



ALDENHAM
— FOUNDATION —

Head of Foundation

CANDIDATE INFORMATION

Welcome

Dear Prospective Candidate,

As Chair of Governors – and as a former parent – I approach the appointment of our new Head with both pride and deep personal commitment. My son and daughter flourished here, and I have seen first-hand the transformative power of an Aldenham education. I believe profoundly in the unique ethos that defines our Foundation: every child is encouraged, supported and nurtured to reach their full potential – whether academically, on the sports field, in the creative arts, or in any of the many other avenues through which young people discover their talents and character.

With a history spanning more than 400 years and set within stunning grounds, Aldenham is a school that honours its past while looking confidently to the future. Today, more than ever, we recognise our responsibility to provide an education that equips students not only for examinations but for adulthood. We want our young people to leave us with intellectual curiosity, resilience and integrity – ready to enter employment as positive role models in society, with the key skills employers value or with the confidence and creativity to become entrepreneurs and innovators in their own right.

The new Head will join Aldenham at a particularly exciting moment in the School's history. We are entering a period of strategic growth and development, building on the strength of our thriving Senior School, our highly successful and popular Prep School, its strong financial foundations and an expanding international presence. This is an opportunity for an ambitious and visionary leader to shape the next chapter of Aldenham's story – strengthening our reputation for excellence and ensuring the School continues to be a leading voice for a truly all-round education within the sector.

We are realistic about the challenges facing independent education, yet we remain optimistic. Parents want to see their children flourish, feel known and valued, and develop into well-rounded individuals. Aldenham's distinctive pastoral and co-curricular ethos – rooted in our boarding house system – makes us truly unique in our area and offers significant potential for further growth.

We look forward to welcoming a Head who shares our ambition, our warmth and our belief in the remarkable potential of every child.

Sarah Altman

Chair of Governors





History and Overview

The original Aldenham Senior School was founded in 1597 by Richard Platt, a London Brewer and Master of the Worshipful Company of Brewers. Located in a superb rural setting in the village of Aldenham in Hertfordshire, yet only 13 miles from central London, Aldenham Senior now shares the 110-acre site with Aldenham Prep School, offering a through-school experience for students. The School was founded as a Christian school by its Founder, and there are weekly Chapel services in the School Chapel. In 2022, Aldenham Prep School Riyadh opened its doors and, since then, has grown rapidly, serving both Saudi and expat communities in this dynamic capital city.

Aldenham is a co-educational boarding and day school educating 680 students in the Senior School (11–18) and 170 students (aged 3 to 11) in Aldenham Prep. Its local reputation for providing an excellent all-round education owes much to its House system, which creates a valued community and sense of belonging for each student.

Aldenham is a progressive and forward-looking school which is proud of its history and values. Central to our educational aims is the fulfilment of every child's academic potential, but the building of confidence comes equally from participation in the wide-ranging co-curricular and enrichment programmes. At Aldenham, we educate young people so that they may flourish personally in order to succeed academically and thereby contribute towards the world of their time.

Our ethos is expressed in the Aldenham Model of Education, at the heart of which lies the development and wellbeing of every child. Our approach is one that creates Autonomy, Belonging,

Competence and Purpose, all of which are essential to thrive.

