
King's High School
SPIRITUS REGET
THE SUNDAY TIMES
SCHOOLS GUIDE
2024
TOP INDEPENDENT SCHOOL
FOR ACADEMIC PERFORMANCE
IN WARWICKSHIRE
AND WORCESTERSHIRE
COMMENDED 2026
INDEPENDENT
SCHOOLS
OF THE YEAR
AWARDS
IN ASSOCIATION WITH
schoolblazer
FINALIST 2024
INDEPENDENT
SCHOOLS
OF THE YEAR
AWARDS
TATLER
King's High Warwick
School Guide
2027
ISA
INDEPENDENT
SCHOOLS
ASSOCIATION
ISA Awards 2025
Winner
ISA Senior School of the Year Award
King's High School, Warwick
ISA
INDEPENDENT
SCHOOLS
ASSOCIATION
ISA Awards 2023
Winner
ISA Award for Future Readiness
Information for Applicants
Job Title Deputy Head Academic
To start September 2027

A message from the Head



I am delighted that you are taking the time to find out more about joining King's High – a remarkable school and a very special community.

I hope that this brochure conveys a sense of the inspiring and dynamic culture at our school and across our Foundation.

King's High is a very special community, where we strive for excellence and to make a difference in our world. Our community strength lies in our relationships – between staff, pupils, parents, across our Foundation family of schools, our alumnae and partnerships with our local community.

King's High is an exceptionally vibrant environment in which to work with a forward-looking, innovative ethos. Our expert staff show exceptional commitment to our students both in the classroom and in their wider endeavours.

I very much hope that you will be inspired by what you discover about us and that you will wish to be a part of this exciting community; I look forward to receiving your application.

Dr Burley
Head Master



The School

Founded in 1879, King's High School provides independent, single-sex day and boarding education for more than 800 students aged 11 to 18. The school is renowned for its friendly and welcoming atmosphere and its strong reputation as a centre for educational innovation. It is founded on a distinguished academic tradition tailored to the individual needs of our students. We pride ourselves on the outstanding academic performance and broader creative and co-curricular passions of our students.

We value friendship, social responsibility, intellectual curiosity, and creative thinking. Students are encouraged to follow their interests and excel in subjects they enjoy. Our aim is for our students to grow into happy, confident, and compassionate young women with the ability to reason, analyse, learn independently and exercise strong judgement and leadership.

As we celebrated our 140th year, the school moved into its stunning new home on the Myton Road Foundation campus in September 2019, joining Warwick School and Warwick Preparatory School. In 2021 The Kingsley School in Leamington Spa also joined our Foundation.

King's High School is one of the leading girls' schools in the UK. We are a multi-award winning school that has attracted considerable national attention for our recent work and innovations. We were recently crowned Senior School of the Year by the Independent Schools Assocation and won the ISA Award for Future Readiness. We have been Finalists for Girls' School of the Year for the last three years and were also Finalists in TES Independent School of the Year Award. We were recently ranked The Sunday Times' top independent school in the region for academic performance and Dr Burley won Tatler's Best Head of a Public School Award. Tatler described us as a 'school of the future' and we have also achieved a significant strength for our work on changemaking and community action in our latest ISI report. We currently rank as the 8th best girls' school for sport in the UK.

Above all, we are proud of our warm, friendly, and positive ethos which places our students at the heart of all that we do.

www.kingshighwarwick.co.uk

Warwick Schools Foundation

Warwick Schools Foundation comprises: King's High with Warwick Preparatory School, Warwick School with Warwick Junior School, and The Kingsley School. The Foundation is unique in the Midlands, offering co-education for our pupils aged 3 to 7, and single-sex education from age 7 onwards. This offers the best of both worlds for our pupils: teaching specifically tailored to their needs with extensive opportunities to collaborate outside the classroom.

The Role

Dr Philip Seal, our current Deputy Head Academic, has been appointed the next Head of King's High School. We are therefore seeking to appoint an outstanding Deputy Head (Academic) from September 2027.

Reporting to the Head, the Deputy Head (Academic) has overall responsibility for the academic life of the school, and the academic standards in the school, promoting excellence amongst pupils and staff.

The Deputy Head Academic will also work closely with senior staff in the other Foundation Schools to ensure coordination and consistency and that pupils at Kings High School benefit from the best of both worlds.

The Deputy Head Academic will report directly to the Head.

The key areas of responsibility and duties which attach to the position are set out overleaf although the list is not exhaustive, and the Deputy Head Academic may be expected to assume additional responsibilities as reasonably requested by the Head.

Key personal attributes will include integrity, kindness, patience, creative thinking, communication and teamwork skills, as well as the ability to listen and build skills and capacity in others. The role will ideally suit an experienced middle or senior leader who can demonstrate outstanding academic credentials, alignment with the values of King's High School, a commitment to pupils flourishing, and a proven ability to lead and inspire both staff and pupils.

