



Candidate Information Pack

Deputy Head Academic

Full-time

Starting September 2027



Farleigh School, Red Rice, Andover, Hampshire SP11 7PW

www.farleighschool.com | 01264 710766

Welcome from Fr Simon Everson, Headmaster



Thank you for your interest in the key position of Deputy Head (Academic) at Farleigh School.

Farleigh is a thriving and exceptional school for over 425 boys and girls aged 2 to 13. It is a wonderful place to work, where every member of staff plays a vital role in creating a happy, energetic and nurturing environment for our pupils.

We are proud of our dedicated colleagues, ambitious standards and commitment to providing the very best for every child. Supported by a loyal and engaged parent community, we strive to help our pupils grow into confident, kind and thoughtful young people, ready for the opportunities ahead.

I hope that you enjoy finding out a little bit more about the role of Deputy Head (Academic). If you would like an informal discussion about the position, please call Deborah Jones, the HR Manager, on 01264 710766.

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About Farleigh

Farleigh School is a thriving co-educational prep school for day and boarding pupils aged 2 to 13, set within 70 acres of beautiful Hampshire countryside.

A leading Catholic school welcoming families of all faiths and none, Farleigh combines excellent teaching, outstanding pastoral care and a wealth of opportunities for children to grow in confidence and discover their talents.

"I wouldn't hesitate to send my children to Farleigh. It's the perfect blend of everything you could hope for in a school."

Tatler Good School Guide, 2027

Our Location & Surrounding Area



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Role Specification

The Deputy Head (Academic) is a key member of the Senior Management Team, and is responsible for the strategic development, leadership and management of teaching, learning and academic standards throughout the school. As a reserved role, the successful candidate must be a Practising Catholic and will promote academic excellence while ensuring the school's Catholic ethos and values are embedded in all aspects of educational provision.

The Deputy Head (Academic) will oversee curriculum design and delivery, assessment and reporting, staff development, academic tracking, educational innovation and compliance with inspection requirements. Working closely with pupils, staff and parents, the Deputy Head (Academic) will ensure that every child is supported and challenged to achieve their full potential within a nurturing and aspirational environment.

The Deputy Head (Academic) will deputise for the Headmaster if the Head of Prep is unavailable.

Key Responsibilities (a full breakdown can be provided on application to hr@farleighschool.com):

- Strategic Leadership - lead on academic matters within the SMT and across the school
- Teaching and Learning - lead, monitor and evaluate teaching and learning across the school
- Curriculum Leadership - lead the design, implementation and review of the curriculum
- Assessment, Reporting and Tracking - lead the monitoring and development of pupil progress
- Staff Leadership, Development and Wellbeing - to line manage HoDs and academic staff
- Scholarship and Senior School Transfer - lead scholarship / senior school entrance preparation
- Catholic Ethos - uphold and promote the Catholic mission, ethos and values of the school
- Safeguarding, Compliance, Pastoral and Boarding - ensure the highest standards
- External Relations and School Development - support marketing, admissions and business development

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Candidate Specification

Essential

Qualifications

- Qualified Teacher Status (QTS) or equivalent teaching qualification.
- A degree in a relevant subject.
- Evidence of continuing professional development.

Experience

- Significant successful teaching experience of Key Stage Two and Three within a prep/Independent setting.
- Significant leadership experience within a school environment.
- Experience of curriculum development and academic leadership.
- Experience of monitoring teaching and learning.
- Experience of analysing pupil performance data to improve outcomes.
- Experience of working with staff and being assertive in ensuring high teaching standards are maintained.
- Experience of working effectively with parents.

Knowledge and Skills

- Excellent understanding of curriculum and assessment.
- Strong understanding of effective pedagogy.
- Knowledge of inspection frameworks and educational compliance requirements.
- Outstanding communication and interpersonal skills.
- Ability to inspire, motivate and develop staff.
- Strong organisational and strategic planning skills.

Personal Qualities

- Practising Catholic with a commitment to the Catholic ethos and mission of the school.
- Integrity, warmth and professionalism.
- Resilience and adaptability.
- Collaborative leadership style with a willingness to innovate.
- High expectations of self and others.
- Commitment to safeguarding and promoting the welfare of children.
- A sense of humour with a low-ego, team-player approach.

Desirable

- Experience within an independent preparatory school.
- Experience of boarding education.
- Experience of Common Entrance, scholarship preparation and senior school admissions.
- Experience of the ISI inspection processes.
- Experience of the Catholic Diocesan Inspection process.
- Awareness of Key Stage One and Early Years' curriculum content.

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Salary, Benefits & Application Process

The successful candidate will receive a remuneration package which includes:

- A competitive salary based on the skills, experience and qualifications at time of appointment
- Membership of the school's APTIS pension, life assurance and income protection schemes
- Half day off each week during term-time
- Access to Employee Assistance Programme and retail discounts
- Family accommodation on the school site is available
- Free school meals during working hours during term time
- Professional Development Support
- Free car parking
- Supportive colleagues and an outstanding working environment
- A beautiful setting in which to work
- Access to staff social events



How to apply

To apply for the role of Deputy Head (Academic), please complete the application form and return it to Deborah Jones, the HR Manager at hr@farleighschool.com. Applications will be accepted until the position is filled, therefore early application is encouraged.

Key Dates

Closing date for applications: 10.00am on Wednesday 21st October 2026

First stage interviews will be: Week commencing 9th November 2026

Second stage interviews will be: Week commencing 23rd November 2026 (tbc)

Start date: 1st September 2027

The school reserves the right to call applicants to interview and make an appointment before the application closing date.

Safeguarding, Equality, Diversity and Inclusion

Farleigh School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful applicant must be willing to undergo appropriate Child Protection Screening, including references from past employers, an enhanced DBS disclosure and an online search in line with safer recruitment.

Farleigh School is a co-educational organisation that believes strongly in equal opportunity for all.

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FARLEIGH



Farleigh is a truly special place to work. From its beautiful setting to its supportive and dedicated staff team, there is a strong sense of purpose and community that makes coming to work each day both enjoyable and rewarding.

Current member of staff



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For any further information about this role or other roles please contact
HR Manager, Deborah Jones hr@farleighschool.com

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