



Candidate Pack

Headteacher

Marylebone Boys' School



Marylebone Boys' School

STUDIO ET INDUSTRIA

Welcome

Thank you very much for your interest in becoming Headteacher of Marylebone Boys' School.

Marylebone Boys' School caters to boys aged 11–16 and offers a co-educational sixth form. Located in Paddington Basin in Central London and founded in 2014 as a free school, we are proud of the vibrant, ambitious community we've built together. Our strengths lie in creating an environment where high expectations meet strong support; every student is challenged to take responsibility for their learning and behaviour, and they rise to that challenge. Guided by the motto *Studio et Industria* – "Success comes through application and hard work" – the school works to give students the best-possible start in life in a culture that values professionalism, positivity, and productivity.

Beyond the classroom, we offer a rich programme of personal development. From leadership opportunities and enrichment activities to a well-structured careers programme, which includes support from local businesses such as the Premier League, VISA, HSBC and M&S, we prepare students for life beyond school – academically, socially, and emotionally.

Above all, our greatest strength is our staff team. Professional, passionate, and committed, our teachers and support staff work together to make Marylebone Boys' School a place where students feel safe, challenged, and inspired to achieve their very best.

With the planned retirement at the end of the academic year of the current Headteacher, who has been with us since inception, we are looking for a new leader with the skills and experience to keep the school moving forwards with energy and rigour. They will need to have

the vision to lead the school into a new chapter, building on the foundations already in place and challenging what is possible for the young people entrusted to us.

This is a particularly exciting time for the school as we intend to join United Learning, the largest Multi Academy Trust in the country, in the Spring term. We believe this move will provide the incoming Headteacher with the support, strength and infrastructure to make Marylebone Boys' School an exceptional school.

For the right person, this is a career defining opportunity to make a real difference in a school that serves a diverse community of young people. You will need to work with staff, the student body and the community to embed further a school culture that is already inclusive, compassionate and inspiring, underpinned by a robust pastoral system, where every child is celebrated and nurtured.

This position will suit an energetic, committed, and collaborative leader with a passion for building and maintaining outstanding learning. We are committed to fairness, diversity and inclusion. Whoever you are, if you have a strong track record of improving young people's education and a drive to do more, we very much look forward to hearing from you.

With best wishes,

Margaret Mountford
Chair of Governors

The School

Marylebone Boys' School is a non-selective, boys secondary school with a co-educational sixth form. The school is located in Paddington Basin, Central London and serves students from diverse backgrounds from across London.

At Marylebone Boys' School, we offer the full national curriculum with opportunities for our pupils to engage in a broad range of additional activities in sports, music, and the creative arts. It is our aim to develop rounded individuals who are not only academically successful, but who also have opportunities to develop other key skills such as leadership, teamwork and communication, which will give them the edge when it comes to future challenges.

In September 2018 the school moved into its purpose-built site which features modern science laboratories, art and design studios, a library, and a main hall with retractable bleachers. The sixth form occupies a dedicated building just 350m away, offering a focused academic setting for post-16 students as well as an on-site gym for both students and staff. Located just a few steps from Paddington Station, both buildings of the school benefit from not only air conditioning but also excellent transport links and proximity to cultural and business hubs, reinforcing the mission to prepare students for life in a global city.

Our students are at the heart of everything we do. They are polite, respectful, and eager to learn, creating a calm and positive atmosphere throughout the school. Students here are curious and ambitious, always ready to take on new challenges. Beyond the classroom, they throw themselves into the wide range of clubs, trips, and enrichment activities on offer, developing confidence and leadership skills along the way.

We also place a strong emphasis on inclusion and respect. Our students learn the importance of healthy relationships and treating others with

kindness, which helps to maintain a supportive and welcoming community.

Our GCSE results compare favourably against boys in other single sex and co-educational schools both locally and nationally whilst our A Level results highlight our students' strong interest and success in social sciences and Business & Economics leading to top end universities.

As we look to the future, a new Headteacher will be expected to build on these strengths while driving continuous improvement. This means sustaining our positive culture, maintaining high academic standards, and ensuring that our offer to students remains innovative and inclusive. It also involves developing staff (to whom we proudly pay the London Living Wage, including contractors), fostering collaboration, and embracing opportunities for growth, so that it continues to be a school where excellence is the norm and every student leaves prepared for life beyond school. We are looking for a leader that is committed to the long-term success of the school and is determined to improve the lives of the children and young people in our community.

