



Parliament Hill School

High-Achieving and Happy

Head

Candidate Brief



Welcome

Dear Colleague,

Welcome to our unique and vibrant school.

Parliament Hill School has a distinctive inclusive ethos and a reputation for providing high-quality education for girls. Our current Head, Sarah Creasey, is moving on in August 2027. Over the last ten years, Sarah has provided outstanding and inspiring leadership and leaves a great legacy for our new Head to build on.

Our new Head will be a champion of girls' education with a commitment to excellent teaching and learning to ensure that every student achieves her full potential. We are looking to appoint a candidate who shares our values and ethos, who can lead sustained improvement for all our students, who has a clear personal vision for our school and who is prepared to innovate. If you thrive in a diverse, complex urban London school, then this will be an exciting opportunity for you. We can offer lively and engaged students, talented and dedicated staff, and a strong group of governors who will share your commitment to raising standards and provide you with the right blend of support and challenge.

Naturally, like all schools at present, we face some pressure on resources in continuing to build on our outstanding status despite the

demographic challenges within Camden and inner London more widely. But we are determined to continue narrowing the gap between disadvantaged and non-disadvantaged students and to respond effectively to the government's Education White Paper and the revised OFSTED inspection framework.

Parental engagement is key to our success. Deepening this relationship will be an important aspect of this role. As an outward-facing school, we are active participants in the four-school LaSWAP Sixth Form Consortium, which admits boys as well as girls. We are closely associated with the Camden Learning Partnership and play a full part in Camden's vibrant community of schools. We also understand the importance of working with education leaders and subject specialists from beyond our school.

Thank you very much for your interest in the post of Headteacher at Parliament Hill. I am pleased to send you further information about the school, including the role description, person specification and information on how to apply. I hope that these details help you decide that this is the post for you, and I look forward to hearing from you.



Daniel Silverstone

Chair of Governors





School Overview

Parliament Hill is a large, fully comprehensive girls' community school for 11–18-year-olds in the inner London Borough of Camden with approximately 1,200 students on roll. Our close proximity to Hampstead Heath provides a peaceful and secure environment for rich and diverse learning experiences. Girls enjoy excellent facilities in both heritage and modern buildings and most attractive, extensive outdoor spaces rarely found in urban schools.

We are an outward-facing school and an active participant in a number of valued partnerships, including the acclaimed LaSWAP Sixth Form, a partnership with three other local schools (La Sainte Union, William Ellis and Acland Burghley) and the North London Alliance Research School.

Economically and socially diverse, Parliament Hill School reflects its complex, challenging inner London environment. Although the school enjoys the confidence and support of local middle-class families, many of our students come from low-income families and face the associated social disadvantages – housing difficulties, overcrowding, family stress, ill health and low aspirations for education and employment, for example.

We are proud of our rich cultural and racial diversity, with over 49 different languages spoken. The school has a very strong ethos of valuing and respecting multiculturalism: **'A Unique Place to Be.'**

History

The vision of Miss Morant, Parliament Hill School's first Headteacher, was that young women should be *'enabled to use their talents to the full and they should be the equal of men in education'*. Over a century later, we continue to work with that feminist mission as a centre of excellence for girls' education.

The school has always had a long tradition of philanthropic and social activism, and today, our students campaign with confidence on issues from climate change to equalities: **'Parliament Hill: Our History'**.

High-Achieving and Happy

Our school motto captures our ethos and summarises what makes us distinctive. Our ambition is for students at Parliament Hill to be both 'High-Achieving and Happy', and we believe that there should never be a trade-off between the two. Visitors find that our students are proud of being a *'Parli girl'*.



Mission

'High-achieving and happy', we are a girls' school with a feminist mission to empower every student to make their mark on the world

Our **feminist** mission is to enable every student to forge a strong identity, **empowered** to make their mark in the world.

We are proud to be a centre of **excellence** and **innovation** for girls' education.

