



St Augustine's
PRIORY

Head

Candidate Information

Welcome

Thank you for your interest in the opportunity to become the next Head of St Augustine's Priory, Ealing.

Founded in Paris in 1634 and based on its current site in Ealing since 1915, our educational mission is defined by our motto 'Veritas' and given further purpose in our mission statement, "Our girls will change the world." This is the essence of what the School stands for and what it strives to achieve for the community which it serves and of which it is a part. We are a Catholic community inspired by the vision of our founders and passionate about shaping a better future. We empower pupils with outstanding results, a love of learning and an alternative way of thinking.

We are now seeking a new Head. One who will build on our strengths and lead the further development of the School, including a co-educational Pre-Prep and Prep provision, and drive our distinctive commitment to girls' education in the Senior School and Sixth Form.

The successful candidate will lead with conviction, warmth and clarity: someone who understands what makes excellent schools thrive, who is commercially and strategically astute, and who will be a compelling advocate for St Augustine's Priory's Catholic mission, academic ambition and inclusive community.

Candidates will be faith-filled Christians and wholeheartedly committed to leading a Catholic school with integrity, confidence and respect. They will value the education of girls, welcome the opportunity to lead an evolving all-through school, and bring the energy, judgement and humanity required to guide St Augustine's Priory into its next chapter.

I attach more detailed information on the School, its history, academic focus, cultural ethos, the scope of the role and the recruitment process.

If this opportunity inspires you, we would be delighted to hear from you.

Matthew Bartlett
Chair of Governors



Introduction

St Augustine's Priory is a school with a distinctive spirit: Augustinian in foundation, ambitious in outlook and deeply committed to the formation of young people from Nursery to Sixth Form.

Its motto, Veritas, expresses a commitment to truth, faith, intellectual formation and personal growth. Catholic life is central to the School's identity, and our community is inclusive and welcoming to families of all faiths and none.

St Augustine's Priory is located on Hillcrest Road, Ealing, London W5 2JL. It enjoys a beautiful and distinctive setting within West London, combining access to the cultural, professional and transport

advantages of London with the benefit of a spacious 13-acre campus.

This is an attractive opportunity for an experienced school leader who is drawn to strong foundations, deep loyalty, strong academic performance and considerable potential. The next Head will preserve the warmth and values of St Augustine's Priory while continuing to strengthen its market position, build pupil numbers and embed co-education in the younger years.

The appointment follows the planned retirement of the current Head, allowing for a properly managed transition. The start date will be subject to discussion, but either September 2027 or possibly April 2027, dependent on the notice period of the successful candidate.

For the right Head, this is a place of real possibility: a school with the confidence to celebrate what is already strong and the ambition and innovation to further develop its story.

The following pages contain more detailed information to help candidates better understand the role.

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The School



Our History

St Augustine's Priory is an independent Catholic day school in Ealing, London W5. We are a member of the Girls' School Association, the Society of Heads and the Catholic Independent Schools' Conference. We work very closely with the Archdiocese of Westminster and with Ealing Council on best practice in safeguarding, as well as other leading independent schools in our area.

We have the support of the independent but related 1941 St Augustine's Trust, which owns our buildings and is fully committed to using its significant endowment to support the School into the future.

Founded in 1634, we are a girls' school from 3 to 18, with boys in the Nursery and, from September 2026, in the Pre-Prep and Prep Schools. The School is selective and works with other West London independent schools in its admissions process. There are currently 300 pupils on roll, with numbers in year groups varying, but with our Nursery being full and the very well-established 'Priory Sixth' currently enjoying strong numbers.

Notwithstanding its London location, the School enjoys a rural charm, being set in 13 acres of beautiful grounds which include our own farm as well as significant space for sport and relaxation.

Ethos and Culture

St Augustine's Priory is shaped by the Augustinian tradition in which it sits. The School has a clear moral and educational compass: the pursuit of truth, the formation of character and the development of young people who can think, serve and lead with confidence. Its mission is to equip pupils with the skills they need to make a real difference in the world. They come from diverse cultural and social backgrounds and are assisted by generous bursary provision.

