



THE CHELSEA
NURSERY

CAMERON VALE SCHOOL



CAMERON VALE SCHOOL
CHELSEA
NURTURING SUCCESS

Head Teacher

Candidate Information

Welcome

Thank you for your interest in the post of Head Teacher of Cameron Vale School and The Chelsea Nursery. We have built a very strong reputation for excellence in the education of young children and are now looking for a new leader to build on past successes and to be a proactive and visionary force in meeting the many challenges and opportunities looming on the educational horizon whilst also being a visible figurehead for the School in the local community.

The Forfar Education Group, of which Cameron Vale School and The Chelsea Nursery are an integral part, is ambitious for growth, and we are looking to meet talented and ambitious individuals who will share our forward-thinking and entrepreneurial spirit, our commitment to educational excellence and our determination to nurture the palpably strong community feel at the School.

Cameron Vale School and The Chelsea Nursery are currently in a very healthy place, but we are not complacent. The School was graded as Excellent in all aspects by the Independent Schools Inspectorate after a visit in 2023.

This is, indeed, a very special school, and I hope, having read this brochure, you will find the opportunity to be its next Head Teacher a prospect that excites you. If you believe you have the requisite skills, experience and enthusiasm for the role, I would be delighted to hear from you.

John Forsyth

CEO of the Forfar Education Group and
Chair of Governors





Overview of the School

Cameron Vale School and The Chelsea Nursery are located in the heart of Chelsea, just off the King's Road. With London to use as its classroom, the pupils benefit from a broad and thorough curriculum. The School and Nursery are co-educational, with the School catering for children from age 4 to 11 and The Chelsea Nursery welcoming little learners from 6 months old up to pre-school.

The School and Nursery provide a nurturing learning environment in a home-from-home atmosphere. The School is like a large family; all the pupils, staff and parents know each other well, and these strong relationships build great communication between school and home. The experienced teaching staff and Nursery practitioners are dedicated to delivering an academic education where children in the Prep School are fully prepared for their first-choice senior schools. With a strong emphasis on bespoke preparation, the School tailors its approach to meet the unique needs of each child.

History

In April 2020, Cameron Vale School joined Forfar Education and adopted the Cameron Vale name, retaining its intimate, family ethos while benefitting from group investment and governance. To extend its excellent educational provision to younger years, The Chelsea Nursery was opened in April 2023, creating a wonderful setting for babies from 6 months of age. Due to its success, the Nursery outgrew its home at Cameron Vale School and was relocated in June 2025 to purpose-designed premises at 1A Gertrude Street, a short walk from the main school, creating additional capacity and specialist spaces while maintaining seamless transition into Reception at Cameron Vale. Across four decades, Cameron Vale has maintained its charm and educational excellence. Children benefit from small classes, individual attention, and strong outcomes, with children graduating happy and confident with a place at their first-choice destination.





Ethos & Aims

The main aim of the School is to cater for the educational and emotional needs of every pupil in a caring, nurturing, disciplined and stimulating environment, liaising closely with home for the benefit of the individual child. The School's aim is to equip all children to take their place in a multi-cultural society as confident, polite, compassionate and tolerant individuals – qualities that very much reflect the ethos of the School.

The School achieves these aims through a holistic approach to each child's education, giving every child, regardless of ability, the opportunity to develop skills, confidence and self-esteem, thereby achieving his/her true potential. Values such as determination, courage, resilience, good manners, kindness and generosity of spirit are nurtured and rewarded and help Cameron Vale pupils to grow into young people of whom their school and their families are justly proud.

The Forfar Education Group

Cameron Vale School and The Chelsea Nursery are part of the Forfar Education Group. The Forfar Education Group Governance Board acts as the Governors of Cameron Vale.

Forfar Education's goal is to build a world-class family of schools in the UK and overseas that retain their unique identities whilst gaining the many benefits of being part of a larger group. Founded in 2016 by CEO John Forsyth, Forfar Education is a family business specialising in the education of children and with an ethos of being honest, transparent, and hardworking and putting the needs of the child first.

The team at Forfar Education is made up of dedicated individuals with decades of experience in educating children. Having owned

and operated more than 50 schools across the globe, Forfar Education understands what schools need to continue to thrive, grow and succeed in a constantly changing world. With inspections getting stricter and regulations more onerous for many leadership teams, Forfar frees up their management time to focus on what is important – educating children.

