



DEPUTY HEAD ACADEMIC (SENIOR)

Applicant Information

THINK
BEYOND

PRINCIPAL'S WELCOME



We are very proud of our warm and vibrant community of ambitious young people, caring and talented staff and supportive alumni and parents.

St Albans High School (we call it STAHS) is one of the country's leading independent schools, offering a rich and diverse education to 1,150 girls between the ages of 4 and 18. We are selective at all points of intake, and we are consistently ranked among the best independent schools in the UK.

Renowned for both exceptional academic provision and extensive co-curricular opportunities, STAHS pupils leave school as happy, confident and well-rounded young people ready to make their mark on the world.

STAHS has two sites situated a few miles apart from each other. The Prep School is nestled in the leafy village of Wheathampstead and the Senior School is centrally located in the historic city of St Albans, just 25 minutes from King's Cross/London St Pancras. STAHS is proud to be a truly 'through school', with the majority of Year 6 pupils joining the Senior School for Year 7 and beyond.

STAHS is the flagship school in a newly-formed group of schools which, in addition to STAHS Prep and Senior Schools, also includes Stormont School, a leading independent girls' prep school in Potters Bar.

It is my privilege to lead a team of outstanding colleagues across the St Albans Education Group, all of whom are devoted to preparing the young people in our care to live lives of consequence and make a meaningful impact on the world. We work together in a warm and grounded spirit unique to the Group. Please do see the Principal's Welcome on our website to find out why STAHS is such a special place.

A handwritten signature in black ink that reads "Amber Waite". The signature is fluid and cursive, with a large initial 'A'.

Mrs Amber Waite, BSc Rutgers, BSc TAMU, MSc Oxon
Principal, St Albans Education Group

THE ST ALBANS EDUCATION GROUP

St Albans High School for Girls has recently merged with Stormont School to form a new education foundation consisting of two distinct schools (STAHS, including STAHS Prep and STAHS Senior, and Stormont School) across three sites in St Albans, Wheathampstead and Potters Bar.

St Albans High School for Girls (STAHS) is an independent day school for girls aged 4-18, situated across two sites. STAHS Prep accommodates approximately 330 pupils in Reception through Year 6 and is located on an extensive woodland site in the leafy Hertfordshire village of Wheathampstead, about five miles away from St Albans city centre. STAHS Senior educates approximately 820 girls across Lower School (Years 7 and 8), Middle School (Years 9, 10 and 11) and Sixth Form (Years 12 and 13). STAHS Senior is a vibrant city school, located in the heart of St Albans. STAHS is academically selective and oversubscribed at all points of intake.

Most girls in Year 6 will continue their education at STAHS Senior; as a through-school, we offer automatic transition from Prep to Senior without requiring STAHS Prep pupils to sit 11+ entrance assessments. The majority of girls in Year 11 will also continue their education in the STAHS Sixth Form, where a place is guaranteed for all girls meeting the Sixth Form entry requirements.

STAHS pupils achieve exceptional results: in 2023, over 70% of all A Level grades were A*-A and 87% of all GCSE grades were 9-7. Each year, our Year 13 leavers go on to the best universities in the world, including Oxbridge, the Ivy League, Russell Group Universities, specialist institutions such as conservatoires, diploma and professional apprenticeship schemes and institutes for fine and performance arts.

Stormont School is a non-selective independent day school for girls aged 4-11 located in Potters Bar, Hertfordshire. Stormont educates approximately 140 girls, many of whom continue their education at STAHS from Year 7, whilst others take up places at a variety of independent and state senior schools mostly located in Hertfordshire and North London.

The St Albans Education Group is governed by trustees (the Council) and is led by an Executive Team chaired by the Principal. The Heads of STAHS Prep, STAHS Senior and Stormont Schools sit on the Executive Team along with the Director of Marketing, Admissions and Development, the Group Designated Safeguarding Lead, and the Bursar.

Each School in the Group also has its own School Leadership Team chaired by the Head of the School. In the Senior School, the SLT includes the Deputy Head Academic, Deputy Head Pastoral, Head of Sixth Form, Director of Studies, Assistant Head Co-curricular, Assistant Head Pastoral and Safeguarding, Assistant Head Academic Development and Assistant Head Teaching, Learning and Teacher Development.

The Principal, Executive Team and Senior Leadership Teams work closely and collaboratively to ensure the efficient and effective running of the schools within the Group.

