NORTH LONDON COLLEGIATE SCHOOL

ACADEMIC GOVERNORS – Senior and Junior

Candidate Information Brochure

Required Autumn Term 2022 or as available
INTRODUCTION FROM CHAIR OF GOVERNORS

I am delighted that you are interested in becoming a governor at NLCS.

NLCS is a remarkable school and I feel very privileged to be involved with it. We have exceptional teachers, achieve some of the best academic results in the country and are one of the relatively small number of schools that offer both IB and A-levels. The breadth of co-curricular activities is exceptional, many of them reflecting initiatives and particular interests of the girls themselves. And, most importantly, we seek to send out into the world confident and articulate young women, able to take their place and make their contribution on fully equal terms and in the way that they want.

We are also in an exciting phase of development. We have – after a prolonged period – recently obtained planning permission for a major building programme and have started construction earlier this year. At the core of the development is our IDEAS Hub. This will provide, amongst other things, state-of-the-art facilities for STEAM subjects, upon which we plan to place a particular focus, recognising, not least, that associated careers are areas where women tend to be under-represented.

We are also planning new schools overseas to help fund bursary provision and, more generally, are looking hard at everything we do to make sure that we are, and remain, the best we can be.

Our new governor will be an important contributor to all these initiatives, and I look forward to discussing them with you further.

Robert Hingley
Chair of Governors
OVERVIEW

NLCS is the oldest academic girls’ school in the country and is a pioneer in women's education with ambitious plans for the future both home and abroad. It has an unparalleled track record of getting students into their chosen universities and offers a huge range of extra-curricular activities and personalised pastoral care. NLCS celebrates the individual and creative spirit of the girls, providing the springboard for pupils to find their place in a world which will require not only technical skills, but also creative and communication skills to thrive.

Founded in 1850 by Frances Mary Buss, a notable figure in the struggle for girls' education, NLCS has a long and proud tradition of innovation and excellence. Approximately 1100 girls aged between 4 and 18 attend the school which is set 30 acres of leafy parkland next to Canon's Park in Edgware.

NLCS has a very diverse student body reflecting the London demographic. The Governing Body has a diverse set of skills allied to the needs of the School's aims and objectives. Overall, it needs to ensure that the School remains accessible to the broadest socioeconomic groups and to maintain the richness of the community that is associated with this, which means that fees must remain affordable.

The Governing Body is currently made up of 15 individuals and is seeking to add two further members as and when they are available. These additional Governors will be members of the recently formed Academic Committee, joining its current Chair, in steering the academic development of the Senior part of the School, in line with NLCS's mission: ‘To provide an ambitious academic education to enable every individual student to make the most of her intellect and abilities’. The successful candidates will have a background in Senior education, ideally having been in independent school leadership positions, and will have the right blend of expertise, authority and innovation to help drive the academic agenda of the school forward. An understanding of the London market is beneficial.

Governors are required, in their voluntary capacity, to attend both full board and separate committee meetings each term, and there are a number of other ‘touchpoints’ throughout the year.

This is an exciting opportunity to make a real difference at a fantastic school, with diversity and outreach at its very core.
**JOB DESCRIPTION**

The Governing body is accountable to parents and the local community. Appointments are for three or usually for four years. The governing body's main role is to help raise pupils' standards of achievement, to maintain compliance and to ensure a strong and bright future for the School.

As part of the governing board team, a governor is expected to:

1. Contribute to the strategic discussions at governing board meetings which determine:
   - the vision and ethos of the school
   - clear and ambitious strategic priorities and targets for the school
   - that all children, including those with special educational needs, have access to a broad and balanced curriculum
   - the school's budget,
   - the school's staffing structure and key staffing policies
   - the principles to be used by Senior Team to set other school policies

2. Hold Senior Team to account by monitoring the school's performance; this includes:
   - agreeing the outcomes from the school's self-evaluation and ensuring they are used to inform the priorities in the school development plan
   - considering all relevant data and feedback provided on request by school leaders and external sources on all aspects of school performance
   - asking challenging questions of school leaders
§ ensuring senior leaders have arranged for the required audits to be carried out and receiving the results of those audits

- ensuring senior leaders have developed the required policies and procedures including the best possible practice and process on safeguarding and ensuring the school is operating effectively according to those policies
- acting as a link governor on a specific issue, making relevant enquiries of the relevant staff, and reporting to the governing board on the progress on the relevant school priority
- listening to and reporting to the school's stakeholders: pupils, parents, staff, and the wider community, including local employers.

3. Ensure the school staff have the resources and support they require to do their jobs well, including the necessary expertise on business management, external advice where necessary, effective appraisal and CPD (Continuing Professional Development), and suitable premises and that the way in which those resources are used has impact.

4. When required, serve on panels of governors to:
   - appoint the Head and COO
   - appraise the Head
   - hear the second stage of staff grievances and disciplinary matters.
As a member of the Academic Committee, a Governor is expected to:

- Support the existing Chair in driving forward and upwards academic standards
- Analyse data surrounding public examinations (Senior School)
- Ask pertinent and challenging questions regarding academic performance and curricula
- Consider NLCS’s position within the London market in relation to its competitors.
PERSON SPECIFICATION

I. Teaching qualification and recent leadership experience in Senior School. Independent School and London knowledge are preferable.

II. Commitment to the best possible policies and practice in safeguarding

III. Ability to contribute to a cohesive working environment.

IV. Confidence to challenge existing practices constructively and diplomatically.

V. Ability to synthesise disparate viewpoints and develop an agreed direction.

VI. Integrity and discretion.

VII. Capacity to give the time needed to this role.

VIII. Ability to manage conflict sensitively.
Interested candidates are invited to contact RSAcademics by email or telephone, to arrange a confidential discussion with Kate Howe, who is leading the search:

**Kate Howe, Search Consultant**: 07956 557347 / KateHowe@RSAcademics.com

Those whose interest is taken further will be invited initially to meet with Claire Oulton, Senior Advisor for this position, and Kate Howe, then with a small committee of current NLCS governors, led by the Chair, Robert Hingley.

All this will be handled in confidence.

North London Collegiate School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be asked to apply to the Disclosure and Barring Service for an Enhanced Disclosure.

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