



FRANCIS HOLLAND REGENT'S PARK



DEPUTY HEAD (ACADEMIC)

CANDIDATE INFORMATION

Required January or April 2026



CONTENTS

Introduction from the Head	3
Executive Summary	4
About the School	5
Ethos	6
Pastoral	6
Academic & Learning	7
Co-Curricular	8 - 9
Community	10
Alumnae	10
The Role	11 - 13
Pension & Benefits	14
Application Process	14



INTRODUCTION FROM THE HEAD

Working at Francis Holland Regent's Park is a wonderful opportunity. As a leading central London Day School, we enjoy an enviable reputation for academic success, with an excellent culture of pastoral care woven into the fabric of our community. We strive to ignite a lifelong love of learning, delivering a well-rounded, and forward-thinking education that sets our pupils up for life. The school is steeped in a rich history and heritage, with a long-standing tradition of excellence stretching back to 1878. The students at Francis Holland Regent's Park enjoy happy, successful and fulfilling school days and our four values of Knowledge, Compassion, Spirit and Perseverance, underpin the ethos of the School, enabling the students to flourish in an ambitious and supportive educational environment.

Our location and surroundings, including excellent transport links, as well as our extensive wider community links beyond the school gates, help to strengthen our aspiration to achieve. The School is an exciting and busy place, with a wealth of challenging and inspirational opportunities on offer. It is a happy school and I consider myself incredibly fortunate to be surrounded by such talented and dedicated colleagues, and wonderful pupils.

Francis Holland is a thriving community, full of opportunity, warmth and goodwill and if you would like to join us, we would love to hear from you.

Katharine Woodcock
Headmistress



EXECUTIVE SUMMARY

We have an exciting opportunity for a passionate, committed, and inspirational leader to join the Senior Leadership Team at Francis Holland Regent's Park as Deputy Head (Academic) from January 2026. The successful candidate will be responsible for developing and further enhancing all matters academic and will play a pivotal role in the strategic vision and leadership of the School. The Deputy Head (Academic) is an established role within the Senior Leadership Team at Francis Holland Regent's Park and is one of three Deputies who report directly to the Head.

This position offers significant leadership and management opportunities across the school community and within the Trust itself, working closely with our sister school at Sloane Square. The postholder must display considerable attention to detail, an interest in developing best practice, and the ability to think strategically for the medium to long-term. This post requires empathy, determination, an ability to solve problems and a genuine fondness for the school.

The post commences in either January or April 2026.



ABOUT THE SCHOOL

Founded in 1878, Francis Holland Regent's Park is an academically selective independent day school for girls aged 11 to 18.

Francis Holland is situated next to Regent's Park and has a reputation for its friendly, cohesive and collegiate atmosphere. Since its foundation, Francis Holland has grown dramatically and especially so in recent years with an enrolment of 560 pupils aged 11 to 18, including 120 in the Sixth Form. The ISI Inspection Report in March 2022 assessed Francis Holland as 'Excellent' in all key areas of school life.

Entry to the School is very competitive and pupils are selected via entrance examinations and interview at 11+ or Sixth Form. Girls achieve exceptionally good results in examinations at GCSE and A Level, and progress to some of the best universities in the UK, as well as to top global institutions such as those in the US. In addition to music, academic and art scholarships, the School offers a large number of bursaries, all of which are means-tested up to 100% of the fees.

The School has seven well-equipped science laboratories, as well as a newly-fitted computing suite and an indoor swimming pool. In 2021, Francis Holland opened brand new art, drama and music studios including a black box studio theatre. Linhope House, Francis Holland's state-of-the-art Sixth Form Centre, opened in September 2022 and increased dedicated Sixth Form space by 300%.

Francis Holland offers a plethora of co-curricular activities. Over 75 clubs and societies are available every week. Community voluntary work, outreach and charitable activities are enthusiastically supported by staff and pupils. Achievement beyond academic results is regarded as essential for FHS students and all teachers are expected to contribute fully to the wider life of the school and its co-curricular programme.

The School is one of two schools by the same name, governed by the Francis Holland Schools Trust. Its sister school, founded in 1881, is located near Sloane Square in London. The two schools share strong bonds and similar values. However, each school has its own individual characteristics and identity.

