



Felsted

Brief for the appointment of

Head

Felsted School

ODGERS 



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*Developing character,
making a difference*



Background

Originally founded by Richard Lord Riche as a Church of England Grammar School, Felsted School has a proud heritage that dates back to 1564. Felsted is one of the 12 founding members of the Headmasters' and Headmistresses' Conference and is a full member of Round Square, an active network of over 230 schools spanning over 50 countries with an emphasis on outdoor education and experiential learning. Felsted is particularly notable for having educated a British Head of State, Richard Cromwell.

Felsted is a modern, independent, co-educational day and boarding school set in 80 acres of stunning grounds on its original site in North Essex. The School educates more

than 1,000 students aged 4-18. The School's mission is to foster Felstedian characteristics in every student, nurturing a strong sense of community, encouraging the

development of personal faith in a climate of tolerance and respect, and creating truly effective global citizens.



Values and Ethos

Welcoming: Felsted School is approachable, inclusive and open-minded. It prides itself on its Felsted family and offers a supportive, caring and valued community.

Respectful: The School develops character with integrity. Its students are courteous, confident and humble and are responsible and respectful of others and the world at large.

Adventurous: At Felsted, a passion for life-long learning is nurtured. The School champions adventure, exploring and testing and inspires and values originality.

Fun: Felsted School believes having fun is essential for learning and that every child's education should include large helpings of smiles and laughter.

Inspirational: Finally, the School challenges its students to reach their full potential. Hard work and determination is promoted and rewarded so that students strive for personal achievement and team success.

The Seven Foundations of a Felsted Education

Felsted School's distinctive educational approach is shaped by its Seven Foundations, which together create a rich and holistic learning environment. These foundations – Academic, Community, Wellbeing, Sport, Enrichment, Global, and Neuroinclusivity – are woven into every aspect of school life, nurturing character, curiosity, and compassion. Rather than focusing on a single USP, Felsted celebrates the interplay of these elements to develop well-rounded individuals who are equipped to thrive and make a meaningful difference in the world.

“Felsted produces self-starting, entrepreneurial and independent spirits – characteristics that are immediately evident among the ambitious, self-motivated and self-aware pupils, who have some of the healthiest can-do attitudes we’ve seen.”

The Good Schools Guide





Academic Record

In 2025, Felsted pupils celebrated an excellent set of GCSE results, with more than 40% of all entries graded 9-7 (A*/A), and some notably strong outcomes with more than 60% 9-7 in Chemistry, German, History, Latin, Music, Physics & Further Maths. There were some outstanding results for pupils in Art, Biology & Computer Science (both 84% 9-6).

2025's A Level results were similarly impressive with two-thirds achieving A*-B or equivalent. When A Level and IB results are combined for this year group, 34% of all entries were graded at A or higher.

Every Felsted pupil undertaking the challenging International Baccalaureate Diploma Programme in 2025 successfully completed their Diploma, with a 100% pass rate, achieving an average points score of 34 out of 45 with a 100% pass rate, well above the global average of 30.32.

TES Boarding School of the Year 2023

In June 2023 Felsted School was named the top boarding school in the UK by TES (Times Educational Supplement).

Felsted is proud of its strong boarding culture throughout, a central thread to the holistic education the School offers to pupils. There is no substitute for an extended day in affording pupils time and space to explore their unique combination of passions and interests outside the classroom, in turn greatly strengthening their confidence within it.

Felsted's boarding culture also fosters a strong sense of community and cohesion. By living, working and sharing life's inevitable ups and downs on one beautiful and spacious campus, both staff and pupils become fiercely loyal to the community. It is this loyalty that makes staff go the extra mile for their students and students commit to being the best they can be for their teachers, friends, and the wider school.

Co-Curricular Life

A Felsted education includes a vibrant programme of co-curricular activities. Pupils are provided with a very rich diet of sport, music, drama and art alongside a plethora of extra-curricular options.

There is a strong tradition of sporting excellence at Felsted.

Pupils are supplied with expert coaching in core sports including Rugby, Hockey, Cricket and Tennis for boys and Hockey, Netball, Cricket and Tennis for girls. All abilities are catered for, and every pupil is encouraged to enjoy a recreational interest in individual or team games, while developing a healthy attitude to fitness and exercise.

