



STONYHURST

Brief for the position of
HEAD



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BACKGROUND

Welcome

Stonyhurst College is the UK's leading Catholic co-educational boarding and day school for pupils aged 3-18.

Over 400 years old, the College blends its rich heritage and tradition with a modern and innovative approach to independent education. Stonyhurst empowers pupils to be the best they can be, shaping future leaders who carry a sense of purpose and a desire to make the world a better place.

The College is home to approximately 700 pupils aged 3-18, two-thirds of whom are boarders. Stonyhurst is set in stunning countryside near the Ribble and Hodder rivers and the beautiful Trough of Bowland. Manchester is only about an hour away by road or rail, while the market town of Clitheroe is just four miles away. The Lake District can be reached in about an hour, and the Yorkshire Dales are even closer.

Stonyhurst has a fascinating heritage, being the oldest continuously active Jesuit school in the world. It was first founded in St Omer, northern France (then the Spanish Netherlands), in 1593, and moved to its present site in Lancashire's Ribble Valley in 1794. Throughout the years of religious persecution in England, Stonyhurst educated the sons of the English Catholic aristocracy and gentry.

The College's Jesuit mission and identity, as well as its strong sense of family, set Stonyhurst apart from other schools. Pupils are encouraged to do as much as they can (*Quant Je Puis*) for others, following the example of Jesus Christ and the spirit and charism of the Jesuits. The College prepares young people to change the world for others. Stonyhurst is a family where heritage and innovation are fused to inspire young people to be agents of change in the world.

Discover all that you can *be*



STONYHURST IN NUMBERS

Founded
1593

1,000
acres of beautiful
countryside

2
indoor grand
slam tennis
courts

35,000
artefacts within
our museum

5
libraries across the
Stonyhurst campus

1
on-site shooting
range

22
sports pitches

7
chapels

2
theatres

9
hole golf course

ETHOS AND VALUES

Pupils at Stonyhurst pursue a life of purpose, achieving academic excellence alongside spiritual and emotional growth. They learn to embody the school motto, *Quant Je Puis* – meaning “as much as I can” – in every activity. Stonyhurst encourages each individual pupil to thrive by helping them discover, develop, and use their unique talents, creating great leaders and preparing young people to be men and women for others.

Stonyhurst believes in *cura personalis* – the development of the whole person. While academic performance is impressive, learning and personal growth extend far beyond the classroom.

Academic Excellence

Stonyhurst College has an outstanding academic record, with many pupils progressing to top universities in the UK, Europe, and around the world.

Faith That Does Justice

A core component of life at Stonyhurst is *Ad Majorem Dei Gloriam* (“for the greater glory of God”), and every pupil, regardless of religious background, is encouraged to participate in the spiritual life of the school.

Perspectives and Horizons

As part of the Global Network of Jesuit Schools, an IB World School, and a boarding school that welcomes students from across the globe, Stonyhurst broadens its pupils’ perspectives and expands their horizons.



SPIRITUAL LIFE

Spirituality remains at the heart of the school. The spiritual inspiration for life at the College comes from St Ignatius Loyola, the founder of the Jesuits.

All pupils are encouraged to participate in the rich and vibrant spiritual life of the school. Stonyhurst is predominantly a Catholic school and is world-renowned as a centre of excellence in the Jesuit tradition. The school welcomes young people of all Christian traditions and other faiths, encouraging them to play as full a part as they can in the spiritual life of the school.

Jesuit Principles

Jesuit principles provide the bedrock of Stonyhurst's mission to develop each pupil's unique talents, challenging them to give their very best in all they do – *Ad Majorem Dei Gloriam*, for the greater glory of God – and to find God in all things.

With Jesus at the centre of its caring, supportive, and prayerful community of pupils, staff, and parents, Stonyhurst knows its pupils as individuals, provides for their specific needs, and helps them become well-rounded men and women who will do as much as they can for others.

Stonyhurst nurtures independently minded young people who are able to think for themselves and stand up for their beliefs, preparing them intellectually, spiritually, and emotionally to play an active role in the Church and provide leadership in addressing the challenges of the modern world.

Jesuits Around the World

Today, Stonyhurst retains strong links with Jesuit schools around the world. Over half of its pupils are Roman Catholic, one-third join from overseas, and there is a prominent community of Stonyhurst alumni serving others and holding leadership roles globally.

