

# THE PERSE SCHOOL SINGAPORE

## **Appointment of a Founding Headteacher (The Perse School, Singapore)**

**from April 2020 or sooner**

***Our vision is to love learning and strive for the greater good***

### **Introduction**

The Perse School Singapore seeks to appoint a Headteacher to lead foundation of this new Primary School in the heart of Singapore. The top-performing independent school in Cambridge, The Perse School Cambridge educates over 1,650 pupils from age 3 to 18. It has a clear track record in managing change (doubling in size over the last decade and becoming fully co-educational) and creating an educational environment that fosters outstanding academic achievement, extra-curricular success and pupil wellbeing and development.

In a conscious decision to embrace the processes of globalisation and to broaden its educational as well as economic base, The Perse is working with Chip Eng Seng, a Singapore-based property development company with a diversifying portfolio of investments in the education sector. CES have already linked with another leading UK school to establish a network of Nurseries in Singapore. They have a substantial education team with experience in the leadership of schools in the elementary and secondary sectors. This will be a landmark school for the vibrant and cosmopolitan city state of Singapore. The Perse School (Singapore) will draw on the rich educational opportunities of Cambridge and The Perse School's excellent pedigree as a 3 to 18 school.

The Headteacher will work in close partnership with Chip Eng Seng's education team to ensure the very best quality of education in the new school. The students will be from the expat population of Singapore but suitable cultural sensitivity will be important in order to make the most of this dynamic part of Asia. The school is expected to follow the Cambridge Primary curriculum.

### **Context**

The Perse School Cambridge International Ltd (a wholly-owned trading subsidiary of The Perse School) has signed an agreement to open a Primary School in Singapore.

The Perse School (Singapore) will provide high quality education for children aged 6 to 12, primarily based around Cambridge Assessment International Education qualifications. It is envisaged that, once at capacity, the school will educate approximately 500 pupils, boys and girls.

Building on the heritage of academic, pastoral and extra-curricular excellence of The Perse School, Cambridge, The Perse School (Singapore) will share the vision to love learning and strive

for the greater good. A set of value statements for school in Singapore have been agreed and mirror those of The Perse School, Cambridge.

### We value **Endeavour**



**Which means we**  
Aim high and challenge ourselves

Try our best and are not afraid to make mistakes

**So we**

Aim to be the best we can reasonably be and unlock our full potential

Set high standards and value the efforts people make to reach them

Are organised and punctual

Develop the resilience needed to embrace setbacks as learning opportunities

Win and lose honourably and graciously

Lead by example

### We value **Intellectual curiosity and scholarship**



**Which means we**

Love learning, thinking deeply and being creative

Welcome reasoned debate

**So we**

Develop a lifelong love of learning, acquiring the qualities and skills needed for successful study

Go beyond the curriculum and exam specifications

Celebrate original thought, research and creativity

Learn to communicate well both orally and in writing

Invite challenge; listen to and value other perspectives

Reflect on our learning to become more effective learners

### We value **Breadth and balance**



**Which means we**

Are involved, engaged and committed

Take full advantage of the opportunities we are given

**So we**

Take on personal responsibility and develop our leadership potential

Learn to play our part in a team

Honour our commitments

Broaden our horizons by trying new activities

Find enjoyment and personal development in extra curricular learning

Keep a sense of perspective

### We value **Respect for one another and our environment**



**Which means we**

Each play our part in creating a kind and considerate community

Care for ourselves, each other, and those in need, our school, the wider community and our world

**So we**

Are honest, kind, courteous, and caring in all we do

Balance the needs of the individual and the community

Act responsibly to keep ourselves and others safe and healthy

Look after the school and wider environment

Acknowledge and appreciate the contributions of others, treat all fairly, and recognise that diversity is a strength

## Background to the location and facilities

Singapore is a city state of 5.6 million people and a well-known global transport, commercial and trading hub. Of these 5.6 million, 3.96 million are Singaporean residents (citizens or permanent residents) and the remainder, 1.64 million are international residents.

The location of the school is in the Bukit Timah district which is a smart residential and commercial area approximately 14km from the central business district. The building will be converted from a former warehouse retail store, allowing the creation of vibrant and interesting classrooms as the structure of the building is based around large, open internal spaces.

There is an MTR stop within 4 minutes' walk and ample parking in the basement as well as at the front of the building.

The building is in the process of being converted and we include some architectural plans to show how the 500+ pupils will be accommodated.

