

Head of Student Support Candidate Information Pack



GORDONSTOUN



GORDONSTOUN

About Us

Plus Est En Vous – There Is More In You

The Gordonstoun motto is as relevant today as it was when Dr Kurt Hahn a visionary German educationalist and founder of Gordonstoun, created it. He believed that young people flourish when their horizons are broadened beyond just their academic potential.

Dr Kurt set out to develop the qualities of compassion, honesty, initiative, a thirst for adventure and a sense of service to others in them. His intention was not just to prepare his students for exams, but also for life. This approach to character education is still achieved at Gordonstoun by combining inspiring classroom learning with an exciting and richly varied range of out of classroom learning experiences.

Life at Gordonstoun

All students at Gordonstoun take part in our world beating outdoor education and sail training programme, team and individual sports, explore the performing arts, and participate in one of the School's nine services to the community. These widely differing challenges instil a can-do attitude in our pupils and give them the ability to adapt to new situations quickly and confidently; skills which are essential in later life.

Our young people are also encouraged to take on roles of responsibility from their earliest years in the School and they rise to the challenge, developing an understanding and respect for the wider world.

Our students live in a close-knit community that is one third Scottish, one third from the rest of the UK and one third from the rest of the world, so they live and work alongside others from over forty countries. Consequently, our students are diverse in culture, faith, aptitude and background and we take pride in our global community and the opportunity it brings to develop a deep and accepting understanding of people from all walks of life and all nations.

Curriculum

At Gordonstoun, we believe that a broader curriculum broadens not only minds but opportunities too. It is a belief that's served both us and our students well for over 80 years and that has made Gordonstoun the world leader in character education. Our uniquely broad curriculum provides challenge in the classroom, on the sea, on the mountain, on the stage, and on the sports field. It is unrivalled in breadth, and helps every child to achieve their full potential.

Teaching

There's no secret to what we do: it's simply world-class teaching and lots of hard work. That's why inspectors from Education Scotland described our academic success as an 'important strength' and noted that staff 'have a relentless drive to ensure that each young person achieves their full potential'.

We focus on each student's personal academic goals and targets, understanding their strengths and abilities to help them discover the truth in our motto 'Plus est en vous' (There is more in you). Our broad curriculum gives every child the chance to explore what's important to them, to find out what they excel at. By giving students new experiences, their understanding of themselves and what they are capable of grows along with their sense of achievement.

Our impact

We believe that a broader curriculum broadens minds and that learning happens both inside and outside the classroom. We have understood the benefits of out-of-classroom learning experiences for over 80 years; however, no research had been done to quantify the true value of our character-building broader curriculum. Until now. In 2016 we commissioned Dr Simon Beames, from the Moray House School of Education at the University of Edinburgh, to carry out a study designed to understand the lasting influences of these experiences. He found that 94% of respondents said that out-of-classroom learning experiences had an overwhelmingly positive influence on their personal growth and 74% said it helped them on their career path.

Boarding

Gordonstoun is one of the UK's last remaining full boarding schools, co-educational for 4½-18 years old and dedicated to delivering an ethos which stretches, challenges, nurtures and develops every child in our care, so that they grow into all that they can be.

Location

Gordonstoun's physical location in the North of Scotland is another thing that sets the school apart. We are located in a beautiful and safe, 200-acre woodland campus in the heart of the Moray countryside, just moments from the sea and the hills. Our peaceful location is quiet, yet accessible and we have great international transport links – we are only 31 miles from Inverness and 65 miles from Aberdeen airport.

Broader experiences, broader minds.

Broader experiences, broader minds.



Our Ethos

Our ethos is inspired by the desire to create responsible, compassionate, dynamic individuals with the confidence to be all they can be. Our values are enthusiastically shared by all which are achieved through the pillars that encourage service to the community, teamwork, responsibility, resilience, achievement and compassion.

Teamwork

Encouraging students to work together achieves better results for everyone, both inside and outside the classroom.

