



BRIGHTON COLLEGE

ABU DHABI

BRIGHTON COLLEGE ABU DHABI
HEAD



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EXECUTIVE SUMMARY

Located in one of the most beautiful cities in the UAE, famous for its cultural presence and traditional heritage appeal, Brighton College Abu Dhabi provides an exceptional educational experience, nurturing, challenging and supporting pupils to become active and capable citizens of tomorrow.

Having opened in September 2011, on a purpose built site with world class facilities, the School caters to pupils aged 3 to 18 seeking a progressive British curriculum education with a global outlook, underpinned by the aims and ethos of Brighton College UK, one of the UK's leading independent schools. The school has an outstanding reputation in Abu Dhabi.

Rated 'outstanding' by ADEK, the regulator, Brighton College Abu Dhabi has produced outstanding A-level and GCSE results year on year, enabling pupils to proceed to the best universities in the UK, the USA and around the world.

The Board of Governors now seeks an inspirational, strategic leader to succeed Simon Corns, who is

retiring after 5 successful years at the helm.

Building on the existing strong platform of success, the next Head has an exciting opportunity to shape the ongoing development of this school and to work as part of a talented and experienced team of Heads across the Family of Schools.

The successful candidate will combine a track record of highly successful leadership experience, developed in the UK or internationally, with the cultural awareness, political nous and global perspective to inspire the entire College community and manage diverse stakeholder relationships. First-class communication skills with the gravitas to act as a visible leader and ambassador are crucial, as is the commercial drive to build upon the school's success. The school has waiting lists in most year groups.

A genuine resonance with Brighton College's educational values and a commitment to embedding these in Abu Dhabi is essential.



THE SCHOOL

Brighton College Abu Dhabi is a for-profit, co-educational day school offering a British style education for children aged 3-18, leading to GCSEs and A-levels and sharing the same values as Brighton College UK.

The School opened in September 2011 and has steadily grown since, resulting in a pupil roll of over 1800 pupils. Located on an iconic, purpose-built, state-of-the-art campus, Brighton College Abu Dhabi has the facilities and structures in place to offer a progressive and innovative education, where pupils' learning extends well beyond the classroom, making it an unrivalled and unique learning community.

AIMS AND ETHOS

Brighton College Abu Dhabi is regarded as one of the leading schools in the region, striving to create a family-oriented, respectful and vibrant community for all.

Pupils should leave the School with:

- a love of learning for its own sake;
- a foundation of knowledge and body of skills with which to understand and question the world we live in and to prepare them, through an innovative approach to education, for the world which they will inhabit in the future;
- an awareness and appreciation of the spiritual dimension in our lives;
- an enthusiasm for the world beyond the classroom – in particular, sport, music and the performing arts;
- a respect for difference in others and a recognition that the efforts and achievements of every individual in our community are valued equally.

In short, we strive to turn out well-educated, respectful and intellectually curious, confident and kind men and women who are ready to step forward in life taking a full, active and positive role in the UAE and the wider world.

ACADEMIC LIFE

Brighton College Abu Dhabi provides a curriculum that is designed to inspire children to develop a love of learning which will stay with them beyond leaving the School.

PRE-PREP

Nursery and Foundation Stage Two follow the Early Years Foundation Stage Curriculum.



Learning through play, the environment and through meaningful and engaging experiences are key elements that build the foundations for a love of learning.

Children's interests and passions lie at the heart of our robust, high quality Early Years curriculum. This learning focused environment provides the space needed for children to direct and shape their experiences in partnership with our Early Years specialists.

Our Foundation Stage 2 classes are happy and welcoming and the children build on their academic, social, emotional and physical development. This is where their confidence and independence are developed further, as tasks are devised to challenge and inspire learning in a cooperative, caring and positive environment.

As children move on to Key Stage One, learning becomes gradually more formal and sophisticated. Children in Years 1 and 2 remain with their class teacher for most of their day, with specialist lessons in Music, Sport and Arabic.

