



NOTTINGHAM HIGH SCHOOL

Head

CANDIDATE INFORMATION





Welcome

Thank you for your interest in the post of Head of Nottingham High School, which becomes available in September 2025 on the retirement of Kevin Fear, who has led the School with great distinction since 2007. Under Kevin's watch, the School has become co-educational, acquired the Infant School, created a state-of-the-art Junior School extension, refreshed and re-embedded our values, opened a ground-breaking Wellbeing Centre and consolidated its position as the leading co-educational day school in the East Midlands. Kevin has also championed Equality, Diversity and Inclusion across all areas of school life as part of our school value of individuality, spanning into all areas of school life together with the tutor system, which is widely regarded as one of the most favoured aspects of the High School among the parent body.

At Nottingham High School, we have a well-deserved national reputation both for our academic achievements and for the high standards achieved in the wide range of activities we offer. We are proud of our 500-year heritage and equally proud of our impressive list of modern-day achievements. We have a strong sense of purpose for the future. Ours is a diverse, down-to-earth school which thrives on curiosity, challenge, encouragement and kindness; a community where intelligent pupils from a wide variety of social backgrounds are given the maximum opportunity to strive for the highest standards.

We are now actively searching for a new Head who will have the wisdom, energy and resilience to guide the School through an immediate future that promises considerable political, economic and social changes, bringing with them both challenges and opportunities. The successful candidate will have the professional and personal skills to build on the School's strong foundations and to maintain its current upwards trajectory. We are looking for a strategist and a pragmatist who is willing to take calculated risks, is politically aware, is a good communicator and who, ideally, has experience of leadership in a large school. In return, you would find a welcoming and supportive group of Governors committed to your success and the space to lead an experienced and motivated team to create and execute the next strategic plan.

If this is a role that excites you and you believe you have the requisite skills and experience, we would be delighted to hear from you. We have the ambition to continue to innovate, and the Governors have a track record of backing investment to support the strategy. Where would you lead us next?



Steve Banks
Chair of Governors

The School was founded in 1513 by Dame Agnes Mellers in memory of her husband, with King Henry VIII sealing the foundation deed in that same year. It was originally situated in the Lace Market, but in 1868, a new school was built and opened at its current location on Arboretum Street, with its name changed from The Free Grammar School to Nottingham High School. After more than 500 years of teaching boys, girls were welcomed in 2015.

Nottingham High School today is a thriving co-educational 4–18 day school for 1,164 pupils, with an extensive catchment area and a richly diverse intake. The School comprises four sections: an Infant School with 124 pupils for pupils aged 4 to 7; a Junior School for 194 pupils aged 7 to 11; a Senior School for 582 pupils aged 11 to 16; and a 260-strong Sixth Form. We have recently had to increase the license to accommodate demand, and there are well-advanced plans to increase the overall size of the School to 1,250. The School's Governors and leaders have effectively considered and planned for the accommodation and safeguarding needs of these additional pupils.

The School prides itself on its holistic, forward-looking and innovative approach. Indeed, it is a multi-award-winning organisation, most recently Sunday Times East Midlands Independent School of the Year 2023, having previously won the accolade of East Midlands Independent School of the Decade.

Nottingham High School is the school of first choice for many families in Nottinghamshire, Derbyshire, Lincolnshire and Leicestershire, largely because it is

arguably the most academic school in the region and close to the top 50 schools nationally, but also because of its wide-reaching co-curricular offer. Pupils come from a wide range of backgrounds, and the School is committed to maintaining a representative entry, supporting this with generous bursary and scholarship funds for Year 7 entrants. Together, these mean that more than a tenth of Senior School pupils receive some form of financial assistance.

The School has, for some years now, placed building a culture of mutual respect and tolerance at the heart of its aims, striving to equip students and staff with the skills necessary to live in a diverse society. The School is committed to an ambitious diversity and inclusion strategy which underpins its desire to educate all those who are best able to flourish from a Nottingham High School education, regardless of their background. This commitment resonates with the School's strategic goals and its core values of Respect, Individuality, Empathy, Curiosity and Excellence. It will be important for the new Head to promote and personify these values.

Around 10 per cent of pupils leave post-GCSEs, mostly to study vocational courses at local state schools and colleges, whose numbers are easily replaced by a strong Sixth Form intake. Almost all Sixth Form leavers progress to university, with around 60 per cent to Russell Group institutions, including eight students to Oxford or Cambridge in 2023. Sciences and Engineering courses are consistently popular, with 19 medics last year.



“**Stunning school, stunning results. But don't just pick it for the impressive buildings and A*s; pick it because your child will get to have a go at so much beyond the classroom. And pick it because of its community feel and grounded outlook. For a bright child, it's a remarkable school.**”

THE GOOD SCHOOLS GUIDE

History & Overview



This is a tremendous opportunity for a talented and ambitious individual who is either an existing Head seeking a second appointment or potentially an exceptional aspiring Head. The role will suit someone who is committed to providing the best possible academic and all-round education and who would relish the opportunity to lead a prestigious school in an attractive and well-positioned city.

