



Headteacher

Required for September 2026
(or earlier by agreement)

Candidate Information

Welcome

On behalf of the Governing Body, I would like to thank you for your interest in the role of Headteacher of De La Salle College (DLS), which is part of the Institute of the Brothers of Christian Schools, Jersey Trust (DLSCT). We look forward to learning more about you and sharing information about our unique Catholic/Lasallian ethos and our remarkable staff and pupils. The appointment is for a September 2026 start, but an earlier start would be welcomed depending on the notice period of the successful candidate.

The post of Headteacher is a new role and reflects the joining of the DLS Primary School and DLS Senior School into a single organisation.

The DLSCT nurtures academic potential while building essential life skills within a Lasallian ethos, focused on the core belief that God endowed each of us with a unique set of gifts and talents. As a Trust, we believe in our shared Lasallian values and culture. Our founder, St John Baptiste de la Salle, established a religious community in France in the 18th century focused on allowing children to reach the true potential that God had for them. We are part of the Lasallian worldwide community educating over one million pupils annually. We firmly reject a 'one size fits all' approach to education and instead work on sharing our best practice and ideas with one another. This year, our Lasallian worldwide priorities are around environmental sustainability and social justice.

I am in my twenty-fourth year at DLS, working now as Head of College and CEO. It is a privilege and delight to lead our Lasallian community in Jersey. I am supported by a highly experienced Senior Management Team, and I am looking forward to working with a new Headteacher who will join and lead that team. The new Headteacher will have responsibility for the educational journey of all our enthusiastic, intelligent and caring boys, whether they are joining us in the Nursery or are in their final year of Sixth Form.

We are seeking an experienced individual with a proven track record of high-quality leadership able to join and inspire a strong team of motivated professionals. The successful candidate must have a deep understanding of effective leadership, a proven ability to market school values to potential students and a genuine desire to make a difference to existing members of our community. They must be able to work as part of a team to sustain a culture where staff and students enjoy learning and thrive.

I appreciate the time taken to assemble an application and thank you in advance for your interest in the post and our fantastic school. I hope this application pack will give you an insight into our organisation and look forward to welcoming you when you visit De La Salle College, Jersey.



Jason Turner
Head of College & CEO





History & Ethos

De La Salle College was founded in 1917 by the French De La Salle order to provide an education for the Catholic boys of Jersey. The DLSCT was established in 1986 when the Religious Brothers left the Island and established the first lay Head of College, supported by a Headteacher of the Primary School and a Headteacher of the Secondary School. As an integral part of the independent educational provision for the Island of Jersey, the school offers a dynamic, nurturing, faith-based education to boys who are open to the Lasallian educational experience. DLS is an all-through 3–18 college, and this new post of Headteacher has been created to allow the unification of De La Salle Primary and De La Salle Secondary Schools. There are, on average, 75 boys in each year group in the Secondary phase and 24 boys in each year group in the Primary phase.

From humble beginnings, the College in St Saviour has grown and developed into one of Jersey's foremost schools. Its history is proudly shared by generations of Island families, and, despite the rigours of educational reforms, war & occupation, and the natural evolution of teaching and pastoral care, the College continues to be driven by a determined passion for its founding principles to provide the best possible education to the pupils in its care.

DLS's distinctive Lasallian ethos is what makes us unique. The young men DLS nurtures are

outstanding ambassadors for the younger generation and invaluable contributors to the local community. 'Indivisa Manent', which translates into English as 'Undivided Remain', is both the school's motto and a core principle signifying inseparable brotherhood, with boys working together and the DLS community supporting every individual in its care.

The ethos and culture of the school create a palpably strong sense of community. It is a culture of caring for others, reaching for excellence by trying one's best, and recognising that success can be measured academically alongside a wide variety of other ways. The school is not academically selective but has very high expectations based on a belief that students respond well to encouragement and to challenge. DLS is recognised as an inclusive community devoted to Christian ideals of learning and raising the aspirations of each of its members to fulfil their potential in body, mind and spirit.

The Bailiwick of Jersey in the Channel Islands is a self-governing crown dependency, which has significant implications for its education system. Schools on the Island operate under Jersey Education Law, which differs from the UK. The school follows the Jersey Curriculum, which is based on the English National Curriculum but with adaptations that recognise Jersey's unique history, geography and political system.

