

MORRISON'S ACADEMY

Crieff, Perthshire



Appointment of Principal  
January 2021

# *Introduction*

## Appointment of Principal



The Board of Governors of Morrison's Academy seek to appoint an inspirational Principal to oversee the leadership and management of the school and lead the school through its next phase of exciting development.

This unique opportunity will appeal to a dynamic, innovative and motivational leader, who desires a position where they can apply their strategic vision and flair, excellent communication and people skills and strong commercial acumen to help shape the future of Morrison's Academy.

The following document will provide an overview of Morrison's Academy: the educational offer, the community, the campus and facilities and the role and application procedure.

# *Contents*

- Introduction - 1
- Welcome Letter -2
- Our History - 3
- Our Community - 4
- Our School and Sections - 5
- Nursery Academic Profile - 6
- Primary Academic Profile - 7
- Secondary Academic Profile - 8
- Our Campus and Facilities - 9 and 10
- Governance and Management - 11
- Ad Summa Tendendum - 12
- Role Specification - 13 and 14
- Application Process - 15

# *Welcome Letter*

## From the Chairman of the Board of Governors



**Dear Applicant**

I am delighted that you are considering a future at Morrison's Academy and are interested in applying for the role of Principal.

Our current Principal, Gareth Warren, will be leaving Morrison's Academy at the end of this academic session to take up the post of Principal at George Heriot's School in Edinburgh.

Morrison's Academy is an innovative, creative, forward-thinking all-through school and prides itself on offering our pupils a truly personalised education with diverse opportunities to explore their passions and develop their strengths. Our school sits at the heart of a vibrant community, where we partner with families to support and nurture their children.

In recent years the school has seen much development delivered by a dedicated and expert staff. Morrison's Academy's strong academic heritage has been enriched with numerous skills-focused educational programmes including Forest Schools, the first Peter Jones Enterprise Academy in Scotland, and a unique STEM (Science, Technology, Engineering and Maths) programme for Primary pupils. Each of these programmes teaches vital life and employability skills. The school has simultaneously also invested in the campus, upgrading many of its facilities, including the installation of a modern floodlit hockey pitch, state of the art libraries and science labs, a strength and conditioning suite and more recently the new STEM workshop, the Bauhaus Suite.

Now entering into our 160th year, Morrison's Academy's focus on development continues. The Board of Governors has recently ratified a new five year Strategic Plan, which includes challenging, inspiring academic plans complemented by major capital investment to continue developing the campus facilities and provide a leading edge learning environment.

All of this represents an exciting opportunity for a new Principal to oversee the next stage of our development. We are looking for a candidate to bring their own energy and momentum to this exciting role.

In parting, I would like to wish you well in your application. We look forward to hearing from you and why you think you are the right person to help Morrison's Academy on the next steps of its incredible journey.

A handwritten signature in black ink, appearing to read 'D. Glen'.

**David Glen**  
Chairman of the Board of Governors

# 1860 - 2021

## Our History, Heritage and Values



### History

Morrison's Academy was established in 1860 and owes its foundation to Thomas Morrison. Born in 1761 in the village of Muthill near Crieff, Morrison trained as a stonemason and, after working some years in Auchterarder, moved to Edinburgh and set up his own business. He made his fortune as the builder of a substantial part of the city's beautiful Georgian New Town.

Morrison died aged 59 on 30 August 1820 in Edinburgh. He had no children and directed his trustees to: "erect and endow an institution or institutions as to them shall appear best calculated to promote the interests of mankind, having a particular regard to the Education of youth and the diffusion of knowledge".

In the school's 160 year history there have been many changes including, the introduction of a Girls' School in 1880, the amalgamation of the boys and girls schools in 1979 and more recently the move from a Boarding School to Day School in 2007.

### Heritage

Thomas Morrison's fortune led to the creation of an institution but it was his act of benevolence that has left the most enduring mark. Since Morrison's Academy's foundation the school's continuity has been secured by others following in Thomas Morrison's footsteps, ensuring that we are still able to offer the education that Thomas Morrison desired.

### Values

This heritage can be articulated through our values of being caring, connected, committed, curious and confident. These values, along with the school's motto, Ad Summa Tendendum - striving to the highest, are embedded in both our staff and our pupils and are as true today as they were in 1860.