Each year, pupils go on retreats and travel to Rome and other centres of pilgrimage and historical importance.

Jesuit Pupil Profile

The Jesuit Pupil Profile (JPP) was developed by the schools of the British Jesuit Province as a successor to the Jesuit School Leaver Profile published in 1995. The new JPP was launched at Stonyhurst in the Autumn Term of 2013. It proposes eight pairs of virtues that sum up what a pupil in a Jesuit school is growing to become:

Pupils in a Jesuit school grow to be:

- **Grateful** for their own gifts, for the gift of other people, and for the blessings of each day; and **generous** with their gifts, becoming men and women for others.
- **Attentive** to their experience and to their vocation; and **discerning** about the choices they make and the effects of those choices.
- **Compassionate** towards others, near and far, especially the less fortunate; and **loving** by their just actions and forgiving words.
- **Faith-filled** in their beliefs and **hopeful** for the future.
- **Eloquent** and **truthful** in what they say about themselves, the relationships between people, and the world.
- **Learned**, finding God in all things; and **wise** in how they use their learning for the common good.
- **Curious** about everything; and **active** in their engagement with the world, changing what they can for the better.
- **Intentional** in the way they live and use the resources of the Earth, guided by conscience; and **prophetic** in the example they set for others.

Location and Facilities

Pupils at Stonyhurst enjoy excellent facilities set among beautiful historic buildings. In addition to spacious classrooms and modern boarding houses, the campus includes five libraries, seven chapels, two theatres, the oldest working school observatory in the UK, and an on-site museum housing a collection of over 35,000 artefacts. Many of the finest paintings, prints, and sculptures in the Collections are displayed throughout the buildings at Stonyhurst. Pupils can view works by notable artists including Albrecht Dürer, Quentin Matsys, Peter Paul Rubens, Rembrandt, Allegretto Nuzi, Bernard Partridge, Frank Brangwyn, John Nost, Peter Lely, Jacob Huysmans, and Godfrey Kneller.

The sports facilities are equally impressive. These include a world-class, LTA-registered indoor tennis dome, a sports hall, a state-of-the-art fitness suite, two cricket pavilions, a heated swimming pool, 22 sports pitches, an on-site shooting range, and a 9-hole golf course.

Academics

Stonyhurst is committed to academic excellence, offering both A Level and International Baccalaureate (IB) programmes. Its academic staff are talented, knowledgeable, and passionate about their subject areas, and pupils respond enthusiastically to pupil-centred teaching which, from the Foundation Stage to Sixth Form, stimulates intellectual curiosity and fosters a lifelong passion for learning.

Teaching is highly individualised, and small class sizes allow for exceptionally strong teacher-pupil relationships. All pupils, whatever their particular strengths, are supported to achieve their full academic potential, and the school has a particularly strong Learning Support department.

Academic results are consistently strong. In 2024, A Level exam results placed Stonyhurst in the top 25% of schools and colleges for value-added progress. The College was also ranked among the top 30 schools nationally offering the International Baccalaureate Diploma Programme, with an average score of 35 points.

Pastoral

Stonyhurst places the happiness and wellbeing of its pupils as a top priority, and its pupils flourish in a safe and nurturing environment.

Playroom Leaders

Each year group (known as a Playroom) has a Playroom Leader who oversees every aspect of each pupil's experience at Stonyhurst. From academic performance to pastoral care, the Playroom Leader maintains a holistic view of pupil development.

Pastoral Team

A dedicated team of pastoral staff, led by an experienced Deputy Head (Pastoral) and supported by House Parents, is responsible for the emotional wellbeing of both day pupils and boarders. This team ensures that expectations are upheld, creating a positive and vibrant community where every pupil feels secure and at home.

Playroom System

Stonyhurst's Jesuit founders believed it was of paramount importance for pupils of the same age to develop strong bonds. To support this, each year group was given a room in which to socialise and, under the guidance of their Playroom Master, create a theatrical play exploring a spiritual or moral theme – hence the term "Playroom."

Stonyhurst's unique Playroom system provides outstanding pastoral care. Pupils form close-knit year groups and remain together as they progress through the school. The strength of the friendships they build is palpable, as is their mutual support and understanding. Together, they learn to respect differences, face challenges, and celebrate one another's successes. This environment empowers them to grow in personal and academic confidence, step beyond their comfort zones, and contribute meaningfully to the community – both within and beyond Stonyhurst.



