



theHammond

Learn • Perform • Aspire

Chair of Board of Directors



Thank you for your interest in this key role as The Hammond continues to build upon its powerful and prestigious history.

This is an exciting time to join The Hammond as it further develops the plethora of courses offered to students from GCSE and A Level study, expert dance, and musical theatre training as part of the Trinity Diploma, specialised Theatre Arts training, to the rigour of our Musical Theatre Performance degree in collaboration with the University of Chester.

Alongside our small class sizes, excellent results, and the outstanding range of opportunities on offer, we feel that our greatest strength lies in our friendly, supportive, and nurturing ethos, encouraged by excellent staff and student relations and a highly supportive parent body.

The Hammond is the North West's leading provider of performing arts education and the UK's oldest vocational dance school. Hammond students are encouraged and trained to be curious, independent, resilient young people who develop leadership skills, potential and talent to compete at the highest level. The Hammond offers a full and exciting curriculum alongside outstanding vocational training for students aged 11 – 19; beyond this The Hammond offers a Bachelor of Arts degree course in Musical Theatre Performance to prepare students for the musical theatre industry at a professional level.

The Hammond is a boarding and day school that prides itself on strong pastoral care; nurturing, guiding, and inspiring every student to be the best possible version of themselves. Here at The Hammond, we are passionate about providing the best possible vocational training in dance, drama, acting and music, alongside an enriching academic curriculum.

We offer a stimulating and challenging creative environment in which we actively encourage young people to adopt lifelong learning skills that will enable them to flourish and thrive in their chosen discipline. We recognise and value achievement; Hammond alumni can be seen performing and teaching in the West End, Broadway, motion pictures, national tours, and teaching across the globe. Housed in the historic Hoole Bank House and surrounded by beautifully landscaped grounds, our campus comprises several performing arts centres with a 420-seat industry-standard theatre and 19 state-of-the-art dance and music studios, including a professional recording suite.

Situated on the outskirts of Chester, The Hammond is located within an hour of Manchester and Liverpool international airports and is two hours from London by train. At The Hammond, young people are fully supported to explore and reach their potential, whilst recognising the importance of cooperation, acceptance, and friendship.

I hope the information provided gives you a sense of what to expect at The Hammond and encourages you to want to be part of our vibrant community.

Jennifer Roscoe MA (Oxon) NPQH
Principal



Message from the Chairman

Kathy Cowell CBE DL

Thank you for your interest in joining The Hammond as either Chairman of the Board or a Non-Executive Director.

As I come to the end of my nine-year tenure as Chairman, I have had the privilege of witnessing The Hammond's continued growth and success, together with the extraordinary achievements of our students, staff and wider community. It has been an honour to support an organisation that combines educational excellence with creativity, ambition and opportunity.

We are now entering an exciting new chapter. Alongside the appointment of a new Chair, several Board members are also completing their terms of office. These appointments represent a significant opportunity to shape the future direction of The Hammond and help ensure that it continues to thrive for generations to come.

We are seeking talented and committed individuals who share our values and who can bring strategic insight, sound judgement and a genuine passion for supporting young people to achieve their potential. Whether your expertise lies in governance, education, estates, law or organisational leadership, you will play an important role in strengthening the Board and supporting the long-term success of The Hammond.

I hope that having learned more about The Hammond, you will be inspired to apply and become part of our future journey.

Thank you for your interest and consideration.

Kathy Cowell CBE DL
Chairman of the Board



Message from the Principal

Jennifer Roscoe MA (Oxon) FRSA NPQH PGCE QTS SLE MCCT

Thank you for considering these important governance opportunities at The Hammond.

The relationship between the Board and the Executive Leadership Team is central to the success of our School. Through constructive challenge, strategic oversight and shared commitment to our vision, our Chair and Non-Executive Directors provide invaluable support in helping us deliver an exceptional educational experience for every student.

The Hammond is a distinctive organisation with a rich heritage and an ambitious future. As one of the UK's leading independent performing arts schools, we are committed to nurturing talent, fostering creativity and ensuring that every young person has the opportunity to flourish both personally and professionally.

These appointments come at an important point in our development. As we welcome a new Chair and several new Board members, we are seeking individuals who will bring fresh perspectives, professional expertise and a commitment to strong governance. In return, you will have the opportunity to contribute to a vibrant and inspiring community, and to make a meaningful difference to the lives of talented young people.

Our Board members are visible and valued members of the Hammond family. We encourage active engagement with the life of The Hammond and greatly value the insight, experience and support that Board members bring.

I hope this opportunity excites and inspires you, and I very much look forward to hearing from those who share our passion for excellence, opportunity and the future success of The Hammond.



