



ST BENEDICT'S SCHOOL

# Senior Deputy Head

*Candidate Information*



# Welcome

Thank you for your interest in this key post at St Benedict's School.

We recognise that applying for a new role is a significant commitment, and we approach every application with the same care and attention that you put into making it.

At St Benedict's, we are proud to offer an education that blends tradition with innovation, rooted in Benedictine values while preparing our pupils for the future.

We combine academic ambition with a commitment to developing the whole person. Through our High Performance Learning Programme, every pupil is encouraged to think deeply, act creatively, and aim high, achieving excellent GCSE and A Level results. Our most recent ISI inspection confirmed the outstanding quality of our provision and the strength of our outcomes. Small class sizes and impressive facilities enable us to offer the very best in teaching, sport, music, drama, art and pastoral care, where students develop resilience, leadership, and friendships that last a lifetime.

Our goal is to nurture confident, independent young people who are ready for the challenges of their next chapters, whether that be transitioning to secondary school, Sixth Form, or university, and life beyond school.

Our success rests on the dedication and professionalism of our staff. The atmosphere here is purposeful, supportive and good-humoured, with a genuine sense of community that is often remarked upon by visitors. We are proud of our record in nurturing professional growth; many colleagues have progressed to senior positions here and beyond, supported by excellent opportunities for development.

St Benedict's is more than just a school; it is a community. Inclusive and welcoming, we work in partnership with families, and our pupils benefit from the unique opportunities of being part of a through school from Nursery to Sixth Form.

This is the St Benedict's education: academic excellence, outstanding pastoral care, and a community where every child can thrive.

I encourage you to explore our website to gain a fuller sense of life at St Benedict's. I hope you will be inspired to apply and to contribute to our continued success and the flourishing of our community.

With best wishes,

**Joe Smith**  
Headmaster



# Our School

St Benedict's is a leading independent co-educational Catholic school situated in leafy Ealing, West London. We offer the distinct advantage of a seamless education from Nursery through to Sixth Form, enabling pupils to begin their first steps in the Nursery at age three and continue through to Year 13 within one supportive, values-driven community.

Inspirational teaching, strong tutorial guidance and exceptional pastoral care lie at the heart of the education we provide. Our aim is to nurture confident, independent young people who are well prepared for each stage of their educational journey – whether transitioning to Senior School, embarking on Sixth Form study, progressing to university or moving into the world beyond school.

## **Junior School & Nursery**

The Junior School and Nursery offer a vibrant, nurturing environment where children grow in confidence and curiosity. Shared facilities with the Senior School and a thoughtful induction programme help pupils feel secure and well supported from the start.

Our curriculum is designed to challenge and inspire, preparing pupils for the rich academic and co-curricular opportunities ahead. Most pupils continue into the Senior School without the need for the 11+ examination, ensuring a smooth and confident transition to Year 7.

## **Senior School**

St Benedict's Senior School provides a dynamic setting where students are encouraged to discover their strengths and develop a lifelong love of learning. The broad, ambitious curriculum fosters curiosity, creativity and resilience, with specialist teaching and facilities across a wide range of subjects.

Personal development and pastoral care are central to our approach. Each student is supported by a dedicated tutor and a strong network of staff, ensuring every young person is known and valued. A rich co-curricular programme in music, sport, debating and outdoor education complements academic life. By Year 11, students are well prepared to make informed choices about their future.

## **Sixth Form**

The Sixth Form is a vibrant, aspirational community where students are challenged to think independently and contribute positively to the wider world. With a broad choice of A Level subjects and enrichment opportunities, students are supported by expert teachers and receive tailored guidance on university and career pathways.

Leadership, service and reflection are central to Sixth Form life. Students mentor younger pupils, take part in outreach and volunteering, and help shape the school community. By the end of Year 13, our students leave St Benedict's as confident, thoughtful and compassionate young adults, ready for the opportunities ahead.



# Our School

## **Academic Life**

We are proud of our strong record of academic achievement, with pupils securing excellent examination results and progressing to the UK's top universities each year.

St Benedict's joined the renowned High Performance Learning (HPL) World Class School Award Programme, a recognition reserved for top schools globally that lead in innovative educational practices. This milestone reflects our commitment to continuous improvement and our ambition to deliver unparalleled learning outcomes for our students.

