

Head

Fairley House

CANDIDATE INFORMATION



Welcome

As Acting Chair of Governors at Fairley House School, I am delighted that you are considering applying for the role of Headteacher at our school. This is an exciting moment in our journey: alongside our commitment to delivering an exceptional multi-disciplinary approach to education and fostering a warm, inclusive community, we have recently completed the purchase of a new property that will significantly enhance our capacity and ambition. This development marks a bold step forward for the school, opening up fresh opportunities for learning, growth, and innovation. We are seeking a leader who will not only embrace this momentum but help shape the next chapter with vision, integrity, and a deep commitment to our pupils and staff.



Paul Barnaby

Acting Chair,
Fairley House School







The School

Fairley House is London's leading SEN day school for students with specific learning differences (SpLD). Split across two sites in central London, the school's focus is on transforming the learning outcomes of those finding it hard to keep up in mainstream schooling.

As the UK's first dyslexia school, founded in 1982, the magic formula and transdisciplinary approach have been developed to help students realise their full potential. With a slower pace of delivery, chunking of information, additional processing time, repetition, and visual prompts, students are able to overcome their barriers to learning and achieve their full potential.

At Fairley House, they have a highly adept in-house Occupational Therapy (OT) and Speech and Language Therapy (SLT) provision. This supports the teaching of the curriculum in a truly transdisciplinary way and is tailored for every student based on their identified needs. This specialist support is a regular part of the Fairley House experience and core to how all the students' learning outcomes are transformed. Thanks to this deep expertise and pioneering thinking, the formula for success works time after time after time.

“Leaders have instigated a transdisciplinary approach whereby the SENCOs, teachers and therapists work equally and collaboratively in order to effectively support the learning of all pupils.”

ISI Inspection Report 2025



The Role

Fairley House is a place where learning outcomes are transformed, and futures are changed for the better.

This is a rare opportunity to make a real and lasting impact at an exciting time of change and development. The successful candidate will be inspired by the school's transdisciplinary approach, bring strategic thinking to their work, and lead and motivate staff while building strong partnerships with children and their families. With a secure understanding of what constitutes outstanding provision for pupils with special educational needs, you will be ready to shape and sustain a dynamic, shared vision for the future of this already excellent school.

If you are an ambitious, creative, empathetic and hard-working person with a zest for life, a warm and engaging personality and a sense of fun, you will find Fairley House a tremendously rewarding place to be.



Job Description

To provide effective, dynamic, and inspirational leadership that enables every student to reach their full potential.

Responsible to: Chair of Governors

Key contacts: Governing Body, Leadership Team (Deputy Head, Senior School; Deputy Head, Junior School; and Bursar) and school staff

Liaison with: All school stakeholders, external agencies, and the Clerk to Governors

PRIMARY OBJECTIVES

- Lead and oversee the management of Fairley House School
- Ensure the school delivers excellent teaching and learning, creating an inclusive and supportive environment
- Work with Governors, staff, students, and parents/carers to continually improve outcomes and opportunities for every child
- Promote and safeguard the welfare of students

ETHOS AND VISION

- Foster a culture of encouragement, support, and challenge to help each student achieve their maximum potential and attain the highest possible educational standards, with the commitment of staff and the Governing Body
- Collaborate with the senior management team to develop and implement the school's vision, aims, and operational plans
- Ensure this vision is clearly communicated, shared, and understood within the school community

- Translate this vision into strategic objectives and operational plans that promote sustained school improvement
- Encourage creativity, innovation, and the effective use of technology to achieve excellence

LEADERSHIP AND MANAGEMENT

- Ensure the school complies with all statutory duties and legal requirements, including but not limited to the Education Act 2002, the Equality Act 2010, and all relevant regulations and statutory guidance
- Maintain up-to-date knowledge of changes to education legislation and statutory guidance, ensuring timely implementation of new requirements
- Ensure the school meets all evaluation areas within the Education Inspection Framework, maintaining robust systems for self-evaluation and quality assurance
- Oversee the school's financial management in collaboration with the Bursar and Governors and actively seek additional funding opportunities as appropriate
- Oversee compliance with all relevant GDPR legislation in collaboration with the Bursar. Ensure appropriate systems are in place to demonstrate compliance and that appropriate cybersecurity protocols protect the school's information and systems
- Oversee the school's health and safety standards in collaboration with the Bursar, ensuring that standards are maintained through robust procedures for security, supervision, and maintenance of the school environment
- Develop, motivate, and lead all staff to uphold the highest professional standards
- Manage change effectively and efficiently

- Ensure the school premises are fit for current and future needs, including site development plans
- Develop and manage high-quality, affordable extended services where appropriate
- Perform other duties as reasonably required

TEACHING, LEARNING, CURRICULUM, AND STANDARDS

- Lead the development and implementation of an engaging and inspiring curriculum
- Maintain a consistent focus on student assessment and achievement, utilising data and benchmarks to monitor progress
- Foster a culture of high expectations, challenging underperformance and celebrating success
- Provide nurturing pastoral care to all students
- Uphold exemplary standards of behaviour and attendance
- Monitor, evaluate, and improve classroom practice, promoting outstanding teaching and learning at all times

COMMUNICATION AND CONSULTATION

- Foster effective relationships with all stakeholders through excellent communication and interpersonal skills
- Work with the Governing Body to provide comprehensive updates on school progress
- Lead the school's engagement with other educational institutions to facilitate smooth transitions for students and promote ongoing communication regarding individual progress
- Foster positive relationships with the local community, promoting the school's reputation

SAFEGUARDING

- Work closely with the Designated Safeguarding Lead (DSL) to ensure that all safeguarding policies and procedures are rigorously implemented and comply with Keeping Children Safe in Education (KCSIE) statutory guidance
- Maintain strategic oversight of online safety, including ensuring appropriate filtering and monitoring systems are in place and understood by relevant staff
- Ensure the school has effective procedures for managing allegations against staff, including low-level concerns, and that staff understand how to report concerns
- Establish and maintain high expectations for behaviour across the school, ensuring clear policies and procedures are in place, comply with statutory requirements, are understood by all staff, and are applied consistently

PERSONAL AND PROFESSIONAL GROWTH

- Engage in continuous professional development
- Participate in induction, supervision, training, and qualifications as required
- Demonstrate strong ethical leadership and integrity at all times
- Maintain confidentiality and promote equality and inclusion
- Lead by example, inspiring staff and students and modelling high standards of professionalism
- Be adaptable, approachable, and able to work under pressure while maintaining focus on priorities
- Be flexible to meet the needs of the role, including out-of-hours commitments such as events or inspections





Terms and Conditions

- Generous salary scale
- Regular training and CPD opportunities
- Standard life pension plan with 18% employer contributions
- Free Death in Service plan for permanent staff
- Free membership of Zurich Insurance's Wisdom App (access to health plans and wellbeing resources) and online doctor appointments

Application Process

Interested candidates are invited to contact RSAcademics to arrange an informal and confidential discussion about the role:

- Louisa Barham, Search Consultant:
louisabarham@rsacademics.com
- Angela Short, Head of Search:
angelashort@rsacademics.com
- Diana Watkins, Senior Advisor:
dianawatkins@rsacademics.com

Closing date: Tuesday 24 February 2026 at 10.00am (UK time).

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 to download on the RSAcademics [website](#))

- A covering letter addressed to Paul Barnaby, Interim Chair of Governors. 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 / +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 Wednesday 25 and Thursday 26 February 2026 via MS Teams
- Interviews with the school for selected candidates will be held w/c 2 and 9 March 2026

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

RS Academics 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.

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