

MORRISON'S ACADEMY

Appointment of Rector



INTRODUCTION BY DONALD MACDONALD, CHAIR OF GOVERNORS

This booklet is designed to give a flavour of life at Morrison's Academy, provide information to support your application and, with the school website, provide you with a snapshot of the myriad of varied activities that take place each day in our vibrant community.

Founded in 1860, Morrison's Academy has been at the forefront of education in Perthshire for 165 years and has a well-deserved reputation for academic excellence, opportunity and service to the local community.

Our pupils thrive on expert teaching, excellent facilities and a vast range of co-curricular, enrichment and expedition activities. They are enterprising, friendly and ambitious and they have wonderful purpose, energy and a sense of service to others. Our staff care and are dedicated, creative and talented. Our academic results are a testimony to the personal and collective success of everyone in our community. Each day we strive to deliver the very best educational experience for our pupils. This experience should deliver outstanding academic achievement and, more importantly, nurture someone who is happy, well-mannered and able to find fulfilment in one's service to others, truly reflecting our commitment to Developing The Whole Child.

An information booklet and website can only partially reflect the reality of school life. I look forward to meeting candidates at the interviews which will take place at Morrison's Academy. At the interview, candidates will meet our students and staff, and experience the warmth, vitality and ethos of our school.

VISION FOR A MORRISONIAN

A young person who is educated at Morrison's Academy will not only achieve academic success but equally important is the way in which they will be shaped positively by their environment, having had a wealth of different experiences.

Morrisonians understand the value of integrity, honesty and acceptance of others. Our community is friendly and caring, tolerant of difference and courageous enough to challenge intolerance. Pupils develop strong bonds with each other, with friendships and memories made at Morrison's Academy lasting a lifetime.

Morrisonians know that learning is a lifelong journey; they have a thirst for knowledge and are creative problem solvers. Open to new experiences, our pupils are confident individuals who can work individually and as part of a team; they can turn to the staff for support with their decision making, whether they apply for university, college or go into a career straight from school. We encourage our young people to build intrinsic motivation in order to succeed in their chosen field and, if they face setbacks, they can overcome those challenges.

There is no doubt that our young people, when they leave school, understand the privilege of their education and being part of the Morrison's Academy family. Equally, they understand how important it is to be open-minded, empathetic and charitable, striving to give their time with compassion for others and an interest in the world. We take great pride in the certainty that pupils leave Morrison's Academy with a wealth of fond memories and with the ability to appreciate those who have shaped the start of their learning journey. Wherever our former pupils choose to live, study or work, we know that they are embracing opportunities as active members of society. Morrisonians know that they will always be warmly welcomed back by their family at Morrison's Academy.

OUR SCHOOL VALUES

WHO WE ARE, WHAT WE BELIEVE IN AND STRIVE TO BECOME

MORRISONIANS ARE:

CREATIVE



The Pegasus suggests an openness to new ideas and liberty of thinking.

CONFIDENT



The Knight represents strength and a person's journey through life.

COMMITTED



The Hills stand for security, shelter and protection while fire represents passion and devotion.

CURIOUS



The Books denote learning and a willingness to listen.

CARING AND CONNECTED



The Chevrons represent the roof of a house, community and protection.

OUR SCHOOL

Morrison's Academy is a friendly, family-oriented independent day school in the heart of Perthshire. Generations of Morrisonians have benefited from the school's rich blend of academic, artistic and sporting experiences, going on to make their mark on the world as Olympic athletes, ground-breaking scientists, award-winning actors, adventurers, politicians and professionals. Our long tradition of academic success in boys and girls from 2 to 18 continues today with a contemporary Scottish curriculum and a programme of independent, child-centred learning that builds emotional intelligence, creativity and life skills, encouraging every child to strive for the highest.

Our school roll of approximately 530 young people and 120 staff are all active members of the surrounding communities. We know and support one another, working together as a team to put pupils and parents first. We embody this culture in everything we do, delivering excellence in teaching and nurturing the individual to encourage every child to flourish.