As Head of Nottingham High School, there is the rewarding opportunity to lead not only the Senior School but also to promote and lead an all-through school from the Infants section upwards. An important part of the role will be to champion this all-through ethos and to bring the Infants and Junior sections up to capacity. The Head of the Infant and Junior School reports to the Head of Nottingham High School, and there is a great opportunity for both new leaders to reinforce the close alignment between the Schools.

Co-education has been a great success at Nottingham High School, and we wish to continue to move the School towards equal numbers of girls and boys. Equality, diversity and inclusion are central to the School's ethos, and the new Head will be someone who regards safeguarding and child Protection as an absolute priority.

There is ample opportunity for the new Head to oversee a number of planned maintenance projects designed to keep existing facilities at a very high standard. Following the significant recent developments, we have the ambition to continue to build on them, and the Governors have a track record of backing investment to support the right strategy.

There are also ambitious plans to expand internationally, and the new Head will have the exciting opportunity to engage with the School's partner organisation internationally with the aim of opening a number of joint-venture international schools.

The School's finances are robust, with a good level of endowment and reserve funds together with a substantial property portfolio, and the Governors are planning prudently for the possible impacts of future government policy changes. That said, there is scope for the new Head to continue to grow the development activity with a professional and strategic approach to fundraising. In part, this will include growing a positive and productive relationship with the Old Nottinghamians. The role requires an individual with good business acumen/financial literacy and an eye for commercial opportunities.

The Opportunity

The School stands high on Waverley Mount to the north of the city centre, occupying a relatively compact site which has undergone a long programme of building and development. An example of Gothic Revival architecture, the first building on the site consists of a tower and three wings: West Wing, Middle Corridor, and East Wing. West Wing houses classrooms for Mathematics, English and Geography. Housed in Middle Corridor are the two ICT centres, Religious Studies classrooms, two multi-purpose lecture theatres, the school library and staff offices. East Wing contains the old gymnasium, the Player Hall and classrooms for Modern Languages, History and Classics. The school front and other features are Grade II listed.

Overlooking the city centre is the Tower, now used as a staff office. To the west, the Founder Hall building was built in 1963 to mark the School's 450th anniversary. It includes the swimming pool and the Founder Hall itself, acting as a 240-seat proscenium-arch performing venue to supplement the Player Hall. A drama studio was added in 2013 to mark the School's 500th anniversary.

The Simon Djanogly Science Building, dating from 1984, has 13 laboratories for all three Sciences. The building was opened by the late Duke of Edinburgh. Standing in front of this is the Music School, completed in 1997 and housing the Lady Carol Djanogly Recital Hall, the Jones Trust Music Room, a Music Technology studio, a resources centre, eight instrumental teaching rooms, a percussion studio and a classroom for Infant and Junior School pupils.

In the north-west corner of the campus is the Sir Harry Djanogly Art, Design, Food and Technology Centre. The ground-floor Design and Technology facilities were built in the mid-1990s, with a first floor added in 2004 to accommodate modern facilities for Art: three fully equipped studios, a gallery space, a designated Sixth Form studio, a purpose-built print area, a ceramics studio and digital art facilities. The Food and Nutrition Department facilities were added in 2017, comprising two purpose-built Food rooms and a large preparation room with extensive equipment.

A splendid new Sixth Form Centre and dining hall were constructed in 2009 by way of an imaginatively designed enclosing of the West Quad with a glass roof. The student common room is in the mezzanine space overlooking the magnificent dining room with a brasserie underneath.

