



Park Hill Preparatory School & Nursery

Headteacher

Candidate Information



Welcome from the CEO

Following eight successful years as Headmaster of Park Hill School, Mr Alistair Bond will be leaving at the end of the Spring Term 2025. He has been appointed as Head Teacher of Derby Grammar School, also part of the Inspired Learning Group.

We are now looking for a Headteacher who will preserve the school's unique ethos and support our vision to maintain Park Hill as one of the best local independent schools and, most importantly, deliver the very best learning experience for our children.

We seek an individual who is a creative and warm leader, an excellent communicator, has an eye for marketing and has the ability and ambition to guide Park Hill through the next stage of its journey.

Leading and managing on our priorities for development will present the new Head with a wonderful opportunity to make a significant impact on the future direction of this already high-achieving school.

As the CEO of ILG I am fully committed to and believe in the potential of Park Hill and am looking for the right leader to bring this to fruition.

If this is a role that excites you and you feel you have the skills and experience, we would be delighted to hear from you.



Mr Amit Mehta, CEO, inspired Learning Group



Overview and Core Values of Park Hill Preparatory School & Nursery

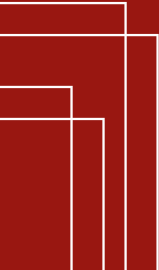
Overview

Park Hill is a co-educational independent preparatory school for children aged two to eleven years old. Opened in May 1949, it currently provides education for 120 pupils. It occupies a large Victorian villa in a residential area of Kingston upon Thames adjacent to Richmond Park. Having been run by the same proprietor for thirty years, the school was purchased in September 2016 by the Inspired Learning Group.

With an average class size of 14 children and a maximum of 16, every child is given the support and opportunity to flourish. Our highly qualified and experienced teachers offer a wide range of academic subjects, extending well beyond the National Curriculum.

Upon joining Park Hill School each child is given their own iPad ensuring that the benefit that technology brings to the classroom is enjoyed across the curriculum. We believe we must prepare our children for life and work in the 21st century and to facilitate this our staff are qualified Apple Teachers and many hold the prestigious Apple Distinguished Educator Award. The competency of the children to design, create and present through both tradition media and through their iPads has allowed them to take their education home during the period of enforced lockdown with negligible impact on their learning journey.

At Park Hill, every pupil is encouraged to develop academically, physically and emotionally. We believe that children who enjoy their school days will achieve their best.



Core Values

At Park Hill Preparatory School and Nursery we embrace and celebrate individuality and creativity in a nurturing and safe environment, allowing each child to grow and achieve.

The values at Park Hill Preparatory School and Nursery are a heartbeat for everybody. Values guide our actions, so they are in alignment with our beliefs. They also connect us to the core of who we are.

At Park Hill Preparatory School and Nursery we have 4 key values.

Inspiring

We learn through an innovative and practical curriculum, sparking curiosity and creativity.

Compassion

We provide a small, nurturing and family-orientated approach to all we do.

Resilience

We foster a positive mind-set in a safe and secure environment. This is achieved through exploring, challenging and thinking critically in all areas of the curriculum.

Inclusive

We embrace and celebrate all cultures, religions, talents and abilities.



About Inspired Learning Group

ILG currently owns and operates 25 schools and nurseries in the UK. Overall, we look after over 2,000 pupils, making us one of the largest independent school groups in the UK. Park Hill School is one of 11 Prep Schools within the group.

We see ILG as one extended family, allowing us to share best practice and innovation between schools in order to raise standards of teaching and learning for all our students. We recognise and respect that each school has its own history and identity. We encourage individuality, so that new ideas can grow naturally with the best ideas then being implemented right across the group. This collaborative spirit is an effective way of ensuring that education practices do not fall behind the times and it is why we encourage out-of-the-box methods such as Apple teaching and future thinking.

ILG schools may look reassuringly traditional in some ways, but our move away from standardisation toward customisation is not just modern but quietly revolutionary. We make the effort to understand the differences between individual children and tailor their teaching at a personal level. This means that all children, no matter their needs, are catered for. Our commitment to parents is that no one child will ever be left behind.

ILG empowers its schools to achieve their mission and vision through challenging yet supportive governance. We connect schools, stakeholders and professional associations to create opportunities and build capacity. We work with school leadership to set clear school improvement goals through engagement with pupils, parents, staff and the wider community.

We recruit, invest in and retain outstanding practitioners and ensure the provision and monitoring of a broad and balanced personalised curriculum for children with individual learning needs.



The Opportunity

This appointment is a great opportunity for an existing or aspiring Head to make a lasting impression. Park Hill Preparatory School and Nursery is a safe and nurturing environment, we encourage each child to become more confident in their abilities, allowing them to succeed both at school and in life. It is a happy and high-achieving school with huge potential to achieve even greater things in the future, particularly with the backing of ILG.