Music and drama play a similarly important role in school life. All pupils are involved in some way, whether it is singing in Chapel, participating in the Inter-House/League Singing Competition or through individual musical interest. Felsted has its own dedicated team of LAMDA tutors and students have the opportunity to perform their work in a presentation evening in the Hunt Theatre.

The School offers a wide range of clubs, societies and activities, including CCF, Medical & Veterinary Societies, the Duke of Edinburgh programme, and Creative Writing. Children in the Prep School participate in Forest School, which uses the outdoor environment to promote learning.

Facilities

Felsted has outstanding facilities that support its extraordinary co-curricular programme. There are a number of playing fields and AstroTurf and the indoor Senior Sports Hall is designed to accommodate teams and groups of people across a range of sports and activities. The Prep School is equipped with its own dedicated sports facility, Roed Sports Hall. Felsted students also have access to a 22-metre heated indoor swimming pool, squash courts, a shooting range and a state-of-the-art gym.

Felsted recently invested in a new music school equipped with an auditorium. The Barbara Karan Auditorium is a modern space designed for concerts, conferences, seminars and speeches, with a seating capacity of 150+. The music

school also boasts a recording studio and percussion suite. The Hunt Theatre serves as a spectacular venue for theatrical productions and workshops.

The Lord Riche Hall can comfortably seat the entire School. Throughout term time it is used as the main school dining hall but is frequently used for weddings and large social events during school holidays. The Marshall Centre for Learning opened its doors in September 2022 and is a great example of a contemporary 10-classroom building which has been cleverly designed with modern teaching methods in mind.

Felsted has its own fully equipped and staffed medical centre on site, as well as a Wellbeing Centre which provides mental health and pastoral support for students, staff and the wider community.



To read more about Felsted School, please visit the School's website:

<https://www.felsted.org/>

The Role

Reporting to the Board of Governors, the Head leads the Senior Leadership Team (SLT), which, in turn, shares the collective responsibility for all aspects of school leadership and management including a continuity of ethos and culture from the Prep School through to the Sixth Form.



This is an exciting role for an outstanding individual who appreciates the unique ethos of Felsted School and values the diverse opportunities the school offers its pupils, fostering their development as thriving citizens in a rapidly changing world. The successful candidate will wish to promote and nurture this culture of excellence in and outside the classroom, whilst being able to create his/her own vision for the School at an exciting moment in its development.

Key Responsibilities

Strategic Direction

- Work with the Governors to develop a clear vision and strategic plan for the future of Felsted School.
- Keep the strategic plan under constant review, translating it into clear and measurable targets for implementation and monitoring by the Governors.
- Secure the commitment of the school's key stakeholders to the strategic vision and overall direction of Felsted School, including staff, parents, alumni and the wider community.
- Understand the ethos of Felsted School, past and present, and create a vision for how it can continue to differentiate itself in an increasingly competitive market.
- Be aware of, and respond to, the local and wider external environment of the school and sector in the UK and internationally, adapting plans and strategies in response as necessary.



Leadership and Management

- Provide overall leadership and role modelling to staff, developing amongst them a culture of excellence across all areas of school life and a deep commitment and sense of involvement as part of a high-achieving community.
- Continue the development of a strong, cohesive and proactive Senior Leadership Team, ensuring that roles and responsibilities are clear and that the highest standards of performance are set and maintained.
- Ensure excellent communication with the whole school community and be a visible and accessible presence within the school, to staff, pupils and parents.
- Further enhance the reputation of the school and, as a result, recruit and retain high quality staff and attract outstanding pupils.
- Deliver excellence in extra-curricular activities, including the arts, drama, sport, music and adventure, through high levels of achievement and participation.
- Ensure the provision of the highest possible standards of pastoral care and that the physical and mental health and wellbeing of all pupils and staff remains at the heart of the school's mission. Work closely with the Designated Safeguarding Lead and other senior members of staff to oversee all aspects of monitoring and safeguarding.
- Develop, implement, and maintain oversight of school policies and procedures and ensure that rigorous performance management is in place for the whole staff.
- Lead and manage the Prep School, providing clear support and strategic direction across the 3-18 age range.

