



WINDERMERE SCHOOL

FOUNDED 1863

CANDIDATE INFORMATION

Head of Windermere School



The School

Windermere School is a co-educational, independent boarding and day school located in the Lake District National Park, Cumbria, England. The school has a rich history, a strong academic focus and offers a broad range of subjects at GCSE. In the Sixth Form pupils study from the International Baccalaureate Diploma and Careers Programme. The school is a past winner of The Sunday Times IB School of the Year award. Windermere School has a reputation for academic excellence with a high percentage of its students going on to study at top universities in the UK and abroad. The school is a member of Round Square, a network of 200 like-minded schools in 50 countries on six continents that connect and collaborate. We aim to collaborate in world-class programmes and experiences, developing global competence, character and confidence in well-rounded, responsible citizens who are equipped to make a positive difference in the world.

Windermere School sits on a hillside within 45 acres of the National Park landscape that has been the inspiration for world-famous artists, poets and authors and a sanctuary and the antidote to congested city life. The area offers a fascination to scientists, a home for adventurers as well as part of the masterpiece of human creative genius that affords us World Heritage status. It is a welcoming and supportive community with a strong focus on pastoral care. Pupils are encouraged to develop their individual talents and interests while learning important life skills such as independence, resilience and teamwork.

Elleray, the Junior Campus, is situated within 20 acres of field and woodland and provides the perfect setting for our youngest pupils to explore and grow. Pre-School children through to Year 6 enjoy a vibrant and broad curriculum. Browhead, the senior campus, covers 23 acres and provides older pupils with the very best academic, sports, music and drama facilities. The picturesque views over Lake Windermere provide an inspirational setting for both academic achievement and physical adventure. The campus also contains our three Boarding houses Browhead, Langdale House and Westmorland House. The private Watersports Centre is located at Hodge Howe on Lake Windermere. Pupils learn to sail, kayak, canoe and embrace the spirit of adventure, which is central to life at the School. Outdoor Learning is woven throughout every aspect of the curriculum. Adventure is not merely an activity at Windermere School it is a way of life.

Windermere School pupils have the confidence and resilience to stand up for what is right and the desire to reach out to others. This balance of confidence and compassion is not on any syllabus, yet it is central to everything we do and embedded in our aims and values. Life at Windermere School is fundamentally fun and stimulates a real quest for excellence, mutual respect and a desire for life-long learning. Our pupils are well-rounded and motivated to put ideas into action and contribute to a more tolerant and safer world.

Location

Air

Windermere is just a 90 minute drive from Manchester and Liverpool international airports. Transfers to/from these airports are included on the designated course arrival and departure dates. Transfers to/from other airports can be arranged at an additional cost.

Rail

The school is a five minute taxi ride from Windermere railway station. High speed rail services connect London Euston to Oxenholme (Lake District) in under 3 hours. From Oxenholme (Lake District) there are connections to Windermere station which take approximately 20 minutes. A transfer service can be arranged from Windermere or Oxenholme (Lake District) railway stations with prior arrangement.

Road

The school is easily accessible by road. From the M6, leave the motorway at Junction 36 and join the A590 towards Kendal which becomes the A591 just before Kendal. Continue on to the A591 into Windermere. Turn right at the mini-roundabout on to the A592 towards Penrith and Windermere School (Senior Campus) is located about a mile along this road on the right-hand side. The town of Windermere is approximately a mile from the School's Senior campus.





Vision, Mission, Aims and Ethos

Our Vision

- To foster an environment where young people can grow in confidence, excel academically, and discover their innate strengths, talents, and potential.
- To encourage everyone to have the confidence and resilience to stand up for what is right and a desire to reach out to others.

Our Mission

- To produce confident and compassionate people, shaped by our determination to encourage self-knowledge through teaching excellence, supportive pastoral care and experience of our environment.
- To challenge young people to excel.
- To ensure our pupils have sufficient self-reliance to know that, with determination, they can overcome adversity and remain true to their purpose and that they can be of value to society.

