



ROEDEAN

# Join the Roedean Team

Director of Sixth Form

Girls First: Empowered, Encouraged, Engaged

ON SITE FARM	FOUNDED 1885	50 % BOARDING
4 OFFERS FOR OXBRIDGE		BEST EVER GCSE & A LEVEL GRADES IN THE LAST 2 YEARS
ACADEMIC MENTORING PROJECTS	45 ACRES	
FLOOD-LIT ALL-WEATHER PITCH ON SITE	125 CO-CURRICULAR ACTIVITIES	355 -SEAT THEATRE
GIRLS FROM OVER 35 COUNTRIES	£11m BOARDING REFURBISHMENT	125 YEARS ON CURRENT SITE
ISI (NOVEMBER 2021) EXCELLENT IN ALL AREAS	ON THE CLIFFS OVERLOOKING THE ENGLISH CHANNEL	525 STUDENTS ON ROLL

# Welcome to Roedean



Roedean is an extraordinary school on an extraordinary site – the girls play cricket and hockey with the sea's blue in front of them and the green of the South Downs behind them, the Maths and Humanities classrooms have perhaps the best views of any in the country, and which other boarding houses have been likened to a boutique hotel? But it is not just the location, but the strong academic focus with a genuine belief in the importance of creativity and an all-round education that makes Roedean unique.

This is an exciting time for Roedean which is marking the 140th anniversary of the foundation of the School, although it moved to its current site in 1898. Ever since its foundation, Roedean has been renowned for providing girls with an exceptional holistic education, and this certainly remains the case today: the girls excel in many fields, achieving excellent academic results, while also playing music beyond diploma level, debating in the Oxford Union finals, playing Netball in Sri Lanka, and throwing themselves into partnership work in the community and beyond. Students achieve Advanced 1 in Ballet, design and race their F24 electric car, exceptional artists can finish A Level Art in a year and then complete a certificated foundation year before applying for direct-

entry Art degrees, and a team of 6 students successfully swam across the Channel to France in June 2022, after which a student in Year 12 made the crossing solo in July 2025.

The School numbers around 525 students, and about half of that number are day girls, joined by boarders from over 35 countries.

Roedean is clearly thriving and, in addition to the evident success in the Arts and particularly STEM subjects, as well as in many areas of school life beyond the curriculum, it is wonderful that the findings of our last three ISI Inspection reports in 2016, 2021, and 2025 all highlighted the excellence in Roedean provision and outcomes for students. Despite current pressures, it is clear that the School is in fine fettle, and where it will be in the coming years is an exciting prospect.

Roedean really is a great place to work – we hope that you would like to join us.

**Niamh Green**  
Head

# The Role

We are seeking to appoint an inspirational, dynamic and talented individual to lead and shape the School's Sixth Form at Roedean. Reporting to the Deputy Heads, the Director of Sixth Form will develop an exciting vision and strategy for an enriching and attractive Sixth Form programme, in which all students will flourish.

The successful candidate will work closely with the Deputy Heads, taking responsibility for the welfare, academic progress, and wider school experience of Sixth Form students. Alongside the Admissions and Year 11 teams, they will drive the recruitment of Sixth Form students and the retention of Year 11 students into the Sixth Form, including at national and overseas events.

This is an exciting time for the Sixth Form at Roedean, and the postholder will play a key role in the continual evolution of our Sixth Form curriculum and our innovative enrichment programme for Years 12 and 13.

## Main Duties and Responsibilities

### Vision and Strategy

- To drive Sixth Form enrichment, providing a programme of elective courses that allow students to develop and foster talents and skills, and to achieve certification in courses beyond the academic.
- To find means to develop a deeper understanding of the specific needs of the Sixth Form to better advise and promote effective strategies that focus on improving welfare, integration, and learning.
- To build partnerships and relationships with other schools, institutions and professional organisations, nationally and internationally, to develop Roedean's Sixth Form provision, expertise and opportunity.
- To work closely with Admissions, Deputies, the Head and the Year 10 and 11 Teams, to drive recruitment and retention into the Sixth Form. This includes leading and evaluating Sixth Form Open Evening/Day, contributing to and reviewing admissions publications, and developing the Sixth Form handbook.
- To design, develop and deliver a high-quality student induction programme for students new to the Sixth Form.
- To devise, implement and review an innovative, effective and achievable annual Strategic Development plan for the Sixth Form.
- To report on and ensure regulatory compliance and inspection-readiness in this area of the school.

