



MARLBOROUGH COLLEGE MALAYSIA

*Preparatory School*

DEPUTY HEAD PASTORAL

*For August 2020*

# THE HISTORY OF MARLBOROUGH COLLEGE MALAYSIA



**Marlborough College Malaysia is unique.**

It continues the pioneering spirit of its mother School, Marlborough College in Wiltshire, by being a close, values-led and enormously successful and happy community. It was established in 2012 as a genuine extension of Marlborough College in the UK and not a franchise. It therefore shares values, philosophy and personnel with the UK and draws upon the very best traditions of one of the finest British boarding schools, while adding an exciting and real international dimension in our spectacular setting just eight miles from Singapore on the tip of the Iskandar peninsula.



# THE COLLEGE



There is something genuinely special about Marlborough College in Malaysia. Those fortunate enough to work here all agree that our greatest joy, attribute, advert and reward are the girls and boys who form the College. They provide daily inspiration, a model of what wider society could be like and genuine optimism for the future.

We live and work in a safe and spacious 90 acre campus in southern Malaysia, reminiscent of the generous grounds and playing fields of Marlborough College in the UK. Guided by our principles of compassion, companionship and conversation, Marlborough College Malaysia gives its boys and girls the space, inspiration and courage to explore their own potential, the wonders of our world and their responsibilities to it and to each other.

With our shared DNA and close links with Marlborough UK, we value and instil breadth of experience, intellectual rigour, creative joy and sporting excellence. Many of our children take the opportunity to develop independence and inter-reliance within the security and care of our outstanding boarding community.

Our motto is Deus Dat Incrementum – “God gives the increase” – a reminder that we achieve with pride, but humility. At Marlborough College Malaysia our young people learn that theirs is a duty to continue to make the world a better place; we give them the skills to lead that mission and the life-long support and friendship of our world-wide Old Marlburian network.

The College is arranged in a Prep School (3-13) and a Senior School (14-18) and it currently has 960 pupils, around 530 of whom are in the Prep

and 140 of whom are in the Sixth Form. Pupils from the age of nine may choose to board and approximately a third of those who are eligible do so, with almost half of the Senior School and most of the Sixth Form boarding. In September 2019 the Singapore Tatler referred to the College as “the only school in Asia offering an authentic British boarding programme”.

While very British in ethos and with a Common Room largely drawn from some of the UK’s leading schools, the College is also truly international, celebrating diversity and a global outlook with children representing over 45 nationalities. Around half of our pupils are from expatriate families.

While academic achievement lies at the heart of what we do, we believe that all of our children have something to offer and much to gain in addition to intellectual development, so we are driven by a desire to find areas where each of them can learn and grow beyond the classroom. Every week we offer an extensive range of co-curricular activities, which are all part of a rich, broad and balanced programme to develop not just the mind, but also confidence, empathy, leadership and a sense of altruism.

The College is very well-resourced and enjoys an enviable reputation for its pupils’ achievements on a broad variety of fronts. It is one of the few school in Asia to achieve membership of HMC, an association of the world’s leading independent schools and it is the Boarding Schools’ Association’s Asian training hub.

Further details about the College may be found on its website at [www.marlboroughcollege.my](http://www.marlboroughcollege.my)

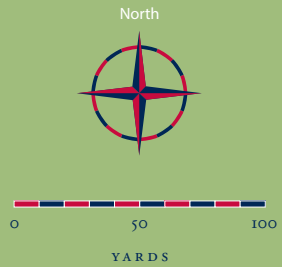




MARLBOROUGH COLLEGE  
MALAYSIA



THE MAP





# THE PREPARATORY SCHOOL

Marlborough College's Prep School is distinctive, highly regarded and the only traditionally structured British prep school in south-east Asia. Above all, this is an ambitious and happy school where the child remains very much at the heart of the process. A spacious and well-resourced site, plenty of room for play and a creatively designed new building which has been nominated for architectural awards all promote a tangibly positive and engaged spirit.

With its own leadership team including the Head of Prep and Deputy Heads Academic and Pastoral, and a strong tier of talented middle management, the Prep School currently numbers over 500 children aged 3-13.

Most Prep children are day pupils, but from nine years of age two popular Prep School Boarding Houses provide full or day-boarding for a growing group boys and girls who benefit from an exceptional level of care and a varied range of weekend activities.

