

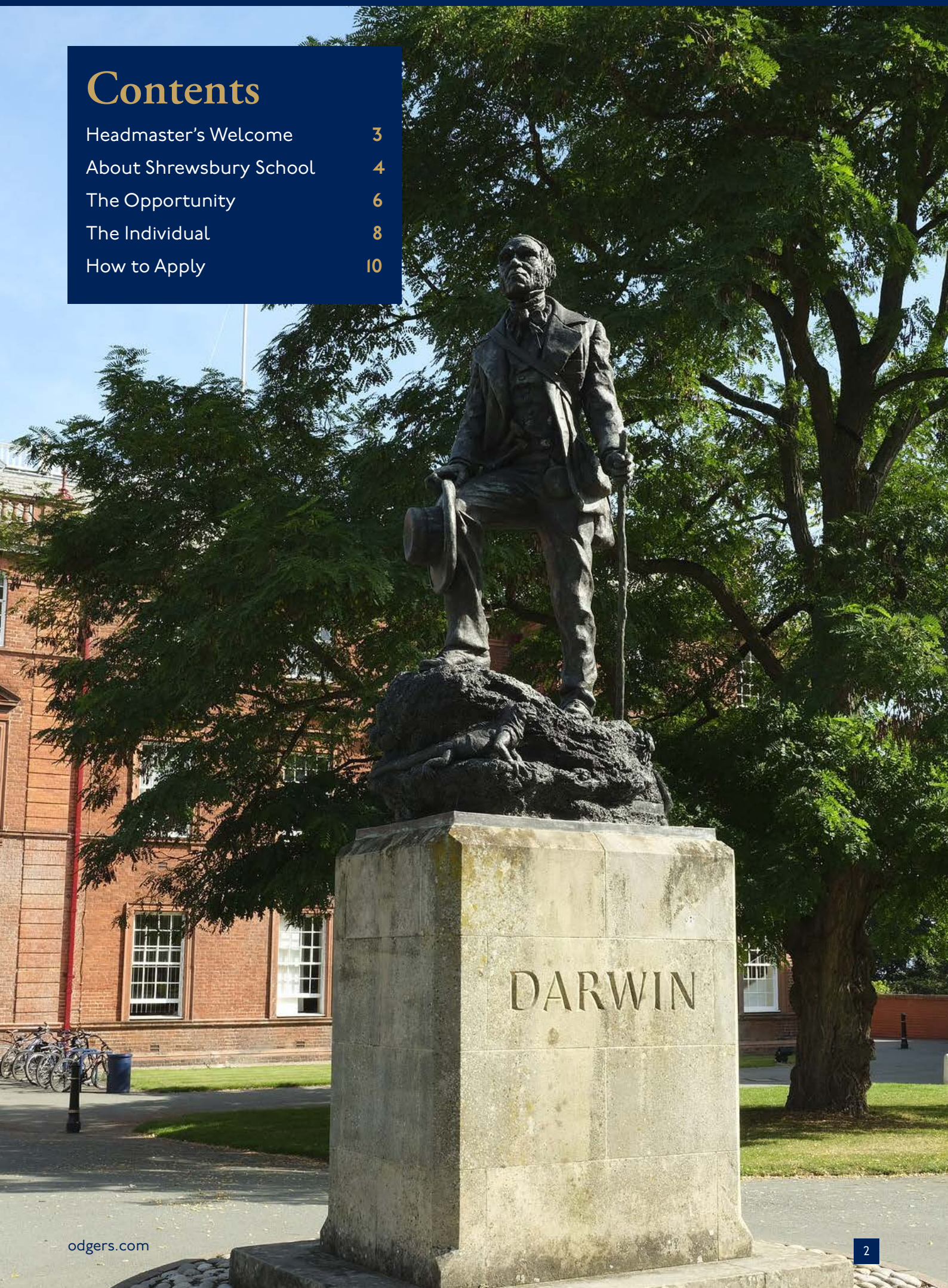
Brief for the appointment of
Senior Deputy Head
Shrewsbury School

Shrewsbury
CO-EDUCATIONAL BOARDING & DAY SCHOOL



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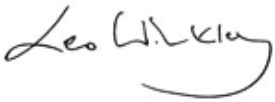


Headmaster's Welcome

At a very exciting time in the long history of Shrewsbury School, with record pupil numbers and a growing family of schools, I am seeking an outstanding educator and leader to be our Senior Deputy Head from 1 September 2026.

