



CHRIST'S HOSPITAL

A SCHOOL LIKE NO OTHER



Principal Deputy Head

Required for September 2026

www.christs-hospital.org.uk



Welcome from Matthew Judd, Head & CEO

Christ's Hospital is a place that changes lives.

I am delighted that you are considering joining us as Principal Deputy Head at a particularly important moment in our school's long history. Founded in 1552 to provide education, care and opportunity for children who would otherwise be excluded from it, Christ's Hospital remains driven by the same simple and powerful belief: that talent is everywhere, but opportunity is not.

That charitable purpose shapes everything we do. We are not simply a leading boarding and day school; we are a national institution committed to social mobility, ambition, character and public service. The young people who come through our gates – whether from London, Sussex, the UK or overseas – are united by their potential. Our task is to ensure that potential is realised.

The role of Principal Deputy Head sits at the very heart of that endeavour.

We are entering a period of significant opportunity and change. Over the coming years we will be reshaping our boarding provision, developing new academic and co-curricular pathways, and embedding a culture that combines high performance with deep care. Our ambition is not simply to be excellent, but to be distinctively excellent: a school that marries rigorous scholarship, outstanding pastoral care, and a powerful sense of purpose.

This is a role for an educational leader of real stature – someone who combines intellectual credibility, operational grip and emotional intelligence. You will be a central partner to us in setting direction, driving standards and shaping the culture of the school. You will work across the whole organisation, from classrooms and boarding houses to professional services and governance, ensuring that our strategic vision becomes daily reality.

Christ's Hospital is complex, energetic and demanding. With over 800 pupils (almost all of whom are full boarding), a 250-acre campus, a long-established endowment, and deep relationships with alumni, donors and the City of London, it is also an extraordinary place to lead. But what makes it special is its people: pupils who are ambitious and open-hearted, staff who care deeply about their work, and a community that believes profoundly in the power of education to change lives.

If, like me, you believe that schools should do more than deliver results – if you believe they should build character, widen horizons and help shape a fairer society – then I hope you will see in Christ's Hospital a place where your leadership can make a lasting difference.

I very much look forward to meeting those who feel called to be part of this remarkable next chapter.

Matthew L S Judd
Head & CEO

Academic Ambition

Academic is a word, a theme, that threads its way through all aspects of Christ's Hospital life.

We see academic potential in many different forms and believe it begins with a spirit of curiosity and the confidence to think independently. Our students are encouraged to ask questions, to reflect deeply and to approach learning with both openness and determination.

Our classrooms are alive with conversation and discovery. We value independent thought,

fresh perspectives and the determination to grow. Every lesson, every project is a chance for our students to prepare, participate and perform to the very best of their ability.

This ethos is what draws outstanding teachers to Christ's Hospital – educators who bring energy, insight and a deep commitment to their teaching. They create spaces where imagination is nurtured,

questions are welcomed and every student can flourish as a thinker and a learner.

The outcome is not only strong academic results, but a community of intellectually curious young people – inspired by knowledge, empowered by confidence and prepared for the future.



Broader Curriculum

Christ's Hospital's purpose is to challenge inequality by providing a nurturing, transformative education for young people from all backgrounds. We believe that learning and development are enriched by experiences outside of the classroom that expose students to new passions and allow them to grow their interest in other areas of activity.

The 'extra-curricular' or 'co-curricular' provision at CH is referred to as the 'broader curriculum' because it is not an extension of our offering, but a core part of it.

A key ambition for the school is raising the understanding of the benefits and values instilled by the broader curriculum. We are unequivocal that broader curricular activities are a critical part of a meaningful, rounded CH education. The broader curriculum caters for the pursuit of excellence and the opportunity to try something for the first time. It endorses the specific benefit of collaborative endeavour but also allows space for individual pursuits. It will also provide opportunities for leadership, social development and fun.

The aims of the broader curriculum are:

- to offer a **wide range of opportunities** for self-discovery and challenge;
- to support **learning**, enrich **passions** or provide social and cultural **development**;
- to be **inclusive** and to foster progression and enjoyment for all students from the novice to the elite through their time at CH;
- to build an **increased feeling of belonging** which will enhance students' experience of education during their time at CH and prepare them for life after CH;
- to support and **complement the academic and pastoral programmes**, within the concept of the overall total curriculum; and
- to promote a **life-long love and appreciation** for learning, performing, competing and personal development.