We fully recommend that you take the opportunity to make an informal visit prior to making your application, to see the school for yourself. We are working closely with United Learning on this appointment. If you would like to arrange a visit please contact Geoff Morris, Head of Leadership Recruitment, at geoff.morris@unitedlearning.org.uk or telephone 07811 345 638.

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Support from United Learning

Over recent months, our governors have looked at the long-term future of the school and how to ensure the most effective support for staff and pupils, and we are very pleased that the school intends to join United Learning in the Spring term of 2026 (subject to the timeframes set by the final legal negotiations).

In the interim, United Learning will support the Headteacher with the expertise of a Regional Director, as well as a highly effective team of subject advisers and central support for Finance, HR, Estates and other functions. The school will benefit from access to the United Learning knowledge-rich mastery curriculum which includes a package of common assessments, enabling school leaders to gain a deeper

understanding of their pupils by comparing their performance against the thousands of pupils within the wider Trust.

Once the school has joined United Learning, Marylebone Boys' School will work closely with the Group's other schools in West London – Paddington Academy, The Hurlingham Academy, The Elms Academy, Holland Park School and Ernest Bevin Academy. The schools in the cluster benefit from close collaboration including joint CPD and professional development opportunities for staff, as well as support from an Executive Business Manager and a back-office team who provide a high-quality service to each school.



About United Learning

United Learning is a Group of schools which aims to provide excellent education to children and young people across the country. The Trust seeks to improve the life chances of all the children and young people it serves and is committed to its mission of bringing out 'the best in everyone' – pupils, staff, parents and the wider community.

As a group, United Learning can offer more to both staff and young people than any single school could offer alone. The growing range of outstanding group-wide activities the Trust provides will mean that more young people will have truly exceptional and inspiring experiences.

Marylebone Boys' School shares the United Learning objective of bringing out 'the best in everyone', enabling each student to become a balanced, happy and articulate person with intellectual freedom, confidence, compassion, integrity and a lifelong love of learning.

To find out more about United Learning, please visit the website www.unitedlearning.org.uk



Job Description

The Headteacher will lead and inspire excellence throughout the school. They will work with all staff to ensure success for all pupils at every stage of their education and provide them with the skills and confidence for their future life and work.

The Headteacher, together with the Governing Body, will be responsible for establishing and implementing the vision and direction for all staff and pupils throughout the school. In leading the school, the Headteacher will ensure that the school's ethos and values are deeply embedded and visible to all stakeholders.

Broadly, the responsibilities of the role are as detailed below:

Educational Leadership and Management

- Ensuring excellent academic outcomes in both key stages;
- Developing outstanding teaching and learning for all pupils;
- Embedding an aspirational and innovative culture of learning;
- Implementing a rigorous system of monitoring to evaluate the work of the school;
- Securing and maintaining high standards across the whole school;
- Embedding a fulfilling and enriching curriculum for all children;
- Setting and achieving aspirational targets for all pupils that ensure rapid progress to become an outstanding school;
- Ensuring the welfare and safety of all pupils from all groups, including their safeguarding;
- Maintaining and developing a calm and focussed school environment, with excellent staff- pupil relationships.

Strategic Leadership and Management

- Leading the school in partnership with the Governing Body;
- Defining and delivering the vision and objectives of the school and the School Strategic Plan as agreed with the Governing Body;
- Working collaboratively with United Learning, ensuring compliance and cooperation across the whole school;
- Developing and maintaining the values of the school;
- Developing an OFSTED strategy and securing excellent OFSTED outcomes.

Job Description

People Leadership and Management

- Leading on all staffing issues, including the appointment and development of staff;
- Ensuring a culture of working together to achieve high standards throughout the school;
- Promoting staff well-being;
- Managing performance and ensuring that staff receive appropriate support in order to achieve excellence;
- Leading reflective practice and inspirational professional development that enables all members of staff to flourish;
- Promoting equality and fairness for all staff;
- Taking responsibility for one's own professional development as the Headteacher.

Financial and Business Management

- Working closely with the Business Manager and the Governing Body to ensure budgets are set and managed within guidelines agreed;
- Monitoring actual spending against budget;
- Monitoring and evaluating the impact of funding to support the progress and achievement of priority groups including those with special educational needs and/or disabilities, or those eligible for pupil premium funding;
- Ensuring that efficient administrative systems are implemented and managed;
- Managing, maintaining and utilising the site and facilities to their full value to the school and the community;
- Ensuring that health and safety and safeguarding policies are managed and implemented.

