



Liverpool College



Learning
with
Character

PRINCIPAL CANDIDATE PACK

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WELCOME LETTER



Welcome,

No school should be ordinary. Every school has the potential to open minds, unlock talents and so to change lives for the better. All schools have the potential to achieve great things. But only some schools are truly special. In this Candidate Pack we will offer you an insight into why Liverpool College has never been an ordinary school.

Straddling three centuries since its founding in 1840, Liverpool College has aspired to make a difference in the life of every pupil who walks through its gates. Our Founders' mission was for it to serve the city of Liverpool but today its reach has stretched far beyond, into the wider Merseyside region and, with its international boarding house, to places our founders could never have contemplated. A fee-paying school for the first 173 years of its existence it is now moved to the state sector as an Academy offering an unparalleled education for those from 4 – 19. Originally an institution with its roots in the Church of England, the modern Liverpool College is diverse, multi-faith based and inclusive; drawing pupils and staff from every community and firmly focused upon being a beacon of excellence in educational practices of inclusion, anti-racism, and equity.

But expansion and growth, always hallmarks of success, have never diluted the original ideal so well summed up by our Ciceronian motto *Non solum ingenii verum etiam virtutis* ('Not only the intellect but also the character') which remains the lodestone at the heart of our education philosophy. Liverpool College may be an academic stronghold but it is not simply an exam factory. Proud as we are of the intellectual and academic successes of our pupils, those achievements are only part of the story of this

remarkable school. Life is about more than intellectual ability, it is about character, courage, endeavour, integrity, respect, inclusivity and effort. A student schooled at Liverpool College is a student steeped in Purpose, Passion and Challenge, attributes emphasised not only in the classroom or lecture theatre but also on the sports field, in the orchestra, on the stage, at the parade ground and throughout the unique environment which we steward.

At the heart of all that we achieve here at Liverpool College is the Principal. An educator in the broadest sense, a teacher of repute, a leader of both academic and pastoral staff, a manager of a wide collection of ancillary support services, a guide to all. Offering counsel, inspiring confidence and giving leadership, this is a unique opportunity to take up the reins of an all-through co-educational Academy combining the most modern of outlooks with the most venerable of traditions. Judged by Ofsted as Outstanding in all aspects, we seek an outstanding individual to now take the College forward.

We believe that the information contained in this Candidate Pack will not just inform you about our school but also inspire you to become the next Principal of Liverpool College. We look forward to meeting you, to getting to know you and to offering you not only the greatest challenge of your career but also the most rewarding one you will ever experience.

Welcome!

The Governors of Liverpool College





ABOUT US

LIVERPOOL COLLEGE: A School of Character Seeks an Inspiring Leader

In 1840, Liverpool College was founded on a powerful promise: to educate the whole person. Today, that commitment has never been more relevant. We are a school dedicated to building not only intellect, but also the character that will serve our pupils for a lifetime.

Our motto “Non solum ingenii verum etiam virtutis” guides us as we strive to cultivate resilience, flexibility, and a deep commitment to learning in every student. As a School of Character, we believe that every young person has the potential to excel, regardless of their background. We create the supportive structures and nurturing community in which that potential can flourish.

OUR MISSION AND VALUES

Liverpool College is a place where the dignity of every individual is valued. We promote the development of character and learning through a commitment to high standards within a caring community.

Our core values include:

- Recognising and developing the unique talents of every student
- Fostering the growth of spirituality, character, intellect, and creativity
- Building a happy, inclusive community engaged with the wider world
- Pursuing excellence in all aspects of school life



ABOUT US

A COMMITMENT TO INCLUSION AND EQUITY

We are a diverse, multi-faith school drawing pupils and staff from across the Merseyside region and, through our senior boarding house, from far beyond. We are dedicated to becoming a beacon of excellence in practices of inclusion, anti-racism, and equity. We celebrate the diversity of our community and strive to eliminate any form of discrimination, ensuring all individuals are treated with fairness and respect.

LEADING LIVERPOOL COLLEGE FORWARD

We seek a Principal who shares our passion for character-driven education and our commitment to inclusion and equity. The ideal candidate will be an inspiring leader with a clear vision for how to nurture the whole student and prepare them for success in an ever-changing world. They will have a deep understanding of how to foster a supportive, inclusive community in which every student can thrive.

If you are a dedicated educator with a passion for character development and a commitment to leading a diverse, inclusive school community, we invite you to learn more about this exciting opportunity to lead Liverpool College forward.



Liverpool College



PRINCIPAL JOB DESCRIPTION

JOB TITLE: Principal

LOCATION: Liverpool College, Liverpool, UK

SALARY: Exceptional

REPORTS TO: Board of Governors

JOB PURPOSE

Liverpool College is an all-through single trust academy, including a senior state boarding house, dedicated to educating the whole person and cultivating resilience, flexibility, and a deep commitment to learning in every one of its pupils. As a School of Character, we believe in the potential of every young person to excel, and we create a supportive, nurturing community to help them flourish.