Forfar Education recognises that every school is unique, and whilst there are fantastic opportunities gained by being part of the Forfar family, parents and pupils choose a school for its individual identity and ethos. Forfar's approach is therefore to enhance what has made schools like Cameron Vale great, keep their distinct personalities and enable them to do more, better. Its strategic approach is long-term, always considering the next 50 years, not just the next five.

Some examples of how Cameron Vale benefits from being part of Forfar Education are:

- Investment into buildings and IT infrastructure
- Staffing reviews to ensure the right quantity and quality of staff to deliver excellence
- Use of group scale to simplify and reduce administrative work

- Parent feedback and involvement through annual surveys, parent forums and one-to-one meetings throughout the year
- Legal and contractual frameworks, aligning schools with a common set of contracts, policies and frameworks
- Sharing of best practice – the Forfar Academy has teams of experts from across the Group's schools to share and develop best practice for the Group
- Supporting academic excellence by ensuring teaching is high quality, that assessment informs planning, and that pupil progress is robustly tracked.

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Forfar's schools produce children who are confident, creative, healthy team players who are interested and interesting. They regularly place pupils with scholarships into the top state grammar and private schools, including Harrow, Eton and Winchester. At the same time, they produce Olympians, singers, writers, actors and entrepreneurs.

JOHN FORSYTH, CEO





The Opportunity

This is a tremendous opportunity for an experienced or aspiring Head to pick up the reins of a popular and successful school and to lead it on the next exciting phase of its journey. In an unpredictable educational, political, economic and social landscape, the role will suit a strong and resilient leader who is able to adapt to and effectively manage change. The new Head will inherit a talented staffroom of teachers who will be responsive to strong and focused leadership.

The new Head will enjoy considerable autonomy in the running of the School but will benefit from the backing and support of Forfar Education.

The Head will be expected to embrace the opportunities and benefits of being part of this inspirational organisation and its wider family of member schools. The Forfar Governors are looking for a confident Head who will be creative and proactive in bringing new ideas and proposals to the table for the future benefit, growth and development of Cameron Vale School and The Chelsea Nursery.

The new Head will have the opportunity to employ his or her marketing and sales skills in promoting the School's outstanding features and benefits to the diverse population of families living in the immediate local community, as well as in the School's wider catchment area.

The Curriculum

At Cameron Vale, we aim to create a learning environment where a child is not only prepared for examination success but also develops a lifelong love of learning. We know that children learn best when they are enjoying themselves, and our curriculum is carefully designed to inspire, engage and challenge your child through a combination of focused teaching and enquiry-based learning which serves to unlock your child's potential and to develop their curiosity.

The rationale behind our curriculum is to provide a broad and balanced programme which places the core subjects of English and maths at its centre while offering the children a broad spectrum of experience in art and design, music, drama, humanities, languages and sport. Lessons are fun and challenging and enhanced by the expertise and enthusiasm of our dedicated team of staff.

We also believe that children who can work and think independently and are motivated, creative and confident with the skills to solve problems, collaborate and communicate effectively will be best placed to succeed as they journey through school and in life itself. Our enquiry-based curriculum aims to provide active learning experiences which spark children's curiosity, enabling them to develop their knowledge and skills and take their achievement further than they might have thought possible, in an environment where they can express themselves uninhibitedly. Resilience, collaboration, perseverance and risk-taking are developed across every subject and in every lesson.

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Pupils demonstrate high levels of knowledge, skills and understanding across the curriculum.

INSPECTION REPORT, JUNE 2023





Sport, the Performing Arts and Extra-Curricular Activities

Cameron Vale offers a broad and balanced programme of physical education and sport, believing that sport for all children develops skills and self-esteem and encourages social interaction. Sport plays an important role in developing determination and resilience as well as improving physical skills and fitness.

Within the Music department, the School choirs, ensembles and small groups frequently perform in concerts at local venues and provide musical input at all kinds of school events.

Through drama and dance, the School builds children's confidence, extending their knowledge and understanding of performance arts and using their creativity to the full. All pupils

from Reception to Year 6 take part in annual performances to the whole School and their families. Some perform with local theatre, ballet and dance groups.