The next Head will give visible, confident and authentic leadership to the faith life of the School while ensuring that all families feel fully part of the community. There is no requirement for the Head to be Catholic, but there is a clear requirement to lead the Catholic character of the School with understanding, respect and conviction.

The Chapel can be found at the heart of the School, and we are privileged to use Ealing Abbey for our celebrations and major events. We are very well supported by a Benedictine priest who is fully engaged with the faith life of the School and supported by a Head of Faith Life and a dedicated sacristan.

It is our central aim that each pupil at St Augustine's Priory feels known, supported, confident and encouraged to be their best self as part of our education of the whole person. We see pastoral care and academic life as intertwined. Our values are embedded in everything we do and are the foundation of our excellent pastoral care.



Academic Purpose and Outcomes

Academic outcomes are consistently strong. The 2026 A Level results included 48% at A* to A and 84% at A* to B. 84% of students received confirmed offers from Russell Group universities as well as international institutions, and GCSE results included 32% of grades at 9 to 8 and 54% at grade 7 or above.

The School is ranked among the Top 30 Independent Schools in England and Wales for A Levels in The Sunday Times Schools Guide 2026.

Our curriculum is regularly reviewed and updated to incorporate best practices in teaching pedagogy, ensuring it is both current and innovative. We balance the core subjects with a broad and balanced curriculum running throughout the whole School, with Art, Drama, French, Music, PE and Spanish all taught by subject specialists in the Preps, and French taught in the Pre-Preps from Reception to Year 2. GCSE Statistics is offered in Year 9 to stretch and challenge. In Year 8, all pupils undertake the Higher Project Qualification, the GCSE equivalent of the A Level Extended Project Qualification. We are also a DELF examination centre, an internationally accredited course aimed at very able pupils from Key Stage 2 to Key Stage 5.

Recent inspection outcomes confirm we are a purposeful and caring school. The Catholic Schools Inspectorate judged St Augustine's Priory to be "outstanding" in all areas in June 2023. The November 2024 ISI report recognised a curriculum that challenges and engages pupils, teaching that excites and engages learning, and a school where pupils' self-confidence and self-esteem flourish, where good progress, social responsibility, charitable engagement and a comprehensive PSHE curriculum supporting mental health education are paramount. Specific mention was made of the high level of mutual respect throughout the diverse school community and the inclusive environment for pupils of all faiths. Equally praised were high levels of challenge, critical thinking and problem-solving skills and methods of teaching to excite and engage pupils. Pupil voice is a consistent feature throughout the report, as well as noting that pupils also have many opportunities for leadership. Safeguarding at St Augustine's is described as robust and effective.



Wider Educational Purpose

The School offers an unusually rich educational experience in a distinctive setting and focuses on responsibility, care for self, others and the world and experiential learning.

An impressive 91% of pupils from Reception to Year 11 participate in at least one club each week. Sports clubs remain the most popular, followed by LAMDA and drama activities. This involvement provides a fantastic opportunity for students to stay active and engaged outside of the classroom, helping to refresh both minds and bodies throughout the school day. Pupils embrace the challenge of the Duke of Edinburgh Award, with record numbers completing Bronze and Silver programmes. The Gold Award commences in September 2026 with an overseas expedition planned for July 2027. Music lessons see over 90 individual lessons on various instruments taken by pupils each week. The number of Saturday fixtures can involve over a third of our pupils. Most pleasingly, 70% of Sixth Form pupils represent the School

at either Netball or Hockey. A strong competitive sporting spirit is in evidence, and our U16 and UIS Hockey teams perform strongly in the London competitions and regional championships.

All pupils are able to enjoy live professional theatre with whole-school visits to the West End stage. 147 LAMDA exams were undertaken. The LAMDA Showcase involves a professional casting director and a teen actor, bringing the creative arts industry directly to pupils. Music includes termly concerts for ensembles, soloist showcases and Cabaret evenings, as well as the annual musical. We have a strong partnership with a sister school, Sainte Marie in Neuilly, and travel to perform there.

The Eco Committee are proud of their Green Flag award, and the success of our recycling and active travel programmes reflects a growing commitment to stewardship and sustainability. Our astro-turf is utilised throughout the year by community sports clubs, and holiday camps run during the school holidays.