THE SCHOOL

STAHS opened in 1889 in a converted hospital on Holywell Hill, St Albans, one of many similar schools which were being established towards the end of the 19th century. We transferred to our current site on Townsend Avenue in the heart of the city in 1908, with the Prep School subsequently moving to the village of Wheathampstead in 2003. STAHS has close links with the diocese of St Albans through the Bishop and the Dean, the latter being an ex-officio governor of the School. We are affiliated to the Church of England, and we warmly welcome pupils and staff of all faiths or none.

At STAHS we are always thinking beyond; that's why everything we do is geared towards preparing our pupils for their next steps. We call this our Teach to 25 philosophy. Our vision is for each child to become a happy, resilient young person who embraces opportunities. It's how pupils at STAHS are prepared to live lives of consequence.

From our character education programme which starts in Reception, to our super-curriculum that stretches pupils beyond the limits of exam specifications, to our formal two-year leadership programme for Sixth Formers, Teach to 25 runs through every aspect of a STAHS education. We equip pupils with the skills, independence and knowledge needed to navigate their path in the critical early years of adult life. Our staff are the beating heart of the School, and deliver our Teach to 25 strategy through the intellectually challenging and engaging lessons and co-curricular and super-curricular opportunities they lead.

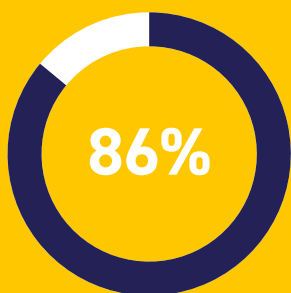
The School roll is very healthy, with most year groups at or near capacity. We are always developing our facilities to ensure that we provide an inspiring and welcoming learning environment for our entire community. Since 2020, we have opened our stunning state-of-the-art Sixth Form Centre, modern Dining Hall, new classrooms at Prep and Senior, a new Prep IT suite, a beautifully refurbished Prep Library, a Wellbeing Centre and all-weather Astro pitch and made extensive developments to our outdoor spaces at Prep.

We have ambitious plans for further development of our facilities over the next decade to provide an even more inspiring and welcoming learning environment.

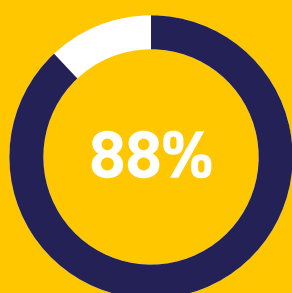
As a member of staff, you will be encouraged to develop your skills and experience through our extensive professional development programme, which includes opportunities to engage in school exchanges, action research, academic partnership with local and regional schools and institutions and a variety of outreach programmes. You will be a member of a friendly and welcoming school community, and benefit from employment at a school that prioritises staff welfare.



OUR STUDENTS



of all GCSEs awarded were at grades 9-7 in 2024



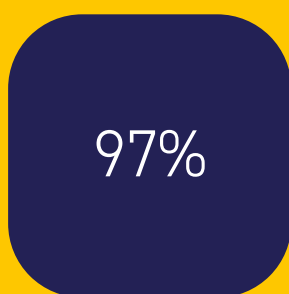
of all A levels awarded were at grades A*-B in 2024