### Academic

- To promote continuous and consistent focus on student achievement, fostering academic ambition for every girl.
- To liaise with students and parents about their academic programmes and aspirations, in collaboration with the Deputy Head: Academic and Assistant Head: Futures.
- To promote work ethic, time management, independent study, positive attitudes to learning and involvement in the wider life of the school among students.
- To evaluate and review current systems for tracking student progress and ensure that the data, and its use, are high quality, effective and communicated appropriately to staff, students and parents.
- To develop effective means for identifying, supporting and monitoring the progress of each student throughout their time in the Sixth Form.
- To oversee the effective reporting of Sixth Form teachers and tutors, and to ensure that parents and students receive timely, accurate and useful information on progress.
- To ensure that parent consultation meetings with teachers are personalised, detailed and high-quality, enabling all students and parents to receive meaningful feedback on progress and clarity about next steps.
- To work alongside the Assistant Head: Futures to ensure a first-class provision for students applying to university through higher education evenings, and targeted provision for students applying to Oxbridge, Medical courses, Universities abroad etc.
- To ensure high quality programmes for university preparation, UCAS application, reference writing, personal statement preparation, and interview preparation, in collaboration with the Assistant Head: Futures, Sixth Form teachers and tutors.

### Pastoral

- To prioritise knowing each student: her context, needs, strengths and aspirations. To identify and support students who are not performing as highly as expected, not integrating effectively or not engaging fully.
- To promote, monitor, record and celebrate the achievements of the Sixth Form, and to oversee leadership opportunities for Sixth Form students.
- To lead the relationship between the Sixth Form team and the parent body in terms of communication, welfare and behaviour.
- To safeguard the students' physical and mental welfare and liaise closely with the Deputy Head Pastoral about all welfare matters, assuming the role of DDSL if required.
- To ensure that effective and up-to-date communication is maintained between different sectors of the school community with regard to the Sixth Form.
- To develop social opportunities and events for the Sixth Form both within school and with students from other schools, including a Sixth Form conference at Roedean, charity events, social events, and the Sixth Form Leavers' celebrations.
- To ensure that Sixth Form students model positive behaviour, strong work ethic, teamwork and leadership to students throughout the school.
- To manage the Sixth Form team, sharing good practice and establishing training needs. Collaboratively, to promote a culture of high standards, reflective practice and lifelong learning.
- In conjunction with the Deputy Head: Pastoral, to ensure the effective allocation of tutors across the sixth form and the development of tutoring skills in all staff across each age group. The role may entail leadership of a year group.
- To liaise with the Deputy Head, Pastoral in determining budgets for the Sixth Form.

### Enrichment

- To organise, oversee and deliver high quality enrichment that provides opportunities for achievement, challenge, leadership, and scholarship.
- To work with the Deputy Head: Co-curriculum and Partnerships to ensure a full programme of co-curricular activities for the Sixth Form and to extend the 'Public Benefit' of Roedean across the local community.
- To develop, deliver and oversee a programme to provide guidance in relation to health and wellbeing, personal safety and skills for adult life.
- To oversee and co-ordinate the work of the Sixth Form Prefect Team, fostering their leadership skills and ensuring that they are able balance their role with their workload and other commitments.

In addition to those main duties, the post holder will be expected to fulfil duties and responsibilities at the request of his/her line manager, the Deputy Heads, or the Head which fall within the reasonable compass of this role or its equivalent.



# Person Specification

- An individual who displays exceptional management and leadership skills.
- An excellent teacher who will serve as a role model to others.
- A skilled communicator with the confidence and charisma to inspire and engage staff, parents, girls and trainees across the school.
- A positive and practical individual and team player with the ability to take both a long-term strategic approach and to handle situations immediately as they arise.
- The diplomacy and tact to manage difficult conversations with a high degree of sensitivity.
- A person possessing high-order management and administrative skills and adept in the use of IT.
- Strong leadership skills, tact and diplomacy, a willingness to consult others, and the ability to command respect.
- A commitment to personal development and improvement.
- A person whose values are in line with those of the aims of the School.

*The School does not have a licence to sponsor migrants under the worker or temporary worker routes. Individuals who wish to work at the School will therefore need to hold or establish immigration status that allows them to work in the UK. The School is legally required to check that all successful job applicants hold the right to work in the UK before work can commence.*

# The Package

**Salary:** Based on experience

**Hours:** The person appointed will be expected to teach around 0.6 of a full timetable. This allocation may change (up or down) if needs arise and the person will need to be able to show the flexibility to take on additional teaching duties if required.

