



Ellesmere
Co-ed 7-18 Day and Boarding

APPOINTMENT OF HEAD

MAY 2024 | REF: LBOEA

WELCOME FROM THE CHAIRMAN OF GOVERNORS

Thank you for your interest in the role of Head of Ellesmere College. We proudly believe that the school offers the best possible education in a wide variety of activities (covering academic courses, music and the arts and sports at a high level), with the focus of bringing out the full potential of each student.

As you may know, we sadly lost our previous Headmaster earlier this year. He had been in post as Head for over 20 years, and was the guiding light in instilling throughout the school an ethos where students are encouraged to achieve their personal best in all their activities.

Independent schools face huge challenges over the next few years, but we are convinced that there will also be many opportunities both at Ellesmere itself and in our growing group of overseas Ellesmere schools to expand the scope of the positive and distinctive education that we provide.

We are situated in idyllic surroundings in North Shropshire, and the school has a large presence in the local community, which contributes to our positive reputation. We would hope and expect that the new Head will look to maintain and enhance this aspect of the school.

We are looking for someone with the right combination of personality, skills and experience to lead us forward over the next stage of our development. If you are excited by the nature of the opportunity on offer, we look forward to hearing from you.

Charles Lillis
Chairman of Governors

ABOUT ELLESMERE

*ELLESMERE'S EDUCATIONAL PHILOSOPHY IS
THAT WE ALL LEARN DIFFERENTLY.*

Ellesmere College is a co-educational day and boarding school for over 550 students based in Shropshire and stands out for its unwavering commitment to preparing students for life beyond the classroom. Established in 1884 by Canon Nathaniel Woodard, Ellesmere College has a rich history rooted in providing a holistic education that goes beyond traditional academic achievement.

Today, this mission is embodied in the College's 'Life Ready' motto, which encapsulates its dedication to preparing students not just for academic success, but for a fulfilling and meaningful life beyond school.

Ellesmere College currently offers a diverse academic programme, including A levels, the International Baccalaureate, BTEC Sports Performance Diploma, and a wide range of GCSE choices. Academic approach is guided by High Performance Learning (HPL), to ensure consistently excellent academic outcomes. Additionally, the College has various sports academies and an exceptional arts provision, with a Platinum level Artsmark award.



VISION & VALUES

ELLESMERE AIMS TO PRODUCE:

Fully developed and morally grounded human beings who will flourish as adults and improve the lives of those around them. The College believes firmly that the full measure of its success can only be judged in the years after attendance at the College.

IT SEEKS TO ACHIEVE THIS THROUGH:

A consistent, intense focus on individual academic performance. It is made clear to students that they are valued for their individual performance rather than against some arbitrary standard.

'Personal best' is always the focus. This approach goes beyond the academic, and runs through every aspect of College life and it is the focus of our five key principles that work together to ensure that through the various programmes offered at the College our pupils are ready for life.

LIFE:READY



LIFE:READY

Academic | Sports | Arts | Leadership | Global

We are excited to introduce to you 'Life Ready' – our new message and logo that brings together the ethos of Ellesmere, its five key pillars of strength and how they work together to support the journey of our students through their education in more than one way – to prepare them to be 'Life Ready'.

What defines a successful school? Is it the academic results that students have achieved when they leave? Is it the sporting cups, House Points or Colours that they accrue? It is indeed all of these but also a lot more besides. What defines and differentiates Ellesmere College is the success of our students at all levels and how we prepare them for life after College – to be truly 'Life:Ready'.

These principles drive our learning, co-curricular and pastoral programmes to enable each student to flourish, grow and be successful on both their academic and personal platforms as they take their journey through the College, and beyond. We challenge them at all levels to be the best they can be, successfully developing the individual, supporting their skills development for life and allowing them to learn through the broad range of opportunities we offer.

