



REDMAIDS'
HIGH SCHOOL
FOR GIRLS | BRISTOL

Appointment of Head

September 2019



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“A place for curious minds; a place for debate and discovery; a place where girls become global thinkers; a place where girls take centre stage.”



Introduction

Redmaids' High School is the leading independent day school for girls in Bristol and one of the leading schools in the South West of England. Formed following the merger in 2016 of The Red Maids' School and Redland High School, it is the longest established girls' school in Great Britain, dating from 1634.

With over 620 girls in the Senior School (Years 7-13) and an increase to a five form entry for a record Year 7 intake in September 2019, the period since the two schools came together on one site in September 2017 has been highly successful. The Junior School (Years 3-6) has its own Head reporting directly to the Governors and operates on a separate but adjoining site with a further 140 girls.

The School provides an educational experience for pupils in which intellectual development, academic success and pastoral care are complemented by high quality performance in the arts, sport and co-curricular activities. Its purpose is to enable girls from many different backgrounds and cultures to flourish and to enable them to fulfil their potential by equipping them with the skills and knowledge to succeed in a fast-changing world. The School encourages students in their social, personal, moral and spiritual development and fosters a sense of community through a friendly, supportive and caring environment.

Redmaids' High School has an impressive academic record. Girls, the large majority to their first choice, go on to leading UK and international universities, including Oxford and Cambridge. In 2018, 48% of leavers went on to study STEM subjects at university, including a significant number reading medicine. In 2009 the School led the way in Bristol, offering the International Baccalaureate in addition to A-Levels and until 2018 was the only school in Bristol to do so. In 2019, 77% of A Level grades were A*, A, or B; the average IB Diploma score was 35 and at GCSE 65% of passes were A* or A (9-7).

The School has a strong international outlook. In addition to offering the IB, the school has strong links with schools in New York, Sydney, Cambodia, Moldova and Nepal with frequent working trips to and from these locations as well as many other tours by academic departments and for music and sport.

Redmaids' High occupies a spacious, leafy site on the North West side of the city of Bristol. In recent years there has been a programme of continuous improvement of facilities. In 2011 a stunning new 6th Form centre was opened. In 2014 a new library, refurbished dining hall and a new reception area followed. Most recently, and to facilitate the merger on a single site, the previous assembly hall was demolished and a new performing arts venue with additional classrooms opened in September 2017. This highly acclaimed new building, Redland Hall, is one of the largest performance spaces in Bristol and is already proving a powerful magnet throughout the city's performing arts community.

In 2017 a 16-acre site was acquired in order to underpin the School's increasingly high national profile in sport and to provide for all levels of participation. The proposed development (with planning consent expected shortly) will include two Olympic-standard hockey pitches, new netball courts, football pitches and scope for cricket and athletics. New changing and social facilities are also planned with an expected opening in the summer of 2021. This major investment will also provide benefits for the wider Bristol community. The site's facilities and location, minutes from the school and within easy reach of the M5 (Junction 17), will attract teams from across the country.

Redmaids' High School's staff and Governors are united in a vision of progressive education for girls and young women. The highest levels of personal achievement are encouraged within a warm and supportive community. Equal emphasis is placed on independence and co-operation; individual achievement and collaboration; qualifications and participation in extra-curricular activities. The school benefits from a strong endowment fund which enables it to offer bursary support to girls from all social and economic backgrounds, who are able to take advantage of what the school offers.



The Governors now seek an outstanding candidate to follow and develop the inspirational work of Isabel Tobias, who retires in Summer 2020 after 19 years as Head, in leading the school in an increasingly competitive environment.

For further information about the School, please visit the website at <http://www.redmaidshigh.co.uk>

The Opportunity

The current Head, Isabel Tobias, will retire in September 2020 following 19 years of outstanding service. The Governors are looking to appoint an experienced teacher with the potential to provide strong and inspirational leadership to an already thriving community. They are open minded as to whether this will be someone with previous headship experience, but what is important is that candidates for the role show dynamism, charisma and imagination, coupled with a vision for how Redmaids' High School might develop over the coming years. It will be critical that candidates are also passionate about all girls' education and are able to articulate the role single-gender schools like Redmaids' High can play in the UK education system.

The incoming Head of Redmaids' High School will inherit a successful, large day school which has been through significant change in recent years. The Governors feel the School is poised to achieve further great things in the years to come and wish to support and enable the new Head to be a success in this role. The Head will have the chance to work with a well-run and progressive Board.





The Role

The Head is responsible to the Board of Governors for the whole conduct of the School's affairs, including the safety and welfare of the pupils and staff in its community. The Board attaches the greatest importance to the education, development and well-being of its pupils. It will be the Head's overall responsibility to ensure that these are achieved to the highest possible standard while ensuring the ongoing financial success of the school.

The Head's responsibilities include working with the Governors on the development of a vision and strategy for the School, the appointment of all teaching staff, the direction of the teaching, the content and organisation of the curriculum, and the management and discipline of the School. The Head will work closely with the Director of Finance and Operations (DFO), who is appointed by the Board and is responsible to the Head and Board for all financial and estates matters. The Head is supported by a senior management team which consists of the DFO, two Deputy Heads, four Assistant Heads and the Head of the Junior School.