We nurture **aspirations** and **support** each student to discover their **dreams** and **ambitions**. We **empower** girls to take risks and to develop the **confidence, leadership** attributes, and **cooperative** relationships that enable them to flourish academically, socially and personally.

Students are educated to be **inclusive global citizens**, enabled to speak out and make a positive difference to the world now and in the future.

We believe that **achievement** and **happiness** are inextricably linked and we are committed to enabling both.

Our Values

Teachers build strong relationships with pupils, which allows them to thrive and enjoy their education.

OFSTED 'OUTSTANDING' 2024

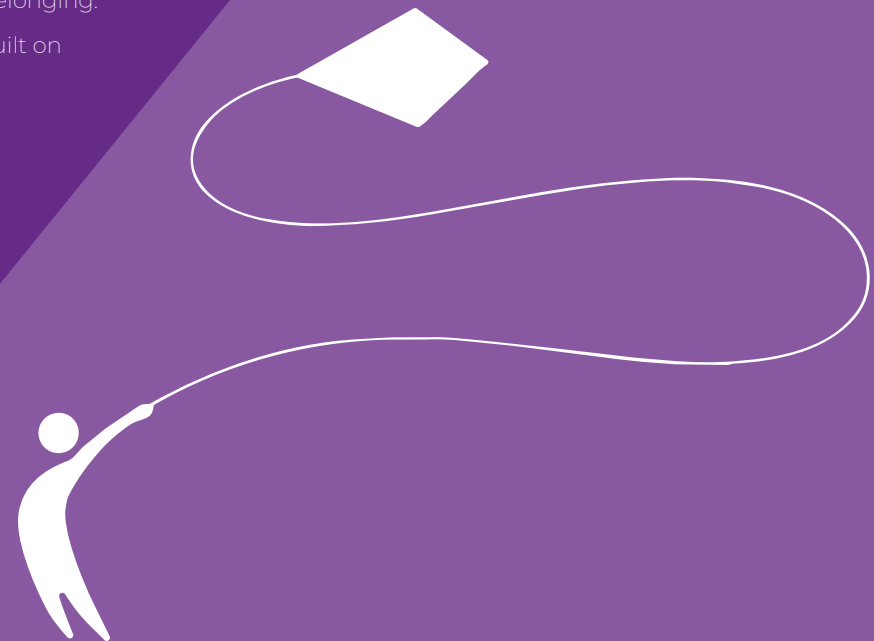
The kite is our school symbol, representing high aspirations and the importance of having fun whilst learning. Parliament Hill's **'Kite Values'** form the foundation of our thriving school community. They live and breathe in everything we do and are vital to our strong culture of belonging.

Kindness: We value relationships and the right to learn and work in a culture that is kind and compassionate.

Inclusivity: We are proud of our diverse community and committed to building equity and a culture of belonging.

Trust: We understand that a culture of trust is built on integrity, autonomy and mutual accountability.

Excellence: We work with an ethic of excellence by valuing mistakes, attending to feedback and having the highest standards of performance.



Achievement

Pupils, including those with special educational needs and/or disabilities (SEND), are exceptionally well supported

OFSTED 'OUTSTANDING' 2024

We are confident that we offer girls an exceptional education – validated by our most recent Ofsted inspection, which judged the quality of education as outstanding in all areas.

We are very proud of sustained student progress over time, which places our performance well above average and in the top 10% of schools nationally. Across broad measures, disadvantaged students outperform non-disadvantaged students nationally, and we work very hard to sustain that track record.

Committed to mixed-ability teaching, our strategy ensures that there are no limits to achievement, and our top-grade performance is testament to that success. Supporting students to achieve top grades is an area of specialist expertise (in 2025, 41% of grades were at 9–7). Our **Challenge for All** strategy is based on the principle that all students should be stretched and enabled to achieve these competitive high grades. The number of applicants going to university from our Sixth Form is above national averages, with over a quarter gaining places at Russell Group universities.

