



Appointment of Head

Candidate Information, August 2023

Saxton Bampfylde



FARNBOROUGH HILL

WHOLEHEARTEDLY

WELCOME

01

What does Catholic heritage mean to you? What does educating the whole person mean to you? What does a school community working wholeheartedly mean to you? Building on solid foundations, if these are the reasons you're looking to bring strategic ideas to take a school community forward, then I'm very pleased you are considering applying to be the next Head at Farnborough Hill.



The attractions of Farnborough Hill go far beyond the expansive grounds and historic building, beautiful as they are. The continuing mission of the whole community is to deliver academic excellence and co-curricular excitement and achievement in an atmosphere where our sector-leading pastoral care shines through. Our Board of Governors and Trustees bring a wealth of knowledge of the school, past and present, and the commercial acumen to help develop your new strategies. There are 530 students who await your arrival and Academic and Support staff who look forward to your leadership.

In the meantime, I trust you will find the enclosed information not just comprehensive but that it inspires you to come and apply your skills to lead a 134 year old community, underpinned by its Catholic heritage, to new levels of attainment. I look forward to reading your application and to meeting you in the interview process.

Best wishes,

Gerry McCormack

Chair of Board of Governors



ABOUT US

02 Farnborough Hill, founded in 1889, is a leading Catholic independent day school for 530 girls aged 11 - 18 years. Inspired and driven by our Catholic heritage and beliefs, Farnborough Hill is a community where each individual is loved, valued and fulfilled. As a Grade One listed building in over 60 acres of grounds, the picturesque and historic surroundings give the School a firm sense of identity, providing a safe and stable environment where girls experience a happy atmosphere of friendship and support.

It was with great satisfaction that Farnborough Hill was found to once again receive top marks for both academic achievement & development and personal development following inspection in March 2022, with key findings including:

- There is an ethos of kindness and social awareness that percolates through the school. This successfully encourages pupils to respond positively to need, accept and fulfil responsibility, and understand others' needs in society and the wider world
- Pupils' achievement in a wide range of curricular and co-curricular activities is excellent.
- Pupils are highly conscientious and display an excellent work ethic
- Pupils of all ages demonstrate outstanding communication skills. They are articulate and enjoy communicating with each other and adults. There is a real desire to get involved in lessons, share ideas and listen to the views of others

Our Location

Located on the Hampshire / Surrey border on the highest point in Farnborough, the School has excellent transport links, both by road and rail. Just a 10 minute walk to both Farnborough Train stations and only 35 minutes to London Waterloo by train.



ACADEMICS

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Farnborough Hill has and always will focus on educating the whole person, and pupils are motivated to excel both in and outside the classroom. While we are not narrowly selective, we are academically and intellectually ambitious for our girls and we regularly feature at the top of the tables for value-added (using the ALIS measurement tool).

Academic lessons are complemented by innovative trips and engaging co-curricular activities. Opportunities to explore the curriculum more thoroughly are plentiful; there are a plethora of clubs and societies including the Think Tank, which invites industry specialists and innovative leaders in to inspire the girls, and the well-respected Extended Project Qualification (EPQ) which is offered both in Year 9 and in the Sixth Form.

A-Level results

From 2018-2022, we have achieved a 100% pass rate for A-Levels and in 2022, 70% of the girls achieved A*-A grades and 92% achieved A*-B grades. All students studying Economics, Geography, Music, Latin and RE achieved A*-A grades.

In the recent Daily Telegraph 'Value for Money' report, Farnborough Hill was one of only 3 schools in the local area that achieved the highest grading of 'very good' for A Level results.

GCSE results

In 2022, 97% of our girls achieved grades 9-4 (A*-C) and 49% achieved A*-A. Music in particular saw impressive achievements, with 88% of pupils securing 9-7 grades, while DT (75%), History (74%) and Geography (72%) pupils also performed strongly in the 9-7 grade metrics.

Additionally, 50% of Farnborough Hill's Year 9 pupils completed a Level 1 and 2 Project Qualification, with 100% of them earning A*-B grades for their work.



CO-CURRICULAR

There is something for everyone at Farnborough Hill and many of the co-curricular activities on offer enable our pupils to grow in confidence, take on responsibility and simply have fun and help make their time at the School truly enjoyable.

