

Recruitment of

DEPUTY HEAD PASTORAL AND BOARDING (2-18)

At Ackworth School from
September 2025



Ackworth School
NON SIBI SED OMNIBUS
1779

Welcome

I am looking forward to welcoming you to Ackworth School, a wonderfully values-led historic and rural location for the next stage of your career in education.

The impact of the Quaker ethos and beliefs that underpin the life of the school along with the setting and atmosphere of our Grade 1 listed campus provide a stimulating and caring atmosphere for our pupils to learn, develop and grow in confidence.

Ackworth's Deputy Head Teachers are key members of our senior leadership team, central to developing academic and pastoral excellence. With space and encouragement to be innovative and creative, over the last few years they have led huge changes to teaching and learning, and to the way students' well-being is supported.

At Ackworth we view our Quaker values as providing a framework for an exciting, forward-thinking curriculum. Visiting the school, you don't have to look very hard for evidence of what this looks like – the students will tell and show you! Children leave Ackworth school well-rounded and resilient; confident and ready to take on the challenges and opportunities of the next stage in life.

We are excited about the opportunities these positions present, providing a platform to build upon to further develop excellence in the academic life and pastoral care of the school. Leading an enthusiastic, skilled and professional team will give you the opportunity to innovate, develop and inspire.

Like most schools in the independent sector Ackworth faces very particular challenges at the moment. Over the past few years, the school has proved itself to be resilient, responsive and dynamic. We are looking to grow our senior leadership team with professionals who have strategic vision as they identify challenge and the ability to be innovative as they inspire those around them.

If you believe you have the right skills and experience and are excited by the challenge the role presents, we would warmly encourage you to apply and look forward to hearing from you.

Martyn Beer
Head



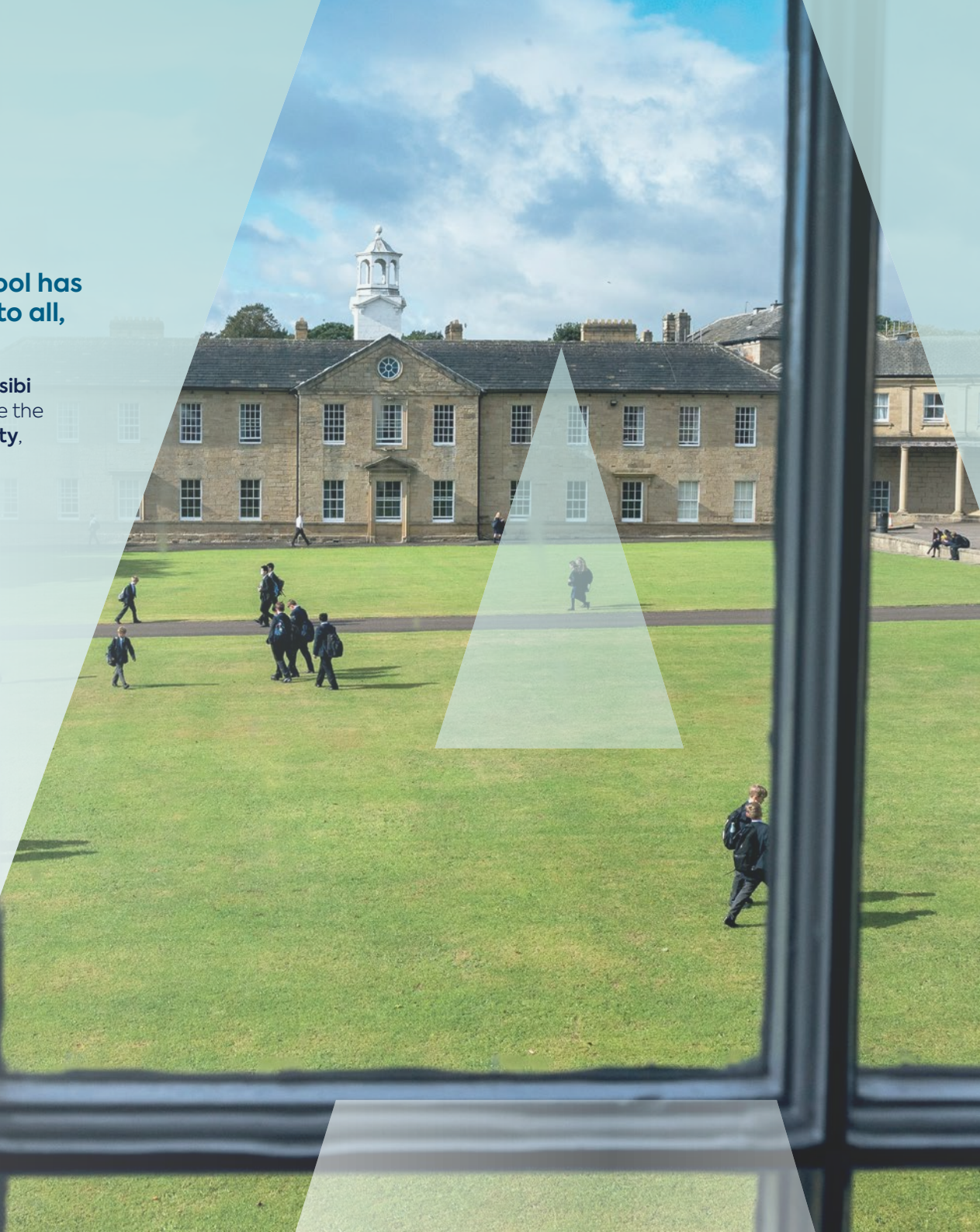
| Our heritage

For nearly two hundred and fifty years, Ackworth School has embraced a passion for exceptional learning — open to all, free of judgement, and truly inclusive.