Academic and Educational Leadership

- Lead the ongoing development of a rigorous and forward-thinking curriculum that reflects high academic standards and fosters a culture of continuous improvement.
- Champion academic excellence by ensuring that every pupil is supported and challenged to achieve their full potential, with a strong focus on value-added outcomes.
- Oversee robust systems for assessment, reporting, and behaviour management, ensuring consistency and clarity in tracking student progress and maintaining high expectations.
- Provide strategic leadership and operational oversight during inspection processes, ensuring the school is fully prepared and compliant with all regulatory requirements.
- Ensure that teaching and learning across the school consistently reflect high expectations and appropriate challenge for all learners, regardless of background or ability.
- Promote the integration of emerging technologies and AI to enhance teaching, learning, and the wider educational experience.

Business Management

- Work with the CFO and Governors, and make a significant contribution to the strategic financial planning of Felsted School.
- Ensure appropriate deployment and overall management of all resources (financial, human and physical) in support of the overall mission and strategic plan.
- Build further on the school's commitment to providing bursary places.

External Engagement

- Act as a figurehead and further develop the close links held by the school with the local community.
- Work closely with the Head of the Prep School and Head of Marketing to ensure that creative marketing strategies are in place. Take all appropriate opportunities to publicise the school and ensure positive relationships with current and potential parents.
- Sustain and build effective relationships with the Heads of all current and potential feeder preparatory and primary schools.
- Build on and develop further the educational outreach to local maintained schools, demonstrating a strong commitment to the school's charitable aims.



The Person

The Head of Felsted School will be a committed and inspirational leader of the highest calibre. Applications are invited from candidates with the following key skills, experience and attributes:

Qualifications and Experience

- Degree educated, with an additional post-graduate leadership and/or management qualification an advantage.
- A proven track record of success in educational leadership obtained at either Head or Deputy level.
- Demonstrable experience of academic success and excellence in teaching.
- Experience of teaching in a boarding environment.
- Evidence of experience in successfully developing, implementing and monitoring strategic plans.
- A proven track record of success in developing relationships with a diverse range of stakeholders.
- Experience of building, leading and developing high performing teams.
- Experience in managing human, financial and physical resources.
- Ability to demonstrate commitment to the pursuit of academic excellence and achievement of the highest possible academic standards.
- Ability to inspire and motivate both staff and pupils alike and adopt an innovative approach to the development of a clear educational vision.
- Ability to demonstrate commitment to the delivery of a broad and far reaching extra-curricular programme that provides a wealth of sporting, artistic and cultural opportunities.
- Commitment to meaningful engagement and working in effective partnership with the wider community.
- A strong sense of commercial and business acumen.
- A successful track record in raising additional funds through income diversification, including securing donations and sponsorships to support the school's strategic priorities.

Knowledge, Skills and Ability

- Outstanding communication skills (both written and verbal) and ability to engage with multiple stakeholders with a warm and accessible style.
- Ability to effectively oversee the leadership and management of the development department, overseeing fundraising initiatives, donor relations, and the cultivation of partnerships with key stakeholders.

- An interest in fundraising, PR and marketing, and the willingness to actively engage with and provide the necessary support for them.

Personal

- Evidence of sharing the values of Felsted School, with a strong commitment to the mission of the school.
- A commitment to the welfare of all pupils.
- Ability to inspire trust and confidence in all stakeholders: parents, governors, staff, pupils and alumni.
- Authentic, genuine and resilient, with excellent judgement and integrity.
- Outward facing, confident and assured with a sense of energy and a palpable enthusiasm for school life, with the ability to effectively engage with a wide range of internal and external stakeholders.
- Adaptable and decisive, with an ability to build stakeholder engagement and inspire confidence.

How to Apply

Felsted School has engaged the services of Odgers to assist with the recruitment of the next Head.

The closing date for applications is Friday 31 October.

Shortlist interviews with the Selection Committee will take place on **Monday 17 November**. Candidates invited to the final stage will be invited to have a full briefing visit to the school during **week commencing 24 November** and final interviews will take place on **Monday 1 December**.

In order to apply, please submit a CV, along with a 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/94512.

All applications will receive an automated response.

For an initial discussion, please contact:

Freddie Dennis: +44 (0) 207 529 6366
freddie.dennis@odgers.com

Constance Moss: +44 (0) 207 529 1109
constance.moss@odgers.com

Kathryn Spencer: +44 (0) 207 367 9795
kathryn.spencer@odgers.com

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 expressed 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.

Felsted School is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS).



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