Boarding

Boarding begins at age seven at St Mary's Hall, and approximately two-thirds of the College's pupils are boarders. Eleven distinct boarding houses offer a home-from-home atmosphere, providing a comfortable, informal, and supportive environment. While the majority of boarders at Stonyhurst are full boarders, the school also offers weekly and flexi-boarding options.

Boarders are grouped according to their Playrooms. Years 7 & 8 have a boarding house at St Mary's Hall. Across the College and Higher Line (6th Form), there are five boarding houses for boys and three for girls: one for Years 9 and 10, one for Year 11, and one for Years 12 and 13. Each boarding house is run by a House Parent and an Assistant, supported by a team of teaching staff.

Stonyhurst is a seven-day-a-week boarding school, with a busy weekend activity programme. All pupils attend Mass in St Peter's Church on Sunday morning.



Co-Curricular

A rich and varied co-curricular offer is an essential ingredient of a Stonyhurst education. Jesuit education is about the formation of the whole person – not only in the classroom, but also through the broader experiences that help young people shape their character and discover their purpose in life. The history of Stonyhurst provides a template for the key aspects of an all-round education. These include:

- **Adventure**, drawing upon a history of Jesuit exploration, scientific innovation, and global travel.
- **Chaplaincy**, ensuring that the College's Jesuit Catholic identity remains central to all it does and to its wider community.
- **Performing Arts**, developing pupils' ability to articulate their beliefs and the confidence to express them publicly.
- **Sport**, through a programme of activities, societies, trips, and events that help pupils discover their passions and support them in reaching their full potential.

Sport

Sport is an essential component of life at Stonyhurst, which enjoys a long history of sporting success. The College is world-renowned for rugby, having produced numerous county, professional, and international-level players and coaches.

All pupils participate in a wide range of sporting activities, including both team and individual sports, as well as inter-line (house) competitions that nurture teamwork and determination. The main team sports are rugby, hockey, cricket, netball, and tennis. Additional sports include football, rounders, cross-country running, golf, squash, gymnastics, dance, basketball, fencing, swimming, outdoor pursuits, horse riding, shooting (indoor range), clay pigeon shooting and scuba diving.

Stonyhurst's strong sporting reputation is supported by its exceptional facilities. The school has long been a leader in investing in first-class sporting infrastructure – it was the first independent

school in the UK to introduce a heated indoor swimming pool and an indoor sports hall. In recent years, numerous capital development and refurbishment projects have further enhanced these facilities.

Drama

Drama is equally strong at Stonyhurst. Performances regularly draw full houses and have included *Fame*, *Romeo and Juliet*, *Les Misérables*, *Sweeney Todd*, *Fiddler on the Roof* and *Guys and Dolls*. Standards are exceptionally high, and pupils frequently gain places in the National Youth Theatre. Public performances, co-curricular drama activities, and school productions take place in The Academy Room – a professional theatre space with seating for approximately 400 audience members. St Mary's Hall also has a dedicated performance space, The Centenaries Theatre.

Music

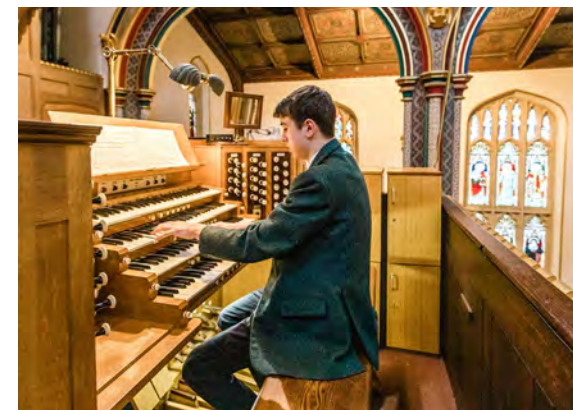
Music plays a vital role in the life of the College. Many pupils sing in choirs or play in instrumental ensembles, receiving regular tuition. A highlight of the musical calendar is the weekly Sunday Mass, where the flagship choir, The Schola, performs. The co-curricular music programme includes:

