



Stephen Perse

Foundation

Appointment of Principal



Welcome from the Chair of Governors

Thank you for your interest in becoming the next Principal of the Stephen Perse Foundation. You would be joining us at a particularly significant and energising moment in our history. As we approach our 145th anniversary, the founding ethos of Dr Stephen Perse – a philanthropist dedicated to widening opportunity and enriching his community – feels more relevant and more urgently required than ever.

That ethos sits at the centre of an ambitious strategic plan that is reshaping both our Foundation and our contribution to the wider Cambridge ecosystem. We remain committed to providing an exceptional independent education from Nursery through to Sixth Form; at the same time, we are clear that our schools must play an active role in addressing inequality across our city. Cambridge is a place of extraordinary innovation and intellectual achievement, yet profound disparities persist. We believe that independent schools have both an opportunity and a responsibility to contribute to the solutions, to open doors, and to support social mobility in meaningful ways.

Our long-term strategy therefore places social purpose alongside academic ambition. Through deep, reciprocal partnerships with state schools, community organisations and leading employers, we are expanding bursary provision and sharing expertise in ways that make a tangible difference. Our relationship with North Cambridge Academy is a central expression of this commitment. It is a model of what thoughtful cross-sector collaboration can achieve, and we are determined to strengthen and develop it still further in the years ahead.

This is also a period of real momentum within our own schools. We are refining and future-proofing our curriculum, investing in our staff, and enhancing the distinctive 1-18 journey that sets the Stephen Perse experience apart. Our students continue to excel academically and personally, supported by small class sizes, exceptional pastoral care, and a rich breadth of opportunity spanning music, drama, sport, sustainability and global education. Yet what truly distinguishes the Foundation is the character of the community itself; warm, inclusive, purposeful and intellectually curious - these are the golden threads through a school life at Stephen Perse, rooted in 145 years of educational excellence and philanthropy, and it shapes our aspirations for the future.

Against this backdrop, we are seeking a Principal who brings strategic clarity, moral purpose and a deep belief in the transformative power of education. We wish to appoint someone who leads with authenticity and humility; who inspires confidence; who cultivates strong, collaborative teams; and who understands the full educational arc from Early Years to Sixth Form. Our next leader will possess the vision to look beyond current horizons, identifying opportunities for strategic evolution. Crucially, they will be someone who believes that independent education can and should be a force for public good, and who is motivated by the opportunity to translate that belief into sustained and measurable impact.

We welcome applications from leaders across the education sector who share this purpose and who bring the creativity, courage and conviction to help us shape a fairer future for all.

Michael Windmill
Chair of Governors



An Introduction to the Foundation

The Stephen Perse Foundation is a family of schools and nurseries in Cambridge and Saffron Walden, educating boys and girls aged one to eighteen. Its origins lie in the former Perse Girls School, founded in 1881, which evolved into the Stephen Perse Foundation in 2007 as part of a modernisation of its governance, identity and educational vision.

Growth followed swiftly. The acquisition of Dame Bradbury's Junior School in Saffron Walden - which celebrated its 500th year in 2022 - extended the Foundation's reach and added a further nursery and Junior School setting, strengthening its co-educational junior offer. In the Cambridge settings, full co-education was introduced in stages: boys joined the Stephen Perse Cambridge Junior School (formerly Rosedale House) from 2014 and the Senior School from 2017. The 'Diamond' structure used during this transition has since been gradually phased out.

In 2018, the Cambridge Centre for Sixth-form Studies merged into the Stephen Perse Sixth Form, enabling the Foundation to establish boarding provision for Sixth Form students. This further diversified its educational pathways and broadened its appeal to students from the UK and overseas. Investment in facilities has underpinned the Foundation's academic and pastoral ambitions. The Senior School was enhanced by a five-storey building featuring Cambridge's first rooftop sports pitch, a Sport England standard sports hall, an activity space with viewing area, ten classrooms and a new learning hub. Sixth Form teaching facilities were relocated and expanded in 2020-22, supporting a cohesive approach to 11-18 provision.

Today, the Foundation enjoys a consolidated Senior School and Sixth Form campus in central Cambridge, while expanding early years provision in Cambridge and Saffron Walden to currently comprise four nursery settings in total. The Stephen Perse Cambridge Junior School has also relocated and expanded to three form entry from Year 4 upwards from 2022.

