



THE
GLASGOW ACADEMY

Appointment of Rector

May 2024 Reference: CAVTC

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Introduction

The Glasgow Academy is a high-achieving, co-educational independent day school for children aged 3-18. Founded in 1845, we pride ourselves on the all-round education, first-class facilities and exceptional opportunities our pupils enjoy. The oldest continuously independent school in the West of Scotland, we are anything but old school.

We have 1680 pupils in our care and we work hard to provide them with the best possible education.

We enjoy a fine reputation for our standards and have experienced more than a decade of sector-leading growth. Our young people are at the heart of our decision making and we have exciting plans for the future.

We are a warm, inclusive, mutually supportive community which prides itself on academic excellence, a strong work ethic and enjoyment of learning. Our family environment provides nurture and support for our young people whilst challenging them to work hard and aim high.

Our aim is to lead our community in becoming a world-class independent day school, the best in Scotland and beyond. That means providing rich and deep learning experiences; sector-leading academic, sporting, musical, artistic, cultural and pastoral excellence.

This means best preparing our pupils for life after The Academy, and also placing value on the importance of sustainable education for future generations. It means doing the very best in every way for every child in our care.

We want all of our pupils to thrive and contribute to a rapidly developing modern world and become socially conscious, innovative young people with a global outlook.

We want to empower young people to enjoy their individuality, caring for and respecting themselves, others and the world around them.

Our commitment to learning from and collaborating with others - past, present, at home and abroad – is key to this.

We are developing local, national and global partnerships that enable us to have a greater impact on lives within and out with The Academy community.

We seek professionals who motivate, inspire and communicate really well with children from age 3-18, and are extremely ambitious for the young people in their care. If you have the class-leading ability to lead our team in making us the very best in all we do, we would like to hear from you.



Ethos & Values

Our shared values are very important to our school community. To understand our values, it is important to understand some of the history of our motto, *Serva Fidem*, which means Keep Faith.

Our motto is for all ages, for good times and for challenging times.

It is relevant to all within our community. We have many people with a range of religious faiths; many are of no religious faith. Our motto is inclusive of all faiths but related no more to one than another.

Our motto is about hope and belief. Keeping faith means never losing hope, even when times are hard; believing in ourselves and believing in others. Keeping faith means believing in what we are working hard to achieve; believing in what we are doing today and that with hard work we can continuously improve and achieve greater things in the future.

Our Values are what we collectively hold in the greatest regard for the benefit of our community and have the greatest capacity for having a positive impact on others.

Service – making a meaningful contribution and investing time and effort in making a positive impact on the lives of others with and out with our school community.

Endeavour – giving our utmost effort to achieve our very best; committing to ways of working that are honest, effective, sometimes innovative, and consistently focused on continuous improvement towards future goals.

Respect – acting with care and appreciation of all that exists around us; showing empathy, compassion and kindness, celebrating our diversity.

Valour – finding the courage to do what is right, to be true to our real selves, to care for others; to be honest and trustworthy; honouring the selflessness of those Academicals who gave their lives so we might live.

Ambition - aiming high, aspiring to achieve the very best for ourselves and others; being utterly determined and finding innovative ways to overcome challenges; never losing hope in the great things we can achieve.



“Our aim is to lead our community in becoming a world-class independent day school, the best in Scotland and beyond.”





Pre-Schools

Uniquely located on three sites across Glasgow - Kelvinbridge, Milngavie and Newlands - our youngest learners receive every opportunity to try new experiences and reach their potential.

Our Early Years practitioners care for children from the age of three. Our inspiring and enthusiastic staff motivate our pupils to learn through play and experiences that enable them to build confidence, independence and resilience with seamless transitions into our Prep Schools.

We make the most of our locations using every opportunity to take learning outdoors and into the wider community. Pupils enjoy learning through a combination of structured and active play experiences, specialist teaching and tailoring activities to meet the children's interests. We place a strong emphasis on working together and encourage the development of pre-writing and pre-reading skills.

Our staff are taking forward a sector-leading international partnership to develop an innovative research-based early years curricular programme which supports wellbeing and promotes positive outcomes for children in both Scotland and India.

