

# Vacancy

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Head



Prior Park  
Gibraltar



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“ I have never worked anywhere that so sincerely values fostering good human beings. I had assumed before coming here that talk of holistic education was good marketing, but it is the aim of this school. It feels very special to work here. ”



# Introduction from the Chair of Trustees

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Welcome to Prior Park Schools. Thank you for your interest in the post of Head of Prior Park School, Gibraltar.

In 2015, Prior Park Educational Trust, made the exciting decision, after winning a fiercely competitive tendering process supported by a very committed parent group, to open the first and only independent senior school on The Rock. The school opened its doors to students in September 2016.

Gibraltar currently has two senior state schools. There is demand for a choice between the state and independent sectors and a Catholic/Christian independent option has proved immensely popular and successful. Our school is oversubscribed for entry at Year 7 and demand continues to increase. A good problem to have!

Prior Park School operates from its campus at Sacred Heart, which is situated in the Old Town, a stunning location, high up on the Rock and overlooking the Bay of Gibraltar. It is a vibrant, caring community with an ambition as boundless as its view. The school is a coeducational, Catholic/Christian day school, educating 260 young people aged 11-18.

The school is a member of the Prior Park Schools family with other schools being The Paragon School and Prior Park College, both in Bath. Prior Park School, Gibraltar offers an excellent education with exciting opportunities beyond the curriculum and the highest standards of pastoral care.

Prior Park Schools' mission, underpinned by its values, is to steward a thriving family of communities with love for the young people they serve at their heart. Communities which cultivate creativity, foster integrity, and transform lives. Our values are curiosity, generosity, and courage.

Following a hugely successful 7 years in post by the founding Head, Peter Watts, the Board of Trustees seeks an outstanding educational leader to guide Prior Park School, Gibraltar through the next phase in its development to ensure it continues to deliver high-achieving and forward-looking education embedded in Prior Park Schools' Christian ethos.

Building on a strong platform educationally and financially, the next Head will develop and deliver a vision that ensures the school looks to the future with dynamism and ambition.

I look forward to receiving your application.

**Anne Shepherd, *Chair of Trustees, Prior Park Schools***





# About Prior Park Schools

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Prior Park Schools ("the Schools") is a family of Christian schools based in Bath and Gibraltar.

Together, the Schools offer education for pupils aged between 3 and 18. Since the establishment of Prior Park College in 1830, the family has grown, with The Paragon School joining in 2006, and Prior Park School Gibraltar being opened in 2016.

Across three sites, the Schools educate over 1100 young people of all faiths and none. The values underpinning the Mission and the Schools' educational offerings are Curiosity, Generosity, and Courage. The Schools believe that quality education changes lives and that outstanding schools are engines for transforming society.

The academic success they achieve in the classroom is matched by the wide range of co-curricular activities they enjoy. In addition to being fun, these challenge them to persevere and succeed. We work together imaginatively and courageously to hone the skills and build the resilience our young people need to forge their place in the world.

Our Schools have long been renowned for the quality of their pastoral care. Grounded in the love that sits at the centre of our Mission, our pastoral ethos allows young people to feel safe and secure to challenge themselves, to learn who they want to be, and to discover the difference they want to make.

Each of the schools' Heads is supported by a Leadership Team, who together lead the day-to-day educational business of their respective schools. The Board of Trustees ("the Board") provides governance, challenge and support for the Heads and their schools via a number of Advisory Committees which include Local Committees for each of the schools, the Finance, Audit, Investment & Risk Committee (FAIR), a Governance and Nominations Committee, an Estates Committee, and a Safeguarding Committee.

The executive management of the schools is devolved to the Prior Executive Board (PEB), the standing members of which are the Heads of each school and the Director of Operations and Finance (DOF). The PEB drives the strategic development of the Schools, on behalf of the Trustees, ensuring that it is on track to deliver its vision for the Trust.

In addition, an Education Committee, led by the Heads with a nominated Trustee in attendance, works to share best practice and collaboration across the Schools.

Prior Park School, Gibraltar, led by Peter Watts is a co-educational, Catholic day school located in the British Overseas Territory of Gibraltar, set high up on the Rock at the edge of the Gibraltar Nature Reserve, with stunning views across the water to Spain and Morocco. The school welcomes students who cross the international border between Spain and Gibraltar each day, as well as mixture of local Gibraltarians, British expats and families from many other countries who reside in Gibraltar.

With over 610 pupils, Prior Park College led by Ben Horan overlooks the historic city of Bath, and is one of the largest independent, co-educational, Catholic boarding and day schools in the UK. Prior Park College caters for day and

weekly boarding students offering stimulating opportunities for students to contribute to a vibrant and creative community. The College values each individual and focus attention on developing their unique talents to ensure an education of the whole person.