The English National Curriculum is followed, and learning is challenging, engaging and fun. There is a strong focus on skills in English and Mathematics, which many of our children achieve beyond age related expectations. Through active learning and inquiry over a range of interesting and varied themes, children are intrinsically motivated to learn.

THE SCHOOL

PREPARATORY

Brighton College Abu Dhabi Prep School follows the British Curriculum which is enhanced and modified to reflect our location and the international mix of pupils who attend the school.



Pupils in the Prep School are taught by talented and committed class teachers, with a significant emphasis on English and Mathematics development. There are also specialist teachers working with the children across specific subject areas, such as PE, Computing, Music and Modern Foreign Languages (French, German, Spanish, Mandarin and Arabic). Breadth of education and experiences are important to us. Important visiting speakers, trips to museums and exhibitions, House competitions, community and charitable events all provide varied and enriched experiences, further developing our pupils' awareness and understanding.

Prep School pupils make use of the whole-College facilities for subjects such as music, PE, science, DT for example.

High levels of learning is commonplace at the College, evidenced across all our subjects as pupils are stretched and challenged across the board. Combined with the productions, performances, sporting events and co-curricular activities, the ever-so-important foundations required for Senior School and beyond, are securely laid here in the Prep School.

SENIOR SCHOOL

Pupils move into the Senior School in Year 7 and begin their secondary education with a focus on preparation for IGCSE courses. The curriculum they follow is academically rigorous and designed specifically for pupils learning in an international community whilst maintaining a strong local context.

At the end of Year 11, pupils will sit their IGCSE examinations and begin the transition into the Sixth Form. In Year 12, most pupils will concentrate on four subjects and further deepen their skills and understanding in preparation for university study. A-level examinations are then taken in three or four subjects at the end of Year 13, their final year at school.

Sixth Form pupils see their academic life as being more than just a focus on their A-level grades. We encourage a deeper love of learning through independent study, reading and research - be it a formal Extended Project Qualification, or an informal presentation to a society of interest. We have a number of pupil led initiatives that provide opportunities to develop their understanding and engagement with their chosen field of interest.



Brighton College has a reputation for supporting pupils in accessing some of the world's top universities and this is an important aim across the Family of Schools.

THE SCHOOL

LIFE BEYOND THE CLASSROOM

THE ARTS

The pursuit of the Arts at Brighton College Abu Dhabi is considered as an activity worthy of great dedication in its own right, but also as a vitally important vehicle to nurture the creativity, passion and individuality of each child at the College. Artistic endeavour encourages the pupil body to be curious, courageous and original and in doing will enliven and complement the academic life of the College in a very special way.



Each Arts Department has its own particular emphasis and philosophy but all work closely together, being committed to the pursuit of excellence as well as provision for all. Opportunities exist in visual arts, music, drama and dance, all of which have outstanding reputations.

SPORT

Sport forms an integral part of a pupil's life at Brighton College Abu Dhabi. All pupils experience a wide variety of different sporting activities, in addition to our diverse after-school activities programme. Our pupils are taught in state-of-the-art facilities and also benefit from the partnership Brighton College has with Zayed Sports City and the outstanding array of top-class sports facilities it has to offer.

The ethos of the Sports Department is sport for all, with a focus on progression and enjoyment. Our main team sports are football, cricket, athletics, netball, swimming, touch rugby, volleyball, basketball, cricket and badminton.

We believe that every child should be given the opportunity to develop their potential to the very best of their abilities. All pupils are encouraged to pursue sports in which they are talented or interested. In achieving this we hope that our pupils leave us with a love of sport and a desire to continue participating that will stay with them throughout their lives.



The Sports Department aims to establish teams that are in line with the traditions of Brighton College UK whilst at the same time being mindful of the opportunities and competition that is available in Abu Dhabi and the UAE. All pupils will have the opportunity to participate in competitive matches, either through fixtures against other schools or inter-house competition.

ACTIVITIES

Brighton College Abu Dhabi believes in offering the widest range of co-curricular pursuits possible. These reflect the diverse skills, interests and enthusiasms of our community, and ensure that pupils enjoy a well-rounded educational experience from which they can draw influence and inspiration long after they have left us, when they become members of a huge global alumni network through Brighton Connect.