The Opportunity

This new post provides a unique opportunity to help shape the structure and vision of the combined school at this exciting time of the DLSCT's development.

The role is a tremendous prospect for current or aspiring Heads with the skills, passion and personality to take on the role of Headteacher in a new single-structure school, reporting to Jason Turner in his role as Head of College and CEO. It is an exciting opportunity for an ambitious Headteacher to bring fresh ideas to the table and to take full ownership of the new role.

The new Headteacher will inherit a stable and dedicated staff who are highly talented and committed not only to academic progress and achievement but also to equipping pupils with the skills they need to succeed in finding purpose and joy in their lives. There is a wealth of experience in the DLSCT's central team led by Jason Turner.

The Governing Body, who are charged by the Trustees to have oversight of the school's ethos, is also incredibly supportive, experienced and passionate about enhancing opportunities for all students. The new Headteacher will receive support from the DLSCT in Finance, HR, Staff appointments, Premises, IT, GDPR, Alumni and Timetable/Inspections to allow him or her to focus on providing existing and new students with the best educational experiences.

The College had a successful ISI Inspection in May 2025; the full report is available on either the College or the ISI websites.

The Governors are looking to appoint a practising Catholic who will promote and personify Lasallian values and share the school's commitment to safeguarding and the welfare of the young people in its care. The person appointed must be in full communion with the Catholic Church.





Location & Facilities

Located on the Island of Jersey, London is only 30 minutes away by air, and France is a mere 12 miles to the east. Jersey is a unique and beautiful place to live and work, particularly for those who enjoy an outdoor lifestyle.

The DLS grounds in St Saviour are set on a hill overlooking the Island's principal town of St Helier. The school is centred around a beautiful Victorian villa, The Beeches, that now serves as the main administration block.

The campus has developed on the woodland and lawns of the original estate and comprises buildings from the 1930s to the very recent. Classrooms are roomy, light and very well-equipped.

The Beeches building has always been at the heart of the College grounds, and while numerous updates and expansions have

taken place over the last century, the College continues to modernise the campus to meet the evolving needs of the students and community. Renovations completed recently encompass five key areas:

Junior School

The Junior School is now in the heart of the College, in a dedicated facility that includes modern classrooms and an advanced ICT centre. This move placed the youngest students into the geographical centre of the College campus, reflecting a seamless educational journey from Pre-Reception right through to Sixth Form.

Sixth Form Centre

The Sixth Form benefit from a purpose-built centre, featuring new common rooms, a kitchen/dining area, an ICT centre, a work room and a specialist A-Level art studio.



Theatre

A lecture and performance theatre available to the whole College is located within the Sixth Form Centre. This multi-functional space serves as a hub for both academic lectures and artistic performances.

Learning Resource Area

A comprehensive Learning Resource Area and wellbeing space, including a quiet prayer space in the new chapel, a 'Good Companions' conversation space in the Learning Support Centre, and a Lasallian club room equipped for video games, table tennis and social interaction has been developed.

Welcome Area

A new visitor welcome area, with a main reception for the whole College, featuring a welcoming waiting area and modern meeting and conference rooms is now fully operational. Furthermore, pedestrian areas around the College have been expanded, enhancing accessibility and safety for all.

Staff Development

The school's teachers and support staff are its most valued resource, each equally valued as integral parts of the DLS team. There is a real camaraderie among colleagues who work hard and celebrate their successes together. Currently, there are 53 teaching staff (including three for EYFS) and 43 support staff.

The majority of teachers have been in post for 5–15 years, but there is a small turnover each year, usually for promotion or retirement. Morale is high, and staff work in department or faculty groups with similar subjects grouped together. Most staff are required to be House tutors.

Opportunities for professional development off the Island are largely exam board-specific; the school also utilises a range of providers to offer different forms of training on the Island. In-house training is also offered, and the school dedicates four INSET days per year plus fortnightly twilight sessions to INSET. Professional Learning Groups, led by staff for staff, and calendared 'Good Practice Weeks', which enable staff to learn new ideas and skills from each other through training sessions and classroom observations, all contribute to our focus on a constantly learning community.