Our Aims

- To guide children as they grow and progress along their own pathways so that they are prepared for life beyond the school gates.
- To inspire our pupils through a broad and balanced curriculum that challenges both inside and outside the classroom, where they learn about their strengths and weaknesses and strive for excellence in all things.
- To be a School with a global perspective, using our unique location, developing individual talents, fostering a democratic culture and encouraging our students to strive for excellence.

Head of Windermere School

Deadline for Applications Friday 9 June 2023

The Governing Body of Windermere School are seeking an exceptional educational leader to inspire and lead the school from September 2024 or before.

We are seeking a Head who is a strategic thinker, who has a clear vision and sense of purpose and who will build on the strengths of the School. The ideal candidate for this role will possess a proven track record of achieving exceptional outcomes, coupled with a deep dedication to providing a truly holistic education. In an increasingly competitive independent education landscape, the successful candidate will demonstrate strategic abilities, the capacity to inspire and motivate staff and pupils and business acumen. Building trust and fostering strong relationships with parents, the wider community and other stakeholders will be crucial to their success.

The successful candidate is likely to be a current Head or an experienced and skilled school leader. The Governing Body is open to applications from those with experience of independent and maintained education. A commitment to the boarding ethos of the school is essential. Diversity and inclusion are valued and the Governing Body wants to attract the best people for the role available regardless of age, ethnicity, sexual orientation, gender, disability, socioeconomic status or religious beliefs.



Key Responsibilities

The Head is responsible for overseeing all aspects of the school's academic and administrative operations, as well as ensuring that the school provides an outstanding educational experience for its pupils. The Head is responsible for:

1. Leadership and Vision

Developing and articulating a clear vision for the school and for providing strong and effective leadership to the staff and pupils.

2. Academic Excellence

Ensuring that the academic programme at all ages is rigorous, engaging and meets the needs of all pupils.

3. Enrolment and Retention

Recruiting and retaining a diverse and talented pupil body and for developing strategies to increase enrolment and retention.

4. Staff Development

Recruiting, hiring, and developing a highly qualified and motivated staff.

5. Budget and Finance

With the school Bursar, the Head develops and manages the school's budget, and they are responsible for ensuring that the school is financially sustainable.

6. Fundraising and Development

Overseeing a development programme to support the school's mission and goals.

7. Community Relations

Developing and maintaining positive relationships with the school's various constituencies, including parents, alumni (Stannites), donors and the broader community.

Candidate requirements

1. Bachelor's and/or Master's degree and a teaching qualification.
2. Experience in a school senior leadership role.
3. Strong leadership and communication skills.
4. Ability to think strategically and creatively.
5. Financial management and budgeting experience.
6. Knowledge of current educational trends and best practices.
7. Ability to build and maintain positive relationships with a variety of stakeholders.

Candidate Qualities

1. Visionary leadership

Able to demonstrate a clear vision for the school's future and be able to inspire staff, pupils and parents to work towards achieving that vision.

2. Strong communication skills

An effective communicator and able to articulate the school's mission, aims, and objectives clearly to all stakeholders.

3. Collaborative approach

Able to collaborate with staff and board members to make informed decisions and work towards achieving the school's goals.

4. Strategic thinking

Able to think strategically and make decisions that are in the best interest of the school in the long term.

5. Empathy

Able to understand the needs and concerns of all stakeholders, including pupils, staff and parents.

6. Integrity

A strong sense of integrity and ethical principles and be able to act in the best interest of the school at all times.

7. Innovation

Willing to explore new ideas and approaches to education and be open to innovation.

8. Resilience

Able to handle pressure and challenges, remaining positive and focused in difficult situations.

Remuneration

the posts pays an attractive salary and the head is provided with a detached house in its own grounds overlooking Lake Windermere. Fee remission will be available to the Head's children.

Application process

The deadline for receipt of applications is Friday 9 June 2023

A completed application form and covering letter should be sent by email to the Chair of Governors at chair@windermerschool.co.uk.

Windermere School is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.



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