In any given week there are dozens of clubs and societies offered during the course of the College day.

In our experience, pupils who are the busiest and most engaged in their school lives, and approach co-curricular activities with the same energy as their academic work, are much more likely to be accepted into top quality universities.

THE SCHOOL

PASTORAL CARE

Brighton succeeds in combining academic excellence with a wealth of extra-curricular opportunities, all underpinned by a deep commitment to the individual needs and enthusiasms of each child. Every boy and girl at Brighton College is valued for his or her own sake, encouraged to develop his or her talents to the full in a community where there are no stereotypes and where every achievement, however small, is noticed.

Above all else, Brighton is well known for its warm and positive atmosphere, and for offering a caring, supportive and tolerant environment in which children thrive and love to learn.

CURIOSITY, CONFIDENCE AND KINDNESS

Three core elements underpin all that we do at Brighton College Abu Dhabi, and indeed all the Brighton Schools: curiosity, confidence and kindness. We promote curiosity and a love of learning from the earliest age when pupils join us at 3, right through to our leavers at 18, which is one of the reasons they do so well in examinations and go on to some of the top universities around the world. Academic interest on its own is not enough though, and results, excellent as they are, do not tell you much about the richness of a Brighton education. Meeting our pupils does though; all visitors comment on their confidence and politeness as they engage with everyone and anyone and are unfailingly great company. This confidence – the right sort of confidence – arises from their being encouraged to participate in lessons and co-curricular activities such as drama, music, sport and debating, in which they learn to cooperate and show each other mutual respect and kindness. At all levels, it is hard to imagine a more welcoming school, in which established pupils and staff are valued and newcomers are always made to feel appreciated and quickly play an important part in our community. We stress at all times the importance of kindness and we encourage pupils actively to seek opportunities to demonstrate their commitment to this vital quality.

CAMPUS AND FACILITIES

Our eight-acre campus has been designed to maximise the use of every available space and offers state-of-the-art facilities including:

- 116 large classrooms and a range of specialist teaching and learning spaces.
- A range of outstanding sporting facilities, including a 25-metre shaded swimming pool and 'toddlers' pool, a modern fitness suite, a long jump pit and a full size 4G astro pitch.
- Spacious purpose-built playgrounds and outdoor learning environments which include innovative resources and equipment.
- Our Expressive and Creative Arts wing houses a 600-seat theatre, large dance studio, drama studio and teaching spaces, four music classrooms, 12 music instrumental practice rooms, a recording studio, two very large art studios, photography dark room and a cutting-edge design centre incorporating modern product design equipment such as a laser printer.

ORGANISATIONAL STRUCTURE

GOVERNANCE

Brighton College Abu Dhabi is the realisation of a joint venture between Brighton College UK and Bloom Education – an established educational provider in the UAE.

The Head is accountable to the Board of Governors for the delivery of first-class education and outstanding pastoral care. The Chairman of Governors of Brighton College Abu Dhabi is Mr Najib Fayyad. The Board of Governors comprises stakeholders from Brighton College UK, Bloom Holdings and Bloom Education.

THE BRIGHTON COLLEGE FAMILY

Brighton College UK
 St Christopher's Prep School
 Handcross Park Prep School
 Brighton College Abu Dhabi
 Brighton College, Al Ain
 Brighton College Bangkok
 Brighton College Dubai
 Brighton College Singapore

BRIGHTON COLLEGE UK

Brighton College UK is, today, the leading co-educational school in England. Academic results place Brighton among the top 10 schools in England; provision for art, music, dance and drama is exceptional, and the College's sporting prowess is nationally renowned.

The Brighton College family of schools also includes Brighton College Prep School, St Christopher's and Handcross Park, educating a further 1,150 children aged 3 to 13. Overseas, the College has opened schools in Abu Dhabi, Al Ain and Dubai, Bangkok and Singapore. Examination results are strong and the College is among the highest performing schools in England at GCSE and A-level. In 2019, almost 94% of grades at GCSE were at grades 9-7, whilst over 97% of grades at A-level were at A*, A or B.