# *Our Community*

## Pupils, Team and Former Pupils



**The Morrison's Academy community is friendly and welcoming; we support one another to provide the best opportunities for our pupils, past and present.**

### **Our Pupils and Families**

Morrison's Academy has a school roll of approximately 500 pupils - with the approximate breakdown being 40 in Nursery, 150 in Primary and 310 Secondary. Our families are keen to be actively involved in their children's education and are looking for partners in this. We have an active parent body who are engaged and enthusiastic about school activities. Many of our current pupils are from multi-generational Morrisonian families. This is testament to the loyalty of the community that we are a part of as well as of course the quality of our educational provision.

Increasingly we are seeing families choose Morrison's Academy because they are looking to redress the balance in their lives and are seeking a higher quality lifestyle with a good work/life balance, without wishing to compromise the quality of education given to their children. Our family-friendly day school, with wraparound care and an extensive school bus route is particularly appealing to them.

Our families come from a very diverse cross section of the community. Our community includes entrepreneurs, farmers, lawyers, engineers, restaurateurs, hoteliers, doctors, nurses, accountants - the common denominator is their determination to provide the best start for their children and ensure that they have every opportunity to succeed in life. Our catchment area is vast, covering up to an hour's drive in all directions.

### **Our Team**

Our team consists of 120 members of dedicated and loyal staff. We are one of the largest local employers and as such play an important role within the wider community. Our staff know and support one another, working together as a team to put pupils and parents first. We embody this culture in everything we do, delivering excellence in teaching to ensuring pupils can get to and from school safely, to providing healthy home cooked meals. The Morrison's Academy team is friendly and progressive; we have high expectations of one another and the confidence to encourage innovation.

### **Our Former Pupils**

All pupils when they leave Morrison's Academy become lifelong members of The Morrisonian Club. The Morrisonian Club and our former pupils play a significant role in our school. Through their support and encouragement we have not only made significant developments to the school, but they also contribute to our current pupils' experience at school, as mentors, advisors, teachers and governors.

# Our School and Sections



Morrison's Academy is a friendly, family-focused independent all-through day school located in the heart of Perthshire, Scotland. Generations of Morrisonians have benefited from the school's rich blend of academic, artistic and sporting experiences, going on to make their mark on the world as Olympic athletes, ground-breaking scientists, award-winning actors, adventurers, politicians and professionals. Originally a boarding school, Morrison's Academy became a day school in 2007. Morrison's Academy is the only all-through day school in Perthshire.

Our long tradition of academic success in boys and girls from 2 to 18 continues today with a contemporary Scottish curriculum and a programme of independent, child-centred learning that builds emotional intelligence, creativity and life skills, and encourages every child to strive for the highest. The structure of our day is designed to support busy family life, with a full programme of wraparound care and co-curricular activities, extending the school day for those families who may have longer commutes to and from work. We also provide an extensive transportation service to again add convenience to our families.

## Our campus is home to a Nursery, Primary School and a Secondary School.

### Nursery

At Morrison's Academy, our beautiful purpose-built nursery and gardens are home to bright, curious and happy two, three and four year old children who are taught and supported by our dedicated and experienced team. Our Nursery produces confident Morrisonians ready to enter Primary School. For many, this is the start of their Morrison's Academy learning journey.

### Primary

Morrison's Academy Primary School is a hive of learning. The foundations of pupils' future academic success are built, passions ignited, skills are honed and confidence is instilled. Our passionate teachers and engaged pupils thrive in inspiring classroom settings and in our outdoor classroom and the enviable Perthshire environment. Our intimate class sizes and our relationships with our families result in a truly personalised learning experience for every child.

### Secondary

Morrison's Academy Secondary School provides real opportunities for pupils to grow and flourish. Our modern, dynamic and varied teaching methods support pupils to fulfil their academic potential. Our broad co-curricular programme provides pupils with an equally important platform to broaden their horizons and develop important skills. Morrison's Academy has a long-standing reputation for academic excellence, and our energetic and committed teachers are truly invested in the success of their pupils.



# *The adventure begins*

## Nursery Academic Profile 2+

Our Nursery programme is influenced heavily by our indoor/outdoor setting; we blend Nature's Pedagogy with Reggio Emilia Principles to create the best possible approach to Early Years Education.

We make the most of the benefits of our campus and the wider staff, with Nursery pupils engaging in music lessons, sporting activities and languages from an early age. It really does provide a wonderful starting point for a Morrison's Academy education.