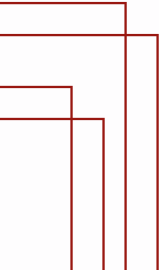
The new Head must be willing to work closely in partnership with ILG, but also have the strength and independence to make their own decisions for the benefit of the School and its community. The Head works closely with the CEO and Finance Director of ILG, but also has plenty of scope for autonomy in terms of the running of the school.

Understanding and nurturing this relationship with ILG is key to the new Head being able to maximise the considerable opportunities this role offers. It is by nature a reassuring and supportive relationship, not a smothering one. ILG provides Park Hill School with strategic guidance, financial security and management, plus back office functions such as human resources/talent acquisition and estates, thus allowing the Head to focus on the educational leadership of the School.

The Advisory Board chaired by an educational consultant, provides the governance structure within which the Head can be supported and guided.

The opportunity to learn from the wisdom and experience of others in the support group of ILG Heads is a further benefit of ILG's involvement in the School. The Heads meet together termly to share best practice and concerns.

Short and medium term challenges:

- There is a need for the new Head to consider carefully the priorities for further development of the School in order to retain and enhance pupil numbers which can assure its future.
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The School Sections

Nursery

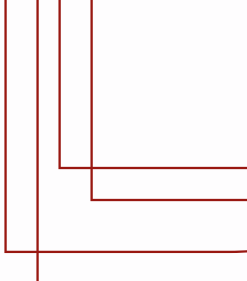
The nursery at Park Hill caters for children aged 2 – 4 years. Split into two clear areas, First Steps and Second Steps, the nursery provides a stimulating environment when children are nurtured and progress.

We are very proud of the creative Early Years curriculum we offer here at Park Hill. The aim of our Early Years curriculum is to develop the children's imagination, creativity and reasoning skills in order to stimulate and expand the functions of the brain. We believe this to be a more understanding and natural way of approaching education involving children in 'first hand' experiences.

Emphasis in our Early Years is on participation, investigation and deduction, giving rise to problem solving and discovery. Our highly skilled teachers are able to link all areas of the curriculum into the children's learning environment. They can participate in a variety of activities linked to literacy, numeracy, expressive arts on a daily basis. The literacy aspects of the curriculum are taken from the 'Letters and Sounds' scheme.

Phase one is the focus in First Steps where learning environments are well planned and the excellent staff to pupil ratio allows for a wide variety of activities to be available throughout the day. Children are also given free access to resources and are encouraged to learn through their own experiences and individual interests. The teachers adapt the learning environment to follow the interests of the children.

Phase two is our Second Steps where children develop their knowledge, skills and understanding by accessing the many activities set up in their learning environment. Their extra curricular activities include weekly Music, PE, Performing Arts, French and Woodland School. The children take part in our very popular Woodland School program, using both our extensive gardens and nearby Richmond Park as a base for outdoor learning. Woodland School occurs once a week in Richmond Park.



Pre-Prep

At Park Hill Year One and Two children are taught in small teaching groups by their class teacher with the support of specialist staff for key subjects. The children enjoy Games lessons at the outstanding Kingston Grammar School sporting facilities at Ditton Field, in addition to a weekly swimming lesson where they develop stroke competency and water confidence.

Staff to pupil ratios are excellent across the school, enabling children of all abilities to reach their full potential. Park Hill Pre-Prep encourages and develops independent thinking from its pupils in all areas of school life and the curriculum. Children are encouraged to develop their interest in the world around them through our popular Woodland School program, where the children use both our extensive gardens and nearby Richmond Park as a base for outdoor learning.

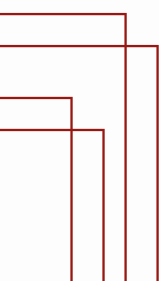
The modern Pre-Prep curriculum addresses the needs of all children. A programme of continuous assessment is followed throughout the Pre-Prep Department, where we monitor the children and offer specialised learning support when needed.

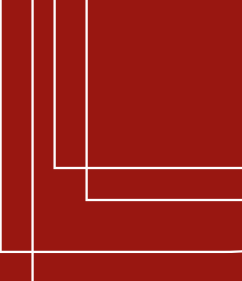
A wide variety of extra-curricula clubs are available after school and these run alongside Breakfast Club and After School Care

Prep

For the children entering Park Hill Prep School in Years 3-6, we have designed a challenging curriculum that extends our pupils well beyond the National Curriculum objectives, and uses the Common Entrance Curriculum Syllabus (ISEB).

We consider English and Maths to be the most important subjects in every child's learning. Building on the fundamental maths skills developed during the Pre-Prep curriculum, we support our pupils to develop real-world understanding of mathematical concepts and to use these skills to solve other problems across the curriculum.