Overall, these developments have ensured a coherent and continuous educational pathway from age 1 to 18 and strengthened the Foundation's profile across the region. The Foundation's achievements have been widely recognised. It was named Independent School of the Year in 2014 for "*reinventing the school and creating a community of learners fit for the 21st century*," and in 2020, the Sunday Times named it Independent School of the Decade for East Anglia. More recently, the Foundation's partnership with North Cambridge Academy and Costello Medical was recognised with the Award for Collaboration at the Cambridge Independent Business awards in 2024 and AstraZeneca has recently confirmed a decision to support the partnership.

Academic outcomes are strong: typically, over half of GCSE and A-level grades are at 9/8 and A*/A respectively, approximately three-quarters at 9/8/7 and A*-B, and students progress to leading universities worldwide. In 2025, nine students received offers from Oxford and Cambridge across a broad range of disciplines.

Looking ahead, the Foundation pursues a clear and ambitious vision for an excellent modern education. Dynamic learning environments, reflective practice and a commitment to first-class teaching and professional services underpin its work across all phases, offering a robust platform for strategic development. The Foundation continues to use Cambridge as an extension of the classroom, ensuring its students learn in a setting that is rich in academic and cultural opportunities.



Our Schools

Nursery & Early Years (1 to 5)

There are four nursery schools: two in the centre of Cambridge; one to the west of Cambridge in Madingley; and, one in Saffron Walden. They all provide the same care, curriculum and vision for child-centred inspirational education.

Cambridge Junior School (5 to 11)

The Junior School, Cambridge is one of the two Junior Schools in the Stephen Perse Foundation, educating both boys and girls. It follows a unified curriculum and vision for education designed to encourage independent, creative and reflective thinking. Its location adjacent to one of the Early Years sites, ensures a seamless educational transition for our youngest learners.

Dame Bradbury's Junior School (5 to 11)

The Junior School at Dame Bradbury's is the second Junior School in the Stephen Perse Foundation educating boys and girls. It shares the same visionary curriculum and commitment to independent, creative thinking that defines the Stephen Perse experience. Co-located with the Early Years setting in Saffron Walden, it offers a seamless and integrated educational journey.

Cambridge Senior School (11 to 16)

The Stephen Perse Senior School is located in Union Road in the heart of Cambridge. Students join us from the Cambridge Junior School and Dame Bradbury's and from schools across Cambridge and beyond.

Cambridge Sixth Form (16 to 18)

The Stephen Perse Cambridge Sixth Form is based on a separate site off Bateman St, close to the Senior School and to the centre of Cambridge. Here students have the benefit of both day and full boarding options. Students join us directly from the Stephen Perse Senior School, and from schools throughout the UK as well as from abroad.

Explore more about each school by clicking on the links below:





**Dame Bradbury's
Junior School**



Shaftesbury Nursery



**Salisbury Villas
Nursery**



Sixth Form



Senior School



Mission, Vision, Values

Essence

Independent thinking, exceptional outcomes.

Our Mission

At the Stephen Perse Foundation, our mission is to educate and inspire the leaders, innovators, and contributors of tomorrow: intelligent young people achieving academic excellence and societal impact with creativity, confidence, compassion and conviction.

Our Values

Grounded in a culture of academic excellence, innovation, and a supportive community, we value the unique potential of each student and their capacity to positively impact the world through:

- **Intellectual ambition** and the advancement of knowledge and understanding.
- **Integrity**, empathy, and inclusivity, fostering a compassionate community where each person is known and valued.
- **Perseverance** and adaptability, resilience in an ever-changing world.
- **Commitment to continuous self-improvement** through humility, reflection, and self-motivation.
- **Environmental stewardship** and sustainable living, aligning with a shared responsibility for the planet.
- **Diverse definitions of success**, recognising achievements across academic, personal, and career domains and supporting each student's individual journey.

Our Vision

To realise this mission, our vision is to create a thriving, inclusive, nurturing educational environment that:

- **Promotes academic excellence** by cultivating intellectual curiosity, critical thinking, and a passion for lifelong learning through an innovative and rigorous curriculum.
- **Develops well-rounded individuals** through a holistic education that values co-curricular involvement, self-directed growth, and skills for career and personal success.
- **Supports individual pathways to success** by celebrating diverse accomplishments - academic, personal, and professional - and fostering resilience, self-reliance, and agency.
- **Encourages social and environmental responsibility** through a supportive community that values kindness, inclusivity, and a commitment to sustainable practices.
- **Creates opportunity and accessibility** with a commitment to financial support through bursaries and scholarships, making a Stephen Perse education accessible to all who have the determination and potential to succeed.