The last five years have also been the best five for Oxbridge success in the history of the College. There are currently more than 150 former pupils studying at

Oxford and Cambridge.

The Sunday Times awarded Brighton College the title of UK Independent School of the Year 2011-12 and again in 2018-19; Tatler magazine awarded Richard Cairns the title of Head Master of the Year 2012-13; and Brighton College was named the United Kingdom Independent School of the Year 2013-14 (Independent Schools Awards). In 2014 and in 2019, The Week magazine named Brighton College the "Most Forward Looking School in Britain" and the best school for STEM in 2020. In 2015, there was a full ISI inspection in which the College was awarded the top grade in every single category, including an 'Exceptional' for Teaching and Learning.

Above all, Brighton is a very happy place, which prides itself upon being a warm, inclusive and respectful community, where staff are delightful and positive and our pupils are intellectually curious and charming.



THE ROLE

The next Head of Brighton College Abu Dhabi will join a highly successful and thriving school, looking to build upon the strong foundations that have been laid under the strong leadership of Simon Corns, who is retiring at the end of the academic year. With waiting lists in many year groups, Brighton College Abu Dhabi is in extremely good health and the new Head will have opportunity to build upon this success. For the right candidate, this leadership challenge will be an exciting and highly rewarding experience.

KEY RESPONSIBILITIES

The Head's primary, over-arching responsibility is to manage the School's ongoing development, encompassing the following priority tasks:

- Recruit highly-committed academic leadership and teaching staff.
- Ensure the College continues to have strong strategic and operating frameworks that enable sustained growth and high performance, including excellent education and pastoral care in the context of its mission, ideals and ethos.
- Ensure the College has a clear educational vision, incorporating academic excellence, a service ethos and inter-cultural understanding, which reflects the aims and vision of Brighton College.
- Maintain strong partnerships with Brighton Colleges internationally, Brighton College UK and Bloom Education and ADEK (the local regulator).
- Continue its reputation for excellence and ensure strong performance in international rankings and accreditations.
- Maintain a robust admissions process and criteria.

- Establish relationships with major universities to provide successful progression routes.
- Oversee pupil selection.
- Lead on external relations, communication and advocacy and advising with a range of stakeholders including pupils, parents, sponsors, Brighton College alumni and representatives of the local community.

KEY OBJECTIVES

- Continue the excellent pastoral and academic provision provided by the School and ensure this is honed and developed in line with modern day best practice.
- Continue to grow the school roll in line with the targets set by the Board and Bloom Education.
- Ensure that the School continues to attract and retain pupils whose profile aligns with the values and ethos of the School and Brighton College UK.
- Appoint and retain high quality staff who will lead on innovative teaching and learning best practice.
- Articulate the School's vision and values to the Abu Dhabi community and more broadly, ensure that it serves the needs of all pupils and is relevant to the challenges that are faced today.



PERSON SPECIFICATION

The role of Head of Brighton College Abu Dhabi requires an inspirational leader with the vision, gravitas and ambassadorial skills to further develop the School in an evolving and competitive marketplace.

Candidates will require stamina and energy, the interpersonal skills to command the respect of a wide range of stakeholders from different cultural backgrounds, and the intellect, sensitivity and humility to engage broadly whilst shaping strategy and policy in tandem with the Board of Governors and Bloom Education.

Candidates will be required to show a clear commitment to Brighton College's mission, values and educational philosophy and be able to articulate the unique offering of Brighton College Abu Dhabi to the community and broader educational international backdrop.

EXPERIENCE

- BA in Education or Bachelor's degree with PGCE.
- NPQH or Master's in Education is preferred.
- A proven track record of highly successful school leadership experience, and an understanding, not necessarily through direct experience, of the challenges faced of a modern day international school in an urban context.
- Proven experience of leading, developing and motivating high calibre, diverse teams with a strong commitment to the continued professional development of all colleagues.
- Strong academic and intellectual credentials to command the respect of staff, pupils, parents and the wider community.