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Senior Leadership Team

The school's Senior Leadership Team consists of the following staff:

- The Head
- Deputy Head (Pastoral and Wellbeing)
- Deputy Head (Academic)
- Deputy Head (Co-Curricular and Operations)
- Director of Studies
- Director of Teaching, Learning and Partnerships
- Director of Innovation
- Head of Sixth Form

Job Description

The Foundation considers this document as a “snapshot” of the job and the tasks listed are not an exhaustive list. It aims to provide a clear guide at the time of writing to all that is involved about the requirements of the job. It will also be used to communicate expectations about performance and will be used to monitor effective performance.

Reporting to the Head, the post holder has the following responsibilities.

Curriculum

To be responsible for the curriculum:

- Devising a curriculum which is in accordance with the Aims of the School, liaising closely in this with the Deputy Heads, Heads of Department, and Heads of Key Stage.
- Being the principal advisor to the Head, the Governors and all other parties on the curriculum.
- Being well informed about curriculum developments, nationally and internationally, and their implications and interest for King’s High School.
- Ensuring pupils receive appropriate guidance and support in the choosing of options.
- Proposing, initiating and implementing curriculum change.
- Being well informed of current requirements and trends in Higher Education and careers in order to ensure that the curriculum offered maximizes girls’ chances of attaining their goals.
- Having knowledge of the primary curriculum as followed by our feeder schools so as to be able to advise on appropriate entrance tests and ensure effective academic transition from primary to secondary level.
- Ensuring maximum efficiency in the delivery of the curriculum in terms of staffing and other resources.
- Working closely across the Foundation schools on all curriculum and academic matters to develop exciting collaborative opportunities.

Academic Performance

- To work with the Head of Learning Support to lead the school’s Boost Programme to ensure that there is exceptional provision to support any students who need additional help.
- To actively monitor pupil achievement.
- To actively monitor departmental performance.
- Responsibility for appropriate monitoring, assessment and reporting policies and procedures.
- To conduct and write the annual review of academic performance of the school, to include analysis of examination results and appropriate comparisons with other institutions.
- To ensure that all departmental procedures and documentation are in place, are of a high standard and sufficient consistency.
- To advise the Head Master on the agenda for Head of Department meetings, chairing these meetings or parts of them as required.
- To create and be responsible for a Handbook for Heads of Department.

Job Description

Line Management

- Leading and managing Heads of Department (HoDs).
- Line managing the Director of Studies.
- Line managing the Head of Learning Support.
- Linemanaging the Director of Teaching, Learning and Partnerships and the Director of Innovation

Senior Leadership Team

- To be an inspiring and proactive leader, setting the highest professional standards and to be an outstanding classroom practitioner.
- To play a leading role in the daily operations and life of the school, fully supporting colleagues in the Senior Team with their own roles and responsibilities.
- To be an exemplary role model in upholding the school's values, vision and ethos.
- To fully contribute to the whole school promotion of equality, diversity and inclusion.
- To be proactive in keeping up-to-date with new educational developments and trends in the sector.
- To represent and promote the school in a highly professional manner, meeting visitors, parents and prospective parents and regularly attending school events and functions.
- To ensure that the school's resources are used efficiently and effectively.
- To ensure that statutory documentation is in place and updated, including relevant policies.
- To work positively and proactively with colleagues across the Foundation family of schools.

Inspection

- To be responsible for agreed academic areas of inspection preparation, evidence and compliance including writing the School's academic policies.

Working Collaboratively

- To work collaboratively with the Head and Deputy Heads on Staff Review and Development.
- To ensure that staff are carrying out their professional duties and taking appropriate action should this not be the case.
- To liaise closely and regularly with the Senior Deputy Head and Deputy Head Pastoral to ensure that the academic and pastoral sides of school life complement each other.

Job Description

Pupils

- To continue to build an academic culture that is enriching for every student.
- Praising and encouraging pupils wherever possible.
- Upholding the highest standards of conduct amongst them and, when necessary, deploying sanctions in a fair and appropriate way.

Parents

- Getting to know them and being known by them as well as possible.
- Attending parents' evenings and other events where parents are present.
- Being a key point of contact for parents on all matters.
- Proactively contacting and informing them, individually and collectively.
- Giving presentations and reports to parents.
- Supporting and advising the Head, Deputy Heads, Heads of Key Stage and Directors and other staff in their dealings and meetings with parents.

Governors

- Attending meetings as required.
- Providing information and reports (verbal or written) for Governors as required.
- To work very closely with the Governors, Head and Senior Deputy Head on all matters, including major policy decisions.

Collaboration with the Foundation

- Liaising appropriately with colleagues in the Warwick Independent Schools Foundation.

Child Protection

- Act as a Deputy Designated Lead and working with the Designated Safeguarding Lead to promote Child Protection.

Other

- Undertaking any other duties as may reasonably be required by the Head or Governors.

Further Details

The Employer is Warwick Schools Foundation.

Salary
The salary for this role is on the King's High School Leadership scale.

