



Blanchelande College

INFORMATION FOR CANDIDATES

PRINCIPAL (full time)

For September 2025

This pack includes: general information; a job description; a person specification; and an outline of the application process.

The College

Blanchelande College is a co-educational Catholic independent school for boys and girls from age 2 ½ to 18 in Guernsey, the Channel Islands. Following the opening of a new Sixth Form in September 2020, and a new Nursery in September 2021, and rapid growth since 2016, the College currently educates 440 pupils. Blanchelande's Catholic mission and identity, understood and supported by all staff, are at the heart of school life. Approximately one third of students and staff are Catholic, demonstrating our inclusive and welcoming ethos.

Blanchelande has a one-form structure from Pre-School and Reception to Year 4, with room for two forms in Years 5 and 6, and for three forms in the senior school (Years 7-11). Class sizes are typically around twenty. Sixth Form cohorts are smaller, enabling students to benefit from seminar-style A-Level teaching, a superb preparation for university.

Pupils are required to pass an entrance assessment to ensure that they can access our mainstream academic curriculum.

Many of those admitted benefit from our superb Learning Support department which supports and nurtures students with minor to moderate additional learning needs.

GCSE results reflect excellent value added across subject areas, and with pass rates soaring above national averages and an upward trend of the highest grades.

During two periods of lockdown in 2020 and 2021, Blanchelande won widespread praise by its early adoption of online live lessons via Microsoft Teams, ensuring students did not develop a gap in their learning. In later phases of the pandemic when lessons in school resumed, students in isolation at home were able to access lessons taking place at school via livestream. The achievements of staff, and their ability to adapt quickly to the circumstances, were acknowledged through very strong parental survey feedback.

Blanchelande was most recently inspected in October 2018 and the full report is available on the school website. Blanchelande was rated 'excellent' (the highest grade) in both outcome areas (pupil achievement and pupil development) as well as meeting all the regulatory requirements. The College is also subject to inspection by the Roman Catholic Diocese of Portsmouth.

Blanchelande offers an extensive programme of extra-curricular activities before, during and after the school day, to which all academic staff are expected to contribute the equivalent of at least one hour per week throughout the year.



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History

Blanchelande was re-founded in 1992 by parents and members of the local community after the Sisters of Mercy withdrew their Order from Guernsey. The new school began in temporary accommodation and in its first five years grew from 40 pupils to almost 200. It has now more than doubled in size from its inception and in recent years, following the introduction of co-education, is experiencing a sustained period of strong growth.

In April 1999, the College moved to its current address at Les Vauxbelets (former site of the De La Salle boys' school) after an extensive refurbishment programme. Les Vauxbelets is a beautiful estate in a rural setting with large historical buildings. In November 2022, Blanchelande College Trust purchased Les Vauxbelets Estate from the De La Salle Brothers, which puts the College in a strong position for planning improvements and extensions to the buildings, as well as creating opportunities for imaginative use of the surrounding land to develop outdoor learning centres and other facilities.

Since 2017 a substantial number of upgrades have been made to facilities, including: the relocation of the Infant department to renovated classrooms in the main school buildings, and the conversion of Victor House (formerly the Infant school) into an Arts Centre for music, drama and art; new Science laboratories; a new cricket pitch and resurfaced netball/ tennis courts; a new classroom block; a new Senior school

library; new Sixth Form facilities, including a common room and seminar rooms; and the conversion of The Pink Cottage into two Modern Language classrooms. Improvement in facilities is very much ongoing as the school continues to develop.

Governance

Blanchelande is administered as a charitable trust and three Trustees oversee the finances of the College. As a grant-maintained college, Blanchelande receives a degree of funding from the States of Guernsey.

The Board of Governors meets twice a term and is responsible for working with the Principal in setting the strategic direction for the school, including approval of school policies, and for monitoring and evaluating the performance of the school. The Board operates sub-committees – such as for educational issues, ICT and property management – which also meet regularly.

The Trustees are responsible for the administration of the whole school site, including the financial administration of the College.

Management and Leadership

The Senior Leadership consists of the Principal, two Vice Principals and the Bursar. This team is supported by the Senior Leadership Team (SLT) which meets weekly to collaborate on all aspects of College life. In addition to the Principal, two Vice-Principals and Bursar, the SLT comprises: the Pastoral



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Manager (who is also the Designated Safeguarding Lead and Head of Careers);

Heads of Phase (Head of Infants, Head of Juniors, Head of Lower Seniors, Head of Upper Seniors and Head of Sixth Form); and the Director of Studies.