**Other Benefits include:**

- **Pension** – Contributory pension scheme
- **Remission of fees** for a daughter attending the school, in line with the current policy of the School Council, subject to the usual standards and procedures for admission (currently 40 % - pro rata for part time staff)
- **Death in service benefit**
- **Dining and refreshment facilities** throughout the school day whilst on duty
- **Sports and Leisure** – use of the swimming pool, fitness suite and tennis courts (subject to availability). Weekly yoga classes are available after work
- **Wellbeing** – Staff have access to a confidential advice and telephone support service. Regular staff social events
- **‘Cycle to Work’ scheme**
- **Free parking on site**

# Safeguarding

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact will be to adhere to and ensure compliance with the School's Safeguarding and Child Protection Policy Statement at all times. If in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the School s/he must report any concerns to the School's Designated Safeguarding Lead or, if he/she is the School's DSL, to the Head and relevant agencies.

Roedean 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 child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS), a Prohibition from Management Check, a Prohibition Order Check and a safeguarding interview.

Roedean is an equal opportunity employer and we welcome the unique contributions that everyone can bring to Roedean. At Roedean School we are committed to building a diverse and inclusive workplace, so we encourage you to apply even if your past experience does not align perfectly with every qualification or experience in the information provided.

## How to Apply

Applications should be made via the My New Term Application Form. This can be found by clicking the 'Apply Now' button on our website ([www.roedean.co.uk/Vacancies](http://www.roedean.co.uk/Vacancies)). Please note we do not accept CVs.

If you have any questions about the role, please contact Louisa Butler - [vacancies@roedean.co.uk](mailto:vacancies@roedean.co.uk).

Closing date for applications is 9am, 20 February 2026.

Due to the need to appoint quickly, we reserve the right to interview and appoint at any stage of the process.

This job description may be reviewed from time to time in light of changing circumstances and if it is necessary to amend/alter this, those concerned will be consulted.

# Why Teach at Roedean?



At Roedean, we are seeking talented and dedicated members of staff with a passion for their subject and for education per se; they will be teachers who are experts in their subjects and will challenge the girls to think for themselves and become independent in their learning. The enthusiasm of our teachers is complemented by regular opportunities for the girls to meet and hear from successful female role-models, such as at our annual International Women's Day Festival, when over twenty speakers come to Roedean, and Baroness Floella Benjamin, who addressed the entire School at a recent Black History Month Lecture, was a true inspiration.

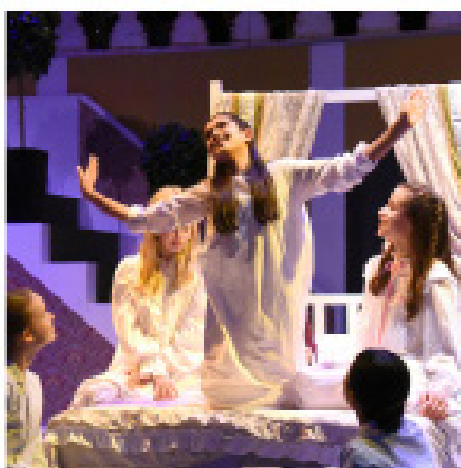
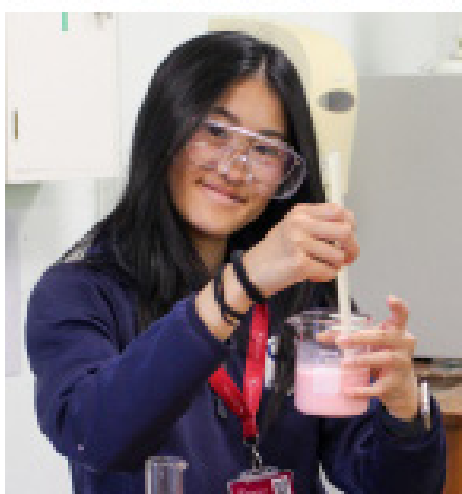
It is a genuine pleasure to teach the girls – they are engaged and motivated, and this is clear from their academic achievements. In 2025, the students achieved outstanding A Level results, with 22 % of all grades at A\* and 50 % at A\*-A. At GCSE level, the 2025 results were the best ever, with 37 % of 1178 entries awarded Grade 9, and this was by far the most common grade. We are delighted that the girls consistently achieve excellent academic results, and this provides a strong springboard to success in Higher Education and beyond. It is noteworthy that 43 % of last year's leavers went on to study STEM subjects at university, highlighting that

the School bucks the 'girls can't do Science' stereotype. Furthermore, Roedean had 100 % success rate for those holding offers for Oxbridge, Law, and Medicine, while others took up places to read Fashion at Kingston and a Sports Scholarship to Bucknell University in USA.

In our teachers, we are looking for quality and enthusiasm, and a desire to spark the girls' intellectual curiosity and watch them grab whatever they discover and run with it. Our aim is for the students to become life-long learners and leaders, always keen to undertake new challenges and learn from their experiences, and Roedean has the same wish for its staff; the School is happy to provide support and training to facilitate professional development if needed.

