



The Manchester
Grammar School

Founded 1515

High Master

For September 2027
Candidate Information

Welcome

I am delighted that you are interested in this exciting opportunity at The Manchester Grammar School which arises on the retirement of Dr Martin Boulton in August 2027 after fourteen highly successful years as High Master.

MGS is a truly wonderful school and I feel privileged to have been involved with it for nearly a quarter of a century as a parent, a governor, treasurer and chair.

The School was founded in 1515 'to educate the poor boys of Manchester in godliness and good learning'. Today, as one of the UK's leading independent schools, MGS interprets this founding principle by offering an exceptional academic education where boys achieve highly in public exams and attend the best universities but, at the same time, instils in them the importance of making a positive impact on their community and society more widely. In addition, and importantly, we ensure that access to MGS is not governed solely by the ability to pay fees and, to this end, provide 200 places to bright boys from disadvantaged backgrounds through our transformational bursary programme, funded by the generosity of Old Mancunians and other benefactors.

We have a vibrant and diverse community of more than 1640 pupils, over 180 highly academic, committed and outstanding teachers and a fabulous support staff of 130 underpinning all our activities. All in all, it is a lively, uplifting and stimulating environment.

We recognise there is so much more to an MGS education than what happens in the classroom and we offer an extensive co-curricular and enrichment programme with over 150

available activities. Our boys have outstanding achievements in many areas - sport, music and drama but also they enjoy treks, overseas trips, lunchtime and after school clubs, camps, Duke of Edinburgh activities, community service and charity initiatives all supported by our dedicated staff. Our recent ISI Inspection said these activities 'bring challenge, inclusivity and diversity to pupils' education'.

We are very proud of our SEND department where over 250 boys in the school are assisted throughout their school life with excellent outcomes. Knowing every boy is at the heart of the pastoral system with form tutors working with small groups of boys. Individuality is treasured and boys learn that it is 'OK to be yourself'.

We are now looking for an exceptional person to take over as High Master from September 2027 to lead MGS with vision, ambition and energy into the next stage of its long and distinguished history.

If this role interests you and you have the skills and experience, we would love to hear from you and I look forward to meeting you.



Clare Bolton
Chair of Governors



The Manchester Grammar School (MGS) is a vibrant, world-class academic school, providing an outstanding meritocratic education for boys in the North West region. Its history dates back to the time of Henry VIII, when the School was founded by Hugh Oldham, Bishop of Exeter in 1515, to provide 'godliness and good learning' to the poor boys of Manchester. It became a direct grant grammar school in 1944 and reverted to independent status in 1976. Since the demise of the assisted places scheme in the 1990s the School has worked tirelessly to grow the life-changing bursary scheme to which it is passionately committed.

After its foundation, MGS proceeded to build a reputation as one of the country's leading day schools, a position it still holds today. Although much has changed in the intervening five hundred years, MGS's core mission remains to educate the brightest young men in the region, regardless of their social, cultural, religious and financial background.

The School aims to teach boys to think for themselves and to develop a life-long love of learning. Lessons are taught by highly qualified academic specialists with a passion for their subject. Teaching goes well beyond the narrow confines of examination syllabuses, offering pupils the best possible preparation for the very top universities, both in this country and abroad.

MGS undoubtedly lives up to its motto, '*Sapere aude*' (Dare to be wise). There is a palpable love

of learning throughout the School and boys are ambitious to succeed. There is, however, much more to an MGS education than what happens in the classroom. The most recent ISI Inspection Report was excellent in all areas and identified support for SEND pupils and the School's co-curricular offering as significant strengths. What makes the School truly special is the freedom of choice and the outstanding achievements in areas such as sport, music and drama. In keeping with Hugh Oldham's aims, MGS produces well-rounded young men who have a true sense of service to their communities. The School was named the 2026 North West Independent School of the Year in the recent Sunday Times *Parent Power* publication.

