

Appointment of Head

September 2025



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Welcome from Chair of Governors

Dear Candidate

Thank you for your interest in the role of Head of Christ College, Brecon. This is an exceptional opportunity to lead one of Wales's most historic and respected independent schools into a new chapter of its distinguished history. Founded in 1541 by King Henry VIII, Christ College has, for nearly five centuries, stood as a beacon of academic excellence, personal growth, and community spirit. This is reflected in Estyn's 2024 report, which noted: "pupils leave the school as well-rounded individuals, with strong public examination results and a clear understanding of how to identify and follow their future pathway."

Our current Head, Mr Gareth Pearson, will step down after nine years of dedicated service to take up a new post at Blundell's School. His tenure has strengthened academic standards, enhanced the 'second curriculum', and developed facilities that will serve the community for years to come. He has also expanded our international partnerships, notably through the creation of our sister school, King Henry VIII College in Malaysia. The Governors now seek an exceptional leader to build on these achievements and drive forward our vision.

Several key initiatives currently under development are central to realising our vision. These will not only safeguard the long-term future of Christ College but also enhance the educational experience for all pupils. They include expanding the Prep School, growing weekly boarding provision, and increasing the number of short-stay international pupils. We are also working with international partners to establish further sister schools in East

Asia. In addition, there is an increased focus on generating non-fee income through activities such as summer schools and expanded philanthropy. Building on our pupils' sporting successes, we are investing in facilities and specialist coaches, and partnering with elite sports organisations.

The next Head will shape the College's strategic direction, ensuring we continue to provide an education that is academically challenging, pastorally nurturing, and globally relevant.

This role requires a person of strategic vision and strong moral purpose, able to combine traditional values with the agility to respond to a changing educational landscape. We seek a confident, approachable, and inspiring leader who will promote the College's heritage and Christian ethos, engaging fully with pupils, parents, staff, Old Breconians, international partners, and the wider community. The successful candidate will embody our values of integrity, ambition, compassion, and respect.

If you share our passion for enabling young people to flourish, and have the experience, energy, and vision to lead our community, we look forward to receiving your application.

Yours sincerely

Professor Michael C R Davies FRSE FLSW

Chair of Governors
Christ College, Brecon





About Christ College Brecon

Outstanding holistic education for day pupils age 4+ and boarding from age 10-18 in the heart of the Brecon Beacons National Park

Set in the heart of the Brecon Beacons National Park, Christ College was founded by Henry VIII in 1541. Every pupil wears the distinctive 'h' logo, connecting them to the College's rich heritage. Our motto, "They achieve because they believe they can," continues to reflect our belief in building confidence and encouraging pupils to embrace new challenges.

Pastoral care is central to life at Christ College. In our close-knit community, small class sizes and a strong House and Hub system help create an environment where pupils feel supported, safe and able to thrive. We know that pupils who feel happy and secure perform at their best.

The College is structured in three phases. St Nicholas House caters for pupils aged 4 to 11, while Alway House supports pupils aged 11 to 13, offering both day and weekly boarding. Pupils then move into the Senior School, where a broad academic and co-curricular

programme stretches and inspires every learner. Their journey concludes in the Sixth Form, where they benefit from greater freedom and choice as they prepare for life beyond school.

Our 40-acre campus provides the perfect backdrop for learning that extends far beyond classroom walls. At CCB we call it our 'second curriculum', and it has equal importance in College life as any academic achievements. The outdoor education programme, including our unique Year 9 Beacon Course in the Brecon Beacons, weaves together mindfulness, goal-setting and resilience-building through real adventure. Developed by our Director of Outdoor Education, this approach to personal growth recently earned us the award of *Inventive Extra-Curricular Programme* in the Muddy Stiletto School Awards 2025 which is a real testament to our belief in nurturing the whole person.

Our Focus

A strong moral foundation

The most important aspect of any education is to nurture a strong moral compass. We aspire for all of our pupils to make a positive contribution to the society in which they live. While we will always strive for pupils to achieve academically, it is important that this is underpinned by a set of values by which our pupils can direct their talents in a positive way. This is the cornerstone of a Christ College Brecon education.

Academic excellence

We aspire for all our pupils, irrespective of their academic ability, to achieve the best they can. To accomplish this we help our pupils to develop self-belief, a growth mind-set and a work ethic that will enable them to fulfil their ambitions. Our teachers are committed, caring and able to inspire pupils to aim high.