Teachers at Roedean work excellently as part of a team, prioritising the girls' interests, and giving them support and space to develop their talents and interests. The staff enjoy strong and meaningful relationships with the girls, characterised by mutual trust and respect. If you are passionate about getting the best out of every single girl, and watching them grow into independent and resourceful young women, a job at Roedean is for you.





# The School Today

Roedean numbers around 525 girls, bringing together students from over thirty-five countries around the world and those who live very locally; these different cultures and experiences add a great deal to the girls' experience, particularly in our increasingly globalised society, and ISI Inspectors remarked that 'the cultural development of pupils is excellent', and commented on the 'mutual tolerance and respect' which came from the integration between pupils from different countries, and between the day girls and those who board.

Founded in 1885 by three sisters to provide 'a thorough, physical, intellectual and moral' education with 'as much liberty as is consistent with safety', the School has always broken the mould. Today, Roedean is determined to empower the girls to challenge themselves to realise their considerable potential; they are given the opportunity to grow up at their own pace, not constrained by finite expectations, and they have the freedom to develop their talents and passions.

Roedean's ethos is clearly focused on the remarkable benefits of a holistic approach to education, in which academic pursuits are complemented by a wide range of co-curricular activities, and the founding Lawrence sisters would be delighted with their legacy today. With over 125 activities on offer every week, the girls enjoy international travel opportunities, a Farm on the school site, the annual House Drama Festival, and our flood-lit all-weather pitch at the heart of the School. Roedean girls excel in a range of sports, and many musicians and dancers perform

beyond Grade 8 level – all such activities have their own intrinsic value, but they also have huge benefits for the girls' academic endeavours. Our 'Wild Fridays' programme sees all of Year 7 and 8 spending every Friday afternoon outside, learning bushcraft skills and orienteering, looking after the animals on the Farm, and outdoor adventure – and they love it! All girls in Years 9 and 10 undertake Bronze and Silver Duke of Edinburgh's Awards, and some also have the opportunity to join the CCF contingent at Lancing College.

Our partnership with St Mark's Primary, in the Whitehawk estate, is hugely rewarding for the pupils at both schools – there are a range of joint weekly activities, we fund-raised and built a Library on their site from scratch, and one year-group comes to Roedean each week for a morning of academic and sporting enrichment. Furthermore, the Roedean Academy, a programme of academic enrichment for Year 10 students, brings together academically gifted and engaged students from six local schools in the maintained sector with those at Roedean, to challenge their academic expectations and broaden their horizons.

Philanthropy is also central to what we do. 100 hot meals are sent each week into the community to feed the homeless in Brighton, 12 girls travel to Moldova each year to teach English to Ukrainian refugees and Moldovan orphans, and the community raised over £48,000 for a range of charities last year.



## ROEDEAN'S ETHOS

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At Roedean, there can be no doubt that the girls' rounded education 'makes a considerable contribution to their personal development' (ISI Inspection), and it is precisely this which produces independent and creative young women who will make their mark in the world. In the same way that Roedean encourages the girls to pursue a

variety of interests, we expect the staff to be committed to the busy life of this boarding school; it is wonderful when staff join the orchestra or play in the staff-student sports fixtures, and the girls love it when members of staff congratulate them on their role in the previous night's play or the goal they scored in the fixture at the weekend.

## ROEDEAN'S CAMPUS AND FACILITIES

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Roedean is located on a beautiful 45-acre campus, and owns a further 75 acres of land adjacent to the site. It is the only school in the UK to be set within a National Park and on a coastline, as well as being in the boundaries of a vibrant city. The Grade II listed main building and Keswick House were designed by the leading Victorian architect and Roedean parent, Sir John Simpson, who also designed the original Wembley stadium. The main building incorporates the four main boarding houses, the dining rooms, the Library, and the teaching and administration spaces. Later additions include the Chapel, Science Laboratories, the Theatre and dance studios, the Music wing, Keswick House, and Lawrence House. We also have

an indoor swimming pool, a Sports Hall, which includes a multi-gym, and numerous playing fields to the front and side of the school. With a £1½ million refurbishment of the Sixth Form facilities in 2019, a small Farm on site with sheep and pygmy goats, a refurbishment of our 355-seat Theatre in 2021, and an all-weather flood-lit pitch at the heart of the School, Roedean certainly has wonderful facilities and buildings. A transformation of the Library was completed in April 2024 and delivers an outstanding study, research, and exhibition space within the School's original school hall, further enhancing Roedean's academic provision.







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