This individual will work closely with me to ensure the day-to-day thriving of our community and influence the future direction of the School.

This position would strongly suit someone ambitious to move on to Headship in the near future.



Headmaster and CEO of the Shrewsbury Family of Schools



About Shrewsbury School

Independent School of the Year 2020, Shrewsbury has a world-wide reputation for all-round excellence. Fully co-educational, with a seven-day boarding heartbeat and an integral day community, the school delivers a distinctive whole person education that develops the abilities and enthusiasms of each and every pupil.

Founded by Royal Charter in 1552, Shrewsbury School is one of the 'great' seven boarding schools in England identified by the Clarendon Commission of 1861. Over the centuries it has grown in size and reputation and is regularly ranked amongst the leading co-educational boarding schools in the world. At its most recent ISI Inspection (March 2024), Shrewsbury was awarded a 'Significant Strength' for its partnership and community engagement programme. In 2025, 77% of A-Level grades achieved by Salopians were A*-B and 86% of leavers went on to their first-choice destinations. In the last three years, Shrewsbury sports teams have won national titles in cricket, football and rowing. The school also enjoys a national reputation for music, the performing arts and service to the community.

Currently educating 845 pupils aged 13-18, 75% of whom are full boarders, and around three-quarters UK passport-holders, Shrewsbury delivers a unique programme of whole person education that is 'Serious Fun'. Salopians belong to one of 12 integrated houses (7 boys' and 5 girls' houses) on site. As well as pursuing their academic learning on the School's breath-taking 110-acre site on the banks of the River Severn, pupils also have the opportunity to participate in a wide range of sporting, music, drama and co-curricular activities, as well as being encouraged to engage in adventure, volunteering, charitable fundraising and partnership work.

The Shrewsbury Family of Schools currently comprises 9 schools with over 4,500 children being educated under the Shrewsbury banner in the UK and overseas. In the UK, there are three Prep Schools owned and operated by Shrewsbury: Packwood Prep School (2019), Terra Nova School (2025) and Prestfelde School (2025). There are currently five Shrewsbury International Schools – two in Thailand; one in Hong Kong; one in Cambodia and one in India. There are active plans to open further international schools in the coming years.

Shrewsbury is a registered charity with a number of wholly owned trading companies. It has an annual income of £40 million (2024) and employs 700 staff across Shrewsbury School and its three tied prep schools. It is overseen by a Governing Body which has up to 19 members. The Governing Body and its various Sub-Committees meet once a term.

Shrewsbury: For Life

Our school aim is that a Shrewsbury education will educate and empower each individual pupil to flourish in life and contribute positively to the world around them. Shrewsbury offers a distinctive whole person education – Floreat – that fosters learning and personal development in four vital and mutually reinforcing fields: the intellectual; the active; the expressive and the reflective. Through this distinctive model of education Shrewsbury promotes the Six Salopian Virtues: wisdom; kindness; courage; integrity; self-mastery and spirit.