We are Ellesmere – We are Life:Ready



Academic



The Arts



Leadership



Sport



Global



LIFE:READY

Academic | Sports | Arts | Leadership | Global

HIGH PERFORMANCE LEARNING (HPL)

Ellesmere College is delighted to have been awarded HPL World Class School Accreditation following two years of rigorous and demanding engagement in the HPL World Class School Award Scheme. As one of only 39 schools worldwide to have received this award, it recognises the hard work and dedication of the school into reaching the exacting HPL Award Standards and demonstrating a world class quality of education throughout the school.



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The HPL journey at Ellesmere College has been well considered, well planned, and expertly delivered.

From the outset HPL was seen as part of a holistic education that would ensure that all Ellesmere students are 'Life:Ready'.

The school, rightly, prides itself on the extracurricular provision that provides a wealth of incredible opportunities to its students."

HPL Assessor, July 2021

ACADEMIC

SUCCESS AT ELLESMERE IS ALWAYS MEASURED
BY PERSONAL BEST AND NEVER AGAINST ANY
PREDEFINED TARGET.

Our philosophy is that everyone learns differently and that every learning style is a special gift. We also know that students develop at different rates and at different times. Individual goals are respected and supported. Our pupils look to a wide range of routes into the adult world; we are blessed with young people who have a dazzling array of talents - all will find out what they are good at and we will nurture that.

We offer a diverse academic programme, including A levels, the International Baccalaureate, BTEC Sports Performance Diploma, and a wide range of GCSE choices.

Exam results

The 2023 GCSE we celebrated an overall pass rate of 80%, which was well above the UK pass rate (of 67%) and 25% of grades were the top 9-7 range (A*/A) - above the UK top range rate of 20%.

At A-level, we celebrated a 98% pass rate with 66% of IB students achieving 30 or more points, the gold standard for the IB Diploma. Leaver destinations included Cambridge, Bath, Durham, Exeter and international universities in Miami and Ohio.



Learning Support

Ellesmere College have proudly been recognised as a Category DU (Dyslexia Unit) by The Council for the Registration of Schools Teaching Dyslexic Pupils (CReSTeD) which means the school has a designated Learning Support Unit or Centre providing specialist tuition on a small group or individual basis, according to need, which includes dyspraxia, dyscalculia and other specific learning difficulties.

CReSTeD praised the exceptional levels of work the Support for Learning Department undertakes to ensure teachers are well-informed about individuals with learning needs and that this information is used effectively to create a network of support, including individually-tailored teaching and a wide variety of academic support available outside of lesson time. They also applauded the way the school is "very dedicated to getting the best out of individuals" and remarked how "parents all commented about the improvements in their children's confidence and happiness"



CO-CURRICULAR

THE CO-CURRICULAR PROGRAMME IS A FUNDAMENTAL PART OF LIFE AT ELLESMERE COLLEGE

The school week is designed to give dedicated time to co-curricular experiences. This allows all students the opportunity to explore and follow their interests in areas of strength but also the encouragement and support to get involved and take part in areas they have not done so before.

Physical education in the school setting is an important and vital avenue for individuals to also learn and develop life skills. Some of the sports available to students include: basketball, badminton, cricket, football, golf, hockey, rugby, sailing, swimming, tennis and netball, to name but a few. There is also a well equipped fitness suite and weight room to support students' goals.

Co-curricular Activities



PSHE Guidance



Competitive House Events



Academic Subject Competitions



EDGE Lectures



The Duke of Edinburgh Award



Green Team



Arts Award



Combined Cadet Force (CCF)



Competitive House Dinners



Leadership



Summer Camps



Overseas Trips



A Woodard School

Ellesmere College is a member of The Woodard Corporation. This educational charity was founded in the mid nineteenth century and inspired by the vision of Canon Nathaniel Woodard. An exponent of the Oxford Movement and the Catholic revival in the Church of England, the Founder's concern was the transformation of his contemporary society through the provision of an education founded on "sound principle and sound knowledge, firmly grounded in the Christian faith."