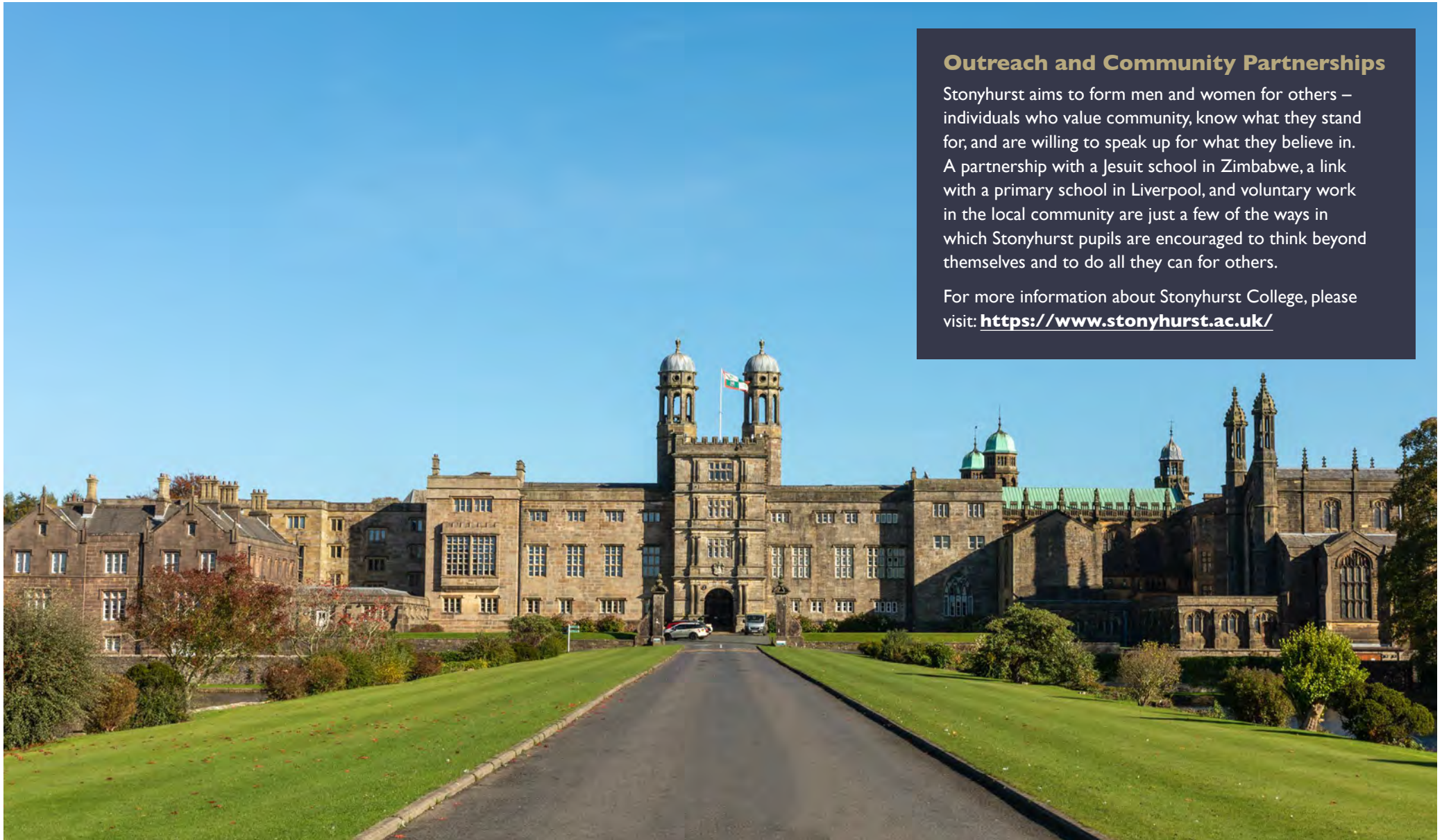
- Music lessons
- Choir
- Orchestra
- Big band
- Ensembles
- Public performances

Music scholars frequently travel across the region to give recitals. The Schola also makes annual trips to London to perform at the Church of the Immaculate Conception, Farm Street and Hampton Court, and participates in an exchange programme with the Choir of Liverpool Metropolitan Cathedral.

Clubs and Activities

Over 70 additional activities take place each year, including photography, robotics, astronomy, social enterprise, environmental studies, and chess. College societies host distinguished guest speakers, and the College Museum and Archives offer a unique source of enrichment in every Stonyhurst pupil's education.