Since its foundation, MGS has proudly fostered a culture of diversity, inclusivity and mutual respect. One of the most striking demonstrations of this ethos is the annual Founders' Day service at Manchester Cathedral, where pupils deliver readings from the Bible in Greek, the Bhagavad Gita in Sanskrit, the Qur'an in Arabic and the Torah in Hebrew. This celebration of difference and shared values is also reflected throughout daily life at MGS, notably through pupil-led faith societies and cultural groups which contribute significantly to the energy and diversity of the school community. Pupils leave MGS having learned and formed friendships within a community built on respect, curiosity, and an enduring commitment to embracing difference - qualities that serve them well in the diverse world beyond the school gates.

Public examination results are consistently outstanding. In 2025, at GCSE level, 49% of all grades were at grade 9 level and 73% of all grades achieved were 9 or 8. A few of the many highlights include: 87% of Latin, 85% of Religious Studies, 81% of Further Maths, 79% of Electronics, and 74% of Music results were graded at the highest level of 9. At A-Level, 37% of all grades were at A* level; 74% of grades were A*-A and 93% of grades were A*-B. Additionally, 44 boys achieved three or more A* grades, and 115 achieved three or more A grades.

Last year the Universities of Oxford and Cambridge offered places to 32 pupils, these being just two of the Russell Group universities which MGS alumni attend. Others include Imperial, UCL, LSE, Durham, Warwick, York, KCL, Manchester, Nottingham and Leeds. An impressive 41 pupils received offers to read in the highly competitive fields of Medicine and Dentistry.

Notable Old Mancunians include Nobel Prize-winning Chemist John Polanyi; Fields Medal Winner Sir Michael Atiyah; broadcasters Faisal Islam, Mark Chapman, Martin Sixsmith and Michael Crick; England Cricket Captain Michael Atherton; writers Alan Garner and Thomas de Quincey; Theatre and Film Director Sir Nicholas Hytner; actors Sir Ben Kingsley, Robert Powell and Chris Addison; Director of the LSE and FSA, Sir Howard Davies; Historian and Broadcaster Michael Wood; CEO of Arsenal Football Club, Ivan Gazidis and Winner of the 1914 Schneider Trophy, Howard Pixton.

Introduction

"MGS provides exceptional opportunities for very able boys from a wide range of backgrounds. Great results of course, but by no means an exam factory - this is a school where talents of all kinds are nurtured and it's ok to be different. With good facilities and an absolute focus on learning and academic excellence, any boy with ability and the drive to excel will thrive here."

The Good Schools Guide



The Junior School



Whilst maintaining its own distinctive identity, the Junior School benefits from a strong partnership with the Senior School. Shared facilities and specialist teaching prepare junior boys from Years 3 to 6 for the transition to the Senior School, so once there they make immediate and rapid progress. The Junior School comprises two carefully designed wooden lodges, which provide a warm, welcoming and

nurturing environment for pupils to take their first steps into MGS life. New pupils are welcomed into all year groups and they settle quickly, with the excellent support of their form tutors and teaching assistants, who are extremely skilled at getting to know pupils as individuals, encouraging them and ensuring pupils are able to make the very best of school life.

This vacancy will arise upon the retirement in August 2027 of the current High Master, Dr Martin Boulton, who has led the School with distinction and ambition since 2013, prioritizing the development of its intellectual life and the value of its all-round educational offering, nurturing its people and building its local and national profile. It is a tremendous opportunity for an outstanding individual to lead this truly inspiring community. The new High Master of MGS will be somebody who clearly understands the importance of the School remaining at the forefront of educational practice, and being recognised locally and nationally as one of the country's leading academic schools, with a true sense of scholarship at its heart.

The opportunity will suit a leader who is strategically creative and flexible, forward-thinking and innovative, skilled in the art of the management of change, but also a comfortable team player. The Governors are seeking somebody who is approachable and down to earth, who has intellectual gravitas and creative vision. The new High Master will have the opportunity to engage in honest and robust debate with the Governing Body, and indeed will be encouraged to do so.

More than ever, there will be many opportunities for the successful candidate to apply their business acumen, skills and personality; for example in growing funds for bursary provision and guiding the School closer to its long-term goal of completely needs-blind admission. The ability to generate opportunities to engage purposefully with the local community and with the wider burgeoning and entrepreneurial city of Manchester will therefore be of great importance.

