



COLFE'S
SCHOOL

Head

Candidate
Information



>Welcome

Thank you for the interest you have shown in this important opportunity, which becomes available in September 2025 on the retirement of Richard Russell, following his distinguished 20-year tenure as Head.

As a leading co-educational London day school, Colfe's has seen a great deal of progress in recent years. In the last decade, we have completed an extensive building programme (investing more than £12m), which has coincided with a significant increase in the school roll and a rising academic profile which we are keen to maintain. This strong position provides a dynamic launchpad for the appointee to shape future strategy.

The School is proud of its high value-added levels and works hard to continue to offer excellent value for money. Recent years have seen Colfe's consolidating its position as the co-educational independent school of choice for families in Blackheath, Greenwich and the wider catchment area. The pupil population mirrors the ethnic and cultural diversity of this busy and vibrant part of south-east London. More than 10% of pupils in a typical Sixth Form cohort come from disadvantaged backgrounds. The School is committed to widening social mobility within the local community through its partnership work, including the ground-breaking Leatherseller Scholarship programme.

In addition to the creation of a talented and cohesive Senior Management Team, a very strong working relationship has been built between the Senior School and Junior School Heads. Whilst the latter reports directly to the Head of Colfe's, it is important for the incoming Head to nurture this collaborative partnership, which both defines and implements school strategy.

Our priority is to appoint a highly intelligent candidate, both intellectually and emotionally, with a strong professional background and the personal qualities and strengths to lead Colfe's to the next stage of its development, continuing its upward trajectory.

If this is a prospect that interests you, please contact one of the RSAcademics advisors listed at the end of this brochure.



Matthew Pellereau
Chair of Governors



History & Overview

Colfe's is one of London's oldest schools. It can be traced back to the 15th century, but it took its name from Reverend Abraham Colfe, Vicar of Lewisham, who re-founded the School in 1652. In his will, he entrusted the care of the School to The Leathersellers' livery company, which plays a significant role in its governance to this day.

In 1977, the School returned to independent status after 25 years as a voluntary-aided boys' grammar school. For over 25 years now, Colfe's has been fully co-educational: there are over 1,300 pupils in all, from ages three to 18.

The majority of juniors transfer to become seniors in Year 7, with the cohort swelling in size from 50+ to a six-form entry of around 130. Locally and nationally, the School enjoys a strong and growing reputation for all-round quality and innovation. The Leatherseller Scholarship programme enables the School to select up to 12 scholars each year on fully funded bursaries for direct entry to the Sixth Form. In so doing, Colfe's draws on strong working relationships with a number of local partner comprehensive schools.

Colfe's original site in Lewisham was destroyed in the Second World War. In 1963, it moved to its present campus in Greenwich, which is remarkably green and spacious for outer London. All parts of the School from Nursery to Sixth Form share the site, and the School enjoys all the benefits and facilities that you would expect to find in a leading independent school, including an abundance of outdoor space on site, as well as a performing arts centre, sports centre, access to two additional extensive sports grounds and a dedicated forest school for younger pupils nearby.

Academic standards are very high, and students perform well at GCSE and A level, including those pupils who have SEND and those with EAL. Value Added is also high at both GCSE and A level. Consequently, almost all pupils (97% in 2023) gain their first-choice higher education or degree apprenticeship places. The range of destinations is refreshingly varied but includes success at the highest level: this year, four Year 13 students are holding Oxbridge offers, with an additional six holding offers for Medicine or Veterinary Science. A growing number are opting for degree apprenticeship courses with top employers such as KPMG, Barclays, JP Morgan, Jaguar Land Rover and the National Audit Office.

Pastoral care has been recognised as an area of conspicuous strength in successive ISI reports. A highly effective House system, with pupils grouped vertically across year groups, enhances integration within the school community. Equity, Diversity and Inclusion is a standing item on SMT and Governors' agendas.

Colfe's is proud of its 370-year history but not burdened or defined by it. It is very much a school for the present day with an eye to the future. The relationship between teachers and pupils is characterised by mutual respect, and pupils are nurtured as individuals throughout their time at the School. The diversity of the student body reflects its geographical location in south-east London, and pupils respect the fact that their parents are making sacrifices to enable them to attend the School. Despite its urban location, there is a strong sense of community at Colfe's, with a thriving parents' association.