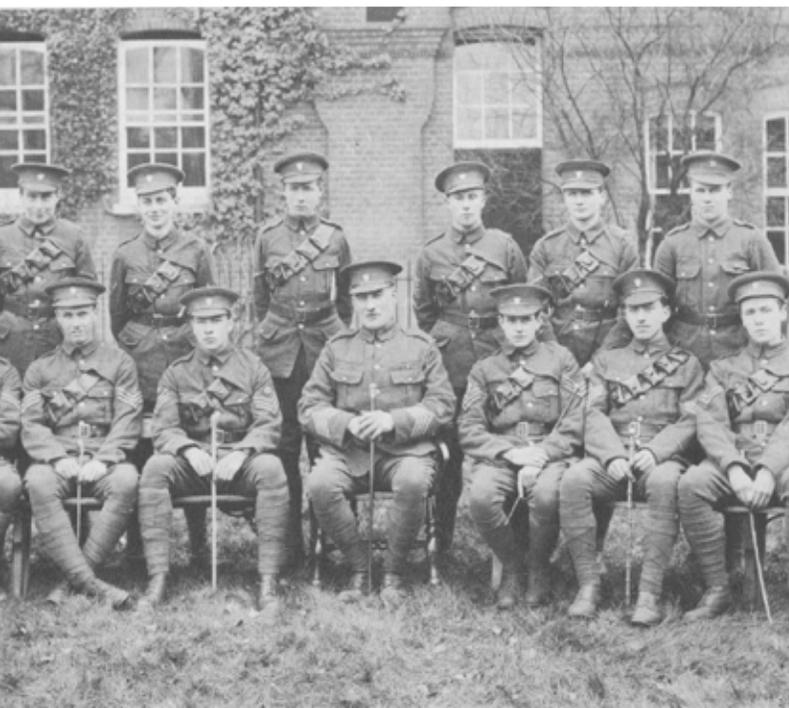
Aldenham Prep is a one-form entry school accommodated in a stand-alone, purpose-built building next to the Senior School, which opened in 2021, relocating students from their existing building that in turn allowed expansion of the Senior School. Prep School students have their own dedicated areas for Music, Art and Science, in addition to sharing the larger facilities of the Senior School. The Senior School has excellent facilities, and in recent years, there has been a major development and refurbishment programme. Most recently, this has included the refurbishment of the Science labs to a state-of-the-art standard and the refurbishment of the Sixth Form Centre. Looking forward, we are at the early stage of an exciting redevelopment of our Creative Arts and Sports facilities, with planning pre-applications already submitted.

In the Senior School, there are eight Houses: two co-ed Junior Houses for Years 7 and 8, which between them contain approximately 160 11–13-year-old students, of whom up to 25 can be boarders; two Senior (13–18) day Houses, one for boys and the other for girls; a Senior boarding and day House for girls; and three Senior boarding and day Houses for boys.

The School offers a wide variety of day and boarding options. Boarders may either stay throughout the entire week as full boarders or can be flexi boarders. Currently, around 150 students are either full boarders or flexi boarders. Boys and girls can move between these systems according to changes in circumstances over their career in the School.

Aldenham accepts students from a wide range of academic abilities, and when making offers, we take into account academic potential alongside the wider contributions that a child may make to our community.

The Aldenham Foundation remains financially strong despite the recent challenges in the sector.



Academic Life

In Years 7–9 in the Senior School, teaching largely follows the National Curriculum but often extends beyond it, and students follow at least 14 different subjects in class sizes of around 20 before they make their GCSE choices. GCSE students in Years 10–11 follow a core programme of GCSE/IGCSE subjects: English Literature and Language, Mathematics, and Science, taught as three separate subjects. In addition, students choose up to four subjects from options including Philosophy, Religion and Ethics (PRE), Computing, History, Geography, Music, Art, Design Technology, Art Textiles, PE, Drama, Dance, French and Spanish. Around 30% of students leave the School after GCSEs to attend other schools and colleges, but many more join in the Sixth Form.

At A Level, the following subjects are offered: Fine Art, Biology, Business, Chemistry, Computer Science, Design & Technology (Product Design), Drama & Theatre, Economics, English Literature, French, Geography, Government & Politics, History, Mathematics, Further Mathematics, Mathematical Studies, Media Studies, Music, Philosophy, Physical Education, Physics, Psychology and Spanish.

The Extended Project Qualification (EPQ) and Core Maths AS qualifications are also offered.

Within the context of our broad intake, academic results were pleasing this year, with 45% of all GCSE grades at 7 or above and 27% of all GCSE grades at 8 or 9. At A Level, over half of the grades awarded were at A* to B, and 18% were A* to A grades. Onward university destinations include leading Russell Group universities around the UK, including Oxbridge, and overseas universities in the United States and Australia. Some students prefer to choose from an increasing number of degree-apprenticeship options.

