



BROMSGROVE

CANDIDATE INFORMATION
FOR THE POST OF
DIRECTOR OF IB



Senior Campus: LRC, Kyeless and Chapel

ABOUT BROMSGROVE

Bromsgrove is an ancient institution but a modern educational force. It is one of the biggest independent day and boarding schools in the country, with over 2,000 pupils on the roll, that quietly delivers a top-notch education without all the fanfare that often accompanies a school of such depth, breadth and substance. Founded in 1553, it is also one of the oldest schools in the country but has kept up with the pace of change and delivers an education that is dynamic, progressive and rooted in care for the individual.

There are currently four schools in the Bromsgrove family: Bromsgrove Senior School, Bromsgrove Preparatory School, Bromsgrove Pre-Preparatory and Nursery, and Winterfold School, a 2–13 preparatory school and nursery which merged with Bromsgrove in 2016. We also have International Schools in Shenzhen, China and Bangkok, Thailand.

Bromsgrove is a happy, unstuffy school where all are equally valued. Arrogance and pomposity are quickly exposed. Pupils are offered an education that is rounded and broad: for example, in the Sixth Form, A levels, the International Baccalaureate and BTECs are all on offer. Massive investment in facilities means co-curricular opportunities are outstanding. Whilst Bromsgrove is a large school, great care is taken to ensure pastoral care is personalised, and a thriving House system means a strong sense of belonging to a warm, inclusive and lively family is a keynote of the Bromsgrove experience.

With a contemporary and global outlook, Bromsgrove seeks to turn out young adults who have achieved at the highest level in a wide range of fields, who have a well-developed sense of community and the flexibility and resilience to deal with whatever life throws at them: in short, they are 'future-ready'.

BROMSGROVE SCHOOL MISSION STATEMENT:

FLAIR : DISCIPLINE : ACADEMIC RIGOUR

Bromsgrove School aims to produce: happy, creative, moral citizens who live motivated, fulfilled lives while enriching the lives of others.

It seeks to achieve this through an enlightened, disciplined and broad education that responds to global change while retaining core values.

The Core Values Bromsgrove seeks to foster in its pupils are: Humility and Confidence; Compassion and Ambition; Respect and Curiosity; Tolerance and Vision





Senior Campus: the sports centre



Lower Charford Cricket Pitches



Music School and Routh Concert Hall

HISTORY

It's believed a chantry school existed for around 100 years before Bromsgrove School was officially founded as a Tudor grammar school in 1553. It was re-founded in 1693 by Sir Thomas Cookes, who also founded Worcester College, Oxford. In 1869, the Headmaster, George Blore, was one of the fourteen founding members of the Headmasters' Conference. During the Second World War, the entire School moved to Llanwrtyd Wells in Wales whilst the British Government used the School facilities. There is some mystery about what went on at the Bromsgrove site. It was certainly a retreat for the India Office, and some say the Churchill tank was designed there. It was during the School's time in Wales that the Prep School was established. Bromsgrove was a relatively small Anglican school until the late twentieth century, when it entered a period of rapid growth to make it the modern powerhouse it is today.

LOCATION AND CAMPUS

Bromsgrove is a small, leafy market town in Worcestershire surrounded by rolling countryside. It is very well connected, situated just 16 miles southwest of Birmingham (26 minutes by train to Birmingham New Street) and 14 miles northeast of Worcester. London is around 2 hours 15 minutes away by train, and Birmingham Airport is only a 30-minute drive away.

Although half of central Bromsgrove is taken up by the School's 100-acre site, it does not physically dominate the town. There is no iconic building or long driveway. It is like a secret walled garden, but its influence and importance to the local economy is immense. Like the young people it aims to send out, it makes a crucial difference to the community in a way that is creative, respectful and unpretentious.

Behind the walls, Bromsgrove boasts beautiful grounds – the main Senior School (1,074 pupils aged 13–18) campus is a tree-lined oasis. The Preparatory School (501 pupils aged 7–13) sits adjacent to the Senior School in its own 35 acres of grounds. The Pre-Preparatory and Nursery School (204 pupils aged 2–7) is two miles away, located in a Victorian mansion house with extensive grounds. Bromsgrove School merged with Winterfold School nine years ago; it has 284 pupils aged 2–13 and is situated six miles from Bromsgrove in a glorious rural setting.

