

BRIGHTON COLLEGE PREP SCHOOL



Seeks an inspiring new Head

CLOSING DATE: 10.00AM 15TH OCTOBER 2021



THE SUNDAY TIMES

Executive summary

Located in one of the most dynamic and attractive cities in the UK, Brighton College Prep School (BCPS) is an award-winning co-educational school for children aged 3 to 13. It is the main feeder school to Brighton College, the UK's Sunday Times School of the Decade, and a leading light in British education.

Brighton College seeks an inspirational, strategic leader to succeed Mr John Weeks, who will become Executive Head of the Brighton College Family of Prep Schools. The next Head will have an exciting opportunity to work with an outstanding team to set out an ambitious new vision and to shape the development of a school which has an excellent reputation across the South East. It comes at an exciting time for BCPS, with plans for a multi-million pound development of the school. The successful candidate will combine a track record of successful and collaborative leadership experience, creative thinking and a "can do" attitude, leading a team of highly committed and professional staff within a family community. First-class communication skills with the gravitas to act as a visible leader and ambassador are crucial, as is the marketing and commercial drive and acumen to maintain the school's success in a competitive marketplace. A genuine resonance with Brighton College's educational values and a commitment to embedding these within the school is essential.

The School

Brighton College Prep School is an academically selective co-educational school for 525 children aged 3-13. The College educates 1,225 pupils aged 11-18.

The school is based on two sites within the vibrant city of Brighton: our Nursery and Pre-Prep welcome children from Nursery to Year 3, after which they progress on to the Prep site for Years 4 to 8. Pupils benefit from use of facilities at the College, including the Chapel, the Sarah Abraham Recital Hall, the dining facilities and the newly opened School of Science and Sport. Our sports fixtures are played at the Jubilee Ground pitches, located nearby in the South Downs. Brighton College Prep School is focused on nurturing pupils who are curious, confident and, above all, kind. Each individual is recognised for his or her own achievements, resulting in a happy, caring environment. The school is fortunate to attract outstanding teachers and support staff who act as positive role models for the pupils; equality, diversity and respect are championed and celebrated by all.

In 2020 the school was named runner-up for 'Best City Prep School' by *The Week* Magazine.

Every pupil, from our youngest in the Nursery right through to those studying for Scholarship exams in Year 8, are taught by a wide range of specialist teachers. Pupils in the Nursery has lessons in French, Mandarin, Art and Music. As they move through the school, ICT, Design Technology and an innovative HEALTH curriculum which focuses on wellbeing and mindfulness are added. From Year 6 every subject is taught by specialist teachers in dedicated classrooms.

Life beyond the Classroom

Our children know there is a whole world beyond the classroom. We encourage them to remember they are a part of society - not apart from it.

With this in mind, lessons finish at 3.30pm so that the pupils can pursue their interests in the many co-curricular activities available.

We are also committed to teaching our pupils about their community beyond school. Through charity initiatives, the school council and pupil-led fundraising, we ensure our children learn to make a meaningful difference to the society of which they are a part.

Pupils also benefit from a rich and full co-curricular provision in the arts, sport, music, dance and drama.

Pastoral Care

Pastoral care permeates everything we do, with an emphasis on kindness. We place great importance on mutual respect and acceptance, so that all child feel valued for who they are. Our pastoral care is overseen by two dedicated Deputy Heads and their team, ensuring that children feel supported across all areas of school life. Our pupils progress into the College as well-rounded and confident individuals.

All pupils are assigned to a House, each of which has a House captain. The year groups mix together, with older pupils acting as buddies for the younger children. There are inter-House competitions throughout the year, involving every child.

Spiritual, moral, social and cultural development is embedded within our school ethos. Many faiths are represented within our pupil body, with the principles of kindness and tolerance underpinning all that we do. The children attend a rich schedule of assemblies and Chapel services which reinforce this area of school life.

Governance

Oversight of the Prep School is delegated by the main College Board to a Prep School Committee. This committee comprises three main Board Governors, one co-opted EYFS specialist, and four members of the College Senior Management Team, including the College Head Master. Lady Maude is currently Chair of the Prep School Committee.



Brighton College

Like Brighton College Prep School, Brighton College is an inspiring place to work. As the leading co-educational school in the UK, it is renowned for its inspirational teaching and innovative education, whilst placing kindness and community at the heart of its approach to education. Named 'UK School of the Decade' by *The Sunday Times* in November 2020, we educate 1,225 pupils between ages 11 and 18.