At our most recent inspections from the Care Inspectorate, our Kelvinbridge and Newlands early years settings achieved outstanding gradings in four of the quality indicators noting that pupils are given the very best start imaginable.



Prep Schools

Our Prep Schools at Kelvinbridge, Milngavie and Newlands are the perfect settings for children to develop their early learning experiences and to prepare for the next step in their education.

We aim to provide a world-class education for pupils from a wide range of backgrounds, abilities and interests, sustaining them with excellent support and providing a unique range of enrichment activities and opportunities.

Our varied Prep School curriculum ensures that children acquire a deep understanding of individual subjects, whilst cross-curricular themes ensure that understanding is developed in interesting and rewarding contexts. By helping them to understand how they learn, we empower pupils to be happy, confident and successful learners.

Our Prep School was the first school not just in Scotland but across the UK to win the Gold Diana Award for anti-bullying. The Award was founded in memory of Princess Diana and reflects her belief in young people making a difference.

The Academy is in partnership with Oxford University Press and has become an advocate for the Inspire Maths scheme, the only one in Scotland, and we are a training hub for teachers throughout the whole of Scotland. We became the first UK all-through independent school to become a Young STEM Leader Delivering Centre, allowing us to implement the programme using a whole school approach.

Our pupils and staff have worked hard to establish The Academy as a Rights Respecting School and, in 2022, we secured our reaccreditation as a UNICEF Gold Level 3-18 School.

Many of our pupils and staff give generously of their time to a wide range of organisations within and out with the school – the Rights Respecting Schools group itself, our Equality, Diversity and Inclusion working group, our Pupil Councils, our award-winning Anti-Bullying Ambassadors – and an abundance of pupil-led charity initiatives, particularly aimed at supporting those most vulnerable in the greater Glasgow area.





Senior School

We have a long tradition of fostering academic excellence and we are proud of our pupils' achievements. Results in external examinations are consistently among the best in the country.

The Academy topped *The Times'* league table for national academic rankings in 2023 for all Scottish exam qualifications (National 5/Highers/Advanced Highers). Our pass rate at Higher for 2022/23 was 99.5% with 82% of entries awarded A grades. The National 5 A-C pass rate was 98.2% with the A pass rate at 82.3%. In S6, the pass rate was 97.3% for Advanced Higher with 72.3% of entries awarded grade A.

The Academy funded the creation, development and online management of *thinkfour*, an online learning platform used by tens of thousands of young people in their preparation for SQA Higher examinations. *thinkfour* distills complex ideas from a range of SQA Higher subjects and unpacks them in four-minute video tutorials.

Co-curricular

We encourage every pupil to join at least one club or society which meet at lunchtime or after school. With over 100 options to choose from, there really is something for everyone.

Our Combined Cadet Force of over 250 cadets is fully representative of our richly diverse community with pupils leading from the front and staff providing skilful support. Our values of 'Service and Valour' – so prevalent in the CCF – are intertwined in the very fabric of our school. Last year, our CCF sections won two national titles in Military Skills and Drill.

In session 2022/23, around 200 pupils participated at Bronze, Silver or Gold level of the Duke of Edinburgh Award where they are encouraged to develop an awareness of others and to develop powers of leadership and services. Collectively, pupils contributed in excess of 2275 hours of volunteering in local communities.

The platform is free and open access to all and scooped the prestigious TES award for 'Best Use of Technology' and was shortlisted for the Reimagine Education Awards in New York.

Top quality pastoral care is supremely important to us and is a major element in The Academy's success. Our young people are well cared for and known and valued as individuals. Guided by eight highly effective pastoral leaders, all Senior School teachers are expected to look after a tutor group of around 16 pupils and stay with them throughout their tutees' time in the school. There is an impressive continuity of care and understanding of young people, who experience a strong sense of belonging.

Sport plays an important part in the lives of our pupils. Our teams compete at the highest levels and regularly produce young athletes who are among the best in the country. There is a wide range of sports and games on offer from hockey and rugby to rock-climbing, squash, netball, shooting and athletics. In recent years, rowing has become hugely successful with a large number of Academy rowers representing Team GB.

Every year, there is a wide range of trips on offer for our pupils, each designed to broaden their outlook and give them unforgettable experiences.





