



The
Mount School
York

Appointment of Head
July 2024 | Reference LBPFA





Welcome from our Chair of Governors

Thank you for your interest in the role of Head of The Mount School York.

The Mount School, York is an exceptional independent school catering for the day and boarding needs for girls aged 11 -18 and the day needs of both boys and girls aged 3-11. The School has been a leader in educating girls since its inception in 1785, understanding their needs, inspiring and empowering confident young women, enabling them to believe nothing is beyond their reach.

We are seeking to appoint a dynamic, innovative, and committed school leader who embraces our school's ethos and Quaker values to succeed our current Head, David Griffiths. David has led our School for almost 3 years and has recently taken the decision to follow his passion for international education taking up a new position in January 2025 in China. David leaves a strong legacy for the new Head to build on, having increased the student roll, including the number of boarders and improved and broadened the extra-curricular and super-curricular activities while continuing to deliver excellent academic results. The School governors (known as the Committee) are looking to appoint a successor to take up their responsibilities in January 2025 or as soon as possible thereafter.

This is a wonderful opportunity for someone with energy, who enjoys leadership and has a passion and vision for education and particularly the education of girls. It is a job for someone who likes working in a dynamic organisation, where there is real opportunity to make a contribution and to positively influence the lives of pupils and staff. There is no requirement for the Head to be a practicing member of the Quaker community but operating in line with the Quaker principles of simplicity, truth, integrity, equality and sustainability and supporting some key Quaker practices will be essential. The position will suit a person who is confident, visionary with the ability to play a lead role in driving change and realising strategic priorities. The private education sector has its challenges and now more than ever, our pupils, our staff, and our communities need the best support and expertise we can offer.

I hope this pack provides you with some helpful information regarding The Mount School York, and answers some of your initial questions. If this role interests and excites you, and you believe that you have the required skills, we would be delighted to consider your application.

Margaret Bryan

Clerk to the School Committee (Chair of Governors)

The Mount School York is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



AN INTRODUCTION TO THE MOUNT

HISTORY

The Mount School was founded in 1785 by prominent Quakers, Esther and William Tuke, who wished to provide an education for the daughters of Quakers at a time when the vast majority of girls did not actually go to school. Since its inception The Mount School has been a pioneer in the education of girls, committed to the highest academic standards and anchored by a belief in supporting each girl to achieve her own personal goals with a strong sense of social purpose and self-determination. The School has been on its present site since 1857.

The Quaker ethos remains at the heart of the School today, which has evolved to provide a coeducational primary school environment in addition to an all-girls education for senior pupils. Led by our Quaker ethos we provide a high quality rounded and caring education.

We are the only providers of an all-girls senior Quaker education in the UK.

QUAKER VALUES

The School's educational ethos and provision are infused by Quaker values of:

- **Simplicity**
- **Truth**
- **Equality**
- **Peace**
- **Social Justice**
- **Sustainability**

These Quaker values, also called testimonies, are central to our School community and underpin everything we do. We value each member of The Mount community equally, no matter where they are from or their beliefs. This results in a happy caring community. Pupils learn to believe in their own voice, discover the best in themselves and others, and want to make a positive difference in the world.

Our links with the Quaker Religious Society of Friends remains strong - however few of the pupils come from a Quaker background and the Head is not required to be a practicing member of the Quaker community.

LOCATION & FACILITIES

The Mount School York is situated in the beautiful and historic city of York, only 10 minutes' walk from the railway station and city centre. Consistently listed in the UK's top five places to live, York is an accessible, innovative city in North Yorkshire, which is celebrated as the most beautiful of all English counties.

As one of the UK's largest tourist destinations, York has all of the modern amenities of a truly cosmopolitan city, bustling with quality activities and shopping and boasting a strong foodie culture being home to several destination restaurants and cool cafés. Pass inside the walled city and around the world-famous Minster, and York's extensively rich history becomes a delight to explore.

The Mount benefits from a spacious 14-acre campus providing pupils with a safe and secure place to learn. Spacious gardens and playing fields are surrounded by school buildings housing a dedicated learning environment. Junior and Senior School pupils share the site and fantastic facilities including: a 25 Metre Indoor Swimming Pool, Netball Courts, Sixth Form Centre including study rooms and communal area, Senior School & Junior School Libraries, Art & Design Studio, Junior Life Sciences Classroom, Mature Forest School and more.

The Boarding House, for girls aged 11-18, is housed in the main School building with its own social spaces. In order to continue to provide the best education for our pupils, we have an on-going programme of investment to ensure that our facilities remain at the highest possible standard.