Established in 1845, the College has grown exponentially in recent years. The Head Master, Richard Cairns, a recent Tatler UK Head of the Year, has been in post since 2006 and, under his leadership, pupil numbers have doubled. Since 2006, the College moved from 147th in *The Sunday Times* league table, to 3rd – the best position ever achieved by a co-ed school. The school site in Kemptown has seen the addition of stunning new facilities, sustainably designed by leading international architects, with recent investment well in excess of £100 million. These include the Music School and Sarah Abraham Recital Hall (2015), the Yeoh Building teaching complex (2017) and the School of Science and Sport (2020).

World-class facilities enable us to share a huge variety of opportunities with pupils and allow for innovative and exciting approaches to learning and teaching. Prep School pupils have access to many of the College facilities.

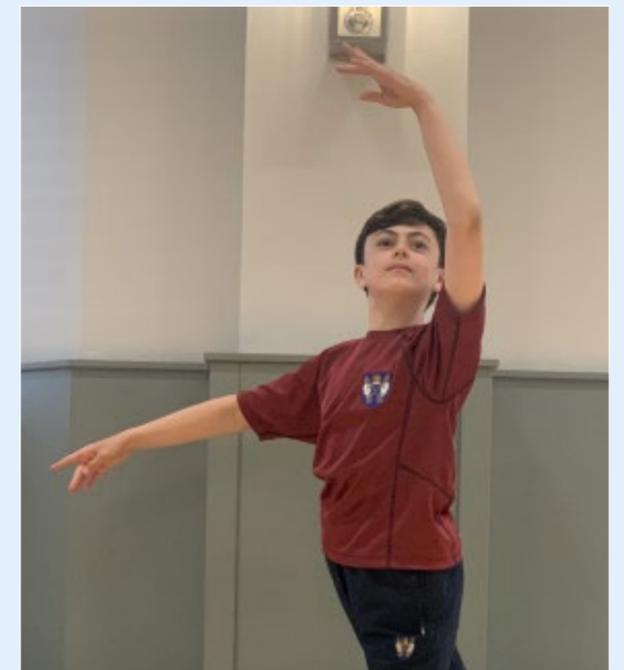
We believe that we are a part of society, not apart from it, and so activism and community involvement are key elements of the curriculum. We have a thriving volunteer programme, driven by pupils, and are proud of our progressive stand on diversity, equality and inclusion.

Brighton College also has a family of schools, which includes our three prep schools: Brighton College Nursery,

Pre-Prep & Prep; Handcross Park; and St Christopher's. To date, we have opened international schools in Abu Dhabi, Al Ain, Dubai, Bangkok and Singapore.

Our approach to education is regularly celebrated: we have been named 'School of the Year' twice by *The Sunday Times* (most recently in 2019); *The Week* named us 'Most forward-thinking school in Britain' for two years running in 2017 and 2018, and 'Best in the UK for STEM' in 2020; and the last full ISI inspection gave us top grades in every category – including a rare 'exceptional' for teaching and learning.

Most importantly, Brighton is a happy school. Staff and pupils feel fulfilled, and our emphasis on kindness lends itself to a thriving intellectual, sporting and performing arts culture.



THE SEA AIR

The beach is a huge part of Brightonian life – from dipping your toes in the sea over the summer or being a regular BC sea swimmer no matter what the weather. With sea views from a number of our classrooms and our rooftop Sky Garden, being close to the sea is part of everyday life.



THE LANES AND THE NORTH LAINE

The city centre is a delight of twisting lanes filled with new discoveries. From boutiques to vintage emporia the historic 'Lanes' area has everything. Big believers in supporting local, the North Laine area has a huge range of independent shops. Between these two spots you can find anything you need.



FOOD, GLORIOUS FOOD

While Brighton is still yet to sparkle with its first Michelin star, the list of restaurants with Michelin mentions is long. If fine dining isn't your cup of tea, the enormous range of down-to-earth establishments won't disappoint: café culture is prominent in the city; family-friendly choices can be found all over the city; and vegan/vegetarian cuisine is booming.



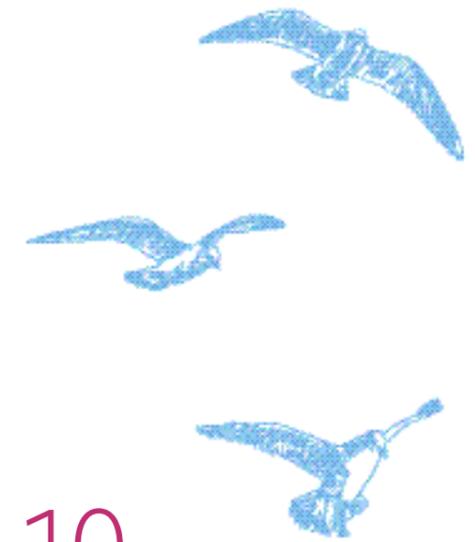
FESTIVALS AND CULTURE

Brighton is home to a variety of cultural events and celebrations throughout the year. This includes the largest and most established annual multi-arts festival in England: Brighton Festival. There is also the Fringe Festival; the Theatre Royal; a thriving arts scene; music venues; a nationally renowned comedy club; and the oldest cinema in Britain.