student clubs and societies



languages spoken in the STAHS community



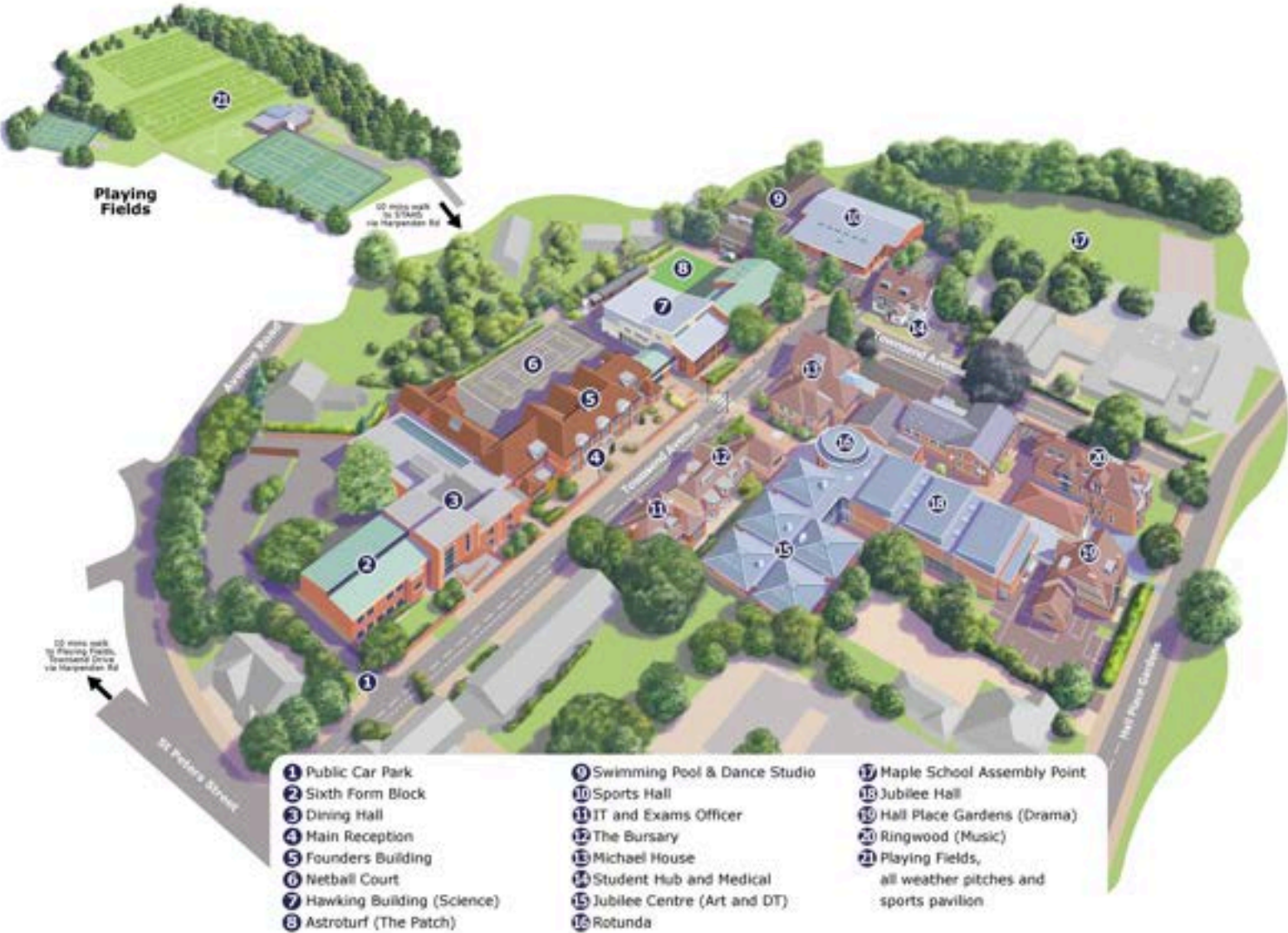
of Year 7 students take part in at least one club or society



of students receive bursaries



OUR LOCATION



- | | | |
|---|---|---|
| <ul style="list-style-type: none"> 1 Public Car Park 2 Sixth Form Block 3 Dining Hall 4 Main Reception 5 Founders Building 6 Netball Court 7 Hawking Building (Science) 8 Astroturf (The Patch) | <ul style="list-style-type: none"> 9 Swimming Pool & Dance Studio 10 Sports Hall 11 IT and Exams Officer 12 The Bursary 13 Michael House 14 Student Hub and Medical 15 Jubilee Centre (Art and DT) 16 Rotunda | <ul style="list-style-type: none"> 17 Maple School Assembly Point 18 Jubilee Hall 19 Hall Place Gardens (Drama) 20 Ringwood (Music) 21 Playing Fields, all weather pitches and sports pavilion |
|---|---|---|

THE ACADEMIC LEADERSHIP TEAM

The STAHS Senior School Leadership Team (SSLT) is chaired by Head of STAHS Senior School and includes the Deputy Head Academic, Deputy Head Pastoral, Head of Sixth Form, Director of Studies, Assistant Head Co-curricular and Operations, Assistant Head Pupil Outcomes and Pastoral, Assistant Head Teaching, Learning and Teacher Development and Assistant Head Academic Development.

The Deputy Head Academic leads on academic matters at the Senior School as the Chair of the Academic Leadership Team, which includes the Assistant Head Academic Development, Assistant Head Teaching, Learning and Teacher Development and the Director of Studies.

Each member of the SSLT line manages a small number of Heads of Department and additional members of staff as appropriate (e.g., the AH Academic Development line manages the SENDCo and the Director of Studies line manages the Examinations Officer and the Data Manager). The Deputy Head Academic line manages the three members of the Academic Leadership Team in addition to up to three Heads of Department.

The SSLT meets weekly, as does the ALT. There are termly 'strategy days' held off-site during which the SLT will work together to address various areas of strategic development. Recent strategy days have focused on teacher professional development, Lower and Middle School curriculum development and the development of the SuperCurriculum.



