



September 2025

Assistant Head: Co-Curricular

UPPINGHAM

1584 Forward



Headmaster's Welcome



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.

We are proud that our pupils' co-curricular experience sits at the centre of their education. We value the individual and want each of our pupils to flourish academically, socially, and creatively. Ultimately, we aspire for our pupils and staff to be happy and confident in who they are, replete with an authentic hinterland.

The Assistant Head: Co-Curricular role is crucial to our success. Our aspirations mean that we are seeking a colleague who has the vision and energy to ensure that Uppingham leads the way in British education.

The atmosphere of our community encourages creativity and innovation. Consequently, we want an exceptional individual to join our senior educational leadership team.

Ultimately, we aspire for Uppingham to be known as the School that provides the best and most imaginative co-curricular experience in the country.

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 only 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 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 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 functioning of Uppingham School; and the *Educational Leadership Team* (ELT).

The AHCC will be a member of the Educational Leadership Team (ELT) which 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 Chaplain (who is the second Assistant Head: Pastoral); 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, Learning and Innovation; and the Assistant Head: Curriculum and Data (who report to the Deputy Head Academic). The leadership group is reinforced by the Bursar, Director of Admissions, and Director of Marketing who attend ELT meetings.



About the role – Assistant Head: Co-Curricular

The Assistant Head: Co-Curricular occupies an embedded and central role in the Uppingham leadership team. Historically, and certainly since the tenure of its great Victorian Headmaster Edward Thring, Uppingham has unequivocally envisaged a truly holistic education as an indispensable complement to academic rigour.

Today, the value of an all-round education, in which each individual and their talents come first, is fundamental to the Uppingham experience. Consequently, it is a core responsibility of the AHCC to lead and promote that holistic culture amongst Uppingham's 850 pupils (of which 800 are full boarders), and 120 teaching staff.

As befits a boarding school with our holistic approach to education, every pupil at Uppingham engages with our rich, complex, and diverse co-curricular programme. The AHCC will be responsible for envisioning and strategising the delivery of that programme whilst looking for the points of innovation that means our programmes continue to adapt to the demands of 21st Century life.

The AHCC will have responsibility for strategising, planning, monitoring, and evaluating staff participation as they deliver the co-curricular programme. We want to ensure, as far as can be reasonably expected, parity of involvement, good will in contribution, and, most importantly, first-class high-quality experiences for the pupil body.

Ultimately, the Assistant Head: Co-Curricular (AHCC) is primarily accountable for developing the School's co-curricular strategy and managing the quality and delivery of every aspect of the co-curricular programme on a day-to-day basis.

The AHCC directly line-manages key providers of the co-curricular programme, including the Directors of Music, Sport, and Drama, as well as the Heads of CCF, our community service programme Upp&Out, the Duke of Edinburgh Award Scheme, and Outdoor Education. To ensure maximum effectiveness in the co-curricular programme, the AHCC takes the lead in ensuring balance and effectiveness as they plan Uppingham's (very busy) annual calendar.



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 an inclusive and 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, curriculum leadership and organisation, as well as a rapport with pupils and colleagues is vital.

The ability to inspire others, communicate well, think flexibly, and to lead and work as part of a team are essential.

It is anticipated that the appointee will have personal ambition and, aside from performing their tasks as AHCC outstandingly well, aspire to deputy headship and/or 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.



Teaching at Uppingham

Remuneration and Benefits

The School has its own generous salary scale, which is reviewed annually. The AHCC 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, 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.

Accommodation in Uppingham may be available.

One of Uppingham's great community strengths is dining in house. Each day teaching staff are invited to lunch in a boarding house; a genuine pleasure in the midst of a busy week.

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 a mass of 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 in 50 minutes and Oxford in an hour and a half. London is an hour by train from Corby, Kettering or Peterborough.

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.

Next steps

Deadline for application:
Tuesday 4 March 9.00am

Long list interviews:
Week commencing
10 March

Short list interviews
will take place subsequently.

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

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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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