Outreach and Community Partnerships

Stonyhurst aims to form men and women for others – individuals who value community, know what they stand for, and are willing to speak up for what they believe in. A partnership with a Jesuit school in Zimbabwe, a link with a primary school in Liverpool, and voluntary work in the local community are just a few of the ways in which Stonyhurst pupils are encouraged to think beyond themselves and to do all they can for others.

For more information about Stonyhurst College, please visit: <https://www.stonyhurst.ac.uk/>

THE ROLE

The Head of Stonyhurst is accountable to the Governing Body for the strategic leadership and management of the College and all its associated works. Rooted in Jesuit values and Catholic identity, the Head ensures that Stonyhurst remains a community where each pupil can become the best version of themselves (*Quant Je Puis*), while embracing innovation, global vision, and diversity.





Key Outcomes

- Deliver a high-quality educational and formative experience across all schools, representing the best of Jesuit culture and identity.
- Ensure financial sustainability and operational excellence.
- Promote a culture of safeguarding, academic depth, and social responsibility.
- Lead with ambition, innovation, and a relentless focus on pupil wellbeing and outcomes.

Vision and Strategic Leadership

- Develop and implement a bold, values-driven vision and business plan in collaboration with the Executive team and Governing Body, ensuring Stonyhurst is authentic to its mission and identity and building on its existing strengths.
- Lead measured change and innovation to ensure Stonyhurst remains competitive and forward-looking.
- Continuously appraise the strategic direction and business plan in light of educational, political, and economic developments, ensuring Stonyhurst is well-positioned to seize opportunities and respond to challenges.
- Lead the Executive team to deliver on all areas of the business plan, maximising the skills of team members through a collegiate approach, whilst ensuring cohesive and collaborative operational delivery.
- Champion a data-driven, policy-based approach to school improvement.

Organisational Culture

- Promote Stonyhurst's Jesuit identity and Catholic ethos.
- Foster a culture of excellence in safeguarding that keeps all members of the community safe.

- Support colleagues to achieve their full potential through a culture of empowerment.
- Engender a culture of academic depth and intellectual variety.
- Promote a culture of generosity towards others and social responsibility both locally and globally.
- Ensure strategic self-evaluation informs development and drives quality.
- Ensure Stonyhurst remains ambitious and global in its partnerships.
- Lead by example with integrity, humility and compassion.
- Participate actively in the daily life of a full boarding school.
- Champion a commitment to equality, diversity, and inclusion.

Staff Development and Leadership

- Provide support to the Executive team while holding them accountable for the effective leadership and management of their respective areas within Stonyhurst.
- Build capacity and develop leadership at all levels, championing an open and collegial organisation in which all staff are empowered to take the initiative and ownership of their areas of responsibility.
- Ensure that excellent safeguarding practice is embedded at all levels and across all areas of the organisation.
- Champion high-quality teaching and learning, with a strong emphasis on classroom excellence and enhanced student outcomes.
- Recruit, retain and support the professional development of all staff and handle capability and disciplinary matters with rigour and fairness.

Admissions, Marketing and External Relationships

- Be an authentic, visible and persuasive ambassador for Stonyhurst, effectively communicating the vision, mission and identity to a wide range of external audiences.
- Maintain and strengthen relationships with key partners, including the Jesuit Province, the Diocese of Salford, the Stonyhurst Association, and the Stonyhurst Foundation.
- Provide strategic leadership to a high-performing Admissions and Marketing team, setting clear targets and ensuring accountability. Enhance the visibility and reputation of the Stonyhurst brand locally and internationally through innovative marketing initiatives, while strengthening admissions strategies to nurture existing markets and identify new opportunities for growth.
- Build and manage strong and trusting relationships with current and prospective parents, staff, alumni and the local community.
- Take a lead role in fundraising, engaging authentically with existing and potential donors.
- Continue to build a strong partnership with Stonyhurst International School Penang, Malaysia, providing support for the Principal of Stonyhurst Penang and oversight of the collaboration of the Stonyhurst mission and identity.
- Develop further schools abroad as the opportunity arises.

Operational and Financial Oversight

- Work closely with the Director of Finance and Operations to ensure effective finance and resource management.
- Oversee the College's budget and ensure financial transparency and sustainability.
- Lead capital development and fundraising initiatives.
- Ensure inspection readiness and compliance with ISI and Catholic Schools Inspectorate standards.
- Ensure full compliance with safeguarding policies and statutory requirements.
- Maintain a culture of vigilance and safer recruitment.
- Adhere to Stonyhurst's operational and employment policies and procedures.