The new High Master will have the opportunity to demonstrate their soft skills. They will be naturally at ease with all stakeholders and will embrace and embody MGS's core values of scholarship, individuality, kindness, resilience and service. They will be acutely aware of how the educational and wider world is changing, having the willingness and ability to be strategically decisive and drive things forwards. A strong belief in an academic environment is vital, as is a commitment to promote and protect the wellbeing of boys in the challenging maelstrom of modern youth culture.

MGS is a busy, exciting and stimulating school in which to work, and one that is full of opportunity. The role will be immensely rewarding for somebody willing to be fully and visibly engaged in all aspects of school life.

The Opportunity





Location & Facilities



Originally situated next to Manchester Cathedral, the School moved in 1931 to its current location in the suburb of Fallowfield, three miles south of the city centre. Manchester is a vibrant and exciting place to live and work. One of the fastest growing cities in Europe, it has a cosmopolitan outlook, a flourishing and varied cultural life, and excellent restaurants, retail, sport and leisure facilities, catering for every possible interest.

Manchester also has the advantage of being very accessible and enjoys excellent transport links. London is only two hours away by train and Manchester's international airport is only five miles from the School. The Peak District National Park, the Pennine Way and the Cheshire Plain are within an hour's drive, whilst the Lake District, the Yorkshire Dales and Snowdonia can be reached in less than two hours.

Surrounded by acres of playing fields, the main school building is 1930s red brick with long corridors centred around the imposing Memorial Hall. The Sixth Form centre is currently undergoing a £10 million re-build to provide new facilities including ten classrooms, a library/study centre, dining room and sports changing areas.

The Hibbitt Centre, as it will be known, is due to open in Spring 2026. It represents the latest stage of the School's long-term development plan and is designed to ensure that MGS has the appropriate infrastructure to deliver the very best education for current pupils and generations to come.

Other facilities are excellent with recent developments including the Michael Atherton Sports Hall, an international standard hockey astroturf pitch and tennis courts. The School has many other high-quality sports facilities including a spacious gym, numerous pitches and a swimming pool.

There are two large, comfortable, well-stocked libraries: the Garner Library caters for Lower School boys in Years 7 and 8, whilst the Paton Library serves Years 9 to 13. In addition, pupils can use the Accessit library catalogue via their Microsoft Surface devices to renew and reserve library books, and to access online resources and an e-book platform. The School also boasts exceptionally well-equipped theatre and drama studios, a music school and award-winning Junior School buildings.

Teaching Staff

People who teach at MGS come from every walk of life, but all have a love of their subject and the ability to inspire and challenge able pupils. Every year, we welcome ECTs as well as experienced teachers into the Staff Common Room and the School is deeply committed to the professional development of its staff. Teachers who have taught for a number of years often join us to gain extra experience before moving on to become heads of department or take up pastoral roles elsewhere. Many colleagues leave us to take up deputy headships and headships; likewise, many teachers choose to stay with us.



Pupil Profile & Admissions

MGS (Junior and Senior) comprises approximately 1640 boys from Years 3 to 13. Boys come from across the North West from maintained and independent feeder schools. They come from a very diverse mixture of families. Most pupils on bursaries are from Manchester postcodes with high levels of social deprivation, while other fee-paying pupils are from affluent professional families travelling in from across the North West.

All boys are assessed for entry on the basis of their potential by observing their individual talents over the course of an assessment day. A formal entrance exam only plays a part in entry to Year 7. It is a very thorough and rigorous process, with assessments based on work not previously covered, to ensure a level playing field for all. Entry standards are high with successful applicants performing well above national averages. For Sixth Form entrance, boys must achieve a GCSE average grade of 7, with an 8 in subjects they wish to take at A-Level.

