



BRIGHTON COLLEGE DUBAI

BRIGHTON COLLEGE DUBAI HEAD



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EXECUTIVE SUMMARY

Located in one of the most dynamic cities in the UAE, Brighton College Dubai provides an exceptional educational experience, nurturing, challenging and supporting pupils to become active and capable citizens of tomorrow.

Having opened in September 2018, on an iconic, purpose built site with world class facilities, the School caters to pupils aged 3 to 18 seeking a progressive British-curriculum education with a global outlook, underpinned by the aims and ethos of Brighton College UK, one of the UK's leading independent schools.

The Board of Governors now seek an inspirational, strategic leader to succeed the Founding Head, Marco Longmore, who is moving to take up the post of Founding Headmaster of Fettes College, Guangzhou. Building on the existing strong platform of success, the next Head has an exciting

opportunity to set out an ambitious new vision and to shape the development of this rapidly growing school and most recent addition to the Brighton College family of schools.

The successful candidate will combine a track record of highly successful leadership experience, developed in the UK or internationally, with the cultural awareness, political nous and global perspective to inspire the entire College community and manage diverse stakeholder relationships. First-class communication skills with the gravitas to act as a visible leader and ambassador are crucial, as is the commercial drive to further this latest venture for Brighton College. A genuine resonance with Brighton College's educational values and a commitment to embedding these in Dubai is essential.



THE SCHOOL

An Introduction to Brighton College Dubai.

Brighton College Dubai is a for-profit, co-educational day school offering a British style education leading to IGCSEs and A-levels, and sharing the same values as Brighton College UK. The School opened in September 2018 up to Year 9 and has steadily grown since. Located on an iconic, purpose-built, state-of-the-art 20-acre campus with a capacity for 2000 pupils aged 3 to 18, Brighton College Dubai has the facilities and structures in place to offer a progressive and innovative education, where pupils' learning extends well beyond the classroom, making it an unrivalled and unique learning community.

AIMS AND ETHOS

Brighton College Dubai aims to become the leading school in Dubai, striving to create a family-orientated, respectful and vibrant community for all.

Pupils should leave the School with:

- a love of learning for its own sake;
- a foundation of knowledge and body of skills with which to understand and question the world we live in and to prepare them, through an innovative approach to education, for the world which they will inhabit in the future;
- an awareness and appreciation of the spiritual dimension in our lives;
- an enthusiasm for the world beyond the classroom – in particular, sport, music and the performing arts;
- a respect for difference in others and a recognition that the efforts and achievements of every individual in our community are valued equally.

ACADEMIC LIFE

Brighton College Dubai provides a curriculum that is designed to inspire children to develop a love of learning which will stay with them beyond leaving the School.

EARLY YEARS

Educating children from the ages of 3 to 6 (Foundation Stage 1 and 2), the Early Years at Brighton College Dubai is a place where children can be inspired in a friendly, world-class learning environment.

Every child is unique and the first priority is to build positive relationships which nurture the children in rich and stimulating environments, both inside and outdoors. Through 'active learning' children will experience and explore a range of challenging and playful learning opportunities which will develop their aptitudes for development and learning.

The curriculum provides a balance of carefully planned child-initiated and adult directed activities in order to develop our children as effective learners. Creativity is fostered in a warm, safe environment where every child is celebrated, cared for and valued. World class facilities, specialist teaching and resources provide additional opportunities for children in the arts, music and sports.

THE SCHOOL

PREPARATORY

The Prep School starts in Year 1, where pupils will continue to have one class teacher for the majority of their subjects. This ensures that they feel secure and have a firm base as they develop. They will start to be introduced to a more vertical pastoral system and benefit from the interaction with older pupils, who act as role models and mentors.

The Prep School has a strong culture of academic expectation, and pupils from Year 1 to Year 6 are educated through programmes that foster knowledge, understanding, skills as well as appreciation and respect for themselves and others. Pupils will follow a rich and balanced curriculum which inspires them to be creative, enterprising and innovative.

The enhanced National Curriculum from Brighton College UK is used for the core curriculum subjects and provides an established, high quality framework that develops pupils' skills and competencies in a rigorous way. The core subjects of English and Maths are an essential precursor to educational success and so are given a high priority to ensure pupils can achieve mastery in a range of different contexts.

The International Primary Curriculum is used for other subjects and the thematic curriculum provides a comprehensive and clear process of learning in an interest driven, cross-curricular exploratory style, where there is an emphasis on independent enquiry. It also provides opportunities to engage in personal learning, promotes international mindedness and has topics which are both extremely current and relevant.

