



MONKTON

APPOINTMENT OF PRINCIPAL

September 2024 | Reference:
FAJUD





ABOUT MONKTON COMBE

Monkton Combe School, just a mile from the World Heritage City of Bath, Somerset, is an independent, co-educational boarding and day school for pupils aged 2-18.

Monkton is a very special and unusual place, as you will see if you come to visit. Resulting from our distinctly Christian core, our pupils are grounded, real and kind but equally they are thoughtful, diligent and ambitious in their goals.

So what's different about Monkton? Aside from the stunning views, strong academic exam results and passionate teachers which many schools boast, Monkton focuses on the journey of each individual in a way that is tangibly different.

Placing a high premium on excellent pastoral care and personal development, Monkton holds true to the belief that being known, being inspired and being ambitious is the key to success; not only do happy children learn but they also explore their strengths and weaknesses, develop resilience and face challenges with greater strength. We believe in the power of taking on real challenges, accepting that much learning will take place through the process whatever the outcome.

Growing our Family of Schools has long been a strategic aim. Many leading independent schools are creating groups of schools so they can work together more closely. As part of the Rugby Group, Monkton has observed the benefits such a move is bringing to other schools and on the 15th March 2022, we welcomed All Hallows Prep School to our Family of Schools. The merger allows us to take full advantage of shared resources, facilities and expertise.

Monkton has always been committed to engaging with other schools, and the Monkton Family of Schools is simply an extension of our belief in the wide-ranging benefits afforded by close collaboration. Pupils gain real benefit from interacting with each other and we value that as part of our special quality as a truly caring and collaborative school.

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OUR DISTINCTIVE CHRISTIAN CORE

Monkton has a living Christian core that is the heart of our purpose and is woven into everyday school life. The School offers all pupils numerous opportunities to look into the claims of Jesus Christ for themselves and live them out in word and deed. These include chapel services, thriving Christian Unions, small bible study groups, house prayers – all alongside daily life together. For many alumni, staff, parents and pupils, this distinctive ethos is what matters most about the education the Monkton Family of Schools seeks to provide.

The role of Principal demands an active Christian faith within the evangelical mainstream, probably but not necessarily Anglican, and an ability to articulate such faith with confidence and relevance. At Monkton the Principal is a spiritual leader expected to pray for the School, be able and willing to talk about their own living faith, and embody the Christ-like virtues of humility, confidence, integrity and service that we seek to encourage in all our pupils. An awareness of the challenges and opportunities presented by a prevailing pluralistic culture, including a sensitivity and tolerance to those of other faiths or none, is essential.





THE ROLE

The primary function of the Principal is successful leadership of the Family of Schools in their ongoing work and development. The Principal is the single point of accountability to the Governing body for this function.

The Principal will also act as Head of the Senior School. Responsibility to the Governors falls into three main areas: strategic leadership, high quality management and effective teamwork.

Strategic leadership, to include responsibility for:

- Developing a compelling educational vision for the School in all its constituent parts, building on the School's excellent reputation for academic success within a living Christian ethos by promoting effective and innovative teaching and learning for the benefit of pupils, parents and all other stakeholders
- Working closely with Governors in all appropriate areas and particularly in developing strategy for all aspects of the School's life (academic, pastoral, co-curricular)
- Ensuring the School's financial success and future development through investment and growth, including exploring further growth of the Family of Schools
- Promoting and developing the School, its activities and achievements, including actively working with the Admissions and Marketing team including international travel where required
- Protecting, maintaining and nurturing the Christian ethos of the School, which should be integral to the execution of all other tasks
- Ensuring full and effective use of the School's resources and facilities and advising Governors on the School's needs for future developments



THE ROLE (CONTINUED)

High quality management, to include responsibility for:

Managing the School as Principal on an integrated basis across all its constituent parts, providing unified and consistent leadership and direction, this includes:

- Acting as Head of the Senior School, taking direct responsibility for its leadership, management and performance (see below for specific duties in this role)
- Through line management of the Prep Heads, maintaining direct and regular engagement with and monitoring of the performance of the Prep Schools, both Monkton Prep and All Hallows Prep
- Managing and leading the School's support functions
- Working with the Director of Finance to draw up the School's budget and fee level proposals for consideration by the Governors, and ensuring that expenditure is kept within budget
- Ensuring the commercial success of Monkton Combe School Enterprises
- Overseeing compliance with the School's policies and ensuring the School meets all statutory and regulatory requirements, including safeguarding requirements

Effective teamwork, to include responsibility for:

- Building an effective senior leadership team across the Group of Schools, and line managing, appraising and shaping the School's senior leadership team accordingly
- Ensuring that proper standards of professional performance are established, appraised and maintained, and encouraging professional development
- Ensuring effective communication and engagement with staff, pupils, parents and other key stakeholders
- Ensuring the School's co-curricular offering creates a balanced and high-quality curricular offering
- Ensuring that the School meets all relevant academic, pastoral and legal standards including safeguarding requirements
- Maintaining a good working relationship with the Chair of the Governing Body, advising on all matters pertaining to the School on a regular basis, and maintaining good relationships with the Board as a whole



THE ROLE (CONTINUED)

The Principal as Head of the Senior School

In this role, the Principal will:

- Take direct responsibility for the Senior School's leadership, management and performance, executing strategies agreed with the Governors
- Ensure the financial success of the Senior School, with specific focus on budgetary discipline and achievement of the Senior School's targeted annual surplus
- Ensure the overall quality of education in the Senior School, including both its academic performance and co-curricular provision (sport, music, drama, debating, etc)
- Be responsible for the recruitment and admission of pupils, taking into account agreed benchmarks on academic standards and fee remission
- Nurture links with feeder schools and agencies, both inside the UK and overseas
- Maintain close contact and pastoral engagement with Senior School pupils, and create and sustain good relations with parents
- Be responsible for the recruitment, appointment and development of all teaching staff and other direct-report staff, including delivery of effective staff appraisals
- Fulfil all relevant statutory and educational requirements, having regard to the importance of compliance in inspections

THE PERSON

The ideal candidate is likely to be able to demonstrate a track record in all or most of the following:

Qualifications

- Degree level as a minimum and a strong academic profile
- Evidence of continued professional and personal development

Knowledge and Experience

- An ability to think and act strategically, to delegate and to build relationships of trust
- Effective leadership of whole School developments and management of change
- Successful marketing and communication, building positive relationships with all stakeholders and external agencies including internationally
- Effective line management of staff, and acting as a coach and mentor
- In depth knowledge of UK and global educational trends, including opportunities for international alliances and investments
- Experience of boarding and the challenges and demands of a modern boarding school
- Proven track record of strong financial understanding and business acumen

Personal qualities, skills and characteristics

- An active Christian faith and an ability to articulate this faith with confidence and relevance
- A natural facility for building effective relationships through good interpersonal skills, able to inspire, challenge and motivate and empower others
- Self-aware, a good listener and can accept advice with a belief in working in partnership and as part of an established team of staff and Governors
- An ability to relate to young people, and to inspire and challenge them to be enterprising and fulfil their potential
- Ambitious, both personally and for the School
- Clear judgement and decision making
- Excellent written and verbal communication skills, including numeracy and IT skills; good attention to detail



TERMS OF APPOINTMENT

We are aiming to confirm the appointment by January 2025 with the newly appointed Principal in post September 2025.

A competitive package accompanies the post, dependent on experience.



HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to Monkton Combe School on this appointment.

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

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 Friday 4th October.

* 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.



Saxton Bampfylde