



Heathfield School Ascot

Appointment of Deputy Head (Academic)

September 2024 start

Welcome to Heathfield

Heathfield is a warm and welcoming school, an inclusive community which puts its students at its heart. As an intentionally smaller school, we can genuinely focus on individuals, supporting and inspiring them to strive and achieve. Everyone is known and important here, and the school celebrates the achievements of every girl. Eleanor Beatrice Wyatt founded Heathfield in 1899, to enable girls to ‘see the sky’. This remains our mission today, amidst the different challenges of the Twenty First Century.



As we approach our 125th anniversary, history and tradition remain important to us. However, Heathfield is a forward-thinking school. We continue to evolve, striving to provide an education that is both truly outstanding and overwhelmingly relevant. I have a clear, creative, and ambitious vision for the school and am looking to continue to build an outstanding team who share this commitment.

The greatest asset of any school is its staff. We are building a team of extraordinary people, a community united in its mission to do the very best for every pupil. Our personalised and individual approach is central to make sure that every girl is happy, confident and ambitious. This is what enables them to reach their academic, social and emotional potential.

Academic achievement is central to our purpose. We are looking for an exciting and able colleague to drive the next stage of academic development. This is not a place for people who want to do what they have always done: it is a dynamic environment in which capable and caring people do innovative things that make a real impact. If that it you, I would welcome your application, and look forward to meeting you.

Sarah Rollings
Headmistress





Heathfield School

Heathfield is a vibrant independent boarding and day school for girls. It is a member of GSA and BSA. There are approximately 250 pupils, aged 11–18, approximately 60% of whom are boarders. Recent developments in the boarding model have created a modern, integrated community of full and weekly boarders, alongside day girls. The result is a warm, inclusive and friendly community, where all can flourish.

The School occupies an attractive, 36 acre, site on the edge of Ascot. Extensive outdoor spaces and woodland provide an inspiring, rural environment, though only half an hour from Heathrow airport and on a direct train line to Central London.

Resources for learning are excellent, and constantly evolving. A modern theatre was completed in 2009, followed by a STEM Centre in 2015. Most recently, the new, multi-million pound Cadogan Sixth Form Centre has provided dedicated learning accommodation for A Level students, alongside the most modern of social spaces.

Technology is embedded within the academic life of the school, including through a multi-media recording studio. All pupils use devices.

There are extensive facilities for sport and exercise. In addition to playing fields, there is a Sports Centre including modern fitness gym, dance and spin studios alongside a 25m indoor pool. Wellbeing has a high profile in the life of the community.

There is an extensive programme of co-curricular activities, in which all girls are encouraged to take part. This includes a vibrant and varied programme of weekend activities in which both boarders and day girls participate.

Academic Life of the School

Heathfield provides a warm and nurturing academic environment, in which girls of all ages and abilities can flourish and achieve. This ambition is consistently reflected in exam results, which exceed expectations. Value Added scores are outstanding, and the School has a clear aspiration that all pupils should significantly surpass the predictions of their CEM Yellis baseline tests.

Exam results are excellent. In the summer of 2023, 30% of A Level entries were graded A*/A and 80% A*-B. At GCSE, 26% of all grades were 8 or 9.

Classes are small, with an average pupil to teacher ratio of 5:1. This enables teachers to know the girls well, and to support learning on an individual basis. Personalised learning plans, combined with regular monitoring and reporting, establish an environment where all can succeed. The School's innovative positive psychology-based 'Flourishing' programme, timetabled within the curriculum for all pupils, supports wider personal achievement.

Most girls take 9 or 10 GCSE subjects, from a wide range on offer. There are currently 23 subjects available at A Level, ensuring small sets and individual attention. Most girls take 3 A Levels, though some take a 4th and others include a vocational qualification. The School seeks to find the optimal individual programme for each pupil.

Beyond exams, all students study an additional Sixth Form pathway, selecting EPQ, Maths for Scientists or Massive Online Open Courses. All engage in leadership training and choose from a range of academic enrichment sessions through the bespoke Horizons programme.





Teaching at Heathfield

Heathfield provides an environment which encourages teachers to strive, thrive and innovate. They are expected to be aware of developments in their subject, and be prepared to reflect and adapt their approaches in a constant search for marginal gains. Teaching and learning strategies are evidence-based. This is supported by @HeathfieldLearn, a teaching and learning bulletin issued half termly, which has a focus on the application of research findings to classroom practice.