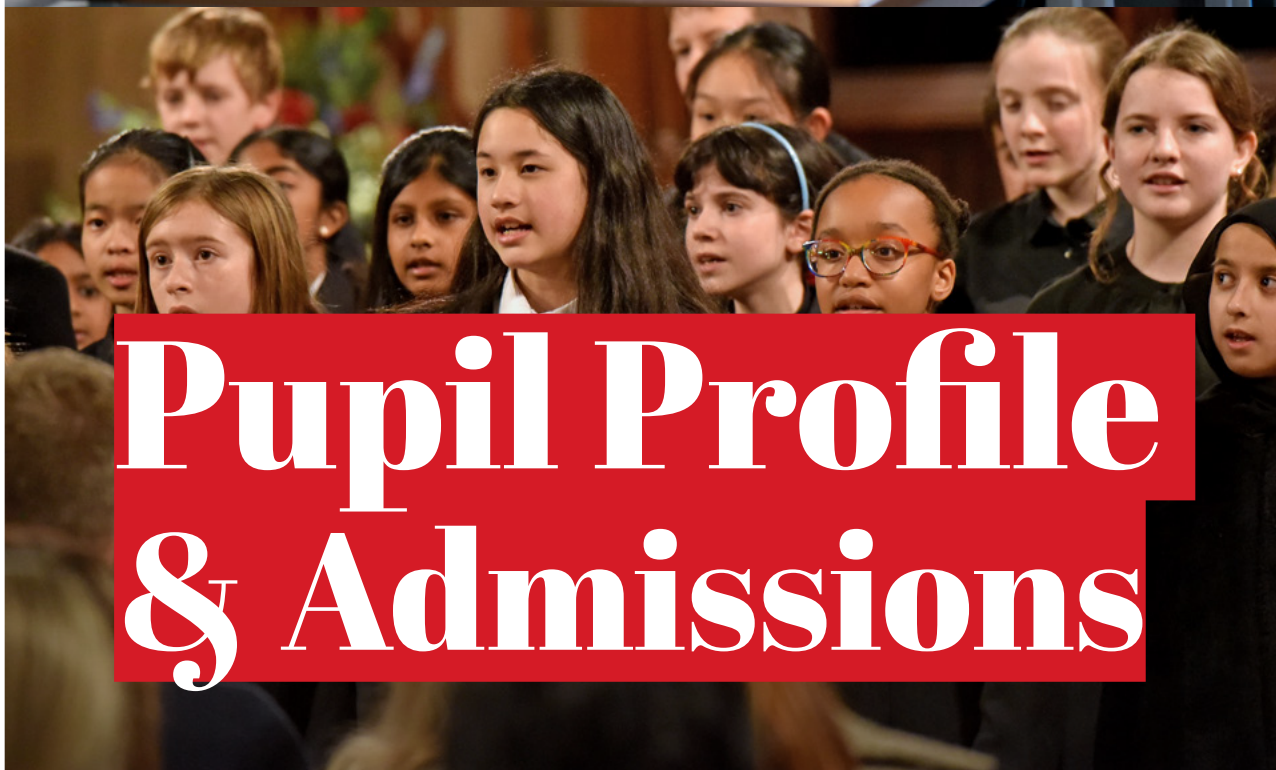
In 1931, land was purchased two miles away at Valley Road to create the Sports Ground and Pavilion, which provides extensive pitches and courts for a variety of sports. In 1989, a sports hall was built on land formerly occupied by the fives court and a shooting range. It contains a multi-purpose exercise hall and a fitness room for older pupils. In addition, the School owns two pitches at Highfields Hockey Centre (Beeston Hockey Club), and pupils have access to facilities at Nottingham Squash Club, Harvey Hadden athletics track, the Forest Recreation Ground Astro turf pitch and Wollaton Park.

Waverley House School was purchased in 2008. Its buildings were refurbished and renamed the Lovell House Infant School. In 2013, this was combined with the Junior School to form Nottingham High Infant and Junior School.

The most recent new building on the campus is the Wellbeing Centre, with its Oasis Room providing a quiet space during the busy school day to chat or read, together with a Spirituality Space, which looks out on the tranquil Garden, a venue for prayer and quiet reflection for all students and staff.



Location & Facilities



Pupil Profile & Admissions

The School's catchment area extends up to an hour in all directions. A significant proportion of parents work at one of the two Nottingham hospitals and universities, and the School's ethos and academic focus reflect their aspirations.

However, not all parents are high earners, with means-tested bursaries extending the range of parental income. These bursaries are very sought after, with around 130 applying for 15 available places. The School's development fund provides these bursaries, which can be up to 105 per cent, to allow for uniforms, PE kits and additional help for trips.

Entry at 11+ is selective by examinations in English, Mathematics and Verbal Reasoning, including a 15-minute interview. Entry at 16+, when around 30–40 students join the Sixth Form, is also selective by interview and is conditional upon GCSE performance, especially in the subjects to be studied at A Level. Entry to the Junior and Infant Schools is by assessment commensurate with the age of the child.

Academic scholarships are awarded for intellectual curiosity at the end of Year 7, and there are some Music scholarships, which cover tuition for one instrument.

“*It all makes for a pleasantly unpretentious and unassuming student body. None of the polish or alpha confidence that you get at some big-name day schools. They're at ease with themselves, don't take their school for granted, and are as interested as they are interesting.*”

THE GOOD SCHOOLS GUIDE

The School's consistently excellent results stem from pupils learning in a stimulating environment that exudes intellectual curiosity and adventure. Teachers have a palpable passion for their subjects, and classrooms, corridors and common rooms are full of the laughter and excitement of relaxed, down-to-earth children. Pupils are at ease in their surroundings, enjoy their school life and, above all, are keen to learn.

Pupils study a breadth of subjects in the Senior School, at first building the foundations that allow them to explore their interests, then beginning to specialise in their particular passions. Most select ten GCSE subjects to study for their GCSE years, which will include at least two Sciences and at least one language. Pupils can only continue with subjects they have studied during Year 9: Biology, Chemistry, Physics, Geography, History, Religious Studies, Art, Drama, Music, Food & Nutrition, Design & Technology, Computing & ICT, French, German, Spanish and Latin. In addition, they have an Independent Project Competition, PSHE, Physical Education, Swimming and Games as part of their curriculum.

When they enter the Sixth Form, students are offered a programme of three subjects, or four if one option is Further Maths. Sixth Form students can also choose to work towards the Extended Project Qualification.