A huge expansion programme over the past twenty years has led to a current roll of 2063 pupils aged 4–18, including just under 600 boarders. The attendant building programme has been massive, intense and imaginative. Projects include new boarding houses, a huge sports complex, eighteen new science labs, refurbished dining facilities and an impressive performing arts centre, which opened in 2017. Most recently, a new day house has opened, boarding houses have been refurbished and the staff common room and heritage centre have been modernised.



INTRODUCTION

Bromsgrove pupils are academically ambitious and resilient: their behaviour is exemplary. Whilst we are not an exceptionally selective school, we expect our pupils to work hard and fulfil their potential – around two-thirds achieve a 9-7 in each of their GCSEs and over a half achieve at least an A grade in their A Levels. In 2024 our IB Diploma students averaged 38.9 points. Government and University of Durham Alis Value Added data suggests our pupils' results in the Sixth Form are the best in the region bar none over the last few years. Given students' underlying ability, in 2024, our IB students' value added saw them outperform 98% of other independent schools. A Level value added was on the 78th percentile of independent schools and all GCSE subjects bar none saw positive value added. Over a quarter of our Year 13 leavers move on to undergraduate courses at World Top 50 universities, with UCL, KCL, Manchester, Exeter and Bath tending to be the most popular destinations.

We field nationally competitive teams in all main sports; we have been one of the top six ranked schools for sport nationally in each year over the last dozen years that rankings have been published. Staff are encouraged to support areas of extra-curricular life where they have a real passion and interest. Pastorally, the school is based on the House system. Each house has a Houseparent and a tutor team which caters for around 85 pupils. Almost all teaching staff are House tutors, each caring for around 12 pupils. Involvement with the boarding life of the School is most strongly encouraged.

The School is a hardworking environment - both the working day and week are long although terms themselves are relatively short. We offer a diverse range of opportunities for pupils and staff within a strongly academic and ordered framework. We seek to appoint teachers who are passionate about their subjects and the learning experience pupils receive. We aim for teachers to actively inspire and engage students by putting learning within the context of intrinsically interesting academic disciplines. The School encourages pupils both to reflect on their evolving ability as learners and to demonstrate their ability to learn and understand content and concepts.

THE POST

Bromsgrove offered the IB Diploma as an alternative to A Levels for the first time in September 2009 and currently has 93 pupils spread between the two Sixth Form year groups taking the programme. With over a half of last summer's HL entries gaining a 7 and the average points per subject being 6.1, our IB leavers accessed a strong and diverse range of undergraduate courses including Oxbridge, Ivy League, HKU and St Andrews. The majority of our IB cohort apply to the competitive London colleges of LSE, Imperial, UCL and KCL and of these students the majority at least make their offer.

The School has a large international boarding community and a proportion of these students choose Bromsgrove either in Year 11 or 12 with the intention of studying for the IBDP, providing a solid base for pupil recruitment. Where a decade ago demand for the IB was largely driven by a large cohort of German nationals working towards a bilingual diploma, the body of IB students is increasingly diverse being drawn from many places abroad as well as the UK. As a whole, our IB students are very able and often bring with them a strong GCSE base. In addition, in recent years their value added has been superb as well – there is absolutely no sense of complacency or entitlement from either the students themselves or those colleagues who are supporting their studies.

The quality of the IBDP has been key to the success of the School. The next Director of IB will work to ensure the highest standards of learning and teaching, will further build on the excellent reputation and seek to ensure that the programme evolves still further.