The School aims for MGS to be a diverse community of talented individuals from all backgrounds, including looked-after children, and indeed social mobility features very highly in MGS's strategic priorities. The School's Foundation Bursary Appeal has been one of the most successful appeals of its kind held by any school in the country and is a cornerstone of the School's ethos. Its aim is to ensure

that a place at MGS is available to any boy who passes the entrance assessments, regardless of his family's financial background. More than 200 boys currently receive full or partial means-tested bursaries, of which the majority cover 100% of the school fee. Bursaries include travel grants, support for academic trips and the provision of a laptop.

Curriculum & SEND

The academic curriculum at MGS seeks to develop pupils through intellectual rigour. This challenge means that boys learn both to think for themselves, and to develop a true sense of scholarship. They are educated to use their academic understanding with both courage and empathy. The principle in adopting any course is to ensure that it will provide sufficient challenge to stimulate boys and prepare them for the next stage of their studies.

The School firmly believes in giving pupils as much choice as possible so that they can follow their individual interests and enthusiasms. This starts in Year 7, where boys can choose from five modern languages. In the current academic year, all Year 9 boys were granted their first-choice options. Similarly, there are 145 different subject combinations in Year 10, 122 of them being unique.

At GCSE, breadth and depth are at the core of the curriculum offering and pupils take 9 subjects, alongside MGS's bespoke Personal Research Programme through Years 10 and 11. In the Sixth Form, all boys undertake a four A-Level programme and alongside their formal qualifications, all boys in Sixth Form also complete

academic research projects. In Year 12, there are also four 'perspectives' (enrichment) sessions a fortnight where pupils attend lectures and debates on topics as diverse as behavioural psychology and conflict in the Middle East, as well as undertaking volunteer activities.

MGS is proud to be a leader in the field of support for high-achieving pupils with Specific Learning Difficulties and has significant expertise in supporting pupils with many different conditions, including ADD, ADHD, ASD, dyslexia, dysgraphia, dyspraxia, physical and sensory impairment, working memory and processing problems. The School works closely with pupils and their parents and supports boys from the point at which they are diagnosed until they complete their time at MGS. The School funds five full-time members of staff: this team is able to assess and diagnose pupils, which sets it apart from many other schools and means that parents are not required to pay for a private Educational Psychologist report or have to wait to be seen by the NHS. The School celebrates the fact that SEND pupils go on to represent MGS at many of the top universities and across all disciplines.

"There is a whole school approach. Meticulous planning of each individual's needs for every lesson enables teachers to teach effectively and pupils to learn at pace."

Independent Schools Inspectorate, 2024





Sport, the Performing Arts & Activities

The co-curriculum is central to the ethos of MGS. Life outside the classroom is extraordinarily vibrant, both in terms of its diversity and quantity. It is a source of immense enjoyment and challenge for pupils and staff alike, incorporating an impressive range of sport, music, drama, adventure, volunteering and intellectual activities. Staff are given significant autonomy over the activities they organise, and pupils are given equal freedom to develop passions of their own.

Sport

Sport is an integral part of school life, underpinned by a philosophy that values every pupil's development, regardless of their starting point. The School is committed to fostering an inclusive environment where all pupils can develop as sportsmen, while also providing tailored programmes for those demonstrating exceptional talent. The School fields 95 sports teams annually, across 40 different sports.

MGS has a strong tradition of sporting excellence, with teams frequently progressing into the latter stages of national competitions. In 2025, the School enjoyed an exceptional year of sporting success across multiple disciplines. For example, the Football Club achieved a historic milestone by reclaiming the prestigious Barry Burns ISFA Eights U18 title for the first time since 2011, while members of the Fencing Club were crowned National Sabre Team Champions. The Water Polo squad celebrated a remarkable double triumph, with both the U15 and U18 teams crowned English Schools' National Champions. Hockey added further distinction, as the U15 team earned a hard-fought bronze medal at the ISHC Finals Day, and the 1st XI demonstrated resilience and skill to win the National Plate final.





Drama

MGS has a long and proud theatrical tradition, as personified by illustrious Old Mancunians including Sir Ben Kingsley, Robert Powell, Sir Nicholas Hytner and Chris Addison.