Supportive and Nurturing

Boarding is the experience of a lifetime for those who live too far from Christ's Hospital to make the daily journey. But for students who attend as day students, life at CH is just as rich, rewarding and full of opportunity – shaped by the same sense of belonging and community.

Whether boarding or attending during the day, all students are fully immersed in the life of the school. Every student joins a boarding house, giving them their own space, close friendships and a strong connection to a supportive house community.

Christ's Hospital has 18 boarding houses, including two for the upper sixth. These houses are at the heart of pastoral life. Each one provides a welcoming and consistent environment, where students feel at home and are known as individuals.

We take great pride in the quality of our care. Our approach is rooted in trust, attentiveness and respect. Students are supported not only academically, but emotionally and socially – with a strong focus on their overall wellbeing.

Within each house, students find a secure and encouraging space where they can flourish – whether they go home each evening or live on site.

At Christ's Hospital, the house system ensures that every student is valued and supported – helping them to develop confidence, resilience and a deep sense of belonging.



Location and Facilities

Christ's Hospital is located in West Sussex, nestled in 1200 acres of stunning countryside between London and Brighton. It is conveniently situated for transport links. The school benefits from its own mainline railway station, with regular trains to London, Gatwick and the South Coast. It also has strong airport links being 20 miles south of Gatwick and 45 miles from Heathrow.

The campus at Christ's Hospital is truly majestic, making a lasting impression from the moment you arrive. The grounds feature sweeping sports fields, beautiful buildings and a spectacular quadrangle.

Teaching takes place in 90 well-equipped classrooms organised by department. Each classroom is equipped with specialist resources and dedicated facilities to enhance the learning experience. The library at Christ's Hospital offers access to over 20,000 books, newspapers and journals. It also features a fully integrated online catalogue system, providing additional resources for students.

In addition to the 16 boarding houses and two upper sixth form residences, students have access to a purpose-built theatre, a modern sports centre, a music school and an art school.

Christ's Hospital runs an ongoing programme of renovation and redevelopment which ensures that the facilities remain modern and up-to-date. This commitment to maintaining the site reflects the school's dedication to providing a high-quality learning environment.

The majority of students and many teachers live on site, creating a close-knit community where staff and students feel happy and secure.





Working at CH

Christ's Hospital employs more than 450 staff across a wide range of roles, including teachers, plumbers, electricians, school nurses, accountants and sports coaches.

Everyone who works at Christ's Hospital has a direct or indirect impact on the students who live and study here. Our students come from a broad range of ethnic and socio-economic backgrounds, bringing a level of social and cultural diversity that enriches our community and makes us unlike any other independent school in the UK.

Christ's Hospital is a remarkable institution and was named **Independent School of the Year 2024/25** by Independent School Parent Magazine, as well as achieving first place in the Performing Arts category.

The person appointed to this position will play a key role in working closely with the Head, Treasurer, Chief Operating Officer and other members of the Senior Leadership Team within one of the most distinctive charitable organisations in British education. Founded in the 16th century, the school's charitable mission remains largely unchanged: in the admission of its students, 'to have regard especially to children of families in social, financial or other specific need'.

Christ's Hospital operates on a 24-hour basis during term time and requires flexibility from those who work here. Some roles within the organisation are residential. These posts may involve early starts and later finishes but benefit from the provision of accommodation.