"A school where focus is on a truly rounded education. Unassuming but not to be underestimated, Colfe's produces independent, talented, driven young people ready to make their mark. 'A hidden treasure,' said one parent; 'school is a gem' agreed another – and so do we."

THE GOOD SCHOOLS GUIDE



| Aims

The aims of Colfe's School, as determined within its strategic plan, are:

- to promote excellence in all areas of school life and to develop each pupil's abilities and character to the full whilst ensuring that each child is happy and developing their unique potential
- to provide innovative academic teaching which adds value and fosters learning and scholarship of the highest quality, together with a wide range of cultural, sporting and co-curricular activities
- to nurture an awareness of spiritual and moral values amongst its pupils in accordance with the principles of the Founder, Abraham Colfe
- to maintain a balanced and diverse community of children from varied backgrounds within the context of an academically selective school
- to promote a purposeful, disciplined, supportive and respectful atmosphere in which all pupils are encouraged to achieve their full potential, staff find vocational fulfilment in their careers and all can use their talents for the greater good of the community and society as a whole
- to be the co-educational independent school of choice in south-east London.



| The Opportunity

This is a tremendous opportunity for a current or aspiring Head to lead a very special London day school with a demonstrably unique and strong personality. The Governors are looking for a leader who combines personal warmth with a strategic mindset to help the School to evolve culturally, educationally and technologically over the coming decade whilst retaining its strong ethos. The person must lead with a high degree of emotional intelligence to enable them to build effective relationships with key constituencies: pupils, parents, staff, Old Colfeians and Governors.

The new Head will have ample opportunity to shape and drive the School's future, with their primary challenge being to maintain its recent upward trajectory through the likely external economic, societal and political challenges of the coming years. They will be an articulate advocate for Colfe's in the local community and in the wider educational sphere. It will be critical in doing this to retain and embrace the culture of a community where everyone feels comfortable, valued and supported.

Following the impressive set of outcomes and observations reported by the [Independent Schools Inspectorate on its visit in September 2023](#), the new Head will inherit a school that is conspicuously successful, highly subscribed and very well regarded. Nevertheless, the Governors remain ambitious for it to continue its all-round development and to be flexible and agile in shaping its provision for the needs of 21st-century families.

Fundraising will be an important task and focus. The School's plans for the future include a major fundraising campaign to support the bursary programme and the maintenance and development of a large estate. This must all be achieved within the context of prudent financial management, for which the Head and the Bursar share responsibility.

Location & Facilities

Colfe's occupies a site of approximately 40 acres, with plenty of green space, on the borders of Greenwich and Lewisham. The School is adjacent to the Lee mainline railway station, and the journey time from London Bridge is between 12 and 17 minutes. Many bus routes pass near to the School, and Colfe's runs its own coach services for pupils.

The School has modern and excellent facilities. The Junior School benefits from sharing the Music, Drama and sports facilities of the well-equipped Senior School. This fosters the spirit of one school community. The Senior School enjoys the full gamut of facilities expected of a leading independent provider: Music, Art and Drama in the Beardwood Performing Arts Centre, a dedicated Sixth Form Centre, and excellent sporting facilities, including an accessible all-weather pitch and Sports Centre housing a large multi-purpose hall and a 25-metre swimming pool.

The campus is modern and functional, as is consistent with a school which is fit for purpose in the 21st century. Recent additions to the campus, such as the Sixth Form Centre, are designed to blend well into the existing house style, with bright, airy and attractive interiors.



Pupil Profile & Admissions

Colfe's pupils come from mainly professional families from Greenwich, Blackheath, Lewisham, Lee, Bromley and Bexley, and, more recently, from other areas that are accessible via train links. There is a palpable sense of community, with Colfe's attracting multiple generations of the same family. Most pupils are from households with two working parents who are grateful for the wraparound care (7.30am – 6.00pm) in the Junior School and the late-opening library (until 6.00pm) in the Senior School. The popular in-house coach service, including a 6.00pm late facility, is available from Year 3.

The entrance examinations at 11+ (including pupils in the Junior School) take place in January each year. There are written (paper-based) assessments in English and Mathematics and a group interview, followed by an afternoon of taster lessons in co-curricular areas. Scholarship candidates are interviewed separately in the weeks following the assessment.

Admission at Sixth Form involves submitting a written personal statement as well as two recent school reports. Those wishing to apply for an academic scholarship (including Leatherseller Scholarships) are required to sit an examination – candidates can choose between an essay-based or Mathematics assessment. Successful candidates are invited to interview, and offers are made conditional on achieving the requisite grades at GCSE.