Music

Over 15 choirs, orchestras and chamber ensembles rehearse each week, providing girls with the opportunity to enjoy a range of musical experiences and to take part in a busy programme of internal and external performances.

Sport

There are an enormous number of opportunities for our pupils to take part in co-curricular sport at Farnborough Hill. From girls being considered for national teams to those simply wanting to enjoy some exercise, we offer a range of clubs and activities for those wanting to get involved. Sports on offer include hockey, netball, cricket, football, badminton, swimming, rounders, athletics, cross-country, tennis, trampolining, gymnastics and basketball. We take part in many national competitions, with several of our alumnae having gone on to become Olympic medal winners.

Performing Arts

While the School Productions are the pinnacle of the co-curricular Drama calendar, there are plenty of other opportunities to get involved throughout the school year. From Year 8 and 9 Improv Club to LAMDA qualifications, the Technical Theatre Enrichment programme and trips to see live theatre, there is always a buzz in the studio as a love of performance and production is fostered in the pupils; not just those studying GCSE or A level Drama.

Wider Community

Pupils are involved in local schools in a number of ways including music workshops, Latin club, Half Energy Day presentations, public speaking workshops, drama performances for primary and prep schools and historical visits to the School.

Each year in the summer term we invite children from local primary schools to take part in the 'Buzz Club' enabling them to benefit from the teachers and facilities available at Farnborough Hill.



PASTORAL CARE & SPIRITUAL LIFE

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A great deal of emphasis is placed on pastoral care. We are entirely committed to providing an environment that inspires warmth, confidence, creativity and personal development in all our girls. Our Heads of Year care for the girls, supported by our School Nurse, Chaplain and Counsellor. Individually planned help is available for girls needing extra support with learning and study.

We are a Catholic school with strong traditions that date back to the RCE Sisters who founded the school in 1889. We pride ourselves on being a warm, welcoming and inclusive community, where we celebrate and nurture the unique gifts that God has given each person. Spiritual life at Farnborough Hill is very full. Every day begins with prayer and there are many opportunities for communal worship, retreat, celebration and contemplation. Pupils are encouraged to take part in the liturgies by reading, serving on the altar, animating gospel stories through drama and dance, serving as Eucharistic Ministers and singing in the choir.

The Chapel is always open during school hours and pupils are welcome to visit it at any time. The architect was Sir Adrian Gilbert Scott and the Chapel was completed and opened in 1932 when it was dedicated to the Sacred Heart. Appropriately, the Chapel is at the heart of the School.

At Farnborough Hill we recognise that our pupils can sometimes face challenges which may require support beyond that usually given by their Tutors, Heads and Assistant Heads of Year or the Chaplain. The School Counselling Service is a professional service available to assist them with these challenges as they progress through the School.



At Farnborough Hill, community comes first. The atmosphere of support which the staff create embodies the values of dedication and compassion which make up our school ethos.

FACILITIES

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There is no doubt that the Grade One listed building is impressive. Set in 65 acres of parkland it is the former home of Empress Eugénie, wife of Emperor Napoleon III. We enjoy teaching in such beautiful surroundings, which have been lovingly utilised as a school for over 90 years. While certain departments are located in the Old House, later additions include a stunning Chapel, bespoke sports hall and new in September 2022, the Lafosse Sixth Form Centre.

The old stable buildings house facilities for fine art, DT, textiles, ceramics and photography, while in the main school we have the Theatre on the Hill and the beautiful St Cecilia’s music suite, which includes the acoustically beautiful choir room and state-of-the-art recording studio.

Technology enhances lessons, interactive Promethean boards and iPads are used in all classes, but technology does not outshine our dynamic teachers and lively, curious peers.

The Sixth Form

Those in the Sixth form can enjoy dedicated, private spaces to study, learn and enjoy classes designed for university-style debate. The new Lafosse Centre, at the heart of the school, allows for a sociable hub whilst still feeling part of the wider Farnborough Hill community.



Superb resources and facilities combined with the energy and expertise of highly-motivated staff ensure that the girls have the opportunities and self-belief to succeed in a wide variety of fields.

THE ROLE

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Farnborough Hill is looking to appoint an inspirational and collaborative Head who is committed to the education of young women and who will lead the School effectively into its next chapter whilst upholding the strong Catholic ethos and values of the school. With the support of an experienced Board of Governors and Senior Leadership Team, the incoming Head will provide strategic vision and leadership to build on the excellent reputation of Farnborough Hill. The new Head will have the opportunity to make a significant contribution to the future of the School whilst promoting and maintaining its legacy and traditions. This person will be an exceptional ambassador and advocate for the School, with strong personal credibility and a commitment to the School's Catholic ethos and values.