Teaching and learning is based on the British model of EYFS and National Curriculum. With a generous teacher—pupil ration of 1:8, almost all teachers are from the UK and specialists are deployed throughout the Prep School to add expertise.

A key feature of the school is the extended and enriched curriculum which includes an enviable commitment to co-curricular activities and to providing as many experiences as possible for all pupils through excellent provision in sport, music, drama and art as well as stimulating residential trips for all pupils from Years 3-8.

After Year 8, the transition to the Senior School is seamless and well managed while, for a small number of pupils, preparation for Common Entrance exams for UK schools is expertly undertaken.

Our aim is to provide our children with a truly inspiring education based around a strong intellectual core and enriched by constant exposure to meaningful relationships, deeply-held values, high standards and opportunities that are both enjoyable and challenging.



# PASTORAL CARE

Pastoral Care in the Prep School is largely delegated to Form Tutors who are managed by Heads of Year. The Prep School also has two thriving boarding houses which are home to 65 happy boarders. There is one house each for boys and girls aged 9-13 and these are staffed by a Housemaster / Housemistress, House Tutor and Dame who are resident in each house. The care and wellbeing of Prep and Senior School boarders is also supported by a collegial sharing of boarding duties among all staff as visiting Tutors, reflecting the College's commitment to boarding and its benefits. The College has excellent links with BSA, is one of its training hubs and hosts an annual BSA boarding Conference for schools from throughout Asia. Our own staff attend these events and often lead aspects of them.

The College is committed to the principles of applied Positive Psychology for the wellbeing of all pupils and staff. Wellbeing is taught throughout the College and operation are predicated on the promotion of positive relationships, purpose, positive emotions, health, engagement and accomplishment.

The College has an outstanding Health Centre, staffed by a team of qualified nurses, and there are treatment rooms in the Prep and Pre-Prep in addition to the main Health Centre.

The Preparatory School Deputy Head Pastoral will play an important strategic role not only in the pastoral welfare of the Prep School, but as a member of the Prep School's Management Team, led by the Head of Prep School. The Preparatory School Deputy Head Pastoral will also be expected to join a team of staff who report to and advise the Council's (Governing Body) recently established Pastoral and Wellbeing Committee.



# THE POSITION

The Master seeks to appoint an outstanding individual as Preparatory School Deputy Head Pastoral. The successful candidate will, in collaboration with the College Deputy Head Pastoral, lead on all aspects of pastoral strategy for the Prep School, while delegating operational responsibility and ensuring appropriate consistency in standards, ethos and practice throughout the Prep School and between the Prep School and Senior School. Liaison with the College Deputy Head of Pastoral is critical to the success of this role. The successful candidate must be able to lead, challenge and inspire both staff and pupils. He or she will command respect from parents, pupils and staff and be a person of vision, warmth and charisma. This is an exciting opportunity for someone with exceptional abilities and impressive pastoral leadership experience.





# LIFESTYLE



**Staff at Marlborough College Malaysia enjoy an exceptional lifestyle.**

The climate is warm, stable and constant without the extremes of heat that are common in some parts of the world. Rainfall is typically heavy and brief, providing a lush landscape.

Marlborough is at heart a community and the Common Room is very collegial and mutually supportive. Staff enjoy an impressive range of weekly Common Room sports, wellbeing and social activities.

The immediate area is developing quickly and has attracted great overseas investment in quality housing, infrastructure and education with a number of British university campuses now within

minutes of the College.

Malaysia's cost of living is significantly lower than that of the UK and most teachers here enjoy regular travel during holidays and even on our 3-day Exeat long weekends to such places as Bali, Vietnam, Thailand and Western Australia.

For long-haul travel, Changi in Singapore was recently hailed as the best airport in the world. However, for regional travel, Senai Airport is close to the College and carriers offer exceptionally reasonable prices which mean, that what might be the holidays of a lifetime, can become regular trips.

Malaysia itself is full of variety from perfect tropical islands to cool, hilly tea plantations; from



historic colonial architecture to towering 21st century skylines. Its national ethnic mixture of Malay, Chinese and Indian make for a fascinating culture and superb cuisine.

The College is just eight miles from the magnificent island city-state of Singapore with its fashionable retail temptations and its many attractions which now include the world-famous Gardens by the Bay, the Marina Bay Sands complex and F1's only night time Grand Prix which becomes a weekend-long festival each September.

The official language of Malaysia is Bahasa Malaysia which is probably the simplest Asian language to understand and learn, but English is spoken almost universally and is the main language of Singapore.