At 11+ and 16+, scholarships and means-tested bursaries are available for Drama, Art, Sport, Music and academics. 27 per cent of current pupils receive some form of fee subsidy.

Click [here](#) to read the Good Schools Guide review.


Academics & Curriculum

The curriculum is wide-ranging, including Latin, Art, Design & Technology, Drama, Media Studies, Music, Modern Languages and Physical Education at GCSE. Setting is introduced in Mathematics in the course of Year 7 and operates fully from Year 8. Setting is also subsequently introduced in Science.

Teachers help their pupils to share their enthusiasm and get involved, encouraging them to think, discuss and form their own opinions and to study the subject beyond the exam specification. Colfe's has a bespoke and individualised approach to learning, and pupils are not hot-housed. Classes are small, maximum 24, but often smaller. The aim is to prepare pupils for what happens next in life through Colfe's and beyond.

Pupils and staff are adept at using technology, which is integrated into teaching and learning at all levels of the School. All Senior School pupils and teachers make full use of school-issued Surface laptops, and there is a blended approach to teaching and learning, both online and offline.

The Sixth Form curriculum offers a varied choice of A level subjects: the opportunity is introduced at this point to study Economics, Politics, Business, Philosophy, Photography and Psychology, with an optional EPQ. The School also offers BTECs in Sports Science and Media Studies. Pupils usually take four subjects in Year 12 and three in Year 13.



"Well-planned teaching which sets high expectations for pupils and good classroom management enable pupils to work effectively both independently and collaboratively throughout the School."

THE GOOD SCHOOLS GUIDE



Co-curricular Activities

The School strikes a harmonious balance between academic and co-curricular learning, seeing both as equally important for the development of young people. Pupils have extensive opportunities to develop their skills and interests through participation in the wide-ranging programme of co-curricular activities across Art, Drama, Music and Sport. Colfe's encourages its pupils to nurture and develop existing interests but also to try something new and discover a hidden talent.

Outdoor Education

Colfe's has a dedicated Outdoor Education Department that serves all pupils from Year 3 onwards. They benefit from an exciting programme led by qualified and experienced practitioners in challenging and scenic parts of the UK, including the Lake District and North Wales. The courses are structured to help build confidence by facing and overcoming challenges, improving teamwork and learning new skills which will stay with pupils for the rest of their lives.

There is an active Combined Cadet Force: it is the only unit in the UK to have an Army Air Corps flight in addition to an RAF flight. The Duke of Edinburgh's Award Scheme is very popular, commencing in Year 10, with many pupils progressing to the Gold award.

Sport

The sporting philosophy at Colfe's is to enable both elite opportunities and to deliver Sport for All. The School offers netball, rugby, hockey, swimming, cricket, football, athletics, cross-country and tennis as its core sports. All sports are open to boys and girls, from performing at national and county levels to playing in block fixtures against local rivals. In the past year, every pupil in Year 7 has represented the School in at least one competitive sport. Colfe's is a sporting school, not just a sporty one – pupils are taught that how they compete is more important than winning at all costs.

Sporting facilities include a gym and a 25m swimming pool for swimming galas, water polo (from Year 5) and lifesaving courses (for Year 10s). In addition to the on-site pitches, pupils use the large playing fields in the close vicinity which form part of the school estate at the Old Colfeians' Rugby Club and the Leathersellers' sports grounds. Boys' and girls' cricket teams compete through the summer, and athletes are often selected to represent Greenwich in the London School Championships. All Sixth Form pupils have timetabled sports, choosing from a variety of options, including co-educational activities with an emphasis on fun and cooperation.

Art, Drama and Music

The Arts are central to the life of the School. Music is very prominent and exceptionally strong, with facilities including dedicated performance space and individual sound-proofed practice studios. There are swing bands, orchestras, ensembles and choirs of all sizes for all who want to play or sing. The large and well-resourced Art department boasts printmaking equipment, a kiln for ceramics and a darkroom.

Numerous performances and exhibitions punctuate the school year and are a central part of learning. School productions bring Art, Drama and Music specialities together to create unforgettable experiences, whether for the lead actors, members of the ensemble, the first violinist in the orchestra or a sound effects coordinator. Amongst many recent highlights, the Senior Choir performed Choral Evensong at Southwark Cathedral, and many pupils regularly gain LAMDA awards.

