



ELTHAM  
COLLEGE



Appointment of Chair Elect

March 2024 | Reference: LANAC



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# Welcome

I am delighted that you are considering this important and rewarding role, joining our Board initially as Vice Chair and then assuming the role of Chair at the end of my tenure in 2026.

The Eltham College Family of Schools provides an inspiring environment for children in South East London to learn and mature. Combining excellent academic standards with a wide and vibrant co-curricular programme alongside caring and compassionate pastoral support, the Schools offer a first class education with standards and expectations set high. Our Christian foundation and heritage underpins all that we do and sets the tone for our culture and our approach.

This appointment comes at an exciting time, as we embed our recent merger with Blackheath Prep and continue to explore opportunities to grow the Family of Schools further. We are also only too well aware as Governors of the potential changes and political headwinds facing the Independent Schools Sector and we are working hard to ensure we are in the strongest possible position to succeed through a changing environment.

As you begin to explore this role, I very much hope you will be inspired by the Eltham College Family of Schools and the positive impact we have on so many young lives. As Chair Elect you will play a central role in ensuring our Schools continue to thrive long into the future.



Peter Doyle

*Chair of Governors*





# Overview and History

## A Brief History of Eltham College

Eltham College is a school with a long history whose origins lie in a meeting held at the headquarters of the London Missionary Society in the City of London on 26th November 1841 (a date that has been marked by the school as “Foundation Day” at times in its history). It was founded as a boarding school for the sons of Protestant missionaries serving overseas.

It has since moved locations several times and has undergone many major developments over the years. Some of these developments include the creation of a separate Junior School, the admission of girls into the Sixth Form, the ending of boarding, and the construction of new facilities such as a swimming pool, performing arts centre, sports hall, library, music school, and art gallery. In 2020, girls were welcomed into the lowest years of both schools for the first time and the school will be fully co-educational across its whole age range (7-18) by 2024.

Most recently, Blackheath Prep joined the Eltham College family of schools in September 2023

## The School Today

While the school has changed immeasurably since its foundation, our roots and traditions remain strong while we also adapt to the needs and aspirations of students and staff in the twenty-first century. Eltham College is now a leading London day school achieving outcomes for young people that match those of the very best schools in the country, but we remain a school that is fully committed to developing the interests and talents of students at every level.

We are delighted to have been named as London Independent School of the Year 2024 in the Sunday Time Schools Guide 2024.







**THE SUNDAY TIMES**

**SCHOOLS GUIDE  
2024**

**INDEPENDENT SECONDARY  
SCHOOL OF THE YEAR  
LONDON**



# Mission and Aims

**Our Mission:** To be a thriving leading London day school, built upon Christian principles, that provides an outstanding and well-rounded education for girls and boys

## Pastoral Care



*Providing strong pastoral care, and a tolerant and mutually respectful environment so that all members of the school community are known, valued, and supported as individuals.*

## Beliefs & Values



*Enabling students to consider Christian beliefs and values, whilst warmly including those of other faiths and none, so that all might live a life for the benefit of others.*

## Passionate Staff



*Recruiting and developing passionate and committed teaching and support staff, recognising that their skill and expertise creates an outstanding and well-managed school.*

## Strong Community



*Maintaining strong ties with everyone within the Eltham College community (students, staff, parents, alumni, and their wider families) and providing a strong bursary provision to ensure that the school is accessible.*

## Love of Learning



*Students learn in small classes with specialist teachers who love their subjects and want to share their knowledge.*

## Co-curricular



*Providing exceptional artistic, sporting and musical opportunities so that students develop diverse talents, enjoy their school days, and excel in their future lives.*

## Excellent Facilities



*Providing excellent facilities that meet the educational needs of present and future students and those who teach and support them in a sustainable manner.*







# Blackheath Prep School

**Eltham College and Blackheath Prep merged in September 2023 to form a new family of schools.**

Eltham College and Blackheath Prep both enjoy excellent reputations and are schools of choice for families in south-east London and beyond. Each school shares a similar vision, ethos and educational approach.

