

RS ACADEMICS

FRANCIS HOLLAND
REGENT'S PARK

HEAD

CANDIDATE INFORMATION

For September 2027

WELCOME FROM THE CHAIR 02

It is a great pleasure to invite applications for the Headship of Francis Holland Regent's Park. We look ahead with confidence and enthusiasm, and this appointment offers an exceptional opportunity to lead a thriving and ambitious school and to contribute to the future of the Francis Holland Schools Trust.

There is much for our next Head to build on and to look forward to. The energy and curiosity of our pupils, the dedication of our staff and the advantages of our central London location make Regent's Park a stimulating and rewarding place to lead. Council is ambitious for the School's future and looks forward to working with a Head who combines educational vision with sound judgement, bringing both fresh thinking and a clear sense of direction.

We are seeking an outstanding educational leader: someone with the imagination to shape a compelling vision for girls' education, the credibility to inspire confidence and the warmth to bring people with them. We hope to appoint a Head who will embrace the life of the School, delight in its daily rhythms and relationships, and lead its next chapter with energy and purpose.

The opportunity also extends beyond Regent's Park itself. Working alongside fellow Heads, the Chief Operating Officer and Council, the successful candidate will help shape the wider development of the Trust. We see significant potential in what our schools can achieve together while remaining distinctive, and we will welcome the perspective, experience and ideas that a new colleague will bring.

I hope these pages convey both the character of Regent's Park and the scale of the opportunity ahead. If this role excites you, I warmly encourage you to apply and look forward to exploring what you could bring to the School and the Trust.

Patrick Sherrington

Chair of Council




03

ABOUT FRANCIS HOLLAND REGENT'S PARK 04



Francis Holland Regent's Park is a leading independent day school for girls aged 11–18, located in the heart of central London. Set beside one of the capital's great parks and surrounded by its cultural, academic and professional opportunities, the School offers an education that extends confidently beyond its gates.

Founded in 1878 by Reverend Francis Holland, the School is the founding school of the Francis Holland Schools Trust, a family of three independent girls' schools which also includes Francis Holland Sloane Square and Francis Holland Preparatory School. While proud of its heritage, Regent's Park is firmly focused on the future, combining academic excellence with a modern and outward-looking approach to education.

The School is a diverse, welcoming and inclusive community united by its values of Knowledge, Compassion, Perseverance and Spirit. Pupils are encouraged to be intellectually curious, socially aware and confident in themselves, developing a strong sense of self, a clear moral compass and the confidence to shape their own path.

Academic standards are high and outcomes consistently strong. Pupils progress to leading universities in the UK and internationally, including Oxford, Cambridge, Russell Group institutions and an increasing number of highly selective universities across North America and Europe. Alongside academic excellence sits a commitment to developing the wider skills, character and resilience that young people need to flourish in higher education, the workplace and beyond.

Outstanding pastoral care and a strong sense of belonging are central to the School's success. Every girl is known, valued and encouraged to flourish. The School is widely recognised for the warmth of its community, the strength of its relationships and its ability to combine ambition with genuine care and support.

Music, drama, the arts, sport and a rich programme of co-curricular and enrichment activities are valued as highly as academic achievement. Pupils are encouraged to pursue their interests, embrace leadership opportunities and find their voice. London's museums, galleries, theatres, universities and global organisations provide a powerful extension to classroom learning, while partnerships with institutions including LSE, UCL and Imperial College London, alongside initiatives such as the Hale Lectures and Women in Tech series, expose pupils to inspiring ideas, people and future pathways.

This is an exciting moment in the School's history and an exceptional opportunity for its next Head. Building on strong foundations, the successful candidate will lead a thriving and ambitious school that combines high expectations with a deeply embedded culture of care, belonging and opportunity. They will have the chance to honour the School's distinctive character while shaping its next chapter and ensuring that Francis Holland Regent's Park continues to flourish as one of London's leading schools for girls.

As the ***Good Schools Guide 2026*** observed:

A 'joyful, friendly school' with real heart and bags of ambition for its students... A school that punches well above its weight.