Curriculum, Results & Destinations

In the Primary School, the EYFS curriculum is planned against Development Matters and Early Learning Goals under the direction and oversight of the Head of Infants. Children in Key Stages 1 and 2 follow the National Curriculum (Jersey), which very closely follows the English National Curriculum. This ensures that they are taught a broad range of subjects while developing essential literacy and numeracy skills from an early age. Throughout KS2, students are taught specialist subjects such as Music, MFL and DT by Secondary staff in Secondary specialist rooms.

Year 6 is a transition year, and the boys are given more opportunities for specialist teaching. They spend 50% of their learning time in Primary, developing their learning and leadership skills in familiar surroundings; the remainder of their learning time utilises the specialist facilities and staff at the Secondary School – from Science in the labs to Art and Drama in the studios and workshops. This provides the boys with excellent opportunities to extend their skills with subject specialists, and Year 6 acts as a great 'best of both worlds' springboard into Key Stage 3 learning from Year 7 onwards.

The Senior curriculum is unashamedly focused on giving boys the best opportunities to achieve the highest attainment and have a broad subject experience. During Year 9, students prepare and commence GCSEs with a core curriculum of Religious Studies, Maths, English, Games and Science subjects and a further five option subjects which they are free to select. This three-year KS4 model was scrutinised by ISI in 2022, and they agreed it was a model that best suited DLS students.

In the Sixth Form, students have access to a wide range of study opportunities, including both A-Level subject-based qualifications and BTEC vocational qualifications. Further A-Level studies can be accessed through the Consortium of schools that includes Jersey College for Girls and Beaulieu Convent School. Sixth Form students are also actively involved in the Lasallian worldwide outreach programme called the Leavening Project, which develops independent research skills and engagement with the third sector in preparation for life beyond the school.



For a school that does not academically select its students, public examination performance is outstanding. At all levels, pupils achieve excellent results relative to their ages, starting points, abilities, and needs.

2025 GCSE results:

- 100% of students gained at least five GCSE pass grades
- 83% achieved at least five GCSE 9–4 pass grades
- 81% achieved the Gold Standard (five 9–4 grades inc. English and Maths)

2025 A level and Level 3 qualification (A level & BTEC) performance:

- 33% were pass grades at A* or A (Distinction* or Distinction at BTEC)
- 50% were pass grades at A* to B (Distinction* or Distinction at BTEC)

- 79% were pass grades at A* to C (D*, D and Merit at BTEC)
- 97% were pass grades at A* to E (D*, D, M and Pass at BTEC)

DLS students enjoy notable success in applying to study towards university degrees and vocational qualifications or in securing jobs with local firms. The vast majority of Sixth Form leavers continue into Higher Education in the UK, although there is a growing trend for students to remain on-Island to attain a degree or other professional qualification. The school has fostered an excellent relationship with the Russell Group universities and also provides outstanding support for students applying to study elsewhere, including the USA and other European countries. For those students who wish to access local financial establishments we support them to a route of work placements combined with Higher Education.

Sports, the Arts & Activities

Sports

DLS is proud of its record of sporting achievement, with several current and recent students being members of county, regional & national teams, having competed at individual championships from regional level all the way through to Commonwealth and Junior World Championships. The school has extensive sports facilities and partners with the Government of Jersey to access additional facilities for games and swimming lessons.

Boys have the opportunity to represent the school in competitive rugby, cricket, basketball and football fixtures, as well as at athletics and cross-country events. Other sports on offer to all students include swimming, table tennis, badminton, tennis, gymnastics, trampolining, weight training and outdoor and adventurous activities. Older boys are also offered more leisure-based options such as golf, padel tennis and ultimate frisbee. Beyond the curriculum offer, pupils may also access after-school clubs such as Brazilian soccer and Samurai kickboxing. Older Junior students can access after-school sports clubs (cricket, trampolining, etc.).

Elite athletes are supported through a bespoke programme of masterclasses with experts in sport, performance and nutrition, inspirational visits to professional facilities, and a customised timetable to accommodate individual coaching and international travel. An extensive programme of annual sports tours, including those to Guernsey, Malta and Switzerland, further challenges DLS sports teams beyond the domestic limits of the Island.

