

Head Recruitment Pack



S. ANSELMS PREP SCHOOL, BAKEWELL

www.sanselms.co.uk



02 Welcome

05 Our School

12 The Role

14 The Person

15 The Application Process

Contents





Welcome

Executive Summary



After securing our independent future in September 2025, and bringing our incredible and experienced interim Head - Mr Cook - out of retirement, we are now recruiting for a permanent successor.



This appointment is not about disruption or reinvention. It is a planned transition, with mentoring in place, designed to protect what already works, while allowing the school to grow steadily.



We do not believe in stop-start leadership. We believe in stewardship and continuity. This role will suit a leader who has already carried real responsibility for standards, culture and difficult decisions - and who understands that trust is built through consistency rather than rhetoric.



Welcome

Bring Yourself. Leave the theatre behind.

As we look to the future, the school is entering a period of development and renewed ambition.

The opening of the nursery, the continued enhancement of facilities and our commitment to maintaining high standards across all areas of school life present meaningful opportunities for sustained, strategic leadership.

We are thoughtful about who will thrive here and we are open-minded as to who that might be.



If you have built strong cultures under pressure and recognise the values described in this pack, your experience will be taken seriously.



Our School

We are Anselm's

01

We are a small (100 children), growing, independent preparatory school in Bakewell, Derbyshire, with a history dating back to 1888.

03

We welcome children from a wide range of backgrounds and value the diversity and perspectives this brings to our school community.

02

We educate boys and girls aged 3–13. From April 2026 we will extend our provision with a new nursery, welcoming babies from 3 months old.

04

We encourage children to contribute positively to the school and to one another, developing the habits and attitudes that prepare them well for future challenges.



Our School

Every decision we make is driven by the child

We return repeatedly to one question:

“ What will each decision mean for the adult this child will become?

That question shapes our curriculum, our expectations, our relationships and our boundaries.



Our School

We prioritise...



Clear standards



**Warmth without
vagueness**



**Confidence
without show**



**Belonging built
through
consistency**





Our School

Our pupils

We aim to help pupils develop into confident, considerate and well-rounded young people.

Pupils are encouraged to approach learning with curiosity and commitment, and to develop strong foundations that will support them in their future education.

We prepare them, for life.



OUR MOTTO

Esse Quam Videri -
to be rather than to
seem to be.





Our School

Facilities

The school occupies 20 acres of grounds, providing space for learning, play and co-curricular activity. Facilities include a swimming pool, onsite Forest School, AstroTurf pitches, a sports hall and a LEGO® Innovation Centre, all of which support a broad and engaging curriculum.



Our facilities support our work. They are not the work. Our culture is.

We know our school is made by people, culture and standards - not theatre.

Participation in co-curricular activities, outdoor learning and community involvement is regarded as an integral part of pupils' personal development.



Our School

Location

We think there really is nowhere else as beautiful as S. Anselm's, with the Peak District on our doorstep to explore, enjoy and include in our curriculum.

We are just over 13 miles from both Sheffield and Chesterfield, with easy access to the motorway and railway networks.

S. Anselm's is situated less than an hour away from Manchester Airport.

We are the only independent co-educational prep school in Derbyshire.





Our School

Fees

As part of our strategic realignment, we lowered our fees this year to ensure we remain comparable and competitive in this market.

Academic Year 2025/26 Termly Fees inc VAT (where applicable)

YEARS	DAY PUPIL FEE	WEEKLY BOARDING PUPIL FEE (5 NIGHTS)	FULL BOARDING PUPIL FEE
Pre School*	£3,290	NA	NA
Reception	£4,300	NA	NA
Year 1	£4,300	NA	NA
Year 2	£4,300	NA	NA
Year 3	£6,150	£8,700	£9,333
Year 4	£6,150	£8,700	£9,333
Year 5	£6,150	£8,700	£9,333
Year 6	£6,667	£9,220	£9,850
Year 7	£6,667	£9,220	£9,850
Year 8	£6,667	£9,220	£9,850
Ad Hoc Boarding	-	1 night £60 / night	2-4 nights £50 / night



The Role

Leadership

The school is clear about its direction and confident in its culture.

What is needed is leadership that is steady, thoughtful and willing to build carefully over time, not leadership that performs for effect.

Partnership



The incoming Head will have real responsibility from the outset and incredible support from the existing team.

This is not a desk-based role



Presence matters here. Be visible and present with pupils, staff and families.





The Role

What you bring



Focused Improvement

Improve what matters without unnecessary noise.

Strategic Stewardship

Take strategic decisions with the long view in mind.

Educational Judgement

Set and maintain standards calmly and consistently, and lead teaching and learning with judgement rather than fashion.

Thoughtful Innovation

Be comfortable engaging with innovation.

Values-Led Leadership

Grow the school without losing your nerve or losing sight of its culture.



The Person

What we value

Leadership

We are interested in how you lead, not where you learnt to lead.

Clarity

We value clear thinking, professional judgement and decisions grounded in first principles.

Anti cookie-cutter

We are not looking for an identikit Head driven by generic improvement plans or a bag of borrowed ideas. If that is how you work, this role will not suit you.

Any sector

We welcome applicants from the private and state sector. S. Anselm's works in partnership with local state schools and values leadership shaped by complex, accountable environments.

Head Recruitment



www.sanselms.co.uk

The Application Process

What are you waiting for?

All interested candidates are invited to visit the school prior to the application deadline. To arrange a visit please email Nicky Webster: nicky.webster@anselms.co.uk.

Applications should be submitted using the official application form.

Closing date for applications: Thursday 12th March 2026

Interview Dates: Tuesday 17th and Wednesday 18th March 2026.

Start date: From September 2026.



S. Anselm's School is committed to safeguarding and promoting the welfare of children and young people, and expect all staff and volunteers to share this commitment.

All appointments are made subject to receipt of a completed application form, satisfactory references and Enhanced DBS Disclosure.



S. ANSELMS PREP SCHOOL, BAKEWELL

www.sanselms.co.uk