## **Co-Curricular Life**

At St Benedict's, personal development is shaped by an exceptional co-curricular programme. Students can explore a wide range of interests through clubs and activities in the arts, STEM, sport, debating, outdoor education and the Duke of Edinburgh's Award. The St Benedict's Combined Cadet Force (CCF) is very active and runs overnight training exercises and leadership courses throughout the year.

Sport is a particular strength, with opportunities for all abilities and many pupils competing at county and national levels. The arts also thrive, with strong music,

drama and art programmes, including a vibrant choral tradition, instrumental ensembles and exhibitions that celebrate students' creativity.

## **Partnerships**

### **St Bernard's Preparatory School**

The St Benedict's family of schools also includes St Bernard's Preparatory School, Slough. St Bernard's is an independent, Catholic co-educational day school for children aged 3 to 11, offering a warm and nurturing environment where pupils are encouraged to thrive academically and personally. While there are separate Heads of St Benedict's Junior School and St Bernard's Preparatory School, the Head of St Benedict's is the Chief Executive of all three schools.

### **The Emmaus Partnership**

Also in 2019, St Benedict's launched the Emmaus Catholic Schools Partnership with Sacred Heart High School, Hammersmith; Cardinal Wiseman School; and St Augustine's Priory. Through this collaborative network, the Heads of all four schools have committed to strengthening Catholic education in West London. The Partnership enables shared expertise, joint initiatives, and enriching opportunities for pupils, who come together regularly for debates, concerts, lectures, and charity events.



# Ethos, Culture and Values

As a Benedictine school, St Benedict's is rooted in a 1500-year tradition inspired by the Rule of St Benedict – a practical guide for purposeful living, personal fulfilment, and community. Our motto, a minimis incipere – from the smallest beginnings – reflects our belief in the potential of every individual. It serves as a reminder that everyone has enormous potential and that great things begin with small steps in a school where all can find and develop their talents to the full.

Our Benedictine heritage shapes every aspect of school life. Reflection, kindness, and hospitality are central to our ethos, guiding relationships across the school and creating an environment where people feel supported, valued, and able to flourish. These values underpin daily life at St Benedict's and help to foster a culture of integrity, curiosity, and confidence.

Inspirational teaching, strong tutorial support, and exceptional pastoral care are central to our educational approach. Colleagues joining St Benedict's become part of a dedicated team, committed to helping young people thrive academically, personally, and spiritually.

Our students have a strong sense of social responsibility and play an active role in charitable initiatives throughout the year. They raise funds for organisations such as Glass Door, YoungMinds, Shelter, and Aid to the Church in Need and make regular donations to the Ealing Food Bank. Every Year 12 student takes part in voluntary service, whether by assisting in the Junior School, mentoring younger students, supporting local care homes, or working in charity shops.

Environmental awareness is integral to our community. Eco-Centric, our student-led environmental action group, works closely with the Senior Leadership Team to make St Benedict's as sustainable and eco-friendly as possible. The St Vincent de Paul (SVP) Society further strengthens our community outreach by organising events and celebrations for elderly residents in the local area.

At St Benedict's, you will join a warm, purposeful, and aspirational community – one that nurtures both the young people in our care and the professionals who work alongside them.



# Facilities

St Benedict's provides a range of superb facilities that support both professional growth and a vibrant community life. Highlights include:

- The Atrium: A versatile space for exhibitions, performances and school events.
- Studio Theatre: A modern venue equipped with advanced technology, perfect for productions, presentations and lectures.
- Music Recording Studio: A state-of-the-art facility for creative work and music technology.
- Sports Hall Complex: Featuring a dance studio, fencing salle and multi-gym, supporting a diverse co-curricular programme.
- Sports Grounds at Perivale: Fourteen acres of grounds with a spacious pavilion, floodlighting and a full-size all-weather AstroTurf pitch.

Our facilities are designed to inspire excellence and foster a strong sense of community among colleagues and students alike.



# Staff Benefits

St Benedict's is committed to supporting colleagues with a comprehensive package of benefits, designed to recognise your contribution and help you thrive both professionally and personally.

## Financial

We offer highly competitive salaries for both teaching and support staff. Pay for teachers is above the maintained sector.

All eligible colleagues are enrolled in the Aviva pension scheme, which includes generous employer contributions: 16.5% for teaching staff and 5% for support staff. Permanent employees also receive life assurance at three times their annual salary.

