

Brief for the appointment of
Vice Principal &
Head of Secondary

A wide-angle photograph of a modern school courtyard. The building in the background has a large glass facade reflecting the sky and trees. In the foreground, a paved walkway curves through a green lawn. Several people, including adults and children, are walking across the courtyard. A young boy in a red shirt and black shorts is walking towards the right, followed by a woman in a striped shirt. A man in a purple shirt is walking towards the left. The scene is bright and sunny, with shadows cast on the ground. A large red circular graphic element is in the bottom right corner.

Learning together
inspiring success



ODGERS BERNDTSON

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Introduction

In the heart of Europe, in one of the world's most multilingual and multicultural cities, The British School of Brussels (BSB) is a very special community. Recognised globally as a high performing school, children join from across the world and thrive in our non-selective, progressive and harmonious community.

The post arises due to the promotion of the current postholder after a period of successful leadership that has seen the growth and improvement in all aspects of the Secondary School.

We are seeking to appoint a talented, aspirational and compassionate leader to join our thriving community and continue the inspirational work of the BSB team.

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Our School

At the heart of BSB lies an unwavering commitment to being an educational force for good. Our distinctive ethos is a collective creation, born from the collaboration of our dedicated staff, engaged students, supportive parents, and committed governors. Our Guiding Statements are just that; our compass for all that we do.

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Developing Confident, Caring, and Courageous people

- At BSB, we strive to nurture individuals who are not just academically proficient but also confident, caring, and courageous. Our students actively, ethically, and purposefully engage with the world around them, armed with the belief that they can make a positive difference.

Fostering Curious and Resilient Learners

- We are dedicated to fostering lifelong learners who breathe curiosity, are resilient, and have a zest for life. Our students thrive, enjoying every aspect of their rich and vibrant educational experience while growing into the best version of themselves that they can be.

Encouraging Respect for Self, Others, and the Wider World

- BSB fosters in our students a deep respect for themselves, their peers, and the global community. We do this collaboratively, ensuring that our entire school community shares this vital perspective.





Experience the BSB Difference

From the moment you set foot on our attractive campus, you'll sense the BSB difference. However, it's not just our beautiful surroundings or world-class facilities that set us apart. Our distinctiveness lies in:

Building meaningful relationships: We foster a culture of kinship, where meaningful relationships form the foundation on which all else is built.

The pursuit of the highest quality in all that we do: we are committed to continuous improvement and better solutions.

A coherent, holistic approach: At BSB, we are a school community where students, staff, and families learn together. Collaboration inspires success and our holistic approach balances scholarly endeavour, pastoral care, and enriching experiences.

Recognising uniqueness: We celebrate the uniqueness of each child. Our inclusive and international approach nurtures curious, confident,

caring, and courageous learners. While academic achievement is pivotal, it is the result of our culture centred on care, curiosity, and collaboration that truly shines.

An enabling and caring environment: Every decision we make is driven by our students' potential benefit, their safety and their sense of belonging. We are innovative, open-minded, and always striving for improvement, from our unique curriculum to our world-class facilities.

The outcomes of our approach are undeniable. At BSB, you'll find happy, confident students who consistently achieve excellent results. They are not only young people who bring about positive change but continue to do so throughout their lives. This is the essence of the British School of Brussels – an extraordinary place of learning, growth, and positive transformation.



Life in the BSB Secondary School

is dynamic, challenging, and enjoyable – for both students and staff. We thrive within a culture of mutual respect built on great relationships. Students are taught and cared for by highly motivated, expert teachers and support staff. Staff know their students well and are dedicated to helping each student to succeed. Staff in turn have access to high quality, innovative and effective Professional Learning. Visitors invariably comment on the harmonious, mutually respectful, and positive atmosphere within our school.

Our curriculum is British-based but adapted to fit our European context and international student body.

- In Years 7-9, students gain a solid foundation in a wide variety of subjects. There is also a bilingual French/English programme in Years 7-9.
- In Years 10 and 11 students have increasing choice and can tailor their curriculum to suit their skills and interests. In addition to the core subjects of English, French, Mathematics and Science, students can choose from a wide variety of subjects including languages, humanities, arts and design technology subjects. Students usually study for GCSEs/IGCSEs.
- In Years 12 and 13 we offer three pre-university routes, A Level, International Baccalaureate and BTEC.