**Nobody is allowed to be a passenger;
everyone belongs to the ship's crew**

Kurt Hahn, Founder of Gordonstoun

Teamwork builds self-awareness and respect for others. It is a cornerstone of life here at Gordonstoun and extends far beyond the boundaries of our expansive playing fields. Encouraging students to work together achieves better results for everyone, both inside and outside the classroom. Each child develops the confidence to rise to challenges wherever they find themselves, whether tackling a difficult equation, tricky mountain or choppy ocean.

They develop the capacity to plan, negotiate, compromise and consider, to take orders and follow them, to make suggestions and follow those too. And in doing all this they also learn invaluable leadership skills.

"Being at Gordonstoun has helped me boost my confidence, I would never have had the courage to socialize as often or meet new people of different backgrounds, but I have now many many new friends, including some who are several years older than me. Although it seems clichéd, House expeds and seamanship have really changed my life, increasing my endurance, stamina and team building."

Yahya –Year 9



"It was the breadth of my experiences at Gordonstoun that taught me about the importance of teamwork, taking opportunities when they present themselves and drawing on the support of the people around you."

Heather Stanning,
Olympic and World Gold Medallist
Rowing – 2003





"In my six years at Gordonstoun I feel I have experienced responsibilities from areas of life that I never expected I would deal with, yet the school has given me the opportunity and support to do so. I am a firefighter, with the responsibility to the service and community; a Colour Bearer, a leader and voice for the student body, with the responsibility to uphold the students' voice and discuss and persevere with staff about change. Captain of Netball, Drama, Chamber choir, each with different responsibilities, and I have a responsibility to myself to prioritise and organise so that despite having a large plate, I keep on top on my academics and still keep my roles of responsibility upheld."

Grace B – Year 13

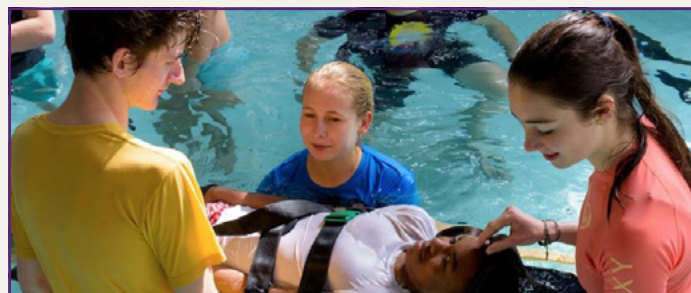
"There are so many aspects of my time at Gordonstoun that I am grateful for, including the willingness and ability to 'step up to the plate', to take responsibility – both for myself and for others. This has been invaluable to me in my working life, first as a pool lifeguard when I left school and subsequently as a submariner in the Royal Navy."

Luke Morrow
Submariner, Royal Navy
2007



Responsibility

It's not something to be taken lightly, which is why at Gordonstoun we give students the opportunity to take up a variety of responsibilities.



Education must enable young people to effect what they have recognised to be right

Kurt Hahn, Founder of Gordonstoun

Today's children will be responsible for shaping the future of the world. It's not something to be taken lightly, which is why at Gordonstoun we give students the opportunity to take up a variety of responsibilities. This teaches them about the importance of looking out for others, whether as a team or form captain, a classmate or member of a boarding house. They'll be encouraged to support new students, keep dormitories tidy, clear the refectory, crew our 80-foot yacht and lead a range of teams to victory. We help them grow into compassionate individuals who are unafraid of stepping up to a challenge. Our students leave Gordonstoun ready to become capable, confident members of a diverse and challenging global community.

The school guides them towards being leaders
HM Inspectors, 2019 – Education Scotland



Broader experiences, broader minds.

Resilience

By embracing new experiences students understand how much they are capable of. They need to withstand disappointment and have the resilience to turn it into success.



Make young people meet with triumph and defeat

Kurt Hahn, Founder of Gordonstoun

Resilience is learned through challenge, whether on the hockey pitch, the ocean or the stage. It is summed up in the Gordonstoun motto 'Plus est en Vous' – 'There is more in you'. By embracing new experiences students understand just how much they are capable of. They need to withstand disappointment and have the resilience to turn it into success. Whether the challenges are academic, emotional or physical, Gordonstoun students learn they can overcome any hurdle.