Benefits for Staff

- Staff Fee remission at our Myton Campus
- Complimentary lunch and refreshments
- Free parking
- A virtual GP and Physio service
- Access to a wide range of retail discounts
- Salary sacrifice schemes
- Use of the Sports complex for staff
- A strong, supportive staff community

Pension
Automatically opted into the Foundation's Pension Scheme for teachers.

Safeguarding and Protection of Children and Young Persons

In accordance with the Children's Act 1989, on appointment post holders will be required to commit to their responsibilities with regards to safeguarding. In addition, offers of appointment will be subject to an enhanced criminal record check from the Disclosure and Barring Service (DBS).

These checks will highlight cautions, reprimands, and final warnings as well as any convictions. The post holder must not have any spent or unspent convictions that would prevent working with children.

All staff are required to adhere to the School Policy on safeguarding and undertake training as required and ensure the safeguarding and well-being of children and young people at the school, in accordance with School policies.

Appointment Method
Interviews and lesson observation

The Application Form
Candidates must submit a statement of application outlining how they meet the job and person specification and what they can offer to the Department and the School in the online application.

If you have any queries about the completion of the online form, please contact Mrs Elisa Wathen (Head's PA) e.wathen@warwickschools.co.uk



Appointment Timetable
Closing Date: Monday 23 November 2026

Interview date:w/c 30 November

Person Specification

	Essential	Desirable	Method of assessment
Qualifications	• A good honours degree or equivalent • A teaching qualification or equivalent • An excellent record as a teacher, administrator, and leader	• Additional qualifications at a higher level • Qualified Teacher Status • A relevant post-graduate qualification	• Contents of the Application Form • Copies of qualifications
Experience	• Outstanding classroom practitioner • Experience of Senior or Middle Management responsibilities • An excellent record as a teacher, administrator and leader • A record of continuous professional development • Experience of managing change	• Teaching in a selective academic school • Teaching at all levels including Oxbridge • Background of teaching very able pupils with significant success • Experience of teaching girls • Experience of leading a department in all its academic aspects • Experience of teaching a second subject in a secondary setting	• Contents of the Application Form • Interview • Professional references
Skills	• Ability to lead colleagues collaboratively, building trust and collegiality in pursuit of common aims • The ability to think strategically and to contribute towards the school's development • A proven track record of excellence in the classroom with proven educational innovation • Strong skills of analysis and evaluation • Firm but fair behaviour management strategies • Differentiation • Ability to prioritise and make decisions • Excellent time management and organisational skills • Excellent communication skills • Evidence of on-going professional development	• Use of IT in the classroom and ability to develop resources	• Contents of the Application Form • Interview • Lesson • Professional references

	Essential	Desirable	Method of assessment
Knowledge	• Genuine interest in the craft of teaching and knowledgeable about teaching and learning • Subject knowledge of the highest order • Understanding of the factors that influence girls' learning • Pedagogical expertise, both in theory and practice • Devising and executing development in a middle management role	• Understanding of how to use Assessment for Learning to develop pupils into independent learners • Up to date knowledge of ISI requirements for subject departments • Devising and executing whole-school development	• Contents of the Application Form • Interview • Lesson • Task • Professional references
Aptitude	• Promotes an inclusive environment and ensures the needs of all students are met as far as is reasonably practicable		
Personal competencies and qualities	A wholly professional attitude to include: • Commitment to high standards and achievement and to raising these standards • Commitment to own professional development • Commitment to school life and events • Commitment to collaboration with other schools in the Foundation • Support for school aims and policies • Ability to be positive and enthusiastic • Ability to cope with pressure/workload • Vision/imagination • Tact and discretion • Loyalty, flexibility • Adaptability, confident and dependable • Soundness of judgement • Time management	• Demonstrate being articulate, presentable, co-operative, reliable, customer responsive with a "can do" attitude with good communication skills both on the phone and in person that allows effective communication at all levels • Creates good rapport with staff, parents and pupils • Ability to prioritise • Ability to organise self and work independently • Ability to listen • Ability to work in a team • Sense of humour	• Interview • Lesson • Professional references • Task
Safeguarding Children, Young People and Vulnerable Adults	• Understands their role in the context of safeguarding children, young people and vulnerable adults • Ability to form and maintain appropriate relationships and personal boundaries with children and young people		• Contents of the Application Form • Interview • Professional references • Successful DBS Clearance

	Essential	Desirable	Method of assessment
Equal Opportunities	• Understanding of the requirements of Equality and Diversity		

Health and Safety:

As an employee you are expected to:

- Take reasonable care of your own health and safety
- Take reasonable care not to put other people – fellow employees and members of the public – at risk by what you do or don't do in the course of your work
- Co-operate with your employer, making sure you get proper training and you understand and follow the company's health and safety policies

King's High School

King's High School
Banbury Road, Warwick CV34 6YE
01926 494485
kingshighwarwick.co.uk