



HEADTEACHER

Candidate Information

LeicesterHigh
SCHOOL
FOR GIRLS



WELCOME

Thank you for your interest in Leicester High School for Girls (LHS). The Governors are seeking to appoint a charismatic, outward-facing and energetic leader to inspire and lead the School on the next exciting chapter of its development.

At LHS, we take pride in our personalised and nurturing approach to education. The School has a strong reputation for delivering a broad and enriching curriculum for girls aged 3–18, ensuring they are equipped with the knowledge, skills, and confidence to pursue their aspirations. Every girl at LHS is encouraged to explore her passions, discover what truly excites her, and step forward with ambition and self-belief.

We are looking for an enthusiastic and well-qualified educationalist with a genuine commitment to learning and pupil development. The successful candidate will be an experienced senior leader with a proven record of success in leading teams. While experience in headship is desirable, we welcome applications from those aspiring to take on their first headship role.

The successful candidate will:

- Be a passionate advocate for girls' education
- Demonstrate strategic vision and innovative thinking in a modern educational landscape
- Possess strong financial and commercial acumen

- Be an adaptable and collaborative leader who thrives in a small school environment
- Show resilience, courage, and a willingness to engage in challenge and debate
- Lead with integrity, positivity, transparency, and respect
- Bring warmth, humour, and a genuine joy for education.

If this opportunity excites you and you believe you have the skills and experience to lead Leicester High School for Girls into the future, we warmly invite you to apply.

We look forward to hearing from you.

Jane Carroll



Jane Carroll
Chair of Governors





INTRODUCTION

LHS specialises in bringing out the very best in girls, educating them to their full potential and building their confidence through a wide range of opportunities. One of the School's special qualities is the provision of a continuous education for girls from Early Years through to Sixth Form, from where they emerge as fully rounded, confident young women who can take their place in the challenging world of the 21st century. Being a relatively small school means that everyone is someone. Girls can be themselves at LHS, with their voices and opinions heard and listened to. The result is that they leave the School believing that there is nothing they cannot do. The positive impact of a fulfilling education in this warm and caring all-girls environment lasts for life.

A Christian ethos lies at the heart of LHS, but students from all faiths are welcome, reflecting Leicester's cultural diversity. The School has recently added a reflection and prayer room to support the diverse mix of students. Girls come mainly from the local area, but the School is also well positioned for those living in Kibworth, Market Harborough and the county of Northamptonshire and to the north of the city, towards Loughborough.

LHS is one of the highest-achieving schools academically in the country, but this is only one aspect of what the School offers. Pastoral care is also outstanding, and there is a strong commitment to developing the whole person. The School is justifiably proud of its local and national reputation for excellence in both academic and pastoral areas. The latest full ISI inspection report was outstanding, with the School being judged 'Excellent' in all categories.

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“The quality of the pupils' academic and other achievements is excellent... Much kindness is evident...”

ISI Inspection Report, November 2022

As one would expect of a selective school, LHS is a strong performer when it comes to public examination results. In 2025, almost all A-Level students secured their place at their first-choice universities, including many within the Russell Group. Over 80% of all grades achieved were A*-C at A-level. Meanwhile, 73% of grades achieved at GCSE were 9-7, with 52% at grade 9-8.

Scholarships are awarded for exceptional academic or musical performance and the potential to excel. They are not means-tested, and those funded by the School provide between 5% and 25% of the school fees. Bursaries (available from Year 6 onwards) provide means-tested assistance for families who otherwise would not be able to consider an independent education for their daughters.

LHS girls work hard and appreciate the sense of support and the family feel within the community. The School's approach ensures a personalised, high-quality education that empowers each pupil to achieve her full potential and allows LHS to succeed in its aim to encourage ambition and excellence, producing happy and well-rounded girls who develop into aspiring young ladies.

“LHS's small, homely feel is its biggest calling card. Everyone knows the girls by name.” Muddy Stilletoes

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HISTORY & ETHOS

The School's buildings date back to around 1826, when they were used as a hunting lodge for the Duke of Portland. The School was founded in 1906 when it was originally known as Portland House, subsequently changing its name to Leicester High School for Girls (LHS) in 1985. LHS is an active member of the Girls' Schools Association (GSA).

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Our vision is *“Every girl is known, valued and inspired to be her best”*.

The School's core values guide everything it does:

- **Confidence** – Empowering students to believe in themselves and their abilities
- **Curiosity** – Encouraging a love for learning and intellectual exploration
- **Compassion** – Developing kindness, empathy and respect for others
- **Courage** – Inspiring students to take risks, embrace challenges and lead with integrity.

