

Candidate brief for the appointment of

Head

Newton
PREP



ODGERS BERNDTSON

Contents

The School	3
Our next Head	9
Main Duties & Responsibilities	10
The Person	12
How to Apply	14



The School

Established in 1991, Newton Prep is a thriving school for children aged 3 to 13. The School is unashamedly ambitious for its pupils who have access to outstanding facilities. We want them to achieve their academic potential whilst also engaging in Sport, Art, Music and Drama. In the School, there are currently over 640 pupils from Nursery to Year 8.

We want the children to involve themselves in the total life of the School, which includes after school clubs and activities and a wide range of trips. We celebrate the diversity of our pupils; we want our children to develop a strong sense of community, learning how to make a positive contribution to the community of Newton Prep and the world around them. Our ethos and philosophy are based on mutual respect and kindness shown to others.

Our Vision is to provide the children in our care with a first-rate education, in the knowledge that time is precious and irreversible. The education we provide has a strong academic base and an imaginatively broad curriculum giving a rich learning experience for all children including provision for children with a range of abilities, and those with high aptitudes in specific subjects. Moreover, the Newton education has a lasting impact as children progress through their school years and

throughout their lives, developing knowledge, intelligence, enthusiasm, creativity and character. Our atmosphere is full of happiness and ambition with a sense of purpose and achievement as both pupils and staff aim high. Strong management and good governance bolster these aspirations. We focus on developing potential in the children so that they move on to the most appropriate senior school. Newton Prep aspires to be a model for best practice in all aspects of prep education.

The School places a strong emphasis on the education of the whole person. We attach great importance to the teaching of Art, Drama, Music and Sport as well as the more academic subjects. Our curriculum and extensive co-curricular programme, together with the House system, reflect the School's commitment to providing both high quality learning opportunities and strong pastoral support so that our pupils have the best opportunities to achieve their full potential and are successful in all areas of school life.

Fundamentally, we want Newton Prep children to enjoy their precious childhood years.





Academic Approach

The quality of our curriculum is central to the success of the school, and its pitch and pace are unashamedly ambitious. Children learn a modern foreign language from Reception, study Latin and classical civilisation from Year 6, and learn science and IT in bespoke teaching spaces. Music forms an important part of the curriculum, as do Drama, physical education, and Art. The Newton Diploma, studied by pupils in Years 7 & 8, combines the best of subject-specific and thematic learning, making the curriculum for oldest pupils both intellectually stimulating and relevant. We prepare our children for the range of senior school entrance examinations and assessments they take in either Year 6 or Year 8.

Academic life is split into four sections, starting in the Early Years (Nursery and Reception), moving into Key Stage One (Years 1 and 2) and Key Stage Two (Years 3 to 6), and culminating with the bespoke Newton Prep Diploma at Key Stage Three (Years 7 and 8).

Lower School (Nursery to Year 2)

The Lower School is a safe, happy and vibrant place of learning where we nurture and value every child and are passionate about

providing them all with an excellent start to their school life. The Lower School learning environment encourages creative thinking and problem-solving, prioritises hands-on experiences and play-based discovery and maintains a balance between support and challenge to encourage children to gradually take ownership of their own learning and begin to foster independence of thought and hone study skills.

Upper School (Years 3 to 8)

The Upper School continues to provide outstanding opportunities in all areas across academic, creative, physical, and social development. It is here that children begin to take control of their own study, reconciling independence of thought and academic endeavour with perseverance, respect and kindness throughout their journey towards senior school education. Specialist subject teachers take charge of lessons, and promote enquiry and initiative whilst offering robust and expert support when needed.

Newton Prep Diploma

In Years 7 and 8, pupils study for the Newton Prep Diploma, a bespoke cross-curricular programme of study that combines the teaching of humanities and creatives across common themes. The Diploma is carefully

designed so that pupils can learn far beyond the exam, combining academic rigour with free-thinking, independent learning and subjective interpretations of complex global issues.

Supplementing the academic aspect of the Diploma is citizenship, with pupils encouraged to make links with the local community. We work closely with different charities and community groups to support a range of initiatives, whilst providing pupils with invaluable experience along the way. These ventures enable the children to become increasingly resilient, tolerant and respectful global citizens.



Beyond Newton Prep

We prepare our pupils for entry into top senior schools in London and beyond, with many achieving scholarships to the country's most prestigious institutions. With a dedicated Deputy Head focussing on senior school transition, our record of destination schools is wide-ranging, last year sending pupils to 40 different day and boarding schools at both 11+ and 13+.