# *Foundations for learning*

Primary  
Academic Profile **5+**

Morrison's Academy Primary School is a Scottish Curriculum for Excellence school which allows us to follow a structured progressive curriculum and use core benchmarks to inform our planning and assess progress, especially within Literacy and Numeracy. We supplement our pupils' education with a wide range of bespoke programmes such as Forest School, our unique Learning for Life programme that all Primary and Secondary pupils engage in, and our STEM programme.

Being an all-through school brings many benefits; pupils receive tuition from specialist teachers from Primary 1, enjoying weekly PE, Music and STEM lessons. From Primary 5 we introduce specialist teaching in Home Economics, Art and Design and French. When pupils enter Primary 7, which we call Transitional, the majority of their subjects, excluding Literacy and Numeracy, are delivered by Secondary School staff, providing a seamless transition into Secondary 1.



# *Find their potential*

Secondary Academic  
Profile

# 12+

Morrison's Academy Secondary School also follows the Scottish Curriculum. Our broad and balanced approach ensures that our younger secondary pupils experience a broad range of subjects prior to making informed choices about the 8 National Five subjects which they start in Secondary 3. The majority of our pupils progress to 5 Highers in Secondary 5 and a mix of Advanced Highers and further Highers in Secondary 6. We are an academic school and our pupils achieve consistently strong examination results at each level.

We also firmly believe that an education would not be complete without the acquisition of life and employability skills. We have numerous programmes in place that aid this, including our unique Learning for Life and Outdoor Activities and Adventures programmes as well as the Peter Jones Enterprise Academy, the first in Scotland. 95% of our pupils go on to university. However, whatever their future pathway - university, college, apprenticeship, work - we support individuals in finding the right route for them.