An impressive range of clubs and societies exists, many of which are driven by pupils and are highly engaging, offering an opportunity for personal development. Highlights include the Literary and Philosophical societies and the Formula E car club, which builds and races junior electric vehicles, as well as debating and a range of inter-house competitions, quizzes, concerts and drama.



Pastoral Care

Colfe's is proud to be a community of kind, grounded and relaxed people, pupils and staff alike, who are at ease with who they are. The School prides itself on its innovative approach to pastoral care. The distinctive *Eudaimonia* programme in the Senior School is broadly based on the virtue ethics of Aristotle. Commonly translated as "flourishing", it is based on the principle that "educating the mind without educating the heart is no education at all". Through engagement with the programme, pupils become more self-aware and more mindful of the needs of others.


Throughout both schools, the pastoral team creates and fosters an ethos of mutual respect and tolerance. In assemblies and form time, pupils discuss issues from bullying and mental health to healthy living, social justice and the environment as part of the Personal, Social, Health and Economic (PHSEE) programme of study.

Pupils value respect for themselves and others and recognise the importance of tolerant and

inclusive attitudes in the school community. This is central to the vertical house system, which is strongly supported by staff and which enables pupils of different ages to interact and share positive experiences. Pupils in the Sixth Form enjoy their role in the peer mentoring of Year 7 pupils, recognising its value to both parties in their development.

Safeguarding is given the highest priority, with a large and highly skilled team at the senior level. There is an honest ethos from leaders and Governors that is outward-looking and has identified the contextual risks and implications for the School.

A recent enhancement of pupil voice has provided the Head and senior leaders with valuable insights into pupils' thoughts and how these can help to shape policy making and effective implementation. The School has won accolades including "Best Strategic Initiative" in the TES Independent Schools Awards.



"Pastoral care is in the bones of this school with a clear focus on the development of balanced and resilient individuals who have been well equipped for life inside and outside the classroom."

THE GOOD SCHOOLS GUIDE

"Skilled leaders understand the importance of pupil wellbeing as key to pupils' success and work as a cohesive team to self-evaluate, assess risks and plan to successfully deliver the School's aims."

ISI INSPECTION REPORT,
SEPTEMBER 2023

School Finances

The School is in strong financial health and has an annual income of £22 million. Detailed statutory accounts can be downloaded from the Charity Commission. In addition to the School, all non-charitable trading and letting activity revenues are recorded through Colfe's Leisure Services Limited, a wholly owned subsidiary of Colfe's School, which now contributes an annual profit of £500K to the School. The School is also the sole beneficiary of Colfe's Charitable Trust, which makes an annual donation in support of bursaries. The School is committed to fully exploiting the commercial opportunities of the site in order to generate funding in support of school activities.



Community & Leatherseller Scholarship Programme

Pupils and staff work together to organise numerous charity and fundraising events and undertake project work with a partner school in The Gambia. Pupils also benefit from the many opportunities for involvement in the local community, including in local primary schools and hospitals.

The Leatherseller Scholarship programme at Colfe's is a ground-breaking and life-changing programme to fund free places for able state school pupils from disadvantaged backgrounds to study for their A levels at the School, enriching its social dynamic and culture.

A flourishing Partnership Schools Programme enables pupils from all partner schools to share in learning and enrichment activities. Many who attend these sessions go on to apply for Leatherseller Scholarships.



Governance & Leadership

The Governing Body, whose Chair is Mr Matthew Pellereau, has overall responsibility for the School. There are 15 Governors, of whom nine are appointed by The Worshipful Company of Leathersellers. Its work is delivered through an annual cycle of committees and Full Board meetings. The day-to-day running of the School is delegated to the Head and the Senior Management Team. The Senior School Senior Management Team currently comprises:

- Head
- Bursar and Clerk to the Governors
- Deputy Head
- Head of Junior School
- Deputy Head of Junior School
- Director of Studies
- Director of Teaching and Learning
- Director of Pastoral Care
- Director of Sixth Form
- Director of Admissions and Communications

There is a separate Senior Management Team within the Junior School.



The Role

Reporting to the Board of Governors, the Head has overall responsibility for the leadership and management of the Senior School and Junior School.

The Head chairs and leads the Senior Management Team and holds direct line management responsibility for that team, including the Bursar and the Head of the Junior School, both of whom hold a wide range of delegated authority.

