



LEWES OLD GRAMMAR SCHOOL

Appointment of Head

September 2027

Candidate Information Pack



Welcome

From the Chair of Trustees

Dear Prospective Candidate,

Thank you for your interest in the position of Head of Lewes Old Grammar School (LOGS). This is a rare opportunity to lead one of England's oldest schools and one of Sussex's most distinctive educational institutions at a particularly significant moment in its history. Founded in 1512, LOGS has educated generations of young people and today, it stands as a thriving independent school, nurturing children from Pre-reception to Sixth Form in a community where every pupil is known and valued as an individual.

One of the defining characteristics of LOGS is its independence. At a time when many schools are becoming part of larger groups or losing their individual identity, our School remains a genuinely independent through school with the freedom to determine its own future and preserve the distinctive qualities that make it special.

Our current Head, Rob Blewitt, who is retiring after 24 years in post, has been instrumental in

taking the school through a major period of growth, as well as reinforcing its position within the independent sector in terms of quality and recognition. We are looking for a Head able to build on this success without changing the school's fundamental nature. This will require leadership, a flair for marketing, excellent management skills and an ability to inspire staff, parents and pupils. The successful candidate will become both the custodian of a remarkable legacy and the architect of its future.

I hope that the information you find in this pack will help you in your decision about applying for the post but if you have any questions, please contact our Recruitment Adviser, Sarah Evans (via email at headapplications@logs.uk.com). I look forward to receiving your application and to hopefully meeting you in the near future.

Yours sincerely,

Sue Bonell,
Chair of Trustees





A Truly *Independent* Through School

LOGS is unusual in the sense that it offers a genuine through-school experience.

Children can begin their educational journey in Pre-reception and progress seamlessly through Junior School, Senior School and Sixth Form within a single educational community.

This continuity creates a strong sense of belonging and allows staff to know pupils exceptionally well. Children are supported through each stage of their development by a community that understands their strengths, interests, aspirations and individual needs.

The advantages of a through-school education extend far beyond academic continuity. Strong relationships develop over many years, transitions between phases are carefully managed and pupils benefit from a consistent culture, shared values and a clear sense of identity. For families, this provides reassurance and stability and for pupils, it creates confidence and security.



Educational Philosophy

Bright minds.

Brave hearts.

Great futures.

At LOGS, we believe success and achievement flow from attending to the granular needs of each child. This simple idea shapes everything we do. It starts with **Bright Minds**. Deliberately small class sizes mean teaching can respond to each child individually rather than following a single standardized path. Children are stretched but never pressured, and we help them navigate their own path to academic success.

Just as importantly, we nurture **Brave Hearts**. Kindness, hard work, involvement and making a difference run through daily life here, in a culture that deliberately rejects an 'elbow-pushing' survival of the fittest mentality. Individuality is nurtured rather than smoothed away and our community has a strong sense of warmth and belonging. Families often describe it as an extension of their own.

We give our pupils **Great Futures**, preparing them for real life, with a healthy balance between school and home rather than an all-consuming, high-pressure environment.

Every pupil's ambition is treated as a starting point, with a clear pathway built backwards from where they want to end up. It's why so many families stay with us right through to the end of their journey and give their own children and grandchildren the gift of a LOGS education.

A recent survey found that most parents agree that LOGS nurtures individuality (97.2%), develops self-belief and confidence (96.6%), cultivates respectful, kind children (96.3%), knows and supports each child as an individual (96.3%) and offers excellent pastoral care (95%).





History and Heritage at LOGS

Few schools can trace their origins back more than 500 years.

Fewer still can demonstrate the resilience, adaptability and continuity that have characterised LOGS throughout its long history. Founded in 1512, LOGS is one of England's oldest continuously operating schools. Its origin lies in the charitable vision of Agnes Morley, a wealthy widow of Southover, whose bequest established a grammar school for the education of local boys.

For approximately two centuries the School was based in Southover before relocating during the 18th century to its present position on Lewes High Street. The move was made possible through the generosity of local benefactress Mary Jenkins and reflected the growing importance of the School within the life of the town. In 1851, local fundraising enabled the construction of a new school building, now known as Mead House. The building represented a significant investment in the future of education in Lewes and remains an important part of the School's historic estate.