Links with Community and Business

- Developing strong and effective partnerships with parents;
- Developing a thriving sense of school community to include present and past pupils and parents;
- Creating proactive, entrepreneurial and effective links with the wider community;
- Developing strong and effective partnerships with local primary and secondary schools, colleges and universities.

Reporting

The Headteacher of Marylebone Boys' School will report to the Chair of Governors. On joining United Learning, this will move to the Regional Director. The Regional Director reports to the National Director of Secondary Education of United Learning, who is responsible to the overarching Charity Board through the Chief Executive.

The Governing Body, and its Chair in particular, will continue to work closely with the Headteacher in relation to its responsibilities to act as a 'critical friend' to the school. This relationship with the Chair and the Governors will be key to driving the school forward and further developing local partnerships.

The Headteacher's direct reports whom they line manage will include as a minimum their Executive PA (who is also HR Officer), the Deputy Headteacher and the School Business Manager.

Person Specification

Education and Training

- Educational and professional qualifications appropriate for the role of Headteacher of the school. Such qualifications would normally include a degree from a recognised university, professional qualifications (for example PGCE) and ideally a further post graduate qualification;
- Evidence of professional development across career to date.

Experience

- Demonstrable success in a leadership role in a comparable organisation and through significant periods of development at Deputy level or above;
- A proven track record of securing excellence in an educational establishment;
- A proven track record in rapidly raising pupils' achievements;
- Evidence of the ability to develop excellent relationships with staff, members of the local community, parents and pupils;
- Experience in leading and developing colleagues and effective teams;
- Experience of working effectively in a multi-racial context and with high levels of deprivation.

Knowledge, Skills and Qualities

- An in-depth understanding of school leadership and school improvement needed to achieve outstanding pupil progress and personal development;
- The ability to create and implement effective management systems in which roles, responsibilities and accountabilities are clearly articulated;
- An understanding of the importance of research in developing approaches to learning and curriculum design and the ability to put this into practice;
- An understanding of expectations of each phases of education, from Key Stage 3 through to Post-16;
- A thorough understanding of school markets, the analysis required to develop those and the skills to implement successful marketing strategies.

Personal Qualities

- A clear understanding of and commitment to the development of the Marylebone Boys' School's values,
- Belief in equality of opportunities for all pupils and staff regardless of culture, gender, ethnicity, sexual orientation or religious identity;
- Clarity of vision with the ability to communicate it in a compelling and engaging way;
- An adaptable leadership style which encourages leadership from others and celebrates success;
- Determination and resilience;
- Sensitivity and wisdom in managing relationships with pupils, parents and staff;
- High level interpersonal and communication skills with the capacity to influence at all levels;
- High expectations of pupil achievement, conduct and behaviour;
- A commitment to collaborative working, both within the school and across the local community;
- Openness, sense of humour, energy and enthusiasm;
- Strong personal drive to engage with and develop the best in all children in the school.

Terms & Conditions of Employment

Employer

Marylebone School Limited (please note that this will change to United Learning following the anticipated transfer of the school to the Trust)

Position

Headteacher

Reporting Line

Chair of Governors / Regional Director

Location

Marylebone Boys' School, North Wharf Road, London W2 1QZ

Start Date

September 2026 (or earlier e.g. half term 6, if availability allows)

Starting Salary

The salary will be commensurate with the significance and importance of the post and the experience of the successful candidate. Highly competitive.

Holidays

You are entitled to take holidays during the normal school holidays except where your presence is required for proper execution of your duties as Headteacher. We would expect you would not have less than six weeks of the year without any work involvement.

Teachers' Pension Scheme

The Headteacher is eligible to be a member of the TPS.

Health Insurance

The Headteacher is eligible for health insurance.

Relocation

Relocation assistance may be given as a contribution to expenses incurred (up to £8000) if relocation is necessary. This assistance is discretionary.

Safeguarding

Everyone at Marylebone Boys' School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. An enhanced DBS (previously CRB) check is required for all successful applicants.

How to Apply

If you wish to discover more about this exciting opportunity, need any further information or would like to have an informal discussion or tour, please contact Geoff Morris at geoff.morris@unitedlearning.org.uk or telephone 07811 345 638.

All applications should be submitted via TES Portal.

The closing date for receipt of completed applications is Monday 3rd November.

The Selection Process

We will treat all enquiries, formal and informal, in confidence.

The selection process will be as follows:

All applications will be acknowledged by email. Shortlisting is scheduled to take place during the week commencing 3rd November.

The selection process will take place on **Friday 14th** and **Tuesday 18th November** at Marylebone Boys' School. You do need to be available for both dates.

Candidates will be offered full feedback on their application and/or interview.



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