The foremost charitable object of a Woodard school is "to promote and extend Education (including spiritual, moral, social, cultural and physical education) in accordance with the doctrines and principles of the Church ... in a manner which develops and sustains a Christian environment centred on the Anglican tradition of the Eucharist and at which a fundamental importance is attached to the teaching of those principles."

This means that a Woodard school seeks to provide a strong and distinctive vision and ethos founded on Christian beliefs and values. A high store is set by love, forgiveness, truthfulness, integrity, courage, generosity, reverence, wisdom, thankfulness, humility, endurance, service, compassion, peace, friendship, justice, hope, inclusivity, and respect to all people.

These values are themselves rooted in a Christian understanding of God's Christ-like and triune nature; the doctrines of Creation, Fall and Redemption; a distinctively Christian anthropology which sees all people as having physical, mental and spiritual worth and potential; a missionary call to sanctification both personal and corporate; and a commitment to give voice to all this through sacramental worship.



ELLESMERE COLLEGE MUSCAT

A WORLD-CLASS EDUCATION IN MUSCAT BASED ON THE BRITISH NATIONAL CURRICULUM.

The development of the Ellesmere College brand internationally can be seen as a natural extension of the College's long established commitment to developing a global perspective to learning and educating students from diverse international and cultural backgrounds around the world.

In creating and developing these international locations, we are able to share our unique and award winning High Performance Learning model of education to these new markets, but also develop our own creativity to learning in an increasingly global world, to the benefit of students, staff and society at large.

EC Muscat school offers internationally recognised academic qualifications that follow the IB programme through all levels of the school. This education is underpinned by the ethos, values and other core features of an Ellesmere College education, whilst providing a learning provision reflective of the cultural context in which the school operates.

Whilst EC Muscat is an independent institution in its own right, Ellesmere College is closely involved in setting standards and providing governance and oversight. Members of the senior management team are actively involved in supporting, mentoring and guiding the international school and teacher and pupil exchanges are part of this unique relationship.



THE ROLE

The College Council aim to appoint a dynamic, inspiring, and passionate leader with strategic acumen to guide Ellesmere College into its next phase. The incoming Head will assume leadership of a vibrant school with a holistic educational philosophy.

We seek a candidate who will collaborate closely with the governors and SMT to address the evolving political, economic, and social landscape, ensuring the school realises its long-term vision and potential.

Strategic Leadership and Management

- Develop and implement a long-term strategic plan for Ellesmere College, working with the SMT to determine priorities and measurable goals.
- Communicate the plan to staff, parents and other stakeholders with passion and confidence.
- Demonstrate a dynamic and clear leadership style that empowers the SMT to deliver the strategic plan.
- Demonstrate sound awareness of financial pressures facing independent schools and have an insight into effective cost management alongside developing alternative income streams.
- Seek to fulfil the College's charitable objects as set out in its Articles of Association.
- Encourage an open and collegiate working culture throughout the College.
- Model the values and ethos of the College through hard work, enthusiasm, respect, and ensure the safeguarding of both pupils and staff.

Governance

- Advise and assist the College Council in carrying out their role, to ensure proper governance and the meeting of charitable objectives.
- Attend termly Council meetings, and committee meetings as required.
- Ensure that the College Council are fully and promptly briefed on matters about which they may need to be aware as charity trustees.
- Advise on and oversee a draft annual budget for presentation to the College Council for consideration and approval.
- Ensure that the College operates within the approved annual budget.
- Ensure that the College's internal policies are adhered to and take professional external advice when appropriate or necessary, plus Safeguarding and Health & Safety etc.