Unlike many other international prep schools, in Year 5 children are introduced to specialist teaching across the curriculum. The advantage of teachers who are passionate and knowledgeable about their subject is invaluable and sets the children on a path towards success.

Pupils at Brighton College Dubai are encouraged to take on responsibilities, get involved in school and community life and to rise to challenges so that they can thrive as they grow and develop into motivated, compassionate and confident young people.

SENIOR SCHOOL

Pupils move into the Senior School in Year 7 and begin their secondary education with a focus on preparation for IGCSE courses. The curriculum they follow is academically rigorous and designed specifically for pupils learning in an international community whilst maintaining a strong local context.

At the end of Year 11, pupils will sit their IGCSE examinations and begin the transition into the Sixth Form. In Year 12, most pupils will concentrate on four subjects and further deepen their skills and understanding in preparation for university study. A-level examinations are then taken in three or four subjects at the end of Year 13, their final year at school.

Brighton College Dubai offers a curriculum and learning experience which is rigorous and challenging and aims to equip pupils with qualifications that reflect their potential. This is complemented by an outstanding pastoral provision and wider curriculum which has been developed from the leading best practice in the UK.

THE SCHOOL

ENGLISH AS AN ADDITIONAL LANGUAGE

Brighton College Dubai has the resources and expertise to support EAL pupils, providing differentiated work commensurate with their understanding and offering language support in the form of visual aids, use of symbols and pictures, gestures, demonstrations, paired working, ICT, readers, buddies and so forth. Expert EAL staff provide additional support for the pupil in the classroom or the pupil may be withdrawn for specific language input as necessary.

SPECIAL EDUCATIONAL NEEDS AND DISABILITIES (SEND)

Led by well-qualified, dedicated teachers working in designated areas throughout the College, SEND at Brighton Dubai is supported with personalised and expert intervention. Brighton College Dubai is committed to being an inclusive school where the varying needs of our pupils can be met so that they can make the most progress possible. Delivered either through in-class support, individual or in small group teaching, pupils in these groups will be encouraged to work collaboratively to ensure that they feel fully integrated in school life.

LIFE BEYOND THE CLASSROOM

THE ARTS

The pursuit of the arts at Brighton College Dubai is a vitally important vehicle to nurture creativity, passion and individuality of each child.

Expressive and performing art subjects are included within the curriculum and the department has its own particular emphasis and philosophy, but works collaboratively towards a shared commitment pursuing excellence as well as provision for all.

Arts activities on offer include drawing and sketching, painting with different media, modelling, weaving, photography and computer aided design.

Music lessons include time for choir, orchestra and individual instrumental music tuition, allowing pupils to study towards examinations by the Associated Board for the Royal Schools of Music (ABRSM).

The Arts are also heavily represented within the School's Co Curriculum Activities programme which is available to pupils during and after the school day.

SPORT

Sport forms an integral part of a pupil's life at Brighton College Dubai. Pupils experience a wide variety of different sporting activities through Physical Education (PE) lessons, as well as the diverse after-school activities programme that the College has to offer.

"Sport for All" encapsulates the ethos of the Sports Department which focuses on progression and enjoyment for all pupils. Pupils are not only encouraged to pursue sports in which they are talented, but more importantly they are encouraged to try new things and take risks.

Sports on offer within the curriculum include: football, basketball, netball, tennis, touch rugby, swimming, dance, cross-country and gymnastics.

THE SCHOOL

PASTORAL CARE

The House system plays an integral role in the pastoral care provided to pupils in the Prep and Senior Schools. Pupils are allocated to one of the Houses, which are co-educational and have the same structure as one another, each led by a Housemaster or Housemistress. The Senior School Houses are striking, purpose-built spaces that help to make pupils feel comfortable and well cared for.

Each year group has a Tutor who will be responsible for the immediate day-to-day organisation of pupils and who help monitor and guide pastoral and academic progress.

The Tutor is the first port of call for the family when contacting the School, and this strong partnership develops over the years between the School and home.

Housemasters and Housemistresses maintain the overview of all the pupils in their House and are responsible for the tone and ethos of the House. They take specific interest in key areas of the pupils' progress, such as IGCSE choices and university admissions and are involved in helping pupils through any disciplinary issues.

Each House has its own ethos and spirit and House Competitions are an opportunity for all pupils to represent their House in a wide range of events and activities, from singing to swimming and entrepreneurship to tug-of-war!

In particular, there are a large number of non-sporting events, alongside the huge range of traditional House sports competitions.