State-of-the-art facilities in the theatre and drama studios, combined with a rich and varied programme of productions, mean that there are ample opportunities for boys to develop their talents in acting and directing, or working behind the scenes with the professional technician. Productions involve boys across the full age range, and there is no shortage of ambition to what is staged, with *Les Misérables* (School Edition) being a recent example, produced in collaboration with Manchester High School for Girls and Withington Girls' School. The next major production will be *West Side Story*.

Activities

The vast programme of over 150 co-curricular activities is one of the very special things about MGS and it plays a major part in the pupils' experience, enabling them to explore and develop new interests. It offers them opportunities to challenge themselves, develop leadership skills, make friends and have great fun in the process. Lunchtime clubs and societies (many run by pupils) cover every possible area of intellectual interest. Chess, pottery, bridge, Latin Scrabble, Model United Nations, Pi Soc (Maths) and Engineering Soc are all flourishing.

MGS also offers a wide range of adventurous outdoor pursuits and is one of the largest centres for D of E in the North West. The School regularly runs treks, with recent expeditions to Norway, Sweden, Tenerife and the Lleyn peninsula. Alongside this there is a vast range of over 300 educational trips and visits each year, both in the UK and abroad. These include sports, music, history, language and geography tours. Recent destinations include Washington and New York for a politics trip, a football tour to Verona, a trip to China and a climbing expedition in Spain.

Music

Music is an important, enriching part of the lives of many boys and there are numerous opportunities to engage in co-curricular music at the appropriate level for everyone in the orchestras, wind bands, string ensembles, guitar ensembles, choirs, percussion ensembles and numerous other smaller instrumental groups, all of which will regularly feature in concerts and events. The department also runs several partnership and outreach events involving local schools and community groups with pupils regularly going out into the community, and other schools and community groups being invited in. With 32 visiting music staff and 28 music groups regularly rehearsing, there is indeed something for everyone. Currently, over 30% of pupils receive instrumental tuition with 18% of those pupils learning more than one instrument.

The School offers high-quality music facilities, including a purpose-built music block equipped with practice rooms featuring Boston Steinway upright pianos, as well as dedicated rehearsal and classroom spaces. Frequent performances take place in the 600-seat Memorial Hall which is equipped with a Steinway Model D piano and Peter Collins Organ. Many current pupils are members of the Hallé Youth Choir, Hallé Youth Orchestra, RNCM Junior School, National Youth Concert Band, National Children's Choir and the National Youth Orchestra.





Service & Outreach



Pastoral Care

Knowing every boy is the key to MGS's success. Pastoral care is at the heart of school life and deeply influences the distinctive character of the whole School. In the Senior School, heads of Year have a key role and form tutors work with small groups of up to thirteen boys, enabling them to really get to know each boy and his family. In the Sixth Form, tutor groups may be as small as eight pupils, allowing the tutor to give very close support in preparation for university entrance. These arrangements enable every boy to receive support from someone who knows him well.

The medical room plays an important role in the pastoral life of the School. It is staffed by two experienced and well-qualified full-time nurses, one of whom is also a trained counsellor.

MGS prides itself on creating an environment in which every boy feels valued as an individual, and is challenged to fulfil his potential, whatever his interests or attributes. It is 'ok to be yourself' at MGS and the underlying pastoral philosophy is to use common sense and compassion to help everyone to be their own person.

Service and Outreach is a key aim of the School and many pupils take up the opportunity to volunteer throughout their time at MGS whether this is litter picking in nearby Birchfields Park, supporting the development of literacy, French, Maths and Science skills in local primary schools (as well as at MGS Junior School), or through delivering gifts to children in Salford as part of the Christmas Gift Campaign.

Volunteering is a key feature of the Sixth Form Enrichment Programme and pupils enjoy volunteering at a variety of placements: developing the language skills of learners who

speaking English as an additional language at Manchester Academy and the Co-op Academy North, joining the Longsight Friendship and Activity Group with Together Dementia Support, helping older people with their digital devices and managing the online world with Withington Assist, supporting pupils with learning disabilities at The Birches Specialist Support School and The Seashell Trust as well as working in conjunction with Manchester City Council supporting families and children who have come to Manchester as part of the Afghan Resettlement Scheme or who are seeking asylum in the UK.

