



**Thomas's**  
COLLEGE

# Head of Academics

Closing date: Sunday, 7 June 2026







# Welcome to Thomas's College

September 2025 saw the opening of a major new entrant in the London independent sector: Thomas's College, part of Thomas's London Day Schools. For the first time, Thomas's are offering learning across the full age range, with the College providing co-education from 11-18 in a day school setting, enhanced by the addition of a small group of flexi and weekly boarders. We're ambitious: we seek to offer a new approach to London independent education, built around the choices and interests of each individual, that combines the best of traditional excellence with radical innovation.

We are thrilled to be advertising for the role of Head of Academics, a key appointment in our Senior Leadership Team.



# Vision and Aims

## THOMAS'S LONDON DAY SCHOOLS

Welcome to Thomas's London Day Schools. We are a family-run group of co-educational independent schools in central London, which seek to give an exceptional start in life to more than 2,000 children between the ages of two and eighteen. Every member of the Thomas's community is expected to live by our most important school rule, which is simply to 'Be kind'.



### OUR VISION

Our vision is that every pupil at Thomas's develops core values and a strong sense of social responsibility; inner strength, outward assurance and positive physical and mental health; academic success and a wide range of skills, interests and attributes; curiosity about the world and a love of learning.

The overall goal of a Thomas's education is to equip all of our pupils with optimism and readiness for the future, to become net contributors to society, and to flourish as successful, conscientious and caring citizens of the world.



### OUR AIMS

To achieve this vision, our aims at Thomas's College are:

- To provide an exceptional and innovative education to young people aged 11 to 18, founded on **breadth of experience and opportunity**
- To enable pupils to achieve **academic excellence** through a holistic approach that develops knowledge, skills, character and self-understanding
- To ensure that every member of our school communities learns and lives by a strong set of values, with **kindness at the heart**
- To support pupils to make meaningful choices about their future, fostering a sense of **purpose and personal ownership**
- To promote a **diversity of excellence** that encourages different types of intelligence, problem-solving and the ability to make connections

The Heads and Principals  
Thomas's London Day Schools



# Thomas's College

Thomas's College is a selective co-educational day and weekly boarding school for students from 11 to 18. Our standard entry points are at 11+, 13+ and 16+, with additional entry points as we grow to full capacity. Our school sits in a beautiful campus at the top of Richmond Hill, with magnificent buildings surrounding a central garden, and we have outstanding sports facilities a short drive away, with Richmond Park on our doorstep. The whole site is full of space and greenery.

## **RADICAL INNOVATION**

What makes the College radical is a ground-breaking approach to our curriculum. There are no Sixth-Form only subjects - the whole curriculum is taught from Year 7 - and we prioritise personal development within the curriculum, teaching cognitive psychology and self-understanding from day one. This means helping all our young people as individuals to explore what makes them special - their strengths and their areas to develop. Many entrepreneurs and creative thinkers describe never getting on at school. At the College, they will thrive.

## **NEW STAGES OF LEARNING**

We're also re-shaping the traditional stages of learning. We have dedicated Fourth Form provision for Years 7-8, working to the Thomas's Baccalaureate; our Fifth Form comprises Years 9-10, as students start to specialise while remaining free from the language and restrictions of examination; and our Sixth Form, uniquely, is a three-year experience. The first year takes in GCSEs and our own alternative Thomas's Qualifications (TQs), followed by two more years with a mix of A Level and project-based work. Students in Year 11 learn and lead alongside students in Years 12 and 13.

## **NEW QUALIFICATIONS**

Every student has the option to take Thomas's Qualifications (TQs) as an alternative to public examinations. These are bespoke new assessments prioritising future-ready skills and ways of thinking. Many students seeking traditionally excellent pathways will take the full complement of GCSEs and A-Levels but some may choose more TQs to enable a more entrepreneurial and creative path through learning. We don't ask the individual to conform to a best-fit system: everyone chooses the pathway that's right for them.