Music

The school has enormous breadth and depth in its musical offering. The knowledge, skills and understanding demonstrated by pupils, whether those taking externally accredited examinations, those studying Music at GCSE and A-Level, or those involved in musical productions and performances, always demonstrate excellence in every aspect of Music. The school has seven dedicated Music peripatetic teachers providing 58 Music lessons per week. Concerts, events and community arts projects are performed at the school and in professional venues around the Island.



Drama

The Drama department creates a learning environment where pupils can explore the world and their relationship to it, as well as developing self-awareness. Through Drama, pupils enhance their stagecraft and technical skills and are encouraged to develop on a social, moral, linguistic and creative level.

Activities

A wide range of extra-curricular activities is provided for all from EYFS to the Sixth Form. The school has a thriving Duke of Edinburgh Award Scheme and Enrichment Programme. Alongside the weekly clubs and activities, boys enjoy a number of extra-curricular opportunities to broaden their experience and develop life skills, including:

- A Gifted and Talented programme designed to ensure students can excel academically and enjoy opportunities to develop soft skills.
- Drama and involvement in school productions.
- Music, including teaching from peripatetic staff and a wide range of performance opportunities.
- Leadership opportunities as part of the Sixth Form Leadership Team.
- World Challenge.
- Young Enterprise.
- Language trips to Spain and France.
- Preparation for higher education, including Russell Group university application.
- Participation in youth conferences.
- Work shadowing and mentoring from leaders in business.





Pastoral Care, Wellbeing & Student Leadership

Often identified as the jewel in the school's crown, DLS prides itself on having outstanding pastoral care and a reputation for nurture and support in line with its strong underlying Lasallian values. Staff with professional qualifications, including ELSA, look after the wellbeing of the boys. The chaplaincy team support students in education, training and recreation by offering encouragement and guidance. The aim of the chaplaincy team is to provide a whole-life perspective on events that impact on students. The school also employs a Counsellor.

Pastoral care is largely led through the House system, with Heads of House playing a central role in supporting tutors and coordinating a proactive, supportive approach to student wellbeing. A year-long 'Theme of the Week' programme, delivered through House time, targets relevant and current issues affecting young people, reinforcing the school's values and expectations.

The PSHE curriculum and assembly programme are regularly reviewed to ensure alignment with these themes and to address emerging issues such as online behaviour, peer relationships and safeguarding. Targeted intervention work covering emotional, social and behavioural needs is a key element of the school's approach, ensuring early and effective support for pupils across all year groups.

The wellbeing team enhances the inclusive, caring and supportive nature of the DLS community by positively promoting good mental health and wellbeing (social, physical, spiritual and mental) as the foundation for academic success and a great Lasallian experience. There is a whole-school approach to student health and wellbeing which requires the SLT, academic departments, safeguarding leads, staff, student ambassadors and students themselves to share responsibility, get involved and contribute to wellbeing.

The Sixth Form Student Mentor Programme provides an invaluable opportunity for older students to support and inspire younger members of the school community. Sixth Form volunteer on a term-by-term basis, offering guidance, encouragement, and practical coaching, particularly in areas where they have demonstrated significant skill and dedication.

The Head and Deputy Head Boys lead a Student Leadership Team of Prefects who support the staff with managing key events, speaking as role models of the school at Open Day or during Prize Giving ceremonies, meeting and greeting both current and prospective parents. Student voice is an important driving force in the school.



Wider School Community

DLS exploits its excellent links in the wider community through its Alumni, the current parent body and the positive relations that are nurtured and maintained with local businesses, charities and service providers to provide ongoing networking opportunities and talks to inspire students.

The Jersey Curriculum also provides many opportunities to develop the pupils' awareness of public and social institutions and services, together with local and cultural aspects of significance. Pupils are also involved in charitable events to contribute to local and wider society, such as a carol-singing visit to a local nursing home, charitable presentations and giving linked to CAFOD, involvement in the Jersey Swimathon for Lions Charity and the Primary Walk charity event.

The DLS Alumni is highly valued and supported by the Lasallian Society, which is in regular contact with past pupils of the College, whether they be recent leavers or students from the era of Brother Edward, the first Headmaster. The community is family-oriented and regularly celebrates being part of the worldwide De La Salle Community.





Governance & Leadership

The Trustees of DLSCT are members of De La Salle Order (The Brothers of the Christian Schools). Responsibility for the school is delegated to a Board of 12 Governors with six appointed by the De La Salle order, four by the Catholic Diocese of Portsmouth, one staff and one parent. The Board is Chaired by Steven Meiklejohn.