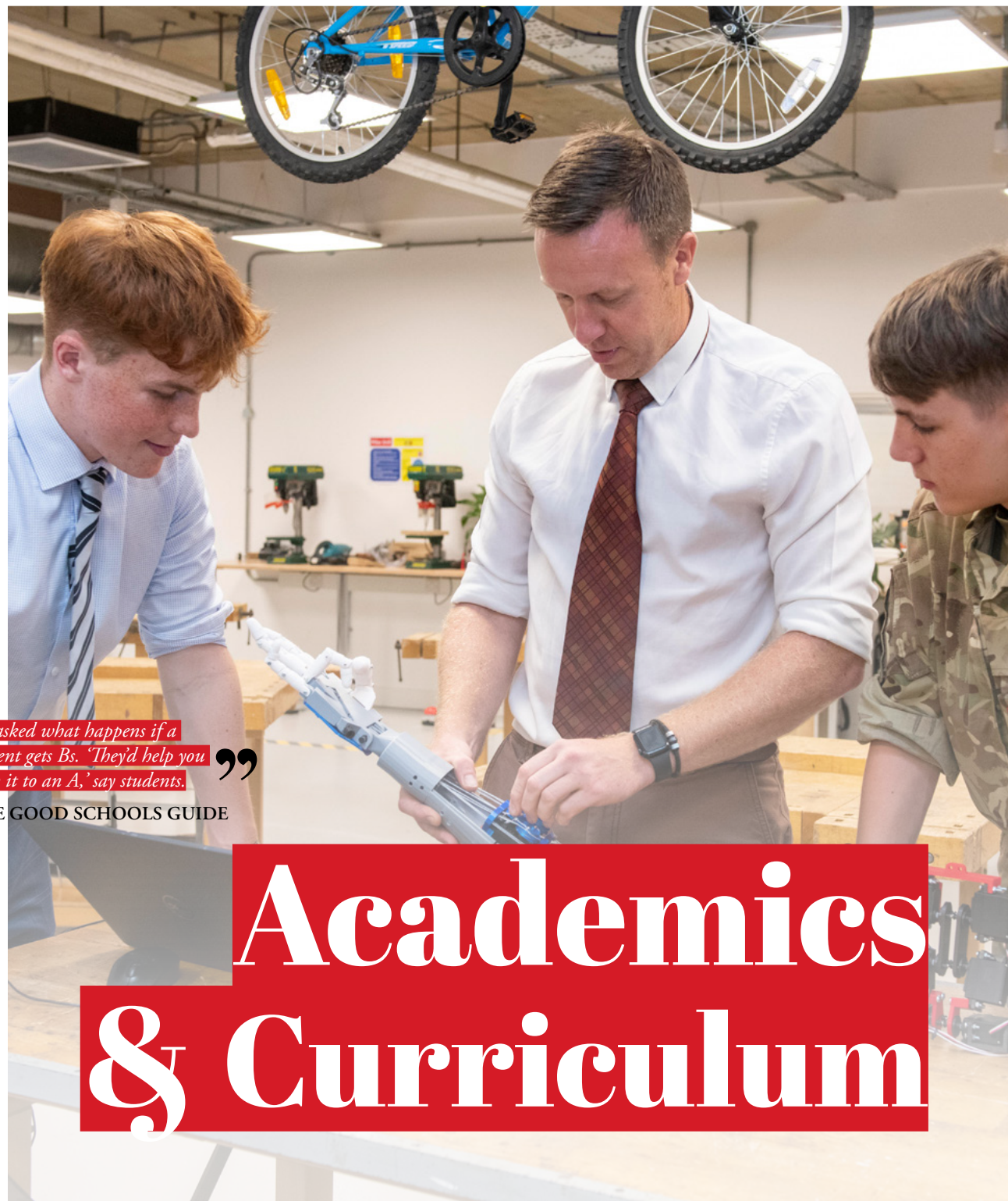
Academic support goes well beyond the classroom to include subject clinics, enrichment (Olympiads, essay competitions, etc.) and one-to-ones with teachers, who are always willing to give freely of their time.

Public examination results are outstanding and often the best in the region. In 2023, 82 per cent of GCSE grades were 9–7, with 59 per cent grades A*/A at A Level (with 85 per cent A*–B).

“ We asked what happens if a student gets Bs. ‘They’d help you push it to an A,’ say students. ”

THE GOOD SCHOOLS GUIDE

Academics & Curriculum



Nottingham High School provides much more than academic excellence, giving students numerous opportunities to gain skills that prepare them for life, develop their current interests and explore new ones. The co-curriculum promotes teamwork, communication, leadership, physical activity, culture and service to others. From elite-level involvement in the Performing Arts and Sports to participation in clubs and societies and charity events, there is an absolute wealth of opportunities for all pupils throughout the School.

Sport

Nottingham High School recognises the importance of providing a healthy and respectful competitive environment. There are a multitude of sporting opportunities available, both within Games lessons and through the extensive co-curricular programme. For boys, the mainstays are rugby, hockey and cricket; for girls, there's hockey, netball and cricket. Inclusivity is the guiding principle, and around 20–30 teams are put out every weekend, with over 90 per cent participation rates for these games in some year groups.

Every student in Years 7 to 10 utilises the Fitness Suite at some point during the academic year. The majority will spend time developing an understanding of the components of fitness and how they can be trained in a gym environment during Health-Related Fitness (HRF) blocks.

Performing Arts

In Years 7 and 8, pupils experience Music, Art and Drama within the timetable, giving them the chance to try everything and discover their passions. Following this, they can begin to specialise, eventually having the opportunity to study their favourites at GCSE or A Level if they so choose. Alongside these lessons, they can pursue any of their particular artistic interests further at lunchtime and after school through the wide-ranging co-curricular programme.

