

Shrewsbury

CO-EDUCATIONAL BOARDING & DAY SCHOOL



Information for Candidates
Deputy Head (Academic)
From 1 September 2025

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Headmaster's Welcome

Having moved to Shropshire with my wife and young family in 2018, I can speak with first-hand experience of the warmth of welcome offered by the School community and indeed within the town of Shrewsbury. It really is a friendly, gentle yet invigorating place to live and work.

The School's 110 acres have the feel of a village gathered around a green. Stunning architecture complements the natural beauty of ancient trees and open spaces that are meticulously maintained. We wholeheartedly believe that children and staff alike respond to the inspiration of their surroundings. There can surely be fewer more uplifting places in which to live and learn. Staff morale is high and there is a shared sense of purpose which is energising. The pupils are a diverse crowd who are united by a willingness to participate and enjoy all that the school has to offer. We have an excellent staff development programme ensuring that colleagues are stimulated to keep growing as professionals.



Above all, it is a community where the individual is celebrated and encouraged to become the fullest and best version of her or himself: this goes as much for the staff as it does the children in our care.

The Deputy Head (Academic) leads our pursuit of academic excellence; dynamic teaching and learning; and contemporary curriculum development in the context of whole person education in our vibrant 24/7 boarding and day community. It is a wide-ranging, challenging and much-valued role: rewarding in itself and a perfect springboard for onward progress in senior leadership. It is, as we say at Shrewsbury, 'serious fun'!

Thank you for your interest in Shrewsbury School. I hope that this document will encourage you to go ahead with an application that may lead to your joining this unique and vibrant school community.



Welcome to Shrewsbury School

Shrewsbury School, Independent School of the Year 2020, has a world-class reputation for all-round excellence. Fully co-educational, with a seven-day boarding heartbeat and an integral day community, the school delivers a dynamic education that develops the abilities and enthusiasms of each and every pupil.

Founded by Royal Charter in 1552, Shrewsbury School is one of the 'great' nine schools in England identified by the Clarendon Commission of 1861. The School moved to its current location in 1882. Over the centuries it has grown in size and reputation. Girls first joined the Sixth Form in 2008, and it is now ranked amongst the leading co-educational boarding schools in the world educating around 840 pupils aged 13-18 years.

Shrewsbury delivers a programme of academic learning that is exciting, challenging, responsive and versatile. On the School's breath-taking 110-acre site on the banks of the River Severn, pupils also have the opportunity to participate in a wide range of sporting, music, drama and co-curricular activities, as well as being encouraged to engage in adventure and charitable endeavour.

Shrewsbury School is committed to a seven-day full boarding model that benefits from a local day element. The School offers only one kind of boarding: full boarding, with nearly 80% of the school roll being full boarders and around 20% holding non-UK passports.

Packwood Haugh Prep School (co-educational, boarding and day school for pupils aged 3-13) became part of the Shrewsbury family of Schools in 2019.

Shrewsbury is a registered charity with a number of wholly owned trading companies, an annual income of over £25m and a staff of 400. It is overseen by a Governing Body which has up to 19 members. The Governing Body and its Committees meet once a term.

Recent years have seen an ambitious programme of new buildings and refurbishment projects. The fully refurbished Barnes Theatre, opened by Sir Michael Palin, Old Salopian, with additional new teaching facilities for Drama and Dance. The building of a fifth girls' House (Queen Elizabeth Hall) was completed and opened in September 2023, along with two new all-weather sports pitches. A full refurbishment of Rigg's Hall completed in 2022, with refurbishment projects of Churchill's and Ingram's Hall also completed in December 2023 (all boys' Houses). A current refurbishment project in School House (another boys' House) is also well underway.

Academics at Shrewsbury

At Shrewsbury, we are passionate about the '*serious fun*' of learning. Academic life focuses on developing intellectually curious young adults who are able to think critically and creatively, have the confidence to question and to challenge and are equipped with the skills that they will need to thrive at all stages of life.

