



**Loughborough
Schools Foundation**

Nursery • Fairfield • Grammar • High

Chief Executive Officer

For September 2026



An Introduction to the Foundation

The Loughborough Schools Foundation traces its roots back to 1495 with the opening of the Grammar School in Loughborough's Parish Church. More than five centuries later, the Foundation looks back on this history with pride, but looks to the present and beyond as a progressive family of schools and a cornerstone of the community as one of the largest employers in the thriving University town.

Today, the Foundation comprises a Nursery, a Prep School and two Senior Schools, offering high quality education from six weeks through to eighteen years. Each School has its own identity and traditions, but they are united by shared values and a strong sense of community where every pupil is known and supported.

Located in the heart of Leicestershire, the Foundation balances heritage with innovation, providing education that combines academic achievement with personal and social development – ensuring its pupils leave not just with knowledge, but with the broader skills and values they need to succeed in their chosen paths.

Being part of the Foundation brings a wealth of opportunities and experiences for every pupil, benefitting from a shared campus with outstanding facilities. As part of this broader community, they are encouraged to try new things and develop lasting friendships, all within a culture of respect, courtesy and belonging.

The Foundation is a place of ambition and inspiration, where young people are challenged to extend themselves, broaden their horizons and prepare to make a positive impact in the world.



Our Schools

Each Foundation School has distinct character, traditions and leadership, shaped by committed staff and visionary Heads. This is strengthened further by their collective Foundation identity. The schools share one campus, specialist facilities, expertise and central services, as well as a commitment to delivering the highest quality education.

By pooling resources and centralising services across our schools, we are able to set exceptional standards, progress faster and provide facilities which a single school would find hard to emulate at comparable fee levels. Examples abound: our exemplary cross-Foundation Music School, our extensive Forest School, specialist STEM facilities, a modern Sports Centre, superb catering and a comprehensive pupil transport network.

These tangible benefits reflect deeper advantages. Being one Foundation provides a wider, more diverse community for pupils to grow within. Pupils come together to share experiences on tours and trips, through drama productions and music performances, and the Combined Cadet Force. Many Sixth Form subjects are also now taught jointly across the two senior schools.

This campus-based, community approach means that young Prep children take inspiration from seeing Senior School students in daily life, while Sixth Formers play an invaluable role mentoring younger pupils.

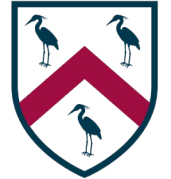
Families can feel confident knowing their children will receive a continuous, high-quality education from early years through to secondary level.

Explore more about each school
by clicking the logos below:



Loughborough
Nursery

Boys and Girls
6 weeks – 4 years



Fairfield
Prep School

Boys and Girls
3 – 11 years



Loughborough
High School

Girls
11 – 18 years



Loughborough
Grammar School

Boys
10 – 18 years

Our Community

Loughborough Schools Foundation is deeply embedded in local, national, and international communities through extensive outreach and service programmes. The Foundation provides over 3,000 hours of community service annually, with pupils volunteering in charity shops, care homes, and supporting local events including leading the Loughborough Remembrance Day parade with 250 pupils and staff. Students are passionate fundraisers, with the prep school alone raising over £11,500 annually and secondary schools contributing tens of thousands more to causes ranging from local hospices to international development projects in Sri Lanka.

Educational Outreach

Loughborough Schools Foundation believes strongly in sharing educational resources with the wider community, offering extensive free programmes that benefit both state and independent school pupils. Regular masterclasses in Science, English, Mathematics, and Languages reach approximately 120 local primary pupils per session, whilst LSF students serve as classroom assistants at specialist schools and provide weekly support in local primaries. The Foundation hosts major educational conferences, provides Oxbridge preparation for state school pupils, and staff support local academies in introducing subjects like Latin. These initiatives reflect the Foundation's conviction that educational excellence should benefit the entire community.

Community Partnerships and Facilities

The Foundation's extensive facilities serve as a community hub, welcoming 27 local sports clubs and organisations. LSF provides venues for a wide range of activities, including Scout meetings, charity fundraising events, examinations and cultural events. Strategic partnerships with Loughborough University Sport, Leicester City Football Club, and Coach House Pianos also allow for extensive opportunities for pupils across sporting and musical disciplines.





Strengthening Our Foundation: A Strategic Leadership Opportunity

The Foundation is entering an exciting phase in its development. With a strong heritage and a commitment to excellence, we are now looking ahead to a future further shaped by innovation, collaboration and strategic ambition. Like many school groups, we operate in a dynamic and competitive landscape shaped by rising costs, increasing regulation, and evolving expectations from parents, staff, and the wider community. These challenges also bring opportunities to innovate, collaborate and secure long-term sustainability to ensure our pupils continue to benefit from an outstanding education and broader co-curricular opportunities and experiences.

To meet these demands and unlock future potential, the Foundation is seeking to appoint a Chief Executive Officer (CEO). This is a visionary and strategic leadership role that will unite our Schools under a shared purpose while preserving their individual identities.

This role will lead the development of a unified Foundation strategy that supports growth, encourages innovation, and ensures the most effective use of shared resources. With a single point of executive leadership, decision-making and governance will become more streamlined, allowing the Foundation to respond with agility and confidence to both challenges and opportunities.