Additional information and benefits

- Christ's Hospital is set in a beautiful rural location yet is only a five-minute drive from Horsham. The school has its own railway station, with Horsham two minutes away, Gatwick 20 minutes and London Victoria just under an hour. The south coast is easily accessible and the Guildford–Shoreham Downs Link runs just outside the school grounds.
- Accommodation will be available for the successful candidate. Most teaching staff are housed on or close to the school site.
- The school is financially stable, with Year 7, Year 9 and sixth form entry consistently over-subscribed. Strong financial planning enables continued and substantial investment in bursarial support for students.
- Christ's Hospital offers a thriving ECT and induction programme for new teaching staff. Teachers also benefit from a comprehensive and bespoke Professional Growth Programme, which operates alongside external courses and school-wide INSET. PGCEs, Masters degrees and further professional training have been funded for staff.
- Staff children, subject to meeting the entrance criteria, benefit from a significant reduction in fees.
- Membership of Bluecoat Sports, the school's sports centre, is available at a substantially reduced cost.
- Free lunch and refreshments are available throughout the day, with breakfast and tea also provided on boarding duty days.
- Christ's Hospital is a vibrant community for staff and their families, with a wide range of social and cultural events.
- Staff benefit from discounted theatre and concert tickets for public events held in the school theatre, as well as access to the school library and resources centre.
- Free on-site parking is available for all staff.

Christ's Hospital is committed to safeguarding and promoting the welfare of children and young people and expects all staff, visitors and volunteers to share this commitment. We follow safer recruitment guidelines, including carrying out on-line searches on shortlisted candidates to check suitability to work in an environment with children.

The School

Christ's Hospital (CH) was founded in 1552 to provide shelter and education for orphaned children in the City of London.

The fundamentals of the school's mission remain unchanged: to enhance social mobility and challenge social inequality by providing a transformative education for young people from all backgrounds. Although society has become wealthier, economic and social inequality persist, making this mission as relevant today as it has ever been.

The school is set within 250 acres of beautiful rural countryside, with sweeping sports fields, modern sport and fitness facilities, a purpose-built theatre, a striking quadrangle and an impressive collection of historic and contemporary buildings. An ongoing programme of renovation and development ensures that facilities remain modern, well maintained and fit for purpose.

In its early years, all students were based at the former Grey Friars' Priory on Newgate Street. In the 17th century, the girls and some of the younger boys were relocated to Hertford. The boys moved to the present Horsham site in 1902 and were joined there by the girls in 1985.

Christ's Hospital continues to enjoy strong links with the City of London, with many City livery companies providing financial support for students. The school also retains a number of historic traditions, including the daily wearing of its distinctive Tudor uniform, known as 'Housey', and the Band Parade held four days each week.

Just under 850 students are currently enrolled at Christ's Hospital, with an equal balance of boys and girls. The majority are boarders, alongside a number of day students and staff children. The main point of entry is Year 7, with a smaller intake at Year 9 and approximately 40 to 45 students joining the sixth form each year. A balanced and diverse student population is a defining feature of the school. Students are admitted from a wide range of backgrounds, with selection based on academic ability, talent across areas such as music, art, drama and sport, and the potential to benefit from an excellent boarding education. The overriding principle of the admissions process, however, is to support those in need, whether financial, familial or educational.

Christ's Hospital is recognised by the Social Mobility Commission as one of the recommended organisations, and the only school, for companies seeking to improve social mobility in the UK. The school was also proud to receive two national awards in 2022: the Gold Award at the UK Social Mobility Awards and the Judges' Special Award for Contribution to Social Mobility at the Independent School of the Year awards.

The school offers a strongly academic education, with high expectations of all students. Consistently excellent standards are achieved, with around 85% of students progressing to Russell Group universities, specialist art colleges or music conservatoires. Each year, several students also gain places at Oxbridge colleges.

The impact of Christ's Hospital is substantial. The school provides more financial support to its students than any other in the sector. In the most recent year, bursary support totalled approximately £22 million, with an average fee remission of 84%, benefitting more than 660 students.

The resulting student body is refreshingly grounded and unpretentious, yet characterised by a strong collective ambition to make the most of the exceptional opportunities available at Christ's Hospital.

The school has a proud tradition of sporting achievement and runs a broad, active and successful wider curricular programme. Music is outstanding and, in addition to the marching band, there are large and impressive Chapel and Gospel Choirs, alongside a range of orchestras, classical ensembles and jazz groups. Drama flourishes, with regular productions staged in the purpose-built theatre, and the Art School consistently produces work of a very high standard.

Christ's Hospital offers a rich and varied educational environment both inside and beyond the classroom, supported by facilities that would be the envy of many schools. The school's impact is delivered through its academic, social and wider curricular programmes, all of which place challenge and opportunity at their core.

A new state of the art sports facility will shortly further enhance the school's inclusive learning environment.