We want all our pupils to aspire to a love of scholarship and we prepare them thoroughly to achieve success in public examinations. We also understand that academic fulfilment is not confined to examination results, nor should it be exclusive to the most able pupils. We celebrate involvement in all areas of academic life and academic passions are fostered both inside and outside the classroom via pupil-led academic societies, the Shrewsbury Dialogues visiting speaker programme, a comprehensive schedule of academic trips and enriching activities, including significant success in national academic competitions.

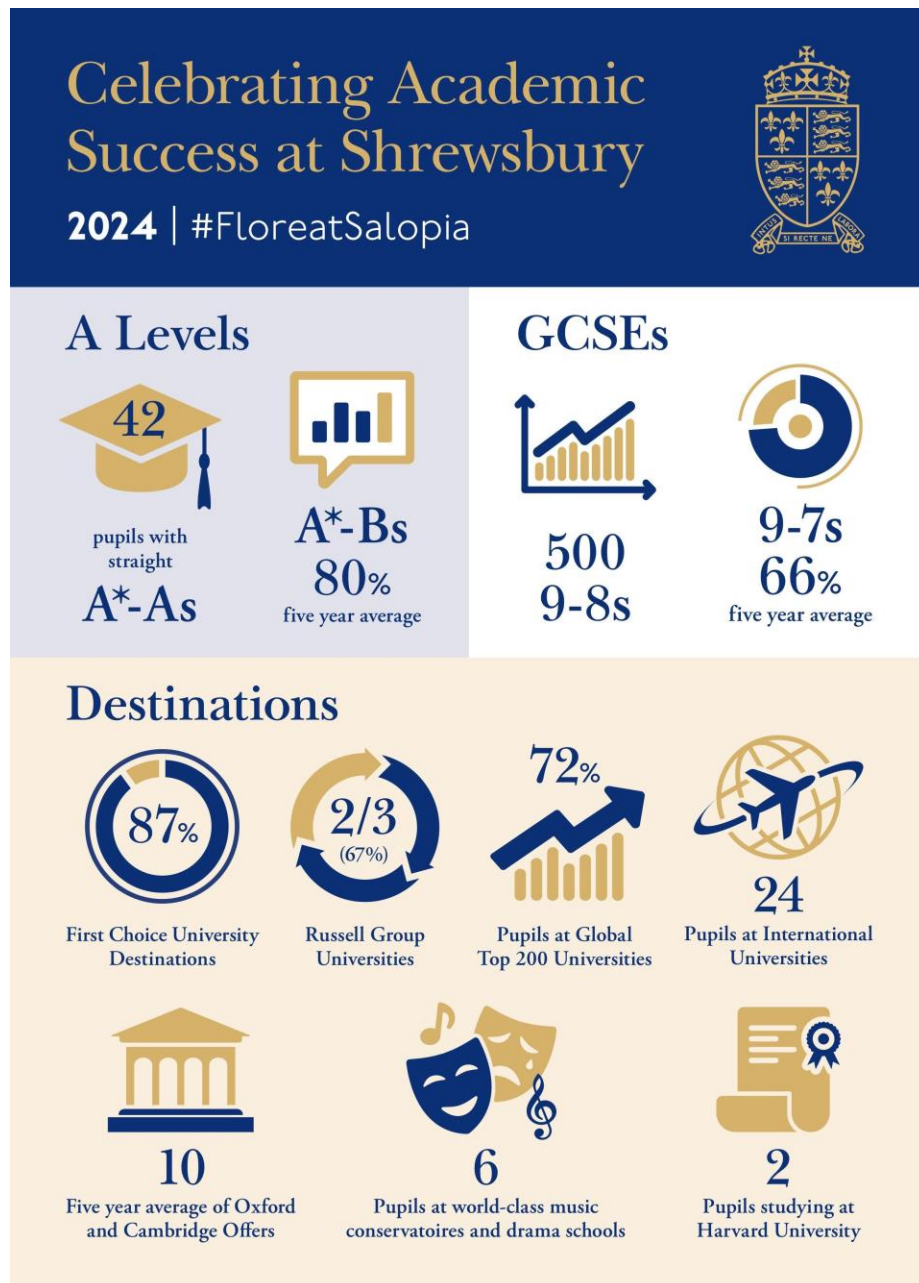
Academic faculties combine a traditional approach to academic rigour with innovative teaching techniques and disciplines. Classrooms are equipped for the 21st Century digital workplace and pupils use their personal devices to enhance their learning, but never at the expense of important skills such as in-depth research, creativity and debate. Our pedagogical approach is based on the principles of Cognitive Load Theory and faculties are empowered to operate independently, which creates a diversity that is inclusive and motivates pupils and teachers to explore, create and innovate.