Wider School Community

When pupils leave MGS in Year 13, they become members of the extensive Old Mancunian community. There are multiple opportunities for pupils to reconnect with peers on an annual basis, including: Old Boys' Reunion Dinner, Sports Day & Chess and Old Mancunian Luncheon Clubs held at the School. Old Mancunian events take place in Manchester, London and the US and other overseas destinations where OMs reside.

After leaving, alumni also continue to be very generous towards the School and the Governors are enormously grateful to all Old Mancunian donors whose benevolence enables the School to provide an education of the highest quality to suitably able boys.



Finances

The School is an unincorporated charitable trust, registered charity number 529909. Its official name is The Manchester Grammar School Foundation. The Manchester Grammar School Foundation Trustee Limited (the 'Trustee'), company number 09156289, is the sole corporate trustee for the School.

The School has generated healthy surpluses of 7% over the last decade. The

School has managed the introduction of VAT by a gradual, managed increase in school fees over the last two years, resulting in the maintenance of pupil numbers. The school fee is currently £15,555 +VAT (£18,666).

The School has total bursary funds of £39.6M, of which £34.9M are held separately and managed by The M.G.S. Trust. The remaining £4.7M is held within the School's restricted funds.

Governance & Leadership



The MGS Governing Body is chaired by Mrs Clare Bolton. It currently has 17 members, of whom nine are Old Mancunians. They are responsible for the overall management and control of the School and meet at least four times a year. The Clerk to the Governing Body is the School's Bursar, Mrs Gillian Batchelor.

Governors are selected and appointed on account of their specific professional expertise. They include experienced members of the academic, accountancy, broadcasting, business, charities, compliance, educational, engineering, entrepreneurial, financial, legal, medical and surveying professions.

The Governing Body has a number of committees: these include Estates, Finance and General Purposes, Health and Safety, Nominations and Remuneration.

The day-to-day running of the School is delegated to the High Master and the Bursar, supported by other members of the Senior Leadership Team: the Deputy High Master, the Head of Junior School, Deputy Head (Pastoral), Deputy Head (Safeguarding), Deputy Head (Academic), and Deputy Head (Teaching and Learning).



The Role

Reporting to the Governing Body, the High Master is responsible for the overall vision and direction of the school, and for the welfare and smooth running of the school community.

The High Master chairs the meetings of the Senior Leadership Team, which is the senior management committee within school. The Director of Development and Director of Admissions also report directly to the High Master.

The High Master's key areas of responsibility can be summarised as follows:

Strategic Vision

- Working with the Governing Body to determine the strategic vision for the school and the associated development plan.
- Maintaining a strong and collaborative relationship with the Chair and the Governing Body and ensuring there is open and constructive consultation and discussion about the plans for the school.
- Working with the Governing Body and the Bursar to ensure a financial and development strategy which gives the school the necessary resources to deliver such plans.
- Ensuring that high academic standards are maintained.
- Ensuring that the ethos and values of the school are sustained.
- Working with the Director of Development to support the ongoing fundraising campaigns for the Bursary Fund.
- Supporting the development and monitoring of non-fee income operations.