Governance & Leadership

The Glasgow Academicals' War Memorial Trust was set up in 1920 as a memorial to those former pupils of The Glasgow Academy who gave their lives during the 1914-1918 war, and the memory of that sacrifice is honoured by our community in various ways and at special events during the year.

The Governors of The Glasgow Academicals' War Memorial Trust are also charitable Trustees and Directors. The Board of Governors administers the Trust and meets six times during the year, including a weekend workshop to review strategy and performance. Trust business, including Finance & Risk, Education, Safeguarding & Wellbeing, Operations, Investment and Nominations is devolved to sub committees of Governors which meet separately.

Leadership

The Rector is responsible to the Governors of the Glasgow Academicals' War Memorial Trust (the Board) for the effective, efficient, safe and lawful leadership, management and operation of The Glasgow Academy (the School).

The Rector is supported by the members of the Senior Leadership Team:

- Chief Operating Officer
- Head of Prep School
- Head of Senior School
- Director of External Relations
- Head of Finance
- Head of Lower Prep
- Head of Upper Prep
- Deputy Head (Academic)
- Deputy Head (Pastoral)
- Deputy Head (S1-3)
- Deputy Head (S4-6)
- Deputy Head (Academic Operations)



Financial overview

The Glasgow Academy is one of the largest independent schools in the Scotland. The Academy's gross income is just over £20m per year. The main source of income for the Trust is through fees charged for the provision of education. The financial strategy of the Trust is to generate cash surpluses from normal operating activities of around 10% of income to cover the cost of debt repayments and other capital investments.

Historic surpluses achieved have been utilised entirely to improve our education programme and facilities for the benefit of our pupils, and to fund future capital expenditure, debt repayments, and to cushion against unexpected financial demands. The Academy continues to have a strong pupil roll due to its excellent reputation and facilities.

Pupils as of May 2024: 1680
Prep School: 849
Senior School: 831

We seek to provide public benefit by widening access to education through the availability of bursaries, which are available for pupils from Prep 7 upwards and are awarded based on financial need and entrance test results. We aim to maintain and extend the accessibility to pupils of high ability whatever their economic or social background, and there is no differentiation within the school between children receiving financial assistance and those paying full fees.

Alumni

Former pupils include James Barrie (creator of Peter Pan), Pippa Crerar (award-winning journalist), Lord Reith (first Director General of the BBC), Sir William Ramsay (Nobel prize winner for Chemistry), Katie Archibald (Olympic cyclist), Donald Dewar (the first First Minister of Scotland), Sir Jeremy Isaacs (founding Chief Executive of Channel 4 and General Director of the Royal Opera House), many top academics, eminent physicians, leaders in the cultural sector and diplomats.

The Location

The Glasgow Academy has superb transport connections, being directly opposite an underground station, only half a mile from the M8, fifteen minutes from Glasgow International airport, and on main bus routes. Glasgow is an exciting city, becoming European City of Culture in 1990, UK City of Architecture and Design for 1999 and host to the Commonwealth Games in 2014. It has a rich and lively cultural life, noble buildings, superb art galleries and museums, theatres, concert halls and vibrant nightlife. The slogans 'Glasgow's Miles Better', 'The Friendly City', and 'Glasgow – Scotland With Style' – say much about Glasgow's reinvention of itself.



The Role

The Glasgow Academy is now looking for an inspirational leader who can bring the vision, wisdom and intellect to this high profile, strategic leadership role.

The successful candidate will combine an impressive educational track record with the strong financial and commercial acumen necessary to manage a school of such size and complexity. Critically, their values and ambition will match those of The Glasgow Academy as they work to build influence and generate impact in ways that promote and uphold the inclusive ethos of the School.

An outstanding communicator, the new Rector must be a strong networker and stakeholder manager across a broad spectrum of relationships. Internally, they will be visible, approachable and empathetic with both staff and the parent body. Externally, they will engage with prospective parents and beyond to market the brand and forge partnerships with educational, governmental and business entities.

Partnering with the Board of Governors; oversight of key internal infrastructure and processes; support of high-performing staff and strengthening relationships with alumni and donors will also be essential.