ETHOS & AIMS

The Mount's distinctive ethos offers an environment where every pupil is valued, enabled to flourish and given the confidence to know that they can achieve. We are committed to bringing out the best in every pupil in all that they do. At The Mount pupils develop their academic and social talents to the full, within a happy and supportive community.

Our School aims to:

- Ensure pupils respect and value for every individual
- Enable pupils to have the freedom to flourish in a calm and caring community
- Inspire pupils to strive for personal excellence
- Challenge pupils to think and live adventurously
- Empower pupils to make a positive contribution to our changing world

'Fidelis in Parvo'
Faithfulness in Small Things

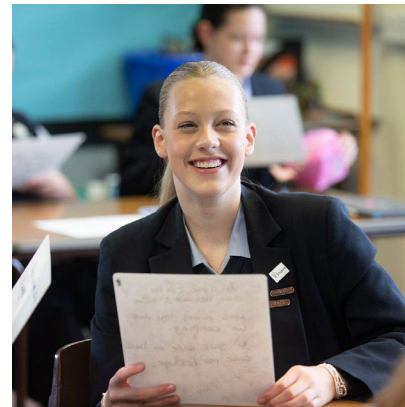
OUR SCHOOL

The Mount School York is a leading school for girls, welcoming day pupils aged 3-18 and boarders from the age of 11. The School also welcomes boys in Early Years and the Junior School, providing a co-education environment enabling local families to have their young children at the same school and enabling boys to benefit from our nurturing environment.

We currently have around 240 pupils on role and our aim is to continue a period of expansion in both day and boarding pupil numbers and progress towards a slightly larger school.

At The Mount pupils develop their academic and social talents to the full, within a calm, happy and supportive community. Tradition is combined with dynamic, innovative and forward-thinking teaching to equip pupils with the skills, ambition and confidence to succeed in everything they aspire to do. An exciting, tailored curriculum, spacious campus and a vast range of activities and opportunities encourage children and girls to think and live adventurously. Pupils leave The Mount intellectually curious, confident and socially responsible, with a lifelong love of learning.

The Mount has an outstanding record of achievement and examination results reflect the high academic standards delivered by the School. Many of the girls go on to Russell Group and other highly ranked universities and a number of girls have gained places at prestigious North American universities including Massachusetts Institute of Technology and Cornell.



“

“Pupils exhibit a sense of empowerment and are very keen to learn, supported by encouragement to achieve their best at all times.”

— ISI Inspection —



JUNIOR SCHOOL

Pupils are taught following a combination of the traditional curriculum and bespoke schemes. Our Junior School creative curriculum has been designed to support natural curiosity and stimulate creativity. Taught by primary specialists and themed around **'Explore, Discover, Create'**, our approach ensures children develop the confidence and independence to question, cultivate and articulate their own opinions and ideas. Based on a series of cross-curricular topics and rooted upon a set of progressive skills, teaching and learning supports our students' natural curiosity and stimulates creativity.

Since September 2023, we have welcomed boys into the Pre-School class. Pre-School boys and girls will be able to move through into Reception in September 2024. Children from outside The Mount can apply to join our new co-ed Reception Class for September 2024. Boys, along with the girls, will then be able to progress all the way through primary school until the age of 11, with new pupils joining into the relevant year group. This approach means that parents and girls who joined the school as a single sex environment will have this maintained throughout their Mount Junior School education.

Young minds thrive as they develop confidence, curiosity, creativity and a genuine love of learning.

Explore, Discover, Create



SENIOR SCHOOL

In the Sixth Form, our exceptional teaching team believes in inspiring our girls to develop their own views, opinions and aspirations. Students are well prepared for life beyond school and given the skills to become resilient confident, respectful individuals, ready to make a positive contribution to society. Girls also undertake an EPQ qualification to extend and develop their abilities beyond A-level. These give opportunity to be stretched by the challenges of leading their own projects, with the four different choice approaches also providing engagement and motivation. The girls are guided, with careers and university entrance in mind, towards choosing a sound platform of subjects to realise their potential and are supported in their applications to their chosen universities, whether it be a Russell Group university or any other competitive course.

Girls are offered a diverse range of subjects. STEM subjects, humanities, modern languages and creative arts are taught from Year 7 through to Sixth Form. Pupils are able to find out where their interests lie before selecting GCSE and A Level options.