In English, we explore narrative writing, poetry, non-fiction and learn to write in different styles. Learning experiences are facilitated by our experienced Teachers to support the children to become fascinated by the English language and to use their knowledge to become creators and innovators. Park Hill children have had their creative writing recorded as audiobook and their work published on Spotify and other global audiobook and Podcasting platforms.

Our new science curriculum is split into the traditional subjects of Biology, Chemistry and Physics. At Park Hill, science is a hands-on subject and the children have the most fantastic experiences both at the Park Hill site but also in the Senior School Science Labs at Canbury School. The quality of Science provision at Park Hill was recognised in 2020 when the school was awarded the PSQM (Primary Science Quality Mark).


In Humanities, we focus on studying the geological aspects of our planet and how they have evolved over time and the scientific reasons behind the activity. We delve deep into History to learn about the key civilisations and historical events that brought us to where we are today. The Humanities curriculum we offer at Park Hill lends itself to many field trips and excursions. To support the classroom side of learning we attend residential camps to the Jurassic Coast and a range of day trips to places such as HMS Belfast and The Natural History Museum.

All our pupils enjoy the excellent Kingston Grammar School facilities at Ditton Fields for Sport. We have a structured competitive fixture list against other local prep and state schools. The children continue their swimming lessons at the Kingfisher Centre in Kingston, where they focus on life saving, water skills and competitive swimming.

To give children the all-round education they then need in order to become well-rounded citizens of the modern world, all Prep school receive weekly lessons in Sports Science, Latin, Performing Arts, Music and all pupils have an hour of French weekly, where they learn to develop conversation through role play.

We prepare our children for the 11+ examination so that they will be able to move on to the very best independent and state schools, when they leave Park Hill. They have weekly lessons in verbal and non-verbal reasoning, philosophy and critical thinking.

We expect Prep school pupils to be good role models for the rest of the school and we love to see them become more and more independent as they move up the school.



Beyond the Classroom

Pupils at Park Hill School enjoy a wide range of school clubs and activities. We recognise the importance of allowing children to experience and explore different activities.

Sport

At Park Hill we believe physical activity is essential, coaching is provided in a range of sports including Hockey, football and swimming. Pupils at Park Hill School have had local and national success in sport.

Clubs, Trips and Outdoor Activities

At the end of each day, pupils have supervised playtime where they are able to choose from a wide range of activities, including construction, chess, art and gardening to name but a few.

We value the importance of trips and visits at Park Hill School. From navigating the south coast to Forest school exploration. Trips into central London including Houses of Parliament and the British Museum are an annual event.

We also run a number of residential trips starting with an overnight camp in the school grounds for pupils in year 2 progressing to overseas trips for our older pupils.



Governance and Leadership

The termly Governance meeting is chaired by David Tidmarsh with the Director of Operations also present and the Head in attendance, who provides a termly report for discussion.



The Role

Key aims of the role

- To lead, motivate and develop the school and its staff so that it fulfils the academic, pastoral, spiritual and social needs of the pupils and their parents, by providing an excellent, broad-based education in line with the school's ethos.
- To work with the Advisory Board, drawing on their experience and expertise, to fulfil all the duties and responsibilities for the proper governance of the school; to ensure that the Chairman and Board receive timely notice and appropriate information on all relevant matters.
- To work closely and cooperatively with the CEO and Finance Officer, in accordance with the Board's strategic direction, in terms of financial matters and site development.

The Role

Key responsibilities of the role

The Head is responsible, directly and by delegation, for:

- The leadership and management of the School.
- The care and development of each child and for maintaining excellent academic standards within the School.
- The pastoral care and welfare of all staff and pupils.
- The overall financial performance of the School, for which they will be assisted by the finance team, and for meeting the annual budget agreed.
- Leading, managing, and motivating the Senior Leadership Team and, with them and through them, all academic and support staff.
- The appointment of all staff.
- The assessment, appraisal, guidance, support, and professional development of all teaching staff with the objective of achieving inspirational teaching at all levels.
- The marketing of the School, including fundraising, the production of publicity, literature and any advertising, the public relations profile, management of the School's website and the establishment of positive relations with prospective parents.
- Recruiting a full complement of pupils, and overseeing admission and entrance procedures.
- Planning and implementing an effective curriculum and timetable.
- Planning and implementing the academic organisation of the School, reviewing as appropriate.
- Monitoring pupils' progress and ensuring that parents are provided with regular and appropriate feedback setting realistic expectations.
- Creating the appropriate balance between all areas of school life, extra-curricular activity, and community involvement.
- Maintaining good communications and relationships within the School and with key stakeholders including neighbours, local schools, the local community, and former pupils.
- Developing and maintaining good professional relationships with the parents of pupils.
- Delegating effectively and appropriately to achieve the above.