They will appreciate the heritage of The Academy whilst also being an innovator; they will understand The Academy family feel and how it sits in the context of the wider community and social purpose of the School; and they will be resilient, with the strength of character to deal effectively with challenging issues and decisions. They will also have an awareness of the issues particular to Scottish education and the Scottish regulatory environment.



Key Responsibilities

- Consult with all key stakeholders and set the vision and key objectives for the School;
- Use his/her utmost endeavours to promote the interests and reputation of the School;
- Perform such duties and responsibilities as may be assigned to the Rector by the Governors;
- Advise and assist the Governors in the exercise of their functions, including attending meetings of the Governors and making reports to them (both orally and in writing) as required;
- Participate in the selection and appointment of the Chief Operating Officer, an appointment made by the Governors with the approval of the Rector;
- Select and appoint the staff of the School (the Head of Prep School, the Head of Senior School and Director of External Relations) being appointed in consultation with Governors;
- Lead all teaching staff of the School, allocate duties to them, manage and support them as regards all their duties, and evaluate the standards of teaching and learning at the School, ensuring that proper standards of professional performance are established, appraised and maintained;
- Lead the implementation of an appropriate curriculum and timetable in conformity with the educational policies agreed with the Governors;
- Be available at all times and all reasonable hours (except during normal School holidays and otherwise when properly absent) to Governors and teaching staff;
- Ensure the rights conditions are sustained and developed to promote the positive, inclusive and solution-focused culture of the School;
- Determine, in accordance with any written statement of general principles provided by the Governors, measures to be taken with a view to promoting and ensuring pupils' good conduct, complying with the Governors' policy on discipline, suspension or expulsion;
- Dismiss or suspend teaching staff in accordance with the School's disciplinary procedures.



Education and Pupil Wellbeing

The Rector is responsible to the Board for the effective and efficient educational provision throughout the School and for the wellbeing and safeguarding of all pupils.

Working in collaboration with the Senior Leadership Team, the Rector will:

- Lead the design, development and delivery of a relevant and ambitious curriculum which ensures continuity of learning and personal development as pupils progress through the School;
- Ensure that pupils have access to a broad range of enrichment activities appropriate for their age;
- Ensure that as far as possible the curriculum and enrichment activities are available to all pupils equally irrespective of their gender or economic circumstances and take due account of issues relating to race, religion, gender, trans status and sexual orientation;
- Ensure that pupils have opportunities to experience outdoor education and to work in the service of others, including those outside the school environment and internationally;
- Ensure that the School meets and where possible exceeds its legal and regulatory obligations with regard to the curriculum, child protection and safeguarding, GIRFEC (Getting it right for every child), prevention of bullying, prevention of extremism, contact and information of parents, health, personal & social education;
- Ensure that there is effective support for pupils who require additional support for their learning;
- Ensure that there is effective support for pupils to help them to decide on an appropriate route for progression after school.



Financial, Human Resources, External Relations and other Business Operations and Compliance

The Rector is responsible to the Board for the financial performance of the School, for the efficient deployment and management of teaching and professional support staff and for compliance with all relevant statutory and regulatory requirements, including those imposed by the Health and Safety at Work Act (1974).

Working with the Chief Operating Officer, the Rector will:

- Ensure that appropriate and effective measures are in place for setting, reviewing and monitoring budgets;
- Ensure that any recommendations by the School's Auditors are acted upon promptly and effectively;
- Ensure that the School has appropriate mechanisms for meeting its responsibilities under the Health and Safety at Work Act (1974), the Data Protection Acts and the General Data Protection Regulations.
- Ensure that the School has appropriate policies and procedures to discharge its responsibilities as an employer under the Employment Act and mechanisms for consulting and communicating with all staff irrespective of role or seniority in the School;
- Ensure that the School has a masterplan for the strategic development of the campus, a plan for planned maintenance of the School estate and an effective mechanism for the management of reactive maintenance and that these have due regard to the School's commitment to sustainability.