In 2025, Parliament Hill School was recognised by SSAT for being in the top 10% of non-selective schools nationally for student attainment. Sue Williamson, Chief Executive of SSAT, commented: *'Congratulations to Parliament Hill School on winning an SSAT Educational Outcomes Award. This success is down to the superb learning and teaching, outstanding support and inspirational leadership of staff. You have made a huge difference to the lives of the young people in your school'*. [Camden Report Card](#)





Curriculum – The ‘Parli Way’

*The curriculum demonstrates
high ambition for all pupils*

OFSTED 2024

Our curriculum is a vehicle for social mobility, transforming lives and communities. Our purpose is to enable every young person to discover their interests and passions, empowering them to realise their potential. We want students to think hard as critical and analytical learners. Our curriculum is broad and balanced. We believe that it is important to give students the time and space to discover their individual academic interests without specialising too early. The Parli curriculum seeks to promote a love of learning and engage students' curiosity in the wider world. We develop learners who use their knowledge and skills to be creative, inventive and resourceful.

Flying High: We offer a broad, high-challenge academic curriculum with strong achievement in Maths, English, Science, Geography, History and Modern Foreign Languages.

Creativity: Students enjoy creative subjects, and we are proud of curriculum projects developed through Camden STEAM. Industry partnerships have inspired many of our girls to explore the world of Design, Engineering and Architecture with Arkwright scholarships and prestigious university destinations.



Enrichment Programme

The school provides pupils with access to a wide range of extra-curricular clubs, for example, debating, gardening and a range of sporting activities

OFSTED 2024

Over the past three years, we have made a significant investment in our enrichment programme, creating a wealth of opportunities that extend learning beyond the classroom. Students can take part in drama productions, dance and music performances, and a wide range of sporting activities, enabling them to discover new interests and develop their talents.

Our programme is further enriched through themed events, including Women of the World and Black History Month, alongside dedicated enrichment days. These experiences are complemented by educational visits to galleries, museums and theatres, broadening students' cultural awareness and bringing learning to life.

We are proud to offer a thriving Duke of Edinburgh's Award programme, and every Year 8 student takes part in a residential visit, building resilience, independence and teamwork.

Students also have numerous opportunities to develop leadership skills and make a positive difference through social action initiatives such as First Give and Debate Mate. Many go on to play an active role in our Junior Leadership Team, where they build confidence, strengthen their leadership skills and contribute to shaping our school community.

We actively teach students to make healthy, safe and moral choices, providing physical and mental well-being and valuing diversity. Enabling all students to succeed and benefit from equality of opportunity, we build social and cultural understanding and nurture active citizenship and the delivery of social justice in today's world.

Developing Global Citizens: We are a UNICEF Rights Respecting School, and Citizenship is a unique curriculum strength taught to all students at KS3. Opportunities for social action and leadership include the First Give programme, the Jack Petchey Speak Out competition and Debate Mate. Many students go on to study Citizenship at GCSE with very strong outcomes.



Parliament Hill Sixth Form at LaSWAP

Pupils, and students in the sixth form, are highly supportive and respectful of each other. In lessons, pupils participate actively in discussion and debate. Routines and expectations are in place, which leads to a consistently calm and purposeful learning environment

OFSTED 2024

LaSWAP is the oldest and largest sixth form consortium in London. We are proud to be part of this unique partnership comprising four small but closely linked sixth forms that all work together to create our distinctive 'campus' feel. Our students excel academically and leave us as lifelong learners with a strong understanding of and engagement with their community. We offer a broad curriculum of choice to suit our diverse student body, and we are incredibly proud of their varied destinations, including apprenticeships, art foundation courses, Oxbridge and international destinations.



Personal Development, Pastoral Care and Safeguarding

Pupils benefit from a range of therapeutic interventions, which are coordinated by a well-being project manager to ensure they meet pupils' needs

OFSTED 2024

We provide a safe space for girls to develop their identity and to discover what makes them happy and fulfilled. We believe that keeping our pupils safe and happy is based on promoting their emotional well-being, developing their knowledge of how to identify and deal with risks and supporting positive friendships and relationships.