OUR FAMILIES & TEAM

Our young people are a delight and the staff and governors are helpful and supportive. Crieff is a vibrant community in a beautiful part of the country, at the gateway to the Highlands and in easy reach of the central belt. The Morrison's Academy family is friendly and progressive; we have high expectations of one another and the confidence to encourage innovation.

We are committed to the career-long professional learning of all our staff. Our programme of performance reviews and generous CLPL budget promotes continuous improvement within and beyond the classroom, with plenty of scope for colleagues to pursue interests and specialisms.

OUR CAMPUS

The school's main campus is located in the centre of Crieff and comprises a mixture of historic (our magnificent original buildings date from 1860) and modern buildings. During recent years we have renovated our libraries, upgraded our science labs, constructed modern floodlit hockey pitches, installed a strength and conditioning suite, created a new STEM workshop and opened an on-site café for pupils, staff and parents, setting a new standard for excellence. Morrison's Academy is committed to ongoing development and modernisation.





KEY RESPONSIBILITIES

Morrison's Academy is seeking to appoint a senior leader, experienced in the independent school sector, with vision, decisiveness, business acumen and the ability to connect with parents, supported by strong people skills that enable the individual to relate well with staff and pupils.

They should be an outstanding leader for all pupils and staff, ensuring that the highest standards are in place throughout the school.

Academic

- to be an exemplary leader, with an excellent track record.
- to lead the process for envisioning the future shape of education at Morrison's Academy.
- to evaluate and maintain the highest professional standards and processes of learning and teaching and be embedded in external academic networks.

Pastoral

- to have overall responsibility for the pastoral care of all pupils and staff with the support of the relevant Senior Leadership Team members; to promote staff welfare and ensure effective child protection is in place.
- to have high expectations of pupil conduct, together with the authority, consistency and proactive approach to influence pupil behaviour and encourage positive attitudes, a culture of mutual respect and good order and discipline.

KEY RESPONSIBILITIES (c o n t .)

To recruit, develop and support the school's staff to ensure they provide an outstanding level of education, learning and service.

- to ensure that there is a strategic plan for the employment, development and retention of the best people in the right roles with equal opportunities for all.
- to instil trust and confidence in staff and build strong teams.
- to select and appoint the teaching staff of the school in line with guidelines laid down by the Governors.
- to support the Chief Operating Officer in the recruitment of operational staff.
- to provide strong and collaborative leadership of the Senior Leadership Team.
- to promote a culture of high expectation and self-evaluation across the school.
- to take overall responsibility for the annual professional and development review process.

To oversee and develop the curriculum offering to ensure a leading edge, future-proof provision remains in place.

- to have oversight of and responsibility for all activities which comprise the life of the school, delegating where appropriate to other members of the Senior Leadership Team.

KEY RESPONSIBILITIES (c o n t .)

To manage the day to day operations of the school to ensure they are efficient and effective and excellent standards are maintained.

- to play an active role as attendee at and contributor to the agenda of the Board of Governors and member of relevant sub-committees (e.g. Strategy, Marketing).
- to advise and assist the Governors of the school in the exercise of their functions and making such reports to them both orally and in writing as the Governors may require.
- to act decisively when the need arises.
- to ensure the effective planning, organisation, deployment and monitoring of staff and other school resources.
- to establish all necessary structures and policies for the efficient management of the school.
- to ensure that Morrison's Academy meets all regulatory, legal and statutory requirements.
- to be fully engaged in the management of health, safety and safeguarding and be an active member of the relevant Board sub-committees.

To promote and enhance the reputation of Morrison's Academy as a distinctive choice of school and grow the school roll.

- to lead the marketing and promotion of the school with drive, vision and purpose. To maintain a positive profile within the school's target market and the wider community for the purpose of sustaining and developing the school roll.
- where appropriate, successfully lead the decision-making conversation with new parents.
- to be an outstanding ambassador for the school's interests locally, nationally and internationally.
- to establish, develop and maintain positive partnerships with pupils, parents, outside agencies and the wider community.
- to maintain an active interest in the work of Morrison's Academy Parents' Association (MAPA) and Morrisonian Club.

KEY RESPONSIBILITIES (cont.)