These values are woven into every aspect of school life, helping LHS girls grow into resilient, capable young women ready to make a difference in the world.





THE OPPORTUNITY

This role is a tremendous prospect for a current or aspiring Headteacher to lead one of the country's leading academic girls' schools, guiding LHS through the next stage of its journey against an educational and political backdrop which promises to present both strategic challenges and exciting new opportunities.

In promoting the School to the local and wider community, the new Headteacher will have ample opportunity to demonstrate their total commitment to the very best of all-girls' education. This is a non-negotiable quality the Governors are looking for in the School's next leader.

One of LHS's strengths is its inclusive educational offering from ages 3 to 18. The new Headteacher will have the opportunity to use their team-building skills in bolstering integration with the Junior Department, thereby strengthening the all-through nature and appeal of the School.

The new Headteacher will need to be creative and innovative in helping to plan the future strategic direction of the School, managing change sensitively and effectively, and they will also need to have the skills and personality to boost pupil recruitment at all levels.

The Governors are looking for a warm and engaging leader who will embrace and embody LHS's core values by leading the School and its people with confidence, curiosity, compassion and courage.

LOCATION & FACILITIES

LHS is located on a beautiful site in South Knighton, near to Leicester racecourse. The School has been based on this site for over 100 years, close to the shops and restaurants of leafy Stoneygate. The School is well connected with excellent road links in all directions and is just two miles from Leicester railway station.

Leicester itself is a vibrant and diverse city which is a hub for creativity, sport and the arts. Leicester boasts award-winning venues, including the Curve Theatre, De Montfort Hall, Highcross Shopping Centre and the National Space Centre, as well as a wide range of independent shops and restaurants, many in close vicinity to the School.

There are several excellent housing options for staff relocating, from those very close to the School in the areas of Stoneygate, Knighton and Oadby to those further afield in green and pleasant Leicestershire.

LHS's three-acre town location means its facilities are more modest compared to some larger schools, though the girls don't want for anything in terms of high-quality facilities. Early Years children have

their own self-enclosed building separated by a gravel pathway with a library, art studio, garden, activity room for 'dress up', playground, secret garden used for outdoor learning and also their own computer suite. Girls enjoy recently refurbished tennis and netball courts on site.

In 2010, a building dedicated to Science and Humanities was opened with six dedicated Science labs. The flagship Computer Science Suite had a comprehensive makeover in 2019 and is now a shiny lab featuring cutting-edge technology. The machines have been upgraded, and the room also boasts a full set of Inventor's Kit along with 3D printers.

Sixth Formers enjoy their own relocated and refurbished Sixth Form Centre, including a common room, kitchen and study rooms. The School has also refurbished and created a new Performing Arts Department, combining Drama and Music and providing a discrete performance space.

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“It's a bijoux plot of three acres, set back from the busy London Road. Once inside, you're met by a neat cluster of buildings surrounded by large, leafy trees adding to the overall warm and welcoming feel.” Muddy Stilettos





ACADEMICS & CURRICULUM

LHS firmly believes that academic excellence is built on high expectations, inspiring teaching and a supportive learning environment. Students are encouraged to develop a lifetime love of learning, to challenge themselves and to think independently, preparing them for success at school and beyond.

The School has an ambitious and engaging curriculum at all levels. From Early Years through to Sixth Form, it is designed to stretch, support and inspire every student. The academic programme focuses on:

- **A Strong Foundation** – Early Years and Junior School provide a dynamic start to learning, with an emphasis on creativity, problem-solving and curiosity. Juniors follow the Cornerstones Curriculum
- **Broad and Balanced Learning** – Senior School students follow a carefully structured curriculum leading to GCSEs, ensuring a deep understanding of core subjects while allowing for personal interests

- **Specialist Sixth Form Study** – A-Level students benefit from expert tuition, one-to-one mentoring and university preparation, ensuring they are fully equipped for the next stage of their education. The School offers a broad range of 20 A-Levels. Science and Maths are by far the most popular subjects, and girls join LHS at this level with the aim of pursuing a career in the medical field.

Beyond the classroom, learning extends well beyond textbooks. Students engage in **Subject Enrichment** (academic clubs, competitions and guest speaker sessions to inspire deeper thinking), **Trips & Experiences** (from Science fieldwork to overseas language exchanges, bringing learning to life) and **Stretch & Challenge Opportunities** (scholars' programmes and national competitions to encourage students to aim high).