CAMPUS AND FACILITIES

The campus and facilities at Brighton College Dubai are truly world class, setting it apart from other competitors in the region. Classrooms are purpose-built for a 21st Century, innovative and immersive learning experience.

Sports facilities include: a 25 metre swimming pool; a trainer swimming pool; 400m athletics track; a purpose built gym and all weather pitches.

An innovative and technologically-advanced Learning Resource Centre links all sections of the College, providing hands-on learning opportunities, an exceptionally well-resourced library and bespoke educational stimuli, resources and equipment for all age groups.

A Performing Arts Centre that can seat 700 is planned for the next phase of development. It will house music practice rooms and instrumental teaching rooms, showcasing the College's passion for drama, music and dance.

ORGANISATIONAL STRUCTURE

GOVERNANCE

Brighton College Dubai is the realisation of a joint venture between Brighton College UK and Bloom Education – an established educational provider in the UAE.

The Head is accountable to the Board of Governors for the delivery of first-class education and outstanding pastoral care. The Chairman of Governors of Brighton College Dubai is Mr Ragheed Shanti. The current members of the Board of Governors, comprises stakeholders from Brighton College UK, Bloom Holdings and Bloom Education.

THE BRIGHTON COLLEGE FAMILY

Brighton College UK

Brighton College Abu Dhabi

Brighton College, Al Ain

Brighton College Bangkok

Brighton College Dubai

BRIGHTON COLLEGE UK

Brighton College UK is, today, the leading co-educational school in England. Academic results place Brighton among the top 10 schools in England; provision for art, music, dance and drama is exceptional, and the College's sporting prowess is nationally renowned.

The Brighton College family of schools also includes Brighton College Prep School, St Christopher's and Handcross Park, educating a further 1,150 children aged 3 to 13. Overseas, the College has opened Brighton College Abu Dhabi, Brighton College Al Ain and Brighton College Dubai in the UAE, and Brighton College Bangkok in Thailand. Brighton College Singapore opens in September 2020. Examination results are strong and the College is among the highest performing schools in England at GCSE and A-level. In 2019, almost 94% of grades at GCSE were at grades 9-7, whilst over 97% of grades at A-level were at A*, A or B.

The last five years have also been the best five for Oxbridge success in the 168-year history of the College. There are currently more than 100 former pupils studying at Oxford and Cambridge.

The Sunday Times awarded Brighton College the title of UK Independent School of the Year 2011-12 and again in 2018-19; Tatler magazine awarded Richard Cairns the title of Head Master of the Year 2012-13; and Brighton College was named the United Kingdom Independent School of the Year 2013-14 (Independent Schools Awards). In 2014 and in 2019, The Week magazine named Brighton College the "Most Forward Looking School in Britain". In 2015, there was a full ISI inspection in which the College was awarded the top grade in every single category, including an 'Exceptional' for Teaching and Learning. Above all, Brighton is a very happy place, which prides itself upon being a warm, inclusive and respectful community, where staff are delightful and positive and our pupils are intellectually curious and charming.



THE ROLE

The next Head of Brighton College Dubai will join a highly successful school at a crucial stage in its evolution. The School has started an exciting journey under the leadership of Marco Longmore who is moving to take up the post of Founding Headmaster of Fettes College Guangzhou. The next Head has the opportunity to grow and develop the School, establishing it as a leader in the region.

For the right candidate, this leadership challenge will be an exciting and highly rewarding experience.

KEY RESPONSIBILITIES

The Head's primary, over-arching responsibility is to manage the School's ongoing development, encompassing the following priority tasks:

- Recruit highly-committed academic leadership and teaching staff.
- Ensure the College continues to have strong strategic and operating frameworks that enable sustained growth and high performance, including excellent education and pastoral care in the context of its mission, ideals and ethos.
- Ensure the College has a clear educational vision, incorporating academic excellence, a service ethos and inter-cultural understanding, which reflects the aims and vision of Brighton College.
- Maintain strong partnerships with Brighton Colleges internationally, Brighton College UK and Bloom Education.
- Continue its reputation for excellence and ensure strong performance in international rankings and accreditations.

- Maintain a robust admissions process and criteria.
- Establish relationships with major universities to provide successful progression routes.
- Oversee pupil selection.
- Lead on external relations, communication and advocacy and advising with a range of stakeholders including pupils, parents, sponsors, Brighton College alumni and representatives of the local community.

