worldwide. Through our working partnerships with heads, leadership teams, boards, staff and parents, we specialise in supporting schools in five main areas: strategy, marketing and research; equality, diversity and inclusion; operational improvement; leadership and governance and philanthropy. We enable schools worldwide to thrive by finding and developing senior leaders, guiding decision makers, making connections and shaping debate. We are known for the calibre and spirit of our people. We exist entirely to serve schools because we believe that the world needs thriving schools. RSAcademics is committed to promoting diversity and inclusion in schools.

Please visit www.rsacademics.com for more information.



Because the world needs schools to **thrive**