**2018**

National 5 - 94%

Highers - 93%

Advanced Highers - 94%

**2019**

National 5 - 94%

Highers - 95%

Advanced Highers - 91%

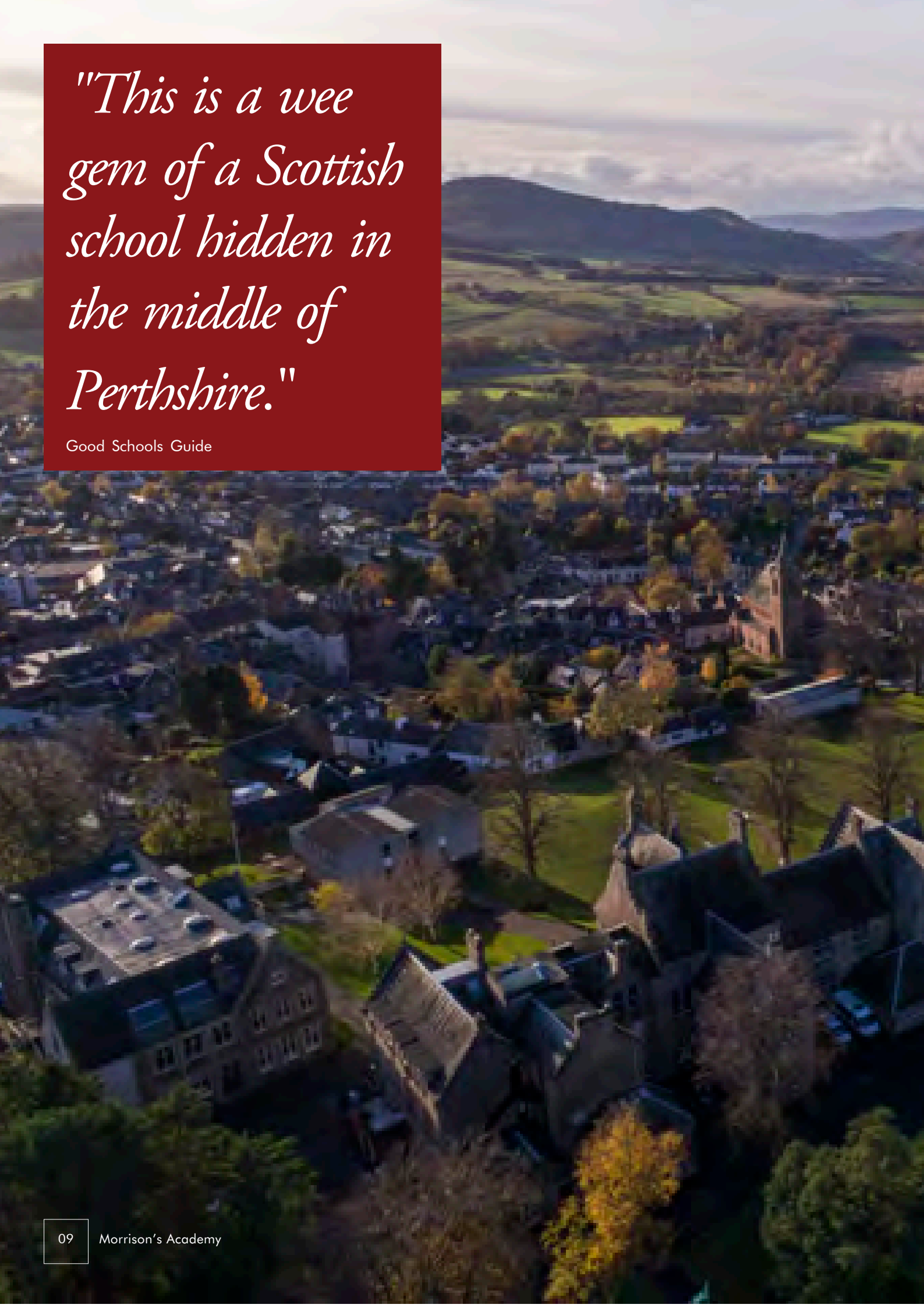
**2020**

National 5 - 95%

Highers - 94%

Advanced Highers - 100%



An aerial photograph of a Scottish town, likely Perth, showing a mix of residential and commercial buildings, a prominent church with a tall spire, and surrounding green hills under a cloudy sky. The town is nestled in a valley, with rolling hills visible in the background.

*"This is a wee  
gem of a Scottish  
school hidden in  
the middle of  
Perthshire."*

Good Schools Guide

# *Our Campus and Facilities*



Morrison's Academy is situated in the heart of Perthshire and has one of the most beautiful locations of any school in Britain. Perthshire is one of the most desirable areas in Scotland in which to live; it is within commuting distance of Edinburgh, Glasgow, Stirling, Dundee and Perth yet affords a freedom of lifestyle and direct access to the magnificent Highlands.

The school's main 10 acre historic campus is located in the centre of Crieff and was once the site of the famous Crieff Cattle Tryst. Our central location commands stunning views of the Perthshire Highlands as well as the Ochil Hills.

Our campus comprises a mixture of historic and modern buildings surrounded by open green space and mature trees. Our magnificent Old School Building dates from 1860. Our cutting-edge Nursery, recently renovated library, upgraded science labs and STEM suite and on-site café set the new standard for excellence.

Morrison's Academy's beautiful campus and proximity to the Highland hills provides an inspiring environment for outdoor education and space for pupils to grow. The school's Forest School, dedicated outdoor classroom and Outdoor Activities and Adventures programmes make the most of the stunning local landscape.

We have an off-site 45 acre outdoor sports campus with all-weather hockey and cricket pitches allowing for year-round matches and training. Our facilities also include tennis courts, rugby pitches, a climbing wall and a bouldering room.





# *Governance and Management*



Morrison's Academy school Governors have a rewarding but increasingly complex role. As trustees, they are guardians of the charity's assets, they have responsibility for legal and regulatory compliance and risk management, financial propriety, strategic direction and maintenance of standards within the school. Relationships within the Board of Governors and with staff, parents and others associated with the school are crucial to good governance and our Board of Governors works together with staff and parents to develop the high quality of education associated with Morrison's Academy. The Board can call on a wide range of expertise and experience to shape the future of the school and are elected and co-opted.

Governors sit on the following committees:

- Finance
- Education
- Marketing
- Governor Appointment
- Fabric, Infrastructure, Safety & Health
- Safeguarding
- HR
- Strategy

The Board of Governors is responsible for determining the aims and overall conduct of the school. In conjunction with the Senior Leadership Team, it sets and reviews the policies, plans and procedures that will ensure the best possible education for present and future pupils of the school. The Board of Governors is responsible for ensuring the proper control of the school's finances. It is also responsible for ensuring compliance with regulation, with the guidance of OSCAR and with the law, including the Companies Act 2006.

The School's Senior Leadership Team of the Principal, Depute Rector, Assistant Rector (Academic), Assistant Rector (Pastoral), Head of Primary and Nursery, Head of Operations, Head of External Relations and Head of Finance are all involved in the day to day management of the school as well as being heavily involved in the strategic focus of the school and the relevant Committees pertaining to their role, alongside the Governors of the school.