About Us

Student Numbers and Finances

The Foundation is popular, with healthy school rolls across all settings, and a total of approximately 1,500 students across our sites. The Senior School is operating at capacity, and additional teaching facilities have increased capacity in our Sixth Form, with this expansion work completed in September 2022. Across the Senior School and Sixth Form there are around 900 students, with over 400 students across the two Junior Schools and approximately 200 across the Early Years settings.

The Foundation is in a strong and well-managed financial position, as reflected in the audited and approved accounts for 2024-25. While the majority of income is derived from fees, there is a growing contribution from trading activities such as lettings, holiday childcare and activity programmes, alongside increasing philanthropic support for bursaries and scholarships and the launch of an online merchandise store in 2025. Despite significant sector-wide pressures, including VAT changes, higher Employer National Insurance contributions and the loss of charitable business rate relief, disciplined financial management and a clear strategic focus have enabled Stephen Perse to achieve a robust operating surplus of 14.1 per cent of net fees, exceeding sector benchmarks, while strengthening its balance sheet and maintaining free reserves within target levels, positioning the Foundation to strategically evolve and enhance its educational provision over the long term.

Estate

The Senior School and Sixth Form benefit from high-quality city-centre facilities, with an ongoing centrally funded refurbishment programme. The Senior School is located near Cambridge's historic centre and railway station, while Sixth Form teaching takes place in nearby period buildings, with recent expansions enhancing classrooms, social and dining spaces, outdoor areas. Boarding facilities are a short walk away on St Barnabas Road. Across the 11-18 sites, students have access to well-equipped classrooms, science labs, design and engineering workshops, music and performance spaces, a visual arts centre, study rooms, libraries, dining facilities, a concert and assembly hall, and a modern double-height sports hall with a viewing gallery.

The Cambridge Junior School, Shaftesbury Nursery and Salisbury Villas Nursery are all within easy walking distance of the Senior School and Sixth Form, with Madingley nursery a short drive away, creating a cohesive city campus and enabling shared facilities, including the Sports Facilities, Forest School, Nature Reserve and Riverside Pontoon at Latham Close. Dame Bradbury's Junior School, together with its own dedicated nursery, is located close to the centre of Saffron Walden, serving pupils and families across the wider region, and benefits from extensive on-site facilities for sport, music, drama, science and art.





Leadership Structure

The School operates as a Charitable Trust with a governance structure typical of a large independent school: a voluntary Governing Body drawing on a wide range of professional expertise. Many Governors work within the Colleges or Faculties of the University of Cambridge or hold senior roles in the local or wider economy. Some are also current or recent parents.

The Foundation is led by an Operational and Educational Executive Team headed by the Principal as Chief Executive, currently Richard Girvan, who joined in 2020.

Principal

Operational and Educational Executive Team:

- Vice Principal and Head of 11–18
- Senior Deputy Head (11–18)
- Head of Cambridge Junior School
- Head of Dame Bradbury's
- Head of Early Years
- Head of Pre-Prep
- Chief Financial and Operating Officer
- Executive Director
- Chief Compliance Officer and General Legal Counsel
- Chief Information Officer

Strategic objectives and annual budgets are developed by the Principal and the Operational and Educational Executive, then reviewed through the Governing Body committee structure before final approval by the Governing Body.

The Foundation's multi-school structure is supported by a clear distributed leadership model. Each principal site, including the 11–18 Senior School and Sixth Form, the Cambridge Junior School and Dame Bradbury's in Saffron Walden, is led by a Head of School and a dedicated Senior Leadership Team. The four nurseries are overseen by the Head and Deputy Head of Early Years, with on-site nursery managers leading day-to-day operations. The Head of Pre-Prep provides strategic oversight across the Early Years and Junior School settings, ensuring a seamless educational journey and unified standards.

The 11–18 Senior Leadership Team is chaired by the Head 11-18 and includes the Deputy Heads (Senior; Academic; Pastoral; Co-Curricular; and Data, Assessment, Calendar and Staffing), the Head of Sixth Form, the Head of Boarding, the Directors of Operations and of Development and Communications, and the Head of Admissions.

Central services - including HR, Finance, Admissions, Marketing, Development, Estates, Facilities, Compliance, Data and IT - are based in Cambridge and support all schools and nurseries in the Foundation. Their work is coordinated through a Heads of Sections Committee, overseen by the Principal.