To live by and be the guardian of the school's values: Caring, Connected, Creative, Committed, Curious and Confident.

To effectively manage the commercial aspects of the school to balance investment and income on a sustainable basis.

- to ensure the ongoing security of the school's financial future, ensuring affordability of fees whilst continuing to invest and improve the quality of education.
- to have overall responsibility for the school's finance and operations, delegating where appropriate to the Chief Operating Officer.
- to promote key projects and relationship-building with potential donors.

To work with the Governors and key stakeholders to ensure that the vision and strategy and development plans meet the future needs of the school and its community.

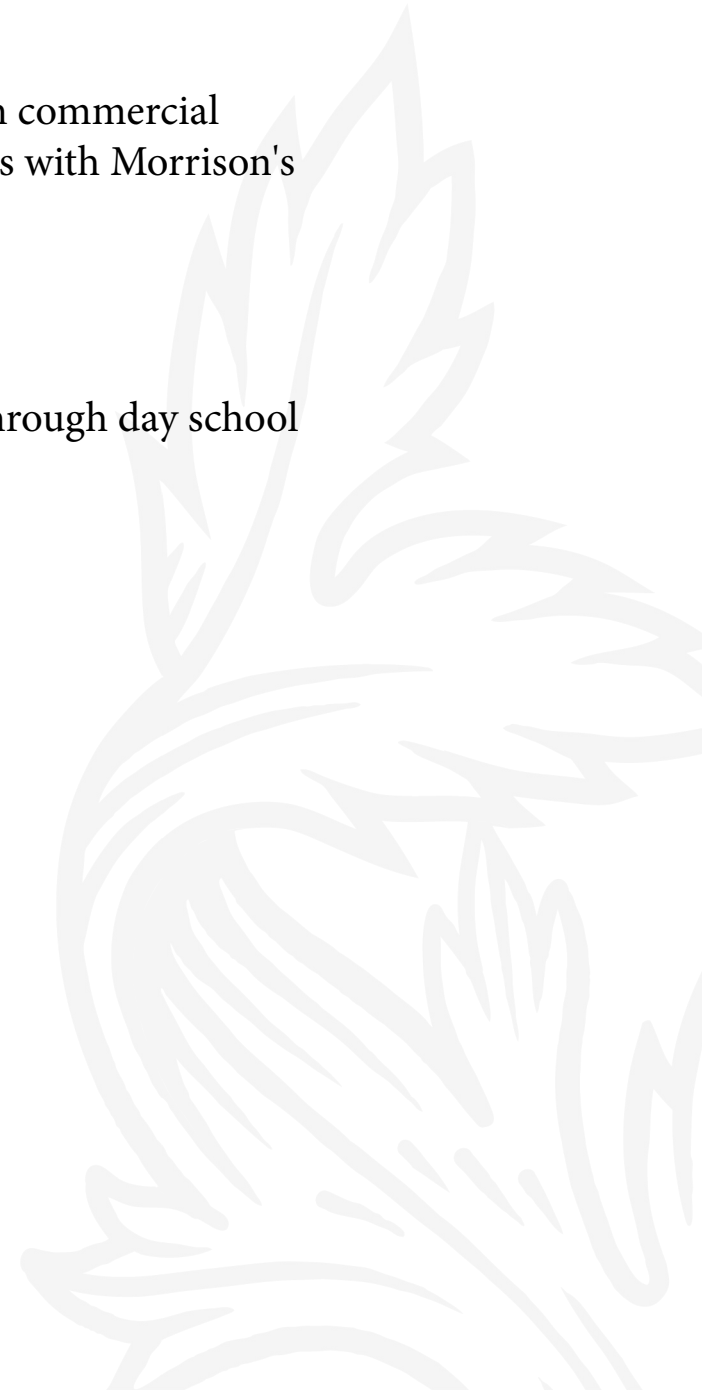
- to develop, in conjunction with the Governors and Senior Leadership Team, the school's Five Year Vision and Strategy and Annual Development Plan.
- to ensure vision and strategy is turned into appropriate and tangible actions that are then executed every year of the plan.