Redmaids' High School has enjoyed success since its merger in 2016. This has been achieved through academic excellence for its pupils and the continuance of the School's reputation for supporting the girls with a focus on all-round education. The Head is expected to maintain and develop the strengths of the School as the leading independent day school for girls in Bristol and one of the leading schools in the South West of England.

The Head shall (save in exceptional circumstances) attend every meeting of the Board of Governors and relevant committees as agreed with the Chairman of Governors, alongside the Head of the Junior School at Redmaids' High. Both Heads report to the Chairman of Governors, but are expected to work closely together for the benefit of both schools.

Safeguarding

The School has strong and robust safeguarding policies. Governors take safeguarding seriously as a collective responsibility and are up-to-date with training. You can read more about our safeguarding policy here: <https://www.redmaidshigh.co.uk/about-us-about-rhs-school-policies-senior.aspx>





Person Specification

Candidates for the role will have or demonstrate many of the following attributes and / or experiences:

Vision

- A clear vision for the school whilst promoting and developing an already strong ethos
- The ability to formulate and shape the future, rather than be shaped by events
- International perspective and vision, and a strong advocate of the IB
- A passionate commitment to girls' education and to helping them negotiate life beyond school

Leadership

- Able to articulate a vision in a way that allows the whole school community to buy into and play their part in delivering it; has ideas and can communicate them to a broad spectrum of stakeholders of different perspectives and age
- Experience of developing strategic plans and implementing them
- Provides strong leadership and presence, with the ability to run a 'tight ship', whilst demonstrating flexibility and a willingness to delegate and develop staff at all levels
- Able to handle change and adapt to it, whilst moving the school community forward
- Relevant experience leading, inspiring and managing staff and handling associated HR matters
- An ability to communicate, both orally and in writing, in an engaging way
- Visible presence in the community, with an open, engaged and accessible manner
- Maintain clear, performance related systems for evaluation and appraisals and encourage regular, continuous training
- An outstanding ambassador for the School and compelling marketeer who is able to successfully market the school to parents and students

Academic

- Proven experience and track record of outstanding teaching that commands the respect of staff and therefore an ability to command high standards of curriculum delivery and monitoring of all teaching staff and pupils
- Strong academic credibility, whilst supportive of the importance of all-round education, where the development of the whole person is central
- A commitment to high educational standards, combined with an inclusive approach to understanding and supporting learners with diverse needs
- Alert to changing educational trends, with a particular interest in the educational and emotional needs of young people today
- Intellectually curious with an open and enquiring mind

Business and financial acumen

- Demonstrates a strong understanding of the independent sector and the pressures it faces, both regionally and nationally
- Appreciates the importance of how schools also operate as businesses and imaginative about the ways in which this can occur
- Strong understanding of finances and able to work closely with the DFO to prioritise, whilst creating and maintaining a learning environment which enables all pupils to fulfil their potential



Awareness of environment

- Keeps up to date on regulatory issues and demonstrates a strong commitment to safeguarding
- Adaptability to changing social and economic circumstances affecting single gender education with foresight to identify and respond to opportunities and challenges
- Experience of working in competitive markets, and some sense of the particular nuances of the Bristol market
- Outward looking, with a willingness to develop relationships with educational establishments and other relevant institutions in the region
- A strong interest and pride in the heritage of the school
- Ensures safeguarding in all areas
- Believes in the power of the independent sector to challenge inequality and help enable social mobility

Personal characteristics

- Hard working, committed and energetic
- A strong role model for the girls, and a demonstratable desire to create an environment in which girls feel motivated and empowered to achieve their best
- Warm, supportive and empathetic manner
- Has a "can do" attitude
- Resilient and comfortable under pressure, with an ability to stand back and analyse a situation objectively before presenting a calmly delivered solution
- Consistent and fair, whilst being decisive and clear about expectations
- Creates a culture in which the girls are well-prepared for life after school, in whatever walk of life that takes
- Passionate and dynamic
- Team player
- Integrity, principled and with clear values
- A genuine commitment to diversity and equality of opportunity
- Good humoured

Qualifications

- Degree
- Professional Teaching Qualification is desirable but not essential

- Continuing professional development, including education, pastoral, leadership and management



The Process

Following the longlist meeting with the Selection Committee of Redmaids' High School on **Thursday 3 October** selected candidates will be invited to have an initial conversation with Jenny Dwyer or Augusta Bunting of Saxton Bampfylde on **Wednesday 9 October** or **Monday 14 October**.

The shortlist meeting with the Selection Committee will take place on **Tuesday 22 October**. Selected candidates will be invited for the first round of panel interviews on **Tuesday 5 November**.

Successful candidates will then be invited for visits to the School for tours and briefings with key members of staff on **Monday 11 and/or Tuesday 12 November**.

A final round of panel interviews will take place on **Wednesday 20 November**.

If you have an issue with any of the dates specified, please let us know in your application.

Terms of Appointment

The Governors hope to make a recommendation to the board by 22 November.

Salary will be commensurate with experience.

HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to Redmaids' High School on this appointment.

Candidates should apply for this role through our website at **www.saxbam.com/appointments**, using code **CAPQB**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, of no more than two pages. Candidates who reach the final stages will be asked to complete an application form.

The closing date for applications is noon on 1 October 2019.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please **do not** include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.



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