Curriculum

The curriculum at the Stephen Perse Foundation is designed to offer all students from Nursery to Sixth Form a rich, stimulating and well-rounded education. High-quality teaching and a dynamic, flexible academic programme supports students as they develop the knowledge, skills and curiosity needed for an ever-changing, global and digital world. Across all subjects and stages of development, specialist teachers help students build confidence, creativity and critical thinking, contributing to their individual personal growth and academic achievement.

English, science, humanities, languages, creative subjects, mathematics and physical education all play essential roles in the learning experience. Nursery students benefit from an ambitious curriculum focusing on communication, personal and physical development moving into a formal development of literacy, maths, world understanding and expressive skills. The Junior Schools then build on these strong foundations with further specialists teaching a wide ranging academic offer for Key Stage 2 students. At Key Stage 3, students encounter a wide range of disciplines that lay down strong independent skills for later study. This variety continues into Key Stage 4, where students typically take nine or ten GCSEs, with courses designed to provide challenge, choice and clear progression. In the Sixth Form, students follow an extensive A-level programme, with the Extended Project available as an additional opportunity for independent research.

Modern and classical languages, digital learning and cross-curricular skills are embedded throughout the curriculum from the age of 3. The Foundation supports the use of iPads in lessons, enabling students to apply digital tools confidently and appropriately. All subject areas aim to provide engaging and relevant learning experiences that encourage students to think independently, explore ideas deeply and develop intellectual confidence.





Co-curricular

The co-curricular programme at Stephen Perse is designed to offer students wide-ranging opportunities to explore interests, develop new skills and build confidence beyond the classroom. Co-curricular experiences in the Early Years and Junior Schools give real life opportunities for students to put their skills into practice. From leadership roles within their classes to clubs and trips the aim is for the children to develop independence. Our Nursery children benefit from regular nature walks to local outdoor spaces. In the Pre-prep structured day trips include local museums and historical sites. Residential trips are undertaken in the later stages of the Junior School.

Recent years have seen significant growth in Stephen Perse's co-curricular provision, including a comprehensive adventure learning programme led by the Head of Outdoor Education. Students engage in activities across all faculties that build friendships, teamwork, and resilience, with options spanning creative, academic, outdoor, enterprise, community, and personal development. Many also participate in the Duke of Edinburgh's Award, supported by a wide range of clubs and societies.

Stephen Perse offers a vibrant programme of music, drama, and visual arts that nurtures students' creativity, collaboration, and cultural engagement. Music is taught from the early years and supported through ensembles, lessons, and performances for all abilities. The Foundation was delighted to receive a Steinway Spirio Jr Concert Grand Piano, the first of its kind to be delivered to a UK independent school, generously gifted by parent Rose Jiang. The piano's first public performance was at the Stephen Perse Guild Reunion on 26 April, and like Stephen Perse Cambridge itself is rooted in tradition, moving with the times - it blends excellence in traditional craftsmanship with remarkable new teaching technology.

Drama at Stephen Perse allows students to develop performance and theatre-making skills, including technical and backstage roles, with opportunities for formal qualifications and LAMDA lessons. The Senior School's Visual Arts Centre and dedicated art facilities support creative exploration in fine art, textiles, digital media, animation, and design, helping students build technical skills and express their ideas. Sport plays a significant role across all settings, promoting wellbeing, teamwork, and a lifelong love of activity, with curriculum lessons complemented by a wide range of clubs and coaching opportunities. Students compete in house, inter-school, and regional or national events, while elite athletes, including Team GB representatives, receive support to balance training with academics. The programme combines inclusive participation, competitive pathways, and leadership opportunities through local and national sporting partnerships.

"I've enjoyed the inclusive and supportive atmosphere that has enabled me to balance academics with sports, music and drama." - **Sixth Form Student**

Pastoral Care

Pastoral care across the Foundation is rooted in the principle that every student is known well and is guided by the key person in our Nurseries to teachers or tutors for our older pupils, everyone working closely together to support personal and academic development. Pastoral provision is led by senior staff within each site's Senior Leadership Team and delivered through well-structured pastoral teams, supported by Year and Phase leaders appropriate to each setting.