The recent focus on academic achievement has put the academic and intellectual culture of the School firmly at the forefront of school life while still preserving the inclusive and supportive culture of Aldenham.

All teaching staff and students have their own Microsoft Surface device for use in and out of lessons. All teaching staff are expected to be accredited as Microsoft Educators within their first year at Aldenham.

The key to academic achievement at Aldenham is high expectations in the context of a pastoral system that has a close knowledge of every child at its core.





Co-Curricular and Enrichment

The Foundation has excellent facilities in which to offer its rich co-curricular programme in Sport, Music and Drama.

SPORT

Thanks to its 110-acre site, the Senior School and Prep School are able to offer a wide range of sports: Football, Hockey, Netball, Cricket, Tennis, Fives, Basketball, Badminton, Dance and Athletics. Off-site options include Sailing, Padel and Golf.

The Foundation has an enviable reputation for sport, notably for Football at Senior School level, where Aldenham has held a number of ISFA and ESFA national titles in recent years. All students are encouraged to participate to the best of their abilities and pursue their sporting interests, while the School also supports some students who are on Academy programmes at Premiership Football clubs, on representative teams for Hockey or in County teams for Cricket. The Senior School arranges sports tours in the UK and abroad, including football tours to Madrid, a cricket tour to Dubai, and a netball tour to Paris.



The full-size Sports Hall includes a Fitness Suite, Dance Studio and Martial Arts Studio, and tennis and netball courts.

MUSIC

The Aldenham Foundation Schools have a rich musical offering. At the Senior School, a beautiful and large converted chapel provides a facility spread over three floors, comprising practice rooms and performance areas, a soundproofed studio, classrooms, a music library and a 90-seat recital room. Twenty music staff teach strings, woodwind, brass and percussion, as well as piano and organ. The orchestra, a concert band, musical ensembles, Jazz Band, several Rock bands and Choir offer our students plenty of opportunities for performance and participation. An annual highlight is the House Music Competition, which involves every student in the Senior School competing in instrumental, ensemble and solo competitions and is a showcase of the talent across the Senior School.

DRAMA/PERFORMING ARTS

Drama and Performing Arts play an important role at the School in both the Prep and Senior School. A very well-equipped, purpose-built theatre encourages students to perform at a high level. Students audition for major productions that are

specifically targeted at their age group. There is a Senior School annual Dance Show that includes students from Years 7 to 13 that celebrates the different talents across the year groups and creates another opportunity to demonstrate talent across the Houses. There are regular West End theatre trips, together with visits from touring theatre companies to support and develop the students' knowledge and experience.

Students are encouraged to take their LAMDA exams and participate in annual festivals to showcase their abilities. Regular assemblies, music recitals and major drama productions mean that there are plenty of music and drama events for students of all ages.

ENRICHMENT

As part of the curriculum, the Senior School offers a programme of more than 40 activities that cover a broad range of interests and are delivered by both teaching staff and a number of external qualified coaches. The programme runs after school, Tuesday to Thursday, and is very much a continuation of the school day rather than seen as an "add-on" in terms of fee structure and student buy-in. We offer the Duke of Edinburgh's Award and Combined Cadet Force (Army and RAF sections – for students in Year 9 and above), volunteering, debating, stage crew, sailing, photography and coding.

Pastoral Care

The provision of excellent pastoral care sits at the heart of Aldenham education. In the Senior School, the House system is central to the provision and the sense of community and belonging. Each House is led by a Housemaster or Housemistress (HSMs), who is responsible for the health, wellbeing and academic progress of each child. They are supported by an Assistant, Matrons, and Tutors. The HSMs report to the Deputy Head Pastoral, who, in turn, is supported by an Assistant Head, Boarding and Pastoral.

