



September 2024

Deputy Head Academic

UPPINGHAM

1584 Forward

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About us

Uppingham is a vibrant, stimulating and forward-looking school with a long and proud history.

Founded in 1584, today, Uppingham is one of the UK’s leading co-educational independent boarding and day schools for pupils aged 13-18. It has a strong academic profile, offers a rich and wide-ranging co-curriculum and delivers excellent pastoral care tailored to the needs of today’s young people.

Located within a beautiful market town in the heart of England, the School is a blend of heritage and contemporary architecture, with recent additions including state-of the-art science, sport and music facilities.

Uppingham employs circa 550 staff. The teaching staff number 120 and are supported by staff in business units responsible for marketing, admissions, business development, human resources, IT, finance, health and safety, operational services, and estates.

In 2022, Maidwell Hall School joined the Uppingham Group of Schools. Situated in Northamptonshire, Maidwell educates pupils from ages 4 to 13. In 2024, Uppingham Cairo will open, with Uppingham Vietnam planned for the following year.



Headmaster's Welcome



Who we appoint to be our next Deputy Head Academic will be one of our most important decisions this decade.

Uppingham School has the highest ambitions. We aim to be the School of first choice in the UK and believe that our holistic educational philosophy encapsulates what twenty-first century education ought to be.

Who we appoint to be our next Deputy Head Academic will be one of our most important decisions this decade. We have a generational opportunity to set an agenda for our academic offering, which we want to be innovative, robust, and high performing. Yes, standards and outcomes matter, but the way in which we deliver our curriculum is of even more importance. We want to see inspiration, imagination, enquiry, and immersion in every aspect of our teaching and learning.

The Uppingham curriculum should excite intellectual curiosity throughout our community. We want to nurture self-sufficient pupils who are stretched, challenged, and imbued with thinking skills so that they thrive academically, engage intellectually with their learning, and achieve excellent outcomes in terms of absolute and value-added results.

We value our teachers and aim to be the first-choice school in the country for educators who enjoy working in a professional environment unparalleled in its ambition, creativity, and collaboration. We aspire to be a hub of pedagogical expertise and innovation. Our professional culture is collectively committed to outstanding practice, is restlessly reflective, and enjoys a national reputation for teaching excellence and professional development.

The Deputy Head Academic role is crucial to our success. Our aspirations mean we are seeking a colleague who has the vision and energy to ensure that Uppingham leads the way in British education. We want someone who can anticipate the future, who will live and breathe our holistic philosophy, and is willing to innovate on behalf of our pupils and teachers.

The atmosphere of our community encourages creativity and innovation. Consequently, we want an exceptional individual to join our senior educational leadership team to challenge and support us as we take Uppingham forward.

I hope you find this a challenge you want to take on. You will find the facilities wonderful, the people fantastic, and our ambition unparalleled. We aspire for Uppingham to be the very best school and want the very best people to work with us.

I look forward to meeting you.

Dr Richard J Maloney
Headmaster



Senior Leadership

It is our belief that leaders should be enabled to lead. Uppingham's recent success is predicated on all those in leadership positions being empowered to be creative, to innovate, and to pursue their ideas without feeling constrained. We value research and evidence-led practice and, where we can, we want to set the educational agenda.

We have implemented dynamic systems that allow decision-making to be taken at the right level. At the same time, all middle and senior leaders 'buy in' to delivering a clear and agreed set of strategic aims and, in so doing, their activist leadership sustains the School's values and ethos.

Uppingham has three leadership teams: the Uppingham Leadership Team (ULT), which focuses on business-wide leadership; the Business Services Leadership Team (BSLT), whose remit is to support the smooth operational functioning of Uppingham School; and the Educational Leadership Team (ELT) who lead the educational agenda.

The DHA is a member of the Uppingham Leadership Team (ULT) and the Educational Leadership Team (ELT), for which the latter focuses wholly, unequivocally, and exclusively on all matters educational.

The ELT is chaired by the Headmaster and its membership comprises the two deputy heads: the Senior Deputy Head and Deputy Head Academic. These three are joined by six assistant heads: the Assistant Head: Pastoral; the Assistant Head: Safeguarding; and the Assistant Head: Co-Curricular (who all report to the Senior Deputy Head); along with the Assistant Head: Sixth Form; the Assistant Head: Teaching and Learning; and the Assistant Head: Data and Academic Management (who report to the Deputy Head Academic). The leadership group is reinforced by the Bursar, Registrar, and Director of Marketing who attend ELT meetings.



About the role – Deputy Head Academic

The Deputy Head Academic occupies a central role in the Uppingham leadership team. The School numbers 850 pupils, with 380 in the Sixth Form. The range and scope of the DHA role is central to the School's operations, and the role is critical that all our pupils flourish during their time at Uppingham and can move on successfully to a range of future options when they leave.

The School offers an extensive range of GCSE and A level qualifications, along with one BTEC in Sport. The DHA provides the leadership energy, in liaison with heads of departments, which enables pupils to be self-sufficient learners who want to be stretched and challenged so as to achieve excellent outcomes in terms of absolute and value-added results.