Applicant Information



Deputy Head Academic (Senior)

THE ROLE

This is an exciting opportunity to take the academic lead in one of the UK's most successful girls' day schools. The Deputy Head Academic reports to the Head of STAHS Senior and is responsible for overseeing the strategic development and operational running of the school's academic programme. The Deputy Head Academic will work closely with the Head of Senior, the Deputy Head Pastoral and other members of the Senior School SLT in formulating school policy and overseeing the day-to-day running of the Senior School.

The Deputy Head Academic will be a hands-on and experienced educator whose personal ethos and values are fully aligned with those of the Group and the School; in particular, they will be excited by the Teach to 25 philosophy and will contribute enthusiastically to its further development. They will have a strong track record of leadership in an academically ambitious environment, of working collaboratively with members of the school community and will be able to communicate effectively and with confidence to parents, pupils and colleagues. They will have a warm, engaging, approachable and supportive personality balanced against a strong work ethic, excellent organisational skills and the ability to delegate responsibility appropriately. They will be an outstanding teacher in a subject offered at STAHS and will have excellent understanding of current educational and pedagogical research and best classroom practices. The Deputy Head Academic will contribute not just to the intellectual life of the school, but will also be fully committed to life beyond the classroom by engaging in our co-curriculum and supporting pupils at performances, sports fixtures and events.

This position is offered on a full-time, permanent basis.

The start date for this position is September 2025.

This position involves contact with children and will amount to regulated activity as defined by Keeping Children Safe In Education (KCSIE) for safeguarding children and safer recruitment.



Applicant Information



Deputy Head Academic (Senior)

RESPONSIBILITIES

Academic Leadership

- Lead and shape the academic strategy throughout the Senior School and maintain and develop all academic policies and procedures.
- Lead on creating and maintaining a culture of scholarship, deep academic curiosity, and intellectual challenge for all pupils leading to outstanding academic outcomes.
- Contribute to and support the Principal and Head of Senior's vision for the School, to include the creation and implementation of the Senior School development plan.
- Maintain high expectations of all staff and pupils.
- Lead on the Teach to 25 initiative to ensure that pupils develop the skills and attributes that will help them lead happy and fulfilling lives after leaving school.
- Lead the group of Heads of Department:
 - Chair HoD meetings and plan the group's development.
 - Ensure consistent, high-quality line management of all HoDs by members of the Senior School Leadership Team.
- Monitor academic progress of pupils throughout the Senior School, including analysis of internal and external exam results, pupil baseline data and the delivery and tracking of academic interventions.
- Lead on quality assurance of teaching, marking and feedback and assessment throughout the Senior School. Lead on the development and delivery of the SuperCurriculum to ensure all pupils have enriching and intellectually stimulating opportunities in these timetabled sessions.
- Oversee the assessment process for 11+ and 16+ admissions, including an ambitious and rigorous structure of assessments and interview day activities.
- Oversee the assessment process for other in-year and non-standard entry point admissions in the Senior School.
- Lead on the School's digital learning strategy, including the individual iPad scheme for pupils in Years 7 through 11.



Applicant Information



Deputy Head Academic (Senior)

RESPONSIBILITIES

Management responsibilities

- Line-management of the members of the Academic Leadership Team to ensure:
 - Compliance with all SEND and EAL regulations and excellence in SEND and EAL provision.
 - The continuous development of our ambitious and exciting Scholars programmes.
 - Ensure consistency in approach to teaching and learning across all subjects and lessons such that every pupil benefits from the STAHS ethos of Teach to 25 and Challenge for All.
 - The Senior School timetable and staffing allocations are constructed in an effective and timely manner. Subject and options choice processes, including Option Days and Taster Days, are run in an effective and engaging way.
 - The compliant and efficient running of internal and public (external) examinations.
 - That all assessments are appropriate and meaningful and that they provide useful data which the school can use to help pupils achieve their best outcomes.
 - Pupil progress is tracked and monitored, and that that parents receive timely and helpful feedback about their children's academic journey through the school.
- Line-management of other members of staff, including:
 - The Cover manager
 - Up to three Heads of Department.

Other responsibilities

- Assist in the creation and monitoring of academic departmental budgets.
- Promote the vision and values of the school and be committed to the aims of the school and the St Albans Education Group.
- Promote the welfare and wellbeing of pupils.
- Support, assist and advise the Head of Senior and Principal of the Group as appropriate.
- Work collaboratively with Senior Leadership Teams across the Group.
- Ensure the school is inspection ready in areas under the remit of the Deputy Head Academic. Lead assemblies as required.
- Share in the Senior School SLT duty rota.
- Contribute to Senior School SLT meetings, writing papers and leading discussions as appropriate or when required by the Head of Senior or the Principal of the Group.
- Contribute to admissions and marketing events as required.
- Contribute to governors' and executive team meetings as required, either by attendance or through written reports.
- Keep abreast of educational developments nationally and internationally.
- Demonstrate an unerring desire for improvement through professional development.
- Be a strong and visible presence and figure of authority within the School community.