SKILLS AND KNOWLEDGE

- A first-class strategic thinker with the capacity to provide clear leadership in a changing and complex external environment.
- First class communication skills with a demonstrable ability to act as an effective and compelling ambassador for Brighton College Abu Dhabi in a changing market.
- High levels of commercial acumen and a strong understanding of the business aspects of successful modern headship in a challenging

market.

- A proven track record of successful delivery of the British curriculum and a demonstrable commitment to the importance of a rich co-curricular programme.
- A demonstrable appetite for educational innovation and a broad knowledge of the rapidly changing sector internationally.
- High levels of emotional intelligence and the cultural sensitivity and global perspective to relate well to people at all levels and from a diversity of backgrounds.
- High levels of emotional intelligence.

PERSONAL ATTRIBUTES

- A highly visible leader with the charisma, energy and ambition to inspire and motivate the different constituencies which make up the Brighton College Abu Dhabi community.
- An empathetic relationship-builder with a sophisticated understanding of how to work effectively with multiple stakeholders, build strong teams, delegate effectively and bring out the best in colleagues.
- Demonstrable commercial acumen.
- Sensitivity towards different cultures.
- Sound judgement, high levels of self-awareness, resilience and stamina, and a strong sense of personal and professional integrity.
- A genuine commitment to the Brighton College values, ethos and educational philosophy.



LIFE IN ABU DHABI

Abu Dhabi is the capital city and largest Emirate of the 7 Emirates that make up the “United Arab Emirates”. The country is still very young, established in 1971. The city has grown vastly over the past five decades and is now estimated to be home to nearly 2 million with over 150 nationalities – in fact the native Emirati population is estimated to be only 11.5% with the vast majority of the residents expats.

The climate in Abu Dhabi is subtropical, meaning pretty much year round sunshine. The winters from November to April are wonderful and mild with a real focus on outdoor lifestyle, with hotter days during the summer.

Abu Dhabi is an exciting but safe place to live and an ideal place for children, thanks to beautiful beaches, entertainments of all sorts, ranging from the Formula 1 track (venue for the Formula 1 final each year), on which one can cycle during the week., to a plethora of five-star hotels containing excellent restaurants.

Abu Dhabi has become much more liberal over the years and offers an attractive nightlife with a

variety of bars, from the ubiquitous Irish Pub to the eminently stylish, alongside many cultural events at the new Louvre, which holds world class exhibitions, or the Emirates Palace which has its own theatre that welcomes diverse orchestras and artists from around the world. There are many other theatres and concert halls, including at New York University, which offer concerts of the highest standards.

Dubai is less than an hour’s drive away.



THE APPLICATION PROCESS

TERMS OF APPOINTMENT

Brighton College is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children. The successful candidate must be willing to undergo child protection screening appropriate to the post including DBS checks.

APPOINTMENT PROCESS AND HOW TO APPLY

Complete applications, including a letter of application, application form and CV should be submitted through the TES.

The closing date for applications is **Thursday 14th January 2021**.

Long list interviews will take place via video call, on **Tuesday 26th and Friday 29th January 2021**. Shortlist interviews will take place at either Brighton College in the UK, or in Abu Dhabi (dependent upon where the candidate currently resides) on **Tuesday 9th February 2021**.

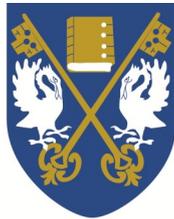
The College reserves the right to appoint a successful candidate prior to the closing date and so an early application is advantageous.

SAFEGUARDING AND EQUAL OPPORTUNITIES

Brighton College is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to an enhanced DBS disclosure, the receipt of satisfactory references, the College's pre-employment medical question, relevant original ID documentation and examination certificates. The College understands that a robust, fair and transparent recruitment and selection policy plays a central role in achieving this aim.

The College is committed to ensuring that the recruitment and selection of staff is conducted in a manner that is systematic, efficient and effective and promotes equality of opportunity. Our full equal opportunities policy is available on the 'Vacancies' link on our website.





BRIGHTON COLLEGE

ABU DHABI