The School aspires to develop this approach further, and the incoming Deputy Head (Academic) will be expected to take a lead in promoting interest in, and commitment to, contemporary pedagogy, working with colleagues in the Academic team. The scale of the school, together with its atmosphere of creative approach, enables transformative impacts to be quickly achievable.

A culture of curiosity is promoted, which encourages pupils to question and explore the world around them. They are taught to critically reflect on their learning, understand principles of scientific enquiry, and engage in research. All year groups receive dedicated lessons aimed at enabling them to acquire habits and strategies for lifelong happiness, wellbeing, and success.

Teachers are expected to be committed to their own professional development. They are given the opportunity to participate in a middle leaders' programme, which provides participants with the skills and awareness to lead whole-school initiatives.

Heathfield School has its own salary scale, based on qualifications and experience. Additional benefits include a contributory pension scheme, Personal Accident Insurance, Employee Assist Programme, and meals during term time. Daughters of teaching staff who attend Heathfield do so at significant discounts.

The Role of the Deputy Head, Academic

This vacancy arises as the current post holder is moving on to take up a new position in another school, after eight years of outstanding service.

It is an exciting time to join Heathfield in a senior position. Alongside the Deputy Head (Pastoral and Boarding), the successful candidate will be a key member of the Senior Leadership Team, reporting directly to the Headmistress. They will be a leader with vision, having experience of curriculum development and organisation, and an ability to inspire, to think flexibly and to work effectively as part of a team.

Above all, the appointed person will be responsible for developing and articulating the academic vision for the school. They will ensure that each pupil is supported and extended to develop a genuine love of learning and to fulfil their academic potential. This will include providing strategic leadership, operational design and management of the curriculum, and overseeing and developing teaching and learning throughout the school. An early review of existing courses, programmes and processes will be an important part of the role.

The successful candidate will play a key role in academic staff recruitment, induction and professional development. They will oversee, and ultimately be responsible for, the work of the timetabling team, for assessment and examinations, and reporting. Administrative support is provided.

The Deputy Head (Academic) works closely with all members of the SLT and will assist the Headmistress in leading and managing the school, deputising for her when necessary. They will act as line manager for several key members of staff, including department leaders. SLT members participate in a pastoral duty rota.





Person Specification

The School welcomes applications from aspirational, enthusiastic and committed educational practitioners who are seeking to further their careers and who believe that they can make a positive impact on young lives.

The successful candidate will have relevant experience of leadership in an educational setting, with knowledge of current trends in research, pedagogical best practice, and the use of technology and AI. This will include the current and future landscape of UK secondary qualifications and examinations. They will have a strong track record of leadership and management, probably including some experience of implementing change, and a record of success in raising levels of achievement at GCSE and A level. They will have a deep concern for the achievements of children and willingness to drive improvement at every level.

The School encourages applications from teachers of varying backgrounds. The appointed person may currently be an Assistant Head, Director of Studies or similar. However, ambitious and forward thinking Heads of Departments are also welcome to apply, as are candidates from other types of schools. The most important qualities are the desire to make an impact, and to help all girls to achieve. A genuine interest in teaching, learning and assessment is essential.

The Deputy Head (Academic) will be an outstanding communicator, an effective organiser, and an empathetic leader.

The successful candidate will have a good university degree and qualified teacher status, possibly with higher qualifications. A record of continued professional development will be expected. They will teach a much-reduced timetable of any subject offered by the school, and play an active part in the rich co-curricular offering, according to enthusiasms and experience.

Application Process

Heathfield School is working with ICE Education on this appointment. It is being led by Richard Biggs, former Head of King's College. Prospective candidates may arrange a preliminary discussion to learn more about the opportunity, by emailing Richard on richard@ice-education.co.uk.

Applications should be submitted on the school's forms, which can be accessed by [clicking here](#). The completed form should be accompanied by a letter of application (not more than 1000 words) addressed to Sarah Rollings, Headmistress. Applications should be submitted by email to recruitment@heathfieldschool.net.

The closing date for applications is Wednesday 14 February.

It is anticipated that longlist interviews will take place at the School on Tuesday, 20 February with shortlisted candidates invited to a final selection process on Friday, 23 February. Any candidates currently working overseas will be expected to attend the final round in person.

The School reserves the right to make an appointment at any stage during the process. Early applications are therefore encouraged. Right to Work in the UK is essential.

Heathfield School is committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Enhanced Disclosure and Barring Service check.

Heathfield School is an equal opportunity employer, committed to diversity and the creation of an inclusive environment for all employees. Employment selections are made according to suitability for the post, irrespective of background or protected characteristic.





Heathfield School
Ascot

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