Once probation is complete, permanent staff may be eligible for fee remission if their children attend St Benedict's. Families with children at the school also receive a 10% discount on uniform purchases.

To support travel, the school provides interest-free season ticket loans. Colleagues can also benefit from the Cyclescheme, offering savings of up to 42% on bikes and accessories, with interest-free payments over 12 months and additional tax and National Insurance savings.

Further savings are available through BHN Extras, which includes:

- Discounts of 2–8% on technology and home appliances.
- A prepaid cashback card, offering up to 15% cashback at over 85 UK retailers (for £5 per year).
- Up to 15% off gift cards for major shops, supermarkets, and restaurants.

Reduced-rate accommodation may be available to permanent staff, subject to availability. Free on-site parking is offered on a first-come, first-served basis.

## Health and Wellbeing

St Benedict's is committed to supporting the wellbeing of all colleagues. Every permanent employee receives a comprehensive Health Shield Cash Plan, which enables you to reclaim everyday healthcare expenses, including dental, optical, and physiotherapy treatments. The plan also provides access to a wide range of wellbeing services, such as:

- A 24/7 virtual GP service for you and your dependent children, offering appointments, diagnoses, private prescriptions, referrals, and fit notes at any time.
- An Employee Assistance Programme (EAP), available free of charge to permanent staff and their families, offering confidential support for personal or professional challenges.
- Online health assessments.
- Gym discounts.

In addition to the EAP, staff may access subsidised face-to-face counselling if needed.

To help you maintain a healthy lifestyle, all colleagues enjoy a free, nutritious lunch in the School Dining Hall during term time.

We also offer free flu vaccinations, free eye tests, and a contribution towards prescription glasses.

Staff are welcome to use the school's on-site gym and take part in yoga and fitness classes.



# Why Work With Us?

“

Since my arrival, I have received a generosity of spirit and kindness from every single member of staff.

**Teaching Staff Member**

“

Staff, supported by the senior pupils, promote positive behaviour so that in lessons and around the school, pupils, almost without exception, show respect and consideration for each other.

**ISI Inspection Report 2024**

“

The teachers here really care and want to help students succeed.

**Year 11 Student**

“

It has been a pleasure to contribute to the education of some formidable young people during my time here.

**Teaching Staff Member**

“

It's a school where everyone feels welcome, no matter their background.

**Year 12 Student**

“

The careers guidance arrangements are a significant strength of the school. A well thought-out strategy plan covers all year groups, tailoring advice and opportunity. It encourages high levels of ambition, provides knowledge and experience of work, and links consistently with a wide range of external opportunities and resources.

**ISI Inspection Report 2024**

“

We get so many opportunities to take part in different activities outside of lessons.

**Year 12 Student**

“

A school that truly allows students to develop outside the classroom.

**Parent**

“

A warm and engaging school with a strong moral core. Excellent pastoral care, solid academics, outstanding sport and a hugely rich extracurricular offering in a well-maintained setting.

**The Good Schools Guide 2025**

# Life in Ealing

St Benedict's is set on a spacious site in a quiet, attractive, and safe residential area of Ealing in West London. Just 20 minutes from central London, the school enjoys close proximity to world-class museums, galleries, theatres, and historic landmarks while offering staff the comfort and community of a green suburban setting.

Ealing, known as the "Queen of the Suburbs", has long been celebrated for its wide, tree-lined avenues, elegant Edwardian architecture, and excellent transport connections. The area's rich history is evident in features such as the beautiful Ealing Abbey, which sits at the heart of the local community. Ealing offers an exceptional quality of life, with numerous parks and commons – including Walpole Park, Ealing Common, and Pitshanger Park – providing extensive green space for walking, sport, and recreation. The lively town centre features a mix of independent shops, cafés, restaurants, and cultural venues, including the renowned Ealing Studios, the world's oldest continuously working film studio.

Transport links are outstanding. The Elizabeth Line, along with Central, District, and Piccadilly tube lines, and excellent bus services, make travel to central London, Heathrow Airport, and beyond fast and convenient.

Recent regeneration has brought new cultural spaces, fitness centres, dining options, and family-friendly facilities, adding to the area's vibrancy. This blend of green space, strong community, excellent amenities, and connectivity makes Ealing an ideal place for staff to live and work.