# JOB DESCRIPTION FOR DEPUTY HEAD PASTORAL (*Preparatory School*)

Reporting to: Head of Preparatory School

***Overall expectation:***

- To contribute to the strategic pastoral direction of the College and to lead all aspects of the wellbeing provision in the Prep School, ensuring a consistently high standard of care for pupils and staff.
- To enable the Council to fulfil its duties and responsibilities for the proper governance of the wellbeing provision of the Prep School and to ensure that they receive timely advice and appropriate information on all relevant matters;
- To contribute to Prep School strategic leadership.
- To promote the 3-18 nature of the College.



### ***Key Responsibilities***

1. To ensure that the pastoral care offered to all pupils within the Prep School is of a consistently high standard to promote academic, social, physical and spiritual flourishing.
2. To provide effective leadership and management to pastoral staff and particularly to middle leaders, so that they feel personally valued and understand the importance of their role.
3. To promote best practice and a culture of self-evaluation and improvement within a framework for monitoring pastoral provision which is based on best British and international practice.
4. To promote boarding as the preferred option for pupils who are eligible to do so.
5. To ensure that pupils' educational experience results in well-developed young people with spiritual, moral, social and cultural awareness.
6. To support boarding Housemasters/Housemistresses in promoting a caring and positive culture, well-maintained House facilities and effective and enthusiastic support for boarding throughout the Common Room.
7. To ensure that pastoral Performance Review supports both colleagues' professional and College development.
8. To ensure that students play a significant role in College improvement through positions of responsibility, pupil representation and clear channels of communication.
9. To manage the allocation of tutors and to ensure that adequately and fair staffing to provide care throughout the College in consultation with the College Deputy Head Pastoral.
10. To ensure that the College has an effective policy & procedural framework to support the welfare needs of staff and pupils.
11. To ensure that all pastoral positions in the school are fully staffed and to assist the Master in the recruitment of appropriate staff.
12. To ensure that the Health Centre serves the needs of the College and that communications with pastoral staff and parents are appropriate.
13. To ensure that our Rules support positive behaviour and are clearly understood by staff, pupils and parents.
14. To administer sanctions in a fair, proportionate and effective manner.
15. To assist, when required, in managing serious disciplinary or behavioural matters, liaising with the College Deputy Head Pastoral, Heads of School or Master as appropriate.
16. To contribute to a professional development programme so that it addresses the principal pastoral and safeguarding needs of the Prep School and the staff.
17. To contribute, as required, to the induction programme which enables new staff to settle into the College and be effective pastoral tutors.

*The duties set out in this document are not intended to be exhaustive, and the Preparatory School Deputy Head Pastoral may be required to carry out such other duties as the Master may reasonably require from time to time.*



# ESSENTIAL CRITERIA

The successful candidate for this important position will be able to demonstrate the following qualities and qualifications:

- A good honours degree
- A teaching qualification
- An outstanding record of pastoral leadership
- Experience of pastoral care in a boarding community
- Warmth, humanity and a passion for education
- An ability to relate well to children and to be responsive to their needs
- An ability to build trust and relationships with parents and colleagues
- Clear and effective communication skills in different media
- Leadership experience, including energy, resilience and a track record of enthusing and motivating others
- Approachability, accessibility and flexibility
- The ability to contribute to major sports or activities





# DESIRABLE CRITERIA

The successful candidate for this important position will be able to demonstrate the following qualities and qualifications:

- A higher degree, BSA qualification or experience of educational research
- Experience of supporting, training and helping to coordinate the professional development of colleagues
- Experience of inspection in terms of pastoral care and safeguarding

## *Terms*

As well as working in a beautiful and collegial environment, the Deputy Head Pastoral Prep School, will benefit from a generous remuneration package which includes relocation assistance, a rent-free family home, family private medical insurance and a bonus in lieu of pension. Generous fee remission is provided for children of staff.





## APPLICATION

If you feel that you can meet these requirements, then please submit a letter of application and a completed application form along with a CV to the Master by 5.00pm on Monday 21<sup>st</sup> October.







Applications should be addressed to the Master and sent to:

e-mail: [recruitment2019@marlboroughcollege.my](mailto:recruitment2019@marlboroughcollege.my)

Marlborough College Malaysia  
Jalan Marlborough  
79200 Iskandar Puteri  
Johor  
Malaysia