PRIOR EXPERIENCE

The post-holder will be decisive and dynamic. An innovative and energetic leader with commercial awareness, strategic vision and the ability to both inspire and build strong relationships with Morrison's Academy's stakeholders and the wider community.

Prior Experience

- a strong personal academic background.
- an excellent understanding of the complexities of managing and promoting an all-through day school in the independent sector.
- experience at senior leadership level.
- experience and understanding of health, safety and safeguarding issues.



CORE COMPETENCIES

The successful candidate will be able to demonstrate with evidence that they are strong in the following core competencies:

Vision

- is enthused by the future of education and its role in the world.
- has a future vision for the school and its educational offering.
- is committed to their own personal and professional development and is embedded in academic networks.

Business acumen

- understands P&L and balance sheet and the business drivers of an independent school, especially marketing and sales.
- acts decisively when required. Makes sound, considered, data-driven and hard-headed business and people decisions.
- promotes a performance culture among staff.

Implementation

- drives the agenda, turning plans into actions, delivering in full on-time, delegating as appropriate.
- capable of dipping in and out of detail as required.

Parent and alumni connection

- presents a convincing and credible senior image of the school to parents and alumni.
- enjoys parent contact and listens to their feedback.

CORE COMPETENCIES (cont.)

Team-building

- understands the challenges facing all staff.
- builds trust and openness with staff.
- works openly and transparently with Governors.

Pupil empathy/pastoral

- prioritises pupil well-being.
- present and available to pupils.
- a warm and friendly presence around the school.





REMUNERATION & HOURS OF WORK

Remuneration will be competitive and will reflect the senior, demanding nature of the role and the successful candidate's experience.

The Rector of Morrison's Academy is a senior leader and is expected to be available outside school hours for a range of activities and as required during school holidays.

REPORTS TO

The Board of Governors.

WHY WORK AT MORRISON'S ACADEMY?

Sam Thiel , Teacher of Modern Foreign Languages

Joined Morrison's Academy August 2022

“Ever since I first entered the beautiful school grounds on the morning of my interview, the stunning scenery and family feel at Morrison's Academy have never ceased to amaze me. Having worked with young people in different countries and a variety of educational settings I wanted to take the next step in my teaching career in an ambitious and innovative school. While I must admit that the thought of transitioning to the independent sector and joining a school with such a long tradition of academic success may have been daunting at first, I am grateful for all the amazing opportunities I have been given and for the fantastic pupils and colleagues I have been working with since I started teaching at Morrison's Academy in 2022.

The strong connections with my pupils and their curiosity as well as the inspiring commitment of my colleagues and how much they care about our pupils make a real difference in my work as a teacher. When you speak to our pupils and staff, you will sense that the school values at Morrison's are not just words on our walls but what we aim to be. Our pupils are always striving for the highest, and the small class sizes and excellent equipment in our school allow me to fully support them in achieving their potential and in developing as people. I can inspire their love for languages in my lessons, build meaningful relationships with them during Form Time, provide individual support as a mentor, and get involved in the wide range of co-curricular activities we offer to help pupils develop their interests and talents - all while continuing my own professional development and contributing to the development of our school, e.g. in the Pioneer Teachers and our Teaching & Learning Groups. By organising our exchange with a German school I can also show my pupils where I grew up and how languages help them experience different cultures and meet new people!

Having moved to nearby Stirlingshire and enjoying the scenic drive to Crieff every day, I can honestly say that Morrison's has become my new home away from home, and if you are also looking for a school which blends history with vision and tradition with innovation and where you can work with wonderful pupils and amazing colleagues, joining Morrison's Academy will certainly be the perfect opportunity for you to thrive inside and outside your classroom.”

WHY WORK AT MORRISON'S ACADEMY?