Principal

We are seeking an inspirational and dynamic Principal who possesses the passion, drive and vision to build upon our school's established strengths and Catholic values. As Principal, you will lead, motivate and inspire a dedicated school community, committed to providing our students with an exceptional education that equips them with the confidence, purpose and strength of character needed to thrive in the world.

We are seeking a leader who brings stability, commitment, and the energy to propel our school into its next phase of growth and development.

Our school has been on a journey of continuous improvement, and with the positive attitude of our staff, students and governing body, this is an exciting opportunity for a new Principal to make a meaningful impact. We seek a leader who will guide us with care, compassion, and conviction, becoming an integral part of our close-knit community.

As Principal, you will embody and promote our core values, fostering positive relationships among staff, students, parents, and the wider community. You will be an outstanding educator with strong leadership skills and

a proven track record of driving progress and raising attainment.

If you are passionate about shaping the future of our students and leading with integrity, we invite you to join us in this exciting role.

College Ethos

At Blanchelande, children's talents are nurtured in an atmosphere that aims high but avoids undue pressure.

The College has a deep Catholic ethos with strong Christian values. Its vision is 'to help pupils develop and use their individual gifts in loving and responsible service of God and neighbour'.

Pupils follow the three rules for life:

1. Use your talents to pursue what is good.
2. Treat other people as you would like them to treat you.
3. Be tolerant and open to respectful debate.

The College enjoys an unrivalled rural setting in the heart of Guernsey, with forty acres of playing fields and on-site sports facilities.

'The Hero's Journey' is a unique concept used to engage, motivate and direct students. Beginning with the simple idea of a 'quest' in the Infants, it continues throughout the school through our unique Blanchelande Diploma. At Sixth Form, the diploma forms the basis of UCAS personal statements.



THE APPLICATION PROCESS

Closing date for applications is 9.00 am Thursday 31st October 2024

Applications should be sent to:

Mrs Justine Riley, Governor & Clerk to the Governors:

Email rileyj@blanchelande.sch.gg

Blanchelande College

Les Vauxbelets

St Andrews

Guernsey

GY6 8XY

Applications for this post should consist of:

- A detailed letter of application stating how you believe you meet the criteria for this role.
- A completed application form.
- *Optional*: an up-to-date copy of your C.V.

We will assume that you are happy for us to take up references straight away, unless you state otherwise on your application form.

You may be asked for further information following short listing. You will be asked to provide proof of identity. Original qualification certificates may also be required at this stage (and certainly prior to confirmation of appointment).

After short listing which may include online interviews week commencing Monday 11th November 2024 at times to accommodate the candidate's availability, the selection process will then normally include:-

- A tour of the College.
- An observed lesson.
- An interview with members of the Governing body.

These interviews are expected to be scheduled in the week beginning Monday, 25th November 2024



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The Contract

The position of Principal is full-time and remuneration will be in line with the States of Guernsey Teachers pay scale, and will reflect the qualifications and experience of the successful candidate. A Guernsey housing licence is also available for this post.

All Blanchelande staff are admitted to the contributory Guernsey Civil Service Pension Scheme.

All staff are required to undergo a current police check, a medical declaration, provide proof of qualifications and identity and have (or be eligible for) a Guernsey housing qualification.

Further information about Blanchelande College can also be obtained from our website, www.blanchelande.co.uk. Our prospectus can be downloaded from the homepage.

If you have any further questions or need any clarification, please contact the Principal's P.A., Mrs Sarah Curle.