The 19th century brought challenges as educational expectations evolved and competition increased. Like many ancient grammar schools, LOGS experienced periods of decline and uncertainty.

Yet throughout these difficulties the School endured, preserving its identity and continuing to educate generations of local children. A period of significant transformation began during the 20th century under the leadership of Roy Mead. Through vision, determination and investment, the School was revitalised and expanded. Additional buildings, including St Clair House and Tyne House, were acquired, enabling the School to grow and modernise.

Perhaps the most significant milestone in the School's modern history came in 1977 when LOGS merged with Lewes High School for Girls. This landmark decision ended centuries as a boys' school and laid the foundations for the fully co-educational community that exists today. The Junior School moved to its present site in Morley House in 1979.

By the beginning of the 21st century, LOGS had developed into a thriving independent through school educating pupils from Nursery through to Sixth Form. While retaining its historic town-centre setting and rich traditions, the School has evolved into a modern educational community characterised by small class sizes, broad opportunities and exceptional pastoral care.



Living and working

In Lewes

Few locations offer the quality of life enjoyed by Lewes.

Situated within the South Downs National Park and only a short distance from Brighton, Gatwick Airport and London, Lewes combines accessibility with an exceptional environment in which to live and work. The town is renowned for its rich history, independent spirit and vibrant cultural life. Home to a thriving arts community, independent retailers, historic architecture, excellent restaurants and a strong sense of civic identity, Lewes offers a distinctive blend of heritage, creativity and community.

The surrounding countryside provides outstanding opportunities for walking, cycling and outdoor pursuits, whilst the Sussex coastline lies only a short distance away. Families are attracted by the area's high quality of life, excellent transport links and strong educational provision. Lewes has long been recognised as a place that values individuality, creativity and independent thinking. These characteristics resonate strongly with the ethos of LOGS and contribute to the School's distinctive identity.

The School enjoys a close relationship with the town and its facilities and wider local community.

Generations of local families have chosen LOGS for the education of their children, and the School continues to play an important role within the cultural and civic life of Lewes. For many staff, Lewes offers a rare combination of professional opportunity and personal wellbeing. It provides the benefits of a historic market town whilst maintaining excellent connections to major centres of employment, transport and culture.

The successful candidate will become not only the leader of one of Sussex's oldest schools but also an important figure within the wider Lewes community. They will have the opportunity to build relationships with local organisations, businesses, alumni, families and civic leaders, helping to strengthen the School's place within the town and the region.

For those seeking an exceptional place in which to lead, live and contribute, Lewes offers a compelling proposition.





Governance and Leadership **at LOGS**

LOGS benefits from strong governance, clear accountability and a shared commitment to the long-term success of the School.

The School is governed by an experienced and committed Board of Trustees who bring a broad range of professional expertise and perspectives to their responsibilities. The Trustees are united by a deep commitment to the School's mission, values and future development. As custodians of one of Sussex's oldest educational institutions, the Trustees recognise their responsibility to preserve the School's distinctive character whilst ensuring that it remains financially sustainable, educationally ambitious and well positioned to meet future challenges and opportunities.

The relationship between the Head and the Trustees is central to the success of the School. The Trustees seek to establish a partnership based on trust, openness and mutual respect. They are committed to providing both support and constructive challenge, recognising that effective governance depends upon a clear understanding of

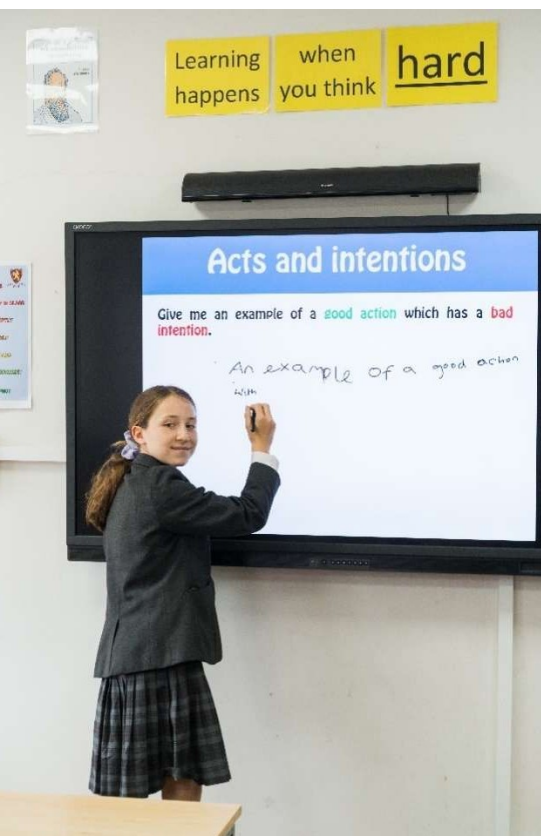
respective responsibilities and a shared commitment to the best interests of pupils.