05
FRANCIS
HOLLAND
grays

ABOUT FRANCIS HOLLAND SCHOOLS TRUST 06

The Francis Holland Schools Trust comprises three independent day schools which together educate approximately 1,400 girls aged 4 to 18: Francis Holland School Regent's Park, Francis Holland School Sloane Square and Francis Holland Preparatory School, Chelsea.

The Trust combines a shared purpose with distinctive school identities. Each school has its own character, culture and leadership while benefiting from a single governing body, shared strategic oversight and central professional services. As part of a financially secure and ambitious Trust, Regent's Park draws on shared governance, professional expertise, operational support and long-term planning, enabling the School to flourish as an individual institution while benefiting from the resilience, resources and perspective of a larger organisation.

For the Head of Regent's Park, this offers both autonomy and partnership. The principal responsibility is unequivocally the leadership and success of the School, but the Head will also work closely with fellow Heads and Trust colleagues and contribute to wider thinking about education, growth, reputation and sustainability.

That dimension of the appointment is important. Candidates should be excited not only by the Headship of Regent's Park but by the opportunity to contribute generously and constructively to a group of schools with a shared purpose and considerable future potential.




07

ABOUT THE OPPORTUNITY AND THE ROLE 08

This is an attractive Headship because it combines **inheritance with opportunity**.

The incoming Head will inherit a school of considerable strength, ambition and momentum, supported by a financially secure and forward-looking Trust. This is an opportunity to build on established success rather than to lead a turnaround. The challenge is therefore to understand what makes Francis Holland Regent's Park distinctive, preserve what is most valuable, and lead the School confidently into its next phase of development.

The Head has overall responsibility for the educational vision, strategic direction, performance, culture and reputation of the School, operating within the strategic framework of the Trust.

Key responsibilities include:

Leadership and Vision

- Provide visible, inspiring and values-led leadership for the School, articulating a clear vision that builds on its strengths, distinctive character and reputation while preparing it for future opportunities and challenges.
- Lead and develop a high-performing senior leadership team, fostering a culture of ambition, collaboration, accountability and continuous improvement.
- Work closely with Council, Trust colleagues and fellow Heads to translate strategic priorities into action while preserving the distinctiveness of Francis Holland Regent's Park.

Educational Excellence

- Ensure the highest standards of teaching, learning and academic achievement, maintaining the School's strong record of educational success and intellectual ambition.
- Champion a broad, innovative and future-focused education, preparing pupils not only for examinations and university but for meaningful lives and careers beyond school.
- Promote educational excellence across the School, attracting, developing and retaining exceptional teachers and educational leaders.

Pastoral Care and School Community

- Ensure that safeguarding, wellbeing and pastoral care remain at the heart of school life, maintaining a culture in which every pupil is known, valued and supported.
- Be a visible and approachable Head, actively involved in the daily life of the School and building strong relationships with pupils, staff and families.
- Nurture a welcoming, inclusive and ambitious community in which girls develop confidence, character, resilience and a strong sense of belonging.

People, Culture and External Engagement

- Lead, inspire and support an outstanding staff body, building a culture based on trust, professional growth, high standards and shared purpose.
- Act as the principal ambassador for the School, strengthening relationships with current and prospective families, alumnae and external partners.
- Articulate confidently the value and distinctiveness of a Francis Holland education, enhancing the School's reputation and supporting pupil recruitment and retention.

Governance, Operations and the Trust

- Be accountable to Council for the overall leadership, educational performance and culture of the School, maintaining a constructive and transparent relationship with Governors.
- Work closely with their Senior Leadership Team and Trust colleagues, including the Chief Operating Officer, to ensure effective operations, sound financial stewardship, regulatory compliance and long-term sustainability.
- Contribute positively to the development of the Francis Holland Schools Trust, working collaboratively with fellow Heads and helping to shape the future direction of a group of schools united by a shared mission and ambition.

The successful candidate will need both strategic range and an appetite for the everyday. This is a role for someone able to think deeply about the future of education while still taking pleasure in assemblies, lessons, concerts, matches, conversations in corridors and the thousand small interactions through which pupils experience their school. The role also calls for a leader who brings confidence in their own judgement and a generous commitment to partnership, recognising that collaboration strengthens each school's distinctive identity.