LHS understands that every girl learns differently. The dedicated **Learning Support and Study Skills** programme ensures that students receive tailored guidance to help them thrive, whether they need additional support or extra challenge.

SPORT, THE ARTS & ACTIVITIES

Sport

Like most small schools, LHS makes the most of the sport facilities it has on site, then uses other facilities locally in order to give the girls plenty of options and to ensure all the basics are covered. Trampolining, cricket, netball, football and tennis take place on site, with other sports taking place at the nearby Roger Bettles Sports Centre. Juniors use the Parklands Leisure Centre (a short bus ride away) for swimming lessons. Manor Road Sports Centre in Oadby is used for badminton and basketball, as well as sports days.

Music

The recently refurbished music area comprises dedicated sound proofed practiced rooms and a separate performance area. The Department features an impressive organ and industry-standard equipment, including keyboards fully loaded with Logic Pro X software, drum sets, electric guitars and three Yamaha U Series pianos. Alongside Music lessons, there is a wide range of extra-curricular opportunities for girls who want to develop their musical skills, including choir, orchestra, the rock group or the baroque trio, plus individual music lessons.

Drama

There are both academic and extra-curricular opportunities for the girls. The School takes part in the annual Schools Shakespeare Festival, and individual LAMDA classes are available, too.

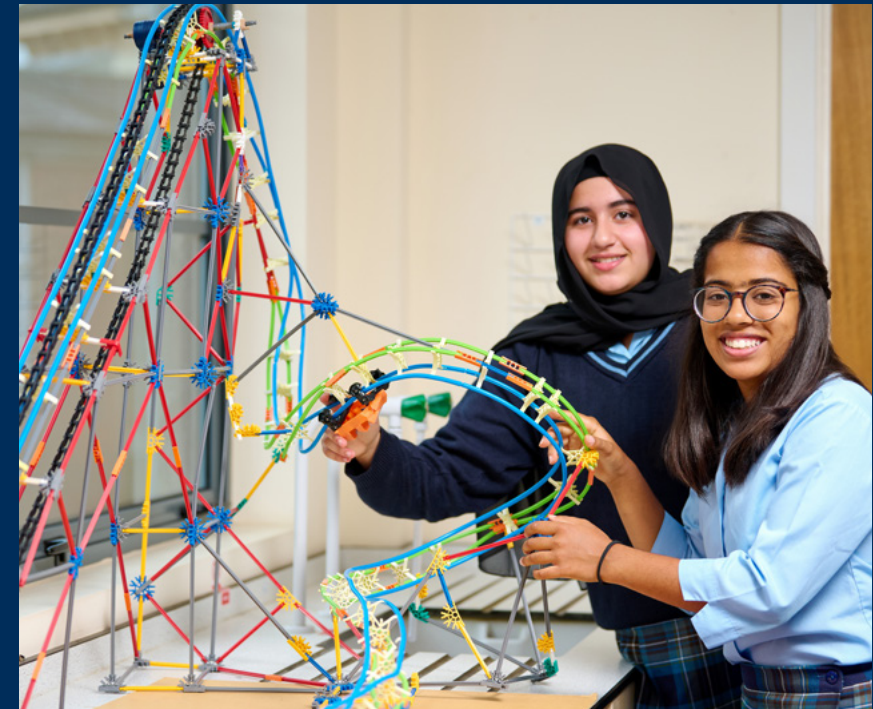
Once a year, the Seniors pull together all their musical and acting talents to stage a show, with previous productions including 'The Lion, the Witch and the Wardrobe' and 'Wind in the Willows'.

Art

The Art department is impressively well equipped with the latest laser cutters, Macs and digital design packages. The girls also benefit from a kiln, dark room and excellent printing facilities. Art is taught from Years 6–9 but is also available as an option at GCSE and A-Level, alongside Photography at A-Level.

Activities

LHS Enrichment offerings and activities for the Seniors are split into five themes: physical activity and sport, creativity and expression, STEM, environment and community, and personal development and wellness. There are plenty of traditional activities, from musical groups to sports like badminton, running, rounders and cricket, to the quirkier options, including robotics, astronomy, gaming, cosmetic chemistry and Mahjong. Juniors also benefit from a range of clubs and activities at lunchtime or after school, which can include anything from athletics to ballet and from gardening to taekwondo.