Co-curricular

An extensive co-curricular and super-curricular programme encourages girls to explore other interests and includes opportunities to participate in activities and events with boys outside the academic environment. Across the whole of The Mount School, we run the PeaceJam global curriculum programme, an international programme based on the work of Nobel Peace Prize laureates. Our Global Thinking programme in the Junior School and Senior School has been developed to help students think beyond their own world. The programme is designed to enable our students to become people who are aware of the world around them, fully prepared to live and thrive within it.

The Mount School also has a thriving music department, with many opportunities for students to get involved in a full range of musical activities. In 2020 The Mount became the first school in North Yorkshire (and one of only twenty schools in the UK) to gain the internationally recognised designation as an 'All Steinway School'. This exciting partnership gives pupils daily access to the highest quality pianos to practise, compose, perform and realise their artistic talents on world-class quality instruments.



'WE KNOW GIRLS CAN'

BOARDING

The Mount School has provided boarding facilities for girls since its inception. Currently we provide boarding facilities for around 40 girls from more than 17 different nationalities and our strategic plan increases this number further.

Our flexible approach means that some students choose to board full time throughout their school career, while others board for a year or two. We welcome full, weekly and flexi boarding pupils. Boarding helps students to focus on study, with access to the school's excellent facilities late into the evening and at weekends.

One of the most rewarding aspects of boarding at The Mount School can be seen in the strong and lasting friendships developed among our global community of students. Our school is international in outlook and is committed to welcoming international pupils who are truly reflective of the global community, as we believe that this can actively encourage the understanding and respect for different in culture that make the modern world such a uniquely interesting and positive place.

We believe The Mount School is a truly exceptional place where we live adventurously and 'We know girls can'. Warm, inclusive, calm whilst also providing stretch and challenge, we are committed to the education, development and care of every single pupil.

Further information about The Mount School York can be found on the school website.

www.mountschoolyork.co.uk/



LEADERSHIP & GOVERNANCE

The School is governed by The School Committee (equivalent to the Board of Governors in non-Quaker schools) who have responsibility for the school as Charity Trustees and as Company Directors.

The School Committee is supported by six sub-committees:

- Education
- Estates & Finance
- Reputation, Admissions & Marketing
- Nominations
- Compliance
- Staffing & Remuneration

The members of the Committee have all achieved senior posts in their chosen professions and have a broad range of professional and life experience including knowledge of Law, Education, Human Resources, Procurement, Finance, Communications and Marketing.

The Head leads the Senior Leadership Team that includes:

- The Head of Junior School
- The Bursar
- The Deputy Head – Pastoral
- The Deputy Head – Academic
- The Director of External Relations



THE ROLE

This is an exciting opportunity for a committed, dynamic and innovative leader to drive the next phase of an ambitious growth strategy. You will do this while managing an environment that will continue to deliver excellent education, anchored by the highest academic standards, and pastoral care that enables every pupil to achieve their full potential.

PURPOSE OF THE ROLE:

Lead The Mount School community in providing first class opportunities for young people to acquire the skills and values they will need to make a positive contribution to society and the well-being of those around them.

REPORTING TO:

Clerk (Chair) of the School Committee





MAIN TASKS AND RESPONSIBILITIES

STRATEGIC DIRECTION AND DEVELOPMENT OF THE SCHOOL

- Shape, develop and deliver a realistic but ambitious vision and strategic plan for the School in collaboration with the School Committee and Senior Leadership team to ensure the School continues to flourish.
- Increase pupil numbers through the delivery of compelling growth plans for domestic and international markets.
- Oversee investment in and development of the School's estate, facilities and resources.
- Build a high performing School Leadership Team who feel collectively accountable for bringing the school's vision and strategy to life, who are advocates for change and progress and have the courage to challenge constructively to ensure the best outcomes for the School.

ACADEMIC, PASTORAL AND EDUCATIONAL LEADERSHIP

- Promote a learning and teaching environment which advances the academic, spiritual, moral, mental and physical development of students and which prepares them for future opportunities and responsibilities.
- Ensure that high quality and innovative teaching is articulated and maintained, and that staff performance is monitored and challenged when necessary.
- Continue to foster resilience, respect and positive relationships throughout the school to ensure the School's outstanding levels of pastoral care are maintained. Implement and monitor policies that promote this aim and ensure whole school responsibility for safeguarding and child protection.
- Ensure the continued delivery and expansion of high quality co-curricular activities and experiences to enhance pupil experiences and support their wider attainment.
- Maintain a deep understanding of current educational thinking, best practice and compliance requirements that will inform pedagogy and continually improve the School's provision.



