



LOMOND  
SCHOOL  
SCOTLAND

Candidate Pack

Assistant Headteacher  
May 2025



# Welcome

At Lomond School we prepare our pupils for their future by ensuring that they learn the skills necessary to be successful in the 21st century whilst developing the traditional values and qualities that they require to be responsible and active global citizens.

Lomond School blends the old with the new seamlessly: a visit to Clarendon, which makes up part of our Junior School, is a clear example of this with its beautifully restored period features sitting comfortably alongside the latest in technology. In fact, the facilities at Lomond are enviable, with a purpose built sports complex, modern and homely boarding house and a 1-1 device programme for all pupils from Transitus 1 (Primary 6) to Senior 6.

We are situated in the leafy town of Helensburgh, nestled between the banks of the River Clyde and Loch Lomond. This enables us to make the most of our unique location, with a strong commitment to extra-curricular activities and a particular emphasis on Outdoor Education.

As with any independent school, we have an excellent track record of academic achievement, but that is only a part of what we offer. We believe that the purpose of education should be to develop the whole child; at Lomond we do this in a supportive and nurturing environment with small classes that allow each and every one of our pupils to be known and recognised as individuals. In turn, this allows us to deliver a personalised education that allows every Lomond pupil to work towards their full potential in our inspirational environment.

Our pupils are happy, confident and rightly proud of their achievements and their school. Lomond School offers the right candidate the opportunity to work in a wonderful environment with fantastic pupils and a great team of staff. If you would like to join our thriving Lomond School family and lead our community through its next phase of development, then we would love to hear from you.



# About Lomond School

Lomond School is the only co-educational independent day and boarding school in the West of Scotland for children aged 3 to 18 years old. With an individualised approach to learning, strong academic results, outstanding outdoor learning, and a wide and varied extra-curricular programme, our school delivers a perfectly balanced education tailored to every child.

Founded in 1977, established from the amalgamation of Larchfield Academy and St. Bride's School for Girls, both of which date back to the 19th Century, Lomond School holds on to many of the traditions from our founding schools whilst remaining true to our motto, *Prospiciamus*, 'let us look forward'.

Our IB programme shapes our pupils into internationally minded, inquisitive and creative individuals. Our academic results are consistently well above the national average and the majority of our young people move beyond school and onto university courses, with most receiving their first choice.

We believe passionately that education should be about supporting our pupils to develop and grow both academically and personally as rounded individuals with strong values, who are ultimately prepared to embark confidently and successfully on their life beyond Lomond School.

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At all stages of the school, children and young people are highly motivated and actively involved in their learning. They are respectful, hard-working and respond very well to the overall high-quality learning experiences.

EDUCATION SCOTLAND

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# Lomond School Principles



## Internationalism

Our pupils learn to be global citizens and appreciate cultural diversity.



## Environmentalism

We have a strong commitment to outdoor learning throughout the school and we teach our children to appreciate and respect their natural environment.



## Adventure

We offer a rich programme of events and activities which foster a spirit for adventure and provide opportunities for our pupils to discover that they are capable of achieving amazing things.



## Leadership

We deliver many opportunities and experiences to develop strong leadership skills and help our pupils to realise that true leadership is about personal responsibility, compassion and integrity.



## Lifelong Learning

We encourage a love of learning and build the skills to help pupils realise the benefits of continued self improvement and development.



## Service

Our pupils discover how they can make a positive change to the world in which we live, both in the local community and further afield.



# Lomond School Values

We believe that happiness is key to every young person's success. Now more than ever, it is essential to ensure that our pupils are thriving not just academically but also in their overall wellbeing. Through our values, we foster happiness by helping pupils build a strong sense of self-worth.



# Living and working in Helensburgh

The town itself offers a wide range of cultural and sporting opportunities. Helensburgh is the perfect location for families who enjoy the outdoors with superb sailing, hill walking and climbing on offer. The community is well served with sports clubs, vibrant music groups and a full range of youth organisations. Helensburgh is well placed to allow commuters a comfortable rail or road journey to Glasgow and also allows for leisure opportunities in the West Highlands and Central Scotland. A superb quality of life can be enjoyed here in a very safe and scenic environment.

Helensburgh is a town of 17,000 people on the edge of the world famous Loch Lomond and the Trossachs National Park. Located within half-an-hour's drive of Glasgow, with its extensive cultural attractions, shopping and international airport, Helensburgh is a magnificent place to raise a family.

In upper Helensburgh, developed by wealthy Victorian Glasgow merchants, is Hill House, which is now in the care of the National Trust for Scotland. This exquisite building, complete with original furnishings, is renowned as the finest domestic masterpiece of the internationally famous Scots architect, Charles Rennie Mackintosh. Other famous local connections include Henry Bell, originator of the steamship and John Logie Baird, the inventor of the television.

Helensburgh was named by The Times as one of the top 20 places to live by the sea in the United Kingdom in March 2017. For those candidates living in Glasgow and the area surrounding Helensburgh, the town offers fantastic transport links with a regular and direct train service into Glasgow Queen Street, Edinburgh Waverley and London Euston.



# Overview of Role

Lomond School seeks a highly qualified, charismatic and dynamic Assistant Headteacher with proven success in academic and pastoral leadership to join our Senior Leadership Team from August 2025.

The Assistant Headteacher should be an exceptional leader of both learning and wellbeing, possessing infectious enthusiasm and with the ability to develop exceptional young people and staff through high standards and innovative approaches. They will be forward-thinking and ambitious in their approach and be able to use their initiative to plan strategically and creatively for the challenges of the future. They will be self-motivated, positive and will lead according to the school's and International Baccalaureate values. They will have passion for professional learning, continuous improvement and a strong commitment to the wellbeing of our whole school community.