Tel 01481 237200 Email curles@blanchelande.sch.gg



PERSON SPECIFICATION

	Essential	Desirable
Education	<ul style="list-style-type: none"> • A degree from a recognised university • Qualified Teacher status (QTS) or equivalent 	A postgraduate qualification in education, leadership, or management (e.g., NPQH, MA in Education)
Leadership Experience	<ul style="list-style-type: none"> • Proven experience in a senior leadership role within the education sector, ideally within an independent school or similar setting • Demonstrable experience in successfully managing and leading whole-school initiatives, including academic, pastoral, and operational elements • Experience in implementing effective school improvement plans, driving academic success, and managing staff performance • Proven leadership qualities that inspire staff, students, and the school community • Ability to make informed decisions and lead the school in a dynamic and changing educational landscape 	
Curriculum and Teaching Experience	<ul style="list-style-type: none"> • In-depth understanding of curriculum development, assessment, and pedagogy • Experience in raising academic standards, improving teaching quality, and supporting holistic student development • Experience in the oversight of pastoral care and safeguarding in schools 	<ul style="list-style-type: none"> • Knowledge and experience of the independent school sector and its distinct challenges and opportunities • Familiarity with regulatory and inspection frameworks (e.g., ISI,) for independent schools
Financial and Operational Management	<ul style="list-style-type: none"> • Sound understanding of financial management and the ability to make decisions that ensure the long-term financial sustainability of the school • A satisfactory Enhanced Disclosure from the DBS 	<ul style="list-style-type: none"> • Demonstrable ability to oversee the operational aspects of running a school, including health and safety, HR, and infrastructure • Experience in fundraising, marketing, and promoting the school to external stakeholders



	Essential	Desirable
Communications Skills	<ul style="list-style-type: none"> Excellent communication skills, both written and oral, with the ability to engage a wide range of stakeholders, including staff, parents, students, the general public and governors 	<ul style="list-style-type: none"> Confident public speaker and representative of the school to external audiences
Interpersonal Skills	<ul style="list-style-type: none"> Strong interpersonal skills, with the ability to build positive relationships, resolve conflicts, and foster a collaborative culture Emotional intelligence and empathy in working with students, staff, and parents 	
Organisational Skills	<ul style="list-style-type: none"> Strong organisational and time-management skills, capable of managing multiple priorities and maintaining high standards under pressure 	
Integrity and Professionalism	<ul style="list-style-type: none"> A genuine commitment to providing high-quality education and nurturing the potential of every child Demonstrates high levels of personal integrity, ethical behaviour, and professionalism Strong emotional intelligence with the ability to relate to and support the well-being of both students and staff A compassionate leader who listens actively and supports collaborative working 	
Resilience and Adaptability	<ul style="list-style-type: none"> Ability to remain calm, resilient, and positive in challenging situations, whilst adapting to changing demands and circumstances 	
Commitment to Safeguarding	<ul style="list-style-type: none"> Deep understanding of safeguarding principles, with a commitment to ensuring the welfare of every child Willingness to undergo Enhanced Disclosure and Barring Service (DBS) checks 	
Commitment to the School's values and Catholic Ethos	<ul style="list-style-type: none"> A strong alignment with the values and Catholic ethos of the school, fostering a culture of academic excellence, personal growth, and community involvement 	<ul style="list-style-type: none"> Catholic
Cultural Awareness and Inclusivity	<ul style="list-style-type: none"> Commitment to promoting diversity, inclusion, and a supportive environment for students and staff 	
Parental and Community Engagement	<ul style="list-style-type: none"> Ability to build strong relationships with parents and the wider community, enhancing the school's reputation and standing 	



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Conclusion: The ideal candidate for the role of Principal will be a visionary and strategic leader, passionate about education and committed to upholding the values of an independent school. They will demonstrate outstanding leadership, communication, and financial management skills, and will be dedicated to fostering an inclusive, academically rigorous, and nurturing environment for students and staff alike.



JOB DESCRIPTION

PRINCIPAL

The Principal is an employee of Blanchelande College LBG and the Trustees and is required to carry out his/her professional duties in accordance with the College's Trust Deed, Canon Law and the teachings of the Catholic Church, the States of Guernsey Education Law (1970) and within the terms and conditions of his/her Contract of Employment.

PRINCIPAL DUTIES

The duties of the Principal are to:

1. Mission and strategic direction

- 1.1 Work with the Board of Governors to develop a strategic view of the school and its community, analysing and planning for its future needs.
- 1.2 Lead by example in embodying for the pupils, staff, Governors and parents the vision and Catholic ethos of the College.
- 1.3 To create a learning culture and ethos, providing educational vision and direction, which secures effective teaching, successful learning and achievement by pupils in their spiritual, moral, cultural, intellectual and physical development.

