



Loughborough
Schools Foundation

Nursery • Fairfield • Grammar • High

The Foundation of a Rewarding Career

Loughborough Schools Foundation





**Loughborough
Nursery**

6 weeks - 4 years



**Fairfield
Prep School**

Boys & Girls 3 -11 years



**Loughborough
High School**

Girls 11 - 18 years



**Loughborough
Grammar School**

Boys 10 - 18 years

An introduction to the Foundation

The Loughborough Schools Foundation traces its roots back to 1495 with the opening of Loughborough Grammar School in Loughborough's Parish Church. More than five centuries later, the Foundation looks back on this history with pride but looks to the present and beyond as a progressive family of schools and a cornerstone of the community, as one of the largest employers in the thriving university town.

Today, the Foundation comprises a Nursery, a Prep School and two Senior Schools, offering high-quality education from six weeks through to 18 years. Each School has its own identity and traditions, but they are united by shared values and a strong sense of community where every pupil is known and supported.

Located in the heart of Leicestershire, the Foundation balances heritage with innovation, providing education that combines academic achievement with personal and social development – ensuring its pupils leave not just with knowledge, but with the broader skills and values they need to succeed in their chosen paths.

Being part of the Foundation brings a wealth of opportunities and experiences for every pupil and member of staff, benefiting from a shared campus with outstanding facilities. The Foundation is a place of ambition and enthusiasm, where teachers challenge and inspire young people to broaden their horizons and prepare to make a positive impact on the world.



Welcome from the Foundation Chair

Thank you for your interest in becoming the next Head of Fairfield Prep School and Loughborough Nursery.

Fairfield is a unique school: ambitious for its pupils, warm in character and committed to giving children an exceptional start to their education. From their earliest experiences in our Nursery through to the end of their time at Fairfield, we want every child to be known, inspired and encouraged to discover what they are truly capable of achieving.

We are proud of Fairfield's reputation and the breadth of opportunity available beyond the classroom. As the only Independent School with National Association for Able Children in Education (NACE) status in the East Midlands, our distinctive AIMS of Aspiration, Independence and Mindfulness are woven through school life, helping children to develop as high attaining, confident young people who love learning.

As part of Loughborough Schools Foundation, Fairfield Prep School and Loughborough Nursery also benefit from the opportunities afforded by being part a wider family of schools, while retaining the individual identity and community that families value so highly.

We are now looking for an outstanding Head to lead Fairfield Prep School and Loughborough Nursery into their next chapter. We seek someone who combines educational ambition with warmth and humanity; who understands the importance of academic excellence alongside exceptional pastoral care and co-curricular opportunity; and who will be a visible, engaging presence for pupils, colleagues and families.

This is an exciting opportunity to build on strong foundations while bringing your own vision to the future of the school. As Governors, we look forward to working in close partnership with our new Head and supporting them as they lead this wonderful community.



Simon Leese
Foundation Chair



Our Schools

Each Foundation School has distinct character, traditions and leadership, shaped by committed staff and visionary Heads. This is strengthened further by their collective Foundation identity. The schools share one location, facilities, expertise and central services, as well as a commitment to delivering the highest quality education.

By pooling resources and sharing overheads between our schools we can set exceptional standards, progress faster and provide facilities which a single school would find hard to emulate at comparable fee levels. Examples abound: our exemplary cross-Foundation Music School, our extensive Forest School, specialist STEM facilities, a modern Sports Centre, superb catering and a comprehensive pupil transport network.

These tangible benefits reflect deeper advantages. Being one Foundation provides a wider, more diverse community for pupils to grow within. Pupils come together to share experiences on tours and trips, through drama productions and music performances, and the Combined Cadet Force. Many Sixth Form subjects are also now taught jointly across the two senior schools.

This campus-based, community approach means that young Prep children take inspiration from seeing Senior School peers in daily life, while Sixth Formers play an invaluable role in mentoring younger pupils. Families can settle knowing that children and siblings can complete their education in one place.



About Fairfield Prep School and Loughborough Nursery

Fairfield Prep School and the Loughborough Schools Foundation Nursery provide an ambitious, nurturing education in which children are encouraged from their earliest years to be curious, confident and excited by learning.

Beginning in the Nursery, children benefit from a stimulating and supportive environment where learning is founded on exploration, play and discovery. These early experiences build confidence, curiosity and independence, creating strong foundations for the academically ambitious education that follows as children progress through to Primary School, with many going on to Fairfield Prep.

Fairfield Prep School is an academically ambitious school where bright, curious children are encouraged to aim high, explore their interests and make the very most of their talents.

Through expert teaching, high expectations and an individually supportive approach, pupils are challenged to think deeply, develop a genuine love of learning and build strong foundations for their future education. Fairfield provides an environment in which children are inspired by their teachers and one another, developing the confidence and curiosity to stretch themselves and achieve highly.