At the Senior School, pastoral co-tutors provide frontline support, each responsible for around 10–12 students in Years 7–11. In Early Years staff work in partnership with parents to support each child's wellbeing and care needs. In the Junior School, form teachers lead day-to-day pastoral care and act as the primary point of contact for parents. In the Sixth Form, the Head of Sixth Form and the Head of Boarding oversee pastoral provision, supported by tutors who care for small groups of around ten students and who offer both pastoral guidance and university advice.

Weekly student-welfare and year-team meetings ensure that information is shared appropriately and that support is coordinated effectively. Full-time counsellors are available in the Senior School and Sixth Form, and staff trained in Mental Health First Aid offer additional wellbeing support to students and colleagues across all sites.

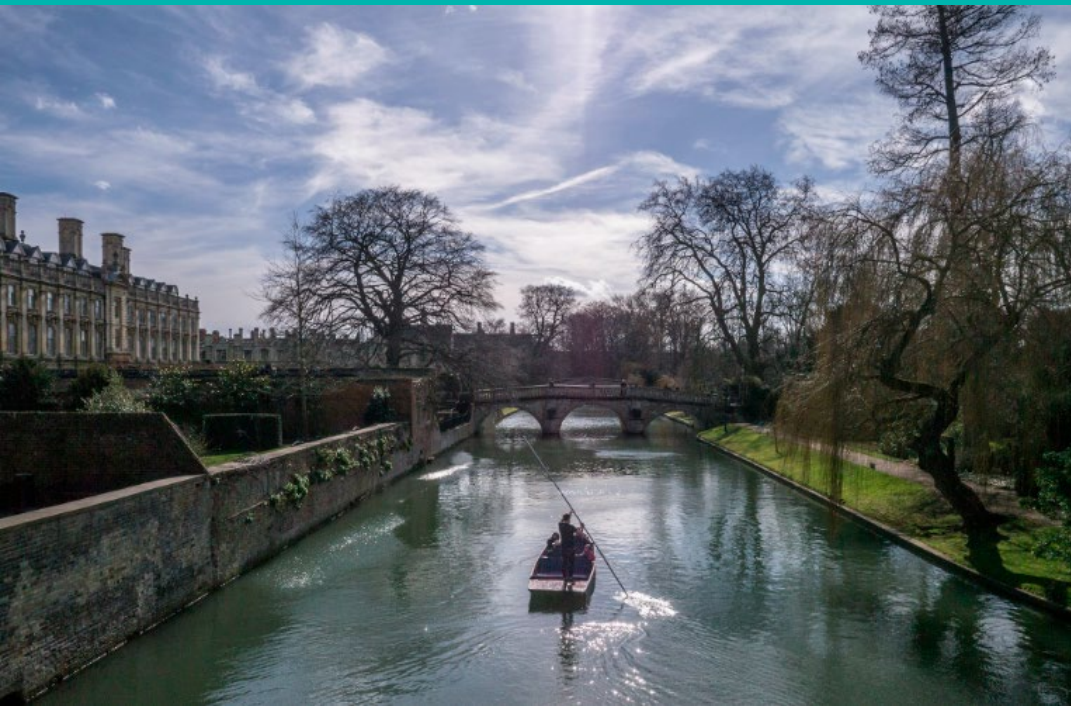
In the Junior Schools, pupils are paired with a buddy on joining, and a programme of wellbeing workshops is offered during break and lunchtimes. Mental Health First Aiders and ELSA-trained specialists provide further support. At Dame Bradbury's, pupils also benefit from access to a trained therapy dog as part of a suite of wellbeing initiatives developed by a staff- and parent-led working group.

Learning Support and Inclusion

Each school has a dedicated learning support team that provides tailored support for students with SEND. Provision includes appropriate curriculum adaptations; access to one-to-one sessions with specialist staff; and mentoring from older students, where helpful. Regular whole-staff training on SEND and inclusive practice enables teachers to strengthen their expertise and deliver high-quality classroom support. Where required, we also arrange access to specialist services, including hearing and visual impairment support, physiotherapy and occupational therapy.



*“I can’t imagine a series of schools that could prepare me better for life. The challenges, opportunities and support I’ve had over the years have facilitated an education that was more than fulfilling; it’s been inspirational.” - **Stephen Perse Guild member***



The Opportunity

This is a rare and exciting opportunity for an ambitious educational leader to shape the future of a highly respected Foundation at a moment of real purpose, growth and momentum. Set within the unparalleled intellectual and cultural environment of Cambridge, you will lead a financially strong, award-winning organisation that combines an exceptional academic reputation with the resources and ambition to look toward new horizons.