Our commitment to a holistic curriculum and the development of confident, caring and courageous students who engage actively, ethically and

purposefully with the world around them is evident throughout the daily life of the Secondary school, within lessons, through our Enrichment Programme and is exemplified by our CAS programme. There are over 100 Enrichment activities every week and enviable industry and alumni links to connect classroom studies to the world of work. Of course, these can help our students go further and deeper in their academic studies, but often it's about learning and doing for the simple sense of discovery and joy in doing so.

We use our beautiful grounds with plenty of open space and wooded areas to cultivate a sense of environmental consciousness in our students. Learning in and through nature isn't just a way of encouraging our students to consider the impact their actions have on the planet; it's also a gateway to other 'big ideas', including how to distribute global resources fairly and being more present and mindful in a noisy and busy world.

Our Creativity, Activity and Service (CAS) programme is an important part of the curriculum. This provides our students with opportunities to engage with the outside world in a purposeful and ethical way. Students are encouraged to make a positive impact on the community and become more self-aware, as well as becoming engaged and active citizens of the world.

Student Agency at BSB is a powerful and valued force for good within and beyond our school and we are proud of how our students develop as active global citizens.

Our Approach to the Curriculum and Teaching & Learning

BSB's approach to teaching and learning, provides students with a holistic education that encompasses academic success, personal growth, and global awareness.

At BSB, education is not confined to the classroom; it encompasses a holistic perspective that involves students, staff, families, alumni, businesses, universities, and social enterprises. Through this inclusive approach, we strive to inspire success by nurturing the growth of individuals and fostering a sense of community.

Our philosophy and values directly inspire **Our Curriculum.**

BSB is committed to providing a credible, coherent, holistic curriculum, built around our Guiding Statements and underpinned by the UNESCO 4 Pillars:

- Learning To Know
- Learning To Do
- Learning To Live Together
- Learning To Become

At BSB, this means our curriculum has an emphasis on:

- Learning together by valuing collaboration, connectivity, and diversity.
- Student agency to make a positive difference to the world.
- Becoming the best person we can be.
- Providing opportunities for inquiry, critical thinking, creativity and learning beyond the classroom.
- Scholarly endeavour and challenge.
- Provision of a variety of pathways to set students up for success.

Our curriculum is animated by our dynamic teaching and learning. Our team of expert practitioners are guided by the principles of our collaboratively created Teaching and Learning statement:

- ✓ We provoke wonder and joy in learning.
- ✓ We build and nurture strong relationships and know our learners well.
- ✓ We are experts in our field, engaging learners to discover more to make a difference.
- ✓ We create inspiring and supportive environments that promote creativity and enable ownership of learning.
- ✓ We develop knowledge and skills for life and learning.



Our Campus

The BSB campus, nestled within the verdant woodlands of Tervuren, spans approximately eight hectares, offering a tranquil escape from the urban hustle and bustle. Situated just 15 kilometres from central Brussels and Brussels International Airport, BSB enjoys the dual advantage of proximity to the European capital and a peaceful, natural setting.

Our campus is a haven for students, boasting green expanses that serve as venues for outdoor learning and sports activities, alongside state-of-the-art facilities dedicated to learning and enrichment.

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The Jacques Rogge Sports Centre, inaugurated in 2016, encompasses a 25-metre indoor swimming pool, a versatile sports hall accommodating activities from basketball to badminton, a competition-grade gymnasium, a dance studio, and a fitness suite.

In 2020, we completed an extensive overhaul of our outdoor sports facilities, ensuring that our facilities remain unparalleled. With over 120 sports clubs organised weekly for students, we promote holistic development through physical activity.

At BSB, we also empower students to explore their creativity and build confidence within a nurturing environment. Our Drama, Music, and Art facilities offer opportunities for students of all ages, from Kindergarten to Year 13, to participate in productions, performances, and technical aspects of the arts.

Our arts facilities include the purpose-built Brel Theatre, equipped with 240 seats, state-of-the-art lighting and equipment, a workshop, green room, and an extensive costume department housing over 2,500 costumes. Additionally, there are 12 music practice rooms for individual music lessons, featuring specialist instrument teachers offering instruction in multiple languages and across around 30 different instruments, music recording studio and film-editing facilities,

as well as fully equipped drama rehearsal rooms, complete with sound and computer equipment.