Each class in the Prep School has a TA who supports the class teacher. When moving into the Senior School, Years 7 and 8 have their own dedicated Houses, Woodrow's and Martineau's, and in Martineau's, there is an opportunity to board on a flexi or weekly basis. From Year 9, the students become part of one of the two Senior girls' Houses or four boys' Houses. There are four Houses that accommodate boarders and two day Houses, and the School actively encourages boarding to widen the sense of community and belonging.

Tutors are attached to Houses and look after students from a year group. They meet regularly with their tutor group and tutees to support their progress and wellbeing.

There is a Health Centre led by the School Nurse, and there is a School Counsellor and a Listener available to those who require additional support. The Chaplain and Assistant also support the pastoral care of students in the Schools.





Commercial, Fundraising and Wider Community

There are more than 4,500 "Old Aldenhamians" (OAs) still in touch with their old school, and many OAs support it by mentoring current students and offering work experience and talks in school.

We enjoy working with and supporting our local community with a wide variety of outreach programmes, ranging from regular weekly volunteer work at a local care home to hosting networking events for Hertfordshire teachers and leading STEM workshops for local primary schools. This is in addition to invites to attend drama productions, dance shows and music showcases. Our Senior students are important role models to our younger students in the Prep School. They are encouraged to use their co-curricular time to support after-school clubs, listen to younger students read and, indeed, support students in their core academic studies where required. We also have a formal partnership with Queen's School, a local, large and heavily oversubscribed state school, to support their CCF provision, which is led by our Contingent Commander here at Aldenham. We host a number of sporting tournaments for local primary and prep schools, providing coaching, facilities, and transport to facilitate their involvement.

The Foundation maximises the opportunity for the site to generate additional income and lets out its site to holiday and after-school enterprises. In the summer, the school site is also let to an international summer school.

This is an exciting time to join the Foundation, as we have recently appointed a Director of Development, and together, you will continue to develop a strategy to raise funds to support the Bursary and site development programme.



Governance and Leadership

The Head of Foundation is responsible for the Senior School. The Bursar/Clerk to the Governors and the Director of Finance have Foundation roles that report to this role as does the Head of Prep (although the Prep School has its own Senior Leadership Team). In addition there are three Senior School Deputy Heads reporting into the Head of Foundation along with the Director of Development.

Other members of staff in key roles and providing support are the Deputy Heads Academic, Pastoral & Co-Curricular, an Assistant Head (Student Progress), the Assistant Head (Pastoral and Boarding), the Head of Sixth Form and the Deputy Head of Prep School.

The Aldenham Foundation Governing Body presently comprises up to 20 Governors and is chaired by Mrs Sarah Altman, who was a former parent at Aldenham School. The Full Governing Body is responsible for the whole Foundation and meets at least three times a year towards the end of each term. It is served by a number of sub-committees of Governors that meet with the Head of the Foundation, members of the FLG and other senior staff on a termly basis. The sub-committees consider the academic life of the Schools, the development of the School's sites and facilities and the Foundation's finances.





The Opportunity

The Governors are seeking a passionate and forward-thinking individual who will lead the Foundation for the coming years and the next stage of its development in a fast-paced, changing landscape. They will be ambitious and passionate about education and enjoy the community that comes with boarding school life. They will report direct to the Chair of Governors.

The Head is accommodated in a detached home within the school grounds with plenty of privacy and a beautiful garden. The salary and benefits will be competitive.

The Foundation benefits from a strong reputation for excellent all-round education, and it will be important that the appointee shares this passion and vision, as well as the ethos and values of Aldenham. They will continue to drive academic standards whilst ensuring the continuing strength of the wide-ranging co-curricular provision.

Whilst the Head has overall responsibility for all aspects of life at Aldenham, they are supported by the Senior Leadership Team.