We have a wide-ranging and balanced curriculum which combines depth with choice so that every interest is catered for. Pupils arriving in the Third Form (Year 9) undertake a common yet comprehensive curriculum called Origin, gaining formative experiences in 18 subjects, so that as they progress through the School they choose the subjects that ignite the most passion within. Pupils in Years 10 and 11 take between 8 and 10 (I)GCSE courses, with all pupils taking English Language, English Literature, Mathematics, and Science. They then select four more options from a number of other subjects. Results are strong with over 500 Grades at 9 – 8 in 2024, and typically 70% of grades being at 9 – 7.

The Sixth Form curriculum structure at Shrewsbury has been devised to give pupils flexibility and breadth. All pupils take at least three A Levels, alongside a fourth option which could be a further A Level, the Extended Project Qualification (EPQ), or our homegrown portfolio of Future Ready Qualifications (FRQ). All pupils take subject-specific Academic Perspectives courses to broaden their horizons. In 2024 74% of grades were A*-B and approximately 2/3 of pupils enrolled in Russell Group universities, including approximately 10 each year to Oxford or Cambridge, with 19 going to US universities, including two to Harvard.

The Futures Department, a finalist in the Independent School of the Year Awards 2022 and 2023, plays an important part in preparing pupils for the world beyond Shrewsbury School. The Department works as part of the whole school team, supported by the Salopian Club, to provide the best possible advice to pupils on course choices, universities, work experience

and co-curricular activities. Old Salopians also benefit from access to support from the Department wherever they are, at every stage on their career path.



The Role – Deputy Head (Academic)

Reports to: The Headmaster

The Deputy Head (Academic) is supported by the Head of Teaching & Learning and the Head of Academic Administration who are direct reports.

Line manages: Heads of Faculty; the Head of Digital Learning; the Head of Futures (Careers and HE); the Head of Elite University Applications, the Head of Learning Support and the Examinations Officer.

The Deputy Head (Academic) is a member of the Leadership Team and takes responsibility for the academic life of the school, its taught curriculum and public examination results. Specific areas of responsibility include:

Strategic

- Leadership and management of the academic provision at Shrewsbury School in line with the ethos, educational philosophy and strategic plan of the School.
- Making an important contribution as a key member of the Leadership Team to the School's wider strategic planning and direction.
- Supporting inspirational teaching, independent learning and pedagogical innovations; monitoring the quality of teaching and learning; and driving forward initiatives for improvement through the Academic Policy Committee and the Heads of Faculty.
- Leading all curriculum planning and development, including whole school super-curricular initiatives.
- Developing strategy to harness AI for learning and other digital innovation with the Head of Digital Learning.
- Advising the Headmaster and Governors on national educational developments to ensure that the Shrewsbury curriculum remains at the forefront of innovation.