Key Responsibilities

Strategic direction: In conjunction with the Board of Governors, lead an ambitious vision for the future development of the School; this will include working on a new strategic plan and the delivery of it; working with the Governors to ensure that the School is able to overcome external challenges and to diversify income streams.

Strong Leadership: Provide visible, inspirational leadership to the whole community at Farnborough Hill; empowering all staff to take part in continuous whole school improvement, and demonstrating a clear sense of direction and momentum whilst maintaining the caring, inclusive ethos and spirit of the School.

Academic: Strengthen our academic offering and deliver excellence through the promotion of creative teaching and learning, further improving standards of the School as measured by progress data and outcomes.

Safeguarding and welfare: Ensuring the protection and pastoral care of all pupils remains at the heart of all that we do and that the School continues to maintain a strong culture around safeguarding; the Head is expected to keep up to date on current requirements and has overall responsibility for ensuring that the School is fully compliant.

Pupil recruitment: Ensure effective marketing of the School, including playing a key role in the recruitment of students and those who require financial assistance.

Curriculum: Further developing a curriculum that encourages curiosity, learning and preparation for future careers; alongside a rich and interesting co-curriculum that is accessible to all.

Passion: Be an ambassador for the education of young women and bring a genuine vision for the future of girls only education.



THE PERSON

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The Head will be an inspirational, strategic leader who has credibility and stature, and who can secure the full engagement of all pupils, staff, parents and other stakeholders in the delivery of the School's aims.

The successful candidate will be able to demonstrate:

- Being a practising Catholic with an understanding of the characteristics of a Catholic education
- Proven leadership and management experience at a senior level in an independent or maintained school in the UK or abroad
- A background as a strong educationalist with a proven track record of driving and improving academic excellence
- A commitment to the education of the whole person
- Experience of strategic and operational safeguarding
- A strategic approach to the business side of running a school and experience of diversifying income streams
- Experience of successfully recruiting staff and pupils in a competitive environment
- Experience of working with development professionals and being an ambassador for the School
- A values based approach to leadership which seeks to enable others
- Energy and enthusiasm for working with staff and young people
- Effective communication skills with a wide stakeholder base
- The ability to take difficult decisions and remain calm under pressure
- Warmth, courage, integrity and good humour



APPOINTMENT TERMS

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The starting date for the appointed candidate is expected to be no later than September 2024 and earlier if possible.

The salary offered will be commensurate with the role and responsibility of leading Farnborough Hill.

On appointment there will be a probationary period of one year. Following that, a period of two terms' notice will apply.

Farnborough Hill is a member of the Aviva Pension Trust for Independent Schools and will make contributions commensurate with the role of Head and will flexibly meet the successful candidate's preference for other appropriate benefits.

For the daughters of staff enrolled in the School there is a fee discount of 50% offered.

The successful candidate will become a member of the GSA and thus be able to access GSA's training, professional development and support for Heads.

Being a day school, there is no permanent accommodation on site for the Head.

Farnborough Hill is committed to safeguarding and promoting the welfare of children and young people. The post is subject to an enhanced Disclosure and Barring Service check and a check on any prohibitions by the Secretary of State.

Sight of original qualification certificates, satisfactory references and a medical will also be required.



HOW TO APPLY

10 Saxton Bampfylde Ltd is acting as an employment agency advisor to Farnborough Hill on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code LBJXA. Click on the 'apply' button and follow the instructions to upload a CV and cover letter.

The closing date for applications is noon on **Thursday 24th August 2023**.

Next steps

Longlisted candidates will be interviewed by Saxton Bampfylde between **4th and 15th September**.

Candidates selected for the shortlist are asked to hold the dates of **27th September** and **12th October** for further and final interviews with the Governors.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Safeguarding

Farnborough Hill is committed to safeguarding young people and promoting the welfare of children. Applicants must be willing to undergo child protection screening and safer recruitment checks appropriate to the post, including checks with past employers and the Disclosure and Barring Service. All positions within the School are exempt from the provisions of the Rehabilitation of Offenders Act 1974.





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