PASTORAL CARE

Pastoral care is central to school life at LHS. The School is a safe, nurturing and supportive environment where every girl feels valued, respected and empowered to thrive. The approach to pastoral care extends across all year groups, from Pre-School to Sixth Form, ensuring that all girls are well known, supported and guided throughout their time at LHS. Due to its small size, no girl can slip through the net.

In the Senior School, pastoral care is delivered through a structured and comprehensive support system comprising:

- **Form Tutor** – Provides day-to-day support and guidance
- **Head of Year** – Provides additional support and assists with academic or personal matters
- **Wellbeing Officer** – Plays a vital role in supporting students' welfare – with expertise in educational policies, child development, safeguarding, and welfare issues, they offer tailored assistance to girls who may need extra care and guidance
- **Assistant Head Learning Development & School SENCO** – Provides specialist assistance to those requiring further academic or personal support, ensuring access to the resources and support needed to succeed.

This **multi-layered approach** ensures that all students feel safe, supported and empowered throughout their Senior School journey.

THE WIDER LHS COMMUNITY

As a school at the heart of a vibrant community, there is active engagement in a wide range of public benefit activities that enrich the lives of students, families and the wider Leicester community. This commitment to giving back includes Seniors singing with the Leicester Philharmonic Choir at De Montfort Hall once a year, the school choirs entertaining residential homes, and the annual school carol service at St James the Greater Church.

Meanwhile, Sixth Formers help out with free weekend 'masterclasses' for girls from local primary schools, and every Wednesday morning during term time, LHS runs an interactive playgroup, providing a supportive space for local parents while encouraging early learning.

The School also opens up its facilities for the community to use and enjoy, with the gym, drama rooms and classrooms being used regularly by community groups, including ballet, taekwondo, performing arts, yoga and holiday clubs.

Charitable giving is particularly important to LHS, and the School raises funds for multiple causes, supporting both local and national organisations.





GOVERNANCE & LEADERSHIP

The Board of Governors consists of able and hard-working men and women who possess a broad range of experience and skills. They are dedicated to maintaining the School's high reputation and to improving the facilities of the School in order to meet ever-increasing educational standards and needs.

The School's Leadership team is currently headed by the Acting Headteacher and comprises:

- Acting Headteacher – Mr John Partridge, MA, NPQSL
- Acting Deputy Head – Mrs Constanze Wagner-Lees MEd, PGCE
- Head of the Junior Department – Mrs Sarah Davies BA/Ed
- Bursar – Ms Stefanie Shaw

THE ROLE

Job Description

The Head is responsible to the Governing Body in all matters relating to the management of the School.

The Head has a major strategic role in providing leadership and in implementing and developing school policy.

Leadership

- Provide strategic leadership
- Create and communicate a vision
- Develop a rolling strategic plan for the School's future development
- Work closely with the Governing Body in the development, implementation and promotion of the strategic vision of the School
- Define and maintain the ethos of the School
- Build, support and work with effective teams
- Lead the Leadership Team
- Initiate and manage change
- Plan the development and improvement of the School
- Maintain a safe, stimulating and responsive learning environment
- Promote excellence and innovation in teaching and learning to ensure both academic progress and the creative, physical, spiritual and social development of the students
- Keep abreast of developments which will have an impact on education (social, political, economic and technological)
- Keep up to date with national educational developments and publications

- Ensure curricular, extra-curricular and pastoral provisions meet the School's aims
- Provide opportunities for staff development
- Promote an orderly and purposeful atmosphere
- Work closely with the Bursar in reviewing the financial management of the School
- Promote the profile of the School locally and nationally
- Recognise business opportunities and explore new areas of growth, especially for attracting and retaining students.

Management (either directly, jointly or through devolved structures)

- Establish and maintain an effective management framework
- Select, appoint and develop teaching and support staff
- Provide structures to ensure staff wellbeing and professional conduct and development
- Promote self-discipline, good behaviour and a positive approach to learning
- Ensure all students are academically stretched and pastorally supported
- Ensure students receive appropriate advice in academic matters and career choices
- Establish systems to support all students through their LHS journey, including Management Information Systems after their LHS journey
- Allocate work to staff as individuals and teams and ensure its completion
- Through the School's Bursar, oversee the allocation and management of resources, including financial and infrastructure and all support staff in a commercially appropriate way
- Promote high standards in all areas of life

- Implement the statutory requirements in the fields of safeguarding, education, health and safety, child protection, employment, and inspection
- Evaluate standards of teaching and learning, ensuring that high standards of professional performance are established, appraised and maintained
- Keep abreast with changes in relevant legislation
- Ensure the School is inspection-ready and keep abreast of updates and changes to inspection frameworks.