Continuous learning and growth underpin the Christ's Hospital experience for both students and staff. The school provides frequent, personalised and high-quality professional learning opportunities that empower staff and ensure they remain engaged with contemporary educational thinking.

All teachers are expected to contribute to the busy wider curricular programme throughout the year and all teaching staff undertake a weekly evening duty in a boarding house.



LOCATED BETWEEN GATWICK AND BRIGHTON



STRONG GCSE AND A LEVEL RESULTS

CHRIST'S HOSPITAL IS BLESSED WITH SOME OF THE BEST SCHOOL SPORTS FACILITIES IN THE COUNTRY



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A SCHOOL LIKE NO OTHER

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www.christs-hospital.org.uk



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CHARLES II FOUNDED THE ROYAL MATHEMATICAL SCHOOL AT CHRIST'S HOSPITAL IN 1673

FAMOUS UNIFORM PROVIDED FREE TO ALL PUPILS

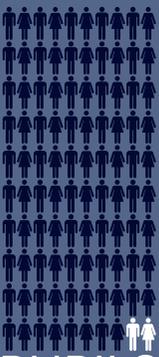


98% OF LEAVERS GOING ON TO TOP UNIVERSITIES



EASY ACCESS ROADS, RAIL & AIRPORTS

850



PUPILS

THE FAMOUS CHRIST'S HOSPITAL BAND WAS FOUNDED IN



1868



EQUAL SPLIT BOYS AND GIRLS



The Tower of London offers FREE ENTRY to pupils wearing uniform

EXTENSIVE COMMUNITY ACTION AND OUTREACH PROGRAMME



FOUNDED IN 1552 BY KING EDWARD VI



SITUATED IN 1200 ACRES OF STUNNING SUSSEX COUNTRYSIDE



SPEECH DAY IS ATTENDED BY THE LORD MAYOR OF LONDON

10/10 OXBRIDGE SUCCESS

OVER 600 INDIVIDUAL MUSIC LESSONS ARE TAUGHT EACH WEEK

CHRIST'S HOSPITAL HAS ITS OWN RAILWAY STATION

Principal Deputy Head

Job Description | September 2026

Responsible to: **Head & CEO**

Role Purpose

As the Head & CEO's senior operational and organisational leader, the Principal Deputy Head will be responsible for the day-to-day running of the school, the delivery of strategic priorities, and the performance and wellbeing of both staff and pupils. In this capacity, the postholder will act as the deputy to the Head & CEO, ensuring continuity of leadership, operational excellence, and disciplined achievement of the school's aims and mission, in close collaboration with the Chief Operating Officer and the Deputy team.

The Successful Applicant

For this high-profile position, we are seeking a candidate with strong academic and intellectual credentials, broad educational experience at a senior level and proven leadership ability. The successful applicant will be a strategic thinker able to see both the bigger picture and the detail required to achieve successful results.

They will be a competent and empathetic communicator at all levels, forward thinking and with a well-developed understanding of the latest developments in the education sector. The position would suit someone who has a profound interest in educational leadership and is likely, in due course, to be considered for a headship.

Energy, resilience and a willingness to work with others in the pursuit of the school's charitable mission will be key traits of the successful candidate.

We welcome applications from all sectors of the community as we aspire to attract staff that match the social and cultural diversity of our student intake. We consider the most important factor to be the right skills, abilities and aptitude for the job which will ultimately improve the well-being and education of the students. This role requires a successful candidate to have the legal right to work in the UK.

The Position

As a large and complex boarding school Christ's Hospital has Deputy Heads who, with the Chief Operating Officer, are jointly responsible to the Head & CEO for the effective day-to-day management of the school.

The Deputy Heads work very closely with the Head & CEO and COO, who regularly meet to discuss management issues as part of the School Executive team. There is a wider SLT of around a dozen colleagues. The successful candidate can expect to be included in frank and open discussions and in return will be expected to offer thoughtful analysis, informed advice and achievable solutions. Judgement about confidentiality will play a key role in all interactions managed by the successful candidate.