The Head is responsible for the leadership and management of the School, including safeguarding, educational standards, staffing, operational performance and the implementation of strategic priorities.

The Trustees are responsible for governance, strategic oversight and ensuring that the School remains true to its charitable objectives and educational mission. Trustee-led committees include the Academic & Pastoral Committee, the Finance & General Purposes Committee and the Health & Safety Committee. There are also Oversight Trustees for safeguarding and marketing.

The successful candidate will work closely with the Chair of Trustees and the wider Board to develop and deliver the School's strategic vision.

They will be expected to communicate effectively, provide clear and timely information and contribute positively to the governance process.



Financial Strength and *Future Opportunities*

LOGS enters this recruitment process from a position of great strength.

The Trustees have successfully navigated a period of significant change within the independent school sector whilst maintaining the School's financial stability, educational quality and strategic independence. This provides an exceptionally strong platform for the next Head to build upon. Across the sector, many schools continue to face challenges arising from demographic change, increasing costs, regulatory pressures and market uncertainty. In contrast, LOGS has demonstrated resilience, careful stewardship and a clear commitment to long-term sustainability.

For the financial year ended 31 August 2025, the School generated an operating surplus of £782K,

following a surplus of £701K in the previous financial year.

At the same date, the School held reserves of approximately £7.9m. The surplus for the year ending 31 August 2026 is expected to be in excess of £300K. Our audited accounts are available on the Charity Commission website.

The Trustees are ambitious for the future.

They believe LOGS is well positioned to strengthen its reputation, enhance its educational provision and continue attracting families who value its distinctive approach to education.

The next Head will inherit a school with a secure financial foundation, a clear sense of purpose and significant potential for future development.

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Priorities for the Next Head

The Trustees are seeking a leader who will preserve what makes LOGS special whilst ensuring that it continues to thrive for future generations and at the same time, bring fresh insights and initiatives. The successful candidate will inherit a thriving institution with a rich history, strong financial foundations and a distinctive educational philosophy. They will also have an exciting opportunity to build upon these strengths and further enhance the School's position as one of the leading independent through schools in the South East. The Trustees have identified a number of priorities that are expected to form a significant part of the incoming Head's agenda.

Articulating the LOGS Difference.

LOGS possesses a distinctive identity and a compelling educational offer. The next Head will be expected to develop and communicate a clear narrative that articulates what makes LOGS special and why it remains highly relevant in an increasingly competitive educational market.

Strengthening Pupil Recruitment and Retention.

The independent school sector continues to face challenges arising

from demographic change, economic pressures and increasing competition. Building upon the School's strong reputation, the next Head will work with colleagues and Trustees to ensure sustainable pupil recruitment and retention through educational excellence, effective communication, strong marketing and a compelling vision for the future.

Delivering Academic Excellence.

The School has high aspirations for its pupils. The next Head will continue to strengthen academic outcomes whilst preserving the supportive, personalised and inclusive culture that distinguishes LOGS. They will ensure that academic ambition remains at the heart of the School's mission.

Preparing Pupils for a Changing World.

Young people face a future shaped by rapid technological, social and economic change. The next Head will ensure that the curriculum, co-curricular programme and wider educational experience equip pupils with the knowledge, skills, character and adaptability required to thrive in that future.

Maintaining Financial Strength and Sustainability.

The School enters this appointment process from a position of financial stability. Working closely with the Trustees and Bursar, the next Head will ensure that resources continue to be managed effectively and that financial strength supports the delivery of educational excellence and long-term sustainability.

Enhancing Profile and Community Engagement.

The Trustees believe that LOGS has significant potential to strengthen its profile both locally and regionally. The next Head will act as a visible ambassador for the School, building relationships with pupils, parents, staff, alumni, local organisations and the wider community.