The role offers genuine strategic scope: leading the strategic evolution of this multi-school Foundation, driving curriculum innovation, investing in people and facilities, and extending the Foundation's national leadership in social purpose through bursaries, partnerships and collaboration. With a highly engaged Governing Body, strong executive team, and the freedom to combine academic excellence with meaningful impact, this position offers the chance to build a lasting professional legacy, leading a flagship independent Foundation that is both ambitious and deeply committed to its values.

Location

Cambridge offers an exceptional quality of life, combining global academic prestige with the charm, safety and accessibility of a small, vibrant city. Just under 50 minutes from London, it provides unrivalled access to world-class universities, museums, lectures, festivals and cultural events, alongside a thriving technology and innovation hub that attracts leading global organisations. The city is rich in history, architecture and the arts, yet also highly liveable, with extensive green spaces, the River Cam, excellent cycling and walking routes, and a strong sense of community. With outstanding cultural, sporting, dining and shopping opportunities all easily accessible, Cambridge offers not only a stimulating professional environment but an enriching and enjoyable place to live and work.

Package

The Foundation will offer an attractive remuneration package, including a competitive salary and employer pension contribution, to reflect the candidate's qualifications and experience. Additional benefits include life assurance, fee remission, and a range of lifestyle and wellbeing benefits.

The expected start date will be 1st September 2027.

The Role

The Principal will be the visionary leader and Chief Executive Officer of the Stephen Perse Foundation's family of schools, carrying forward our 145-year legacy of educational excellence and social purpose. Reporting to the Board of Governors, the Principal will develop and deliver a bold strategic plan that advances Dr Stephen Perse's founding ethos of expanding opportunity and addressing inequality. As the leader of the Stephen Perse Foundation, they will set the tone for the whole community – inspiring staff, students and families – while ensuring the schools and nurseries remain at the forefront of independent schooling through innovation and values-led education.

1. Vision & strategic leadership

Shape and articulate a clear, compelling strategic vision for the Foundation, aligning the family of schools to a shared mission and values while identifying and evaluating opportunities for strategic expansion. Set ambitious long-term goals, respond confidently to the evolving educational landscape, and provide the strategic direction necessary to scale our success with clarity and rigour.

2. People leadership & culture

Provide strategic leadership to the Executive Team, modelling integrity, clarity of purpose and effective delegation rather than prescriptive management. Mentor and develop Heads of School and senior leaders, balancing autonomy with accountability, and foster a collaborative culture that shares best practice and works collectively for the benefit of the whole Foundation. The Principal will also strengthen cross-site collaboration through structured and regular presence at each school, ensuring staff feel consulted, supported and clearly connected to the Foundation's strategic direction.

3. Organisational strategy & governance

Ensure strong organisational performance, compliance and inspection readiness. Work closely with the Chief Financial and Operating Officer, Executive Team and Governors on budgeting, capital investment, resource planning and financial sustainability, ensuring commercially sound decisions and effective use of assets, supported by transparent reporting on performance and risk.

4. Ambassadorship & external relations

Act as a visible and credible ambassador for the Foundation, communicating its mission, achievements and future vision through media, events and stakeholder engagement. Build strong relationships with parents, alumni, donors and influential partners in education, industry, philanthropy and government, particularly within Cambridge.

5. Academic excellence & innovation

Secure consistently high standards of teaching, learning and achievement across all phases. Lead the ongoing development of a rigorous, relevant curriculum that balances traditional scholarship with innovative pedagogy, creative use of technology, and a rich co-curricular and global learning programme. A commitment to promoting digital literacy and responsible digital citizenship among pupils and staff, with clear and thoughtful guidance on the use of AI.

6. Community & pastoral care

Sustain and strengthen the Foundation's warm, inclusive ethos, ensuring every student is known, supported and valued, and staff feel motivated and connected. Uphold the highest standards of safeguarding, wellbeing and pastoral care within a safe, respectful school culture.

7. Social purpose, inclusion & partnerships

Advance equity and access through expanded bursaries and outreach, strengthening partnerships with state schools and community organisations. Champion equality, diversity and inclusion across admissions, recruitment and school life, while promoting environmental responsibility and sustainability throughout the Foundation. The Principal will champion and embed sustainability across the Foundation, ensuring that ongoing environmental initiatives are maintained and further developed.