Alex Wylie, Head of Geography, Teaching and Learning Coordinator

Joined Morrison's Academy August 2010

“I joined Morrison's back in 2010 after having spent my career working in urban schools in both London and Glasgow. It is fair to say that the location of this school makes it the polar opposite to the environments I was used to working in. The setting of this school is spectacular and is very much woven into the fabric of the life of this school. Our setting affords staff and pupils the opportunity to engage in a wide range of activities not available to those in urban settings and our clubs and social activities reflect this. I myself now run a range of academic focused field trips that make use of this setting but more than that I have the opportunity to take a running club out into the hills every week. The wider life of our school reflects this rural setting as all staff are afforded the freedom to pursue their personal interests through engaging in our co-curricular programme.

Another aspect of life at Morrison's that quickly struck me was the interconnections between our Primary and Secondary and within my first week, I was working with Primary classes and colleagues either in my role as a Geography teacher or as part of our Learning for Life Programme. As a consequence of this, our younger pupils already know the senior school and its teachers before they even move up.

The final aspect that you quickly become aware of at Morrison's is the range of opportunities you get as a staff member to develop your practice, especially important for those interested in career development. Whole school policies are often directed by staff members and developments are widely consulted on with working groups meeting regularly to drive forward school initiatives. This gives staff the opportunity to engage in leadership as well as develop their own practise. This is supported by a thriving Teaching and Learning Development Group that helps steer pedagogy in our school as well as a Pioneer Teachers Group that engages in reading around key themes in education. Where I work and the young people I get to work with everyday is why I am still here after 16 years.”

WHY WORK AT MORRISON'S ACADEMY?

**Emma Hamilton, Teacher of Art,
Joined Morrison's Academy August 2020**

“I arrived to teach at Morrison's in perhaps the most challenging of times, literally thrown into online teaching as the pandemic hit. I immediately felt part of Morrison's "family" despite the difficult circumstances as in a tight knit small school, there is a great sense of community and collegiate support. Speaking from the experience of teaching in a number of state schools, the other difference which was marked for me was classroom behaviour and being able to share the enjoyment and knowledge I have of my subject with pupils who are keen and eager to learn.”

**Katy Grassick, Teacher Assistant Primary
Joined Morrison's Academy in February 2017**

“Morrison's Academy has given me the opportunity to train and progress in my role, beyond what I had ever expected when I first accepted a job here. Our school instantly has the feel of a small community from the moment you first walk through the gates. Our families are keen to be active in their children's schooling and are delighted to be involved in any way that they can. I work within a kind, supportive team who are always willing to share their experience and knowledge. We all aspire to give these incredible children an excellent education in the classroom and prepare them for life beyond Morrison's Academy. Everyday I am inspired by my colleagues' teaching and everyday is full of variety and fresh challenges. Most of all, I am lucky to be involved in educating children who are filled with such wonder and joy at learning. The children are at the heart of everything we do at this school.”

WHY WORK AT MORRISON'S ACADEMY?

**Catriona Elliott, Admissions Registrar
Joined Morrison's Academy in September 2010**

I joined Morrison's Academy, initially working part-time in the Reception. This was my first time working in education and I enjoyed it so much that when the position in Admissions became available, I applied for it. I really enjoy working here, with the pupils and my lovely colleagues. My role gives me the right balance of challenge and job satisfaction, while working on a beautiful campus in a wonderful part of the country. No two days are ever quite the same - one day I might be organising a school tour or taster days, the next I'm supporting a family through the application process or helping prepare for an Open Morning.

What I find most rewarding is meeting and supporting new pupils as they join the school. It's a privilege to see them settle in, flourish, and to stay connected with their families as part of the Morrison's Academy community. I also value the collaboration with staff across the school - everyone works together to make the admissions process as welcoming and smooth as possible.

Genuinely, Morrison's Academy provides that family feel that we all work collectively to build and maintain, and I feel very proud to play my part in that.

HOW TO APPLY

Candidates should provide full details of their qualifications, skills and experience, submitting a CV, covering letter outlining their suitability for the role and application form by email to Human Resources at vacancies@morrisonsacademy.org.

CLOSING DATE FOR APPLICATIONS IS FRIDAY 27TH FEBRUARY 2026.

APPOINTMENT PROCESS

Initial interviews will take place with the Selection Committee during week commencing 9th March 2026. Short-list interviews will take place with the Selection Committee from the 19th March 2026.





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