The Paragon led by Rosie Allen is an independent co-educational Christian day school based in a beautiful Georgian house a mile from the centre of Bath. The school enjoys 8 acres of gardens and woodland and enjoys access to superb science, sporting, creative and academic facilities at the senior school, Prior Park College. Catering for more than 250 children aged three to 11, a broad curriculum is taught in small classes by teachers with a real passion for their subject. The school comprises Squirrels Pre-School, Pre-Prep and Prep.

More information can be found at [Welcome to Prior Park Schools](#) | [Prior Park \(thepriorfoundation.com\)](#)

### **Mission Statement:**

*To steward a thriving family of communities with love for the young people they serve at their heart: communities which cultivate creativity, foster integrity, and transform lives.*

### **Our Values:**

Curiosity • Generosity • Courage



# The Role

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## Head of Prior Park School, Gibraltar

The successful candidate will be an inspiring leader with a strong commitment to Prior Park's Catholic ethos and have the vision, strategic capabilities, and drive to advance Prior Park School, Gibraltar as a leading 21st century independent school. A compelling communicator, the next Head will be a visible leader who will work effectively with staff, students, trustees, and all in the extended Prior Park community in the pursuit of excellence.

### The Head of Prior Park School, Gibraltar will be responsible for:

- Building a collaborative learning community within which students and staff feel a sense of belonging and a joy for learning by being a strong, present, and visible leader.
- Setting a culture of high expectations and academic excellence by developing a robust pedagogical strategic vision and driving academic standards according to the expectations of Prior Park Schools.
- Ensuring that all students achieve their potential through learning experiences which are designed to meet individual needs and build transferable skills.
- Connecting deeply with staff and students and upholding a welcoming, safe, and respectful culture.
- Challenging the school's staff body by leading by example and embodying outstanding standards of professional conduct.
- Participating fully in the Prior Park Schools' family, being an active member of the PEB, providing leadership, expertise and collaborating with colleagues group wide.
- Establishing strategic relationships and partnerships to support education in Gibraltar.
- Leading all aspects of management of staff.
- Working alongside the Director of Operations and Finance to ensure robust budget management.
- Inspiring a culture of innovation and collaboration that allows time and space to explore and experiment with digital tools.
- Driving student roll through exceptional standards of external engagement and in partnership with marketing and admissions teams.
- Maintaining and further developing good relationships with the Gibraltar Department of Education.
- Maintaining and building upon positive relationships with parents.
- Engaging meaningfully with the wider Gibraltar community as an outward-facing and charismatic ambassador for Prior Park School, Gibraltar.



# The Person

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The successful candidate will be an inspirational school leader with a proven track record of success in whole school management. The highest quality standards and practices of teaching and learning, pastoral care, and co-curricular excellence will be at the heart of their ethos, and they will be culturally adaptable and flexible to different educational landscapes and international contexts.

They will be a forthcoming and strong-minded individual with the ability to engage effectively and professionally with a breadth of internal stakeholders and will be comfortable acting as a representative for Prior Park School, Gibraltar locally, across the border in Spain and in the UK.

They must have a clear and well-considered vision for this school and exhibit a strong affinity and empathy for the Catholic Christian ethos of Prior Park Schools.

## **More specifically, the successful candidate will be:**

- A highly capable and proven educational leader with significant experience in international school leadership, or in a competitive senior school market in the United Kingdom.
- An outstanding educator and respected leader of learning, with a track record of delivering improvements to teaching and learning and fostering a culture of innovation.
- An effective leader and community builder who values all stakeholders and invests in each year level to contribute to the success of the overall student experience.
- An effective collaborator, eager to listen deeply, and to lead and contribute to a community in the pursuit of shared goals.
- Resourceful and adaptive, eager to embrace personal and collective change, growth, and learning.
- Culturally sensitive and aware, willing to navigate cross cultural and multi-cultural norms and expectations.
- A champion of a professional learning culture based on student needs.
- Adept at recruitment and all aspects of staff supervision and their continuous professional development.
- Highly interpersonally credible, with the capacity to build relationships with a diverse range of stakeholders, including students, the parent community, alumni, school bodies, and external agencies.
- Inspired to further the mission and values of Prior Park Schools and other school values.
- Able to inspire trust and confidence amongst parents and families through relationship building, which includes strong spoken and written communication.
- Comfortable using technology as a tool to communicate and collaborate with colleagues and enhance instruction.