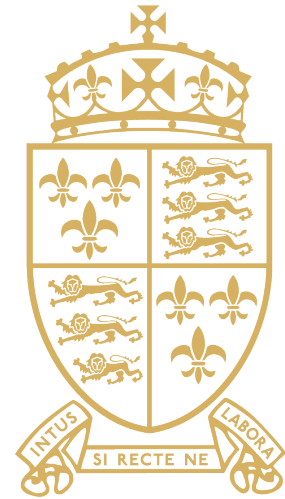
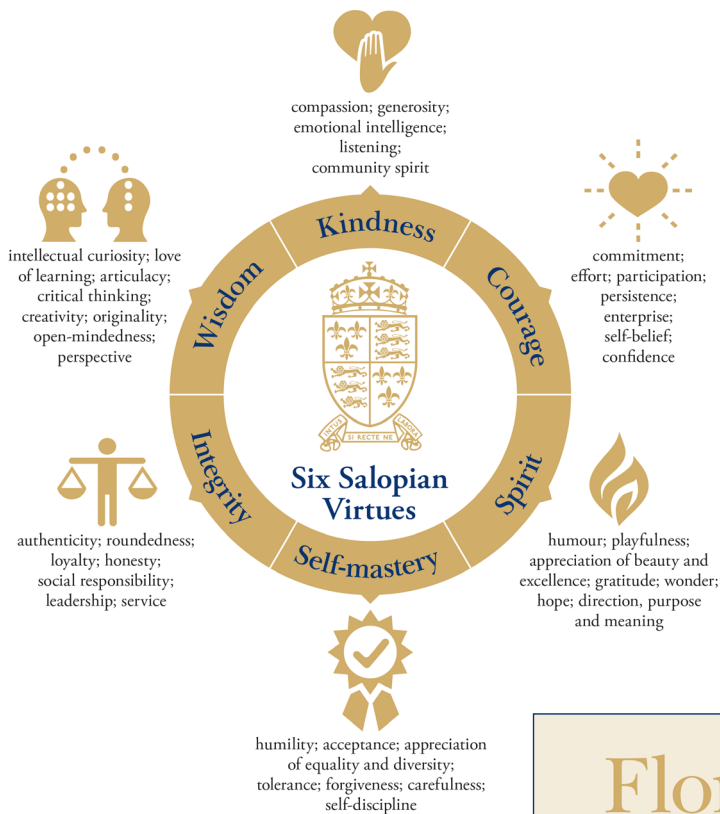
As a learning community, the school pursues academic passions and personal bests, with the aim of developing the 'cultural capital' of each child and instilling character strengths, aptitudes and vital life skills, such as resilience and resourcefulness. Pro-tech and pro-human, we blend the traditional with the contemporary, so that each individual is able to flourish. Whilst championing the individual, we pursue communal values, social responsibility and the willingness to be part of something bigger. With a calm but purposeful atmosphere, Shrewsbury has a high-participation culture in which each individual is valued. We believe in the 'survival of the kindest'.

The Senior Deputy Head will be highly influential in leading our vibrant community and shaping its future as we move towards our 475th anniversary in 2027 – and beyond.

More information about Shrewsbury's Ethos and Educational Philosophy can be found [here](#).

The Salopian Way

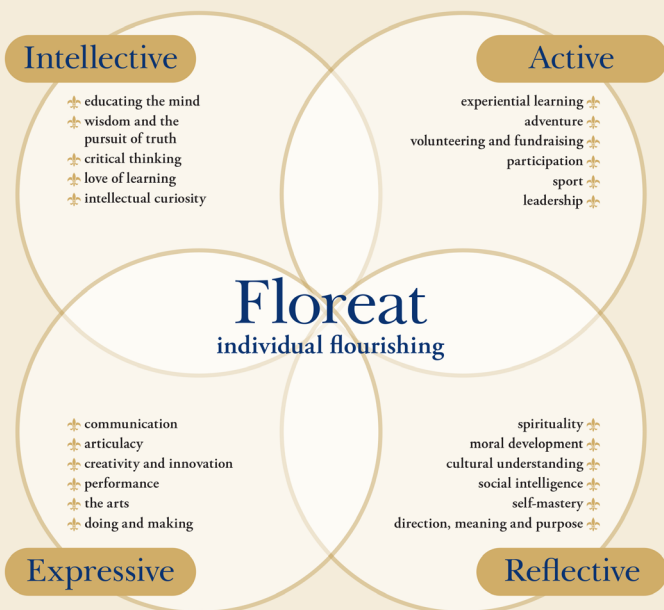
We actively encourage our pupils to develop a range of character strengths grouped around six core Salopian Virtues.



As well as being crowned Independent School of the Year 2020, Shrewsbury is regularly shortlisted in various award categories including three TES Schools Awards 2023: Independent Senior School of the Year; Boarding School of the Year and Excellence in Creative Arts and in the Tatler Schools Awards 2024 for Best Public School and TES Schools Awards 2024 for Boarding School of the Year. Numerous accolades illustrate Shrewsbury's success and can be found [here](#).

Floreat

Our distinctive model of whole person education fosters learning and personal development in four mutually reinforcing fields: **Intellective; Active; Expressive; Reflective**.