High standards are achieved in traditional Music and Drama, but equally, pupils may be interested in laying down tracks in the recording studio or helping to paint the annual art department mural. All pupils are encouraged to explore the Arts and discover their own creative outlet.

Activities

The Combined Cadet Force and the Duke of Edinburgh's Award Scheme are popular, and the School has two members of staff dedicated to outdoor activities, as well as having its own Scout group. The trips on offer to pupils range from sports tours (such as netball to Barbados, rugby to Canada, and hockey to Malaysia) to curriculum-led ones (such as Iceland for Geography and Paris for languages).

The Model United Nations is a favourite amongst a plethora of lunchtime and after-school clubs and societies, ranging from chess and bridge to the Community Action group. Each school year has dedicated activity days where all students go off curriculum to explore wider interests.

“*‘So much more’ is the School’s strapline, and there really is.*”

THE GOOD SCHOOLS GUIDE

Sport, the Arts & Co-curricular Activities





Pastoral Care & Inclusivity

From the School's youngest pupils in the Infants section to its oldest in the Sixth Form, Nottingham High School thrives on its exceptional pastoral care, commitment to inclusivity and focus on pupil wellbeing.

Key to this in the Senior School is the vertical tutor group system. Students stay in the same tutor group from Years 7 to 10, then get a new tutor (with different expertise around preparation for university) for Years 11 to 13. Tutors meet their tutees regularly and keep in as close touch with families as necessary. There are two school counsellors and a comprehensive PSHE programme.

Our new ground-breaking Wellbeing Centre promotes a balanced, healthy experience for students' academic and personal lives, helping them feel supported and ready to face life's ups and downs. It is of utmost importance to us that all members of our community have the skills, knowledge and opportunity to develop their resilience in advance of any difficulties they may face and not just when a challenge presents itself. Our aim is to create a culture where everyone is comfortable in managing their own wellbeing but knows where to seek assistance in how to do this.

The purpose-built Wellbeing Centre includes:

- An Oasis Room and Garden for those who would feel the benefit of 'time out' in a quiet space during the busy school day to chat or read.
- Spirituality Space, which looks out on the wonderful Wellbeing Centre Garden, is a venue for prayer and quiet reflection for all students and staff.
- School Counselling services to support students with a wide variety of issues, from friendship concerns to help developing a resilience strategy.
- Physiotherapy sessions during the school day that parents can book for their child as and when their child needs them.
- Physical Wellbeing services for individuals and groups of students on all aspects of their physical wellbeing, from supporting those participating in elite sport to educating the school community on fitness for life opportunities.
- A large, flexible space is used for many different activities, for example, yoga, pilates and cheerleading dance classes.

Inclusivity is not just a buzzword at Nottingham High School. All festivals – Easter, Diwali, Ramadan, etc. – are celebrated, as are such events as Black History Month and LGBTQ+ History Month. The kindness and respect pupils show for each other are notable.

“*Pupils flourish as part of a community which actively nurtures them.*”

ISI INSPECTION REPORT, 2019

As an integral part of the Nottinghamshire community for over 500 years, the School undertakes a huge amount of work providing voluntary service, educational opportunities and support for a wide variety of schools, community groups, individuals and charities.

The School actively engages in outreach work in less affluent areas of Nottingham, giving pupils the opportunity to understand more about the social needs of others. Each year, the School hosts over 2,000 pupils and 220 teachers from around 75 different state schools for a variety of events and activities, sharing resources and expertise with the local community. From science days to author visits and from university advice sessions to sports festivals, these events cover a wide spectrum of skills and interests for children and teachers alike.

Working in partnership with other schools in the area enables pupils to appreciate at first hand the genuine positive impact for all involved. Visitors enjoy the valuable free sessions led by the passionate school community, whilst pupils are able to gain valuable skills and insights by getting involved.



Wider Community & Partnerships



Nottingham High School has a solid financial base supported by substantial reserves. The majority of our income is derived from fees (£20m), and we continue to diversify our income base through lettings, holiday club, donations and an agreement to have four international schools set up in the next six years. Other income amounted to £1m in 2022/23. Despite local competition, our Senior School is virtually full. We have capacity in our Infant and Junior School, and numbers are continuing to rise. We typically generate a surplus annually (£0.4m 2022/23 before investment gains/losses), and our aim is to reinvest surpluses into the provision of education and to ensure a sufficient level of free reserves in line with our reserves policy rather than sitting on large surpluses.

With the uncertainty in our sector of VAT, we have done extensive long-term planning and reviewed the impact of various scenarios, and we feel well placed to weather the storm ahead due to our careful cost management and the arsenal of financial levers open to us.

Bursary provision is extremely important to the School and cost £1.5m in 2022/23. Our means-tested bursaries are funded primarily through income from

permanent endowments and designated investments and donations. We are proud to have 1 in 8 pupils on a bursary and have ensured our long-term forecast maintains this provision. Scholarships for academic achievement and Music are also issued at the end of Year 7 to existing students.

Capital expenditure is another of our key areas of expenditure. We continue to improve the building stock and facilities on our campus, typically investing £1.5m annually. Our most recent addition was the refurbishment of the White House into our sector-leading Wellbeing Centre. The replacement of the dining hall roof is our next large project, and we are in the enviable position of being able to focus our capital expenditure on maintenance and improvements as we are well provided with key facilities.