Leadership and Management

- Leadership, line management and support of the Heads of Faculty.
- Directing the work of the Head of Academic Administration and the Head of Teaching & Learning.
- Chairing and devising the agenda for Heads of Faculty and Academic Policy Committee meetings.
- Making decisions regarding the timetable and co-ordination of teaching loads in liaison with Heads of Faculty and the Head of Academic Administration.
- Monitoring performance in Public Examinations from year to year.
- Supporting the continuous professional development of teaching staff, and where required leading on performance management with the support of the HR Department.
- Overseeing the Learning Support Department in all matters relating to access arrangements.
- Leading the School's preparation for the academic sections of ISI inspections.

- Identifying and advising the Headmaster of academic staffing needs and assisting the Headmaster with the recruitment of teaching staff.
- Working in conjunction with the Deputy Head (Pastoral) to ensure that the provision of RSE in the school is in keeping with statutory guidance and that the individual needs of pupils are met where pastoral concerns arise.
- Working in conjunction with the Senior Deputy Head and the Deputy Head (Co-Curricular) to monitor and adjust staff loading across all school responsibilities.

Operational

- Teach a reduced timetable, commensurate with the responsibilities of the role, in an academic subject offered by the School.
- Acting as budget sponsor for all Faculty and associated academic budgets.
- Reporting to the Governors' Education and Safeguarding Committee on public examination results, curriculum matters and academic life of the school.
- Liaising regularly with the Director of Admissions and taking responsibility for the administration of the Academic Scholarship and for the academic components of the Sir Michael Palin Scholarship.
- Act as proxy, on behalf of the Headmaster as Head of Centre, in all matters pertaining to external qualification delivery.
- Supporting Heads of Faculty through the Individual Development Plan and induct new Heads of Faculty into the role.
- With the support of the Head of Academic Administration overseeing the reporting process and Parent Consultations.
- Corresponding with parents and resolving concerns of an academic nature; addressing parents at Open Days and other events and gatherings.
- Other tasks and activities as reasonably directed by the Headmaster.

Safeguarding & Child Protection

- Shrewsbury School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
- The postholder must comply with the School's Safeguarding & Child Protection policy at all times.
- The postholder must undergo Safeguarding & Child Protection training as directed by the School.

The Deputy Head (Academic) is ultimately responsible for the following areas but delegates duties to colleagues:









- The school reporting process
- Academic school prizes
- Internal school examinations
- Management of processes associated with subject choices at GCSE and A Level
- Management of parent consultation meetings

The exact content of the role will be finalised and agreed with the successful candidate.





Person Specification

It is anticipated that the successful candidate will demonstrate the following:




Personal Qualities

-  A passion for education in a full boarding context.
-  The drive and enthusiasm to deliver an inspiring academic vision.
-  The confidence, honesty, warmth and integrity to deal effectively with pupils, parents and colleagues.
-  Conscientiousness and the ability to sustain long hours during term time, including evenings and weekends.
-  Ability to work independently and in a team.
-  A positive attitude towards personal professional development.
-  The ability to manage budgets prudently and in the best interests of the School.
-  A genuine affinity for The Salopian Way, Floreat, the ethos and educational philosophy of the School.

Subject knowledge

-  Good honours degree (all subjects considered).
-  A proven record as a teacher with strong and appropriate qualifications.
-  The ability to provide stimulating, well-planned lessons.
-  Subject knowledge to challenge able pupils and achieve strong results.

Pastoral and co-curricular duties

-  Commitment to boarding school life.
-  Professional, yet caring and compassionate approach to working with pupils.
-  Willingness to be involved in a range of co-curricular activities.

Our Ethos

Shrewsbury School has a strong vision, derived from our position as a major co-educational boarding and day school of international reputation.

A Shrewsbury education will educate and empower each individual pupil to flourish in life and contribute positively to the world around them.

Shrewsbury offers a unique whole person education – Floreat – that fosters learning and personal development in four vital and mutually reinforcing fields: the intellectual; the active; the expressive and the reflective. Through this distinctive model of education Shrewsbury promotes the Six Salopian Virtues: wisdom; kindness; courage; integrity; self-mastery and spirit.