Immediately across the road from the site is the Bukit Timah nature reserve and public recreation land. This is accessible by a footbridge which is c.20 metres from the front of the building. It is envisaged that this, combined with a roof-top multi use games area will form the main outdoor space used by the pupils. Additional spaces for the performing arts and sport are available to hire as required in the local area

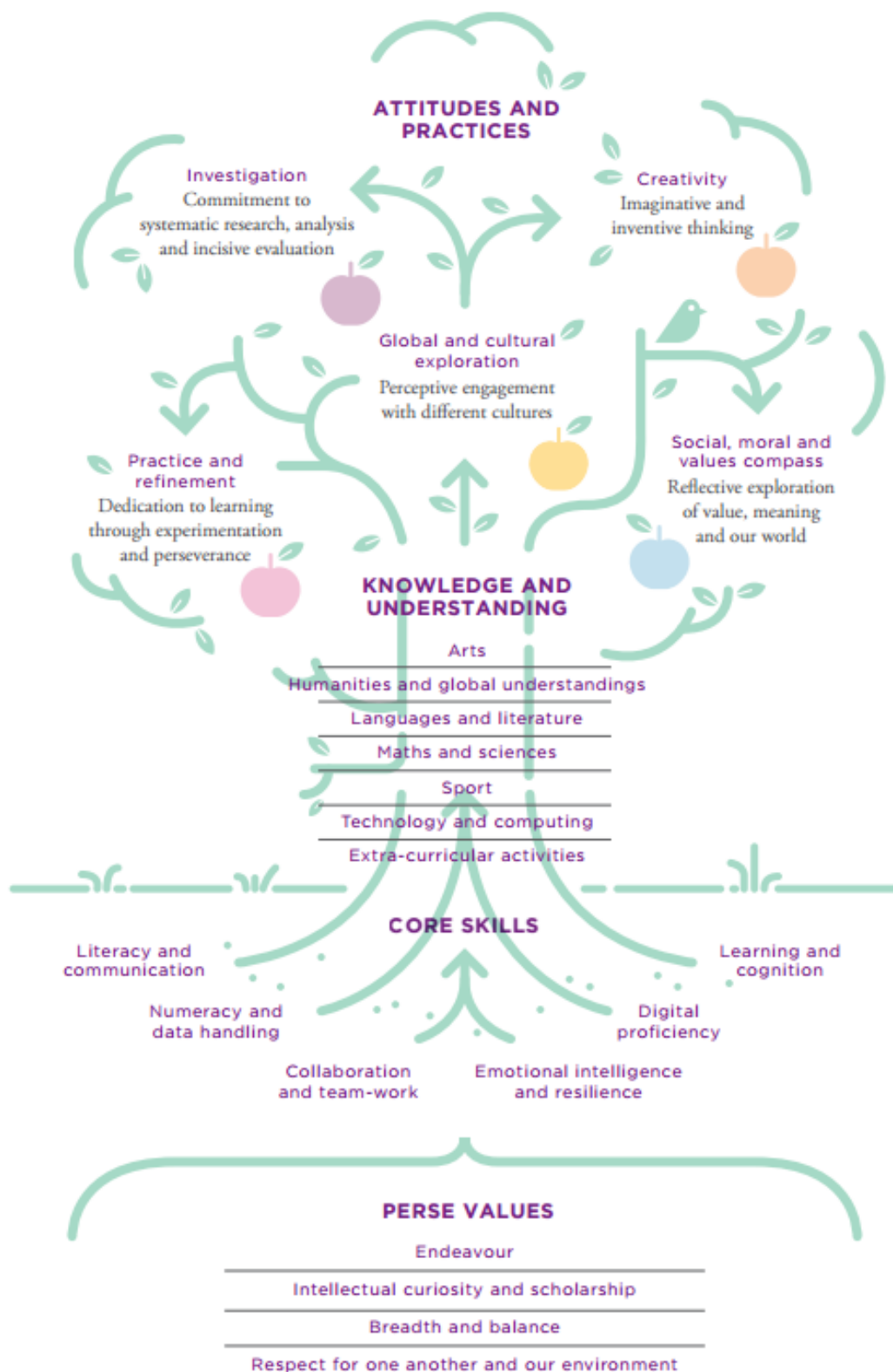


## The School Structure

The school will admit students from six years old to follow the Perse School's curriculum, complemented by the Cambridge Primary curriculum. A strong element of bilingualism (Chinese – English) is expected and will be built into the teaching and learning programmes. An emphasis on having a global perspective to learning will be required with the school developing a global learning course as part of the core curriculum.