Key Responsibilities/Accountabilities (include, but are not limited to):

Strategic Leadership and Whole-School Development

- Lead and deliver strategic, whole-school development projects that align with the school's vision and strategic plan.
- With other senior leaders, support the Head in strategic planning, policy development, and decision-making.
- Provide visible and motivating leadership, fostering a culture where all staff can excel.
- Be a full member of SLT and School Executive team, as well as chair relevant school committees as required.
- Remain up to date with educational developments and contribute to discussions that inform the school's strategy.
- Take responsibility for designated senior weekend duties.
- Attend relevant Council/Governance committees and prepare papers for such.

Executive Leadership & Deputising

- Act as the Head & CEO's senior deputy, with full authority to lead the school in their absence.
- Provide leadership continuity, decision-making and crisis management as required.
- Represent the Head & CEO internally and externally when delegated.
- Work closely with the COO on the operational running of the school including ensuring that compliance and risk management policies and procedures are kept updated and consistently implemented.

Day-to-Day Running of the School

- Hold overall responsibility for the daily operational performance of the school.
- Act as appropriate as the senior decision-maker on site, ensuring safeguarding, discipline, operational continuity and appropriate escalation to the Head where required.
- Support the Head and relevant teams in ensuring marketing, communications and admissions procedures are of the highest quality.

Staff Leadership, Absence, Monitoring & Culture

- Lead staff CPD and teaching staff appraisal/review, ensuring a high-performance professional culture.
- Own the Staff Code of Conduct and ensure it is embedded, upheld and enforced consistently.
- Lead staff wellbeing, working closely with the People and Culture Director create a culture of support, accountability and professional respect.
- Oversee teacher deployment and workload, working closely with the COO and People and Culture Director to ensure clarity of roles, workload balance and effectiveness.
- Work with the People and Culture Director on effectively resolving Employee Relations issues for academic staff, providing support and guidance to line managers and/or individual staff, as required.
- Maintain close working relationships with the staff representative groups, supporting effective staff relations and consultation.

Strategic & Policy Leadership

- Lead policy development and school development planning oversight and monitoring, ensuring policies align with strategic objectives, regulatory frameworks and best practice.
- Ensure policies are implemented, understood and consistently applied across the school.

Calendar & Organisational

- Own the School Calendar and Term Dates, ensuring clarity, alignment with strategic priorities and efficient operational delivery, chairing meetings of the Calendar Committee.

Major Projects

- Co-oversee the Major Boarding House Redevelopment Project, ensuring educational, pastoral and operational requirements are fully integrated into delivery.
- Coordination and allocation of staff accommodation, ensuring fairness, transparency and alignment with school priorities. Chair of Accommodation Committee.

Heritage & Institutional Assets

- Hold leadership oversight for Heritage Assets and the School Museum, ensuring they are protected, developed and aligned with Christ's Hospital's identity and external profile.

Other Responsibilities

- Hold oversight of Rules and Sanctions, authoring associated policy documents and ensuring consistent and fair application.
- Lead and run the Monitors (Prefects) and House Captains system/s, including selection process, to ensure that student leadership supports standards, culture and discipline.
- Line manage the School Marshal.

This job description may be reviewed and amended to reflect the evolving needs of the school.



Person Specification (Indicative)

Essential

- Substantial senior leadership experience within a complex school or comparable organisation, with a strong commitment to Christ's Hospital's mission of transforming lives through education.
- Proven experience working in a full-boarding or predominantly boarding school, or in a closely comparable environment.
- Proven experience of leading and supporting staff in a high-expectations, values-driven environment.
- A strong record of safeguarding, pupil care and pastoral leadership, aligned with CH's commitment to kindness, safety and inclusion.
- Experience of working constructively with governors, trustees or boards, within CH's governance culture.
- Ability to operate effectively as the Head & CEO's executive deputy, modelling professionalism, integrity and service.
- A proven track record of raising standards and securing strong outcomes, including evidence of contributing to the development, implementation and monitoring of school improvement plans.
- Deep understanding of whole-school operations, underpinned by fairness, consistency and respect for the CH community.

Desirable

- Experience of leading change in a mission-led or charitable organisation.
- Experience in a boarding or residential school with a strong pastoral tradition.
- Experience of estates, accommodation or capital development projects that support pupil wellbeing and community life.
- Experience of inspection, regulation or external accountability in an independent or maintained school.