## **A CURRICULUM WITH PURPOSE**

The key question to ask of any curriculum is what it seeks to achieve. We know what our curriculum is for: to allow personal ownership, unlock diversity of talent and achieve the greatest understanding of personal strengths and weaknesses, on which all real-world success is based. We want all our students to feel investment, recognition, and a clear sense of their own individual progress, that will lead them to diverse choices from among the world's best outcomes, from universities and colleges to degree apprenticeships and entrepreneurship.

## **PLAYFULNESS AND DIVERSE INTELLIGENCES**

Everything we do is founded on an equally radical approach to admissions: we do selection differently. At the heart of our process is testing playfulness of mind - as far as possible from the arid over-preparation for data-based tests. Our commitment is to a diversity of excellence, with a holistic year group built from a range of talents - artists, analysts, designers, experimenters and communicators learning alongside and from each other. We strive to create the same range of thought and intelligence within our school that characterises the best and most vibrant workplaces.

## **TRADITIONAL EXCELLENCE**

We seek to deliver this ground-breaking programme on a bedrock of traditional excellence. We're family-run and our values matter to us most. We have a wonderful pastoral care system that combines tutor-group support with houses to provide inter-year cohesion. We offer outstanding teaching in small classes, remarkable co-curricular opportunity in art, music, drama, dance, design, sport and much more. Our programme of personal development is second-to-none. And we aim to be smart about devices to ensure digital skills and an analogue childhood.

Above all we offer a family atmosphere, full of heart, and the passion and drive of an entrepreneurial start-up environment - one that is backed by Thomas's history and heritage. It is a combination that we believe will bring our students benefits, in terms of their success, happiness and values, that will last lifelong. For staff, we hope that working at the College will be an experience they treasure throughout the course of their careers.

## OUR CAMPUS

Thomas's College campus is on Queen's Road in the heart of Richmond. The main building is Grade II listed and is located within five acres of stunning landscaped gardens, adjacent to Richmond Park and a short distance from the River Thames. It is a fifteen-minute walk from Richmond Station, which has excellent transport links and is served by the District Line, Overground and National Rail Services.

We completed a total renovation of the site for our opening in September 2025, with state-of-the-art facilities in all respects. College, our main building, is home to Wesley, our boarding house on the top floor, with gym, dance studio and music teaching rooms on the lower ground floor. A stunning library and recital hall on the ground floor are at the heart of the school, alongside the dining room and Learning Enrichment department. College also houses the Old Chapel, a beautiful space for art and innovation, and beautiful classrooms, whose design is underpinned by biophilic principles - bringing a sense of nature and tranquillity to learning, from the colour palette to the views of the wooded campus.


The campus also includes Red House, our Sixth Form Centre - a lovely Victorian Arts & Crafts building; the Cyril Taylor Building, with Maths and Science learning spaces as well as a basement Drama studio and performance and assembly hall; Longley House, our Design & Engineering Department; and College Lawn - the tree-lined garden at the heart of the school.

## SPORT

We have a fully equipped onsite gym and dance studio and multi-use Sports Dome, as well as grass-court games on College Lawn. We're right next door to the Vineyard Primary School, and share pitches and facilities with them. A short hop in one of our dedicated minibuses connects to our main sports grounds at Duke's Meadows, supporting rugby, hockey, football and cricket, with athletics, netball, rowing, tennis, swimming, athletics, horse-riding, archery, golf, squash, cycling also among our options.

## OUR FIRST INTAKE

We opened in 2025 with over 300 students from Year 7 to Year 12, growing to Year 13 in September 2026. Interest in the College has been overwhelming and we anticipate growing quickly to our full capacity of 630 students, with around 60 places for weekly boarders from Year 9 upwards.

 [@thomasscollege](https://www.instagram.com/thomasscollege)



# The Role

## OVERVIEW

Senior leaders at Thomas's College have the opportunity to help shape the direction of a school that is intended to thrive and prosper far into the future. They are jointly responsible for the things that matter most: deep and genuine values, a family ethos and culture of warmth and mutual support.

The Head of Academics is a pivotal role within the Senior Leadership Team (SLT) and has direct responsibility for the curricular and examined co-curricular education provided at the College. Curriculum reform and innovation is central to the Thomas's College story: it is at the heart of the radical and distinctive approach that has seen us launch with outstanding success.