The Senior Leadership Team currently comprises:

- Jason Turner – Head of College (Chief Executive Officer)
- Jason Turner (Acting Headteacher)
- Kevin McGinty (Curriculum & Pupil Progress)
- David Sharrock (College DSL, Safeguarding & Premises)

The Senior Management Team, which will be led by the new Headteacher, comprises:

- Mark White (Primary DSL, Primary Departments, PSHE, RSE, SEND)
- Simon Barrett (Non-core curriculum subjects & SIRO)
- Adam Cook (Secondary DSL, Pastoral & Pupil Behaviour)
- Tracey Townsend (Core curriculum subjects & Training)
- Tim Silvester (College pupil recruitment & retention)

The Role

Post Title: Headteacher

Reports To: Head of College and Chief Executive Officer of the DLSCT

Role Purpose: The Headteacher is responsible for the operational leadership and day-to-day management of this 3–18 single-sex Catholic day school. Reporting directly to the Head of College and CEO of the DLSCT, the Headteacher will ensure the smooth running of DLS while fostering an environment of academic excellence, pastoral care and holistic development. This role requires a strong leader who is committed to upholding the School's Lasallian ethos and its Catholic values and traditions, while contributing to the overall strategic vision set by the DLSCT.

Key Responsibilities:

These fall under six areas:

Educational Leadership

- Lead and manage the academic, co-curricular and pastoral programmes at DLS, ensuring the highest standards of teaching, learning, and pupil development.
- Oversee curriculum planning, integration and delivery across all Key Stages, fostering innovation and ensuring that educational provision exceeds national standards.

- Promote a culture of continuous improvement, encouraging staff to engage in professional development and adopt best practices in education.
- Ensure that the school provides a well-rounded education, balancing academic achievement with creative, sporting and personal growth opportunities.

Operational Management

- Oversee the day-to-day operational activities of the school, ensuring that all departments function efficiently and cohesively.
- Ensure that all school policies, including safeguarding, health and safety, and pastoral care, are implemented effectively and consistently.
- Manage school admissions, including the recruitment and retention of students to the school.
- Ensure high-quality teaching and support staff.
- Liaise with parents to strengthen relationships, address concerns and build trust.

Pastoral Care

- Ensure a nurturing, supportive and safe environment for all students, with a focus on their wellbeing and personal development.
- Lead the pastoral care team to provide robust systems that safeguard the emotional, mental, and physical wellbeing of all students.
- Foster a culture of respect, ensuring that the needs of all students are met in a supportive and caring environment.

Community & Stakeholder Engagement

- Act as the key point of contact for parents, fostering positive and productive relationships with families and ensuring regular communication on all aspects of school life.
- With the Head of College/CEO, represent the school at internal and external events, ensuring a visible presence within the school community and beyond.
- Strengthen relationships with the Catholic Parish and Lasallian network, ensuring alignment with their values and mission and participating in relevant activities.

Collaboration with Executive Leadership

- Work closely with the Head of College/CEO to implement the strategic vision for the DLSCT.
- Provide regular updates and reports to the Head of College/CEO and the Board of Governors on key areas of school life, including academic performance, pupil wellbeing and operational efficiency.
- Deputise for the Head of College/CEO in his absence.

Safeguarding & Compliance

- Ensure that all statutory and regulatory requirements, particularly those related to safeguarding and child protection, are met and maintained to the highest standards.
- Oversee, with the Head of College/CEO, inspections and ensure compliance with the Independent Schools Inspectorate (ISI) and other relevant regulatory bodies.



The Person

Qualifications

- An honours degree, possibly with further qualifications or degrees.
- Possession of a National Professional Qualification for Headship (NPQH) would be desirable.
- Evidence of professional development and career progression.

Professional Competencies

- Strong evidence of excellent leadership and proven management experience at a senior level, preferably within a through-school environment.
- High-quality teaching experience in either the primary or secondary curriculum.
- A recognition of the challenges of whole-school management across the full 3–18 age range.
- A capability to lead and motivate staff and pupils.
- An understanding of the importance of the appraisal and development of staff.
- Evidence of enabling pupils with a wide range of abilities to achieve the highest possible academic standards.