Qualifications

- Qualified Teacher Status (QTS) – desirable.
- A relevant degree or equivalent professional qualification.
- Safeguarding leadership training – essential.
- Post-graduate leadership qualification (e.g. NPQH, MEd, MBA) – desirable.

Skills & Abilities

- The ability to lead with compassion, courage and clarity, reflecting Christ's Hospital's commitment to dignity, opportunity and excellence.
- Strong strategic and operational leadership, ensuring the school runs calmly with consistency and care.
- Excellent people leadership, able to nurture staff, challenge appropriately and build a culture of professional trust.
- High-level communication and relationship-building skills with pupils, parents, staff, governors and external partners.
- Sound professional judgement, fairness and discretion in handling sensitive and high-stakes matters.
- Resilience and emotional intelligence, enabling steady leadership in a busy, complex boarding environment.
- A visible commitment to safeguarding, wellbeing, equity, diversity and inclusion.
- A strong personal commitment to the ethos, heritage and future of Christ's Hospital.
- The ability to work effectively as part of a high-performing team in a busy, complex environment, bringing sound judgement, purpose and good humour.

Application Process

Interested candidates are invited to contact RSAcademics to arrange a confidential discussion with one of the consultants handling this appointment:

- **Helen Flower**, Search Consultant: helenflower@rsacademics.com or
- **Michael Spens**, Senior Advisor: michaelspens@rsacademics.com

Closing date: 10.00am on Monday 23 February 2026

Applications should be made electronically to RSAcademics. To submit your application, please upload your documents according to the instructions on the RSAcademics website.

You should submit the following (both in PDF format):

- A completed application form (available alongside this candidate information on the RSAcademics website).
- A covering letter addressed to Matthew Judd, Head & CEO. The letter should explain your reasons for applying.

N.B. Safer recruitment checks will be made at all stages in the recruitment process.

If you have any questions about uploading your application documents, please contact Laura Cave, Project Coordinator (Appointments) at applications@rsacademics.com. Laura can also be reached by calling our Head Office on **+44 (0) 204 6269 791**.

The process is as follows:

- All applications will be acknowledged by email. If you have not received acknowledgement that your application has been received within two working days of sending it, please contact RSAcademics by telephone.
- Preliminary interviews will take place with RSAcademics via Teams on Thursday 26 and Friday 27 February 2026.
- Longlist interviews will take place via MS Teams on Wednesday 11 and Thursday 12 March 2026.
- Visit days for short listed applicants will take place week commencing Monday 16 March with final panel interviews on Monday 23 March 2026.



RSAcademics is a global executive search and consultancy firm working exclusively with schools. For more than 20 years, we've supported governors and leaders at pivotal moments – whether they are appointing senior staff or making complex strategic decisions.

What makes us distinctive is the depth of first-hand experience in schools across our team – as heads, governors, bursars and senior professionals – combined with specialist expertise in areas such as strategy, research, marketing and finance. This blend is continually enriched by our ongoing consultancy and appointments work with schools worldwide, so our advice is always current, practical and evidence led.

Please visit
www.rsacademics.com
for more information.

Terms and Conditions

Salary up to £115,000 per annum depending on the experience of the person appointed. A highly reduced timetable reflecting the seniority of the post will be agreed on appointment. For the proper performance of the duties associated with this post accommodation will be provided for the Principal Deputy Head and their family. A substantial remission of fees is available for the successful applicant's children at Christ's Hospital, assuming that they meet the normal academic criteria for entry and a place is available.

Other benefits include reduced-cost membership of our sports centre, free lunches and other refreshments and discounted theatre and concert tickets for public events held in the CH theatre.

Christ's Hospital is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All new staff appointments are subject to the satisfactory completion of pre-employment checks, including completion of the school's job application form, receipt of satisfactory references including one from the current employer, a clear enhanced disclosure and barring service [DBS] check, receipt of overseas criminal records check, where the applicant has resided outside of the UK for three months or more in the past 5 years, online searches to check suitability to work in an environment with children, verification of qualifications, and medical check with our occupational health advisors which confirms fitness to teach and carry out the duties of the role.