Francis Holland Regent's Park is a member of both GSA and HMC and enjoys a strong reputation for its academic prowess and its holistic offering as well as its focus on outreach, diversity and inclusion.

Francis Holland Regent's Park is located just outside Regent's Park, and a short walk from Baker Street underground station and Marylebone railway station. Its central location makes it easy to reach by public transport and, for its students and staff, this facilitates fast and easy access to London's many famous cultural and historic attractions, and its economic and political institutions.



ETHOS

Francis Holland is known for its warm, inclusive atmosphere; reflecting the School's overriding aim to provide an excellent, balanced education within a supportive, friendly and happy community.

The School's core values are: Knowledge; Compassion; Spirit; and Perseverance. These are supported by aims set out in detail on the school website [here](#).

Francis Holland's values and principles are rooted in its Christian foundations. The Christian ethos is

central to school life and it enjoys a long-standing and close relationship with St Cyprian's, the beautiful parish church that lies opposite the School. However, Francis Holland is multicultural; members of all faiths and none are welcome.

The School's purpose is to maintain and enhance its position as a leading academic day school whilst ensuring that teaching and learning and pastoral care are of the highest quality.

PASTORAL

Francis Holland places a strong emphasis on providing excellent pastoral care to ensure the happiness and wellbeing of every pupil. Each class has a Form Teacher and a Sixth Form prefect. In Year 7, each girl is assigned a 'friendly fifth former' as a mentor for the first year.

The Heads of Year have overall pastoral responsibility for the pupils during the first five years. The Head of Sixth Form has responsibility for both the Lower and Upper Sixth Forms.

The pastoral approach is to identify and address individual problems early on and consult with parents

as and when considered appropriate. Parents have regular access to staff and to tutors in particular. Reports and progress cards are frequent and each year group has at least one Parents' Evening per year.

A school counsellor visits everyday and pupils can discuss, in confidence, any problems they may have.

The School operates a House system with four houses: Mars, Saturn, Jupiter and Neptune. Friendship and friendly rivalry across the houses is encouraged through a wide range of events and competitions including sport, drama, singing, languages and photography.

ACADEMIC & LEARNING

The School prides itself on its academic rigour and the promotion of excellence and seeks to instill a love of learning in its pupils.

For their first three years in the School (Years 7-9), pupils follow a broad curriculum that includes Art and Design, Biology, Chemistry, Computing, Drama, English, Geography, History, Latin, Mathematics, Music, Physics, Physical Education and Religious Studies.

During the first half term, pupils have taster sessions in French, Spanish, Italian and German, continuing with two of these languages until the end of Year 9.

In Year 9, pupils begin their GCSE courses in three separate sciences to enable them to continue with Triple Science through to their GCSE exams. They can also choose to continue with Latin or study Latin with Greek or Latin with Classical Civilisation.

Core academic learning is complemented by tuition in critical thinking and careers guidance is provided through a series of workshops. There are also sessions on philosophy and current affairs and in Year 9 a cross-curricular project, which requires the completion of an essay based on a pupil's own research. Throughout their time at the School, pupils also follow courses in Personal, Social and Health Education (PSHE).

At GCSE level, every pupil follows a core curriculum in English Literature, English Language, Mathematics, a Modern Foreign Language and the three Sciences. To this, a choice of three other subjects is added where at least one is a humanity chosen from Classical Civilisation, Geography, History and Religious Studies. Art, Computer Science, Greek, Latin, Music, Drama and Physical Education are also offered at GCSE level. Many students study two Modern Foreign Languages. The Year 10 'Global Perspectives' carousel provides all pupils to explore and deepen their understanding of global issues and develop skills for the future, including research skills, collaboration and critical thinking.

Sixth Formers can opt for four A Levels or they can choose three subjects and supplement this with an

additional course, or a school elective. Some of these additional courses lead to a qualification and all of them are designed both to extend and to enrich learning.

A Level subjects offered currently are: Art, Biology, Chemistry, Classical Civilisation, Computer Science, Drama and Theatre, Economics, English Literature, Further Maths, French, German, Geography, Government and Politics, Greek, History, History of Art, Italian, Latin, Maths, Music, Physics, Psychology, Religious Studies and Spanish.