Whilst it is possible that in the future there may be a Perse School for secondary age pupils in Singapore, the pupils will prepare for entry to other Singaporean schools and, indeed, schools in other countries.

## Perse Learning Philosophy



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## **Job Description**

The Headteacher will work to establish The Perse School vision and values and, with the support of Chip Eng Seng, implement the student and staff recruitment strategy. As the Headteacher of a start-up school, this role has an in-built dynamism and enterprise that means that a flexible approach to the inevitable challenges will be essential.

### **Areas of responsibility**

1. To work with Chip Eng Seng to ensure a well-planned and carefully executed staff recruitment, induction and continuing professional development strategy.
2. To work with Chip Eng Seng to ensure a well-planned and effective student recruitment and admissions strategy.
3. To work with Chip Eng Seng to implement the marketing strategy for the school. This will involve attending events in Singapore and elsewhere to promote the school.
4. To lead in quality assurance for the school and to liaise regularly with The Perse School, Cambridge to ensure the effective implementation of the education plan, in-line with The Perse values, ethos and standards.
5. To lead the formulation of School policies and implementation of inspection protocols in liaison with The Perse School.
6. To lead the preparation for any school inspections including the annual inspection by The Perse School, and also the creation and implementation of the school development plan which will be written in liaison with The Perse School.
7. In due time, to work to obtain appropriate accreditation for the school with its associated inspection and quality assurance requirements.
8. With Chip Eng Seng, to maintain budgetary oversight of the school.
9. With Chip Eng Seng, to ensure the safeguarding procedures implemented during staff recruitment, induction and during the operation of the school are to the highest standards, in-line with those in UK schools.
10. To advise Chip Eng Seng on resourcing and staffing requirements for the school and to lead teaching staff recruitment.
11. To maintain a high profile within the international education community that is an appropriate assistance to the recruitment of staff and students and to the professional development of the staff.
12. To work closely with The Perse School to develop high quality links for students and staff that benefit the school community and wider joint-ventures between Chip Eng Seng and The Perse School.
13. To promote the welfare and safeguarding of children and young people as part of the duty of care.
14. To establish and develop suitable home-school communications systems.
15. To report in person and / or in written format to the Advisory Council (see below for Governance).

The Senior Leadership of the school will initially comprise the Headteacher and Deputy Headteacher, together with the advisory lead member of staff from Chip Eng Seng. The Senior Leadership will be supported by a wider Senior Management team which is likely to include positions responsible for leadership of the extra-curricular / co-curricular life of the school and the leadership of pastoral care, including safeguarding, as well as the management of marketing and admissions. It is expected that the senior leadership and management structure will evolve over time.

## **Management, leadership and governance of The Perse School, Cambridge in Singapore**

For operational purposes, The Perse School Singapore is linked to The Perse School in Cambridge through the Assistant Head (Educational Opportunities) who is based in Cambridge.

An Advisory Council, comprising two representatives from The Perse School and three from Chip Eng Seng will meet twice a year to provide advice and guidance to the management and leadership of the Singapore school.

### **Personal qualities and competencies required**

#### **Qualifications**

- High Class Honours Degree.
- PCGE or equivalent teaching qualification.

We seek to recruit an inspirational and innovative leader who combines an eye for detail and rigorous implementation with an intelligent understanding of the key academic and pastoral issues facing schools today. Ideally, the post holder will have experience of management in an international school following elements of the British-based curriculum. Experience of working in schools within Singapore or another Far East country will be an advantage. An appreciation of the challenges and opportunities of working in different cultural contexts is essential.

The post holder will need to move seamlessly between big picture and detailed thinking. They will also need to be a clear and persuasive communicator with excellent interpersonal skills and to be comfortable working in a dynamic, international environment with all the practical and cultural challenges and opportunities that this entails.

Experience of start-up schools and with the recruitment of students and staff is desirable. This is a job for a proactive and hands-on leader who is able to juggle multiple demands on their time and keeps a sense of perspective. It is also a job for a leader who places high store in the nature and quality of professional relationships with staff and students.