Enrichment opportunities provide an opportunity for whole year groups to go offsite and enjoy activities designed to develop character and teamwork. Of particular note in the last 12 months: pupils visited our sister school in France, Iceland, and the First World War Battlefields, and our students studying Russian travelled to Georgia. A science trip to NASA in Florida is planned for May 2027.

Particularly distinctive is our Priory Farm, which is part of our curriculum development within the School and community outreach with local schools. Our vocational farm qualification continues to grow in popularity, with pupils taking increasing responsibility for animal management. We enter our school-bred ewes in the prestigious Bucks County Show, and it is wonderful to see our young people witnessing new life and development through our animals. The farm enhances our wellbeing and our educational breadth and is a unique feature of our beautiful site.



Pastoral Care

Pastoral care remains at the heart of our work. We have a Mental Health Lead. New initiatives in wellbeing, inclusion, and charitable action are often led and organised by our Sixth Form. Their proactive response to issues in today's society reminds us that academic success is inseparable from emotional and spiritual growth. Pastoral care and academic ambition belong together at St Augustine's Priory. The next Head will strengthen both, protecting the warmth for which the School is known whilst consolidating its academic reputation.

Pupil voice is a high priority; ISI inspectors commented that pupils have many opportunities to share their opinions and views, and pupils have been instrumental in supporting staff in developing policies. Safeguarding and Academic Committee members regularly invite pupils to their meetings to hear first-hand about specific issues or initiatives. The School Council and Inclusion Committee work to represent the views of their contemporaries and have helped leadership to continue to prioritise student needs.

Heads of Year and form tutor teams are proactive in providing help, training and information, and our Mental Health Lead and School Counsellor provide drop-in and planned support to pupils throughout the School.



The Opportunity



Overview

This is a significant and appealing Headship in a demanding West London market. We know that families have considerable choice, and we want our next Head to communicate the value of a St Augustine's Priory education with confidence, warmth and precision.

This is a moment of real opportunity for St Augustine's Priory. The next Head will play a central role in telling the School's story with pride and clarity, ensuring that more families understand the strength, warmth and distinctiveness of a Priory education. Working closely with admissions, marketing and senior colleagues, they will help translate strong interest in the School into confident commitment while leading the successful establishment of co-education in the Pre-Prep and Prep Schools from September 2026 and sustaining the distinctive identity and appeal of girls' education in the Senior School.

The successful candidate will combine educational conviction with commercial realism. They will be visible to pupils and families, active in the Catholic and local community, and confident in articulating why St Augustine's Priory matters.

Governance and Leadership

The Head reports to the Chair of Governors and works closely with the governing body, senior leaders and trustees. The role requires a strong understanding of governance, accountability and the strategic responsibilities of leading a charitable independent school.

The Head leads a senior team spanning academic, pastoral, faith, financial and commercial functions and maintains important relationships with families, local parishes and primary schools, the Diocese, Old Augustinians and trustees.

St Augustine's Priory School Limited is a registered charity, number 1097781. Financial resilience is assisted by the related but independent 1941 Trust, which holds the estate and a significant endowment for the benefit of our pupils, current and future. The Trust is wholly committed to working with the School to ensure its continued thriving and success.



The Role



Scope

The Head is:

- Responsible for the overall leadership, direction and culture of St Augustine's Priory, including the School's educational, pastoral, spiritual and public face;
- Accountable to Governors for the quality of education, pupil wellbeing, staff leadership, safeguarding, compliance, financial stewardship and the long-term success of the School.

Specific responsibilities and duties are set out below.

Educational Leadership

- Articulating and delivering a compelling educational vision for St Augustine's Priory;
- Sustaining and developing high academic standards across the School;
- Ensuring that teaching, learning, curriculum and assessment are ambitious, coherent and responsive to pupils' needs;
- Continuing to strengthen the School's value-added culture, ensuring that pupils make excellent progress from their individual starting points;
- Promoting intellectual curiosity, aspiration and confidence across the Senior School and Sixth Form;

- Ensuring that the Pre-Prep and Prep provision develops successfully as co-education is embedded from September 2026;
- Maintaining a rich all-round education, including opportunities in STEM, languages, sport, music, drama, outdoor learning, leadership, service and co-curricular life.