Developing the whole person

Great schools develop the whole person. We believe that as people grow, they should gain self-belief and discover their passions in and out of the classroom. We are deeply committed to offering a rich co-curriculum programme of Sport, Music, Art and Drama, areas where

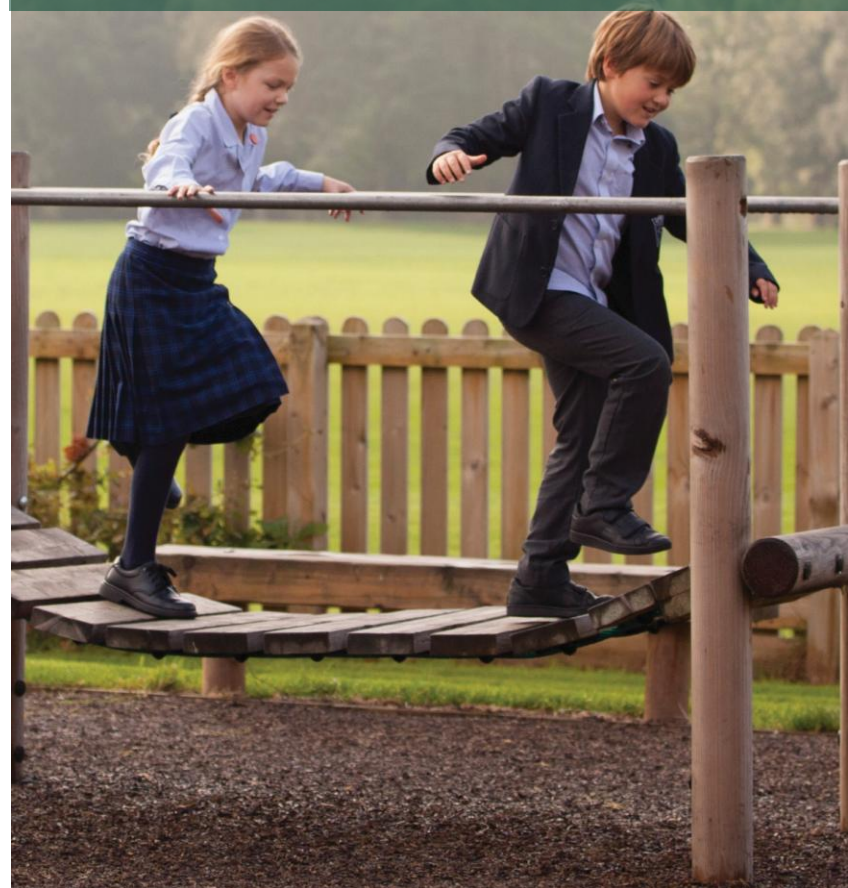
pupils learn about themselves and others, and grow as individuals. They learn how to collaborate, how to win, lose or draw with humility and grace. They learn how to cope with challenge and develop a love of their beautiful environment through our Outdoor Leadership programme, comprised of the Combined Cadet Force, the Duke of Edinburgh's Award and the Curriculum for Life. They also learn about tolerance, respect, community living and leadership through day-to-day life within their House.

Strong community

A good school is built upon a good community. Our community is inclusive of all: parents, the local town, key partners, all staff and pupils. It encourages selflessness, leadership and is a safe and supportive environment for all. Our pupils learn every day about how to contribute positively to society. The strength of a community is perhaps best judged by how they treat the most vulnerable within it. We aspire to nurture a caring and compassionate culture that looks out for those that need support the most.

“Leaders have successfully sustained a caring family community towards which pupils, parents and past pupils display great loyalty and affection.”

- Estyn Report 2024



The background image shows the interior of a church. In the foreground, the backs of several rows of people, mostly young men in dark blue school uniforms, are visible as they sit in wooden pews. They are facing towards the front of the church. At the front, there is a large, ornate stained glass window with a central panel depicting a crucifixion and two side panels with figures. Below the window is an altar area where a religious service is taking place, with a priest in white vestments visible. The church has a high, vaulted ceiling with exposed wooden beams and stone arches. The lighting is soft, coming from the window and some interior lights.

College Life

Boarding

Our aim is to provide facilities, opportunities and experiences that will enable all pupils to develop tolerance of others, high moral standards and a strong sense of citizenship.

We offer flexi boarding, weekly boarding and full boarding options at Christ College, and we are proud that both our day and boarding pupils consider the College a home-from-home and quickly develop a sense of belonging and loyalty to their house.

Each house has a dedicated team of staff. These include a Houseparent (who is a teacher at the College and lives in the House with their family), an Assistant Houseparent, and a team of dedicated House Tutors who are on hand to offer academic and pastoral support throughout the evenings.