09

THE INDIVIDUAL 10

The successful candidate will be an accomplished and values-led school leader with the ability to combine strategic vision, educational credibility and personal warmth. They will be excited by the opportunity to build on the strengths of Francis Holland Regent's Park and contribute to the future development of the Francis Holland Schools Trust.

Educational Leadership

Candidates will bring:

- A successful track record of senior leadership within a high-quality educational environment, together with a deep understanding of teaching, learning, curriculum and staff development.
- Evidence of securing excellent academic outcomes alongside outstanding pastoral and co-curricular provision, with a clear commitment to the distinctive value of girls' education.
- The intellectual curiosity and educational ambition to shape a compelling vision for the future while remaining grounded in the practical realities of school leadership.

Leadership and Management

Candidates will demonstrate:

- The ability to inspire, develop and empower colleagues, building high-performing teams characterised by trust, accountability and shared purpose.
- Strong strategic judgement, organisational awareness and the ability to translate ideas into effective action while leading change thoughtfully and successfully.
- Financial, operational and governance awareness, together with the confidence to work constructively with governors, trustees and senior colleagues.

Relationships and Personal Qualities

The successful candidate is likely to be:

- A visible, approachable and authentic leader who builds strong relationships with pupils, staff, parents and the wider community.
- Emotionally intelligent, resilient and self-aware, with the judgement to make difficult decisions while sustaining a culture of kindness, respect and inclusion.
- An excellent communicator who listens carefully, acts with integrity and inspires confidence through their actions as well as their words.

The Wider Market Context

Candidates should demonstrate:

- An understanding of the opportunities and challenges facing independent education and, ideally, the London schools market.
- A commitment to safeguarding, equality, diversity and inclusion and the ability to lead an inclusive school community in which every pupil can flourish.
- The capacity to work collaboratively within a multi-school Trust, recognising the value of partnership while leading with confidence and independence.

Experience and Background

While previous Headship experience would be advantageous, outstanding candidates seeking their first Headship are warmly encouraged to apply. Experience of independent education, work within a school group or Trust, admissions, external engagement or educational innovation would also be beneficial.

Terms and Conditions

This is a full-time, permanent appointment from September 2027. The salary will be competitive and reflect the significance of the role and the experience of the successful candidate.



APPLICATION PROCESS 12

The search for the next Head of Francis Holland Regent's Park is being led by RSAcademics. The successful candidate will be selected by a panel led by the Chair of Council.

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**
- Richard Backhouse, Head of UK Appointments: **richardbackhouse@rsacademics.com**

Applications should be made electronically to RSAcademics. To submit an application, please **click here** and follow the instructions provided on how to upload your documents.

Candidates should submit:

- An up-to-date CV;
- A covering letter addressed to the Chair of Council, Patrick Sherrington.

The covering letter should explain:

- Why this role appeals to them now;
- What the candidate would bring to Francis Holland at Regent's Park;
- How their experience aligns with the opportunities and responsibilities outlined in this brochure.

If you have any questions about uploading your documents, please contact:

- Jonathan Barnes, Head of Operations (Leadership Appointments): **applications@rsacademics.com** / +44 (0)20 4626 9791

The Francis Holland Schools Trust Council intends to make an appointment before Christmas. Candidates are therefore advised to submit an application as early as possible. Preliminary interviews with appropriately qualified candidates will take place on a rolling basis, and **applications should be submitted before 10.00am UK time on Friday 27 November 2026**.

Candidates who are progressed to the next round of interviews will be required to complete a full application form, which will be made available to them.

Safeguarding

Francis Holland School Regent's Park is committed to safeguarding and promoting the welfare of children and young people. The School 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, references and an Enhanced Disclosure and Barring Service check.

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

The safeguarding responsibilities of this post are detailed in this candidate information pack. Safer recruitment checks will be undertaken at all stages of the recruitment process.

Equality, Diversity and Inclusion

Francis Holland School Regent's Park is an equal opportunities employer. The Francis Holland Schools Trust is committed to equality, diversity and inclusion and welcomes applications from appropriately qualified candidates from all backgrounds.

About RSAcademics

RSAcademics is a global executive search and consultancy firm working exclusively with schools and school groups. For more than 20 years, we have 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 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.

RS ACADEMICS

Because the world needs schools to thrive