## Getting Here

### Train

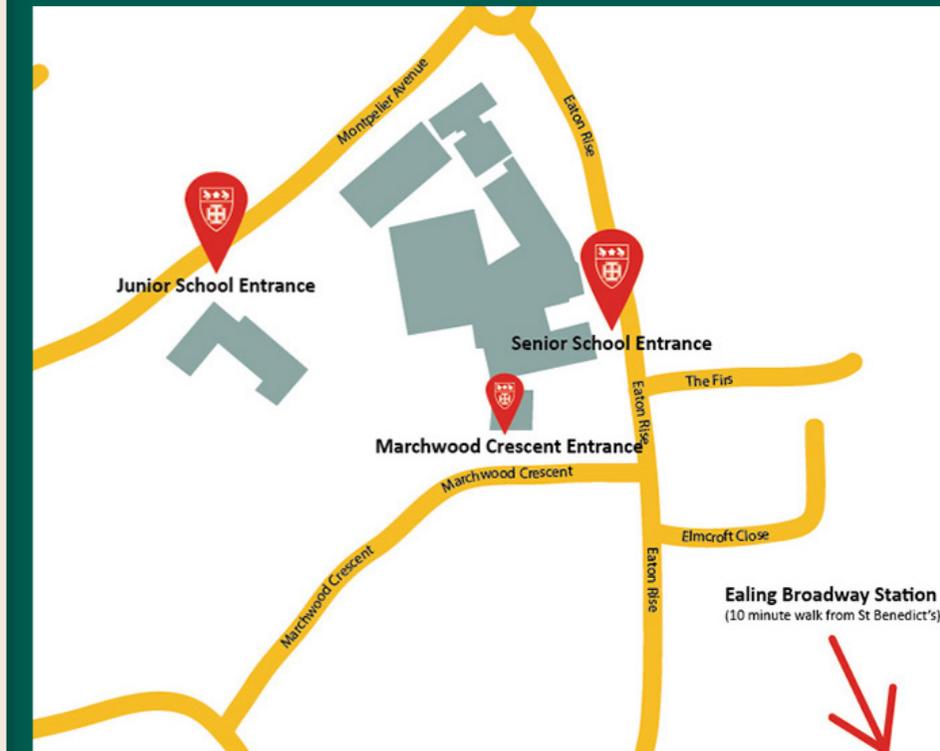
St Benedict's School is approximately a 10-minute walk from Ealing Broadway station, served by the Elizabeth Line, Central Line, and District Line, providing fast and convenient connections across London.

### Bus

The school is well served by local bus routes, including the 226, E2, and E9, all of which stop within a short walking distance.

### Parking

While many of the roads around the school operate parking restrictions, free on-street parking can be found a short walk away. A staff car park is available on site, operating on a first-come, first-served basis.



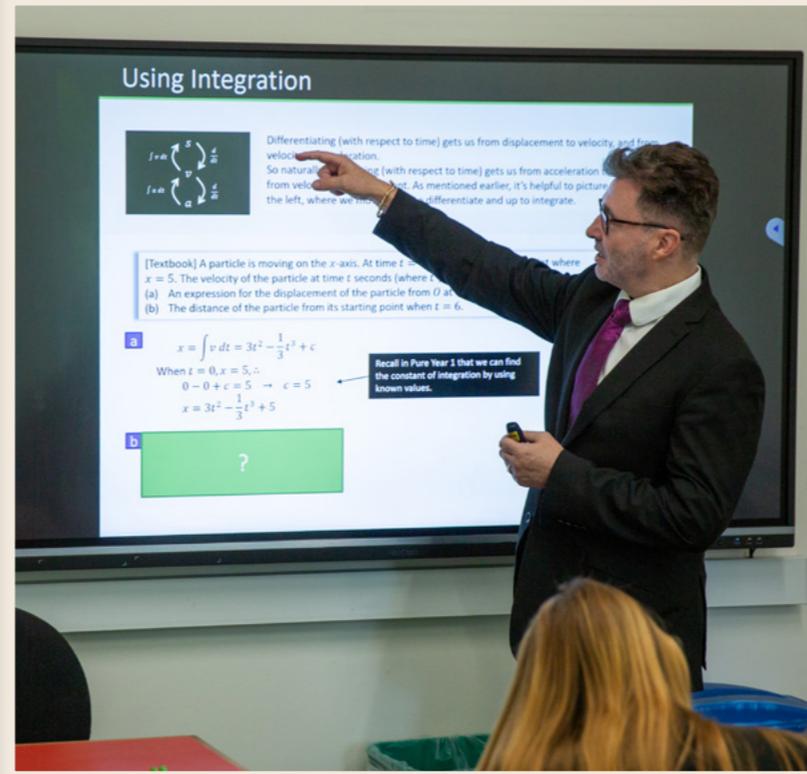
# Staff Development

Professional development is a central part of life at St Benedict's. The school invests significantly each year in high-quality training and supports staff through a comprehensive programme of:

- One-to-one and group coaching.
- Mentoring.
- Digital-teaching and classroom-practice training.
- External courses and subject-specific workshops.
- Leadership development opportunities.