Our Chapel

For generations pupils and staff at Christ College have participated enthusiastically in worship and particularly in hymn singing, in a chapel building that has for a millennium been used to lift prayer and praise to God.

Christian worship here is not for spectators, but for participants, with pupils leading, reading, speaking, and praying and, of course, singing. Singing the great hymns together reinforces our strong sense of community, raises our spirits, and above all lifts our minds from the daily routines and immediate tasks of College life, reminding us of what is deeper, more lasting and more satisfying. We hope that the great poetry and music that we experience in the chapel will enrich, enlighten and inspire those who join in with the tradition of joyful and enthusiastic worship that has flourished for so long at Christ College.

Academic Success

At Christ College we offer a mixture of A-Level & B-TEC qualifications. Christ College consistently achieves excellent results at A Level and GCSE, which places us amongst the highest performing schools in Wales.

Pupils celebrated impressive A Level results this year, achieving the highest results the College has ever seen and a 20% increase on last year's A*- A results.

77% of all grades achieved were A*- B and the percentage of A*- A grades awarded (60%) reflects the hard work, dedication and outstanding achievement of pupils.

Known for academic excellence in Mathematics and Science, alongside a balanced and varied curriculum of sport, creative arts and outdoor education, Christ College pupils performed superbly in STEM subjects and sport.

This strong track record of success has enabled 85% of pupils to secure their first-choice of university in 2024, with courses including Dentistry, Medical Pharmacology, Law, Architecture, Mechanical Engineering and Aeronautical Engineering amongst other competitive subjects.



77%

A*-B A LEVEL RESULTS

89%

A*-C A LEVEL RESULTS

44%

GRADE 9-7 (A-A*) GCSE RESULTS

The Role

The Head of Christ College Brecon provides overall strategic leadership and management of the College, ensuring it is an inspirational, safe, and nurturing environment where pupils thrive academically, socially, morally, and spiritually. The Head is responsible for the effective professional leadership of the College and for promoting its standing as one of the leading independent, co-educational boarding and day schools in Wales.

Key Responsibilities

Leadership and Vision

- Provide inspirational, visible leadership to the whole College community, upholding and exemplifying the College's values, ethos, and heritage.
- Develop and articulate a compelling vision for the College's future, ensuring it is understood, embraced, and translated into action by pupils, staff, parents, and Governors.
- Lead by personal example with integrity, resilience, enthusiasm, and professionalism.
- Foster a culture of high aspirations, mutual respect, and continuous improvement throughout the College.
- Promote equality, diversity, and inclusion, ensuring compliance with the Equality Act 2010 and fostering an inclusive, welcoming environment for all members of the community.

Strategic Direction

- Work closely with the Governing Body to shape and implement the College's strategic direction, ensuring financial sustainability and continued educational excellence.
- Ensure the College is adaptive to future challenges and opportunities in the educational landscape whilst remaining true to its mission and values.
- Lead the execution of strategic plans, ensuring robust monitoring and reporting mechanisms to track progress.
- Ensure effective risk management strategies are in place, covering educational quality, safeguarding, financial prudence, health and safety, and reputational risk.

Management and Resources

- Provide effective leadership to the Senior Management Team, promoting collaborative working and a shared sense of purpose.
- Oversee the recruitment, retention, development, and performance management of all staff.
- Work closely with the Bursar to ensure prudent financial management, effective resource allocation, and compliance with financial controls.
- Lead long-term planning for the development and maintenance of the College's estate and facilities.
- Promote environmental sustainability and responsible stewardship of resources.

Governance and Compliance

- Report formally to the Governing Body three times per year and work closely with the Chair of Governors to ensure effective oversight of the College.
- Advise and support the Governing Body in fulfilling its legal duties, including compliance with charity law (Charity Commission for England and Wales), safeguarding, financial stewardship, and educational quality.
- Provide timely, relevant, and accurate information to Governors to enable robust decision-making.
- Ensure full legal and regulatory compliance in all areas, including adherence to Estyn standards, the National Minimum Standards for Boarding, health and safety legislation, employment law, and data protection regulations.