Central to life at Fairfield are the School's AIMS: Aspiration, Independence and Mindfulness. Pupils are encouraged to be ambitious for themselves, to develop independence and resilience to embrace new challenges, and to understand the importance of their own wellbeing and that of those around them. These principles shape not only what children achieve, but the confident, thoughtful and capable young people they become.

A Fairfield education also extends far beyond the classroom. A rich programme of sport, music, drama, clubs and activities gives every child the opportunity to discover new interests, develop their talents and experience the enjoyment that comes from getting involved. As part of the Loughborough Schools Foundation, pupils benefit from exceptional facilities and the breadth of opportunities afforded by being part of a wider family of schools, and often transition to the excellent schools, Loughborough Grammar School and Loughborough High School, for their secondary and Sixth Form education.

At Fairfield, academic ambition and a broad, enriching education go hand in hand. The result is confident, high-achieving young people who are exceptionally well prepared for the next stage of their education and excited by the possibilities ahead.



A leadership opportunity

This is a rare opportunity to lead both Fairfield Preparatory School and Loughborough Nursery, two highly regarded settings at the heart of the Loughborough Schools Foundation.

As Head, you will shape the educational journey of children from their earliest years through to the end of Prep education, championing excellence in teaching and learning, outstanding pastoral care and a strong culture of belonging.

The role combines strategic leadership with a visible presence in the life of the School and Nursery, offering the chance to inspire staff, engage families and drive future development and growth. Working collaboratively across the Foundation, you will build on strong foundations, ensuring every child benefits from a nurturing, ambitious and forward-looking environment in which they can thrive academically, socially and emotionally.

We are seeking a warm, authentic and visionary leader with the energy, commercial awareness and educational expertise to make a lasting impact on a vibrant and successful community.



JOB DESCRIPTION: HEAD

THE ROLE

The Head of Fairfield Preparatory School and the Loughborough Nursery is appointed by the Board of Governors and is responsible for helping to formulate, implement and achieve the aims, strategies and policies approved by the Governors.

The overall purposes of the role are;

- To ensure that the School and Nursery are a well-led, unified community with outstanding provision for every child
- To provide professional, business and strategic leadership for the School and Nursery in order to secure:
 - on-going success and future development for the School and Nursery
 - high quality, rigorous education for all pupils
 - consistently outstanding standards of achievement
 - a vision that drives a bright future for the School and Nursery

ACCOUNTABILITY

The appointed Head will report to the Chair of the Foundation Executive, Mr James Neville, Head of the Grammar School, who is accountable to the Board for cross-Foundational strategic development.

MAIN DUTIES & RESPONSIBILITIES

To provide strategic and operational leadership for Fairfield Prep School and the Nursery including the Kindergarten and After-School Care provision, ensuring the highest standards of childcare, education, safeguarding and staff management while creating a positive environment that supports children's learning, development and wellbeing.

Strategic direction and development

- Work with the Board of Governors and the Chair of the Foundation Executive to maintain a clear vision and strategic plan for the future of the school and the Foundation

- Work energetically and collaboratively with Foundation Executive Leadership Team (FELT) colleagues to achieve cross-Foundation goals as defined by the Board
- Keep the strategic direction under constant review, translating it into clear and measurable targets for implementation and monitoring
- Seek ways to improve and develop the school and make recommendations to the Board of Governors through the Foundation Executive Leadership Team
- Secure the commitment of key stakeholders to the vision and overall direction of the school
- Respond to the local and wider external environment of the school and sector, adapting plans and strategies in response as necessary
- Provide strategic leadership for safeguarding, pastoral care and pupil wellbeing, ensuring that the welfare of pupils remains central to all decision-making.

Leading teaching and learning

- Ensure that each pupil receives the best possible all-round educational experience in a safe and secure environment
- Provide strong and visible leadership to the whole school community, overseeing the continuous development of an appropriate curriculum informed by rigorous standards, and creating an environment of evaluation and development
- Ensure that all arrangements are in place to comply with the regulatory and compliance requirements of Ofsted, the Early Years Foundation Stage and ISI inspections across Fairfield and the Nursery
- Take a lead role in encouraging the adoption of emerging technologies and exploring their potential to enhance the learning environment
- Support and continue to develop and monitor the comprehensive programme of co-curricular activity
- Create and maintain an environment and a code of conduct to promote and secure outstanding teaching, effective learning

Early Years provision

- Responsible for ensuring the highest standards of Early Years education, care and safeguarding across Fairfield and the Nursery
- Provide strategic leadership for the Nursery, monitoring the quality of provision, ensuring compliance with the Early Years Foundation Stage (EYFS) and relevant regulatory requirements
- Support the professional development of Nursery staff and promote an environment in which every child can thrive socially, emotionally and developmentally