Leadership & Management

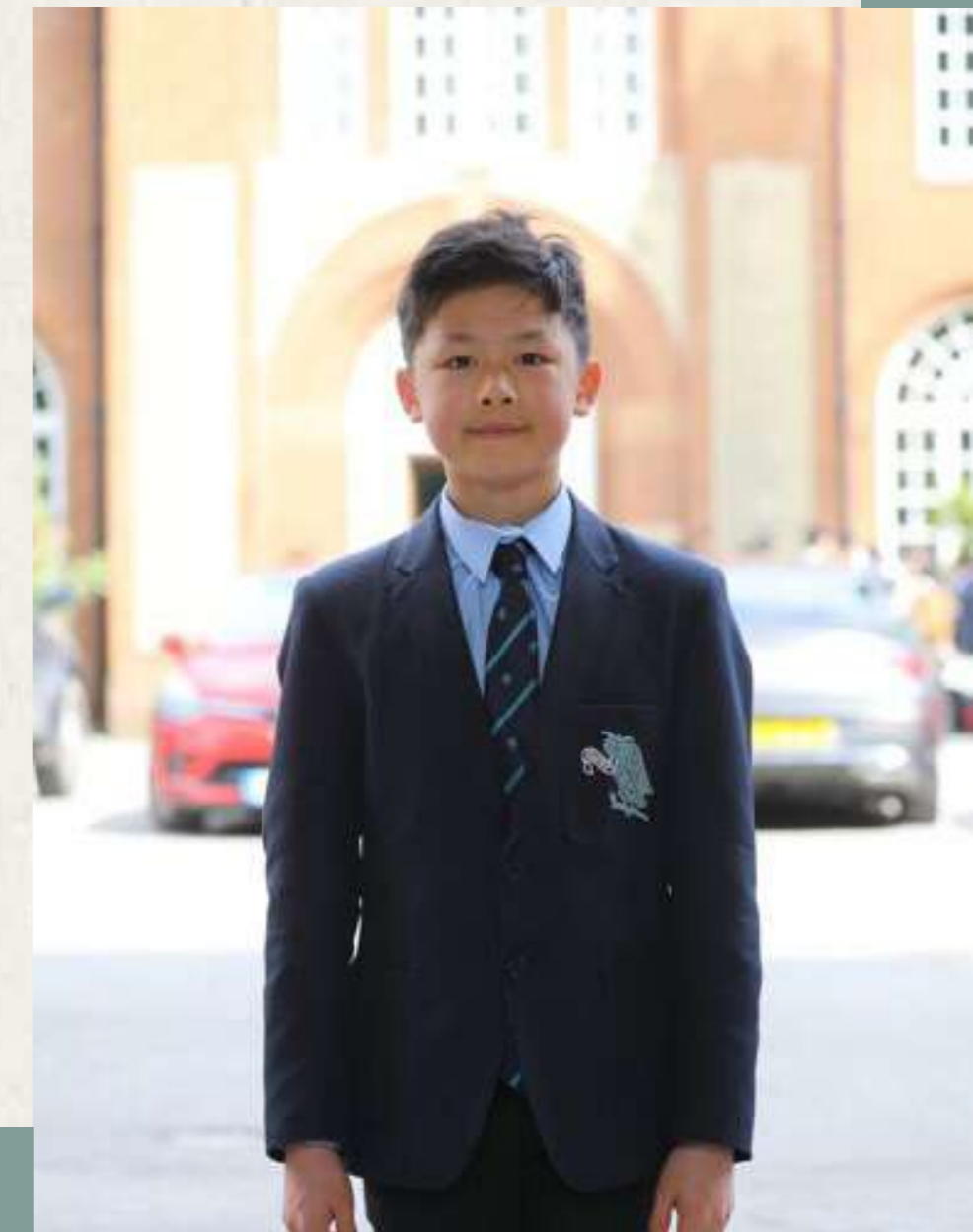
- Providing overall leadership to all staff, and nurturing a culture of excellence across all areas of school life and a deep commitment and sense of involvement as part of a high achieving academic community.
- Working closely with the Senior Leadership Team on the overall management of the school and their delegated areas of responsibility and coaching them where necessary.
- Taking responsibility, in conjunction with the Bursar and Senior Leadership Team and other senior staff, for compliance with all relevant policies, procedures, legislation and regulations, including Health and Safety and safeguarding.
- Promoting the interests and reputation of the school, locally and nationally.
- Leading on senior appointments in conjunction with the Governing Body.
- Maintaining strong relationships and excellent communications with parents.