Pupils can also take the 'Extended Project Qualification'; this is offered to all Lower Sixth students.

The School achieves excellent exam results and the following tables show the comparative results for the last three years:

A Level Results	A* %	A*-A %	A* -B %
2023	26	60	82
2022	33	73	90
2021	49	85	96

GCSE Results	A*/9-8 %	A*-A / 9-7 %	5 GCSEs A*-C %
2023	56	77	99
2022	60	86	100
2021	73	91	100

Leavers go on to leading universities and specialist colleges, both in the UK, Europe and North America. These include Oxford, Cambridge, Bath, Birmingham, Bristol, Durham, Edinburgh, Exeter, Leeds and London King's College in the UK as well as leading universities in Europe and the USA. Recent leavers have attended Barnard, Cornell and Georgetown for instance.



CO-CURRICULAR

Pupils enjoy an excellent range of co-curricular activities with more than 75 clubs and societies available every week – either before or after school or during lunchtimes. Music, Drama and Sport are very strong while voluntary work in the community and charitable activities are encouraged and enthusiastically supported by staff and pupils.

SPORT

The School has very good on-site sporting facilities including a sports hall, swimming pool, playground and a School Hall. In addition, for games, the School uses Regent's Park and Paddington Recreation Centre, both a short distance from the School.

Pupils have the opportunity to train on a weekly basis and compete in fixtures and tournaments across London in sports such as athletics, cricket, cross country, football, gymnastics, hockey, netball, swimming and tennis. Several teams are fielded in each school year to suit all abilities.

There is also a wide range of inter-house competitions, including netball, football and hockey, which allows pupils to get involved and make a positive contribution to the sporting life of the school.

MUSIC

The School excels in music and the Music department caters for pupils across all age ranges and abilities. Approximately two-thirds of pupils have instrumental and/or singing lessons in school.

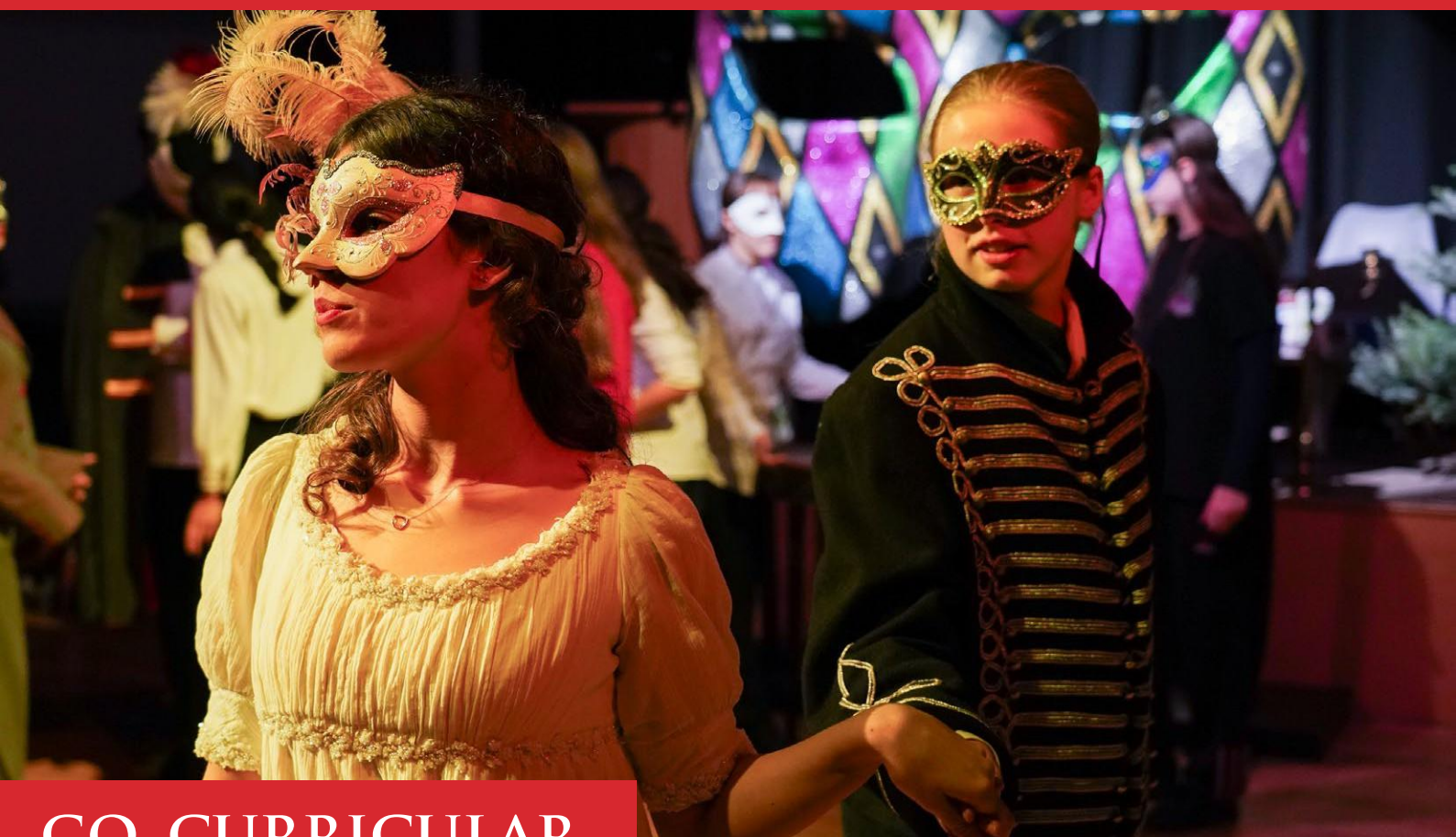
Music is taught as a curriculum subject and for performing musicians; there are numerous opportunities including choirs and music ensembles including a school orchestra, strings orchestra, a flute group and several Chamber music groups.

