

Title of Post: Assistant Headteacher - Director of Sixth Form

Salary Grade and hours: Full Time (L11-L15)

Start Date: September 2026

At Fearnhill we know that great leaders make all the difference. We are committed to creating the best working conditions for our leaders and teachers so that they enjoy their work and, as a result, have a positive impact on all our students.

We are looking for an ambitious and knowledgeable leader to head our Sixth Form. Fearnhill Sixth Form is small, but has grown rapidly in the last two years. We are proud to support students on a variety of pathways to achieve the best outcomes for them, whether that is Oxbridge/Russell Group universities, apprenticeships or direct routes into employment. The successful candidate will enjoy significant autonomy and opportunity to effect change in this vital role.

Fearnhill is a great place to work because we value every member of the school community. The relationships that exist between students and staff are strong and the school is typically a happy environment. We care about reducing teacher workload so that teachers have time for life outside of work. Our offer includes:

- no written marking
- no written reports
- fewer data cycles
- no formal lesson observations
- centralised detentions.

We prioritise high quality professional development for our teachers. We take pride in our shared knowledge and understanding of teaching and learning and support our staff to develop their expertise, grow in confidence as professionals and achieve their career aspirations. The successful applicant will play a key role in delivering professional learning to colleagues throughout the year.

The role

As AHT -Director of Sixth Form, you will provide clear and cohesive leadership for the sixth form and take overall responsibility for standards, outcomes and student experience.

You will play a central role in shaping the strategic direction of Post 16 provision, driving high standards of attainment, achievement, recruitment and retention. You will lead on curriculum planning and development, ensuring a broad, inclusive and ambitious offer that supports all students to succeed.

The role also carries significant responsibility for leadership and management. As an Assistant Headteacher, you will work closely with the Headteacher and SLT to develop policies, manage resources effectively and contribute to whole-school improvement. This includes overseeing budgets,

ensuring high-quality teaching and learning, monitoring student progress and maintaining high standards of behaviour, attendance and student welfare.

You will lead and develop a team of staff, supporting their professional growth through effective appraisal, coaching and collaboration. You will also ensure robust systems are in place for assessment, reporting, examinations and student guidance, including oversight of progression pathways such as UCAS.

As a senior leader, you will contribute fully to the wider life of the school, including strategic planning, staff development, daily operations and representing the school with parents and the wider community.

You can read our most recent Ofsted report here: <https://files.ofsted.gov.uk/v1/file/50199435>

Finally, as a school we exist to develop successful Fearnhill students by removing barriers to progress, ensuring high achievement for all. To find out more about how we do things at Fearnhill, you can read our leadership values statement here: <https://fearnhill.herts.sch.uk/news-events/staff-vacancies/>.

Wherever possible, we recommend visiting Fearnhill to speak with the headteacher and deputy headteacher before applying. To arrange a visit, email our HR Manager, nikki.warren10@fearnhill.herts.sch.uk. Alternatively, complete an application form using the link above.

Closing date: 20th April 2026

Interviews: W/C 20th April

We reserve the right to close the advert should we feel able to appoint an appropriate candidate so please ensure you register your interest asap.

Fearnhill School is committed to recruiting with care and safeguarding the welfare of children and young people; we expect all staff and volunteers to share this commitment. All posts are subject to an Enhanced Disclosure application to the Disclosure and Barring Service and check against the ISA barred list for children, plus verification of the right to work in the UK.