MARKETING, RECRUITMENT AND EXTERNAL ENGAGEMENT

- Ensure School has a clear marketing strategy and resources are put in place to deliver.
- Be a dynamic ambassador for The Mount School, explaining and marketing the aims and ethos, the day and boarding facilities to prospective pupils, parents, agents and others so that the School continues to increase numbers in the coming years.
- Ensure the school's academic results, extra-curricular success and strong pastoral care are promoted.
- Maintain existing positive relationships with feeder schools, other local schools and overseas agents to enhance The Mount School's reputation locally, nationally and internationally.
- Continue to develop The Mount School as a key player in the local community through outreach efforts, use of facilities and community events etc. to ensure strong networks are fostered and created.
- Build and encourage positive relations with the School's associated organisations and with organisations to which the School belongs (e.g. MOSA, QiY, GSA).

OPERATIONAL MANAGEMENT

- Empower and develop the Senior Leadership Team and middle managers to deliver the School's vision and strategy by delegating tasks and responsibilities to them in a clear and unambiguous way.
- Recruit and retain competent and high-quality staff who are empowered to understand and promote The Mount's distinctive offer.
- Ensure prudent but forward thinking financial and business management. Work closely with the Bursar to drive the resources and income streams required to deliver a sound financial future.
- Ensure that the School is fully compliant with all current legislation and that the School operates in a continual state of readiness for inspection. Ensure all policy and operational documentation is regularly reviewed and that systems are implemented effectively.

CULTURE AND ETHOS

- Inspire a culture of high aspiration and achievement in both students and staff.
- Empower and support all staff in driving continuous improvement in learning, teaching and development to enable a culture of academic rigour, personal growth and success to thrive.
- Foster an open culture where staff, pupils and parents feel listened to able to give feedback and contribute with confidence knowing their inputs will be considered.
- Ensure the values and history of Friends (Quakers) is shared with pupils and that Quaker wisdom, insights and practices are at the heart of the spiritual life of the School.



The Person

The Mount School York now looks for an exceptional and inspiring individual to lead the School into the next phase of its journey. We seek a visionary leader who is passionate about empowering young women and fostering a nurturing, inclusive environment. The ideal candidate will bring a blend of strategic acumen, innovative thinking, and a deep understanding of the unique challenges and opportunities that a school like The Mount School York brings. They will be dedicated to upholding the School's values, ensuring every student thrives both academically and personally.

Educational Experience and Qualification

- Educated to degree level.
- Teaching qualification.
- Experienced teacher.
- Evidence of CPD through career in education.

Essential Experience, Knowledge & Skills:

- Track record of strong strategic leadership in a school context.
- Experience of building, supporting and developing a high performing team.
- Operates in line with the Quaker principles of truth, integrity, respect, simplicity, equality and sustainability.
- A visible leader who has the drive and stamina to successfully lead and manage strategic change programmes involving pupils, staff and parents.
- Experience in articulating a vision, with an ability to inspire and communicate that vision to prospective students, parents, staff and other key influencers and stakeholders.
- An openness to feedback and a deep commitment to continuous personal development.
- Outstanding interpersonal skills and high levels of emotional intelligence with the ability to be approachable to colleagues.
- Understanding of all regulatory, compliance and safeguarding requirements.

Desirable:

- Good understanding of business and financial management and an ability to understand the impact of economic trends to identify and exploit potential commercial opportunities.
- Understanding of how effective marketing programmes can be used to increase pupil numbers.
- An understanding and appreciation of the power of Quaker silence and reflection and how this can inspire others.
- Understanding of leadership in a boarding environment, ideally with direct experience.
- Knowledge of new and emerging technologies and other innovations in education and how they can enhance the learning experience and support pupils progress.
- Experience/knowledge of primary level education.



TERMS OF APPOINTMENT

A competitive remuneration package is available to the successful candidate and although dependent on qualifications and experience, it will reflect the importance and responsibilities of this position.

School address: Dalton Terrace, York YO24 4DD

A relocation package will be offered. We may also be able to offer some accommodation on site.

Given the nature of the role, the Head will need to be visible, including on weekends where required.

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to The Mount School York on this appointment.

Candidates should apply for this role via www.saxbam.com/appointments using code LBPFA. 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 covering letter should be addressed to Margaret Bryan, Clerk of the Committee.

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

The closing date for applications is 9am on Thursday 15th August.

Key dates in the process:

- The first panel round will be at the School on Wednesday 11th September.
- The final round panel will be at the School on Thursday 19th September.

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.

Safeguarding

The Mount School York 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.

Saxton Bampfylde