There are music tours both in the UK and overseas and numerous formal and informal concerts in school, at nearby St Cyprian's Church as well as an annual joint concert with Harrow School.

Music scholarships are offered to our most able and talented students upon entry to Francis Holland at 11+ and 16+.

DUKE OF EDINBURGH

The Duke of Edinburgh award scheme is available to all pupils over the age of fourteen and participants can work up from Bronze to Gold levels.



CO-CURRICULAR

DRAMA

Drama is taught in all year groups in the Lower School. It is also an option at GCSE and A Level.

In each year group pupils follow a broad curriculum including one classical text, a modern drama, devised work and the methodologies of various practitioners. The work is practical, fun and collaborative.

A large number of pupils pursue Speech and Drama as an extra subject, taking Trinity-graded examinations.

The School stages a full-scale drama production every Autumn Term. It is directed by the Head of Drama and open to pupils in Year 9 and above. There are also junior and lower school plays and an annual inter-house drama competition. There are opportunities at every stage of these productions, from conception to performance, including writing and choosing plays, building and painting sets, designing costumes, lighting and stage management and of course performing.

There are also regular trips to the many theatres in central London and the School supports students auditioning for places at The National Youth Theatre and RADA Youth Company.

ART

The Art Department is situated on the top floor of the Ivor Place site and is a bright, airy space complemented by large windows to harness plenty of natural light.

Art is a popular subject across the year groups and a large percentage of girls choose to study GCSE and A Level Art. In addition, the School has clubs for life drawing, photography and community art.

There are regular trips, workshops and art events held in and around school and, of course, the School is located close to many prestigious art collections in central London including The Wallace Collection, The National Gallery, The British Museum, Tate Britain and Tate Modern. There are also visits to Turner Contemporary in Margate and regular study trips to Rome, Florence, Paris and even recently to New York.

Art scholarships are offered to our most able and talented students upon entry to Francis Holland at 11+ and 16+.



COMMUNITY

The School fosters a strong sense of community. Through its Parents' Association the School organises social and fundraising events and an active giving programme which encourages parents to fund bursaries as well as wider school development.

Volunteering is important to both staff and students at FHS Regent's Park and the School proudly supports local charities alongside strong partnerships with local schools in London and the Rainbow Centre in Sri Lanka.

Local community volunteering is encouraged amongst Sixth Formers particularly who often seek their own placements in line with their strengths and interests e.g. volunteering in local libraries, or with local schools, visiting elderly people, working in charity shops or working with partners such as the Rotary Club of Hampstead or the Marie Curie Daffodil Appeal.