We offer our academic staff TPS (teachers' pension scheme) and support staff a defined contribution scheme.

Being financially well run and sufficiently agile to react to the uncertainty of the future is something we pride ourselves on and continually look for opportunities for increased efficiency and effectiveness in our budgets.

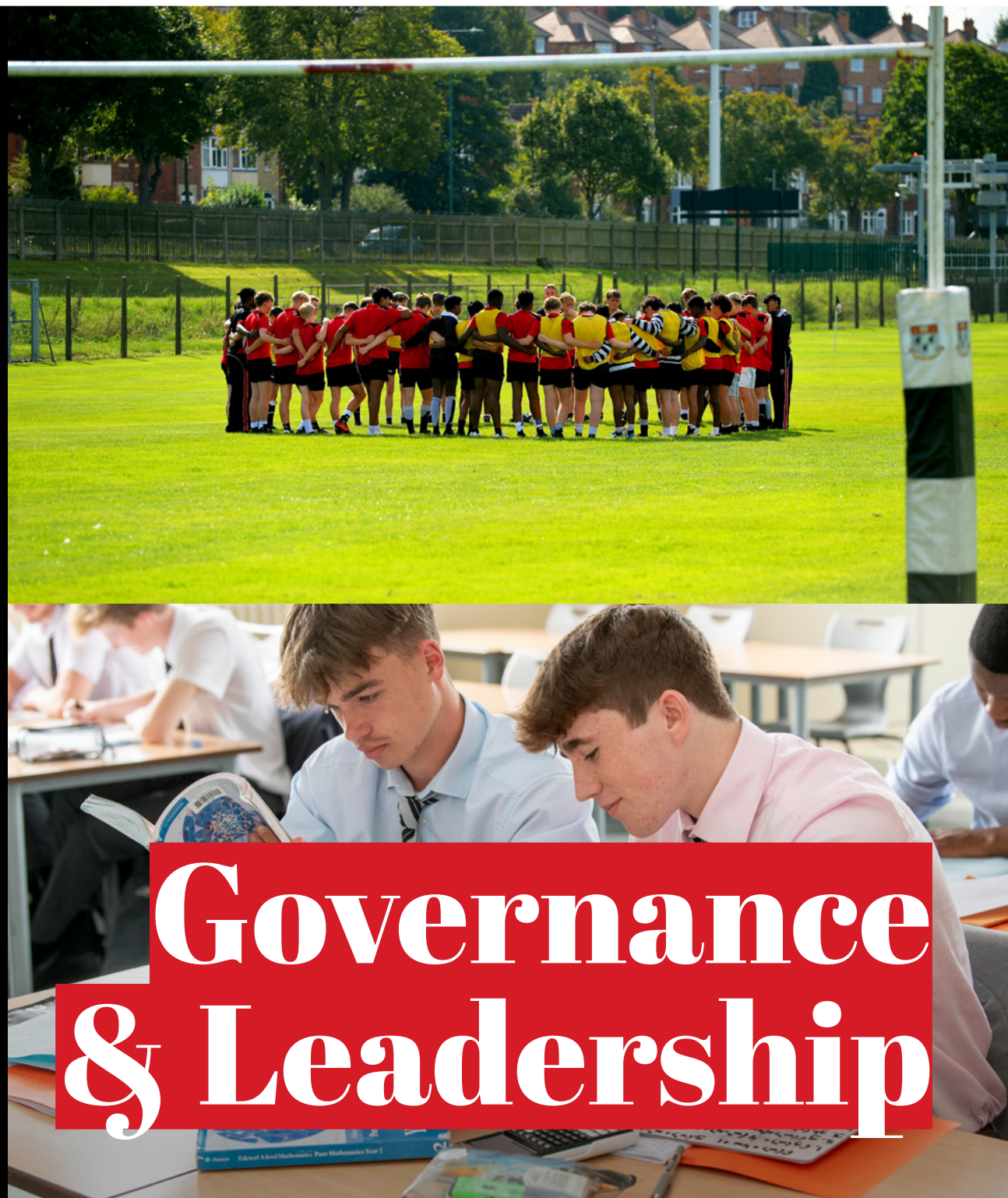
Financial Position



The Governing Body is a friendly and diverse group with a wide range of backgrounds and experiences. They meet at least twice a year in full and more frequently in smaller committees and are fully engaged in school life. The Governing Body works in close conjunction with the Head to drive the future vision of the School and ensure its aims are met. There are currently 16 co-opted Governors (although up to 22 are permitted) who serve up to two terms of five years each. There are the following Committees: Education, Finance and Operations, Investment, Pensions, and Development. The Development Committee includes Remuneration and Nomination where needed and allows space for ideas to be shaped and discussed before being fully formed. The current Chair of the Governing Body is Steve Banks, who became Chair in 2021 after five years as a Governor and has over two years remaining in post. Governors' duties are to protect the assets of the School, to promote the achievement of its charitable objectives and to ensure that it is diligently and well run.