The ideal candidate will be someone:

- with significant experience as a school Head or senior leader, preferably of a British-style Primary or Prep school. Ideally, the candidate will have significant experience working in a similarly high-profile academic school within the UK and will have held a leadership position for long enough to implement significant cultural and organisational changes successfully;
- with experience working in an international school, preferably in management or leadership, within Singapore or the Asia region and who is diplomatic and culturally sensitive;
- with prior experience of the Cambridge Primary programme and being, themselves, a primary school specialist;
- with a strong track-record of promoting staff professional development;
- with a sharp and analytical mind that can see both the big picture and the small detail and who is suitably innovative and entrepreneurial to be best suited to a start-up environment;
- with excellent written and oral communication skills and a strong, academic record as evidenced by personal qualifications;
- with ability to communicate effectively verbally and in written form and to be able to sell the school's vision and values;
- with the ability to motivate and inspire others, both colleagues and pupils, and be someone who is self-confident and has a natural sense of authority;
- with a considerable work-rate and high degree of accuracy and administrative efficiency;

- with the PR skills, gravitas and public speaking talents needed to represent the School on public occasions;
- who is a good judge of people, processes and situations, and who listens well and reflects on information and advice before making decisions;
- with a strong pastoral approach and experience with handling sensitive issues involving primary-age pupils and their families;
- with the diplomatic skills to deal with potentially contentious parental, pupil, staff and public concerns;
- with a creative, imaginative and positive approach to problem solving and with the ability to take difficult decisions;
- who is commercially astute;
- with a generosity of spirit which accepts that there will be a significant amount of out-of-normal-hours work to be done;
- and with the resilience and stamina needed for all of the above.

### **Perse School background information**

The Perse School was founded in 1615 by the will of Dr Stephen Perse, a Fellow of Gonville and Caius College at Cambridge University. It was first established to provide for 100 free scholars from all backgrounds in Cambridge. The school has evolved much during the last 400 years and it has grown to educate over 1,650 boys and girls from ages 3 to 18.

Details of The Perse School can be found online via <https://www.perse.co.uk/> .

The Perse School has a long history of excellence in student achievement. In 2017, The Times placed The Perse School second in the UK for our A Level results and in 2018 we were ranked sixth with 49% of our A Level (or Pre-U equivalent) results being graded A\* and 84% A\* or A. Also in 2018, 80% of the grades achieved in GCSEs and IGCSEs were A\* (or numeric equivalent) and The Times named The Perse as the number 1 ranked co-educational school in the UK.

Our Prep School in Cambridge teaches 280 boys and girls from age seven to 11, the vast majority of who progress to the Perse Upper. There is a conscious decision to teach a challenging and enriching curriculum which involves increasing classroom time with subject specialist teachers. Pupils are taught science in purpose-built laboratories from a young age. Priority is given to an extensive extra-curricular programme and to a strong pastoral framework, including a house structure for competitions and activities which combine year groups.

Charitable activities and international links lie at the heart of our work. The Perse School was one of the Founding Schools in the Strategy Alliance of Global Educators (SAGE); an organisation which actively links our staff and students with others across the globe <https://sagesch.org/>.

Many of our teachers are examiners for public examinations and some are textbook authors, syllabus designers, advisers and teacher trainers. The recent addition of the Peter Hall Performing Arts Centre (Sir Peter Hall was a Perse alumnus) has greatly enhanced the creative and performing arts possibilities at the school.

The Perse School retains strong links with the City of Cambridge. There are currently three Cambridge College Fellows who sit on the Governing Board. Academic staff from the university as well as scientists from research campuses give regular lectures for pupils, parents and staff.



## **Safer Recruitment**

The Perse School (Singapore) is committed to child protection, safeguarding and promoting the welfare of children. Applicants must be willing to undergo child protection screening appropriate to the post. In addition, interviews will explore candidates' suitability to work with children.

## **Remuneration**

The package offered will be competitive within the context for international recruitment.

## **Applications**

A letter of introduction and an up-to-date CV which contains full details of all qualifications as well as dates, without any unexplained gaps, in employment record. Details and dates of periods of time in each role and location must be given in full. Please include the names and contact details of two professional referees, one of whom must be your current or most recent employer. All documents should be sent to [recruitment@perse.edu.sg](mailto:recruitment@perse.edu.sg). Please include in the letter an outline of your motivation for leading a start-up school in Singapore.

The deadline for applications is 9am (UK time) on 20<sup>th</sup> September. Interviews will be held in person at The Perse School, Cambridge or via video conference in early October.

Potential applicants wishing an informal discussion about this opportunity are encouraged to contact Simon Armitage, Assistant Head (educational opportunities) at The Perse School, Cambridge on [sdarmitage@perse.co.uk](mailto:sdarmitage@perse.co.uk)