We provide structured pathways for those entering the profession through initial teacher training, as well as dedicated support for colleagues in their Early Career Teacher (ECT) years.

At St Benedict's, you will be encouraged to develop your skills and pursue your ambitions in a community that values reflection, growth, and excellence.



# Job Description

**Post Title:** Senior Deputy Head

**Reporting To:** Headmaster

**Senior Leadership:**

Member of the school's Senior Executive Team (SET) and the St Benedict's Group Executive Committee (including St Bernard's Prep School)

**Direct Reports:**

Deputy Head Academic; Deputy Head Pastoral; Assistant Head Co-Curricular; Director of Sixth Form

## *Role Purpose*

St Benedict's School seeks to appoint an outstanding Senior Deputy Head to succeed Luke Ramsden as he moves to headship after ten highly successful years at the school.

This is a pivotal appointment. The Senior Deputy Head will oversee the day-to-day running of the Senior School and will play a key role in formulating and implementing the strategic direction of the whole school across academic, pastoral and co-curricular areas. The post-holder will also hold whole-school responsibility for staff development and wellbeing.

The Senior Deputy Head will be the Headmaster, Joe Smith's, "right hand" and will work in exceptionally close partnership with him on operational and strategic matters. This role is well suited to a high-performing professional who is keen to move to headship within a few years.

## **Leadership of the Senior School (Day-to-Day Operations)**

- Provide confident, visible leadership to ensure the Senior School runs smoothly, purposefully and calmly.
- Oversee key operational systems and routines (calendar, staffing cover, daily logistics, communications, events and meetings).
- Ensure consistent standards of behaviour, attendance and punctuality and a strong culture of personal responsibility.
- Lead responses to day-to-day issues with sound judgement, pace and discretion.
- Deputise for the Headmaster as required, representing the school internally and externally.

## **Academic Leadership and Standards**

- Drive outstanding teaching and learning, supporting leaders to secure excellent outcomes for all pupils.
- Work with academic leaders to ensure curriculum coherence, effective assessment and high-quality reporting.
- Use evidence and data intelligently to monitor performance, identify priorities, and evaluate impact.
- Promote professional scholarship, innovation and a culture of high expectations for pupils and staff.

## **Pastoral Leadership, Safeguarding Culture and Pupil Wellbeing**

- Provide strategic oversight of the Senior School pastoral system so every pupil is known, supported and challenged.
- Lead and develop a culture of kindness, respect and inclusion, aligned with the school's values and ethos.
- Ensure robust, fair and restorative approaches to behaviour and relationships.
- Work closely with designated safeguarding leadership to promote a vigilant safeguarding culture and excellent practice across the Senior School.

## **Co-Curricular and Wider School Life**

- Provide oversight (directly or through line management) of the Senior School co-curricular programme.
- Ensure a broad, high-quality offer with strong participation, pupil leadership and appropriate challenge.
- Support the effective coordination of trips, fixtures, performances, clubs and societies, ensuring high standards of planning, communication and care.

# Job Description

## Whole-School Strategic Leadership

- Contribute significantly to whole-school strategy and improvement planning across academic, pastoral and co-curricular domains.
- Lead whole-school projects as agreed with the Headmaster (e.g., organisational effectiveness, culture, digital or curricular innovation).
- Bring a curious, creative intellect to strategic work: generating ideas, testing assumptions, and turning plans into delivery.

## Staff Development and Wellbeing (Whole-School Responsibility)

- Provide strategic leadership for staff development and wellbeing across the whole school.
- Design and oversee a coherent CPD and leadership development programme, including excellent induction and support for early career staff.
- Lead and quality assure performance development/appraisal processes so they are rigorous, fair and genuinely developmental.
- Build a strong coaching culture: mentor emerging leaders, support colleagues at all career stages, and model reflective practice.
- Champion staff wellbeing by promoting sustainable working practices, reducing unnecessary workload, and ensuring systems and communications are humane and effective.