THE ROLE

Educational Leadership and Management

- Promote Ellesmere's educational philosophy and Christian ethos.
- Select, appoint, and retain outstanding teachers dedicated to realising students' full potential through High-Performance Learning principles.
- Ensure students feel valued, secure, and ready to learn, fostering opportunities for engagement in diverse activities to develop life skills and community spirit.
- Prioritise a nurturing environment that emphasises learning enjoyment and mental health alongside academic progress.
- Monitor student progress effectively to ensure all reach their full potential and achieve optimal examination outcomes.
- Evaluate teaching and learning standards and implement necessary improvements.
- Provide opportunities for staff professional development and demonstrate effective change management skills.
- Enforce disciplinary measures when required, following relevant policies and procedures.

Ellesmere College International:

- Seek out and maximise opportunities to franchise the Ellesmere College name with overseas schools whilst safeguarding its reputation.
- Work closely with Ellesmere, Muscat to ensure that the terms of agreement are met and enhance the relationship.
- Monitor and support ongoing discussions with overseas schools regarding franchise arrangements participate personally as required.
- Provide direction to the ECI team for developing new opportunities internationally including international travel to show senior commitment.

Promotional Activities:

- To drive and support the school's programme of local, national and international recruitment.
- Encouraging and supporting families in relation to the sustained retention of pupils.
- To meet with international partners and build a shared ethos for education and recruitment.
- Be the public face of Ellesmere College, promoting the values of an Ellesmere Education to all internal and external stakeholders, including partaking in any required media activity.
- Help to promote and secure donations to school funds and bursaries both from alumni and more generally.
- Maintain links with local schools to ensure the number of pupils admitted to the College is in line with the strategic plan.
- Ensure good, clear, and timely communications with the parents of current and prospective pupils.
- Promote good relations, loyalty and regular contact between the College and its alumni.
- Attend Old Ellesmerian events in the UK and overseas, continuing to promote the school and its ethos.





THE PERSON

The Head will demonstrate exceptional leadership, backed by a track record of academic excellence and effective communication abilities to instil confidence in the College Council and wider staff body. He or she will inspire staff to deliver the comprehensive and holistic educational experience Ellesmere is known for.

Qualifications and Experience

- Strong academic qualifications (a good honours degree and a post graduate qualification in educational leadership) and alignment with the Christian ethos.
- A proven track record of leading a complex, multi-phase school and successful management of the school's finances.
- An understanding of current educational policy and how the College can position itself within that landscape.
- Experience of teaching in a coeducational setting, and ideally in a boarding school environment.
- Evidence of continuing and relevant professional development.

Leadership and Management

- Demonstrate an effective leadership style that focuses on continuous improvement, building positive, nurturing relationships and collaborative working.
- Be able to manage staff, pupils and parents sensitively through periods of change.

Skills and Knowledge

- Be an excellent communicator. Speak confidently, listen actively and be receptive to ideas.
- To be well organised and maintain effective school management systems.
- Be able to make sound and timely decisions.



TERMS OF APPOINTMENT

The ideal start date for the new Head is September 2025 or earlier depending on the successful candidate's notice period.

A competitive package including family accommodation, accompanies the post, dependent on experience.

Address: Ellesmere College, Shropshire, SY12 9AB

Safeguarding:

Ellesmere College is committed to safeguarding young people and promoting the welfare of children. Applicants must be willing to undergo child protection screening and safer recruitment checks appropriate to the post, including checks with past employers and the Disclosure and Barring Service. All positions within the school are exempt from the provisions of the Rehabilitation of Offenders Act 1974.



HOW TO APPLY

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

Candidates should apply for this role via www.saxbam.com/appointments using code LBOEA. 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 Wednesday 22nd May.

For a confidential conversation about the role please contact Alice.Brent-Smith@saxbam.com

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.

KCSIE online checks:

In line with the latest KCSIE guidance, Saxton Bampfylde will conduct a search of online records that are publicly available on shortlisted candidates. These checks are used only to meet the intended purpose of the KCSIE's recommendation in relation to whether an applicant is suitable to work with children and young people. All data will be held in line with data protection regulations.



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