2. The Curriculum

- 2.1 Identify, determine and keep under review, in consultation with the Board of Governors and teaching staff, overall aims and objectives for the College, underpinned by the College's Mission Statement and the school improvement plan.
- 2.2 Determine, organise and implement a broad and balanced curriculum taking into account the National Curriculum as applied in Guernsey, and reflecting the Catholic ethos and identity of the College and the Church's teaching mission. Deliver a curriculum relevant to the academic abilities and needs of all pupils, subject to the direction of the Board of Governors.
- 2.3 Ensure effective delivery of the curriculum through the promotion of high expectations and high standards to maximise the achievement of all pupils.
- 2.4 Maintain an efficient and effective system of record keeping and assessment. Monitor communication with parents and pupils to ensure that the aims relating to each pupil's progress are achieved and that the College's belief in the dignity and value of each individual is upheld.
- 2.5 Ensure that the spiritual development of individuals is given clear focus and support through the religious education programmes, prayer life and liturgy of the College.
- 2.6 Evaluate the standards of teaching and learning in the College and ensure that proper standards of professional performance are established and maintained.



3. Pupils

- 3.1 Maintain a school environment and pastoral programme in which the needs and values of individual pupils are recognised and which also contribute positively towards their spiritual, social and emotional development.
- 3.2 Determine the norms of behaviour and discipline for pupils and staff in accordance with the teachings of the Catholic Church and with any general principles and guidance provided by the Board of Governors.
- 3.3 Ensure the maintenance of good order and discipline at all times during the school day (including the mid-day break) when pupils are present on the school premises and also during authorised school activities elsewhere.

4. Staff: Teaching and Non-teaching

- 4.1 Support the Board of Governors in the selection and appointment of the teaching and non-teaching staff of the College.
- 4.2 Deploy and manage all teaching and non-teaching staff of the school and allocate particular duties to them (including such duties of the Principal as may properly be delegated to the Vice-Principal or other members of staff) in a manner consistent with their conditions of employment, maintaining a reasonable balance for each teacher between work carried out in school and work carried out elsewhere.
- 4.3 Maintain job descriptions for all staff which are consistent with their conditions of employment.
- 4.4 Ensure that the duty of providing cover for absent teachers is shared equitably among all teachers in the College (including the Principal) taking account of their teaching and other duties.
- 4.5 Supervise and monitor the operation of the Board of Governor's Performance Management Policy for staff, ensuring that all staff have access to advice and training appropriate to their needs.
- 4.6 Provide information about the work and performance of the staff employed at the College where this is relevant to their future employment.

5. Communication and Consultation

- 5.1 Provide clear leadership by the development and implementation of policies which promote the aims of the College and underpin its Catholic ethos.
- 5.2 Establish and maintain good relationships both within the College and outside by means of effective consultation and communication procedures.
- 5.3 Ensure effective working relationships and channels of communication with external agencies in order to support the needs of individual pupils and their families.
- 5.4 Promote effective communications with the Board of Governors, the Diocesan Department for Schools, other Diocesan bodies and the States of Guernsey Education Department.
- 5.5 Work in partnership with parents, recognising that they are the first educators of their children.
- 5.6 Support and promote close links between home, parish, school and the wider community.



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- 5.7 Co-ordinate the College's work with that of the feeder schools and those to which pupils progress in order to ensure continuity of learning.
- 5.8 Promote and support Diocesan education policy and work in partnership with the Diocesan Department for Schools and other schools in the Diocese.

6. Finance

- 6.1 Manage the College's finances in partnership with the Trustees and the College Bursar.

7. Resources

- 7.1 Maintain proper procedures for the security, supervision and upkeep of the school buildings and grounds and all matters relating to Health and Safety in partnership with the Board of Governors and the College Bursar.

8. Other duties

- 8.1 Be willing to develop additional expertise to fulfil the role of Principal.
- 8.2 Undertake responsibilities related to the College's work which are delegated to the Principal by the Board of Governors.
- 8.3 Arrange for the Vice-Principal or other suitable person to assume responsibility for the discharge of his/her functions as Principal when he/she is absent from school. To work in partnership with the Senior Leadership Team to ensure that the College is properly managed at all times.
- 8.4 Participate, to such an extent as may be appropriate having regard to his/her other duties, in the teaching of pupils at the College, including the provision of cover for absent teachers.
- 8.5 Report in appropriate ways to the Board of Governors and/or Trustees on all relevant aspects of the College's work, especially its mission statement, curriculum and academic achievements, current policies, intended developments and the management of school resources.
- 8.6 Undertake such other duties as may be reasonably expected.

FLEXIBILITY

This job description reflects the main responsibilities of the post. However, the post holder should be willing to undertake any other reasonable duties as required. The particular duties / responsibilities listed here may be reviewed from time to time as circumstances make necessary.