Elsewhere, we offer fully equipped art studios for exploring various artistic mediums, from traditional to digital, and including drawing, painting, sculpting, graphic design, film, and video.

Cutting-edge technology permeates every facet of our school. From USB charging ports in lockers to campus wide WIFI and interactive whiteboards in classrooms, we ensure a connected learning environment. Students have access to three computer suites, a dedicated Apple suite for creative work, and a range of devices, including iPads and laptops.

Additionally, specialised workshops equipped with state-of-the-art technologies offer unparalleled learning experiences in fields like music production, film editing, design, technology, food and nutrition, and textiles technology.

We have a masterplan for the long term investment in the campus and have recently embarked on Phase One of this plan which includes planning for a new purpose built cafeteria and completely refurbished accommodation for ECC, Kindergarten and Reception children.



The Role

The Vice Principal and Head of Secondary is a senior member of staff, accountable to the Principal and CEO with shared responsibility for the strategic leadership of the school and the achievement of the school's vision and mission. As Head of the Secondary School they are responsible for all aspects of the Secondary School.

As a member of the Leadership Team, the Head of Secondary also works closely with their counterpart in the Primary School. While each member of the Leadership Team holds their separate responsibilities all are jointly responsible for the strategic direction of the Whole School, the coherence of provision and the unity of our community.

It almost goes without saying that we are looking to appoint a leader who has the necessary successful leadership experience and expertise to lead our thriving non-selective school. But more than this, what is most important to us is that you fit the culture and ethos of our community.

You need, therefore, to genuinely believe in and demonstrate in every leadership decision and in your daily and interactions with others your commitment to our Guiding Statements.

You will be an intelligent, skilled and aspirational leader who can:

Lead the successful development of the Secondary School and continue in the leadership of BSB

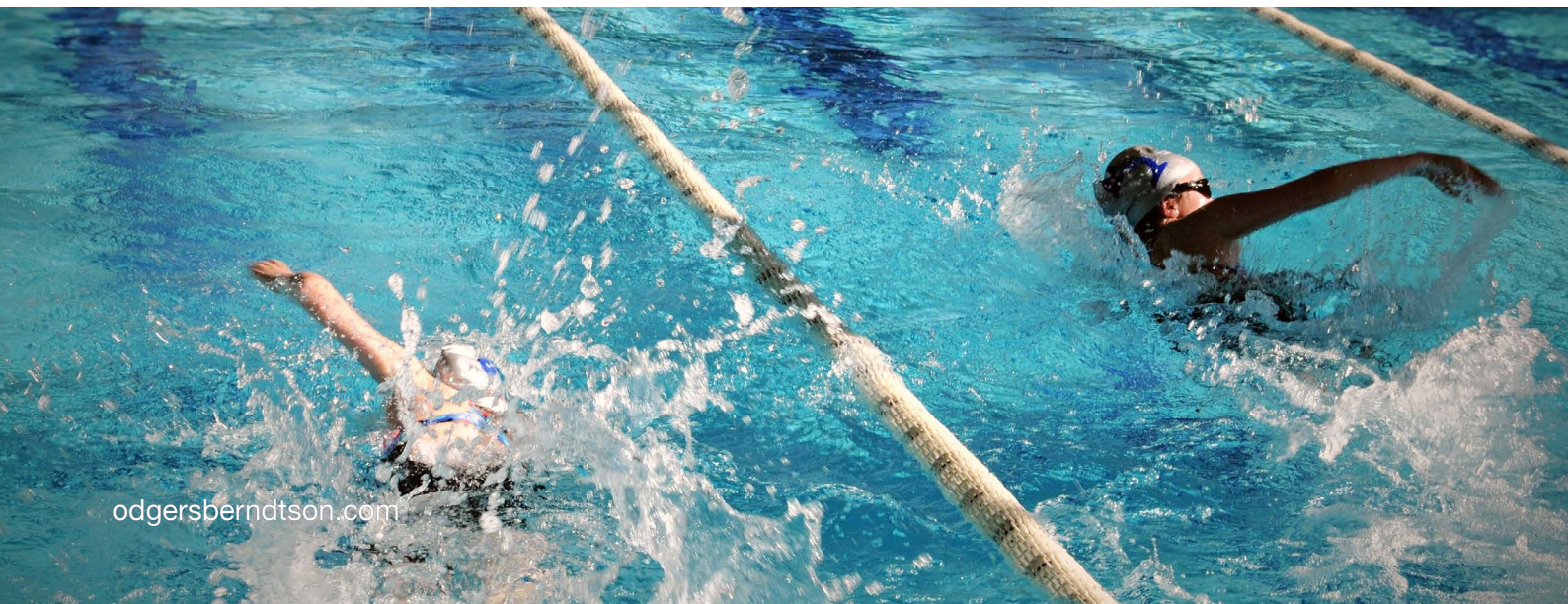
- Sustain and strengthen the special ethos and culture of BSB
- Shape vision and secure the engagement of all stakeholders, particularly in the Secondary School
- Work closely with the Principal on the next phase of the school's strategic plan and ensure its successful implementation
- Secure the commitment of staff, parents and the wider community to the school vision and overall direction of the school
- Act as a superb Ambassador for BSB at representing and promoting the school to the wider community