Public Relations and External Liaison (either directly or through devolved structures)

- Market the School to ensure a high-quality public image and to achieve pupil number targets
- Liaise with other schools in the community, including feeder schools
- Represent the School in the community and nationally
- Act as a link with organisations such as GSA, ASCL, ISI, and ISC
- Strengthen links with GSA both regionally and nationally
- Maintain good relationships with parents
- Support extra-curricular activities
- Explore ways of developing commercial and fundraising activities.

Advice and Support

Act as a source of advice and support to:

- The Chair of Governors and Governing Body
- All staff
- All students
- All parents.

THE PERSON

Qualifications and Training

- A good honours degree (essential)
- A relevant postgraduate qualification and/or evidence of continuing professional development (essential)
- Experience of working in a leadership position within the independent schools sector (desirable).

Knowledge, Skills and Experience

- Demonstrate clear leadership and vision
- A capacity for strategic thinking coupled with excellent attention to detail
- Experience of academic management at middle or senior levels
- A sound understanding of the role of IT in tracking progress, reporting and other necessary academic and administrative processes
- Outstanding administrative and organisational skills
- Good verbal and written communication skills and the ability to address large audiences persuasively and with authority
- A track record in whole-school improvement
- A genuine interest in young people and the ability to communicate effectively with students of all ages
- An understanding of the need to safeguard young people and to protect their mental health and wellbeing
- A flair for marketing and understanding of the principles involved in promoting LHS to the wider community, including the use of social media
- The ability to work effectively with all stakeholders: Governors, staff, students and parents

- Up to date in compliance knowledge, including inspection requirements
- An outstanding teacher of a subject taught at LHS.

Personal Attributes

The successful candidate is likely to have some or all of the following:

- A charismatic personality with the ability to lead and inspire
- The ability to listen, empathise and show compassion
- The ability to operate independently and also to contribute to a team
- Energy, optimism and a creative approach to problem solving
- Excellent interpersonal skills
- Soundness of judgement and the courage both to make and to follow through with difficult decisions when necessary
- Stamina, resilience and a sense of humour
- The highest standards in terms of personal expectations and work ethic
- An appreciation and understanding of the importance of wellbeing for students and staff
- A collaborative approach to finding solutions
- Proactivity and ownership of issues/opportunities
- A warm and engaging person with a sense of fun, optimism and joy in education
- A commitment to the safeguarding of children and young people.





TERMS & CONDITIONS

- Full-time/permanent
- Salary dependent on experience and qualities of successful candidate
- Membership of defined pension contribution scheme, APTIS
- Private healthcare with BUPA
- Professional development
- Discounted school fees of 50%
- Subsidised meals
- Free car parking on site
- Discounts from local businesses through a Shop Local Card.

Safeguarding

The successful applicant will be required to become familiar with LHS's Safeguarding (Child Protection) policy, to comply with its requirements and to safeguard and protect the welfare of students.

All staff are asked to complete mandatory training on KCSIE (Keeping Children Safe in Education), the Staff Code of Conduct and other key areas and to read the relevant policies, as well as being aware of the identity of the Designated Safeguarding Lead and deputies.

All employment offers are made subject to checks which include an enhanced DBS, including children's barred list check, DfE teaching/management barred list checks, online searches, overseas criminal record checks, evidence of identity and right to work in the UK, satisfactory references, confirmation of medical fitness, evidence of qualifications and a check of previous employment history.

APPLICATION PROCESS

The search for a new Headteacher for Leicester High School for Girls is being led by RSAcademics, and the new post-holder will be selected by a panel chaired by Mrs Jane Carroll, Chair of Governors.

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

- Camilla Oulton, Search Consultant:
camillaoulton@rsacademics.com
- Sarah Evans, Senior Advisor:
sarahevens@rsacademics.com

Closing date: 10.00am on Thursday 9 October 2025.

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 Jane Carroll, 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) 204 6269 791.

The process is as follows:

- All applications will be acknowledged by email. If you have not received acknowledgement that your application has been received within two working days of sending it, please contact RSAcademics by telephone
- Preliminary interviews will take place with RSAcademics via Teams on Thursday 16 and Friday 17 October 2025
- Longlist interviews with the Governors' panel will take place at the School on Thursday 13 and Friday 14 November 2025
- Shortlist interviews with the Governing Body will take place at the School on Friday 21 November 2025.

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

Founded in 2002 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. 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.



Because the world needs schools to [thrive](#)