## Leadership style and personal attributes

The successful candidate will:

- Build a robust collaborative learning community that leads students to value being at school and feeling part of a rigorous and joyful learning community.
- Be educated to at least Degree level and hold QTS.
- Have a track record of educational leadership in a variety of contexts and is prepared to 'lead from the front' for their teaching colleagues in school.
- Ensure that all students achieve their potential through learning experiences which are designed to meet individual needs and build transferable skills.
- Deeply connect with students and vigorously uphold a culture of welcome, safety and respect.
- Inspire trust and confidence among parents and families through relationship building, which includes strong spoken and written communication.
- Problem-solve in complex situations.
- Have experience of effectively leading a change agenda focused on student feedback.
- Inspire a culture of innovation and collaboration that allows the time and space to explore and experiment with digital tools.

Competitive benefits package offered.

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# The School

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Set in a stunning location, high up on the Rock and overlooking the bay, Prior Park School is a vibrant, caring community with an ambition as boundless as our view. Prior Park School is Gibraltar's first independent, coeducational, Catholic/Christian day school for children aged 11-18.

Currently the school is made up of 64 members of staff to include a Senior Leadership Team, School Chaplain, Pastoral and Safeguarding team, Business Support team, SEN/Learning Support, Caretakers and Cleaners plus Heads of Faculty overseeing: Creative and Performing Arts, English, Maths, Science, Languages and Humanities.

Since our opening in 2016, we have gone from strength to strength, growing considerably in size; achieving outstanding academic outcomes whilst being awarded Beacon Status by the Council Of British International Schools for our extra-curricular provision. Now is an exciting time to join our flourishing community.

## Pastoral

The School has a pastoral support team for students at all levels, and each student follows a Wellbeing Programme appropriate to their age and coordinated across the year groups. Many international school students experience a great deal of change in their lives, as their parents move from country to country, and the School's pastoral system ensures they have a platform for making new friends, adapting to different cultures and acquainting themselves with an unfamiliar school system.

The relationships they form with their peers and with their teachers are critical for their education and for creating a safe learning environment for their growth. There is an importance placed on ensuring that children are welcomed into the Prior Park community, that staff get to know them well and that they are supported during their time at the School. The School values are **Curiosity**, **Generosity** and **Courage**. In developing these skills and character strengths, the goal is to contribute positively to the wider community with meaning and purpose.

The House system builds a sense of community within the student body and helps to develop students' leadership skills. House Captains and students are responsible for helping to organise House activities, which normally take the form of friendly competitions.

## Co-curricular

Prior Park School runs an extensive Co-Curricular programme.

Students will be supported in fulfilling the requirements of the 'Prior Passport' to demonstrate a commitment to a broad and balanced programme of personal development. Prior Park recognises the wealth and high-level of a range of activities pursued by children in Gibraltar and in the Campo de Andalucia and will work to ensure that our boys and girls remain firmly embedded in these activities beyond our community.

Our co-curriculum encompasses four strands in Key Stage 3, reduced to 3 strands in Key Stage 4. The students in years 10 - 13 work towards their chosen charity; raising awareness, funds and supporting local initiatives.

**Sport/Physical Activity** including Netball, Football, Hockey, Tennis, Climbing, Water Polo, Kayaking, Squash, Sailing, Volleyball.

**Creativity/Enrichment** includes Art Club, Philosophy Club, Historical Mysteries Club, Manga Club, Dragon's Den, Software Club, Choir, LAMDA Club, Psychology Club, Lego Robotics, Photography Club, Creative Writing, Japan Club, Science Dissection Club, Dungeons and Dragons, Book Club, Debate Club, Economics and Politics Club.

**Service and Leadership** includes The Duke of Edinburgh's International Award training, Spanish Tutoring, Library Prefects, Student Mentoring, Level 1 Sports Leadership Qualification, Clean up the World, and Clean up the Church.

**Community Outreach** includes Cancer Relief, The Nautilus Project, Alameda Gardens, Befrienders, Prayers for World & Peace and the Animals in Need Foundation.

## Academic

Prior Park Schools are known for their ambitiously high standards and offers a deliberately broad curriculum in Years 7, 8 & 9, followed by a more focused one for Years 10 to 13, leading to up to ten GCSE's and typically 3 A Levels being taken.

School days begin at 8:30am with a pattern of assemblies and services, so important to sustain the ethos of our community. Lessons of eighty minutes run from 9:15am until 3:40pm with a short morning break and afternoon break and an hour for lunch, with the time from 4:00 to 6:00pm being used for our co-curricular programme of sport, music, drama, service options and intellectual enrichment.