The day-to-day running of the School is delegated to the Head and the Senior Management Team, who bring a wealth of experience, talent, and knowledge. The roles reporting to the Head are:

- Director of Finance and Operations
- Deputy Head (Academic)
- Deputy Head (Individuals)
- Deputy Head (International and Strategic Projects)
- Assistant Head (Director of Studies)
- Assistant Head (Individuals Years 7–10)
- Assistant Head (Co-Curricular)
- Assistant Head (Individuals Years 11–13)
- Head of Infant and Junior School. The roles reporting to the Head of Infant and Junior School:
 - Deputy Head (Academic) – Infant and Junior School
 - Deputy Head (Pastoral) – Infant and Junior School





The Head is responsible to the Chair and Governing Body for the conduct of Nottingham High School and the Infant and Junior School, especially for the education, development and safety of all pupils entrusted by parents to its care, for the development and implementation of the strategic plan, and for upholding and representing the strong ethos and values of the School within and outside its community.

Working closely with the Senior Leadership Team, the Head is responsible for all academic, co-curricular and pastoral matters and for all financial, staffing and estate matters.

A detailed job description will be provided when the role is offered. The priorities of the Governing Body are outlined below.

Key responsibilities of the role include:

- Delivery of strong, relevant academic and co-curricular programmes, engaging and inspiring every pupil to maximise their potential and enjoyment and delivering outstanding academic results.
- An integrated Infant, Junior and Senior School with a seamless 'all-through school' ethos and experience for pupils, parents, teachers and staff.
- A unified, high-performing leadership team, empowering all staff to nurture quietly confident and happy children who are intellectually curious and cared for as individuals.

- To champion the values and mission of the School, embedding a culture and pastoral care provision which enables students from diverse backgrounds to flourish in an academic, caring environment.
- Working with the Governors to provide a strategic vision for the future development of the School.
- Delivery of a sustainable business model that supports the long-term health and viability of the School, to include:
 - a compelling value proposition for parents and supporters, with which to inspire a strong pipeline of students;
 - balancing school income against operating costs;
 - best-practice compliance with all regulations and statutory requirements;
 - developing local partnerships and community working that add demonstrable value to our local development of current and future international partnerships.
- An effective and mutually supportive working relationship between the School and Governing Body.
- Strong relationships with Old Nottinghamians, the school community and the wider community, promoting philanthropy and protecting the reputation and credibility of the School.
- Developing fundraising and overseeing all aspects of the bursary offering to ensure access for pupils from across the social spectrum by optimising bursary provision.

The Governors welcome applications from candidates who are motivated by the prospect of working in a dynamic educational and charitable setting and leading Nottingham High School at an exciting time in its development.

Candidates must be genuinely committed to working in an environment where the development, wellbeing and safety of children are central to all that is done.

Outstanding candidates for this important role will demonstrate:

- Senior leadership experience as a serving Head or as an exceptional aspiring Head.
- Strong academic credentials and preferably QTS (qualified teacher status).
- An understanding of and support for the ethos and values of the School and a commitment to embedding all-through co-education.
- Collaborative leadership with a commitment to the principles of equality, diversity and inclusion.
- A commitment to delivering outstanding academic, co-curricular and pastoral provision for every pupil, mindful of their wellbeing.
- The ability to provide inspiration, clarity and direction through a compelling vision of the future for Nottingham High School.

In addition, candidates are likely to demonstrate many of the following competencies:

- **Leadership:** The ability to inspire others to work toward common goals by engaging and empowering them.

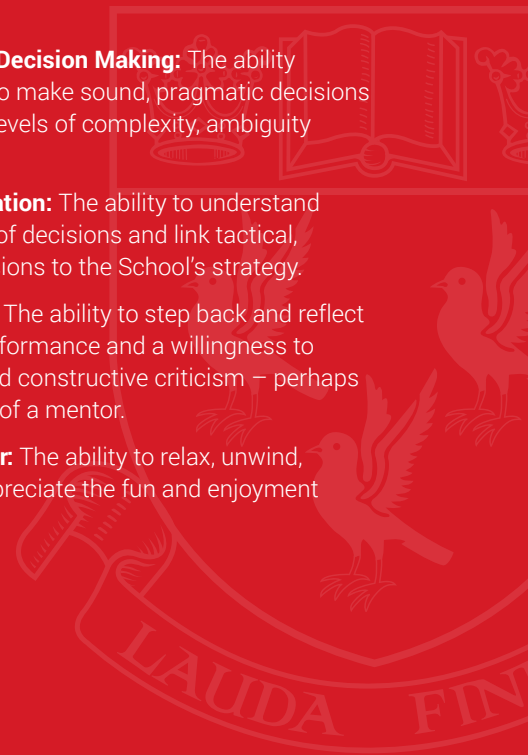
- **Building Capability:** The ability to build capability to produce and sustain results and to ensure the right people and capabilities are in place to meet future needs.
- **Developing Others:** The genuine intent to foster the long-term development of others by recognising and supporting their interests, personal wellbeing and needs and encouraging opportunities for lifelong learning.
- **Building Partnerships:** The ability to build and maintain reciprocal, strategic relationships with networks of internal and external stakeholders.
- **Inspiring Collective Responsibility:** Setting high personal standards and examples, expecting the best from others, being willing to delegate responsibility appropriately and holding others to account for the delivery of agreed objectives.
- **Collaboration:** The ability to work and communicate collaboratively within the School to create alignment within and across the school community.
- **Customer Focus:** The desire to work closely with internal and external stakeholders – parents, Governors, pupils, staff, alumni, the City of Nottingham, the Charity Commission, and community partners – to meet and exceed their expectations.
- **Results Focus:** The personal drive to achieve results and the ability to focus attention on accomplishing key objectives and positive outcomes for oneself, one's team and the School.