- An ability to innovate in order to bring about benefits for the school and its pupils.
- Good strategic planning skills and an understanding of the financial management of a school.
- Good knowledge of the application of ICT within schools, both as part of the curriculum and as a management tool.
- First-class written and oral communication skills.
- In-depth understanding of the key education issues and developments from EYFS to Sixth Form education and a desire to improve teaching and learning at all levels.
- A willingness to understand and operate within the distinctive features of the education system and curriculum in Jersey.
- An ability to run an inclusive Christian school community with a distinctive Catholic ethos.
- Experience of leading and developing a team of people, including senior teaching staff.
- A thorough understanding of the Headmaster's responsibilities in relation to safeguarding and child protection issues and a clear commitment to delivering best practice in safeguarding. (N.B. Overall responsibility for safeguarding rests with the Head of College and the DSL, who reports to him).
- Knowledge of the relevant regulatory and inspection frameworks and best practice in all areas.
- Experience of PR, marketing and fundraising in an educational context.

Personal Qualities

- The drive, energy and enthusiasm to meet the challenge of leading the school.
- Excellent interpersonal and communication skills and the ability to work purposefully with pupils, former pupils, parents, staff, the Head of College/CEO and Governors.
- The presence and confidence to be able to represent the school effectively to a wide variety of constituencies.
- A high intellectual calibre with a good academic background and an open-minded approach to new ideas.
- A strategic outlook and a collaborative style of management.
- The ability to direct, support, and delegate with confidence.
- Integrity, character and optimism supported by a good sense of humour.
- A personal commitment to the Catholic faith demonstrated by being in full communion with the Church.
- Supportive of the five core Lasallian values and understanding of how they can successfully shape the life of the school and its pupils.
- A personal commitment to the academic, cultural and sporting life of the school.
- Ability to drive and manage change effectively and sensitively.
- Empathy for independent education and co-education.





Terms & Conditions

The successful candidate will receive a generous salary commensurate with experience and a package including:

- A generous relocation package to facilitate the new Headteacher's move to the Island. This can be used for any items that will support relocation, such as ferry travel, etc.
- For those not already resident on the Island, the Headteacher will be provided with either accommodation in a property owned by the College rent-free or a £1,000 (PCM) accommodation grant.
- Support and advice throughout the process of letting or purchasing property on the Island.
- The successful candidate will need to have permission to live and work in Jersey, which is part of the British Isles but not part of the United Kingdom. British citizens will automatically be granted indefinite leave to live and work on the Island, and EU citizens are likely to have little difficulty in obtaining such permission, but those from elsewhere need to have an existing visa to live and work in Britain to apply for this post.

Application Process

The search for a new Headteacher of Primary and Secondary for De La Salle College is being led by RSAcademics, and the new post-holder will be selected by a panel of Governors and Mr Turner. The panel will also include the Diocesan Adviser to the Bishop of Portsmouth, the DLST SIP (School Improvement Partner) and a representative of the De La Salle Order.

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

- Sarah Glencross, Head of UK Senior School Appointments:
sarahglencross@rsacademics.com
- Angela Short, Head of Search:
angelashort@rsacademics.com
- James Fowler, Senior Advisor:
jamesfowler@rsacademics.com

Closing date: 10:00am on Thursday 13 November 2025.

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

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 Jason Turner. The letter should explain your reasons for applying.

If you have any questions about uploading your application documents, please contact Alison Hooper, Project Coordinator (Leadership Appointments), at applications@rsacademics.com. Alison can also be reached by calling our Head Office on +44 (0) 204 6269 791.

The process is 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 acknowledgement that your application has been received within two working days of sending it, please email us at applications@rsacademics.com or contact us by telephone at +44 (0) 204 6269 791.
- Preliminary interviews will take place with RSAcademics via Teams before 21 November 2025.

- Longlist interviews with the Governors' panel will take place via Teams on Friday 28 November 2025.
- Candidates who are shortlisted for final interviews will be required to undertake a personality test with a professional consultant.
- Three references will be taken for all shortlisted candidates.
- On Thursday 11 December 2025, shortlisted candidates will be invited to visit the school for a familiarisation visit and to meet Mr Turner informally.
- Shortlist interviews with the Governing Body will take place at the school on Friday 12 December 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.



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