GCSE SUBJECTS:	A LEVEL SUBJECTS:
<i>Optional:</i>	<i>Optional:</i>
Art	Art
Business Studies	Biology
Computer Science	Chemistry
Drama	Computer Science
French	Drama
Geography	Economics
History	English Literature
Music	French
Photography	Further Maths
Physical Education	Geography
Psychology	History
<i>Core:</i>	Music
English Literature	Photography
English Language	Physics
Mathematics	Physical Education
Spanish	Politics
Biology	Psychology
Chemistry	Religious Studies
Physics	Spanish
Religious Studies	<i>Core:</i>
	Skills4Life
	Core PE









# How to Apply

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To apply for this role, please complete our application form which can be downloaded from the school website <https://www.priorparkcollege.com/pps-vacancies>

## Timetable and Interview Process

**Closing date for applications is midday Monday 9 October 2023**

**Long list candidates** will be interviewed online Wednesday 18 October 2023. References and online screening checks will be taken up prior to this first round of interviews.

Short list candidates will undergo a first round of interviews during week commencing 13 November 2023 in Gibraltar. The visit will include opportunities to meet with staff and tour the school. A dinner will be held for candidates which will provide an opportunity to meet members of the Prior Park Gibraltar SLT, and the Gibraltar Advisory Committee in a more social atmosphere.

Shortlisted candidates will be asked to undergo psychometric testing prior to the interview.

**Final interviews** will take place during week commencing 27 November 2023 at Prior Park College in Bath.

The appointment of the successful candidate will be made week commencing 4 December 2023, conditional on completion of all checks.

## Child Protection

Prior Park Schools is committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

This 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 (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.