Working with the Director of External Relations, the Rector will:

- Ensure that there is a marketing and communications strategy which reflects the nature of the School, its values and aspirations for its pupils and which is effective in bringing the School to the attention of the parents of potential pupils;
- Ensure that there is an efficient, effective and lawful admissions process for pupils joining the school which enables appropriate decisions about the admission of pupils;
- Ensure the school roll remains at its optimum level which allows the School to deliver our education provision most effectively and efficiently;
- Take appropriate opportunities to promote the School through media, including broadcast interviews, articles in periodicals and online; foster, develop and sustain links with other schools, universities and other academic institutions, employers and political and government institutions in the interests of the School.

Working with the Head of Development and other key fundraising volunteers, the Rector will:

- Take a leading role in the development of philanthropic giving by promoting relationships with the former pupil community and otherwise;
- Deliver the school's philanthropic and fundraising strategic objectives. The Rector will work proactively to establish, secure and develop relationships with key internal and external stakeholders.



Person Specification

You are likely to hold an excellent honours degree and must be passionate about motivating young people, inspiring academic and intellectual excellence, and great pastoral care. You must have proven successful leadership experience as a Head, Deputy or member of the Senior Leadership Team in a high-performing school, as well as contributing widely to school life.

You will care deeply about children's success and will be skilled at motivating young people and staff to work to their full potential. Strong commitment, drive and energy, plus a compelling educational vision are central to this post. So are skilful communication, dynamism, proactivity, teambuilding skills, diplomacy, flexibility, a calm disposition, absolute integrity, and being a visible presence around school. Above all, you will lead by example and will work very hard and effectively for the children and staff in your care.

This is an outstanding opportunity for a great leader utterly committed to making a real difference in improving young people's learning, attainment and wellbeing.

Essential Experience:

As required by the General Teaching Council for Scotland (GTCS);

Experience as a School Head or an exceptional member of a leadership team who can demonstrate their ability to manage a large, complex, educational organisation;

Proven success in a leadership role including impressive academic outcomes and team development;

Experience of delivering best practice in safeguarding;

Knowledge of and active involvement in a range of curricular and policy developments;

Understanding of and commitment to inclusion and equality.

Desirable Experience:

Whilst experience of finance and marketing is not essential, we would expect applicants to display aptitude in these areas;

A proven track record of building relationships with former pupils, parents, donors and prospects to further the strategic philanthropic priorities of the school;

An understanding and knowledge (or the capacity quickly to learn) the Scottish education system;

Development and fundraising experience;

Human Resources and Employment Law;

Professional development and appropriate registration of staff (through GTCS, SSSC, etc);

The universities application process (UCAS);

The School's admissions process;

Current inspection practices (Education Scotland and Care Inspectorate).



Terms of Appointment

The appointment is from **January 2025**.

All applicants must be registered or be capable of registering with the General Teaching Council for Scotland (GTCS).

The remuneration package will be commensurate with the considerable responsibilities of this role and the caliber of applicant.

The role is based in Glasgow, Scotland.

Process

- First round interviews will take place week commencing 19th August 2024.
- Second and final round of interviews will take place week commencing 2nd September 2024 in Glasgow, Scotland.



How to apply

The Glasgow Academy is committed to safeguarding and promoting the welfare of children, and all appointments are subject to membership of the Protecting Vulnerable Groups (PVG) Scheme.

The Glasgow Academy is committed to providing equality of opportunity and ensuring that no job applicant receives less favourable treatment on the grounds of age, disability, gender and transgender status, race and ethnicity, religion and belief, marriage or civil partnership status or sexual orientation.

The Glasgow Academy is a War Memorial School with a long history of employing ex-serving personnel, reservists and spouses of serving personnel. We look favourably on applications from those mentioned above; we understand the extra burdens placed on these individuals and as an organisation are fully committed to supporting them and their families.

It is a legal requirement that all employees must demonstrate that they are entitled to live and work in the UK. You will be required to produce documentary proof e.g. passport and work permit, where applicable, to demonstrate your eligibility to work if selected for interview.

www.theglasgowacademy.org.uk

The Glasgow Academicals' War Memorial Trust is an educational charity registered in Scotland, Charity No SCO15638

Saxton Bampfylde Ltd is acting as an employment agency advisor to The Glasgow Academy on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **CAVTC**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Wednesday 10th July 2024**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

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.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



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