Educational Leadership

- Providing strong, visible and accessible leadership to the whole school community, overseeing the continual development of a challenging curriculum informed by high academic standards.
- Achieving academic excellence for pupils, including pupils with SEND needs, in an environment of evaluation and innovation.
- Taking overall responsibility for the provision of excellent pastoral care, including safeguarding and discipline.
- Ensuring the progress of individual pupils is properly monitored and recorded.
- Working with the academic deputies to oversee the procedures relating to assessment and regulation, and reporting on pupil performance and progression.
- Overseeing the school admissions process with the Director of Admissions.
- Determining the allocation of bursary places, with support from the Bursar.
- Managing the selection, appointment and deployment of teaching staff.
- Ensuring that the proper standards of professional performance are maintained, by promoting the professional development of teaching staff through appropriate training and staff review.
- Overseeing the dismissal or suspension of teaching staff in accordance with the school's procedures in the rare cases where this is needed.
- Evaluating and monitoring the standards of teaching and learning and the curriculum to ensure continued excellence in academic provision.
- Monitoring and reviewing the provision of an outstanding co-curricular programme.

External Engagement

- Working with the Director of Development on the school's fundraising activities including engaging with donors and attending and speaking at key events.
- Working with the Director of Development on strengthening the Old Mancunian Alumni network, and attending and speaking at key events.
- Fostering and developing links with universities.





The Person

The successful candidate is likely to be a serving Head or Senior Deputy Head with significant leadership experience within highly academic environments. They will ensure that the school is fully compliant in all aspects of Safeguarding. They will be someone who:

- Embodies the school's values of scholarship, individuality, kindness, resilience and service.
- Has a strong academic record and deep engagement with learning, approaching education with joy and optimism.
- Demonstrates commitment to delivering outstanding academic, pastoral and co-curricular excellence in the context of a 7-18 day school.
- Is involved and visible in the daily life of the school.
- Shows down-to-earth approachability, inspiring trust and respect, with appeal for all the MGS stakeholders.
- Understands and values partnership with the local community and sees the potential of the city of Manchester.
- Possesses excellent business acumen and financial knowledge, with relevant experience of fundraising and Bursary funding systems.
- Is personally engaged in alumni relations and the stewardship of donors.
- Has strong strategic vision and proven forward-planning ability.
- Demonstrates experience of, and commitment to, the nurturing of a diverse, inclusive and multi-cultural pupil community.
- Has expertise in the education, development and welfare of boys and young men.
- Has excellent oral and written communication skills, with engaging public speaking and networking ability.
- Embraces ambition and organisational evolution, to maintain and develop MGS's standing and reputation in a changing, competitive market.
- Has the courage to take responsibility for difficult decisions and to carry them through.
- Is a forward-looking thinker about global education, embracing innovation, new opportunities and technology, including AI.
- Is skilled in developing a talented staff body, recruiting and retaining colleagues through high quality in-house training and appraisal.
- Exudes integrity, energy and dynamism.
- Has the ability to cope with pressure.
- Demonstrates problem-solving capability with flexibility of mind.
- Collaborates confidently with others, seeking and acting upon professional advice.
- Shows empathy and strong listening ability.



Terms & Conditions

The successful candidate will be offered a competitive salary which is commensurate with the significant responsibilities of the High Master of The Manchester Grammar

School and includes membership of the Teachers' Pension Scheme. They will also be entitled to private medical insurance and reduced school fees for any children who attend the School.





Application Process

The search for a new High Master for The Manchester Grammar School is being led by RSAcademics and the new post-holder will be selected by a panel led by the Chair of Governors. 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
- Bob Griffin, Senior Advisor: bobgriffin@rsacademics.com
- Claire Oulton, Head of Appointments UK: claireoulton@rsacademics.com

Closing date: 10.00am on Monday 16 March 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 Mrs Clare Bolton, Chair of Governors. The letter should explain your reasons for applying and your suitability for the role.

If you have questions about uploading your application documents, please contact Jonathan Barnes, Head of Operations (Leadership Appointments) at applications@rsacademics.com. He can also be reached at our Head Office on +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 on Thursday 19, Friday 20 and Monday 23 March 2026 via Teams.
- Longlist interviews with the Governors' selection panel will take place in Manchester on Wednesday 22 and Thursday 23 April 2026.
- Shortlisted candidates will be invited to visit the School w/c Monday 27 April 2026.
- Shortlist interviews with the Governing Body will take place in Manchester on Thursday 7 May 2026.

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



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.

Because the world needs schools to **thrive**