



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 Loughborough High School.

Loughborough High School has a proud history of educating young women who go out to take their place in the world with the academic results, self-confidence and life-skills to be successful.

Today, that heritage is matched by an ambitious and forward-looking approach to education, preparing girls for exciting futures in an ever-changing world. Our students are curious and individual. We want them to be intellectually ambitious, to embrace opportunities and to develop the confidence to use their voice. Alongside academic excellence, they benefit from a wealth of co-curricular experiences and being part of the wider Loughborough Schools Foundation community.

The next Head will join LHS at an exciting point in its story. We are seeking an inspiring and ambitious school leader who understands the value of an outstanding girls' education while also having the strategic insight to ensure that LHS continues to evolve for the young women of today and tomorrow.

This is a role that calls for both educational leadership and strong outward-facing presence. Our new Head will be an advocate for the school and for the Foundation and an engaged member of the Foundation's Executive Leadership Team.

Governors recognise the responsibility inherent in appointing the next custodian of a school with such a distinguished history. I hope, as you read more about the school and this role, you will be excited by the possibility of leading the next chapter of Loughborough High School.



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 are able to 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 know that siblings can complete their education in one place.



About Loughborough High School

Loughborough High School is a school of personal ambition and opportunity, where girls are encouraged to think deeply, aim high and develop the confidence to forge their own path.

As part of the Loughborough Schools Foundation, the High School combines a proud heritage with a modern, forward-looking approach to girls' education. Academic ambition sits at the heart of the School. Pupils are taught by expert and inspiring teachers who know them well, challenge them to extend themselves and encourage intellectual curiosity beyond the classroom. High expectations are matched by individual support, enabling each girl to discover her strengths, develop her interests and achieve her potential.

Education at Loughborough High School is also about more than examination results. Girls are encouraged to participate fully in the rich life of the school, with opportunities across sport, music, drama, leadership, clubs and societies. As part of the Foundation's shared campus with Fairfield Prep School and Loughborough Grammar School, pupils also benefit from outstanding facilities and the wider academic, social and co-curricular opportunities afforded by being part of a family of schools.



JOB DESCRIPTION

THE ROLE

The Head of Loughborough High School 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 Head will lead and nurture a strong, values-driven school culture in which every pupil is known, supported and encouraged to flourish. The Head will foster a sense of belonging amongst pupils, staff, parents and alumnae, ensuring that relationships remain at the heart of the school's success.

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

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
- Lead the strategic development, quality assurance and compliance of boarding provision, ensuring boarding operations, pastoral care and safeguarding arrangements meet regulatory requirements, reflect best practice and support an outstanding boarding experience

Leading teaching and learning

- Ensure that each young person receives the best possible all-round educational experience
- 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 ISI inspections
- Working with Foundation colleagues, taking a lead role in developing the School's response to emerging technologies, including artificial intelligence, ensuring innovation is balanced with educational purpose, safety and ethical practice
- Support, 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 and high standards of achievement to ensure that all staff and pupils are challenged and encouraged to achieve their full potential

Professional leadership and management

- Provide overall leadership to all school staff, developing amongst them a culture of dedicated engagement, openness, and a sense of involvement as part of a dynamic academic community
- Build on the strengths of an established and effective Senior Leadership Team, ensuring clear accountability, collective leadership and the continued delivery of the highest standards of performance across the school
- Support the development of cross-Foundation faculties where appropriate, promoting academic value and financial prudence
- Foster amongst the staff community a strong commitment to the ethos, standards and values of the school and Foundation
- Ensure that appropriate procedures are in place to recruit, develop, reward and retain staff of the highest calibre
- Support and encourage a diverse and inclusive atmosphere

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 alumnae and stakeholder management

External engagement

- Work strategically with the Director of Marketing and Admissions to ensure that creative marketing strategies are in place and take all appropriate opportunities to publicise the School as part of the Foundation, ensuring positive relationships with current and potential parents
- Work closely with the Head of Fairfield Preparatory School and with local feeder schools to ensure a seamless transition of Y6 pupils into the school each year
- Be personally visible and involved in all aspects of school and Foundation life
- Ensure that the School's ethos, values and aims are effectively communicated
- Build strong and constructive partnerships with all stakeholders
- Support events, activities and the work of the Parents' and Friends' Association
- Enhance the School's position in the community and build beneficial relationships with the local and regional press
- Serve as an ambassador for the School and wider Foundation within the independent sector and wider educational community
- Build on and develop further educational partnerships and outreach to local maintained schools



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 senior 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		✓
An understanding of NMS / boarding inspection requirements		✓
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

- Commitment to the ethos, values and objectives of the School and Foundation-wide collaboration
- Strong commitment to pupil happiness, wellbeing and girls' education, with an understanding of the opportunities and challenges facing young women today
- Passion for educational innovation and continuous improvement
- Excellent judgement, integrity and strategic vision
- A collaborative approach with the ability to work effectively across a foundation structure
- A charismatic, confident and impactful personality
- An understanding of and sensitivity to the needs of young people
- Adaptable, decisive and forward-thinking
- Enthusiastic, resilient and able to perform effectively under pressure
- Warm, caring and empathetic, with excellent interpersonal skills
- Visible, approachable and inspiring leader

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.

What you can expect:

- A competitive reward package
- DC pension scheme
- Family accommodation
- 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 Thursday 26 November 2026
- Second interview will be held on Friday 27 November 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.