Our Personal Development curriculum is based on empowering our students to make the right decisions for their own physical and mental health while also providing effective, appropriate support for the students through, for example, our well-being counselling and psychoanalytical services. Strong pastoral support means that every child has a trusted adult they can speak to and a team of professionals within school who have the expertise and knowledge that is needed to support teenage girls.



Staffing and Continuous Professional Development

We benefit from being fully staffed with excellent subject specialists and a committed and talented team of middle leaders. We are proud that, in partnership with Torriano Primary School, we became a Research School in 2023. This has enabled us to play a leading role in the development of teaching practice across **Camden, North London and beyond.**

School improvement is driven by investment in professional learning and research-based approaches to teaching and learning. We are actively engaged in EEF research, and we are committed to a programme of coaching through subject clusters to deepen classroom practice. Our long-standing partnership with Teach First means that we are experienced in growing new teachers, and we have been successful in supporting high numbers of ECTs, many of whom have progressed into leadership roles within school and beyond. Professional development is led by three experienced Lead Practitioners with opportunities for other staff to contribute in Associate roles.

System Leaders

Parliament Hill operates within a strong local network of 60 schools – maintained, academies and free schools that have chosen to be legal members of the independent school company, **Camden Learning**. A culture of trust and collaboration drives its place-based approach and mission to take collective responsibility for all Camden children. Parliament Hill has played a key role both strategically and in providing professional development and support for other schools.

Beyond Camden Learning, our school is outward facing and well established in **Challenge Partners' East London Hub** and the **North London Maths Hub**, which has built our reputation as leading maths education. In 2024–2026, we joined the **Big Education Rethinking Education programme**, which has enabled us to think creatively about the future of our provision by making connections with schools across the UK.

We have an experienced and high-performing Senior Leadership Team comprising two Deputy Heads, five Assistant Heads and a Business Director. The team includes our Sixth Form Director, our Director of Professional Development/Associate Research School Lead and a Senior Leader who has led our three-year enrichment strategy.



Governance & Leadership

Leaders, including those responsible for governance, have high ambition for their pupils and want the best for them. Staff, pupils and parents share this ambition

OFSTED 2024

Our governing body is passionate about our school's mission and performance. Governors are active, supportive and inquisitive and are happy to act as ambassadors for our school within the wider community. We have worked hard to ensure that members of our governing body better reflect the demography of our student body and community and that individual governors bring important skills and relevant experience to the table. Like the school, the governing body is truly diverse and inclusive.

As Headteacher, you would work with an experienced and supportive governing body that is deeply committed to the school's mission and success. Our Chair is a former deputy director of education with many years' experience as chair, both at Parli and in the voluntary sector. The full governing body meets termly, and our two committees – School Improvement and Staffing and Resources – meet bi-termly. Each January, governors and senior leaders come together for an annual away day to reflect on strategy, strengthen relationships and explore key issues shaping the future of the school.



Our New Head

This is a tremendous opportunity for an aspiring or experienced Head who shares our values: one who will cherish and build on our inclusive, liberal and progressive Camden community and culture and the school's founding feminist principles.

We need a calm and approachable leader, a 'people person' with a passion for research-based pedagogy and commitment to continuous improvement for a diverse and truly comprehensive intake: one who can maintain high academic standards whilst continuing to enhance personal development and enrichment opportunities for every student. We look forward to welcoming an individual with an entrepreneurial spirit who can inspire and motivate students and staff, as well as remaining positive and resilient in the face of challenges, taking our happy and high-achieving school forward with energy, new ideas and optimism.