*Ad Summa Tendendum*  
- strive for the highest



# *Role Specification*



The Principal of Morrison's Academy must provide strong and effective leadership. It is important that they encourage innovation and creativity through the communication of a compelling vision to secure the support, commitment and enthusiasm of staff, pupils and parents in promoting the continuous development of the school.

The role of Principal reports to The Board of Governors.

## **Key role responsibilities:**

- To be an outstanding leader for all students and staff, ensuring that the highest level of standards are in place throughout the school
- To support, recruit and develop staff to ensure they provide an outstanding level of education, learning and service
- To oversee and develop the curriculum offering to ensure a leading edge provision remains in place
- To manage the day to day operations of the school to ensure they are efficient and effective and excellent standards are maintained
- To promote and enhance the reputation of Morrison's Academy as a distinctive school of choice
- To live by the school's values and be the guardian of the school's ethos
- To effectively manage the commercial aspects of the school to balance investment and income on a sustainable basis
- To work with the Governors and key stakeholders to ensure that the strategic and development plans are prioritised to meet the future needs of the school and its community

This role specification is intended to convey a broad outline of the position and responsibilities of the Principal.

**Should you wish to receive a copy of the detailed key roles responsibilities please contact Maxine Butler, Head of Operations at [mbutler@morrisonssacademy.org](mailto:mbutler@morrisonssacademy.org)**



# Role Specification



## Person specification

The role of Principal would suit a candidate who has an excellent understanding of the complexities of managing and promoting an all through day school in the independent sector. We are seeking a dynamic, innovative and energetic leader with drive and purpose. The right candidate will have excellent commercial awareness, strategic vision and flair, excellent communication skills and the ability to both inspire and build strong relationships with Morrison's Academy's stakeholders and the wider community.

**Their key attributes should include:**

## Education and Training

- A good degree and a formal teaching qualification
- Membership of or eligibility for GTCS or other teaching registration

## Experience

- A sound understanding of the Scottish Education System
- Experience at senior leadership level
- Experience and understanding of safeguarding issues
- Experience and understanding of health and safety issues

## Skills and Aptitudes

- A passion for educating young people
- Able to demonstrate a range of leadership skills
- Able to communicate effectively, verbally and in writing in an inspiring manner, engendering respect
- A strong understanding and interest in the support of a range of co curricular activities and sports
- Business acumen and an understanding of finance
- An understanding of the challenges facing Independent Schools

## Disposition and Personal Qualities

- The ability to forge relationships with a wide range of people and have a down to earth approach
- High professional standards and integrity
- A strategic and commercial mindset
- A commitment to continued development
- A firm and fair approach to performance management
- Empathy and an interest in staff and their concerns
- The ability to engage and motivate staff in collaborative teamwork
- Being courageous, decisive and taking initiative
- Diplomacy and tact
- Resilience and adaptability

# Application Process



Applications for the position of Principal should include the following:

- A full Curriculum Vitae
- A covering letter inclusive of a strong supporting statement
- The names of two referees and their contact details

You are encouraged to demonstrate fully your competency for all elements of the role as outlined in the role specification and clearly set out why we should consider you for the role in a personal statement included in your covering letter.

**Applications should be sent to Maxine Butler, Head of Operations, either by post to: Morrison's Academy, Ferntower Road, PH7 2AN or by email [mbutler@morrisonacademy.org](mailto:mbutler@morrisonacademy.org) by 12.00 on Monday 1 February 2021.**

The key dates for the application process are below:

DATE	EVENT
1 February 2021	Closing date for applications
4 February 2021	Invite longlisted candidates for interview
10-11 February 2021	First round of interviews
15 February 2021	Invite shortlisted candidates for interview
23-24 February 2021	Second round of interviews
1-5 March 2021	Offer post to the successful candidate

It is the desire of the Governors that the successful applicant would take up the appointment by August 2021. The Governors will offer an appropriate and market competitive remuneration package to the successful candidate, reflecting the importance of the role and commensurate with experience and qualifications. Partial fee remission will be available for children of the successful candidate, subject to the availability of a place. Morrison's Academy is an Equal Opportunities Employer and welcomes applications from all sections of the community.

Morrison's Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post and become members of the PVG scheme.

# MORRISON'S ACADEMY

Crieff, Perthshire



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[www.morrisonacademy.org](http://www.morrisonacademy.org)

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