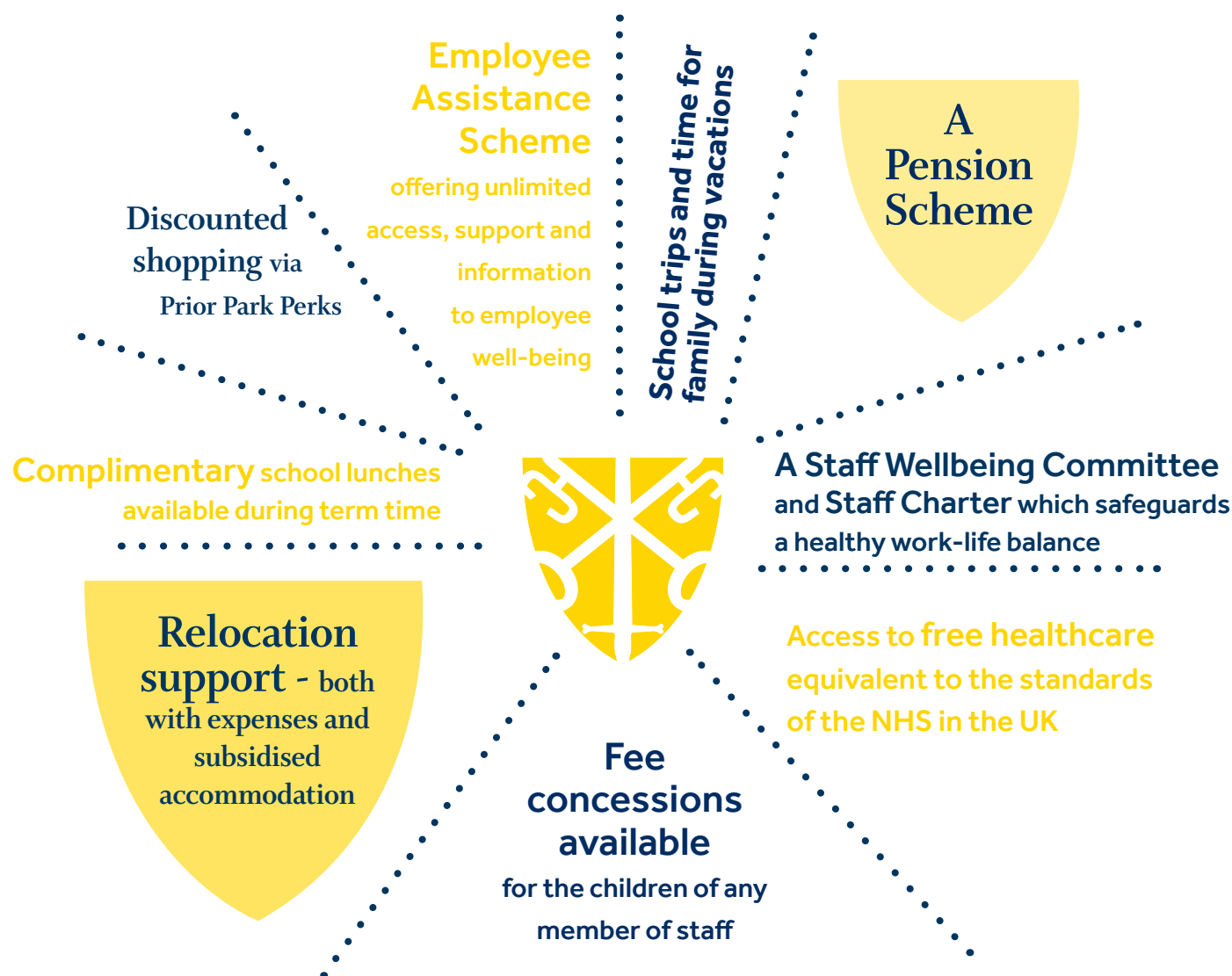
## Data Protection

In the course of employment at Prior Park Educational Trust, staff may have access to confidential information relating to pupils and their families and are required to exercise due consideration in the way they use such information. Staff should not act in any way which might be prejudicial to the School's interest. Information which may be included in the category covers both the general business of the school and information regarding specific individuals. A strict code of confidentiality must be adhered to at all times. The School is registered under the Data Protection Act 2018 and operates under policies that meet General Data Protection Regulations (GDPR). Staff must not at any time use the personal data held by the school or disclose such data to a third person.



# The Benefits - Why Prior Park School Gibraltar?

Apart from working in an inspiring environment and making an important contribution to our School community, we also offer a range of personal benefits, these include:



# The Benefits - Why Gibraltar?

Reasons why it's great to live and work in Gibraltar

## Local Economy

Gibraltar has many strengths to support economic growth; an enviable quality of life; a World Heritage site; a high quality University; a strong Education sector and a well-qualified workforce.

Forecasts suggest continued confidence in the area with ongoing growth and investments for the next few years.

## Culture

For its size, Gibraltar is a vibrant and cosmopolitan city with plenty of independent shops, restaurants and cultural attractions. Start your day with brunch in an artisan bakery, take a dip in the Mediterranean on one of its six beaches and finish by taking the cable car to the top to see the sunset on three countries and two continents.

## Quality of life

The sun shines for 73% of the year and the immediate surroundings provide an incredible range of leisure and cultural activities.

Summers are warm and the winters mild, with outside dining a realistic proposition every month of the year.

Employment rates are well above the UK average and public services and transport links are excellent. Surrounded by beautiful Spanish and Moorish architecture and stunning countryside, it has something for everyone, making Gibraltar one of the most desirable places in Europe to live and work.

Welcome to  
OLD TOWN  
GIBRALTAR

## Transport

With the city centre being fairly compact and largely pedestrianised, it's easy to walk around the city to visit its most popular attractions. Given its small size, nowhere is too far to walk, but the local bus routes make exploring quick and easy.

Gibraltar is also fully equipped with its own international airport providing a regular timetable of flights to many parts of the UK and to Morocco. Across the frontier with Spain, Seville, Malaga, Cordoba, Ronda and Morocco are all within a few hours' drive.

## Surrounded by nature

With an array of National and Natural parks both in Gibraltar and Andalusia, and the local city parks makes for a very attractive, green environment. We are surrounded by the sea and great beaches and yet the nearby mountains in Spain make it possible to ski on snow in the morning and then ski in the Med in the afternoon. The Strait is a major migration zone for both birds and aquatic mammals with sightseeing trips for both locally available

## Staff Quote

“The climate & lifestyle. I have 3 children and raising them here is absolutely the right choice for my family. At weekends we explore the Andalusian coast, there is an abundance of stunning places to visit and walks to do. Living on the Med means we have more hours of light and excellent climate, we can BBQ in the 'winter' months and in the summer, we spend our holidays in Southern Spain and Portugal, my children love the water parks and long days at the beach. My children have fantastic opportunities available to them, they do weekly afterschool activities such as sailing, kayaking and flamenco dance lessons. Aside from the lifestyle opportunities in Gibraltar we feel this is a safe place to raise children.”



“PPSG has a really strong sense of community. The students appreciate their teachers. Kindness is visible in the little day to day actions I have observed many times here from students and staff. Charity is also a huge part of our ethos. Celebrating Mass in such a beautiful church is a real privilege and having that religious foundation means a great deal to me. There is no sense of exclusion even if you are not a Catholic.

I know that if I need advice or support I can ask for it. Few schools also have such an amazing view and Gibraltar is a unique environment to teach in. Our student and staff body is diverse and that is very exciting and stimulating.”







**Prior Park**  
Gibraltar



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