Key Responsibilities

Strategic Direction

- work collaboratively with the Governing Body and the Senior Management Team to formulate and develop a vision for the School
- work collaboratively with the Governing Body and SMT to develop a Strategic Plan to achieve the objectives of the School
- ensure that the Strategic Plan is delivered effectively
- maintain and enhance the profile of the School at the local and national level, keeping it at the forefront of academic, cultural and pastoral developments in education
- maintain and strengthen the engagement of the School with its local community, including the development of the partnership network and Sixth Form scholarship programme.

Leadership & Management

- lead by example at the forefront of the School, ensuring that the ethos and values of the School are preserved and enhanced and fostering an atmosphere of mutual respect, trust, support and friendliness throughout the School
- take overall responsibility for the delivery of excellent pastoral care, including Safeguarding and discipline

- work with the Designated Safeguarding Leads and other senior members of staff to oversee all aspects of Safeguarding, collaborating closely with outside agencies as required
- ensure excellent communication across the whole-school community
- ensure that staff are engaged in the vision and strategic direction of the School
- oversee performance management across the School, ensuring all staff members positively engage with and adopt the processes
- act as a role model for pupils, appreciating their efforts and supporting their co-curricular activities, including attendance at school events
- understand and respond to challenges facing the independent sector, including local competition, market and political changes
- ensure that the School complies with all relevant legislation and inspection requirements and maintains a healthy and safe environment for all pupils, staff and visitors
- work closely with the Governing Body and, to a lesser degree, The Leathersellers' Company, fostering those relationships for the good of the School.

Academic Leadership

- provide leadership that enables all pupils to fulfil their academic potential, including those with additional support needs
- ensure that the educational aims of the School are met
- provide the environment and resources for teachers to deliver the education required for excellence throughout the School
- ensure that best teaching practices are in place across the School, maintaining a reflective approach to teaching and learning

- maintain challenge in the curriculum appropriate for all pupils and ensure that it is reviewed regularly in light of national and international developments.

Pastoral Care

- ensure excellent pastoral support is being provided effectively for pupils of all ages
- prioritise the wellbeing of pupils through the promotion of good behaviour and the development of appropriate strategies offering training, support and guidance
- ensure that the culture of the School is inclusive and reflects the contemporary reality of south-east London
- provide support and leadership to all staff members to maintain the principle of wellbeing throughout the School.

Co-curricular

- maintain a range of co-curricular activities which complements and enhances academic teaching
- maintain and develop the range of extra- or supra-curricular activities, including sport, music, drama, voluntary service, outdoor pursuits, CCF and the Duke of Edinburgh's Award Scheme
- foster good relationships with external agencies to maintain a broad range of co-curricular activities.

Commercial Acumen and Planning

- work with the Bursar and Governing Body to produce sound strategic financial planning, ensuring a robust operating model
- maintain and develop appropriate recruitment and retention strategies to ensure the continued strength and viability of all sections of the School
- manage resources collaboratively with the Bursar to ensure all objectives are appropriately provided for

- work with the Bursar and Directors of Colfe's Leisure Services to ensure its delivery and balance in relation to its targets and objectives
- work with the Bursar and the Governors to agree the approach to master planning for the site and support the School's strategy with sustainable property management.

Strategic Partnerships & External Engagement

- build on existing relationships with local partners, including state-sector schools and universities
- develop new relationships to enhance the existing network of partnerships and, in so doing, raise the profile of the School both locally and nationally
- work collaboratively with other independent schools
- work collaboratively with the Director of Communications to develop a marketing strategy, consolidating and enhancing the local and national profile of the School
- work collaboratively with the Director of Development to develop and expand opportunities for fundraising to support the charitable objectives of the School
- maintain regular links with parents to ensure they are well informed and supportive of the School.

Health & Safety

- work collaboratively with the Bursar to ensure that the School's Health and Safety Policy is fit for purpose and effectively implemented
- demonstrate a clear understanding of the principles of Safeguarding, working collaboratively with the Designated Safeguarding Lead to ensure that the School's Child Protection and Safeguarding Policy is strongly embedded across the School and both understood and implemented by all staff.