ALUMNAE

Francis Holland Regent's Park has a strong alumnae network called Quondam, which is the name of the Old Girls' Association. Quondam organise events and social events to enable former students to remain in contact or to renew friendships.

The School has many well-known former pupils including, amongst others: actresses Joan Collins, Emilia Fox and Amanda Donohoe; author Jackie Collins; media presenter Tamara Ecclestone; comedian, Joyce Grenfell; MP and former government minister Theresa Villiers and engineer Helen Grimshaw.



THE ROLE

Francis Holland Regent's Park is seeking to appoint a dynamic and inspirational teacher, who in interview will demonstrate that they have the requisite experience and qualifications to ensure that they are able to meet the requirements of the role, as outlined below:

Leadership and Strategy

- Lead the strategic directions of all academic matters;
- Develop the School as a centre of educational excellence, working closely with our sister school in Sloane Square;
- Work closely with the Assistant Head: Teaching, Learning & Innovation on providing stretch and challenge and academic aspiration for all students;
- Attend termly Governing Council Education Committee meetings, preparing agenda and associated documents as needed;
- Provide and action an annual Academic Development Plan and contribute to the Whole School Development Plan;
- Oversee appropriate departmental development plans to ensure they are aspirational and support the academic strategy of the School;
- Design and support a curriculum, in collaboration with appropriate working parties, which reflects the ethos, aims and ambitions of the school and to communicate details of the curriculum as required;
- Represent the School at external academic committee meetings including Academic Deputy meetings at HMC, GSA etc.;
- Role model excellent teaching and a commitment to life-long learning;
- Ensure that all academic policies are adhered to and develop ongoing strategies for quality assurance;
- Chair and lead the Academic Board;
- Support the Director of Academic Performance and Administration in producing the annual timetable, liaising with the Head and Heads of Department as appropriate about all staffing matters including allocations.

THE ROLE

Staffing

- Line manage the Assistant Head: Teaching, Learning & Innovation, several academic departments and other key members of staff as required;
- Oversee the work of the public Examinations Officer and the work of the teacher in charge of internal examinations, as well as the Director of Careers;
- Be responsible for quality assurance in the classroom, working closely with the Senior Deputy Head as required with regard to staff professional reviews and the efficient deployment of staff, including workload;
- Oversee the delivery of the Early Career Framework, including line managing the ECT and PGCE Co-ordinator and assist with the training of student teachers, if any;
- Co-ordinate the recruitment of teaching staff with HR, including scheduling interview days and organising lesson observations;
- Contribute to the INSET schedule, working closely with the Senior Deputy Head;
- Have input into the induction of new staff and pupils.

Academic Matters

- Ensure that the School is regulatory compliant in all matters of teaching and learning, including holding responsibility for, and reviewing, all academic policies on a regular basis;
- Monitor and assess the effectiveness of the curriculum at all levels and oversee the production of curriculum booklets for the relevant cohorts;
- Demonstrate confident and proficient use of data to support and track the education and development of all pupils;
- Ensure that public examination results are disseminated in a timely way and prepare summary tables of results for reports, including for marketing and the school website;
- Review external examination results, collating a report for the Head and Governors with an analysis of results and proposals for improvement;
- Be in school on both days of public examination results and the days either side in order to produce the required paperwork and summary reports;
- Lead the school's "digital strategy" and be the member of the Senior Leadership Team who champions such development;
- Plan, develop and co-ordinate all matters pertaining to assessment, school reports, and pupil tracking and monitoring, including baseline testing such as MidYIS and ALIS;
- Oversee GCSE and A level options, as well as other subject options processes.

Other Key Responsibilities

- Work with the Registrar to manage the academic assessment of prospective pupils;
- Maintain up-to-date knowledge of national educational developments, issues and trends, and advise the Head and keep staff informed accordingly;
- Teach up to 6 hours/6 periods a week;
- Deputise for the Head in the event of absence and the absence of the Senior Deputy Head;
- Attend School events at evenings and, when required, at weekends according to the SLT rota;
- Attend meetings alongside the SLT during the week before term begins in September;
- Play a full and active part in the wider life of the School;
- Lead on whole school initiatives as directed by the Head;
- Any other reasonable request from the Head related to this position of responsibility.