From boarding schools such as Wycombe Abbey, Brighton College and Winchester College, to London day schools such as KCS Wimbledon, Alleyn's, JAGS, Dulwich, St Paul's and Latymer, our pupils are given resources and support to move forward to the next stage of their educational journey with confidence and maturity.

Our Deputy Head Years 6-8 is committed to supporting children and parents through this transfer process, ensuring that each child finds the right senior school for them. Over the years, strong relationships have been built with a range of schools.

Pastoral Care

Rigorous safeguarding systems and processes and pastoral excellence are the top priorities of all staff members with the highest possible standards of pupil welfare and staff wellbeing maintained at every level of school life.

We are proud of the nurturing, happy and safe environment that we have created for our pupils, and we seek to enable freedoms of initiative, independence and creativity whilst never compromising on health, safety and security.

Every staff member, from the Chair of the School Council to part time staff, shares the burden of responsibility for the wellbeing and safety of each child. Our academic staff work together to support children so that they are able to deal successfully with all matters affecting their academic and personal lives, and meet regularly to discuss any concerns they may have.

Our three dedicated Deputy Heads Pastoral (one for the Lower School and two for the Upper School) and the Deputy Head Teaching and Learning work closely with the Head and the wider staff body to coordinate the School's safeguarding protocols and enforce best practice at every level.





Beyond the Classroom

Sport

We offer a rich and balanced provision of 'activity for all', with the aim of inspiring confidence and competence in children of all abilities and providing an invigorating counterbalance to life in the classroom.

The development of pupils' leadership, sportsmanship and teamwork are placed at the forefront of the sporting experience, with those of high ability pushed to fulfil their potential just as those for whom sport is not a natural strength are supported.

The School is in the fortunate position to be able to coach athletics, gymnastics, basketball, football, netball, hockey and cricket to an outstanding standard onsite, with market-leading facilities supporting specialist sports coaches and instructors in their roles. Furthermore, a full programme of external fixtures gives every Upper School pupil the opportunity to represent Newton Prep on the sporting stage, whether at the highest level of age-group competition, or recreationally and experimentally for those less confident.

Performing and Creative Arts

From the beginning of Nursery to the end of Year 8, our pupils are encouraged to engage with an eclectic arts programme, the fullness of which would be the envy of many an independent senior school.

Music

Pupils receive weekly music lessons taught by specialist teachers from the beginning of their time at the School, an experience that continues until the Upper School, wherein the most gifted may spend up to 9 hours per week immersed in their studies. Over 200 pupils learn an instrument with Visiting Music Teachers, and the same number again participate in weekly choir rehearsals. Talents and performances are honed in our many practice rooms and dedicated technology suite, and are showcased in the recital rooms and 300-seat auditorium on a regular basis.

Art

The Art Department is a vibrant and dynamic hub where exciting and innovative creative work takes place alongside reflective thinking. Pupils are taught in two modern and spacious art studios, with specialist teachers and assistants providing expert instruction, as well as visiting professional artists who support the most able pupils. The art curriculum covers drawing, painting, printmaking, textiles and sculpture, with a kiln room enabling pupils to fire their own ceramic work. The curriculum is supplemented by trips to galleries and museums and workshops with visiting artists to inspire pupils yet further in their endeavours.

Drama

Drama is a vibrant and central aspect of our curriculum, with regular performance opportunities giving pupils a platform to improve their speaking and social skills, as well as develop confidence, in an engaging and safe environment. The curriculum exposes children to a variety of theatrical genres whilst encouraging them to assert themselves confidently and explore their imaginations using a range of different dramatic techniques and skills. These include mime, freeze-framing, hot-seating, voice projection, mask, performance poetry, devising, writing and performing monologues and script.



Clubs & Activities

Our dynamic and multi-talented staff turn their hand to the hosting and running of an impressive range of clubs after the timetabled school day has concluded.

These clubs include:

- Boardgames
- Animation
- Science Club
- Running in the Park
- Debating
- Book Club
- Invasion Games
- Gymnastics
- Mindfulness
- Music Ensembles & Choral Groups

We also run a diverse programme of activities provided by external, specialist instructors and teachers. These allow pupils to extend their skills, making use of Newton Prep's exceptional facilities and the depth of knowledge from expert leaders.