The Role

Working with the Advisory Board

The Head is responsible, directly and by delegation, for:

- Ensuring that the School meets all its legal obligations including compliance with Child Protection, Data Protection and Health and Safety regulations.
- Taking overall responsibility for the delivery of excellent pastoral care – ensuring the security and pastoral care of all pupils in line with safeguarding legislation, including safer recruitment and working alongside external agencies as appropriate.
- Implementing policies agreed by the Board and contributing to the vision for the future of the School through strategic leadership and planning.
- Submitting policy proposals for the approval of the Board or assisting the Board in the development of tactical and strategic policies, as well as implementing and monitoring these policies.
- In partnership with the Chairman, ensuring that the Board receives sufficient and timely information and advice in order to make informed decisions.
- Implementing Board decisions.
- Preparing and updating the School Development Plan.

General

- To undertake other duties appropriate to the general purpose of the post, which may from time to time be reasonably assigned by the Chairman or the CEO.
- To carry out teaching duties as appropriate and time permits.
- To set an example of continuous personal development, participating in appropriate training in order to maintain an up-to-date professional expertise.
- The new Head should be aware of trends in education, the requirements of schools and public examinations and, where appropriate, recommend policy changes to the Governors.
- It is expected that the Head will represent the School on sector bodies which the Advisory Board deem suitable.

The Person

Candidates must be genuinely committed to working in an environment where the happiness, wellbeing and safety of the children in our care is central to all that is done.

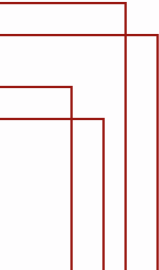
In addition, good candidates for the role are likely to demonstrate much of the following:

- Senior leadership experience.
- Strong academic credentials and preferably QTS status
- Understanding of and support for the values and ethos of the School, and commitment to embedding successful all-round education and co-education
- Inclusive leadership, valuing and promoting the diversity of the community
- Commitment to delivering top academic, co-curricular and pastoral provision for every pupil, mindful of their wellbeing
- Natural and easy communication with pupils, staff, parents, prospective parents, the governors and alumni
- The skills and integrity to win confidence and trust from all stakeholders
- Ability to articulate and promote the strengths of Park Hill and raise the profile of the School
- A strategic and analytical mind with vision but also a degree of pragmatism – ready and able to address the complex political, social and economic issues ahead
- Change management skills
- Commitment to partnerships and bursaries – with a strong sense of social responsibility
- A primary commitment to Park Hill but a broader interest in embracing, promoting and contributing to the Inspired Learning Group
- A national and global perspective on the best in education with a forward-looking but discerning approach to selecting what is truly of value in a fast-changing educational climate
- Effective team leadership, with the skills to motivate, inspire and enable all in the leadership team and the wider staff
- The skills to appoint the very best people
- Courage, high expectations and inner steel
- Strength in the softer skills – the ability to listen, empathise and show compassion
- Financial and commercial acumen
- Commitment to ensuring that Park Hill is compliant with all regulations, with a thorough understanding of the Head's responsibilities in relation to safeguarding and Child Protection issues and a clear commitment to delivering best practice in safeguarding
- Enjoyment of learning and the sense of humility which accompanies the desire and will to develop personally and professionally
- A sense of joy and optimism in leading the Park Hill community.



Employment Terms and Conditions

The successful candidate will be offered a competitive salary and an appropriate package of benefits which could be shaped to meet the needs of the successful candidate.



The Application Process

Interested candidates for the position of Head at Park Hill Preparatory School and Nursery are invited to contact Inspired Learning Group prior to application for a discussion.

The deadline for receipt of the application is 12 noon on Friday 4th October.

Applications should be made electronically to Tom Havard at Inspired Learning Group using the email tom@inspiredlearninggroup.co.uk.

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

- A completed application form
- A covering letter addressed to David Tidmarsh, Chair of the Advisory Board. The letter should explain your reasons for applying.

If you have any questions about uploading your application documents, please contact Tom Havard, Head of Recruitment and Resourcing at Inspired Learning Group, tom@inspiredlearninggroup.co.uk or 07706323847

The process is as follows:

- All applications will be acknowledged by e-mail and initial call.
- Long List interviews with the Governors' panel will take place via at the ILG offices in Stanmore, Middlesex the Week Commencing 7th October 2024
- During week commencing 14th October, short-listed candidates will be invited to visit Park Hill School and to undertake a personality test online.
- Short List interviews with the Governing Body will take place at the ILG offices in Stanmore, Middlesex the Week Commencing 4th November 2024

The Inspired Learning Group is totally committed to safeguarding the welfare of children and young people and expects the same from its employees. All new staff will be subject to enhanced DBS clearance, identity checks, qualification checks and employment checks to include an exploration of any gaps within employment, two satisfactory references and registration with the Disclosure and Barring Service (DBS).



Inspired Learning Group



Park Hill Preparatory School &
Nursery