Person Specification

	Essential	Desirable
Qualifications	◆ Good Honours degree ◆ QTS	◆ NPQH and/or other higher educational leadership qualifications, e.g. MA or MEd
Experience	◆ At least 10 years' successful teaching experience in the 11–19 education sector ◆ Senior leadership experience as either a Headteacher, Deputy Headteacher or equivalent ◆ Experience of working with school governors ◆ Experience in pastoral care and a thorough understanding of the Head's responsibilities in relation to safeguarding and child protection issues ◆ Experience of managing large budgets and financial planning ◆ Experience of managing high-performing staff and supporting their professional development ◆ Experience of managing change	◆ Experience of developing links with the local and wider community, including business and industry ◆ Experience of Sixth Form teaching and leadership
Knowledge	◆ In-depth knowledge and understanding of wider educational and social issues ◆ Understanding of legal frameworks governing schools ◆ In-depth knowledge and understanding of the current curriculum and potential changes ◆ In-depth understanding of the SEND and Enrichment/Super Curriculum agendas, present and future – and strategies for delivery	◆ In-depth understanding and experience of the opportunities and challenges of educating in diverse communities
Skills & Abilities	◆ Excellence in leading teaching and learning and developing evidence-based pedagogy ◆ Excellent interpersonal and communication skills ◆ Ability to innovate, manage and respond to change ◆ Ability to develop and implement strategy ◆ Creative thinking, problem-solving skills ◆ Strong analytical and decision-making skills ◆ Ability to balance efficiency with operational resilience	◆ Managing and supporting all student learning at high standards ◆ Ability to delegate effectively and empower senior and middle leaders ◆ Experience of leading a school through an inspection ◆ Experience in encouraging and developing parental engagement ◆ Strategies for increasing international experiences ◆ Experience of closing the 'achievement gap' or improving attendance
Attitude & Disposition	◆ Inspirational leadership tempered with pragmatism ◆ Child-centred and committed to mixed-ability teaching ◆ Intellectual curiosity ◆ Proactive and adaptable ◆ Ambitious and self-motivated ◆ Able to lead from the front – but with a collaborative and participative style ◆ Approachable and empathetic ◆ Calm under pressure and resilient ◆ Evidence of partnership working and willingness to both learn from and engage in educational research ◆ Commitment to LaSWAP	◆ Passionate about girls' education and the modern feminist mission ◆ Belief in empowering girls with mental toughness and a 'can-do' attitude so that they can take their place in the world as change-makers ◆ Strategies for preparing young people for future employment in a changing world and the challenges of technology/AI, for example ◆ Futures thinking ◆ Potential for thought leadership and advocacy beyond the school

The Role

To provide professional leadership and management for Parliament Hill School and to achieve the highest educational standards in all areas of the school's work.

Main Responsibilities

- ◆ Create a shared vision and strategic plan that inspires and motivates students, staff and all other members of the school community.
 - ◆ Lead teaching and learning to ensure continued high standards of student achievement.
 - ◆ Lead pastoral care and safeguarding, supporting staff well-being and ensuring the well-being of all students so that they achieve their full potential with self-confidence and self-belief.
 - ◆ Provide effective organisation and management of the school, seeking ways of improving organisational structures, functions and finance based on rigorous evaluation.
 - ◆ Be accountable to the governing body for the collective responsibilities of the whole-school community and for contributing and adhering to wider educational and social values.
- ◆ **Leadership and Management**
 - ◆ Oversee an organisational structure that reflects the school's priorities and values. Enable management systems, structures and processes to work effectively and to meet legal requirements.
 - ◆ Produce and implement clear, evidence-based plans and policies for the development of the school and its facilities. Ensure that all appropriate policies are in place and up to date.
 - ◆ Manage financial and human resources to efficiently achieve educational goals and priorities.
 - ◆ Recruit and deploy staff and facilitate the management of their workload to achieve the vision, ethos, and goals of the school.
 - ◆ Oversee performance management processes for all staff.
 - ◆ Oversee the management and organisation of the school environment to ensure it meets curriculum needs and health and safety regulations.
 - ◆ Oversee the range, quality and use of all available resources and ensure that this is monitored, evaluated and reviewed to improve the quality of education for all students and provide value for money.

- ◆ Oversee the use and integration of appropriate technologies to effectively and efficiently manage the school.
- ◆ Ensure that strategic planning takes into account the equality and diversity values and experiences of the school and its community.
- ◆ Develop and encourage new initiatives and opportunities for the school to enhance its resources and impact.