These activities include:

- Fencing
- Ballet
- Yoga
- Dance
- Judo
- Tennis
- M-Tech
- LAMDA

Facilities

At Newton Prep, a love of life and learning is inspired by our outstanding facilities. Throughout their time with the School, all pupils will take full advantage of both the 120-seat recital hall and the 300-seat auditorium. Children also have access to three ICT suites, three gymnasiums, art studios, dance studios, music technology suite, two libraries and three bespoke science labs.

For a central London school, we have unrivalled outside space: the all-weather pitch can support four fixtures at a time, the youngest pupils use their dedicated playground and all children enjoy the extensive gardens. Older pupils may also use the Physical Health Zone, an introduction to gym under supervision.

Community, Partnerships & Charity

Our pupils are encouraged to have a positive impact on the local community, with charity work led primarily by pupils. This work, whether supporting food banks, working with local schools or raising money for national charities, is coordinated by Year 8 Charity Prefects, who choose the initiatives pupils will focus on, and the School boasts an impressive track record of successful fundraising events that have taken place over the last few years. These include sponsored walks, cake sales, sleep outs and other charitable projects coordinated by the PTA.

We maintain strong links with local schools, regularly hosting joint clubs and events, running Summer Enrichment Programmes for local primary school pupils and inviting pupils to guest speaker and workshop events at the School, such as visits from children's authors, musical concerts and theatre productions.

Further information on Newton Prep can be found via our website: newtonprepschool.co.uk



ART STUDIO



SCIENCE LABS



SPORTS HALL



MUSIC CLASSROOM



AUDITORIUM



ALL WEATHER PITCH

Location

Newton Prep is positioned in the heart of central London's newest vibrant and dynamic development. The area stretching from Nine Elms to Battersea is home to a bustling new 'town'. The iconic Battersea Power Station, now rebuilt, has transformed this part of the capital. With the opening of the Northern Line tube extension, the school enjoys exceptional connectivity, is within five-minutes' reach of three different stations, served by four bus routes and even accessible by river!



BATTERSEA PARK



BATTERSEA POWER STATION

BATTERSEA PARK ROAD



**Newton
PREP**

- Battersea Park 2 mins
- Queenstown Road 5 mins
- Battersea Power Station 5 mins
- 156, 344, 436, 44 1-3 mins
- 137, 452, 211, 11 1-3 mins
- Battersea Power Station 15 mins

BATTERSEA PARK STATION

**LOCKINGTON ROAD
MAIN ENTRANCE**

**QUEENSTOWN
ROAD STATION**

Our next Head



As Newton Prep's 5th Head, you will join the School at the start of its 35th year. You will be unashamedly ambitious for the future of the School, just as we are for our children. You will relish the challenge of leading the delivery of the best-in-class prep education in an increasingly complex and uncertain world, providing an anchor point for our children at every stage of their development. You will be values driven and will deliver by an operational philosophy that

demonstrates those principles in policy and practice. Your vision and passion to provide excellent education through a continuously invigorated and relevant curriculum will generate an effervescence that permeates throughout the School and its community. You will be courageous, yet humble in your expertise, and confident in your abilities to inspire, motivate and excite those

around you. You will be endlessly curious and someone who never stops questioning, innovating and learning. You will be committed to self-development and a culture of excellence.

You will be strongly supported by the Proprietor and the advisory School Council and will be surrounded by dedicated teachers and colleagues who are committed to continually develop, and many of whom will become leaders themselves. You will build trust and create a sense of transparency and shared purpose with pupils, parents, staff and the wider school community. You will care deeply about Newton Prep's vision, aims and objectives, and about all the other people who are involved in the team effort. You will combine and leverage technological competence with a value frame that enables our pupils to learn how to serve humanity, whilst allowing staff to re-imagine classroom delivery, both complementing and enriching teaching and learning, but understanding that the human connection between teacher and pupil remains paramount. With the quality of education being your reason for being you will gain a profound sense of professional satisfaction in your career as we work together to build on the vision for the school and for our children to enjoy their precious prep years.

Accountability

The Head is appointed by the Proprietor, advised by a Selection Committee, and is accountable to the Chair for the leadership and management of the School.

Newton Prep Ltd is the Proprietor of Newton Prep School and responsible for the governance of the School through its Chair, Dr Farouk Walji. Since inception, Dr Walji and the Proprietor have been advised by the School Council, all of whom have a meaningful connection with the School or with the world of education.

The School Council has four sub-committees: Education, General Purposes, Nomination and Fees & Salaries Review. The Education Committee and General Purposes Committee, each of which consist of nominated Council members and the SLT, meet once a term. The Nomination and the Fees & Salaries Review committees meet once a year. The School Council and the SLT have an annual 'Away Day' to discuss the strategic development of the School. The Head and the Bursar meet together with the Proprietor weekly.