Professional leadership and management

- Provide strategic leadership for safeguarding, and pupil wellbeing, ensuring that the welfare of pupils remains central to all decision-making
- Provide overall leadership to all staff, developing amongst them a culture of dedicated engagement, openness, and a sense of involvement as part of an academic community
- Continue to develop a strong, cohesive and proactive leadership team, ensuring that roles and responsibilities are clear and that the highest standards of performance are expected and delivered
- Foster amongst the staff community a strong commitment to the ethos, standards and values of Fairfield and the Nursery
- Support and encourage a diverse and inclusive atmosphere
- Ensure that appropriate procedures are in place to recruit, develop, reward and retain staff of the highest calibre
- Ensure the delivery of high-quality childcare and early years education in a safe, nurturing and inclusive environment

Business management

- Responsible for managing the agreed school budget and resources, exercising delegated authority in accordance with Foundation policies and approved financial limits. Ensure appropriate deployment and overall management of all resources (financial, human and physical) in support of the overall mission and strategic plans, maximising cross-Foundation resources
- Work closely with the LSF Development Office in supporting development and fundraising for the Foundation, including alumni and stakeholder management

External engagement

- Act as a figurehead and be personally visible and involved in all aspects of school and nursery life
- Work strategically with the Director of Marketing and Admissions to ensure that creative marketing strategies are in place, take all appropriate opportunities to publicise the School and Nursery as part of the Foundation, ensuring positive relationships with current and potential parents
- Ensure that the School's and Nursery's ethos, values and aims are effectively communicated to pupils, prospective and current parents, staff, former pupils and the wider community
- Enhance the School's and the Nursery's position in the community and build beneficial relationships with the local and regional press



PERSON SPECIFICATION

Criteria		
Qualifications and Experience	Essential	Desirable
Educated to degree level and QTS	✓	
Proven track record of success and achievement in academic and pastoral leadership and management	✓	
Experience of senior leadership in an independent preparatory school environment		✓
Proven track record of success in developing relationships with a broad range of stakeholders	✓	
Experience of building, developing and leading teams	✓	
Experience in managing financial, staffing and physical resources	✓	
Evidence of recent and relevant training and development at headship level and/or in preparation for headship		✓
Knowledge, skills and ability	Essential	Desirable
Outstanding communicator (written and verbal)	✓	
Intellect, passion and energy to enthuse and inspire staff and pupils	✓	
Commitment to academic excellence and high standards in all aspects of school life	✓	
Commitment to a broad co-curricular programme	✓	
Commitment to partnership working and community engagement	✓	
Strong commercial and business acumen	✓	
Understanding of fundraising, PR and marketing	✓	
Knowledge of financial, risk, regulatory and legal matters	✓	
Excellent decision-making and problem-solving skills	✓	

Personal attributes

- Strong commitment to the school's ethos, values and collaborative culture
- Dedicated to pupil wellbeing, happiness and achievement
- Innovative, strategic and forward-thinking
- Demonstrates integrity, sound judgement and professionalism
- Confident, inspiring and effective communicator
- Empathetic and approachable, with a strong understanding of young people's needs
- Adaptable, decisive and resilient under pressure
- Enthusiastic, energetic and determined, with excellent interpersonal skills

What we offer

We believe our people are our greatest strength. Their expertise, commitment and leadership shape our success, and we are committed to providing a rewarding package designed to support wellbeing, recognise achievement and foster professional growth. Joining us means becoming part of an organisation that values excellence, encourages innovation and is committed to helping talented professionals realise their full potential.

When you join us, you join a forward-thinking organisation that champions excellence, encourages innovation and empowers talented professionals to fulfil their ambitions.

What you can expect:

- A competitive reward package
- DC pension scheme
- Generous fee remission



How to apply

Candidates should [apply through our website](#).

Click on the 'apply' button and follow the instructions to upload a cover letter addressed to the Foundation Chair and complete the online equal opportunities monitoring* form.

Please complete the application form in full, ensuring you include your education and employment history. You should also provide contact details for two referees.

The closing date for applications is midday on Monday 16 November 2026.

Key Dates:

- First interview will be held on Tuesday 1 December 2026
- Second interview will be held on Wednesday 2 December 2026

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

To arrange a school visit or if you would like an informal discussion about the role, please email recruitment@lsf.org.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons with whom she/he comes into contact will be to adhere to and ensure compliance with the school's Child Protection Policy Statement at all times. If in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the school she/he must report any concerns to the school's Designated Safeguarding Lead.





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 Loughborough Schools Foundation

Loughborough Schools Foundation is a Company Limited by Guarantee, number 4038033, and is registered in England and Wales. It is also a Registered Charity, number 1081765.

The Registered Office is 3 Burton Walks, Loughborough, Leicestershire LE11 2DU

Loughborough Schools Foundation puts pupil well-being and safety first. That's why we have taken the decision to avoid using close-up, full-face images of pupils on our external-facing digital outputs without explicit consent. We will continue to celebrate our brilliant pupils, while also protecting them from the growing risk of image misuse.