The extensive range of opportunities for personal achievements in the senior school, as part of the Gordonstoun broader curriculum, is outstanding

HM Inspectors, 2019 – Education Scotland

"I have a fear of deep water so the idea of being on a boat in the middle of the ocean had me petrified, to say the least. Now I have sailed two times with school and have earned my sea legs. Sailing has helped me to achieve things I never could have dreamed of and when I was aboard the boat, stood at the helm with fingers and toes numb, the wind, snow and rain pelting down I felt invincible. I was on top of the world."

Olivia W – Year 13



"From Gordonstoun, I gained resilience. I was incredibly lucky to win an academic scholarship and I do feel that it was the making of me on many levels. Gordonstoun helped me to learn that with a little resilience, life is very bright."

Ryckie Wade, Plastic and Reconstructive Surgery Speciality Training Registrar and Academic Clinical Fellow, Leeds Teaching Hospitals – 2005





"At Gordonstoun you can achieve things, no matter who you are or where you come from. It can be for anything: sport, academics, outdoor education or in music and drama, you just have to work hard for it." **Angus B – Year 9**

"Gordonstoun was a fabulous opportunity for me. I had so many wonderful experiences and really felt ready to take on the world when I left. I was presented with a number of challenges, not least my four A-Levels, but with first-class academic teaching I was supported every step of the way."

**Commander Catherine Jordan,
Naval Aviator and Ship
Commanding Officer – 1993**



Achievement

At Gordonstoun we are committed to helping every student reach the pinnacle of their academic potential.

**All young people need the opportunity
of proving themselves to themselves
and education must provide
such opportunities**

Kurt Hahn, Founder of Gordonstoun

At Gordonstoun we are committed to helping every student reach the pinnacle of their academic potential. There's no secret to what we do: it's simply world-class teaching and lots of hard work. That's why inspectors from Education Scotland described our academic success as an 'important strength' and noted that staff 'have a relentless drive to ensure that each young person achieves their full potential'.

We focus on each student's personal academic goals and targets, understanding their strengths and abilities to help them discover the truth in our motto 'Plus est en vous' (There is more in you). Our broad curriculum gives every child the chance to explore what's important to them, to find out what they excel at. By giving students new experiences, their understanding of themselves and what they are capable of grows along with their sense of achievement.



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Service

The Gordonstoun community is on active service for things which are more important than Gordonstoun

Kurt Hahn, Founder of Gordonstoun

We believe it is very important students are willing to put the needs of others ahead of their own. That is why service to the community is one of the founding principles of education at Gordonstoun. Every senior student has to become a member of one of the School's nine community and rescue services. This develops a sense of social responsibility and compassion towards people from all walks of life. Students give up their own time for the benefit of others, without expectation of return or reward. Junior School students play their part too by cleaning local beaches, playing music in old people's homes and raising money for local charities.

We also run international service projects in Kenya, Romania and Thailand, giving students the opportunity to help and work alongside people from different cultures.

All young people speak positively and enthusiastically about the extensive range of opportunities available to them at the school

HM Inspectors, 2019 – Education Scotland



"I chose to join the outdoor leadership service to learn new skills, to help others and to have fun while doing it. I find being a member of this service rewarding on all of these levels, and do what I can to get the most of the opportunities it gives me."

Jessie G – Year 11

"By the time I worked out what I wanted to do in the field of humanitarian aid and development, the whole 'community service' ethos of Gordonstoun started to seem very relevant and I couldn't do the job I do now without relishing a challenge and enjoying working in and relying on close-knit teams."

Matthew Hollingworth
United Nations World Food Programme (WFP) Country Director in Sudan – 1993





"America, Africa, India and different parts of Europe. One never knows where one will end up, but it is good to know that Gordonstoun gives you the opportunity to forge new friendships with people from many different countries whether in China or anywhere else in the world, I will always have friends!"