The Role

Educational Leadership and Pastoral Care

- Promote and secure the highest standards of teaching and learning, ensuring all pupils are supported to fulfil their potential in all areas of school life.
- Drive academic innovation and ensure the curriculum remains broad, balanced, and engaging, preparing pupils for English external qualifications including GCSE, BTEC, and A Level examinations, while celebrating and embedding Welsh cultural heritage through the teaching of Welsh, participation in Eisteddfodau, and wider cultural programmes.
- Ensure that Christ College remains independent of statutory curriculum frameworks while embracing educational best practice, drawing from both English and Welsh educational traditions where appropriate.
- Oversee the boarding provision, ensuring it meets the highest pastoral and regulatory standards under the National Minimum Standards for Boarding Schools (Wales).
- Safeguard and promote the wellbeing of all pupils, ensuring a proactive approach to mental health and pupil welfare.
- Champion a culture of staff wellbeing and professional development, ensuring the College remains a supportive yet high-performing environment.
- Sustain and nurture the spiritual life of the College, fostering the Christian ethos while welcoming those of all faiths and none.
- Maintain a vibrant co-curricular programme, encouraging excellence and participation in sport, music, drama, outdoor education, and other activities.
- Ensure that Christ College meets all inspection and regulatory requirements, including Estyn standards and other relevant compliance obligations.

External Relations and Community Engagement

- Act as the chief ambassador and advocate for the College, building its reputation locally, nationally, and internationally.
- Lead marketing, admissions, and outreach efforts to secure healthy pupil recruitment, engaging actively with feeder schools and key stakeholders.
- Maintain strong, open relationships with current and prospective parents, ensuring excellent communication and engagement.
- Cultivate and sustain warm relationships with Old Breconians, the Society of Friends, and the wider alumni network.
- Engage proactively with Christ College's sister school in Malaysia and any future international partnerships.
- Foster charitable and community engagement, promoting active involvement in local, regional, and national communities.
- Support the College's fundraising and development activities, nurturing relationships with current and potential donors.
- Lead the College's response to any critical incidents, acting as the public face of the College during both positive and challenging situations.

Personal Attributes

- Uphold the highest standards of personal integrity, professionalism, and discretion.
- Be a visible, approachable, and empathetic leader who engages positively with pupils, staff, parents and Governors.
- Maintain resilience and stamina in fulfilling the wide-ranging demands of Headship.
- Commit to ongoing personal and professional development.



Person Specification

Essential Criteria

- A dynamic, visionary, and visible leader with a record of successful senior leadership, ideally within a boarding and day school environment.
- Strong academic credentials, including a good honours degree and a record of teaching excellence.
- Proven ability to lead strategic initiatives and manage complex organisations.
- Excellent interpersonal and communication skills with the ability to engage confidently with diverse stakeholders.
- Significant understanding of boarding education and pastoral care.
- Clear commitment to safeguarding and wellbeing, with demonstrable understanding of regulatory frameworks.
- Commercial awareness and financial literacy, with strong business acumen.
- Demonstrable experience in marketing and the ability to promote the College effectively.
- Commitment to Christian values and to the spiritual life of the College.
- Enthusiasm for co-curricular activities and the wider life of a boarding school.

Desirable Criteria

- Experience as a Head or Deputy Head in a boarding environment.
- Experience in both senior and prep school contexts.
- Familiarity with both the English qualifications system and the cultural and educational context of Wales.
- Direct experience in fundraising and development work.

Reporting Lines and Structure

- Reports to the Governing Body.
- Informally maintains regular contact with the Chair of Governors.
- Leads a Senior Management Team comprising the Deputy Heads (Academic and Pastoral), Head of the Prep School, Director of Marketing and Admissions, and the Bursar. The Bursar reports to and provides services to the Governing body in their role as Clerk to Governors.

Additional

The Scheme governing Christ College requires the Head to be a member of the Church in Wales or of a Church in communion or covenant therewith. The Governors are willing to review this requirement where necessary, providing candidates meet the College's requirements for spiritual leadership.

Christ College Brecon is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be required to undergo enhanced DBS clearance.

“Pupils and staff have a shared ambition for learning that is a hallmark of lessons across the school. Pupils value the distinct academic and pastoral support they receive.”

- Estyn Report 2024



How to Apply

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

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

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 closing date for applications is **9am on Tuesday 16th Sept**

Process & Key Dates:

- First round panels will be held on Thursday 6th November
- Individual meeting with the Chair and another member of the governing body (online) – dates TBC
- Final round panels will be held on Thursday 20th November

* 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.

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.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

Equal Opportunities Statement

Christ College Brecon is committed to fostering a diverse and inclusive community where all staff and pupils feel respected, valued, and supported. We are an equal opportunities employer and welcome applications from all suitably qualified individuals regardless of age, disability, gender identity or expression, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

We actively encourage applications from all and are committed to promoting equality and eliminating discrimination throughout our recruitment process and working environment. If you require any adjustments to support you during the application or interview process, please let us know — we will do our best to accommodate your needs.