THE ROLE

As a member of the Senior Leadership Team, the postholder will assist the Head and SLT in the leadership of the school, be a visible presence within the school community and will:

- Lead by example, providing inspiration and motivation, for the pupils, staff, governors, parents, and the wider community;
- Contribute to the strategic leadership of the school, promoting its values, ethos, vision, and outcomes;
- Support the Head in recruiting new staff, and play a role in their development and induction;
- Support the Head and the leadership team on ISI inspection preparation;
- Assist with pupil recruitment and admissions events;
- Take a leading role in major school events, as required;
- Support the Head in monitoring the quality of teaching and pupil achievement;
- Establish and maintain strong links and communications with all stakeholders;
- Represent the school at marketing events, as required.

Professional requirements expected of all staff at Francis Holland:

- FHS is committed to safeguarding and promoting the welfare of children and the successful applicant will be subject to DBS clearance.
- To act in accordance with the aims, policies and procedures of the school and department;
- To foster a disciplined and stimulating learning environment and to encourage enthusiasm for learning, and understanding of the subject;
- To teach and prepare carefully allocated lessons using resources and strategies suited to the age and ability of the girls, in accordance with the syllabus; to contribute to planning schemes of work, as appropriate;
- To be responsive to the needs of individual girls and to liaise with the Head of Learning Enhancement and other staff with specific requirements when necessary;
- To set homework, mark work and keep records as required; to monitor the progress of allocated groups and individual students; to assist in invigilating, setting and marking examinations, and in internal moderation;
- To be punctual and to meet deadlines;
- To keep up-to-date with subject and professional developments; to be willing to participate in relevant INSET; to participate in staff appraisal; to undertake continuing professional development;
- To attend parents' evenings and meetings with parents, write reports and respond to parental inquiries;
- To take appropriate educational visits; to support/ contribute to extra-curricular activities as may be reasonable; to attend church services, certain special events and designated assemblies;
- To take pastoral responsibility as appropriate;
- To follow Health and Safety procedures;
- To share in the provision for cover for absent colleagues and other duties;
- To foster good relations within the school community;
- To attend staff and departmental meetings when in school, and to contribute as appropriate to administration and development; for example, to contribute to discussion and development of teaching and learning strategies;
- To carry out any other responsibilities which may be reasonably be required or delegated by the Head of Department and/or Head.

PENSION & BENEFITS

All new members of teaching staff are automatically enrolled in The Francis Holland Schools' Trust Group Pension with Aviva (salary exchange scheme) to which members will contribute 10% (the 'Employee' Contribution) and Francis Holland Schools contributes 20% (the 'Employer' Contribution).

The new Aviva (salary exchange) scheme offers tax advantages with the flexibility to reduce one's own contribution (without affecting the 'Employer' Contribution), and the ability to opt for a lower 'Employer' contribution in favour of a higher salary, as well as the added benefit of Income Protection.

Our benefits package includes:

- Wellbeing Scheme
- Cycle to Work Scheme
- Life Cover
- Private Medical Insurance
- Free school lunch during term time
- Interest free travel and computer purchased loans
- The Francis Holland Schools Rewards Hub offering a vast range of retail and entertainment discounts
- Enhanced Maternity Pay
- 50% fee remission for own daughters
- Outstanding professional development opportunities
- Accredited ECT induction with reduced timetable and mentor support
- Approximately 20 fewer teaching days per year compared to the maintained sector
- Smaller class sizes compared to most maintained schools

Further information about the benefits package is available from peopleteam@fhst.org.uk

APPLICATION PROCESS

Interested candidates are invited to submit an application via **My New Term**. The closing date for applications is 9.00am on **Monday 15 September 2025**. Early applications are highly advised as immediate interviews may take place as applications are received.

There will be two rounds of interviews, including online interviews for longlisted candidates and interviews held in the School for shortlisted candidates. The school reserves the right to appoint and interview at any stage in the application process.

Francis Holland Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo our safer recruitment checks and child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). This role is classed as regulated activity with children as it involves teaching, training or supervising children on a day-to-day basis and is exempt from the Rehabilitation of Offenders Act, 1974. Francis Holland Schools Trust champions diversity and inclusion in the workplace and strongly encourages applications from all sections of the community.