1. Chair of the Board of Directors at The Hammond

Advert

The Hammond is one of the UK's leading independent performing arts schools, providing exceptional education and training for talented young people up to and including Degree provision. As we continue to develop our strategic vision and strengthen our governance, we are seeking an inspiring and experienced **Chair** to lead our Board and support the continued success of The Hammond.

This is an exciting opportunity for a senior leader who is passionate about education and organisational excellence. Working closely with the Principal and Board members, the Chair will help shape the future direction of The Hammond.

The position is voluntary, with reasonable expenses reimbursed.

We are looking for someone who can demonstrate:

- Significant leadership experience at board or executive level.
- Strong understanding of governance, strategy, and organisational leadership.
- Excellent chairing, communication, and stakeholder engagement skills.
- Ability to provide constructive challenge and support to executive leaders.
- Commitment to the values and mission of The Hammond.
- Experience within education, arts, charitable, commercial, or public sector organisations would be advantageous.

Time Commitment: Approximately **2–3 days per month**.

Location: Board meetings are held in person at The Hammond.

This appointment provides a rewarding opportunity to contribute to the governance and future success of one of the UK's leading independent performing arts schools. We welcome applications from individuals who share our commitment to educational excellence, strong governance, and supporting young people to achieve their full potential.

Interviews will take place during August, with the successful candidate commencing in September.



Job Description

Purpose of the Role

To provide leadership to the Board, ensuring effective governance, strategic oversight, financial sustainability, and compliance, while supporting the Principal and senior leadership team in delivering The Hammond's vision and objectives.

Key Responsibilities

Leadership and Governance

- Lead the Board and ensure its effectiveness.
- Foster a culture of openness, accountability, and continuous improvement.
- Ensure the Board fulfils its legal, regulatory, and fiduciary responsibilities.
- Promote high standards of corporate governance.

Strategic Direction

- Lead the Board in the development and monitoring of the strategic plan.
- Support and challenge the executive team in achieving strategic priorities.
- Ensure long-term sustainability and growth of The Hammond.

Board Effectiveness

- Chair Board meetings and ensure productive discussion and decision-making.
- Support the recruitment, induction, and development of Board members.
- Conduct regular reviews of Board performance and effectiveness.

Stakeholder Engagement

- Act as an ambassador for The Hammond.
- Build effective relationships with key stakeholders, partners, alumni, and supporters.
- Represent The Hammond by attending events, performances, and, where appropriate, external events.



Support to the Principal

- Maintain a constructive and supportive relationship with the Principal.
- Provide guidance while respecting executive responsibilities.
- Participate in appraisal and performance review processes as required.

Time Commitment

The Chair position is voluntary and is expected to require approximately **2–3 days per month**.

This will typically include:

- Chairing and attending Board meetings.
- Preparation and review of Board papers and reports.
- Regular meetings with the Principal.
- Participation in committee meetings where appropriate.
- Attendance at key events and stakeholder engagements.
- Supporting governance and strategic activities between meetings as required.

While the commitment may vary throughout the year, the Chair should be able to provide sufficient flexibility to support The Hammond during periods of significant strategic activity or key decision-making.

Person Specification

Essential

Experience

- Previous board-level leadership experience.
- Experience chairing committees, boards, or senior leadership groups.
- Experience contributing to strategic planning and organisational development.

Knowledge

- Understanding of good governance principles.
- Awareness of financial stewardship and risk management.
- Understanding of safeguarding and compliance responsibilities.

Skills and Attributes

- Outstanding leadership and interpersonal skills.
- Strategic thinker with sound judgement.
- Ability to challenge constructively and build consensus.
- Strong communication and influencing skills.
- High standards of integrity and professionalism.

Desirable

- Experience within independent education, charity, arts, cultural, or not-for-profit sectors.
- Knowledge of the education regulatory environment.
- Understanding of performing arts education.

Candidate Information

The Hammond is committed to equality, diversity, and inclusion and welcomes applications from candidates of all backgrounds. We are particularly keen to broaden the diversity of professional and personal experience represented on our Board. These appointments offer a valuable opportunity to support excellence in education and the performing arts.

Applications: Interested candidates should submit a CV, including of two referees, together with a supporting statement of no more than 500 words outlining their suitability for the role they are interested in, using the Job Description and Person Specification for guidance.

For an informal discussion regarding the role, please contact Carol Penny, Vice Chair, Board of Directors at carol.penny@thehammond.co.uk and/or Stella Clayton, Director of HR and OD, at stella.clayton@thehammond.co.uk



The Hammond is committed to safeguarding and promoting the welfare of children. As such, the successful applicant will be required to undertake a criminal record check via the Disclosure and Barring Service (DBS). The Hammond is an equal opportunities employer.