The Person

The candidate must be a dynamic, forward-thinking leader with the vision, energy and personal qualities to guide the Stephen Perse Foundation through its next phase of strategic evolution. Given the fast pace of change in the independent sector, the next Principal must be agile, innovative and adaptable, with a proven track record of leading through complexity and managing organisational change. They will be supported by an outstanding and highly capable executive team, allowing the Principal to focus on providing high-level strategic direction, Foundation-wide vision and inspirational leadership rather than day-to-day operational detail.

1. Proven leadership experience

Significant senior leadership experience in education, ideally within an independent or multi-school organisation, with a strong record of strategic leadership and school improvement across a wide age range. A values-driven leader demonstrating authenticity, integrity, humility and empathy, aligned with the Stephen Perse values of scholarship, creativity, kindness and collaboration. Committed to equality, diversity and inclusion, and skilled in building strong, collaborative relationships with staff, governors, parents and partners. Holds a clear belief in independent education as a force for public good, with a commitment to widening opportunity and social mobility.

2. Strategic and financial acumen

A clear strategic thinker with the pragmatism to implement plans effectively. Experience of whole-school budgeting and financial planning, with oversight of operational areas including HR, estates and compliance, and the ability to make sound judgements.

3. Commercial and financially astute

Be able to navigate the financial challenges facing the independent sector, bringing commercial experience gained in an educational setting. This would likely include experience of some of the following: M&A, diversifying income streams, driving cost effectiveness, robust management of resources.

4. Educational expertise

Strong academic credentials, advanced qualifications and pedagogical understanding, grounded in teaching or educational leadership. Excellent knowledge of contemporary curricula and assessment, with a commitment to innovation informed by research and technology, and to a holistic education balancing academic excellence with character and skills development.

5. Pastoral and safeguarding commitment

A clear commitment to pupil wellbeing, safety and development, with a strong understanding of safeguarding and pastoral care. Energy and creativity in enriching student life and supporting character, resilience and confidence.

6. Inspirational communicator

Excellent interpersonal and communication skills, with the ability to inspire confidence and enthusiasm. Comfortable engaging a wide range of audiences, including pupils, parents, staff, alumni, donors and business leaders, and acting as a compelling ambassador for the schools.

7. Community partnership and fundraising

Proven ability to build strategic partnerships with schools, universities, businesses and community organisations to extend opportunity and impact. Experience of philanthropy or fundraising, particularly for bursaries or capital projects, would be a strong asset.

8. Experience across diverse educational settings

Broad educational and organisational experience across different school types and structures, including all-through and multi-site schools. Experience of day and boarding education, early years provision, and cross-cultural or international education is highly advantageous.

9. Commitment to the mission

Strong alignment with the Foundation's mission and values, with enthusiasm for educational innovation, social responsibility, environmental sustainability and global citizenship. Commitment to developing young people with character, purpose and social responsibility.

10. Personal qualities

Highly motivated, resilient and creative, with a solution-focused mindset. High personal standards and professional integrity, earning the confidence and respect of all stakeholders.

11. Digital and innovative pedagogy

Experience of leading or supporting digital transformation or pedagogical innovation. A genuine interest in educational technology and its responsible use to enhance learning.

12. Sustainability leadership

Experience of sustainability initiatives in education, alongside a personal commitment to environmental responsibility and education for sustainable futures.

13. International perspective

Some experience of, or exposure to, international education, global partnerships or international curricula, with the ability to promote a global outlook.



*“My education gave me a strong sense of public service and the confidence to aim high.” - **Stephen Perse Guild member (alumna)***

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Stephen Perse Foundation on this appointment. Candidates should apply for this role through our website at www.saxbam.com/appointments using code LBXOA.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form. For pre-application conversations, please contact Alice Brent-Smith on alice.brent-smith@saxbam.com before the closing date.

The closing date for applications is midday on Tuesday 27th January.

Key Dates:

- First round panels will be held on Tuesday 3rd March
- Final round panels will be held in w/c Monday 16th March

* 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.

Safe Recruitment

The Stephen Perse Foundation is committed to safeguarding and promoting the welfare of children and young people. All short-listed applicants must be prepared to undergo rigorous child protection screening, including: verification of identity, right to work in the UK and qualifications, full disclosure of employment history, prohibition from teaching check, references from previous employers, online/social media checks, medical disclosure, an enhanced Disclosure and Barring Service check with Barred List check and a Section 128 Direction Check.





Stephen Perse

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Saxton Bampfylde