Clubs run daily and cater for a wide range of interests. Most are run by the enthusiastic staff, but some activities are taught by qualified visiting instructors.



Pupils achieve success in a wide range of academic, sporting and cultural activities.

ISI INSPECTION REPORT, JUNE 2023

Pastoral Care

The School is an open community whose ethos is founded on Christian principles and where children of all faiths and backgrounds are welcome. The School is carefully structured to offer pupils excellent pastoral care and sensitive guidance.

Small classes, a flourishing House system, and, above all, a committed and enthusiastic team of staff ensure that the needs of the individual are always paramount. Pupil successes are celebrated in all aspects of their lives and in the context of a community that values and promotes care, support, good manners and fair discipline at all times.



The Role

The Head Teacher is accountable to the Governors for the effective leadership and management of the School in all respects. This will include ensuring the highest standards of education are delivered to the students, leading and motivating teachers and operational staff, directing the content and organisation of the curriculum, promoting a safe and secure environment for all and providing robust management and discipline for the School.

Key responsibilities within the role include:

- To provide and articulate in conjunction with the Governors a vision for the future development of the School that conforms to its aims, values, traditions and ethos
- To ensure that the School is successful in recruiting pupils both into Reception and at other points where vacancies should arise
- To recruit dedicated teaching staff of outstanding quality who will be sympathetic to the aims of the School and to assist them in developing their professional skills and ambitions
- To bring before the Governors a prompt and informed awareness of the School's needs and challenges and to propose ways and means to meet those challenges
- To provide strong and inspiring leadership to both staff and pupils to achieve the highest standards in all aspects of the education provided in and out of the classroom
- To safeguard and promote the welfare of staff and pupils
- To communicate effectively with all sections of the School community, especially Governors, staff, pupils, former pupils, other schools, both independent and maintained, and the local community
- To drive forward, in conjunction with the Governors, a programme of capital development and material improvement
- To keep the School curriculum under constant review, recognising and evaluating current educational initiatives and innovating when it is in the interests of the pupils to do so
- To review, with the Governors, areas of priority for the School and to ensure that a programme for the monitoring and review of all school policies and practices is kept up to date
- To work with finance to ensure that the School's budget targets are met, that funds are expended wisely and productively, and that the School's finances remain in good order
- To achieve a strong and effective working relationship with all stakeholders
- To ensure the School's compliance with current legislation and Inspection requirements.



The Person

The Head Teacher will have the personal qualities to lead, motivate and inspire the School and will be able to demonstrate natural authority, leading by example, and commanding the respect of the pupils, staff and parents.

In addition, they will:

- Have a passionate commitment to the academic, personal and social development of the pupils, understand the needs and concerns of the age group and have a natural empathy with them
- Have appropriate self-confidence and inspire confidence in others whilst remaining considerate of the needs of others, with an ability to deal sensitively with conflict
- Display energy and imagination and have a vision for what the School should achieve in the future, with the courage to innovate and an unwavering commitment to the continued development of the School
- Be a standard setter for all sections of the School community
- Have an open, participative, collegiate style, with an inclusive and empowering approach to management and with an ability to build trust and foster team spirit
- Be able to relate to, value, nurture and communicate with all members of the School community

- Develop and maintain strong and positive relationships with the Governors, the Senior Management Team and other colleagues
- Demonstrate personal strength of character through transparency, integrity and fairness
- Be a confident, effective communicator at all levels of the School community, especially Governors, staff, pupils, parents, former pupils, other schools, both independent and maintained, and the local community
- Have a genuine interest in striving for excellence in everything the School does for its children
- Be able to inspire, challenge and motivate others.