Main Duties & Responsibilities

Education, Education, Education

- Lead at excelling in the delivery of each child's learning journey from Nursery to Year 8, through the taught curriculum, trips and visits, and nearly 100 co-curricular clubs and activities that encourage curiosity and personal development.
- Educate our children so that they are stimulated and purposefully busy, refreshing our teaching to respond to the children's interests and abilities so that our children are challenged and motivated to achieve results beyond their natural expectations.
- Expand the broad and balanced curriculum that encompasses all areas of learning with relevant, exciting and challenging experiences in all areas of school life, so that Newtonians are given opportunities to learn through a cycle of thinking, investigating, acting and reflecting on real-world topics that affect their present and future.
- Encourage independence of learning, initiative and exploration, within safe and supportive physical and virtual environments that are tailored to our children's needs.
- Prepare our children and parents well for the senior school entry requirements they each need to meet in Year 6 and Year 8.

Pastoral Care & Partnerships

- Ensure that our pastoral care and the quality of relationships between teachers, staff and pupils is exceptional, and that the wellbeing of every child is cared for and nurtured.
- Fill the school community with energy, a love for life and love for learning.
- Encourage the child-parent-school partnership and work with the vibrant and dedicated Newton Prep PTA.
- Guide our children to develop a strong sense of community, making valuable contributions as responsible global citizens through child led local and charity activities and as members of their Houses.
- Build on our ethos that is one of mutual respect and kindness to others, embodying our Golden Rules (Lower School) and Core Values (Upper School).
- Maintain strong relationships with the wide range of day and boarding schools we send our children to.
- Support the work of the Newton Bursary Fund.
- Facilitate school partnerships with the communities in which we live.





Staff

- Take an open, collaborative and trusting approach to leadership, empowering your senior leadership team and other colleagues to drive the successful operational and academic functioning of the School through a culture of camaraderie, encouragement, support, independent thinking, self-reflection, appraisal and professional development.
 - Dedicate efforts to consistent, open and strong staff communication.
 - Consult with staff so that every member of staff team feels involved, valued and appreciated, and that their well-being is cared for.
 - Activate knowledge: develop and mobilise skills and understanding within the School.
- Nurture collaboration and develop best practice through shared thinking, planning and attention to detail.
- Develop criticality: build evidence-based, theory-informed and innovative approaches to policy and practice.
- Cultivate the skills we need to build capability and capacity into the teaching and support collegiate, so that the School is best placed for the future and staff have a clear idea of their individual career progression.

Finance & Facilities

- Collaborate with the Bursar in the appropriate deployment and management of all resources (financial, human, physical and virtual) across the School in support of strategic plans and ensure the operational budget is money well spent to meet the needs of the School, following finance policies and procedures.
- Consult on significant financial and key management decisions with the Proprietor and the Bursar.
- Through FinCo, prioritise and recommend capital expenditure linked to the School's strategic aims and overall vision.
- Ensure that our facilities are used to their full potential and are improved to be fit for the future.

Strategy

- Use data to drive continuous improvement: leverage that data to make strategic decisions to benefit our children, asking useful questions of the information and using it to promote collaborative inquiry among teachers.

- Develop and implement a rolling 3-year strategic school improvement plan that clearly encapsulates how to deliver the School's vision, whilst being grounded in practical and commercial reality – we should be learning, as an organisation and as professionals, as fast as the world is changing to serve the best interests of our pupils.
- Proactively respond to strategic considerations posed by the needs of the local and wider marketplace, adapting plans and strategies in an agile manner, as necessary.
- Act as the public face of the School, through various initiatives including leading Open Morning and parent tours, promoting the Newton ethos so that the School appeals as the first choice for parents and their children in our catchment areas and we maintain a full pupil roll and waiting list.
- As the Head, be visible and involved in the full range of school events and activities and actively participate in independent school networks, conferences and events.
- Be inspection ready with attention to detail, following best practice in all areas of legal and regulatory compliance matters including regular staff training and ensuring that our children and their well-being are at the heart of meeting our legal and moral obligations.

