

Head, Lord Wandsworth College

540 boys and girls • 11–18 • boarding & day • HMC •
North Hampshire/Surrey border HMC • for September 2009



Lord Wandsworth College was established in 1922 and is set in 1200 acres of wonderful rural grounds with excellent facilities and close to the towns of Alton, Farnham, Basingstoke and Guildford.

The College offers a superb broad and balanced education within a caring, happy and secure environment.

Pupils achieve outstanding examination results and excel in a wide range of extra-curricular activities.

Ten percent of the pupils benefit from the support of the Lord Wandsworth Foundation which provides fully means-tested bursaries for children who have lost the support of one or both parents.

The Governors are looking to recruit an outstanding successor to Ian Power, who has served the College with distinction for the past 11 years and has been appointed as the next Membership Secretary of HMC (Headmasters' and Headmistresses' Conference).

The College's mission states:

"The LWC experience enables young people from all walks of life to reach their maturity in a caring and supportive community. In so doing they not only acquire the knowledge, values and skills that will ensure they thrive in the modern world but also gain an understanding of the important role that this sense of wholeness and community plays in contemporary society.

On the death of the Founder, Lord Wandsworth, in 1912 the first Trustees of the Foundation established an educational vision that would provide vulnerable and disadvantaged children with the means to live long and successful lives and to make a lasting contribution to modern society. This vision is carried forward today in the College that bears the Founder's name".

Over the past ten years, numbers at the College have grown steadily with over 540 pupils currently on roll; a third of whom are girls and just under half are boarders. Academic results have improved significantly during this period along with continued success in sport and the arts at national and international level.

Practically every member of the full-time teaching is accommodated on site and all are actively involved in the houses and in the broad programme of extracurricular activities.

An attractive remuneration package is available in addition to first class accommodation and other employment benefits.

The appointment is for September 2009.

The closing date for applications is:

Monday 6th October 2008

Role and Responsibilities

The person appointed will be expected to lead, manage and develop all aspects of the College's life efficiently, effectively and successfully.

At all times, the Head's actions and pronouncements must be compliant with current legislation and the policies and guidelines set out by the Governors.

Candidate profile

- High quality, proven educational and leadership experience gained within the independent or maintained sectors, either in the UK or internationally
- Excellent interpersonal and management skills with the capacity to motivate staff across all College departments through consensus and goodwill
- Wide ranging educational interests and expertise with a secure knowledge of current issues, developments and practices, particularly in relation to the independent sector across the 11 – 18 age group gained through experience at a senior level e.g. as a head, deputy head or housemaster/housemistress
- A flair for marketing/PR with the desire to take a national and international profile to promote the benefits of flexible independent boarding and day education.
- A mature and perceptive grasp of management and leadership issues including: the need for efficient administration, an understanding of the importance of change management, the ability to lead development and to build successful teams.
- Having total support for the values, ethos and culture that define Lord Wandsworth College and in particular the key part that the Foundation plays in the day to day life of the College

- Capable of fostering excellent working relationships between the College, the Foundation and the Sternians (the former pupils' association)

Key areas of accountability

1. Strategic Leadership and Reputation

- Giving strategic direction, formulating the overall aims and objectives of the College, proposing policies for their implementation, and providing leadership to facilitate the changes that result
- The testing and admission of pupils who will thrive within Lord Wandsworth College's environment bringing credit to themselves and the College
- Understanding and delivering performance management and adherence to the budget to develop the College's financial strength
- Communicating the College's ethos and values with enthusiasm, promoting its image and spearheading the recruitment of pupils; developing strong links with feeder schools
- Securing at all times the College's good name and reputation, working closely and effectively with parents, business and the local community
- Reporting fully and frankly to the Governors, with regular appraisal and performance management review

2. Educational Provision and Quality

- Ensuring the physical, mental and moral welfare of all pupils and maintaining good discipline
- Directing and managing the education, both curricular and extracurricular, provided by the College; ensuring that the highest standards of teaching and learning are delivered and that performance is regularly and effectively reviewed

- Providing a high quality rounded education for all pupils focussed on academic success and achievement - ensuring that all staff have high expectations of pupils, both in their learning and behaviour, and creating an environment in which all pupils can fulfil their potential both inside and outside the classroom
- Establishing and managing the academic curriculum so that it is aligned with the best educational practice, and ensuring its effective delivery by the teaching staff whilst maintaining and developing the College's extensive extra-curricular programme
- Insisting on the highest quality of teaching and learning, ensuring that these are continually monitored and geared towards adding value
- Leading, encouraging and supporting innovation in teaching and learning with a particular focus on the effective use of ICT
- Demonstrating enthusiasm and support for the full range of extracurricular activities such as sport, music, the performing arts, outdoor pursuits, the Duke of Edinburgh Award Scheme and the Combined Cadet Force
- Ensuring that the College is effectively prepared for inspections
- Taking part in teaching and other activities as appropriate

3. Boarding and Pastoral Care

- Driving forward the sensible improvement of the boarding environment in line with the expectations of modern parents and the aspirations of today's boarders
- Managing sensitively the pastoral development of pupils and the pastoral oversight of staff and being a good listener to the concerns and problems of both
- Overseeing and developing the Pastoral Care structures within the College

4. Management

- Developing the management structure of the College so that vision and strategy are shared, development is planned, targets are set and results are evaluated
- Appointing, supporting and nurturing the Senior Management Team (SMT) which comprises the Headmaster, Bursar, Deputy Head (Pastoral and Discipline), Deputy Head (Staffing) and Director of Studies, regarding them as a prime resource for Lord Wandsworth College's and the Foundation's future development
- Appointing and promoting the best possible staff, in conjunction with legal requirements and the College's procedures and guidelines; deploying staff, maintaining staff performance and professional development through carefully designed and applied systems of appraisal
- Arranging proper programmes of staff induction and procedures for Newly Qualified Teachers
- Maintaining at all times, without fear or favour, staff discipline and professional standards; ensuring compliance with all legal requirements and regulations

5. Communication

- Managing at all times effective and positive communication with pupils, staff, parents, prospective parents, Governors and the wider community
- Ensuring that the appearance of the College is always welcoming and that pupils' and parents' needs and concerns are always given high priority
- Marketing the College actively to potential parents to maximise pupil numbers both within the UK and internationally

- Cultivating excellent PR to celebrate the College's achievements, extend the range of its publicity, develop relationships with other schools and achieve the best possible partnership with the wider community
- Dealing effectively and positively with any complaints with the overall aims of quality assurance and parental satisfaction

These job details are guides to the duties, professional responsibilities and core competences. They do not form part of the contract of employment.

HOW TO APPLY

Long List interviews will be held on:

Thursday 16th and Friday 17th October 2008

Short List interviews will be held on:

Friday 7th and Saturday 8th November 2008

To apply please:

1. Send a letter of application
2. Provide a full Curriculum Vitae
3. Complete an application form (downloadable as a word document from www.anthonymillard.co.uk)
4. Then email the above documents to ana@anthonymillard.co.uk

Email communication is preferred. If this is difficult, then please post to Anthony Millard Consulting, 3 Coniston Road, Longlevens, Gloucester GL2 0NA. Telephone: 01452 532924.

- Applications will be acknowledged and then evaluated against the selection criteria
- The letter of application should contain the names, addresses, e-mail addresses and telephone numbers (landline and mobile) of three referees.
- The appointment will be made subject to an enhanced CRB and a satisfactory medical certificate

Anthony Millard Consulting

Anthony Millard Consulting provides the education sector, both in the UK and internationally, with first class strategic and recruitment consultancy. Further information is available at www.anthonymillard.co.uk