Our Guiding Statements

BSB is an inclusive international learning community, working together and inspiring success.

Our aim is to be an educational force for good by:

- ✓ Developing confident, caring and courageous people who engage actively, ethically and purposefully with the world around us.
- ✓ Fostering curious, resilient learners who enjoy life and achieve the best that they can.
- ✓ Encouraging respect for self, others and the wider world.



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Creatively lead and learn by:

- Provoking wonder and joy in learning.
- Promoting curiosity and inquiry.
- Promoting staff and student agency.
- Ensuring the highest quality of Teaching & Learning in the Secondary School.
- Contributing to our Professional Learning Community.
- Developing the highest quality practice in all aspects of the Secondary school, including policies and procedures that ensure a culture of continuous improvement and development.

Build great teams by:

- Leading in such a way that demonstrates genuine care about our colleagues.

- Inspiring trust of oneself and others.
- Being empowering and championing of others.
- Compassionately holding others to account.
- Demonstrating a commitment to distributed leadership.
- Recruit and retain staff of the highest calibre and invest in their professional growth.

Create inspiring, safe and supportive environments by:

- Nurturing positive behaviours across our community.
- Ensuring secure safeguarding practice at all levels.

The Person

You will:

- Be reflective and know yourself well.
- Be confident with a can-do approach that instils confidence in others.
- Have the courage to take risks and be inventive.
- Show compassion and kindness.
- Model professional integrity.
- Possess sound judgement and good decision making even in challenging situations.
- Possess excellent interpersonal skills and cultural sensitivity.
- Genuinely love working collaboratively with, and bringing the best out in others.
- Be an excellent communicator, with presence and strong personal credibility.

All members of the Leadership Team are required to be educated to Masters level or equivalent.

The details of the remuneration package will be provided to the candidates invited to the selection procedure. The package, in brief, will include an attractive salary which will be commensurate with the significance and importance of the post and the experience of the successful candidate in addition to other attractive terms and conditions.



How to Apply

The British School of Brussels (BSB) has engaged the services of Odgers Berndtson to assist with the recruitment of the next Vice Principal & Head of Secondary.

The closing date for applications:
Thursday 7 March at 09.00 GMT.

Letters of application and completed application forms should be submitted online at:

www.odgers.com/90968.

All applications will receive an automated response.

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your application documentation.

Following this notice, any inclusion of your Sensitive Personal Data will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

All candidates are also requested to complete an online Equal Opportunities Monitoring Form. This can be found at the end of the application process. Any information collated from the Equal Opportunities Monitoring Forms will not be used as part of the selection process and will be treated as strictly confidential.

For an initial discussion, please contact:

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The British School of Brussels values and encourages diversity among its staff. As such, we welcome applications from candidates with a wide range of backgrounds and experience. The School is seriously committed to safeguarding and promoting the welfare of children. All successful candidates will be subject to rigorous conduct and child protection checks appropriate to their position, including prior checks with their previous employers and the authorities.





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