Experience and knowledge sought:

- Have relevant leadership and management experience in a primary or preparatory school (or preparatory department of a senior school) and a proven track record as a successful Head or as an experienced Deputy Head
- Be a well-qualified, experienced and successful teacher with a love of teaching and an awareness of developments in the wider educational environment
- Be computer literate and a confident user of IT for communications and management purposes. Have an appreciation of IT and its relevance, coupled with proven administrative skills, whilst not being over reliant on email, and be able to deal with certain matters face to face





- Be able to market and represent the School effectively, able to introduce new ideas through excellent communication to prospective and current parents and the wider community, including the local press, and foster existing and future relations with a wide range of senior schools
 - Have the experience to ensure that the School remains sufficiently attractive to recruit pupils in a very competitive market
 - Through acquired senior management experience, be able to be the confident, 'public' face of the School and, in so doing, be a superb ambassador at all times
 - Have a clear understanding of the School's financial environment and be able to work with the Bursar and the Board of Governors to ensure that the School's budget targets are met, that funds are expended wisely and productively, and that the School's finances remain in good order
 - Have sound management experience, coupled with the knowledge of how to establish clear standards and expectations; know how to manage and evaluate performance and how to delegate appropriately and time manage effectively
 - Be able to keep the School curriculum under constant review by being able to recognise and evaluate current educational initiatives and innovate when it is in the interests of the pupils to do so
 - Have proven judgement in the appointment and development of teaching staff and in the support and encouragement of non-teaching staff. Recognise dedicated staff of outstanding quality who will also be sympathetic to the aims of the School and, with personal knowledge, be able to assist them in developing their professional skills and ambitions
 - Have the ability to plan and think strategically and actively contribute to Board discussions on organisational strategy, priorities and imperatives
 - Be able to review the School's development effectively with the Governors and ensure that programmes for the monitoring and review of all School policies and practices are sound and up to date
 - Through prior experience, be able to provide leadership in discussions with Governors on matters relating to child protection and health and safety regulations
 - Have up-to-date knowledge of all matters relating to inspection and legal compliance.
- Qualifications:
- Degree educated with a PGCE
 - NPQH would be advantageous
 - Membership of IAPS or IAS.

Employment Terms and Conditions

The successful candidate will be offered a competitive salary and pension commensurate with qualifications and experience. A generous fee remission for the Head's children is available. The Forfar Education Group is highly supportive of professional development and is generally willing to sponsor relevant training and development opportunities for its Head Teachers. Membership of IAPS or ISA will be paid for by the School. Being part of the Forfar Education Group offers the ability to collaborate with a network of other schools and Head Teachers, with regular offsites and a variety of career development opportunities on the horizon as the Group continues to grow.



The Application Process

The search for a new Head Teacher for Cameron Vale School is being led by RSAcademics, and the new post-holder will be selected by a panel chaired by Mr John Forsyth, CEO of the Forfar Education Group and Chair of Governors. The letter should explain your reasons for applying.

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

- Louisa Barham, Search Consultant – louisabarham@rsacademics.com
- Angela Short, Head of Search – angelashort@rsacademics.com

The deadline for receipt of applications is Friday 21 November 2025 at 10:00am (UK).

Applications should be made electronically to RSAcademics. To submit your application, please upload your documents according to the instructions on the [RSAcademics website](https://www.rsacademics.com).

Applications for this role will be considered as they are received. Candidates are therefore encouraged to submit their applications at the earliest opportunity.

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

- A completed application form (available alongside this candidate information on the [RSAcademics website](https://www.rsacademics.com))
- A covering letter addressed to Mr John Forsyth, CEO of the Forfar Education Group and Chair of Governors. The letter should explain your reasons for applying.

If you have any questions about uploading your application documents, please contact Alison Hooper, Project Coordinator, at applications@rsacademics.com. Alison can also be reached by calling +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 (by Teams with RSAcademics colleagues) will take place for selected candidates on a rolling basis soon after applications are received
- Subsequent interview dates for candidates progressing to the longlist and final interview stages of this appointment will be communicated in due course by the Forfar Education Group.

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

About RSAcademics

Founded in 2001 by Russell Speirs, RSAcademics has advised and supported over 700 schools and educational organisations in the UK and worldwide. Through our working partnerships with heads, leadership teams, boards, staff and parents, we specialise in supporting schools in five main areas: strategy, marketing and research; equality, diversity and inclusion; operational improvement; leadership and governance and philanthropy. We enable schools worldwide to thrive by finding and developing senior leaders, guiding decision makers, making connections and shaping debate. We are known for the calibre and spirit of our people. We exist entirely to serve schools because we believe that the world needs thriving schools. RSAcademics is committed to promoting diversity and inclusion in schools.

Please visit www.rsacademics.com for more information.