The principal roles of the Director of the IB are to:

- Advocate for the IB informing a wide variety of constituencies about the IB's philosophy. They will need a sound overview of how various subjects fit together, and the significance of the three areas of the Core. They will have a significant role in marketing the Diploma (and indeed the School) to both current pupils and potential external joiners. A key strategic aim is to increase IB numbers further.
- Manage the Curriculum and Academic Oversight: The Coordinator will advise on the offering of new subjects and work with Heads of Department to ensure Schemes of Work are appropriate. They will ensure that overall the programme is coherent, that various deadlines are coordinated, and that workloads between subjects are appropriate. Student programmes will be proactively managed and approved individually. Pupil progress will be monitored and communicated to both the pupils themselves and their parents. Overall a key aspect of this role is therefore in the quality control of the School's IB offer at both programme and student level. The Director of the IB will provide advice to the Deputy Head Academic and the Headmaster on IB Diploma requirements, including student workload, required hours for timetabling, and other critical elements necessary for the successful delivery of the IB programme.

- Undertake internal and external Liaison. The Director of the IB will take the lead in developing the school's relationship with the IB Regional Office in Cardiff and the Hague, the IB Schools and Colleges Association and the West Midland IBSCA network. They will also work with any other schools in the Bromsgrove family which offer IB. Extensive internal liaison will also be required with all those affected by the IB. Good administrative and IT skills will be important to ensure the quality of this communication is as good as possible, that school internal and external examinations run smoothly and pupils' university applications and references are appropriate.
- Administer key elements of the School's Diploma Programme. They will be responsible for managing the budget related to the IB programme, ensuring that resources are allocated efficiently and effectively to support the needs of both students and staff. Staff training will ensure teachers receive appropriate IBDP training through IB accredited workshops will be a key responsibility. This ensures that teaching staff are well-prepared to deliver the IB curriculum to the highest standards. The Director of the IB will oversee the running and organisation of IBDP exams, ensuring that all examination procedures are followed accurately and efficiently.
- Line Manage. The Head of CAS and the Head of Extended Essay will both report directly to the Director of the IB and a sense of collegiality will be developed amongst all those with responsibilities for delivering aspects of the IB Diploma Programme. In turn, the Director of the IB reports to their line manager, the Deputy Head (Academic).
- Teaching. The post will have a timetable remission of approaching a third. We would welcome applications from candidates with any subject specialism, and would expect that they will be superb classroom teachers, with the flair and ability to engage pupils to have both a positive impact within their academic area as well as the credibility to promote the IBDP as a whole

The successful applicant will be familiar with the unique requirements of the successful delivery of the Diploma Programme and are likely to have had management experience already either as a Head of Department or within a specific IB role. They will be enthusiastic, ambitious, organised yet flexible, outgoing and pro-active. They will be able to project their intellectual vision and desire for rigour on to all those involved in the IB Programme and through their membership of the School's Academic Leadership Team, to an extent beyond. The post will carry with it remuneration commensurate with the significant responsibility involved.

APPLICATION PROCESS

To apply, please complete the online application form.

Key Dates

Deadline for submission of applications 12.00 noon on Friday 17th January 2025.

We hope to draw up a short-list for the vacancy on Monday 20th January and to have held interviews by Monday 27th January.

