



WETHERBY
PREPARATORY SCHOOL

Brief for the position of
HEAD

α+ Alpha Plus
group

the **Gold Standard** in education



ODGERS BERNDTSON

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Preparatory
School

48 Bryanston Square

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THE SCHOOL

Wetherby Preparatory School is a leading independent day school for boys aged 7-13 years. The School is located in Central London (Bryanston Square in Marylebone, W1) and has extensive playing fields at East Acton Lane, W3.

Wetherby Prep School is a member of the well-established Wetherby family of schools. The first school, Wetherby School, was founded in 1951 and has a long list of famous alumni including Prince William, Prince Harry, Andrew Lloyd-Webber, Hugh Grant and Julian Fellowes, to name but a few. Since then, Wetherby School has grown to become a pre-preparatory school for 350 boys, located in Pembridge Square, Notting Hill, and has a pre-preparatory sister school called Wetherby Kensington, with another 150 boys, which opened in 2017. Wetherby Preparatory School was founded in 2004 and Wetherby Senior School was founded in 2015.

There are two main entry points to the Prep School, at Year 3 (7+) and at Year 4 (8+). Although many boys come to the Prep School from Wetherby School and from Wetherby Kensington, who receive preferential access to the Prep under the Prep's admissions policy, there is a substantial academically selective intake into the school from other pre-prep and state schools across London into the school at Years 3 and 4. Typically, around 80 boys will apply to join at 7+ and over 200 boys apply at 8+.

The Prep school has grown from an intake of just 24 boys in 2004 to over 400 in 2021 and has become established as one of the most sought after and successful prep schools in London and the UK. Although a small number of boys leave at 11+, the main exit point is at 13+ where boys typically leave to go to the most selective day and boarding schools in London and the South East (you can find the destination school history [HERE](#)). Many boys are successful at winning academic, art, music and sport scholarships to their chosen senior school.



As well as setting high standards academically, the Prep School aims to provide an outstanding all-round education, supporting boys in their character development and preparing them to meet the many challenges of being a young man growing up in the twenty-first century. There is a strong desire for all Wetherby boys to contribute fully to the communities in which they live. With over 80 weekly clubs, and with an extensive fixture list and events programme, all the boys are encouraged to participate fully in the extra-curricular life of the school.

Wetherby Prep places great value on friendship and kindness, aiming to build a supportive community based on trusting relationships. As a diverse community, difference is both respected and celebrated, and the boys are encouraged to treat each other with respect and to ensure that all interactions are conducted with politeness and good humour.

Key values are curiosity, independence of mind, imagination and self-reliance.

Located in the heart of London, the school takes advantage of everything the city has to offer in the arts, culture, business, science and technology spheres, with sport taking place at Wetherby Sports Ground, a short 20 minute coach journey away in Acton.

For further information about the school please visit the website:
www.wetherbyprep.co.uk.





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THE ALPHA PLUS GROUP

The Alpha Plus Group (APG) seeks to deliver the gold standard in education. While the Group encourages every one of its schools to have its own distinctive ethos, APG has common aims and values. Alpha Plus encourages and promotes strong leadership in each of its schools and provides training and support to the Heads and their Senior Management Team to make this happen. Alpha Plus believes that forging strong and effective partnerships with parents is crucial to the Group's success. Alpha Plus asks all its staff to place the welfare of the child at the heart of everything they do.

The mission of Alpha Plus is to give every child in our care the best possible start in life.

The Alpha Plus Group currently consists of 20 schools and colleges. There are 3 nursery schools, 12 pre-preparatory and preparatory schools, 2 secondary schools and 3 sixth form colleges. APG is one of the largest private educational companies in London, with 15 schools in the capital, and we also have schools and colleges in Cambridge, Manchester, Coventry and Tonbridge.

The Group has recently opened a school in New York (called Wetherby-Pembridge School) and has several projects involving pre-schools in China and Hong Kong.

More information on the Group can be found at
www.alphaplusgroup.co.uk



THE ROLE

The Head has overall responsibility for the leadership, educational standards and commercial success of Wetherby Prep School.

The successful candidate will be an outstanding leader who will inspire pupils and staff to be the very best they can be.

The successful candidate will promote the strong brand identity of Wetherby Prep in the community. He or she will want to work closely with the staff of Wetherby School and Wetherby Kensington as well as with the staff at the Senior School, which is located within a 15-minute walk away from the School.

The successful candidate will build relationships based on trust with feeder schools and the Heads and Admissions Departments of the schools to which the parents aspire to send their children.

Central to the role is an enjoyment of being with children, helping to enable them to fulfil their potential and aiming to give them the best start in life.

The Head will report up to the governance structure of The Alpha Plus Group which is comprised of five key components; Educational Governance, Line Management, Operational Management, Group Corporate Governance and The Alpha Plus Council.

The Head is a member of IAPS (the Independent Association of Prep Schools).



THE PERSON

- Experience of having worked in leading independent schools.
- Experience of successful pupil recruitment.
- Evidence of strategic thinking.
- Experience as a Head or Deputy at another Prep or Senior School either in the UK or internationally.

PERSONAL ATTRIBUTES

- Ability to articulate her/his vision clearly to others.
- Outstanding communication skills, both written and verbal.
- Strong leadership and management abilities.
- A collaborative team player.
- A flexible and open-minded approach.
- The ability to set high standards and expectations and inspire staff to achieve these high standards.
- The ability to listen carefully to what others are saying.
- Someone who enjoys nurturing and developing young people.
- Some who has an understanding of the commercial aspects of running a successful school.



TERMS OF APPOINTMENT

It is hoped that the successful applicant will be able to take up the appointment in late August 2022, depending on the terms and conditions of their current contract.

Alpha Plus will offer a competitive remuneration package to the successful candidate which reflects the high standing of this role and school.

We are committed to equality of opportunity for all staff, and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

The Alpha Plus Group is committed to safeguarding and promoting the welfare of our children. All staff are trained in child protection and understand to report concerns by following the safeguarding policies. We ensure all candidates are properly police-checked, and the successful candidate will need to obtain an enhanced disclosure via the DBS.



HOW TO APPLY

KEY DATES

Closing date: **9am on Wednesday 22nd September 2021.**

First round interviews will be held on **Wednesday 6th October and Thursday 7th October.**

Those who are short listed will be invited to visit the school in person on **Friday 8th October or Monday 11th October.** Final interviews will be held at the Head Office of Alpha Plus on **Tuesday 12th October.**

HOW TO APPLY

In order 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.

The preferred method of application is online at:
www.odgers.com/83463

All applications will receive an automated response.

All candidates are also requested to complete an online Equal Opportunities Monitoring Form which will be found at the end of the application process. This will assist the client in monitoring selection decisions to assess whether equality of opportunity is being achieved. Any information collated from the Equal Opportunities Monitoring Forms will not be used as part of the selection process and will be treated as strictly confidential.

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.

CONTACT DETAILS

For a conversation in confidence, please contact:

Peter Lawrence: +44 (0) 207 529 3055
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Wetherby Preparatory School and The Alpha Plus Group are committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.





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