Key Responsibilities

EDUCATIONAL PERFORMANCE

- The Head has overall responsibility for the quality of the education provided by the Foundation.
- The Head will inspire and drive innovative teaching and learning practices, aligning them with current and future developments in innovation and AI technologies.
- A very high quality of all-round education underpins the values of the Foundation, and it is the responsibility of the Head to uphold this in all planning and communication. The Head will ensure that an excellent curriculum and co-curriculum and a commitment to student wellbeing have their rightful place at the heart of Aldenham.
- The Head ensures that high standards are set and maintained and that regular monitoring of these standards against national and local standards and expectations takes place.
- The Foundation has an enviable reputation for having achieved high standards in all external inspections of educational performance, both in terms of compliance and quality, and it is expected that the next Head will work with the staff to maintain these strong standards.
- The Head is responsible for ensuring the highest standards of safeguarding in culture, policies, training and implementation in practice.

- The Head will promote a safe environment and comply with health and safety responsibilities in accordance with the School's health and safety policy.
- The Head is responsible for ensuring that standards in boarding are high, with students cared for very well and able to enjoy an appropriate and welcoming environment and opportunities.

FINANCIAL PERFORMANCE, MARKETING AND STUDENT NUMBERS

- Working with the Bursar and the Director of Finance, the Head is responsible for the financial performance of the Foundation and its ability to operate successfully in a highly competitive environment within its local and national markets.
- The maintenance of a high level of student numbers is a key component of this. The Head plays a role in marketing the School and being its key ambassador, as well as overseeing student recruitment into the Senior School, and is actively involved in meeting parents, as well as monitoring student recruitment into all other points of the Foundation.
- The Foundation has successfully moved to a situation of strong financial performance, which has enabled it to operate very effectively, even in times of challenge, such as the introduction of VAT on school fees. This needs to be maintained for the future and monitored closely by the Head.





STRATEGIC LEADERSHIP, FUTURE PLANNING AND DEVELOPMENT

- The Head is responsible for the strategic leadership of the Foundation. This is primarily carried out with the assistance of the members of the Foundation Leadership Group, which is chaired by the Head. This group is the driving force for the development of the whole Foundation, with each of its members also attending Full Governors' Meetings. Responsibility for the Foundation development plan, its development and delivery rests with the Head.
- The Head also leads the Senior Leadership Team of the Senior School and directly line manages the Head of Aldenham Prep School, meeting with her regularly and working closely with her to ensure that there is a clear and shared vision for the Senior and Prep Schools to run as a through-school.
- The Head is responsible for ensuring that plans for the ongoing development of the Foundation take into account its long and distinguished history but also that it will be able to flourish as a modern and forward-thinking educational institution well into the future.
- The Head is responsible for carrying forward an ambitious programme which looks to develop Aldenham/the Aldenham brand internationally in order to create longer-term revenues for the Foundation in the UK.
- The Foundation is at the start of an exciting and ambitious development programme, with plans both for enhancing facilities and for increasing capacity to support families through bursaries. The Head works closely with the Development Director and will be actively involved in this forthcoming campaign.

STAFF LEADERSHIP

- The Head has overall responsibility for a team of approximately 230 staff who work in teaching and support capacities across the Foundation.
- It is important that the Head has a very strong commitment to the effective recruitment and development of the broad team of staff, recognising its importance as a cornerstone of the success of the Foundation. The Head will build a culture of continuous professional development at the School and ensure that appropriate performance management is in place.

OFFERING VISIBLE LEADERSHIP OF THE WHOLE FOUNDATION

- There is a very strong sense of community across the Foundation. The Head must be seen as an encouraging and supportive leader of this community, be attentive to the whole Foundation, consider the needs of all its constituent parts, and advocate for its further development.
- Founded on its present site by Richard Platt (a Brewer) in 1597, Aldenham School and thus the Foundation continues to enjoy and benefit from strong links with the Brewers' Company and also with the local community.
- A key responsibility for the Head is the building up and/or consolidation of strong and positive relationships with a number of groups, including the Governors, staff, students, alumni, prospective parents, feeder schools, the Brewers' Company, the local community and other educational leaders in both the maintained and independent sectors.

Person Specification

The following person specification indicates those skills and personal characteristics, qualifications, training and experience that are either essential or desirable in the candidates being interviewed.