We're looking for an academic leader with drive and enthusiasm who will be passionate about building out and developing our unique curriculum. It is a chance to support and guide our brilliant teams of teaching colleagues as they shape Thomas's Qualifications (TQs) in their own subject areas. The Head of Academics will also lead the curriculum vision with students, parents and prospective parents, helping them understand and share the excitement in one of the most distinctive and future-ready programmes of learning to be found anywhere in the UK. The Head of Academics will also build connections across the sector to share best practice and ensure the College is playing its part in wider educational reform.

The post is supported by a Director of Studies and wider academic team. In addition the post-holder works closely with Directors of Fourth, Fifth and Sixth Form, who share responsibility for the implementation and design of curriculum in their age ranges, and, in the case of Sixth Form, for academic outcomes and tertiary education destinations.

The post-holder holds shared SLT responsibility for the highest standards of fulfilment of the Independent School Standards Regulations (ISSRs) and leads on inspection readiness. The scope of the role gives the post-holder significant autonomy and leadership responsibility, as part of an open and collaborative approach across College leadership.

## KEY RESPONSIBILITIES

### Personal responsibility for:

- Curriculum design and development
- Overall responsibility for academic studies and teaching and learning across the school, working closely with the Director of Studies
- Line management of the academic team, faculty leads and heads of department, shared with senior colleagues as appropriate
- Accountability for academic processes managed by the team, including assessment, tracking, reporting, scheduling, options and staff deployment
- Ensuring the excellence of academic provision across the school
- Supporting collegiate planning and development, empowering the whole academic team to take the lead in their individual areas
- Chairing the Inspection Committee
- Supporting the provision of education suited to every student as individual learners, including in the area of SEND and individual learning enrichment
- Communications with parents on academic matters
- Any other reasonable duties requested by the Master

### Shared responsibility for:

- The management and strategic leadership of the College
- The admissions process
- Staff recruitment and development
- The policy framework of the College and its implementation
- Budgetary matters and responsible use of resources
- Supporting events and activities across the College
- Providing support, encouragement and guidance to colleagues in areas of College activity
- Exemplary safeguarding practice and the highest standards of pastoral care

## LEADERSHIP TEAM

Master

### Senior Leadership Team (SLT)

Undermaster  
(Head of Community)

Undermaster  
(Head of Personal Development)

Head of Academics

Head of Pastoral Care  
(DSL)

Director of Marketing  
and Admissions

### Wider Leadership Team (WLT)

Director of  
Studies

Director of  
School Operations

Directors of Stage  
(4th, 5th, 6th)

Director of Tutorial  
Programme

Director of  
Boarding

Director of  
Estates (shared  
responsibilities  
and reporting  
Group/College)



# Person Specification

## QUALIFICATIONS, EXPERIENCE AND SKILLS

- Evidence of significant academic leadership experience and the ability to delegate and inspire
- Knowledge and understanding of, and interest in, curriculum reform, design and development
- Evidence of ability to lead change and to direct teams with integrity and enthusiasm
- Evidence of ability to work collaboratively and share collective responsibility
- Articulate and confident communicator, connecting with audiences of all types and sizes with enthusiasm and effectiveness
- Outstanding classroom practice and ability to demonstrate the highest standards of teaching and learning
- Evidence of subject and teaching expertise via good degree and teaching qualifications or equivalent
- Demonstrable interest in learning and personal development personally and on behalf of others
- Ability to combine attention to detail with broad strategic thinking
- Excellent interpersonal and communication skills

## PERSONAL ATTRIBUTES

- Ability to ensure the highest standards of teaching, including an understanding of individual development needs
- Ability to support staff to exercise autonomy and be inspired by the highest standards
- The combination of attention to detail with imaginative strategic thinking
- Consultative and collaborative approach with the ability to make clear decisions
- Able to motivate, mentor and inspire staff and students
- Sound judgement and ability to mediate and reconcile
- Genuine interest in the wellbeing and development of staff and students
- The gravitas and assurance needed to represent the leadership of the College
- Warmth, enthusiasm and authenticity as a leader