Alvaro M - Year 11

"My current work in international development, specifically using behavioural insights for social impact requires a great appreciation for different cultures. It was through my diverse group of friends at Gordonstoun – living, and going on expeditions together - that shaped the foundations of becoming an international citizen."

Vanezza Zabert
Behavioural Scientist and
Lecturer Managing for
Social Impact at ESCP Europe
– 2004



Internationalism

One of our fundamental aims at Gordonstoun is to give students a global perspective.



The young person growing up in brotherhood with foreigners cannot help but learn to care about the rights and the happiness of at least one other nation

Kurt Hahn, Founder of Gordonstoun

The world is not only at our students' feet, it is all around them here at Gordonstoun. One of our fundamental aims at Gordonstoun is to give students a global perspective. It starts when they join a culturally diverse community of students from over forty nationalities. Internationalism is reinforced through the academic curriculum which includes a specially designed course in International and Spiritual Citizenship (ISC).

This course covers topics such as spiritual development, health education, environmental issues and life skills in an international context. Working with classmates from different backgrounds and values helps our students develop acceptance, understanding and tolerance. There are also many opportunities for senior students to experience life abroad either through Round Square, international exchange or international service projects.

Broader experiences, broader minds.



Compassion

We know that developing tolerance, understanding and compassion are essential parts of living in a happy, vibrant and caring multicultural society.



The foremost task of education is to ensure the survival of these qualities: an enterprising curiosity; tenacity in pursuit; readiness for sensible self-denial; and above all, compassion

Kurt Hahn, Founder of Gordonstoun

Compassion is not taught. It is learned. Everything we do here at Gordonstoun helps students discover the rewards of being kind, considerate and compassionate towards their classmates, whether in the classroom or on a mountain.

Older students have many opportunities to look after new and younger pupils. All students are also encouraged to help the school and wider community. As a private school that welcomes children from all parts of the world, we know that developing tolerance, understanding and compassion are essential parts of living in a happy, vibrant and caring multicultural society.

The positive, caring, family ethos of Gordonstoun School promotes a sense of trust, respect and kindness for all

HM Inspectors, 2019 – Education Scotland

Broader experiences, broader minds.



"On my first day at Gordonstoun I was scared and nervous, not knowing anyone and coming from state school to such a different environment was daunting. I was shown huge amounts of compassion which helped me settle, to this day I try to give back that same compassion I received to others."

Dom S – Year 12

"I firmly believe that my capacity to empathise with and understand other people – to be compassionate - has been informed profoundly by my experience at Gordonstoun – as every new experience (and there were so many of them) required me to adjust my view of the people I experienced them with and, crucially, of myself."

Tessa Gibbs
Radio and Television Writer
and Playwright –1985





Head of Student Support

Reports To: Assistant Head Teaching And Learning

Job Purpose:

Gordonstoun has been leading the way in character education for more than 80 years. Our uniquely broad curriculum provides challenge in the classroom, at sea and in the mountains, on the stage and on the sports fields and enables students to discover the truth in our motto – Plus Est En Vous – there is more in you.

Gordonstoun is an all-abilities school, renowned for valuing and developing the individual strengths of each child. Building on the excellent work done by our departments of Learning Support and EAL, we are now establishing an overarching Student Support Department to encompass both areas. Our aim is to ensure we remain at the forefront of best practice in ensuring every child achieves their full potential through a range of strategies and interventions, both on a targeted and whole-school basis.

The new Head of Department will be an experienced practitioner in either Learning Support or EAL with the vision and drive to develop a sector-leading integrated approach. Ideally the successful candidate will want to play a full role in boarding school life,

Major responsibilities

- To lead the Student Support Department to a sector-leading position in supporting student achievement
- To be the school's expert in either Learning Support or EAL (delivering exemplary teaching in that discipline) and to manage a Lead Teacher in the other discipline
- To curate a programme of group lessons, individual sessions and non-timetabled support (including chargeable sessions) in Learning Support and EAL
- To commission, conduct and implement follow-up on learner assessments as required
- To work with the Director of Student Development and other staff as appropriate to ensure appropriate stretch and challenge, for example by way of a Gifted and Talented programme