Our mission and values centre on recognising and developing pupils' unique talents, fostering growth in spirituality, character, intellect, and creativity, building an inclusive community engaged with the world, and pursuing excellence in all aspects of school life. We are committed to inclusion, anti-racism, and equity, celebrating diversity and ensuring fairness and respect for all.

We seek a Principal who shares our passion for character-driven education and our commitment to inclusion and equity. The ideal candidate will be an inspiring leader with a clear vision for nurturing the whole student and preparing them for success in an ever-changing world.



Liverpool College



PRINCIPAL JOB DESCRIPTION CONTINUED

KEY RESPONSIBILITIES

Strategic Leadership

- Develop and implement the College's strategic plan, in alignment with its mission and values.
- Provide visionary leadership that drives innovation and continuous improvement across all aspects of the College's operations.
- Engage with the Board of Governors to set and achieve long-term goals for the institution.

Academic Leadership

- Ensure the delivery of a broad, balanced, and rigorous curriculum that meets the needs of all pupils and prepares them for future success.

- Promote and maintain the highest standards of teaching and learning, supporting staff in professional development and innovation.
- Commit to plans for improving student outcomes, enhance teaching and learning, and foster a positive school culture.

Community

- Uphold and promote the diverse, multi-faith community of which the school is comprised.
- Engage with the local community and other stakeholders to enhance the College's standing and influence.
- Foster a culture of inclusivity, respect, and moral integrity, reflecting the College's commitment to character education.



PRINCIPAL JOB DESCRIPTION CONTINUED

Operational and Financial Management

- Oversee the effective management of the College's resources, including budgeting, staffing, and facilities.
- Ensure compliance with all regulatory requirements, safeguarding standards, and health and safety regulations.
- Lead on the recruitment, retention, and development of high-quality staff, fostering a positive and collaborative working environment.

Pastoral Care and Student Wellbeing

- Ensure a robust pastoral care system that supports the emotional, social, and spiritual development of pupils.
- Promote a safe and supportive environment where all pupils can thrive, both academically and personally.

- Engage with parents, carers, and the wider community to build strong partnerships that support student wellbeing and success.

External Relations and Development

- Act as the primary ambassador for the College, representing its interests locally, nationally, and internationally.
- Lead on fundraising initiatives and the development of partnerships that enhance the College's resources and reputation.
- Engage with alumni and other supporters to build a strong and active community network.

PRINCIPAL PERSON SPECIFICATION



Education/Qualifications:

- Honours degree or equivalent.
- Qualified Teacher Status.
- National Professional Qualification for Headship (NPQH) or willingness to obtain.
- Evidence of relevant recent professional development.

Professional Knowledge, Skills and Competencies:

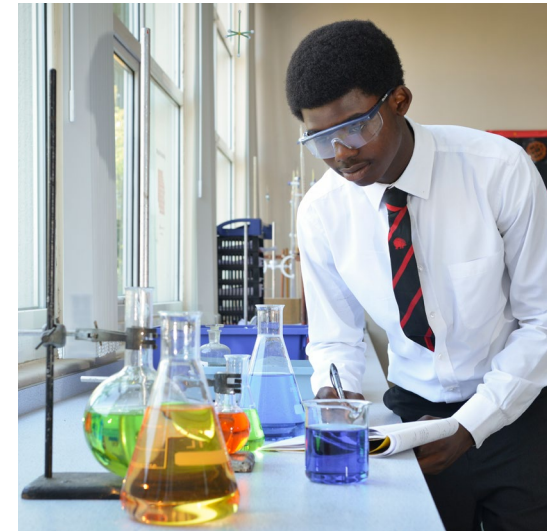
- A proven track record of senior leadership in a similar educational setting.
- Boarding experience is desirable.
- Extensive experience in curriculum development, staff management, and strategic planning.
- Demonstrable commitment to supporting a diversity of faiths in an inclusive fashion.
- Strong financial acumen and experience in managing complex budgets.
- The ability to enhance individual learning through the provision of effective teaching.

Skills and Abilities:

- Exceptional leadership and management skills, with the ability to inspire and motivate staff and pupils.
- Strong track record of recruiting, developing, and retaining high-quality staff.
- Strong interpersonal and communication skills, capable of building relationships with a diverse range of stakeholders.
- A strategic thinker with the ability to anticipate challenges and opportunities and develop effective responses.
- A commitment to continuous improvement and lifelong learning, both personally and institutionally.

Personal Attributes:

- Resilience and the ability to manage pressure and adapt to changing circumstances.
- A passion for education and a deep commitment to the holistic development of young people.
- Adaptable and able to lead in a context of change.
- Visible and approachable leader who builds trust with the school community.
- Integrity, empathy, and a strong moral compass and commitment to the values of Liverpool College.



HOW TO APPLY

If you wish to discover more about this exciting opportunity, need any further information or would like to have an informal discussion, please contact William Bridge at Academicis, our recruitment partner, on wbridge@academicis.co.uk or by phone on 07825 346535 / 01223 907979

Closing date: 7th November 2024

Shortlisting: 13th November 2024

Interviews: w/c 18th November 2024



Liverpool College

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