## ADDITIONAL PERSONAL ATTRIBUTES AND VALUES

### Personal Qualities

- High levels of initiative and energy and readiness to work hard
- Ability to manage and thrive on intensity and tolerate and overcome frustrations
- Ability to exercise self-care and prioritise wellbeing
- Enthusiasm, positivity, a readiness to believe in and work towards the best
- Supportive, generous and sympathetic attitude
- Constructive and imaginative approach to problems
- Readiness to learn, develop, share ideas and listen
- Willingness to adapt and change and demonstrate the growth mindset we encourage in students
- Motivated by high standards: taking satisfaction in doing things really well
- A sense of school spirit and recognition that positive and cheerful capability in the face of challenge is at the heart of strong communities
- Recognising the importance of work as a source of meaningful satisfaction and fun

### Safeguarding and Young People's Interests

- A commitment to the highest standards of safeguarding in all aspects of practice
- Genuine interest in children and young people
- Genuine interest in pastoral issues and wellbeing
- Commitment to responding to and supporting each student as an individual

### Teaching Attributes

- Genuine love and passion for the area of subject expertise and interest in wider teaching such as PSHE and independent projects
- Genuine enjoyment in sharing knowledge with enthusiasm and consideration
- Readiness to be involved in co-curricular life, including a substantial commitment such as involvement in sports teams or equivalent, alongside support for the clubs programme
- Ability to treat each learner as an individual and find ways to support and challenge them
- Ability to build relationships with all students and readiness to listen and offer support and encouragement
- Ability to support, energise and inspire students across the age range of the College



KINDNESS



COURTESY



HONESTY



RESPECT



PERSEVERANCE



INDEPENDENCE



CONFIDENCE



LEADERSHIP



HUMILITY



GIVERS,  
NOT TAKERS

# Terms and Benefits

- **Competitive Salary & Benefits Package**
- **Contract:** Permanent, Full Time
- **Expected Start:** September 2026 or January 2027
- **Location:** Thomas's College, Richmond

The role will be subject to the successful completion of the required employment checks, including an enhanced DBS and reference. Full details of all checks that will be carried out are detailed in our recruitment policy.



# Key Dates

Applications are invited from experienced, dynamic and enthusiastic leaders excited by the scope of this opportunity. For further details visit the Thomas's London Day Schools website: [thomas-s.co.uk/join-our-team](https://www.thomas-s.co.uk/join-our-team) or email [hrcollege@thomas-s.co.uk](mailto:hrcollege@thomas-s.co.uk)

To apply for this post please go to [thomas-s.co.uk/join-our-team](https://www.thomas-s.co.uk/join-our-team) and click apply by 12pm on Monday, 7 June 2026. The school reserves the right to close the advert early should a suitable candidate be appointed. Should you wish to send a covering letter or supporting statement following your application, please forward it to [hrcollege@thomas-s.co.uk](mailto:hrcollege@thomas-s.co.uk)

The first round of interviews will take place over the week commencing 15 June 2026. The second round interviews will take place over the week commencing 22 June 2026.

Please note that referees will be contacted prior to the interview.

## SAFEGUARDING

*Thomas's London Day Schools are committed to safeguarding the welfare of children and young people and expect all staff, volunteers and visitors to share this commitment and work in accordance with our child protection policies and procedures.*

*All posts are subject to screening appropriate to the post including checks with past employers and the DBS service. The school will undertake online searches on shortlisted applicants and may require applicants to provide details of their online profile, including social media accounts. For details of the checks which will be undertaken as part of our recruitment process, please see our Safer Recruitment Policy which can be found here [www.thomas-s.co.uk/policies/](https://www.thomas-s.co.uk/policies/) under the 'Thomas's Policy' tab.*

*This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. As an equal opportunities employer, Thomas's is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity or marriage and civil partnership. Thomas's aspire to have a diverse and inclusive workspace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join the Group.*





**Be Kind  
Be Thomas's**