NO NEED TO DRIVE

Like London, Brighton favours the pedestrian. With the UK's only Green MP representing us, the city is set up for pedestrians, cyclists and those favouring more adventurous forms of transport. The seafront cycle lanes are frequently used by adults and children alike, and there are some wonderful routes that take you around the different parts of the city and surrounding countryside.

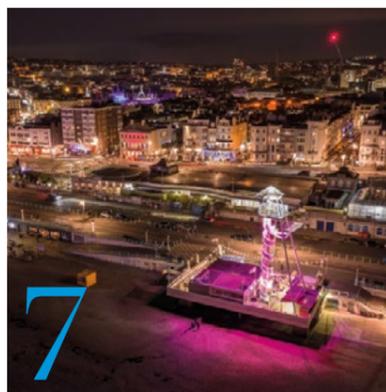


10 reasons to live in Brighton



THE COUNTRYSIDE AND PARKS

Not only do we have the beach but we also have the countryside. Surrounded by the glorious South Downs (a nationally recognised area of outstanding natural beauty) the city has no shortage of green spaces for individuals and families. A 15 minute bus ride from the city centre will get you to Devil's Dyke nature reserve or Stanmer Park; and a short train ride will take you to neighbouring Seaford to walk along the iconic Seven Sisters.



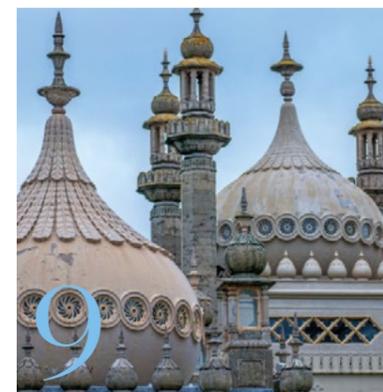
VIBRANT SOCIAL LIFE

Whether you're looking for a fun family night out at glow-in-the-dark minigolf, or a more grown-up catch up with friends at an independent speakeasy, you will never be short of choices in Brighton. The city has more pubs per square mile than London; there are jazz cafés and wine-tasting bars; fusion tapas pop-ups and street-food markets.



DIVERSITY

As the unofficial LGBTQ+ capital of the UK, Brighton has a proud history of embracing diversity. The annual Pride weekend in August is a city-wide celebration, involving a host of events that includes a parade through the city centre. Brighton College, of course, has its own wonderful float with pupils and teachers on board. The city takes its commitment to kindness and acceptance seriously all year round, and was also voted one of the top three friendliest cities in the UK.



HISTORY

What started as an ancient fishing village is now the largest city in the area. Archaeological evidence shows that mammoths used to roam along the shores; an important Iron Age fort sits to the north of the city; a Roman villa existed in the city centre; the Domesday Book references the number of herrings paid by the settlement; and the Prince Regent established the city as a recreational base in the 18th century.



SMALL CITY WITH BIG CONNECTIONS

With just over 290,000 residents, the city is England's most populous seaside resort town in the UK. There's always plenty to do, but with the perks of 'small town living'. You can reach any part of the city within 30 minutes by bus or cycle; but if you are looking for bigger adventures, it's just a 30-minute train ride to Gatwick airport, and a 50-minute train ride to London Victoria station.



About the role

The Brighton College Board of Governors is seeking to appoint the next Head of the Prep School with effect from September 2022.

The next Head will lead a dedicated and loyal team of staff at an important stage in the School's evolution. The successful candidate will have the opportunity to grow and develop the School further, to work with a supportive Board of Governors and senior leaders, and to put their own mark on the School. For the right candidate, this leadership challenge will be an exciting and highly rewarding experience.

Key Responsibilities

The Head's primary, over-arching responsibility is to manage the School's ongoing development, encompassing the following priority tasks:

1. Recruit highly-committed leadership and teaching staff.
2. Attract to the Prep School high-quality pupil applicants at all entry points.
3. Ensure the school continues to have strong strategic and operating frameworks that enable sustained growth and high performance, including excellent education and pastoral care in the context of its aims and ethos.
4. Ensure the school has a clear educational vision, incorporating academic excellence, outstanding pastoral care and service, which reflects the aims and vision of all Brighton College schools.
5. Maintain strong partnerships with



Brighton College, which includes promoting the College to prospective families and celebrating the relationship between the two schools. Over 90% of the school's leavers move on to the College, and it is expected that this will continue.