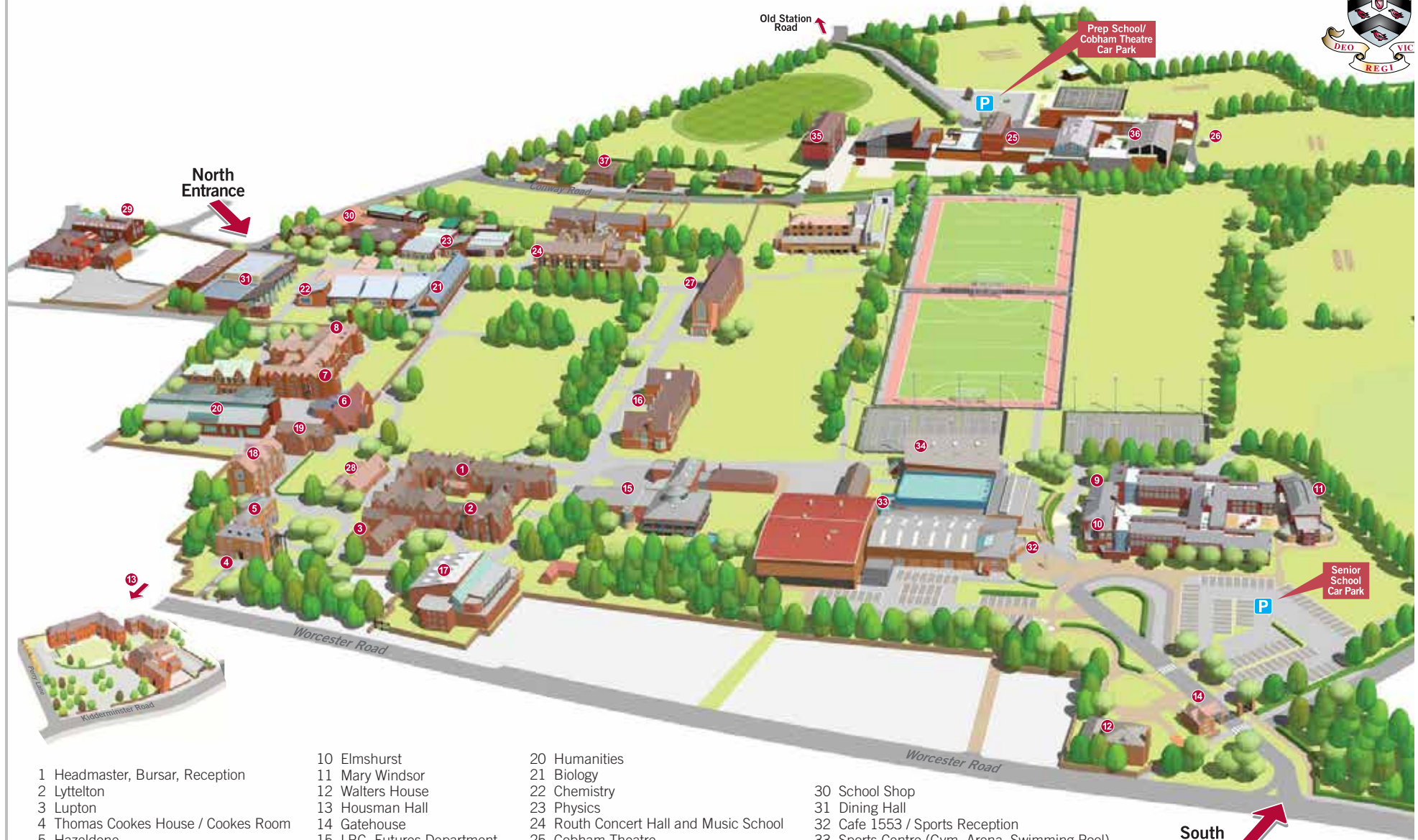
For an informal discussion regarding the post, please contact Mr. Peter Ruben, Second Deputy Head (Academic) on 01527 579679 Ext. 301 or email at pruben@bromsgrove-school.co.uk

The School is committed to safeguarding and promoting the welfare of children and young people. Applicants must be willing to undergo child protection screening including checks with past employers and the DBS.





BROMSGROVE SCHOOL - SENIOR SCHOOL



- 1 Headmaster, Bursar, Reception
- 2 Lyttelton
- 3 Lupton
- 4 Thomas Cookes House / Cookes Room
- 5 Hazeldene
- 6 Otilie Hild House
- 7 Wendron-Gordon
- 8 School House

- 10 Elmshurst
- 11 Mary Windsor
- 12 Walters House
- 14 Gatehouse
- 15 LRC, Futures Department
- 16 Kyteless
- 17 ADT
- 18 Big School

- 20 Humanities
- 21 Biology
- 22 Chemistry
- 23 Physics
- 24 Routh Concert Hall and Music School
- 25 Cobham Theatre
- 26 The Observatory
- 27 Memorial Chapel
- 28 Old Chapel

- 30 School Shop
- 31 Dining Hall
- 32 Cafe 1553 / Sports Reception
- 33 Sports Centre (Gym, Arena, Swimming Pool)
- 34 Hospitality Suite
- 35 Webber
- 36 Prep School

**South Entrance
B61 7HP**

One of the UK's leading co-educational boarding and day schools.
2060 pupils aged 2 - 18

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