Through Floreat, and the shared pursuit of our Salopian Virtues, we aim to advance individual flourishing, within a vibrant and accepting community that champions the individual, and promotes 'the survival of the kindest'.

We believe that the application of these virtues will guide Salopians to thrive in life, work and relationships. As our School motto reminds, Intus Si Recte Ne Labora: **"If right within, trouble not"**.

The Salopian Way is rich in heritage and tradition, but modern and forward-looking in outlook. **It is an education for life.**



The Opportunity

The Senior Deputy Head will work closely with the Headmaster across a full range of operational and strategic matters.

The Senior Deputy Head will deputise for the Headmaster in his absence.

Although the exact nature of the role will depend on the particular strengths of the individual appointed, it is expected to include the following:

- Day-to-day smooth running of the School.
- Leadership of strategic initiatives and priorities as directed by the Headmaster.
- Guiding the effective co-ordination of the Pupil-Facing Leadership Team (PFLT) by chairing weekly meetings of the Deputy Head (Academic), Deputy Head (Pastoral), Deputy Head (Co-curricular) and Assistant Deputy Head.
- Leading on whole staff wellbeing; oversight of the teaching staff review process (Individual Development Plans) and professional development; monitoring teaching staff workloads and the fulfilment of their professional duties; overseeing the induction of new teaching staff (as led by the Assistant Deputy Head).
- Forward planning and management of the Fasti (school diary), term dates, significant whole school events (for example, Speech Day) and gatherings (such as Whole School Assembly and Chapel).
- Ensuring high standards of operational delivery by Chairing the weekly meetings with the Services and Estates Team comprising the Head of Estates, General Services Manager, Events Planner, General Manager KH (catering), Sports Facilities Manager and School Shop Manager.
- Ensuring regulatory compliance, the procedure for updating school policies and leading on inspection readiness.
- Encouraging pupil voice and overseeing the processes for selecting and guiding the Praepositor Team (School Prefects).
- Engaging with current parents to resolve concerns; liaising with the Shrewsbury School Parents' Association on events.
- Assisting the Headmaster as required with external relations, enabling the work of the Marketing and Communications Department, the Development Office and the Salopian Club.

Other duties will include:

- Assisting the Headmaster and other leadership colleagues with the appointment of teaching staff, working alongside the Deputy Head (Academic); and key pastoral staff, working alongside the Deputy Head (Pastoral) and other appointments as appropriate.
- Providing strategic and operational oversight of the School's pupil disciplinary framework, ensuring consistency and fairness via line management of the Head of Pupil Behaviour. Working in conjunction with the Headmaster on any high-level pupil disciplinary matter.
- Attending the Governors' Education and Safeguarding Committee (compiling the agenda in consultation with the Headmaster and Committee Chair) and Governing Body meetings as required by the Headmaster.
- Holding relevant budget lines, such as for teaching staff CPD and training.
- Working effectively and co-operatively with the Chief Operating Officer, support department leads, Human Resources and other key support colleagues on day-to-day and longer-term planning.
- Being a prominent and approachable presence within the school community, supporting the academic, pastoral and co-curricular life of the School.
- Playing an active part in the promotion of Shrewsbury's national and international reputation.
- Any other duties which might reasonably be allocated to the Senior Deputy Head by the Headmaster.



The seniority of the role means that the exact responsibilities will also vary over time and according to the School's operational needs and strategic priorities at any given point.

The Senior Deputy Head will assume line management responsibilities for a number of members of the Leadership Team and other senior colleagues. The exact nature of these will depend on the strengths and expertise of the successful candidate. The current postholder line manages the Deputy Head (Pastoral); Deputy Head (Co-curricular); Assistant Deputy Head; Director of Marketing and Communications; Heads of Section; Head of Pupil Behaviour; Director of Sport; and the Chaplain.