- Use feedback and evidence (e.g., surveys, retention data, listening forums) to monitor impact and drive improvement.

## Communication, Relationships and Community

- Build trust with pupils, parents and colleagues through outstanding interpersonal skills and high emotional intelligence.
- Communicate with clarity, warmth and professionalism, including in sensitive or high-stakes situations.
- Support the Headmaster in engagement with Governors and key stakeholders through high-quality reporting and preparation.

## Teaching

- A significantly reduced timetable (up to c. 0.2), by agreement with the Head.

## Safeguarding and Compliance

- The post-holder has a duty to safeguard and promote the welfare of children and is expected to uphold the school's safeguarding and child protection policies and procedures at all times. The role involves regulated activity. The post-holder must also comply with relevant policies on health and safety, confidentiality and data protection, and equal opportunities.

You may also be required to undertake such other comparable duties as the Head requires from time to time.



# Person Specification

	<b>Essential</b> These are qualities without which the applicant could not be appointed.	<b>Desirable</b> These are extra qualities which can be used to choose between applicants who meet all the essential criteria.	<b>Method of Assessment</b>
<b>Qualifications and Professional Standing</b>			<ul style="list-style-type: none"> <li>• Production of the applicant's certificates.</li> <li>• Discussion at interview.</li> <li>• Independent verification of qualifications.</li> </ul>
<b>Leadership Experience and Impact</b>	<ul style="list-style-type: none"> <li>• A proven senior leader (Deputy Head/Assistant Head or equivalent) with substantial experience and a track record of impact in a high-performing school.</li> <li>• Demonstrable success in running complex day-to-day operations while also contributing to strategic improvement.</li> <li>• Credible academic leadership and evidence of raising standards and/or improving the quality of education.</li> <li>• Strong pastoral instincts and experience leading behaviour, relationships and wellbeing with fairness and humanity.</li> <li>• Outstanding interpersonal skills and high emotional intelligence: calm, resilient, diplomatic and values-led.</li> <li>• A curious, creative intellect with sound judgement and the ability to make good decisions under pressure.</li> <li>• Excellent organisational skills and follow-through; able to prioritise and deliver at pace.</li> <li>• Strong people leadership: able to develop others through line management, coaching and mentoring.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of leading staff development/CPD at scale, including leadership pipeline and succession planning.</li> <li>• Experience of significant whole-school change management and project leadership.</li> <li>• Independent-sector experience and/or familiarity with inspection readiness and regulatory compliance.</li> <li>• Evidence of leading innovation (curriculum, digital, pastoral, co-curricular or organisational).</li> </ul>	<ul style="list-style-type: none"> <li>• Contents of the application form.</li> <li>• Interview.</li> <li>• Professional references.</li> </ul>
<b>Personal Qualities and Ethos</b>	<ul style="list-style-type: none"> <li>• A clear commitment to the ethos and values of St Benedict's School.</li> <li>• Ambition and readiness to move to headship within a few years, with evidence of leadership breadth and potential.</li> <li>• A practising Catholic. This is a Diocesan requirement for this role.</li> </ul>		

# Application Process

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

- Sarah Glencross – Head of Senior School Search: [sarahglencross@rsacademics.com](mailto:sarahglencross@rsacademics.com)
- Charlotte Faber – Senior Advisor: [charlottefaber@rsacademics.com](mailto:charlottefaber@rsacademics.com)

**Closing date: 10.00am on Thursday 26th 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 Mr Joe Smith, Headmaster. The letter should explain your reasons for applying.

If you have any questions about uploading your application documents, please contact:

- Jonathan Barnes, Head of Operations (Leadership Appointments): [applications@rsacademics.com](mailto:applications@rsacademics.com) / +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 on Monday 2nd, Tuesday 3rd or Wednesday 4th March 2026 via Teams.
- Longlist interviews with a panel will take place at the school on either Tuesday 10th, Wednesday 11th or Thursday 12th March 2026.
- Shortlist interviews will take place at the school on Monday 23rd or Tuesday 24th March 2026, when candidates will be given the opportunity to tour the school and meet relevant stakeholders.

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](http://www.rsacademics.com) for more information.



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