As a learning community, the School pursues academic knowledge, wisdom and truth with the aim of developing the ‘cultural capital’ of each child and instilling character strengths, aptitudes and vital life skills, such as resilience and resourcefulness. The individual is able to flourish whilst also pursuing communal values, social responsibility and a willingness to contribute positively to the wider world.

More information about Shrewsbury’s Ethos and Educational Philosophy can be found [here](#).



Teaching at Shrewsbury

Shrewsbury's academic provision endeavours to be exciting, challenging, responsive and versatile. Periods are 40 minutes long and there are between 5 and 8 of these each day, including Saturdays. Monday, Wednesday, Thursday and Saturday afternoons are dedicated to Sport and Activities.

We employ around 150 teachers across the range of subjects. We accept ECTs as well as recent graduates – all appointments are based on ability in the classroom and outcomes of the interview process. We support unqualified teachers through the PGCE and also those wishing to complete their ECT induction.

All new members of staff are given a comprehensive programme of induction to help familiarise them with Shrewsbury life. Their academic and buddy mentors are there to assist the transition to Salopian life and support both professionally and personally.

Shrewsbury School is committed to the Continuous Professional Development (CPD) of its staff. INSET takes place at the beginning of each term with academic and pastoral themes being covered. Time is dedicated to the sharing of good practice and ideas in faculty meetings and individual training needs are identified both informally and through the formal Individual Development Plan process.



Co-Curricular Life at Shrewsbury

We want all our pupils, whatever their ability, to enjoy their life beyond the classroom, and Shrewsbury has a well-earned reputation for artistic, musical and sporting excellence.

We compete internationally in cricket and rowing, and we are one of the strongest schools in the country for football, cross-country running and fives. Facilities and coaching for these - and a host of other sports including badminton, basketball, tennis, fencing, lacrosse, hockey, netball, and rugby - are excellent.

Our school plays and musicals have drawn praise at the Edinburgh Fringe Festival and in London. As one would expect from one of the strongest music departments in the country, the breadth and quality of music making is remarkable, and a number of pupils win places at some of the top music colleges each year.

We also offer our pupils an extraordinary array of clubs, societies and other co-curricular activities, many of which take place on a dedicated weekly activity afternoon. The majority are led by members of school staff.

Shrewsbury is surrounded by glorious unspoilt countryside and the School makes the most of its easy access to the Shropshire Hills, the Welsh Marches and Snowdonia, as well as easy access to Birmingham and Manchester.



International Links

At Shrewsbury School we delight in playing our part in developing outstanding schools around the world. Our first international school opened in Bangkok back in 2003 and has become the benchmark for quality education in the city and the wider region.

So successful has the venture been that we opened a second campus in Bangkok in 2018 to keep up with demand, while at the same time opening a new school in Hong Kong. In 2021, Shrewsbury signed an agreement for a new premium international school launched in Phnom Penh, Cambodia. Plans are afoot to open further international schools in the coming years, including Shrewsbury International School India in 2025.

The Shrewsbury family of Schools share commitment to encouraging intellectual curiosity and respecting diversity and have formed a close and effective partnership over the years. We exchange best practice and perspectives from our own operating contexts via regular staff visits and via Governors who sit on the Boards of the schools. Over the years Shrewsbury UK graduates have visited Bangkok to enjoy gap year opportunities there.



The Application Process

Please complete the Shrewsbury School application form together with a covering letter.

Please email your documents, ideally as 'pdfs' to recruitment@shrewsbury.org.uk by the closing date and time.

Alternatively, you may prefer to send a printed copy, addressed to The Headmaster and posted to: The Headmaster, The Schools, Shrewsbury, Shropshire, SY3 7BA.

The closing date for applications is 10.00am on Monday 20th January 2025.

Start date: 1 September 2025.

Long-listed candidates will be invited to interview on Tuesday 28th and Wednesday 29th January 2025.

Short-listed candidates will then be invited to interview on Monday 3rd and Tuesday 4th February 2025.

Offers will be given verbally and in writing as soon as possible following the interview.