- To work with the Admissions department regarding student recruitment, including liaising with prospective families and feeder schools
- To monitor students with EHCP targets and hold annual reviews (where applicable)
- To manage, support and develop staff within the Student Support Department to fulfil their individual potential in support of student achievement and wellbeing
- To ensure all School policies and information in relation to Learning Support and EAL are up-to-date and reflect sector best practice
- To ensure all exam board regulations are complied with and to manage access arrangements for students in lessons and examinations
- To work with school leaders to ensure all staff are equipped to support all learners throughout the school, including through the provision of Learner Profiles, support plans and training
- To maintain outstanding relationships with parents in support of their child's education and wellbeing
- To maintain effective links to support the department, including but not limited to with other departments in the school, exam boards, professional bodies, universities and other schools
- To attend meetings, manage resources, and produce such reports and information as are necessary from time to time

General

- Comply with Gordonstoun's policies and procedures on Child Protection and Health and Safety
- Contribute in a positive way to the ethos of the school in line with Gordonstoun's values
- Carry out any other task as required from time to time in order to support the school



Broader experiences, broader minds.



Person Specification

Attributes	Essential	Desirable	Assessment Method
Experience	<ul style="list-style-type: none"> Post-graduate Level 7 equivalent qualification for JCQ access arrangements on the Regulated Qualifications Framework (RQF) Significant and relevant breadth of experience in either Learning Support, EAL or both Managing staff teams Consistently outstanding teacher who has achieved excellent outcomes 	<ul style="list-style-type: none"> Ability to support English and Maths to at least GCSE Foundation level Ability to support a number of A-levels through 1:1 teaching 	<ul style="list-style-type: none"> Application form and covering letter
Education and Qualifications	<ul style="list-style-type: none"> Good first degree in related discipline Eligible for GTCS registration 	<ul style="list-style-type: none"> Recent further qualifications in relevant areas Registered with the GTCS 	<ul style="list-style-type: none"> Gordonstoun application form and review of certificates
Skills/Abilities (General)	<ul style="list-style-type: none"> Ability to communicate effectively with a range of audiences Enthusiastic, diplomatic and calm under pressure Flexible, with a can-do attitude to manage a high volume of work A commitment to Gordonstoun's unique educational ethos and boarding school life Someone who creates a positive and cooperative working environment Knowledge of issues affecting student outcomes 	<ul style="list-style-type: none"> Experience working in a boarding school Hold people to account for delegated responsibilities 	<ul style="list-style-type: none"> Application form and covering letter and interview
Safeguarding	<ul style="list-style-type: none"> Suitable to work with children (a full PVG check will be completed on the successful candidate) 		<ul style="list-style-type: none"> PVG check & interview

"I have worked at Gordonstoun for over 10 Years and it has provided such great and differing opportunities to me as a teacher that I have yet to feel the urge to move on. I came as a teacher of English, and over my time here I have become Head of Media, worked as an Assistant House Mistress and Acting House Mistress in Windmill Lodge, been Assistant Child Protection Officer, run the Teaching and Learning Group and run the First Aid Service, there is always another opportunity on the horizon. Pal, my husband, also works on staff having moved once we got married; he is a trained green keeper, but does not miss the golf course, working on the grounds' staff at school, which provides him with a variety of landscapes to work on, and a beautiful place to do his job. The Gordonstoun community is the most friendly and supportive, one quickly makes friends for life, it is not so much a job, as a lifestyle and vocation." – **Georgina Black, Head of Media Studies**





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Application Process

Candidates wishing to be considered for this post should complete the school's application form along with a letter of application, addressed to the Principal, outlining why they feel they are a suitable candidate for this post. Applications should be emailed to our retained consultant:

Michael Watson • **Email:** michael.watson@candidateiskey.co.uk • **Tel:** 020 3137 7096 or 07742 274680

Closing date: Noon, Monday 5th October • **Interviews:** W/c 12th October

View our Gordonstoun Campus Tour Vlog here

<https://www.youtube.com/watch?v=CLGcln1zuSc>



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