The Eltham College merger provided an exciting opportunity to cement the schools' already close ties through a more formal partnership, bringing new opportunities for pupils to share facilities and expertise, and for staff to develop their careers within a wider pool of professionals.

Following the merger, Eltham College Junior School pupils continue to be offered the existing entry arrangements to the Senior School and, for Blackheath Prep pupils, we offer a 'priority places' process – not available to any other feeder school – for those families selecting Eltham College.

Equally, we support Blackheath Prep pupils to prepare for a range of senior schools and children moving on to other senior school options at 11 continue to receive the excellent preparation and support for which Blackheath Prep is well known.







# Campus and Facilities

Eltham College is set in over 70 acres, with the Junior School, Senior School and chapel standing at the centre, whilst Blackheath Prep looks out across Blackheath Common. When we look out across the expanse of fields and trees around us, it's hard to believe we are in South London, only 20 minutes from London Bridge. These magnificent settings are both a joy and a privilege. Students make the most of it every day, whether they're studying, playing sport or reading a book in the Quad at lunchtime.

240

seat modern theatre

25m

swimming pool & fitness suite

70

acre site

We're inspired by our heritage, but constantly look to the future. The Senior School includes an 18th century mansion, nestling side by side with architect designed modern facilities. The Junior School and Blackheath Prep combine magnificent listed buildings alongside bespoke classrooms. We're proud of our library, modern 240-seat theatre, on-site art gallery, and sports centre with its 25 metre swimming pool and fitness suite.

In 2018, we opened the Tuberville building that includes a Sixth Form Centre with study and social spaces as well as a Mathematics and Languages Centre. Next to it, a new purpose-built Medical and Wellbeing Centre ensure all aspects of students' mental and physical health are looked after.





# Academics

## A-Level results - 2023

Of all A-level grades awarded to Eltham College students, nearly one-third (34%) were A\* and three-quarters (74%) were either A\* / A. Almost all grades were awarded one of the top three grades, A\* /A or B grade.

These top grades were spread across a broad range of subjects, reflecting the broad choice of challenging subjects that our students take. Of particular note this year were Biology, Maths, Physics, Economics, Geography, Chemistry and Drama.

In one of the most competitive years for university places, almost all Eltham College students secured a place at their chosen university or college, conservatoires and specialist colleges and in a wide range of degree courses from the Arts to STEM subjects and many others. These include Engineering, English, Drama, Music, Medicine, and Sports Science.

## GCSE results - 2023

Of all the GCSEs awarded to Eltham College students, nearly one-third (30%) were at grade 9, 56% were grade 9/8, and 81% were awarded one of the top three grades 9-7. These top grades were spread across a broad range of subjects and reflect the broad curriculum that Eltham students follow.





# Co-Curricular

At Eltham College and Blackheath Prep, our co-curricular programmes are an essential part of the school day.

Our co-curricular programme fosters students' leadership, teamwork, commitment and passion, preparing them for a lifetime of discovery.

Eltham College and Blackheath Prep encourage students to participate in a wide range of activities to find their individual strengths, challenge themselves, take risks and grow.

The creative and performing arts, which include Music, Drama, and Art, are integral to the curriculum and co-curriculum, as they help our students build a better understanding of their place in the world, express themselves, gain confidence, and develop social skills.

We highly encourage our Junior and Senior school students to pursue excellence inside and outside the classroom, whether that is on the sports field, a stage, or a concert hall.

Students are also welcome to set up their own clubs. Badminton and futsal are just two of the latest.







# Eltham College Charity

Eltham College Senior School, Eltham College Junior School and Blackheath Prep are operated under the leadership and governance provided by the Eltham College Charity (and company limited by guarantee) through its Trustees / Directors / Governors. The Charity's operation is governed by its Articles of Association. The "Objects" of the Charity are, "for the public benefit, to advance the education of children and young people by (without prejudice to the

generality of the foregoing) the provision of a school or schools, in particular but not exclusively, those conducted in accordance with the ethos and values of the Christian faith and those with a preference for the admission of children of Protestant missionaries subject to the discretion of the Trustees."

The Board of Governors has an aspiration to seek further opportunities to increase the number of schools within its remit.