6. Lead on external relations, communication and advocacy and engage with a range of stakeholders including pupils, parents, alumni and representatives of the local community.

Key Objectives

1. Continue the excellent pastoral and academic provision provided by the School and ensure this is honed and developed in line with modern day best practice.
2. Grow the school roll and waiting lists.
3. Ensure that the School continues to attract and retain pupils whose profile aligns with the values and ethos of the School.
4. Appoint and retain high-quality staff who will lead on innovative teaching and learning, in line with best practice.

5. Articulate the School's vision and values to the local community and more broadly ensure that it serves the needs of all pupils and is relevant to the challenges that are facing us today.

Safeguarding Responsibilities

- This role will involve daily contact with pupils and the successful candidate will be engaging in regulated activity relevant to children.
- All staff and volunteers have a responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible and with whom they come into contact.



PERSON SPECIFICATION

The rôle of Head of Brighton College Prep School requires an inspirational leader with the vision, gravitas and ambassadorial skills to develop further the School in an evolving and competitive marketplace. Candidates will require stamina and energy, the interpersonal skills to command the respect of a range of stakeholders, and the intellect, sensitivity and humility to engage broadly whilst shaping strategy and policy in tandem with the Board of Governors. Candidates will be required to show a clear commitment to the school's mission, values and educational philosophy and be able to articulate the unique offering of the school.

Experience

- Strong academic and intellectual credentials, including a good Honours degree, to command the respect of staff, pupils and parents in this academically selective school.
- A proven track record of highly successful school leadership experience, and an understanding of the challenges faced in a modern-day-city prep school.
- Proven experience of leading, developing and motivating high-calibre teams with a strong commitment to the continued professional development of all colleagues.
- Strong academic and intellectual credentials to command the respect of staff, pupils and parents in this academically selective school.

Skills and Knowledge

- A first-class strategic thinker with the capacity to provide clear leadership.
- First-class communication skills with a demonstrable ability to act as an effective and compelling ambassador for the school in a competitive market.
- High levels of commercial acumen and a strong understanding of the business aspects of successful modern headship.
- A proven track record of successful delivery of the British curriculum and a demonstrable commitment to the importance of a rich co-curricular programme.
- A demonstrable appetite for educational innovation.
- Excellent communication and interpersonal skills with high levels of emotional intelligence.

The application process

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

Angela Short, Head of Prep School Search: angelashort@rsacademics.com

Louisa Barham, Search Consultant: louisabarham@rsacademics.com

The deadline for receipt of applications is 10.00am on Friday 15th October 2021.

Applications should be made electronically to RSAcademics. To submit your application, please upload an application form and covering letter according to the instructions provided on the [RSAcademics website](https://www.rsacademics.com). Your covering letter should be addressed to Mr Richard Cairns, Head Master of Brighton College.

If you have any questions about uploading your application documents, please contact Jonathan Barnes, Head of Operations (Leadership Appointments) at applications@rsacademics.com. Jonathan Barnes can also be reached by calling our Head Office on +44 (0)1858 383174.

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' Head Office by telephone at the phone number above.
- Selected candidates will be invited for a preliminary interview online with Michael Spens and Angela Short on Monday 25th and Tuesday 26th October.
- Long List interviews are anticipated to be held on Monday 8th November.*
- Short-list interviews are anticipated to be held on Thursday 2nd December.*

**Note: the arrangements for Long-list and Short-list interviews may be subject to change in the light of prevailing public health restrictions.*

Founded in 2002 by Russell Speirs, RSAcademics specialises in schools, in the UK and internationally. The company advises on business strategy and strategic marketing, development and fundraising, leadership consultancy and the search and selection of Heads, Chairs of Boards, Bursars and other senior staff. Comprising a team of exceptional talent and experience, RSAcademics provides a high-quality service to schools with rigour, expertise and warmth. RSAcademics is committed to promoting diversity and inclusion in schools. Please visit www.rsacademics.com for more information.



Remuneration

A highly competitive, six figure salary will be offered to the successful candidate.

Brighton College is a member of the Teachers' Pension Scheme.

Generous fee remission is available for dependent children in the Prep School, at one of the Brighton College Family of Prep Schools, or the College, subject to a place being available.

Safeguarding and equal opportunities

Brighton College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to successful completion of pre-employment checks, including an enhanced DBS disclosure, the receipt of satisfactory references, the College's pre-employment medical questionnaire, relevant original ID documentation and examination certificates.

The College is committed to ensuring that the recruitment and selection of staff is conducted in a manner that is systematic, efficient and effective, and which promotes equality of opportunity. Our full equal opportunities policy is available on the 'Careers' page of our website.