Teaching and Learning

- ◆ Ensure learning is at the centre of strategic planning and resource management.
- ◆ Ensure a consistent and continuous school-wide focus on students' achievement.
- ◆ Provide a wide range of opportunities for students to discover their talents and develop their strengths, including extra-curricular and enrichment activities.
- ◆ Explore creative, evidence-based and effective approaches to teaching and learning.
- ◆ Promote a culture of challenge and support where all students can achieve success and engage with their own learning.
- ◆ Demonstrate and articulate high expectations and set stretching targets for the whole school in a way that allows individuals to thrive.



- ◆ Lead initiatives that promote educational excellence across the whole-school community.
- ◆ Lead strategies that maintain high standards of behaviour and attendance.
- ◆ Lead the implementation of a diverse, flexible curriculum and implement an effective assessment framework consistent with national guidelines.
- ◆ Take a strategic role in the development and implementation of new technologies to enhance and extend learning experiences.
- ◆ Lead the monitoring, evaluation and review of classroom practice and promote improvement strategies.
- ◆ Recognise and challenge underperformance and ensure effective action to improve teaching and learning.
- ◆ Continue the school's long tradition of charitable work.
- ◆ Collaborate with other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of students and their families.
- ◆ Create and maintain an effective partnership with parents and carers to support and enhance student achievement and personal development.
- ◆ Seek opportunities to invite individuals and organisations into the school to enrich the school and its value to the wider community.
- ◆ Co-operate and work with relevant agencies to safeguard students.
- ◆ Present a coherent, understandable and accurate account of the school's performance to governors, parents, carers and other interested groups.

Strengthening Community and Engaging Stakeholders

- ◆ Build a school culture and curriculum that take account of the richness and diversity of the school's community.
- ◆ Create and promote positive strategies for challenging prejudice and supporting equality and diversity.
- ◆ Ensure a range of community-based learning experiences.

Pastoral Care, Safeguarding and Well-Being

- ◆ Lead the whole-school community (staff, students, parents and carers) in promoting pastoral care and safeguarding in our school.
- ◆ Develop safeguarding and pastoral care policies and practices that support the school's strategic plan.

- ◆ Manage staff capacity and resources to deliver a safeguarding and pastoral care plan and ensure that this is put into practice.
- ◆ Enhance staff well-being through professional learning and support and by celebrating staff strengths and achievements. Develop policies to prevent and reduce staff stress and provide access to professional advice.
- ◆ Promote health and well-being, resilience and cultural capital among students and staff within the school community.

Employment Terms and Conditions

The salary range for the Head's role is Leadership scale points 34–39 Inner London pay scale, commensurate with experience.

Parliament Hill School is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

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





Application Process

The search for a new Head for Parliament Hill School is being led by RSAcademics, and the new post-holder will be selected by a panel chaired by Daniel Silverstone, Chair of Governors.

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
- ◆ Andrea Berkeley, Senior Consultant: andreaberkeley@rsacademics.com

Closing date: 10.00am (UK time) on Monday 19 October 2026.

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).

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 Danny Silverstone, 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

We encourage candidates to apply well in advance of the closing date. The role requires strong organisational skills, effective planning and the ability to prioritise competing demands. Submitting your application early is one way to demonstrate these qualities and ensure sufficient time to present your experience effectively.

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 22 and Friday 23 October 2026.**
- ◆ Longlist interviews with the Governors' Appointment Panel will take place at the school on **Wednesday 18 and Thursday 19 November 2026.**
- ◆ On **Tuesday 24 November 2026**, shortlisted candidates will be invited to visit Parliament Hill School – to include a tour of the school, meetings with students and staff, one-to-ones with the Chair of Governors and Head and other activities to be decided following longlist interviews.
- ◆ Shortlist interviews with the Governors' Appointment Panel will take place at the school on **Friday 27 November 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.

RSAcademics is committed to promoting diversity and inclusion in schools and to safeguarding and promoting the welfare of children and young people.