Catholic Life, Ethos and Community

- Leading the Catholic identity and mission of the School with confidence, authenticity and respect;
- Working closely with those responsible for the liturgical, spiritual and religious life of the School;
- Ensuring that the School remains inclusive and welcoming to families of all faiths and none;
- Modelling the values of Veritas in leadership, decision-making and relationships;
- Maintaining the warmth, kindness and pastoral strength that are central to the School's reputation;
- Strengthening the School's role within the wider Ealing community, local parishes, primary schools and Catholic networks.



Strategic and Commercial Leadership

- Leading the next phase of the School's strategic development;
- Growing pupil numbers in a competitive and fee-sensitive market;
- Working closely with admissions, marketing and finance colleagues to communicate the School's value clearly and persuasively;
- Converting open-event interest into committed registrations and enrolments;
- Ensuring that the School's offer is distinctive, well understood and attractive;
- Bringing financial literacy and commercial judgement to decisions about staffing, resources, fees and investment;
- Ensuring that educational ambition is underpinned by long-term sustainability.

Staff Leadership

- Leading, developing and empowering a high-performing senior leadership team;
- Recruiting, retaining and developing excellent teaching and support staff;
- Establishing a professional culture of collaboration, accountability and care;
- Managing performance with fairness, clarity and courage;
- Supporting staff wellbeing while maintaining high standards;
- Building confidence, alignment and shared purpose across the whole staff body.

Pastoral Care, Safeguarding and Inclusion

- Ensuring every pupil is known, supported, challenged and safe;
- Strengthening the School's pastoral systems and culture of care;
- Ensuring pupils flourish intellectually, emotionally, socially and spiritually;
- Leading an inclusive school where diversity is valued and every pupil thrives;
- Promoting equality, diversity and inclusion in the life of the School;
- Ensuring safeguarding policies, processes and culture are rigorous, current, understood and consistently implemented.

Governance, Compliance and External Representation

- Working with Governors, providing clear, timely and evidence-based reporting;
- Ensuring all regulatory, inspection, safeguarding and charity requirements are met;
- Preparing the School confidently for future inspections;
- Representing St Augustine's Priory externally with authority and warmth;
- Building productive relationships with parents, alumnae, parishes, local schools, professional associations and the wider community;
- Acting as the principal ambassador for the School.



Person Specification



	Essential	Desirable
Qualifications and Professional Development		
Educated to at least undergraduate degree level and an appropriate teaching qualification	✓	
Strong record of having participated in CPD, including recent safeguarding training	✓	
Demonstrable commitment to further academic study and possibly a further academic qualification		✓
An education leadership qualification such as NPQH or NPQSL		✓
Active engagement in relevant professional associations or sector networks		✓
Leadership Experience		
Significant senior leadership experience in a successful school, ideally including experience at Deputy Head or Head level	✓	
A proven record of academic, pastoral and organisational leadership	✓	
Experience in a high-achieving school		✓
Experience of leading in London or another highly competitive independent school market		✓
Experience of all-through education		✓
Educational Vision and School Development		
Collaborative, pupil-centred leader	✓	
A strong understanding of what makes an excellent independent school thrive	✓	
A commitment to the education of girls and to the successful development of co-educational provision in the younger years	✓	
Experience of girls' education		✓
Strong strategic judgement and the ability to turn vision into practical action	✓	
Experience of leading growth, repositioning or significant strategic change		✓
Catholic Life and Mission		
The ability to lead the Catholic life and mission of the School with confidence and integrity	✓	
Experience of Catholic education or faith-based schooling		✓