# Governance Structure





# The Opportunity

Eltham College now look to appoint a Chair Elect to join the board as Vice Chair and ultimately succeed Peter Doyle when his tenure as Chair ends in 2026.

### Key Responsibilities:

- Continue to secure the long-term future of the school
- Ensure the highest possible standards of governance
- Ensure the proper and efficient conduct of Board meetings
- Support, and where appropriate, challenge the Head on behalf of the Board
- Hold overall responsibility for guiding the governance of the schools, ensuring Governors are proficient and trained to carry out their duties and responsibility for regulatory compliance
- Ensure that appropriate rules are drawn up and followed for the operation and work of the Governing Board and for delegation to committees
- Be a visible presence around the school
- Oversee the appeal process for dealing with grievances, disciplinary issues and parental complaints
- Ensure that the Board, with the Head, sets the mission, vision, strategy, and high-level policies for the schools
- Ensure that the Board takes steps to monitor the schools' performance and risks and that the Group satisfies all regulatory and legal compliance requirements
- Ensure that the schools have satisfactory internal systems and controls for all financial and non-financial matters which are audited and reviewed regularly
- Ensure the Head is appropriately performance appraised and has adequate opportunity for professional development and access to the appropriate external professional support
- When necessary, lead the Board through the appointment of a new Headteacher





# The Person

The Successful Candidate will have the following essential attributes:

- The ability to think strategically and to lead strategically – working with the Board, the Headmaster and Bursar to agree long term strategic plans and create an empowering environment in which the Executive can deliver effectively against that plan.
- Politically astute – including understanding issues and threats within the sector, and with strong judgement to know when and how to adjust strategic direction in light of these factors.
- Experience of chairing a large Board effectively, in the commercial or Third Sector, and ensuring Trustees / Governors are engaged in the work of the Charity and its schools and that their combined skills and experiences add the most value.
- An empathy with Independent Education, and Excellence in Education
- A strong commitment to The Charity's Aims, and in particular to its Christian Heritage and core Christian Values, and with a clear vision for how this heritage can be sustained within a school that admits students of multiple faiths and no faith.
- Substantial experience outside the Education Sector
- Strong people skills
- The ability to be a critical friend to the Headmaster, using a coaching model of leadership.
- A thorough understanding of the financial and operational metrics relevant to running a group of schools and understanding of the need to continue to generate a suitable investment surplus
- The ability to act as an effective deputy to the existing Chair for a period of circa 2 years





# The Person

The following attributes are desirable:

- Open and engaging character, with high levels of emotional intelligence
- Calmness under pressure, with experience in creating an environment in which operational issues and challenges can be resolved effectively.
- Ability to engage with a wide range of people and at scale (including being an effective public speaker)
- Strong business acumen
- Personal Christian faith

The successful candidate may come from any professional background, though is likely to have substantial experience in a business, finance or commercial setting.







# Terms of Appointment

Governors normally serve two, four-year terms. It is expected that a Chair would hold that position for not less than 5 years. Termly meetings of the full board are held at one of the schools and the Chair meets the Headmaster and Bursar on a more informal basis each term.

The post is not remunerated but reasonable expenses will be paid.

Address: Grove Park Road, Mottingham, London SE9 4QF

## Safeguarding

Eltham College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All applicants should read the School Safeguarding Policy and Privacy Notice (available on the school website) and are required to declare any criminal convictions or cautions, or disciplinary proceedings related to young people. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

Applicants to this role also need to be aware that prior to assuming the role of Chair, the approval of the Secretary of State for Education must be obtained and as part of this process additional vetting and screening may be required.





# How to Apply

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Saxton Bampfylde Ltd is acting as an employment agency advisor to Eltham College on this appointment.

Candidates should apply for this role via [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code LANAC. Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring\* form.

\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application

The closing date for applications is noon on Tuesday 2<sup>nd</sup> April.

## Equal Opportunities

Eltham College is an equal opportunities employer and welcomes applications from all sections of the community. Candidates will be assessed against relevant criteria only (i.e. skills, qualifications, abilities, experience).

## GDPR personal data notice:

According to GDPR guidelines, Saxton Bampfylde Ltd 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.





# Saxton Bampfylde

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