In addition to the above, the post holder will carry out any other professional duties as reasonably required by the Head of STAHS Senior or Principal of the Group.

The St Albans Education Group 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

PERSON SPECIFICATION

STAHS is a vibrant school supported by a diverse and enthusiastic community of staff, pupils, parents and alumni. It is important that our staff reflect the diversity of our community, and we therefore welcome and encourage applications from people of all genders and sexual orientation, those from Black, Asian and other minority ethnic backgrounds, and those with disabilities.

The successful candidate will be required to fulfil all duties as outlined in the job description. In addition to this, the candidate should possess the following competencies which are essential to this position:

- Hold a good university degree in an appropriate field of study and have at least five years' experience teaching in an academically ambitious and high-achieving school, ideally in a position of middle or senior leadership.
- Be an outstanding teacher of a subject offered at STAHS.
- Demonstrate a detailed understanding of the operation of a school.
- Show a passion for education as both a skilled vocation and as a transformational factor in children's lives.
- Be aligned with the values and ethos of the School and Group.
- Have a demonstrable ability to build rapport and interact with people at all levels.
- Have excellent written and oral communication skills, with the ability to adapt language and tone to suit a variety of different audiences and media, both internal and external.
- Display creativity, problem-solving skills and the ability to adapt to new situations and address problems from new perspectives.
- Have a clear vision for the ongoing development of an ambitious, creative, challenging and engaging academic curriculum and super-curriculum, alongside a pragmatic approach to the implementation of new initiatives. Have a positive attitude, the willingness to engage fully where required and persistence in following through multiple projects over long periods.
- Be organised and self-motivated, with a proven record for meeting targets and deadlines.
- Have the conviction and authority to make your high expectations clear to those around you, and to hold them accountable for maintaining high standards.
- Demonstrate evidence of diplomacy, discretion, professionalism, and an ability to keep one's counsel as required. Have an understanding of and belief in the aims and ethos of independent education in general and STAHS in particular and a willingness to engage fully in school life.



Applicant Information



Deputy Head Academic (Senior)

OUR STAFF BENEFITS



COMMITMENT TO DEVELOPMENT*

a strong commitment to professional development, including whole school training and support with personal development projects



FREE LUNCH*

free daily hot lunch and beverages during term time



TUITION FEE REMISSION*

for children of STAHS employees



LEISURE FACILITIES*

free use of STAHS fitness suite, swimming pool, pitches and courts



PENSION

generous pension scheme



FREE COACH TRAVEL AND CAR PARKING*



CYCLE TO WORK

subsidised cycle to work scheme



ANNUAL FLU IMMUNISATION

reimbursement scheme provided for annual flu vaccines



PRIVATE HEALTH INSURANCE*

subsidised private medical insurance

*conditions apply

APPLICATION PROCESS

STAHS is a vibrant school supported by a diverse and enthusiastic community of governors, staff, pupils, parents and alumni. It is important that our staff reflect the diversity of our community, and we therefore welcome and encourage applications from people of all genders and sexual orientations, those from Black, Asian and other minority ethnic backgrounds, and those with disabilities. We recognise the importance of recruiting high calibre staff in order to provide the highest quality of education for our students.

STAHS 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.

STAHS recruits staff that understand and share our commitment to safeguarding and the provision of a happy, nurturing and supportive environment for all members of our community. We act to ensure that no job applicant is treated unfairly by reason of a protected characteristic as defined within the Equalities Act 2010.

To apply for this position, please complete the application via My New Term on the Vacancies page of our website:

www.stahs.org.uk/vacancies

Please note CVs alone will not be accepted.

Deadline for applications: 09.00, Wednesday 19 March 2025

First round interview date: Monday 24 March 2025

Second round interview date: Wednesday 26 February 2025

All questions regarding the STAHS application and recruitment process must be directed to the School's Human Resources Department on recruitment@stahs.org.uk.

Applications will be reviewed upon receipt and interviews arranged accordingly; early applications are therefore encouraged. We reserve the right to withdraw the advertisement once a suitable candidate is found.



Applicant Information



Deputy Head Academic (Senior)



St Albans High School for Girls
Townsend Avenue
St Albans
Hertfordshire
AL1 3SJ

Tel: 01727 853 800

<https://www.stahs.org.uk/vacancies/>