Importantly, this structure empowers individual School Heads to concentrate fully on leading their own school communities. With strategic leadership provided at Foundation level, Heads can continue to focus on educational excellence and the wellbeing of their staff and pupils, supported by the wider organisation.

This appointment is about equipping the Foundation with the strategic leadership structure it needs to thrive. With a clear vision and unified direction, the CEO will ensure that each School continues to flourish within a strong, collaborative, and future-focused organisation.



The Role – Chief Executive Officer (CEO)

Reporting to: Chair / Board of Governors

Departmental responsibility: Accountability for all departments and functions

Direct reports: Heads, Bursar, External Engagement Director, Head of HR, Head of Governance (dual reporting to the Board)

Main Purpose of the Role:

To lead, inspire and set the strategic direction of the Foundation to ensure its future success, effectiveness and sustainability.

Key Responsibilities

Strategic Leadership

- Develop and articulate a vision and strategic plan aligned with the goals, mission, values and culture of the Foundation and Schools, ensuring risks to sustainability, reputation and growth are identified and managed.
- Provide executive leadership to inform and support the Board in making well-informed decisions, including delivery of the Foundation strategy in partnership with Trustees.
- Ensure the Foundation remains future-ready by integrating industry trends, technology and innovation into strategic planning.

Safeguarding

- Ensure the safeguarding and welfare of children and young people across the Foundation.
- Act as a role model to staff, pupils and parents in demonstrating a commitment to safeguarding.

Senior Team Leadership

- Provide direction and leadership to all Foundation staff, with effective line management of senior direct reports.
- Foster a collaborative, high-performing culture of continuous improvement, knowledge-sharing and partnership across all Schools.

Governance and Accountability

- Serve as the principal executive link between the Board of Governors and the Schools.
- Ensure robust governance, clear reporting, and effective decision-making across the Foundation.



The Role

Marketing and Communications

- Oversee the Foundation's brand and marketing strategy, ensuring consistent messaging and positioning across all Schools and external communications.

Stakeholder Engagement

- Build and maintain strong relationships with key external stakeholders, including Governors, donors, alumni, community leaders, educational partners, unions, business leaders.
- Act as an ambassador for the Foundation, promoting its values and vision externally and play a role in alumni relations and fundraising.
- Serve as a prominent and visible figure within the Foundation and beyond, building profile through proactive engagement and thought leadership.

Programme / Curriculum Development and Implementation

- Work closely with the Heads to set the strategic direction for educational and curriculum programmes, ensuring they are overseen effectively and align with the Foundation's objectives.

Financial, Commercial and Operational Management

- Oversee the financial, commercial and operational performance of the Foundation to achieve financial targets, KPIs and surpluses.
- Develop innovative and diverse revenue streams to complement financial performance.
- Take a Foundation-wide view on the schools' approach to risk management.
- Working with the Heads and the Bursar, ensure the development of the campus is aligned with the ambitions of each of the schools and the Foundation's strategic priorities.

Innovation and Adaptation

- Keep abreast of industry trends, technological advances and educational innovation to ensure the Foundation remains relevant and effective.

Monitoring and Evaluation

- Establish systems to track and assess the impact of Foundation programmes, ensuring data-driven decision making.
- Define KPIs aligned to strategic goals, ensuring regular monitoring and reporting.

Legal and Compliance

- Ensure the Foundation operates in compliance with relevant laws and regulations, addressing any legal or ethical concerns.

The Person

This is a role that would suit someone who has an educational background who wishes to step back from the day to day running of schools, and instead focus on the strategic and commercial development of the Foundation. Equally, the role would suit someone who has not come up through a teaching route but understands the world of education and has transferable skills that enable them to be effective in this role.

It is likely the successful candidate will demonstrate all or most of the following:

Qualifications

- Educated to degree level or equivalent.
- Educated to Masters level or higher and/or with a leadership qualification in education. (Desirable)
- NPQH qualified. (Desirable)

Skills & Knowledge

- Significant experience leading complex organisations, with a proven track record of delivering measurable results in challenging environments.
- Leadership and management experience within the education sector, particularly independent or multi-school settings.
- Skilled in driving organisational performance, with a focus on continuous improvement and achieving excellence.
- Ability to develop and sustain a positive, resilient organisational culture.
- Strong influencing, negotiation and engagement skills, with proven ability to build strategic partnerships.
- Extensive experience of leading large-scale organisational transformation.
- Proven ability to drive commercial development, diversification and sustainable growth.
- Skilled in working with trustees/boards, with strong understanding of governance.

Behaviours and Competencies

- Dynamic, inspiring and forward-thinking; committed to distributive leadership and fostering teamwork. Strong coaching style.
- Trustworthy, objective and resilient; able to make difficult decisions under pressure.
- Adaptable and effective at pace, able to navigate unforeseen challenges.
- Commitment to Inclusion and Development and passionate about the academic, personal and social development of young people; committed to diversity, equity and inclusion.
- Low ego and ability to work collaboratively.
- Strong interpersonal, communication and organisational skills; good listener, approachable and receptive to feedback.
- Excellent judgement, wisdom, with the ability to make decisions.

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Loughborough Schools Foundation on this appointment.

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

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 the 7th October.

Process & Key Dates:

- First round panels will be held on **Thursday 13th November**
- Final round panels will be held on **Tuesday 25th 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.

Shortlisted candidates will be required to complete an application form.

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.





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