The Assistant Headteacher will have responsibility as IB Co-ordinator, curricular and exams SLT lead, reporting and will oversee academic feedback for the senior school. They will actively build relationships between the community and the school. Working closely with the Principal on all operational and strategic matters, the Assistant Headteacher may deputise as required. As a member of the SLT, they will work closely with pedagogical and pastoral leaders across the school and with the Head of Junior School and Head of Boarding to ensure the very best outcomes for all of our young people. They will be expected to immerse themselves fully in the curricular and co-curricular life of the school, attending whole school events and undertaking any other reasonable and relevant duties, at the Principal's request, in accordance with the changing needs of the School. There will be a teaching commitment in line with the needs of the school.

This is an exciting time for Lomond School as we grow our International Baccalaureate curriculum and in this role, you will be key to the continued growth of our school. Our school community has outstanding students and staff, a warm and genuine family ethos and centres on our thriving boarding house. Experience of boarding is desirable and a strong commitment to international mindedness and intercultural understanding is essential.



# Person Specification

		Essential	Desirable
Qualifications	A well qualified teacher with QTS and two or more years of management experience	✓	
	GTCS Registration / eligibility	✓	
	A further degree or similar, possibly in educational leadership		✓
Experience	Successful teaching experience with a track record of achieving high standards	✓	
	Exposure to the International Baccalaureate Programmes	✓	
	Professional understanding of the educational needs of children	✓	
	Experience in leading pastoral and/or academic departments.	✓	
	Evidence of Continuous Professional Development	✓	
	Interest in pedagogical research		✓
	Interest in best practice internationally		✓
Skills & Attributes	First-class organisational and administrative skills, with the ability to remain calm under pressure	✓	
	Strong analytical and problem-solving skills, combined with a proactive approach to change.	✓	
	Able to see through complex strategies from conception to conclusion	✓	

# Person Specification continued

		Essential	Desirable
Skills & Abilities (cont)	Able to maintain a high work rate and to juggle a range of tasks and issues at the same time.	✓	
	Clear written and spoken communication	✓	
	An ability to work on own initiative	✓	
	Experience of delivering a high quality, inquiry based curriculum		✓
Other	Enthusiasm for teaching and learning	✓	
	Recognition of the diversity in cultures and ages within the school	✓	
	Willingness to lead and be involved in extra-curricular activities	✓	

# What is it like to work at Lomond?

Our commitment to you:

- Competitive salary
- Fee reduction for dependent children
- Pension Scheme
- Free onsite parking
- Free onsite Gym
- Greater involvement in curriculum development
- A hard-working and friendly staff team with a shared desire to be the best they can be
- A strong sense of community and close links with neighbouring schools
- The opportunity to get involved in clubs, activities and tripsA chance to make a real difference in the lives of young learners

I have only ever taught in England so I was initially apprehensive about such a big move. My family and I moved from Oxford to Lomond aiming for a better quality of life and to readdress our work-life balance. We have not been disappointed. With so many outdoor pursuits available we have been spoilt for choice and the short train journey from Glasgow means we are not isolated either.

I have taught the IB for over 10 years and it is a curriculum that embodies values that resonate so deeply with me that I would now never consider teaching at a school that did not offer the programme. Lomond has fully embraced the IB and I love being a part of the journey.

The staff room is friendly and there are always happy conversations to be had in the dining hall. The pupils are polite and respectful, expressing their thanks regularly at the end of lessons.

Lomond has also given me the opportunity to step out of my comfort zone and expand my repertoire and I am pleased to have been given the chance to teach, and study, Chemistry. My passion for and belief in life-long learning is mirrored by the school and I am truly grateful for it.

Dr Louise Bowen, Teacher of Biology and Chemistry



# How to apply

If this sounds like the job for you then APPLY TODAY!

We would welcome electronic applications for this post. Please complete our application form which is available on our website.

Please submit your completed application form and a letter of application, stating why you wish to work at Lomond School, addressed to the Principal, Mrs Claire Chisholm, to: [recruitment@lomondschool.com](mailto:recruitment@lomondschool.com)

We look forward to welcoming you to the Lomond School family!



# Safeguarding

LOMOND SCHOOL PUPILS ARE ALLOWED TIME TO FOLLOW THEIR OWN PASSIONS WITHIN AN ENVIRONMENT THAT CREATES OPPORTUNITIES BOTH IN THE HERE AND NOW, BUT ALSO FOR THE FUTURE.

Lomond School is committed to safeguarding and promoting the welfare of children and expects all its staff, including those employed by contractors, and volunteers to share this commitment. All schools will safeguard and promote the welfare of all their pupils, in compliance with the National Guidance for Child Protection Scotland (2021) and the National Practice Model: Getting it Right for Every Child.

At the heart of Lomond School's values is the recognition that promoting the welfare of children is everyone's responsibility and we all have a role to play in safeguarding children. At Lomond School, working together to safeguard children is best summarised as:

- Understanding that safeguarding systems should be child-centred;
- Our duty to protect children and young people from maltreatment;
- Our duty to prevent the impairment of children and young people's health or development;
- Ensuring that children and young people are growing up in circumstances consistent with the provision of safe and effective care;
- Undertaking the role to enable those children and young people to enter adulthood successfully.

Lomond School is committed to safeguarding and promoting the welfare of children. An offer of employment is conditional upon the School's receiving an Enhanced PVG check which the School considers to be satisfactory. Please see the School's Safer Recruitment and Safeguarding and Child Protection Policy for further details. This role is exempt from the Rehabilitation of Offenders Act 1974 and the Amendments to the Exceptions Order 1975, 2013 and 2020.

