



# Appointment of Head of The Senior School

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# Contents

**3. Introduction**

**4. Ethos & Values**

**6. Pre- and Prep Schools**

**7. Senior School**

**8. School context**

**9. The Role – Head of Senior School**

**10. Key Responsibilities**

**12. Person Specification**

**13. Terms of Appointment**

**14. How to apply**



## 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 well with children and young people. We are extremely ambitious for the people in our 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- and Prep 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.

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 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.





## 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. 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.

## 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.

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.





## The school context

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.

The Glasgow Academy is one of the largest independent schools in Scotland. The Academy's gross income is 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 future unexpected financial demands. The Academy continues to have a strong and annually growing pupil roll due to its excellent reputation and facilities.

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 (inaugural First Minister of Scotland), Sir Jeremy Isaacs (founding Chief Executive of Channel 4 and General Director of the Royal Opera House), Niall Fergusson (historian), many top academics, eminent physicians, leaders in the cultural sector and diplomats.

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.





# Head of Senior School

## The role

You will inherit a sector-leading independent senior school, with a strong pioneering culture and you will have the personal drive to create your own legacy of excellence, developing the School for the next generation.

The Head of The Glasgow Academy Senior School will play a major role on the Senior Leadership Team, supporting the Rector and Board of Governors in leading The Glasgow Academy strategically. You will provide visionary leadership and will demonstrate exemplary management skills in the day to day running of the Senior School.

You will oversee excellence in all areas of teaching and learning, as well as ensuring the wellbeing and safety of all children within the school environment.

This is a post for someone who wants to make a real difference, is gifted at finding solutions, cares deeply about the learning and wellbeing of children, and whose leadership is passionately dedicated to making a school as excellent as it can be.

You will take responsibility for the Senior Leadership Team in the Senior School, comprising:

- Deputy Head (Academic)
- Deputy Head (Pastoral)
- Deputy Head of Lower School (S1-3)
- Deputy Head of Upper School (S4-6)
- Deputy Head (Operations)

In addition, you will contribute to the wider Senior Leadership Team, comprising:

- Rector
- Deputy Rector/Head of Prep School
- Chief Operating Officer
- Director of External Relations
- Head of Finance
- Head of Lower Prep
- Head of Upper Prep

The Head of Senior School is expected to chair weekly Senior SLT meetings and provide strategic vision and leadership. They will need to combine a relentlessly positive mindset with wise judgement, strong pastoral care and discipline, concise and lucid communication, incisive grasp of issues, diplomacy, approachability, able administration and considerable presence throughout the school. They are required to be proactive, out and about getting a grip, tackling issues, inspiring and ensuring excellence, talking to pupils, staff and parents, and being a supportive presence at Academy events, whether during the school day, in the evenings or at weekends. A good sense of humour, ability to build team spirit, and the readiness to work long hours when needed to improve the school are vital.

# Key Responsibilities

- To deputise for the Rector or Deputy Rector; to be chief adviser and counsel in all matters pertaining to Senior School life
- To embody and promote the school Values and Code with all stakeholders
- To contribute to shaping and delivering the strategic goals of The Glasgow Academy through the Senior School
- To ensure the smooth day-to-day running and continuous improvement of the Senior school
- To have overall responsibility for pastoral care and conduct in the Senior School, through close working relationships and line management of the Deputy Head Pastoral and Deputy Heads of Lower and Upper School
- To coordinate and collaborate with the Deputy Head Operations to ensure resources, facilities and staffing match the needs of the school operations and growth
- To collaborate with the Deputy Head Learning and Teaching to drive forward the development of the learning environment for young people, enhancing pathways, attainment and achievement
- To ensure the continued and strategic provision of a rich co-curricular life for young people at the Senior School
- To ensure that pupils feel listened to, valued and nurtured
- To assist the Rector in the appointment of teaching staff to the Senior School

# Key Responsibilities

- To lead the professional development programme for Senior School staff, including managing the PRD system, staff meetings and INSET programmes
- To ensure all new pupils and their parents are appropriately welcomed to the school, settled in and effectively communicated with during transition processes; contribute to the Senior School admissions processes
- To be responsible for the organisation of major school events, Communication Evenings and Parents' Evenings
- To develop excellence in self-evaluation and School Improvement structures to ensure impact for young people
- To line manage specific departments and to play a part in the quality assurance and ongoing excellence of their work
- To chair SLT meetings and contribute to specific Board Committee meetings, including the Education Committee and the Safeguarding Committee
- To plan and lead the Senior School's Assembly programme
- To serve as conduit with the Senior Common Room and to work closely with its Chairperson
- To act as Regent for teacher training within the Senior School
- To supervise the induction of new members of the teaching staff, with help from appropriate Heads of Department and Deputy Heads
- To collate materials, training and preparation for HMIE inspection



# 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 Senior Deputy, 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 an exceptional member of a leadership team who can demonstrate their ability to manage a large, complex, school environment;

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:

A proven track record of building relationships with current and former pupils, parents, and wider school stakeholders;

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

Appreciation of the basic tenets of Human Resources and Employment Law;

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

Current inspection practices (Education Scotland and Care Inspectorate).



# Terms of Appointment

The appointment is from **April 2025** or, for an exceptional candidate, **August 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 w/c 2<sup>nd</sup> December 2024.
- Second and final round of interviews will take place week commencing 9<sup>th</sup> December 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](http://www.theglasgowacademy.org.uk)

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

## Submission of application

**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](http://www.saxbam.com/appointments) using code **CAVTD**

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 22<sup>nd</sup> November 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.



# Saxton Bampfylde

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