KEY OBJECTIVES

- Continue the excellent pastoral and academic provision provided by the School and ensure this is honed and developed in line with modern day best practice.
- Grow the school roll in line with the targets set by the Board and Bloom Education.
- Ensure that the School continues to attract and retain pupils whose profile aligns with the values and ethos of the School and Brighton College UK.
- Appoint and retain high quality staff who will lead on innovative teaching and learning best practice.
- Articulate the School's vision and values to the Dubai community and more broadly, ensure that it serves the needs of all pupils and is relevant to the challenges that are faced today.

PERSON SPECIFICATION

The role of Head of Brighton College Dubai requires an inspirational leader with the vision, gravitas and ambassadorial skills to further develop the School in an evolving and competitive marketplace.

Candidates will require stamina and energy, the interpersonal skills to command the respect of a wide range of stakeholders from different cultural backgrounds, and the intellect, sensitivity and humility to engage broadly whilst shaping strategy and policy in tandem with the Board of Governors and Bloom Education.

Candidates will be required to show a clear commitment to Brighton College's mission, values and educational philosophy and be able to articulate the unique offering of Brighton College Dubai to the community and broader educational international backdrop.

EXPERIENCE

- BA in Education or Bachelor's degree with PGCE.
- NPQH or Master's in Education is preferred.
- A proven track record of highly successful school leadership experience, and an understanding, not necessarily through direct experience, of the challenges faced of a modern day international school in an urban context.
- Proven experience of leading, developing and motivating high calibre, diverse teams with a strong commitment to the continued professional development of all colleagues.
- Strong academic and intellectual credentials to command the respect of staff, pupils, parents and the wider community.

SKILLS AND KNOWLEDGE

- A first-class strategic thinker with the capacity to provide clear leadership in a changing and complex external environment.
- First class communication skills with a demonstrable ability to act as an effective and compelling ambassador for Brighton College Dubai in a changing market which has seen the arrival of several premium

school brands in recent years with more planned in the short to medium term.

- High levels of commercial acumen and a strong understanding of the business aspects of successful modern headship in a challenging market.
- A proven track record of successful delivery of the British curriculum and a demonstrable commitment to the importance of a rich extra-curricular programme.
- A demonstrable appetite for educational innovation and a broad knowledge of the rapidly changing sector internationally.
- High levels of emotional intelligence and the cultural sensitivity and global perspective to relate well to people at all levels and from a diversity of backgrounds.
- Excellent communication and interpersonal skills with high levels of emotional intelligence.

PERSONAL ATTRIBUTES

- A highly visible leader with the charisma, energy and ambition to inspire and motivate the different constituencies which make up the Brighton College Dubai community.
- An empathetic relationship-builder with a sophisticated understanding of how to work effectively with multiple stakeholders, build strong teams, delegate effectively and bring out the best in colleagues.
- Demonstrable commercial acumen.
- Sensitivity towards different cultures.
- Sound judgement, high levels of self-awareness, resilience and stamina, and a strong sense of personal and professional integrity.
- A genuine commitment to the Brighton College values, ethos and educational philosophy.

LIFE IN DUBAI

Dubai has been dubbed the 'Paris of the Middle East' due to its captivating charm, distinctive culture and enchanting character that exudes a luxurious way of living that many only dream about. The surrounding area is home to a unique blend of timeless deserts which contrast with the modern city buildings that help to make Dubai such a mesmerizing holiday destination.

Dubai is a thriving international hub, where approximately 90% of the c.2 million residents are ex-patriates living alongside the local Emiratis. The successful candidate will be sympathetic to and considerate of the culture of a Muslim country, in both their personal and professional life.



THE APPLICATION PROCESS

TERMS OF APPOINTMENT

Brighton College is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children. The successful candidate must be willing to undergo child protection screening appropriate to the post including DBS checks.

APPOINTMENT PROCESS AND HOW TO APPLY

Complete applications, including a letter of application, application form and CV should be submitted through TES.

The closing date for applications is **Monday 28th October 2019.**

Long list interviews will take place during week commencing 11th November and shortlist interviews will take place at Brighton College in the UK, during the week commencing 18th November.

The College reserves the right to appoint a successful candidate prior to the closing date and so an early application is advantageous.

SAFEGUARDING AND EQUAL OPPORTUNITIES

Brighton College 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 of employment will be subject to an enhanced DBS disclosure, the receipt of satisfactory references, the College's pre-employment medical question, relevant original ID documentation and examination certificates. The College understands that a robust, fair and transparent recruitment and selection policy plays a central role in achieving this aim.

The College is committed to ensuring that the recruitment and selection of staff is conducted in a manner that is systematic, efficient and effective and promotes equality of opportunity. Our full equal opportunities policy is available on the 'Vacancies' link on our website.





• BRIGHTON COLLEGE •
DUBAI