Developing Staff and Future Leaders.

The quality of any school is ultimately determined by the quality of its people. The next Head will continue to attract, develop and retain outstanding staff whilst creating opportunities for professional growth and leadership development throughout the School.



Key Responsibilities

Leadership and Management

- Provide inspiring and visible leadership across all phases of the School including the Junior School and Nursery.
- Lead strategic growth, curriculum development, and assessment innovation.
- Foster a culture of intellectual curiosity, innovation and continuous improvement.
- Promote a culture of high expectations, inclusion, and wellbeing for all students and staff.
- Implement and sustain rigorous procedures for monitoring the performance of all staff, including objective setting and personal development plans.

Safeguarding and Pupil Welfare

- Ensure that safeguarding remains at the heart of school culture and decision-making.
- Promote the welfare, wellbeing and personal development of all pupils.
- Lead a culture in which every child feels safe, valued, respected and supported.
- Ensure that pastoral care continues to be one of the defining strengths of the School.

- Maintain full compliance with Keeping Children Safe in Education and all relevant

Curriculum and Assessment

- Deliver a diverse, flexible, forward looking, and coherent curriculum to ensure high quality and personalised learning experiences for all students.
- Use data and benchmarks to monitor progress and inform decision-making.

Managing Resources

- Promote creativity, innovation and the use of appropriate existing and new technologies to achieve excellence.
- Explore additional income streams and partnerships to strengthen the school's financial base.
- Consider the wellbeing of the School's staff, teaching and non-teaching, at all times and provide an environment where all can perform to the best of their ability and to the required standard.
- Maintain a School Development Plan with prioritized objectives and timeframes.





Key Responsibilities

Community and Partnerships

- Act as an ambassador for the school, fostering strong relationships with parents, alumni, local businesses, and the wider community.
- Develop links with feeder schools.
- Enhance external partnerships to widen access and enrich students' experiences beyond the school.

Governance and Accountability

- Work with the Trustees to analyse and plan the future needs and further development of LOGS.
- Formulate and deliver a strategic plan covering the curriculum, premises, finance, staffing, partnerships and communications.
- Translate the agreed strategy into a School Development Plan with prioritised objectives and plans that will produce an exceptional learning environment for all students within an agreed timeframe.
- Provide clear and timely information to support effective governance.
- Ensure that Trustees are appropriately informed regarding educational, operational and financial matters.



Person Specification

The Trustees are seeking an exceptional educational leader who possesses the experience, personal qualities and professional credibility required to lead LOGS.

The successful candidate will combine strategic vision with operational excellence, educational expertise with emotional intelligence and ambition with humility. They will be committed to the School's values and passionate about ensuring that every child is known and valued as an individual.

Essential Qualifications and Experience

- Qualified Teacher Status and good honours degree.
- Successful senior leadership and management experience in a school setting.
- Proven track record of improving educational outcomes.
- A thorough understanding of safeguarding responsibilities and best practice.
- A thorough understanding of independent school education and related marketing and admissions requirements.
- Experience of leading and managing staff effectively.
- Experience of strategic planning and implementation.
- Experience of the ISI or OFSTED inspection regime.

- Experience of working constructively with governors, trustees or equivalent governing bodies.

Desirable Qualifications and Experience

- An understanding of the challenges and opportunities facing independent schools.
- Commercial awareness and an understanding of market positioning and reputation management.
- Experience of budgetary and resource management.
- Experience of the need for Diversity, Equity and Inclusion.





Application Process

Candidates are invited to apply using the attached application form which should be emailed to headapplications@logs.uk.com

The closing date for receipt of applications is 1000 hrs on Mon 5th October.

Long list interviews will take place via TEAMS on **Weds 14th and Thurs 15th October**.

Short-listed candidates may visit LOGS during the half term holiday if a convenient time can be arranged.

They will also be invited to visit LOGS on **Mon 9th November** to tour the School and meet key staff. Candidates will be interviewed and invited to make a presentation to trustees.

The successful candidate will be notified by **Weds 11th November**.

An attractive salary package is available, commensurate with the size of the School, and with the

previous experience of the successful candidate.

Further Details

Lewes Old Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Applicants must be willing to undergo Child Protection screening appropriate to the post, including checks with past employers, the Disclosure and Barring Service and sign a self-disclosure form.



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