



Deputy Head (Pastoral)

Prep and Pre-Prep, Combe Down Site

Candidate Information Pack





The School

Monkton places thinking differently at the heart of its strategic vision. We are already one of the country's best known smaller boarding schools and pride ourselves on our size meaning you can really get to know all of the pupils and serve as a full part of our community. We are a Christian school with worldwide connections and interests, and have a strong reputation for pioneering and proactive pastoral care which fosters high achieving pupils who understand how they succeed.



Monkton is seen by parents to be a caring and inclusive community which supports the education of the whole child, as well as encouraging the pursuit of individual excellence. It is hard to understand Monkton without feeling it for yourself: our pupils are confident without arrogance, servant hearted and passionate about our community. Monkton is a school where pupils develop their personal values in the context of a community where kindness, creativity and adventure are positive features. The expression of the School's ethos can be found in many fine examples of Monktonians achieving positions of leadership in a huge breadth of fields both nationally and internationally.

All members of staff are committed to boarding school life, seeking to contribute widely outside the classroom within pastoral, sporting and other co-curricular spheres.





Prep and Pre-Prep

The Prep and Pre-Prep are both situated on the Combe Down site. The purpose built Pre-Prep opened next to the Prep in 2016, and the next stage of our strategic plan will see both sections join together to be a regional leader for pupils from 2 to 13. The plan defines a dynamic vision for the future in which outstanding specialist provision across the age range ensures pupils love learning, develop an understanding of themselves and recognise the importance of serving as stewards.

At the last inspection in May 2018, the school was judged to be Excellent in both pupil achievement and pupil personal development by the Independent Schools Inspectorate. Pupils enjoy a broad and exciting programme within the framework of outstanding pastoral care, both for boarders (from Year 3) and day pupils. Flexi-boarding is also an option many pupils choose at some stage during their time at the school. Facilities include an indoor, four lane, 25m swimming pool, a 300 seat auditorium, one full-sized and one half-sized astro pitch, tennis courts, outstanding sports pitches, an ICT suite, two science labs and a magnificent view over the Somerset hills to the South West. Future plans include a new multi purpose dining space and redesigned theatre, all as part of the wider school's Vision for the Arts.

The Prep and Pre-Prep staff team is dynamic and committed to delivering the School's Vision to offer an outstanding education which inspires young people to become confident, kind and ambitious adults who live fulfilling lives. Martin Davis, Head of Prep, and Catherine Winchcombe, Head of Pre-Prep, have both been in post for three years and work closely together to ensure a smooth continuum through the Pre-Prep and Prep years. Whole school collaboration enables us to offer outstanding opportunities in Sport (including swimming), Outdoor Learning, Music, Art and French for our youngest pupils. A number of staff work across the three school sections and this speaks to our whole school vision to provide the best experience for pupils in all subject areas from 2-18 years. The strategic plan for the Combe Down site falls into three distinct areas: Learning, Leadership and Land. We want our pupils to be high achieving, judged against their own abilities; to learn in a safe, well protected environment; and to experience a breadth and quality of achievement in specialist disciplines. Our School Values: Confidence, Integrity, Service and Humility, form a strong foundation for our School community, within the living Christian Ethos.

The site is located within an area of outstanding natural beauty, is just over three miles from Bath city centre and within easy reach of London, Cardiff and Southampton via an excellent train service. A single board of Governors oversees the entire School (Pre-Prep, Prep and Senior) and Monkton is a registered charity and is incorporated as a company limited by guarantee. The Principal acts as both the Head of the Senior School and as the CEO of the group. Monkton was founded in 1868 within the mainstream evangelical tradition.



Deputy Head (Pastoral)

The Deputy Head Pastoral role sits across the Pre-Prep and Prep and holds responsibility for pastoral provision across the 2-13 years age phase. With a team of pastoral staff sitting below, the successful applicant will provide outstanding leadership for proactive pastoral provision on the Combe Down site. Focused around pupil leadership and self awareness, the role holder will have the opportunity to develop new initiatives and to be innovative and creative in this distinctive area of the school. This is an exciting opportunity to make an impact on the academic life of the School, whilst also gaining significant leadership experience across the Pre-Prep and Prep years.

Our Vision: Monkton inspires young people to become confident, kind and ambitious adults who live fulfilling lives.

Our Mission: Monkton thinks differently. We start with a proactive pastoral environment to develop academically strong enthusiastic learners within a living Christian ethos.

Our Values: Confidence, Integrity, Humility, Service



The Role

Main purpose

Under the direction of the headteacher/s:

- Lead in the implementation of the School's vision and support the strategic direction of the school
- Support and promote the School's distinctive Christian foundation
- Ensure policies support and achieve the aims of the School
- Manage staff and resources to support the School's objectives
- Monitor progress towards the School's aims and objectives
- When required, deputise for the headteacher/s

General duties and responsibilities

- Support with the day to day management of the School
- Lead by example, focusing on excellence
- Build positive relationships with all members of the School community
- Have a good knowledge of developments in education, locally nationally and globally
- Communicate effectively with parents, both written and oral
- Work within the financial framework of the School

Specific Duties

- Lead in the development and implementation of a school wide pastoral plan which ensures all pupils benefit from high levels of personal development and engagement, increasing self awareness and an opportunity to lead others as much as is possible or age appropriate
- Provide a safe, calm and well-ordered environment for all pupils
- Command exemplary behaviour from all pupils
- Design and implement School systems and processes that are efficient and fit for purpose regularly reviewing and updating for efficacy and impact and adapting as needed
- Oversee pastoral systems, including behaviour management, rewards, anti-bullying, attendance
- Line manage pastoral leaders
- Designated Safeguarding Officer with key focus on safeguarding pupils
- Data (AS Tracking) - ensure pastoral intervention is monitored and challenged
- Oversee Personal Development/RSHE programme
- Lead on pupil leadership and character development



- Ensure regular opportunity for pupil voice, communication of responses and action plans and implementation of change as needed
- Safeguard and promote the welfare of children and follow the staff code of conduct
- Hold staff to account for their professional conduct and practice identifying and managing under performance in discussion with the Head(s)



Person Specification

		Essential	Desirable
Qualifications	QTS	√	
	Additional professional qualification		√
Experience	Leadership and management experience in a school	√	
	Line management experience	√	
Knowledge And Understanding	Ability to analyse and work with data	√	
	Outstanding classroom practitioner	√	
Skills	Effective communicator with strong interpersonal skills and a sense of fun	√	
	Ability to communicate a vision and inspire others	√	
	Ability to work collaboratively with others	√	
Personal Attributes	Ability to work under pressure and maintain confidentiality at all times	√	
	Be willing to embrace, support and develop the Christian ethos of our school	√	
	Commitment to safeguarding and equality	√	



Safeguarding

Monkton Combe School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and Disclosure and Barring Service.

- [Child Protection \(Safeguarding\) and Staff Code of Conduct and Behaviour Policy, including EYFS](#)
- [Equal Opportunities Policy, including EYFS](#)