The Person



- **Engaging and Motivating:** The ability to motivate, influence or gain the commitment of others (individuals or groups) to get them to accept a point of view, adopt a specific direction, commit to an idea, or take a course of action.
- **Interpersonal Understanding:** The ability to learn and understand the key relationships and diverse interest groups within one's own and other organisations with which one interacts, as well as in the wider community, and to use that understanding to lead more effectively.
- **Commitment to Continuous Learning:** The commitment to continuously develop and enhance one's own and others' personal and professional skills, knowledge and abilities.
- **Flexibility:** The ability to adapt to and work effectively within a variety of situations and with various individuals or groups.
- **Interpersonal Communication:** Being attuned to the needs, perspectives and sensitivities of others and acting with them in mind.
- **Leadership Presence:** The ability to develop and maintain a sense of presence and emotional maturity that is anchored in an accurate awareness of one's strengths and limitations, an understanding of one's own emotions and the impact of one's behaviour on others, and consistent behaviour that is congruent with personal and school values.
- **Courage and Integrity:** Acting with integrity, ensuring one's actions are consistent with the School's values and expectations, and having the courage to challenge others to uphold the School's values.
- **Business Acumen:** The ability to understand the business implications of opportunities and decisions and to implement successful business strategies to improve school performance.
- **Innovation:** The willingness and ability to take a creative approach to problems or issues, to "think outside the box", to go beyond the conventional, and to explore creative uses of resources (e.g., doing more with less).
- **Judgement and Decision Making:** The ability and willingness to make sound, pragmatic decisions involving varied levels of complexity, ambiguity and risk.
- **Strategic Orientation:** The ability to understand the implications of decisions and link tactical, operational decisions to the School's strategy.
- **Self-Awareness:** The ability to step back and reflect on one's own performance and a willingness to accept advice and constructive criticism – perhaps with the support of a mentor.
- **Sense of Humour:** The ability to relax, unwind, recharge and appreciate the fun and enjoyment of life.





The successful candidate will be offered a competitive salary commensurate with experience. The School will be able to offer assistance with relocation costs. There is currently a 50% remission on fees for the Head's children. The School is a member of the TPS.



Terms & Conditions



The search for a new Head for Nottingham High School is being led by RSAcademics, and the new post-holder will be selected by a panel chaired by Mr Steve Banks, Chair of Governors.

Interested candidates are invited to contact RSAcademics to arrange a confidential discussion with one of the consultants handling this appointment:

Isabel Patchett, Search Consultant:
isabelpatchett@rsacademics.com

Michael Stephens, Head of Senior School Search:
michaelstephens@rsacademics.com

Michael Spens, Senior Advisor:
michaelspens@rsacademics.com

Closing date: Monday 20 May 2024 at 10:00am (UK).

Applications should be made electronically to RSAcademics. To submit your application, please upload your documents according to the instructions on the [RSAcademics website](#)

You should submit the following (both in PDF format):

- A completed application form (available alongside this candidate information on the [RSAcademics website](#))
- A covering letter addressed to Mr Steve Banks, Chair of Governors. The letter should explain your reasons for applying.

If you have any questions about uploading your application documents, please contact Alison Hooper, Project Manager (Leadership Appointments), at applications@rsacademics.com Alison can also be reached by calling our Head Office on +44 (0)1858 383163.

The process is as follows:

- When you submit your application, you will receive an automated email from RSAcademics confirming that we have received it. If you have not received the automated email within two working days of submitting your application, please email us at applications@rsacademics.com telephone on +44 (0)1858 383163.
- Preliminary Interviews will take place with RSAcademics via Teams on 23 and 24 May 2024.
- Longlist interviews will take place with the Governors' panel via Teams on 4 and 5 June 2024.
- During w/c 10 June 2024, shortlisted candidates will be invited to visit the School.
- Shortlist interviews with the Governing Body will take place at an off-site venue in Nottingham on 21 June 2024.

N.B. Safer recruitment checks will be made at all stages in the recruitment process.

Founded in 2002 by Russell Speirs, RSAcademics has advised and supported over 700 schools and educational organisations in the UK and worldwide. Through our working partnerships with heads, leadership teams, boards, staff and parents, we specialise in supporting schools in five main areas: strategy, marketing and research; equality, diversity and inclusion; operational improvement; leadership and governance and philanthropy. We enable schools worldwide to thrive by finding and developing senior leaders, guiding decision makers, making connections and shaping debate. We are known for the calibre and spirit of our people. We exist entirely to serve schools because we believe that the world needs thriving schools. Please visit www.rsacademics.com

RSAcademics is committed to promoting diversity and inclusion in schools.



Because the world needs schools to [thrive](#)

Application Process