As we enter a period where the speed of technological and social change is less predictable, the DHA is responsible for anticipating curriculum developments and looking courageously for spaces in which the School can innovate on behalf of its pupils. Our holistic philosophy means we want to imaginatively join our provision together. Enabling a school-wide commitment to that enterprise is a crucial aspect of the DHA's leadership practice.

As befits a boarding school with an individualised approach to supporting pupils, the progress of all pupils through their courses is closely tracked by classroom teachers, their academic departments, as well as tutors, Housemasters and Housemistresses. The DHA ensures that systems enable underperformance to be identified quickly, and that effective support interventions are co-ordinated with the relevant teachers and pastoral staff.

The DHA role is extensive, and the incumbent is supported by a large team who take strategic responsibility for delivering key elements of the School's educational provision. Along with the Assistant Head: Sixth Form; the Assistant Head: Teaching and Learning; and the Assistant Head: Data and Academic Management (who report to the Deputy Head Academic), the leadership group is supported by a dedicated PA, and the School's operational services departments.





About the person

We are looking for an outstanding teacher, a visionary leader, and an experienced professional who will not settle for anything less than excellence. The successful candidate will value and promote inclusion and have the skills to support a diverse school community.

The appointee will be a strong, dynamic, and inspirational character who is not afraid to take risks and thinks creatively. A track record of first-rate teaching, significant curriculum leadership and organisation, as well as a rapport with pupils and colleagues is vital.

The nature of this role, coupled with the demand for creative future-facing leadership of the curriculum and teaching, requires a professional who demonstrates sophisticated research-led, evidence-based practice. If we are to reimagine education for the middle of the twenty-first century, we need to know what works and where the spaces for innovation exist.

The ability to inspire others, communicate well, think flexibly, and to lead, create, and work as part of a team are essential. High-level analytical and data-handling skills will be essential to successfully delivering the DHA's strategic aims.

It is anticipated that the appointee will have personal ambition and, aside from performing their tasks as DHA outstandingly well, aspires to headship in due course.

An appreciation of the wider life of a seven-day-week boarding school is a prerequisite, along with a willingness to support pupils and colleagues in their endeavours and achievements both in and out of the classroom.

Issues relating to safeguarding and promoting the welfare of pupils will be explored at interview.



SAMPATINSCH
TGN 2016

COCO & TULLIA
CORBISIERO FG 10 & 11

ORLA & SICILIA
CORBISIERO SA 10 & 12

C
G.H.W.

ALAN BENTON WB 44
JOHN BENTON WB 76

Teaching at Uppingham

Remuneration and Benefits

The DHA is a senior leadership position, and the salary will be commensurate with the appointee's experience and the seniority of the role.

The School offers an extensive range of benefits including a school fee discount scheme for children of staff at Uppingham and Maidwell Hall, free gym membership, subsidised medical scheme, excellent pension scheme, and free Westfield Healthcare and Rewards package which includes discounts in retail outlets, restaurants, cinemas and with holiday providers.

One of Uppingham's great community strengths is dining in the houses and each day academic staff are invited to lunch in one of the houses; a genuine pleasure in the midst of a busy week and an important part of Uppingham life.

Generous family accommodation is provided in central Uppingham with this role.

Life in Rutland

Rutland – England's smallest county – is located in a beautiful part of the country. Alongside the stunning countryside, with Rutland Water only six miles away, there are myriad leisure pursuits on our doorstep.

The town offers a range of independent stores, and its location allows access to a number of thriving cities and towns. Uppingham is equidistant between Peterborough and Leicester which have excellent shopping centres, and Leicester, Nottingham, and Birmingham all enjoy first-class theatre and concert facilities. Cambridge can be reached by car in 50 minutes and Oxford in an hour and a half. London can be reached in under an hour by train from Corby, Kettering, or Peterborough.

Maidwell Hall, situated in neighbouring Northamptonshire, is part of the Uppingham Group of Schools and educates pupils from Reception to Year 8. Uppingham town has nurseries, two maintained primary schools and an 11-16 community college, with sixth form colleges in nearby towns, such as Oakham and Stamford. There is a considerable community of young children within the area.

The next steps

Closing date:

Thursday 16 November 2023,
at 12 noon

Interviews:

Longlist

Throughout the week beginning
20 November 2023

Shortlist

Monday 27 November 2023

Applications must be made on the School's application form, which can be obtained via the School website or from recruitment@uppingham.co.uk.

Completed applications must reach us by the closing date and should be returned to recruitment@uppingham.co.uk or by post to:

HR Department, Uppingham School
High Street West, Uppingham, Rutland LE15 9QE

Uppingham School is committed to safeguarding and promoting the welfare of children. Successful candidates must be willing to undergo full screening in accordance with Keeping Children Safe in Education (KCSiE), including an Enhanced Disclosure and Barring Service check. Issues relating to safeguarding and promoting the welfare of pupils will be explored at interview.

At Uppingham School, we value a truly inclusive, fair, and equal work environment for all. Opportunities to work at Uppingham School are open to all, at all levels. We want to further increase the diversity of our workforce and actively encourage and welcome applications from candidates who have black, Asian, and minority ethnic backgrounds.





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