The Person

The successful candidate will have the following qualifications, experience and attributes:

Qualifications and Experience

- A university degree and professional teaching qualifications, with additional management and leadership qualifications an advantage.
- Leadership and management experience gained at Head level in a leading school, demonstrable practical knowledge of continuously improving educational outcomes and working closely and collaboratively with a Bursar and Board of Governors (or equivalent) to deliver continuity and development effectively.
- An inspiring educator with experience of leading curriculum developments and teaching and learning techniques which embrace innovation and creativity and instil the skills required to meet the demands of an everchanging world.
- In-depth understanding of the co-educational 3 to 13 age group, the competitive nature of senior school environments and of the current trends, opportunities and challenges in the independent school sector both regionally and nationally.
- Experience of designing, implementing, and evaluating strategic plans in support of the overall vision, values, and ethos of a school.
- Experience of overseeing the full range of staff, leadership and management functions e.g. planning and organising, recruitment, continuing professional development, retention and performance management.
- Experience of contributing to strategic financial and resource management (human, virtual and physical).





Knowledge, Skills and Abilities

- Ability to follow and articulate a contemporary and compelling vision and translate it into meaningful strategic objectives, grounded in practical reality.
- Ability to delegate, empower and devolve responsibility to staff and in doing so build capacity, capability and a culture of continuous improvement.
- First-class communicator (both orally and in writing, in-person and virtually) with the capacity and confidence to persuade a range of audiences.
- Excellent decision-making and problem-solving abilities including evidence of having dealt successfully with a range of challenges.
- In-depth knowledge of best prep educational practices, pedagogy and curriculum development.
- Excellent digital skills with an understanding of the increasingly prominent role fast-paced developments in technology have to play in prep education, including AI.
- Proven skills in strategic financial and resource planning with the knowledge required to know which questions to ask of others and when to promote financial efficiency.

- Excellent analytical and organisational skills, with the ability to juggle many competing tasks, to organise your time and to prioritise effectively so nothing slips through the cracks.
- Understanding of education policies, regulations, legal and compliance requirements for a proprietorially owned independent school.

Personal Attributes

- Ambitious team leader with the personal presence, strong inter-personal skills and gravitas needed to inspire and motivate others.
- A selfless, empowering and collaborative approach to leadership and management, building trust, inspiring confidence and creating capacity in others.
- Excellent judgement, integrity and sense of fairness.
- High levels of honesty, integrity and ethical behaviour, to deal with confidential information and sensitive circumstances with discretion and professionalism.
- Approachable, highly visible and accessible, regarded by others as being at the centre of the school community.
- Outward-facing and engaging; able to present with confidence and self-belief in front of pupils, staff, parents, and other external audiences.
- A role model for both pupils and staff with an inherent desire to prepare the pupils for the demands of an ever-changing world.
- Genuinely strategic and forward-looking with the ability to horizon-scan and stay ahead of the curve.
- Naturally collaborative with a desire to work closely with others to deliver overall aims.
- Resilient with a determination to deliver in demanding and dynamic circumstances.
- Pupil-centric with a strong commitment to the academic, social and emotional development of the pupils, with a natural empathy and affinity with them and desire to prioritise their happiness and wellbeing.
- Willingness to embrace change and seek ways to be efficient and innovative.
- Well-developed customer-facing commercial instincts with the ability to spot opportunities and capitalise upon them.
- Community-orientated with a commitment to make a positive impact upon society.
- Willingness to work flexible hours including evenings and weekends as needed.
- Commitment to equality, diversity and inclusion in education.

How to Apply

The search for a new Head at Newton Prep is being led by Odgers Berndtson and the new postholder will be selected by a committee chaired by the Chair of the School Council. The successful candidate will begin in post in September 2025.

The closing date for applications is **9.00am on Thursday 3 October**.

Initial interviews with Odgers Berndtson will take place on **10, 11 and 15 October**. Short list interviews with the Selection Committee will take place on **Wednesday 6 November**. Candidates invited to the final stage will be invited to have a full briefing visit on **11, 12 or 13 November** and final interviews will take place on **Thursday 21 November**.

To apply, please submit a comprehensive CV along with a covering letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria. Please include current salary details and the names and addresses of three referees. Referees will not be approached until the final stages and not without prior permission from candidates. All longlisted candidates will be required to complete an application form containing questions about their academic and employment history and their suitability for the role.

The preferred method of application is online at: www.odgers.com/92016.

All applications will receive an automated response.

For an initial discussion, please contact:

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Personal data

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your expressed consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

Newton Prep is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS).

The School will carry out online searches on all successful candidates as part of the process of assessing suitability.

The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions on a self-declaration form in advance of attending an interview (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.

Newton Prep is an equal opportunity employer. All applicants will be considered for employment without attention to race, colour, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.





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