	Essential	Desirable
Commercial and External Engagement		
Commercial and financial literacy appropriate to the leadership of an independent school in a competitive market	✓	
Experience of admissions, marketing or parental engagement or the capacity to lead these areas with confidence	✓	
An understanding of fundraising, development or alumnae engagement		✓
People Leadership and Communication		
The ability to appoint, develop, motivate and empower excellent staff	✓	
Outstanding communication skills with pupils, parents, staff, Governors and the wider community	✓	
Emotional intelligence, warmth and the ability to listen well	✓	
Inclusion and Personal Qualities		
A clear commitment to equality, diversity and inclusion, with the ability to run an inclusive school and to add value for all pupils	✓	
Resilience, courage and good judgement in leading change	✓	
Safeguarding, Compliance and Inspection		
A strong understanding of compliance, inspection and regulatory expectations	✓	
A thorough understanding of the Head's responsibilities in relation to safeguarding and child protection issues and a clear commitment to delivering best practice in safeguarding	✓	
Experience of successful inspection preparation		✓

Personal Qualities

Our next Head will be:

- Warm, visible and approachable;
- Intellectually able and educationally ambitious;
- Commercially alert without losing sight of the School's mission;
- Confident in faith leadership and inclusive in outlook;
- Resilient, courageous and optimistic;
- A persuasive communicator and natural ambassador;
- A leader who combines clarity with compassion;
- Someone with sufficient humility to listen and sufficient conviction to lead;
- And, above all, a person who brings joy, humanity and a sense of purpose to school life.

Terms and Conditions

A competitive remuneration package will be offered, reflecting the seniority and significance of the role.

The appointment will be subject to the usual pre-employment and safer recruitment checks.

Safeguarding Statement

St Augustine's Priory 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, online checks, identity checks, qualification checks, right to work checks, an enhanced Disclosure and Barring Service check and, where appropriate, a check against the Children's Barred List.

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

St Augustine's Priory is an equal opportunities employer. The School is committed to promoting equality, diversity and inclusion and welcomes applications from candidates with the skills, experience and personal qualities to lead an inclusive school community.



Application Process



The search for the next Head of St Augustine's Priory is being led by RSAcademics.

Interested candidates are invited to contact RSAcademics for a confidential discussion with one of the consultants handling the appointment; please attach a copy of your CV/resume:

- Miranda Landale:
mirandalandale@rsacademics.com
- Sarah Evans:
sarahevans@rsacademics.com

Closing date: 10:00am (UK time) on Tuesday 6 October 2026.

Applicants should submit (in PDF format):

- A completed RSAcademics application form;
- A covering letter addressed to Mr Matthew Bartlett, Chair of Governors. The letter should explain the attractions of the role, the relevance of your experience and your education philosophy, and other information that can demonstrate your alignment with the role. Please make your letter as specific as you can, addressing the role, the Augustinian vision and the opportunities presented by St Augustine's Priory. A letter that is largely generic may result in your application not being considered.

Applications should be made electronically to RSAcademics. Please apply at www.rsacademics.com via the Apply Now link accompanying the announcement of the position. You will be taken to an online portal where you will be able to download an application form. Please follow the instructions to complete and submit your application.

Should you have any queries relating to uploading your application documents, please contact:

- Alison Hooper: applications@rsacademics.com / +44 (0) 204 6269 791

The recruitment process will proceed as follows:

- When you submit your application, you will receive an automated email from RSAcademics confirming that we have received it. If you have not received the automated email within two working days of submitting your application, please:
 - email applications@rsacademics.com
 - call +44 (0) 204 6269 791
- Selected candidates will be invited to preliminary interviews with RSAcademics colleagues, which will take place by MS Teams on **Monday 12 and Tuesday 13 October 2026;**
- Longlisted candidates will be interviewed by the selection panel and tour the School on either **Wednesday 11 or Thursday 12 November 2026.** Any candidate who knows they will not be able to attend on one of these dates should make this known at the preliminary interview. Please be aware it is not possible to adjust the dates for these interviews due to Governor and School commitments;
- Shortlist interviews will take place over two days: **Tuesday 24 and Wednesday 25 November 2026.** There will be a variety of selection panels, stakeholder interaction, a social event with Governors, a presentation and a written task. Accommodation will be provided near to the School, and candidates will be required for both days of the process.

RSAcademics will collect references for candidates invited to attend longlist interviews. No referees will be contacted until RSAcademics has received your express permission to do so. Independent checks on social media engagement and profile will also be undertaken at this point.

Safer recruitment checks will be undertaken at appropriate stages of the process.



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.



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