It is considered essential that the post holder resides in an estate home close to the campus. This arrangement ensures the consistent and uninterrupted provision of services and facilities. As such, 24/7 availability is required while on duty to safeguard the wellbeing of the young people in the school's care. source of enrichment in every Stonyhurst pupil's education.

To support a fair and robust system, a rota and call-out scheme is in place and will be appropriately recorded to ensure compliance with the expectations of both the employer and HMRC. The post holder will be required to respond in person in the event of a call-out, emergency, or incident occurring during evenings or weekends.



THE PERSON

The Board is seeking an inspirational Head to succeed John Browne, following ten years of outstanding leadership, to lead Stonyhurst College with integrity, vision, and energy. The successful candidate will be committed to, and empathetic towards, the school's Jesuit and Catholic values and mission.





Qualifications and Experience

- An advanced degree, ideally complemented by additional leadership and/or management qualifications.
- Experience leading a Catholic school, ideally within the Jesuit tradition.
- Proven experience in successfully developing, implementing, and monitoring a school's strategic vision/plan.
- A proven track record of:
 - Driving academic performance and delivering outstanding achievements and results.
 - Inspiring and leading academic and support teams.
 - Recruiting and retaining high calibre pupils, nationally and internationally.
 - Managing human, financial, and physical resources.
 - Developing strong relationships with a variety of stakeholders.
 - Developing effective fundraising strategies.
 - Delivering operational efficiency and cost restructures within an educational environment.

Knowledge, Skills and Abilities

- Excellent communication skills (both written and verbal).
- Willingness to be externally visible and serve as a high-profile ambassador for the school to current and potential parents and the wider community.
- Strong interpersonal skills with an ability to relate effectively to all constituents.
- Ability to lead, inspire and motivate.
- Excellent knowledge and ability to manage financial matters, risk, regulatory, and legal issues, including a strong commitment to safeguarding and health & safety.
- Proven experience in admissions and marketing, with a track record of driving enrolment growth, as well as fundraising.

- Experience in leading and driving innovation in a school environment.
- Excellent decision making and problem solving skills.
- Effective time and project management skills.
- Commitment to ensuring high academic standards.

Personal

- Natural empathy and a commitment to the school's Catholic ethos in the Jesuit tradition.
- The successful candidate will be a practising Catholic in good standing with the church.
- International outlook and a commitment to supporting global citizens who will positively contribute to the world around them.
- Excellent judgment and integrity.
- Confident and articulate communicator.
- Dynamic leader and team player.
- Strategic and forward-looking.
- Adaptable, collaborative, and decisive.



HOW TO APPLY

Stonyhurst College has engaged the services of Odgers to assist with the recruitment of the next Head.

Letters of application, CVs and completed application forms should be submitted online (preferred) at: www.odgers.com/93936.

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documentation.

Following this notice, any inclusion of your Sensitive Personal Data will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

All candidates are also requested to complete an online Equal Opportunities Monitoring Form. This can be found at the end of the application process. Any information collated from the Equal Opportunities Monitoring Forms will not be used as part of the selection process and will be treated as strictly confidential.

For an initial discussion, please contact:

Constance Moss: +44 (0) 20 7529 1109
constance.moss@odgers.com

Lottie Willis: +44 (0) 20 7367 9795
lottie.willis@odgers.com

The closing date for applications:

Monday 28 July at 09.00 BST.

Stonyhurst is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.

Any offer made to a successful candidate will be conditional upon relevant pre-employment checks, including:

- Two **satisfactory references**, one of which must be from your most **recent employer**.
- Proof of **identity, address and right to work** in the UK.
- **Verification** of relevant qualifications.
- Candidates who have worked or been resident **overseas** for three months or more within the last ten years will be subject to **criminal record checks** from the relevant **jurisdiction(s)**.
- Verification of **medical fitness** for the role.
- Confirmation that the applicant is not named on the **Children's Barred List**, administered by the DBS.
- Satisfactory completion of the **probationary period**.
- A satisfactory **enhanced disclosure** from the DBS. The applicant will be required to **complete the application form** for an Enhanced DBS Check and start dates will be **delayed** if a result is not received.
- Candidates in **managerial roles** will be subject to a **Prohibition from Management check**.





STONYHURST
COLLEGE

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