The Person

The Head of Colfe's will need to:

- identify with Abraham Colfe's legacy of a balanced all-round education and the lasting impact that it makes
- be committed to delivering outstanding academic, pastoral and co-curricular excellence in a 3–18 co-educational context
- ensure that the School is fully compliant with DfE and local authority child protection and Safeguarding regulations and best practice
- continue to develop and nurture a diverse and multi-cultural pupil community, fostering mutual understanding and inclusivity
- be down-to-earth and sensitive to the wellbeing of all in the community
- be an ambassador for Colfe's School and its vision for the future
- be approachable and have authentic, inspirational appeal to all stakeholders
- have an appetite for organisational evolution to maintain and develop Colfe's standing and reputation in a competitive market
- be an effective and thoughtful team leader
- delegate appropriately, empowering others whilst holding them to account
- be a strong and empathetic listener
- have a strong commercial and entrepreneurial outlook
- possess relevant experience of fundraising and engagement in alumni relations

- enjoy robust debate and challenge with the Governing Body and the SMT
- be a lifelong learner who is well informed about global educational thinking
- be forward-looking, embracing innovation, new opportunities and technology, including AI.

Knowledge & Experience

- strong academic credentials at degree level or beyond
- a comprehensive and proven understanding of the principles and practices of Safeguarding
- experience of developing and implementing an educational and business strategy and forward planning
- experience of networking to build trust with the communities of benefactors and alumni to assist with the development of the School.

Skills & Abilities

- excellent oral and written communication skills, with engaging public speaking and networking ability, to articulate the School's values and strategy widely
- the willingness to consult and involve a wide range of stakeholders in the life of the School and especially to understand the role played by The Leathersellers' Company
- commercial acumen and experience of budgetary management

- excellent strategic, systems and planning skills, with experience of change management to face new external challenges
- the ability to develop a talented staff body, recruiting and retaining colleagues through high-quality in-house CPD, appraisal and feedback
- the ability to relate to and to understand the priorities and points of view of pupils and parents
- thorough and trained understanding of Safeguarding and the welfare of children.

Personal Attributes

- a leader by example
- charisma and warmth, inspiring trust and confidence
- embodies the ethos and values of Colfe's School
- collaborative team player
- creative thinking ability and innovative outlook
- personal and professional resilience, energy and dynamism
- good sense of humour
- the ability to cope with pressure
- flexibility of mind
- the courage to take responsibility for difficult decisions
- builder of bridges through tact and diplomacy
- exudes gravitas, setting an ambassadorial tone.



Terms & Conditions

The successful candidate will be offered a highly competitive salary commensurate with the responsibilities associated with this important role and their level of experience. Although the post is non-residential, the School will accommodate the Head and their family in a four-bedroom detached house close to the campus. Other benefits include membership of a Defined Contribution pension scheme, private health insurance and staff fee remission for the Head's children. Executive coaching will be offered.



Application Process

The search for a new Head for Colfe's is being led by RSAcademics, and the new post-holder will be selected by the Governing Body, chaired by Mr Matthew Pellereau.

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

Michael Stephens, Head of Senior School
Search: michaelstephens@rsacademics.com

Bob Griffin, Senior Advisor:
bobgriffin@rsacademics.com

Claire Oulton, Head of Leadership Appointments, UK: claireoulton@rsacademics.com

Closing date: 10.00am on Monday 20 May 2024.

Applications should be made electronically to RSAcademics. To submit your application, please upload your documents according to the instructions on the RSAcademics [website](#).

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

- a completed application form (available alongside this candidate information on the RSAcademics [website](#))
- a covering letter addressed to Mr Matthew Pellereau, 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), at: applications@rsacademics.com. Jonathan can also be reached by calling our Head Office on +44 (0)1858 383163.

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 Wednesday 22 and Thursday 23 May 2024
- Long list interviews with the Governors' selection panel will take place via Teams on Tuesday 4 and Wednesday 5 June 2024
- During w/c Monday 10 June, short-listed candidates will be invited to visit the School to meet with key individuals
- Short list interviews with the full Governing Body will take place at The Leathersellers' Hall, 7 St Helen's Place, London EC3A 6AB, on Wednesday 19 June 2024.

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

Colfe's School is an equal opportunities employer committed to safeguarding and promoting the welfare of children 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 and a review of their social media presence. All appointments are subject to a criminal background check and proof of qualifications, in accordance with the requirements of the Children Act. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. Colfe's School's Child Protection Safeguarding Policy can be found on the School's website and alongside the application form on the RSAcademics website.



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.



Because the world needs schools to **thrive**