QUALIFICATIONS, EXPERIENCE AND TRAINING

- Successful experience and record of working as a Head, Senior Deputy Head or as a significant member of a Senior Leadership Team, ideally with experience of working in a school boarding community.
- An excellent understanding of and strong affinity for academic matters, to include academic mentoring, target-setting and curriculum planning.
- An excellent understanding of pastoral matters, to include a commitment to wellbeing, boarding, and excellent pastoral care.
- A commitment to an excellent co-curricular activities programme.
- A global outlook on education with awareness, understanding and knowledge of the latest research on learning and teaching, as well as an interest in AI.
- A willingness to uphold the values and ethos of the Foundation, including its Christian values.
- An excellent record as a teacher with a passion for inspirational teaching.

- Experience of development and fundraising activities.
- Experience of managing change and of developing and fostering teamwork.
- Awareness of relevant regulatory regimes and the ability to ensure compliance, with a strong commitment to best practice in all aspects of safeguarding.
- A good honours degree.
- A record of continuous professional development.

PERSONAL QUALITIES

- A strategic thinker with business and commercial sense in a school context.
- A passion for providing an outstanding school experience at Aldenham and the skills to do so.
- Excellent communication and listening skills with the ability to build, motivate and lead and to inspire staff and students.
- Strong organisational and management skills, with sound judgement and the ability to delegate appropriately and make decisions and manage change effectively.
- Strong presence and excellent presentation skills, with the ability to engage and win the trust of parents and the school community.
- Energy, enthusiasm, reliability, integrity and resilience.
- An eye for detail as well as the broad picture.
- A good sense of humour.





RSAcademics is a global executive search and consultancy firm working exclusively with schools. For more than 20 years, we've supported governors and leaders at pivotal moments - whether they are appointing senior staff or making complex strategic decisions.

What makes us distinctive is the depth of first-hand experience in schools across our team - as heads, governors, bursars and senior professionals - combined with specialist expertise in areas such as strategy, research, marketing and finance. This blend is continually enriched by our ongoing consultancy and appointments work with schools worldwide, so our advice is always current, practical and evidence led. Please visit www.rsacademics.com for more information.

Application Process

Interested candidates are invited to contact RSAcademics to arrange a confidential discussion with one of the consultants handling this appointment:

- Sarah Glencross –
Head of Senior School Search:
sarahglencross@rsacademics.com
- Claire Oulton –
Head of Leadership Appointments, UK:
claireoulton@rsacademics.com

Closing date: 10.00am UK time on Tuesday 14th April 2026.

Applications should be made electronically to RSAcademics. To submit your application, please upload your documents according to the instructions on the RSAcademics [website](#).

You should submit the following (both in PDF format):

- a completed application form (available alongside this candidate information on the RSAcademics [website](#)).
- a covering letter addressed to Sarah Altman, Chair of Governors. The letter should explain your reasons for applying.

If you have any questions about uploading your application documents, please contact:

- Jonathan Barnes, Head of Operations (Leadership Appointments):
applications@rsacademics.com /
+44 (0) 204 6269 791

The process is as follows:

- All applications will be acknowledged by email. If you have not received acknowledgement that your application has been received within two working days of sending it, please contact RSAcademics by telephone.
- Preliminary interviews will take place with RSAcademics w/c 20th April 2026 via MS Teams.
- Longlist interviews will take place at Brewers Hall on Tuesday 5th and Wednesday 6th May 2026.
- Shortlisted candidates will be invited to visit and tour the School w/c 11th May 2026.
- Shortlist interviews will take place at the School on Thursday 21st May 2026.

The desire for confidentiality is understood, and references will not be sought until the shortlist stage and with the permission of the candidate.

N.B. Safer recruitment checks will be made at all stages in the recruitment process.

Aldenham Foundation is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

The safeguarding responsibilities of this post are detailed in the candidate information brochure.

RSAcademics is committed to promoting diversity and inclusion in schools and to safeguarding and promoting the welfare of children and young people.