



Job Title: Deputy Head Academic

Reports to: Head

Location: Hampstead

Contract Type: Permanent, Full Time

Start Date: September 2026

Salary: Competitive

Fine Arts College is seeking to appoint a Deputy Head, Academic to join the senior leadership team.

The Deputy Head (Academic) is responsible for the strategic leadership and day-to-day oversight of the academic provision of the college. The role ensures excellence in teaching, learning, assessment, and curriculum design, supporting the delivery of excellent academic outcomes within a nurturing and aspirational environment.

The postholder works closely with the Head and other senior leaders to shape academic strategy, uphold high standards, and promote a culture of intellectual curiosity and continuous improvement.

Key Responsibilities

Academic Strategy and Leadership

- Lead the development, implementation, and evaluation of the college's academic strategy
- Ensure the curriculum is ambitious, coherent, and aligned with the college's ethos
- Promote outstanding teaching and learning through innovation, research-informed practice, and reflective professional dialogue

Teaching, Learning and Assessment

- Monitor and evaluate the quality of teaching and learning through lesson observations, learning walks, work scrutiny, and pupil voice
- Oversee assessment policies and practices to ensure they are rigorous, consistent, and support pupil progress
- Use performance data and qualitative evidence to inform strategic decision-making and intervention

Curriculum and Academic Provision

- Oversee curriculum planning, subject development, and academic enrichment
- Ensure effective preparation for public examinations and external assessments
- Champion inclusion and equality in academic provision for all pupils, including those with SEND, EAL, and high academic potential

**Staff Leadership and Development**

- Line manage Heads of Department and other academic leaders
- Support the recruitment, induction, appraisal, and professional development of teaching staff
- Lead and embed a culture of continuous professional development

Quality Assurance and Inspection Readiness

- Lead academic self-evaluation and contribute to whole-school development planning
- Ensure the college is inspection-ready at all times in line with ISI framework requirements
- Prepare academic documentation and evidence for inspections and regulatory compliance

Student Achievement and Experience

- Promote academic excellence alongside pupil wellbeing
- Support and contribute to the extended school day, including enrichment and extra-curricular provision
- Work collaboratively with pastoral leaders, parents, and external partners

Whole-College Leadership

- Play an active role as a member of the Senior Leadership Team
- Contribute to strategic decision-making and operational planning, including timetabling and resource deployment
- Deputise for the Head as required



Person Specification

Education and Qualifications

Essential

- Qualified Teacher Status (QTS)

Desirable

- MA, MSc, PhD, or second degree related to education or school leadership

Experience

Essential

- Proven record of effective teaching and management responsibility
- Experience of school-wide leadership, ideally as a member of the Senior Leadership Team
- Contribution to inspection readiness, self-evaluation, and policy review
- Excellent technological skills for college administration and online learning
- Willingness to contribute to extra-curricular activities and the wider life of the college
- Strong knowledge of assessment, monitoring, recording, and reporting pupil progress

Desirable

- Experience in a London independent school or college
- Experience of leading curriculum innovation or whole-school academic change

Personal Skills, Qualities and Attributes

Essential

- Personal integrity and intellectual agility
- Strategic thinking and strong leadership capability
- Exceptional organisational and administrative skills
- Clear and confident communication, both written and verbal
- Commitment to continuous professional development
- Alignment with, and strong support for, the college's ethos
- Ability to inspire confidence and respect among staff, pupils, parents, and support teams
- Resilience, energy, and calmness under pressure
- Proactive, enthusiastic, warm, and caring approach
- Consistent, fair, and professional in all dealings
- Good humour and sense of perspective

Safeguarding

The college is committed to safeguarding and promoting the welfare of children and young people. The selection process will explore safeguarding-related issues, including motivation

to work with children, ability to maintain appropriate professional boundaries, and emotional resilience. All appointments are subject to enhanced DBS checks, prohibition checks, and satisfactory references.



How to apply

Application and job description can be found on the vacancies page on our website.

Closing date for applications: 9.00am Friday 27th February 2026

Interviews will be held asap thereafter.

Applications will be reviewed as they arrive. We reserve the right to close this advert early should a suitable applicant be found.

Hampstead Fine Arts College is committed to safeguarding children and young people. All post holders are subject to a satisfactory enhanced DBS disclosure and a check of their career history. This post is exempt from the Rehabilitations of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020

The following policies should also be reviewed as part of this advert:

- Child protection and Safeguarding Policy
- Safer Recruitment Policy
- Application form