The School reserves the right to appoint at any stage of the recruitment process.

Queries regarding applications should be addressed to: recruitment@shrewsbury.org.uk or telephone 01743 250834.

Please note the Recruitment Guidance Notes on page 18.



Benefits and Contractual Terms

Salary

Shrewsbury School has its own competitive salary scale.

Accommodation

Suitable accommodation may be offered to the successful candidate.

Sick pay

4 months in any rolling year, 8 months after 5 years' service.

Holiday pay

The postholder is entitled to the paid statutory minimum holiday entitlement under the Working Time Regulations 1998 which is to be taken during the school holidays and is paid as part of the normal salary.

Pension

Teachers are currently enrolled into the Shrewsbury School 2021 Defined Contribution Pension Scheme. This has an employer's contribution of 16.5% salary.

Private Medical Insurance

The School has a fully funded (subject to the prevailing tax rules on Benefits in Kind) corporate membership of a medical insurance scheme and the successful candidate will be entitled to join the scheme.

Training & Development

All Shrewsbury School staff have the opportunity to access generous professional training; we seek to develop individuals in all areas of their school life.

Provision of Meals

Lunch is provided at our dining room, Kingsland Hall, while on duty. Refreshments are provided on site.

Parking

Parking is provided free of charge on and around site in designated areas and with a school permit.

Sports Facilities

Our swimming pool has both staff and staff family swim times. We have tennis courts, squash courts and a gymnasium which are available for staff use.

Cycle to Work Scheme

The scheme gives employees access to significant savings on cycles and accessories used for commuting purposes.

Recruitment Guidance Notes:

Shrewsbury School 2025

Terms of Appointment

Under the Department of Education's Keeping Children Safe in Education Regulations we have a legal duty to follow safer recruitment checks. Therefore, any appointment will be subject to the following employment checks:

Probationary Period

All appointments are subject to a twelve-month probationary period.

Application Form

All candidates must complete our application form to be considered for a job. You must list your employment history from the date you left full-time education and give details of any employment gaps. This should be accompanied by a covering letter.

Note: We ask all applicants to complete our application form for this role.

Ideally your application form and letter should be sent as a pdf to recruitment@shrewsbury.org.uk.

References:

In order to assess candidates' suitability, we shall request at least two references. Please note that in accordance with best practice Shrewsbury School will follow up written references with a telephone call to the referee.

Right to work in the UK:

If you are invited to attend an interview you will be asked to bring identification with you to confirm your right to work in the UK. We ask that you bring **three** forms of identification with you, to include:



Current passport or biometric residence permit,



Current driving licence,



Birth or adoption certificate for the UK or Channel Islands - issued within 12 months of birth (*including those issued by UK authorities overseas, e.g. Embassies, High Commission and HM Forces*).

Evidence of qualifications:

If you are invited to attend an interview you will be asked to bring original evidence of your qualifications.

Medical Fitness:




If successfully appointed, you will be asked to complete a medical questionnaire and if necessary, provide a satisfactory report from your GP.

DBS Disclosure and other checks:

If you have ever been convicted of a criminal offence, bound over or cautioned, you must read carefully the section of the application form headed 'Criminal Convictions'. The appointment is subject to a satisfactory Enhanced Disclosure & Barring Service (DBS) Certificate.

If you have spent time abroad for three months or more in the last ten years you will be required to obtain an overseas check from that country. The School will support the successful candidate through this process.

In addition, we will contact the Teaching Regulation Agency to check for:

-  The award of Qualified Teacher Status (QTS).
-  Completion of teacher induction.
-  Prohibitions, sanctions and restrictions that might prevent candidates from taking part in certain activities or working in specific positions.

The successful candidate would be expected to attend for A Level and GCSE results days in August 2025.

Shrewsbury

CO-EDUCATIONAL BOARDING & DAY SCHOOL



The Schools, Shrewsbury, Shropshire, SY3 7BA.

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