The Leadership Team 2026-2027 includes:

- Deputy Head (Academic) – Mr Dan Reeve
- Deputy Head (Pastoral) and Designated Safeguarding Lead – Ms Anna Peak
- Deputy Head (Co-Curricular) – Dr Helen Brown
- COO and Clerk to the Governors – Dr Nick Dodd
- Director of Education – Dr Richard Kowenicki
- Director of Admissions – Mrs Georgina Collicutt
- Director of Human Resources – Mrs Louise Woodman
- Director of Development – Mr Oliver Jackson-Hutt
- Director of Marketing and Communications – Mr Glyn Ferriday
- Assistant Deputy Head – Mr Henry Exham

The Individual

The Senior Deputy Head will be an exceptional leader and communicator with strongly held educational values that align dynamically with the strategic mission and educational aims of Shrewsbury School.

Qualifications/Attainment

- An honours degree from a leading university
- Additional academic and/or leadership and management qualification(s) [desirable but not essential].

Skills and Experience

- Highly successful pastoral and/or academic leadership experience across the I3-I8 age range.
- Track record of impressive delivery as a Deputy Head or Assistant Head, Houseparent, Head of Department, Designated Safeguarding Lead or another similar senior role.
- Prior experience of strategic pastoral and/or academic planning either as a member of a leadership team, or as part of a group or initiative driving whole-school change.
- Excellent interpersonal skills including the ability to relate well to a variety of people, to resolve conflicts in a sensitive manner and to encourage and motivate both pupils and staff.
- Ability to show ambition for the school and its strategic direction.
- Capability to work effectively and collaboratively as a member of a leadership team, to show initiative and imagination, to have vision and the ability to inspire others.
- Propensity to remain calm under pressure, work to tight deadlines and manage competing priorities.
- Strong analytical and problem-solving skills combined with a proactive and positive approach to delivering change.
- Ability to design and deliver complex strategies from inception to completion and to manage systems and take care of the 'nuts and bolts' of daily school life.
- Experience and/or confidence in working with Governor committees and familiarity with school Governance; willingness to engage in Governance of state or independent schools in this role or other external activity as reasonably required by the Headmaster.
- Operational and administrative efficiency and slick organisational skills.
- Budget-holding and school financial management skills.
- A keen eye for detail and accuracy.
- Excellent written and oral communication skills.



Knowledge and Understanding

- An up-to-date knowledge of national educational trends and developments.
- Fluency and competence in addressing the broad range of issues relating to boarding and co-education.
- A coherent, articulate educational philosophy that aligns with our distinctive vision for whole person education.
- Working knowledge of the legislative and compliance framework for independent boarding schools.
- Awareness of key issues in equity, diversity and inclusion.

Personal Attributes

- Confidence, presence and charisma.
- Professional capabilities and softer skills to establish and retain the respect of pupils, staff, parents, Governors and other members of the Salopian community.
- Approachable, empathetic and able to listen effectively.
- Personal integrity, honesty, energy, stamina and enthusiasm.
- Lively and durable sense of humour.
- Self-motivation with dedicated work ethic.
- Reflective and able to admit to, and learn from, mistakes.
- Avid about personal development and life-long learning.
- Understanding of the pupils' perspective.
- Enjoyment of working as part of a team allied to a willingness to make decisions.
- Capacity to present and speak authentically and persuasively in public.
- Genuine delight in the vibrancy and breadth of life in a full boarding school.
- Chemistry and complementarity of values and skills with the Headmaster.
- Commitment to 'Serious Fun'.

How to Apply

Key dates

The closing date for applications is **9.00am on Friday 6 February 2026**.

Following a long list meeting of the Selection Panel, successful candidates will be invited to attend a shortlist interview at Shrewsbury School on **Wednesday 11 or Thursday 12 February**. Briefing calls will take place the week commencing **Monday 23 February**.

The final interview process will take place at Shrewsbury School on **Tuesday 3 and Wednesday 4 March**.

How to apply

In order to apply, please submit a comprehensive CV along with a completed application form and covering letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria. Please include current salary details and the names and addresses of three referees. Referees will not be approached until the final stages and not without prior permission from candidates.

The preferred method of application is online at: www.odgers.com/95283

All applications will receive an automated response.

For an initial conversation, please contact:

Freddie Dennis

freddie.dennis@odgers.com

Constance Moss

constance.moss@odgers.com

Heather Murray

heather.murray@odgers.com

Shrewsbury School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo screening appropriate to the post, including checks with current and past employers and the Disclosure and Barring Service.

Personal data

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/ application documentation will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.





Shrewsbury
School

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