At the heart of our vibrant community lies the Quaker philosophy of “**Non sibi sed omnibus**” — not for oneself but for all. This guiding principle, alongside the Quaker testimonies of **simplicity, truth, equality, peace, and sustainability**, shapes every aspect of life at Ackworth. Our emphasis on acceptance, mutual respect, and quiet reflection creates a calm, welcoming atmosphere where students feel supported, valued, and reassured.

Ackworth School is a place where creativity, ethical thinking, and responsibility flourish. Students are empowered to explore their potential and develop the confidence to make a meaningful difference in the world around them.

As one of just seven Quaker schools in England — including three others in Yorkshire — we are proud to collaborate with our sister schools and the Friends’ Schools’ Council. This partnership strengthens our shared mission of providing an education that inspires change and builds community.



Discover the *Ackworth School difference*

At Ackworth School, we are driven by a purpose that inspires:

To provide an exceptional, holistic, and inclusive Quaker education — nurturing young people to flourish and therefore play their part in creating a better world.

We do this through:

Exceptional Learning

Our curriculum is designed to ignite curiosity and inspire achievement. Every pupil benefits from a learning experience that's inclusive, innovative, and tailored to nurture their potential.

Outstanding Pastoral Care

At Ackworth, every student is seen, heard, and valued. Our school is built on a foundation of optimism, encouraging each pupil to discover their unique strengths while looking to recognise and develop that of God/good in their peers.

People at the Heart

We don't just teach Quaker values — we look to live them. As an employer, Ackworth School champions its Quaker ethos by fostering a culture of respect, growth, and opportunity for all staff.

A Thriving Community

Ackworth School is more than a place to learn; it's a dynamic community where students, families, and staff come together to create lasting connections. Together, we strengthen and grow the vibrant spirit that defines our school.

Building Futures at Coram House

Our Junior School, Coram House, is a cornerstone of our all-through school philosophy. Recent growth in our Nursery has further developed that through-school feel. The benefits of using the whole campus' facilities are seen when pupils make the seamless transition 'across the car park' to Senior School.



| Ethos & Values

What makes us different?

Nestled in the picturesque heart of Yorkshire, our school offers a unique blend of tradition, innovation, and accessibility, with excellent links to major UK cities and transport routes.

A Place for Growth

At Ackworth, we aim to provide a seamless educational journey for children aged 2 to 18 years. This all-through approach fosters a sense of stability and belonging, enabling pupils to build lifelong friendships while developing the confidence and focus needed to excel academically.

A Place for Achievement

We celebrate individual potential and ambition, through personalised goal-setting and nurturing encouragement. Ackworth students consistently exceed expectations, achieving impressive results while learning the importance of compassion and collaboration. Our students leave not only well-prepared for the future but also equipped to lead fulfilling, responsible lives.

A Place for Support

Ackworth School is built on the belief that emotional well-being is as vital as academic success. Our holistic approach ensures that every pupil feels valued and supported, creating an environment where happiness and personal growth go hand in hand with learning.



Leadership & Governance

Our Head, Martyn Beer joined the school in April 2024. Martyn leads the Senior Leadership Team (SLT) that will include the Head of Junior School, the Director of Finance and Operations, Deputy Head Curriculum (2-18), Deputy Head Pastoral & Boarding (2-18), Head of Sixth Form, Director of Marketing, Admissions and Communications, Head of HR, and Designated Safeguarding Lead.

SLT reports to the school's governing body, the School Committee. There are currently 14 members of Committee who meet 6 times per year and are led by the Clerk to the School Committee (Chair of Governors).

The School had its last ISI inspection in February 2023 and was awarded Excellent in all areas.



Ackworth School

First-class learning is at the heart of Ackworth School life and pupils benefit from the high quality and experience of our teaching staff.

The school provides a broad and balanced curriculum, whilst taking advantage of the flexibility we enjoy as an all-through, co-educational independent day and boarding school. We encourage pupils to make curriculum choices which suit them best, with advice and guidance to help them.

Nursery

Ackworth School Nursery is set within our modern, purpose-built Junior School, Coram House. It is a warm, safe, loving and stimulating environment, promoting all areas of child development. The Nursery features large play and learning spaces, both indoors and outside, with access to varied active learning opportunities within the school grounds, including our Forest School.

Junior School

Our Junior School, Coram House, provides a supportive, gradual introduction to school life and structured learning. Teaching is according to each child's needs and supported by outstanding levels of care and regular communication with parents. Our experienced teaching team foster enthusiasm and initiative, nurturing children's emerging personalities and talents, building self-esteem, resilience and confidence along the way.

Senior School

Ackworth provides a broad Senior School curriculum, designed to give young people solid academic foundations to discover and develop their interests and talents. Our expert teachers introduce new ideas with infectious enthusiasm that inspire a genuine interest in subjects and provide the best footing for learning with understanding.

Sixth Form

In the Sixth Form, our exceptional teaching team believes in inspiring our young people to develop their own views, opinions and aspirations. Students are well prepared for life beyond school and given the skills to become resilient, confident, respectful individuals, ready to make a positive contribution to society.

Boarding

Ackworth School was designed from the outset to be a mixed boarding school. This is reflected in the fact that around one third of the Senior School are boarders, of whom 80% are from overseas. Our flexible approach means that some students choose to board full time throughout their school career, while others board for a year or two. Boarding helps students to focus on study, with access to the school's excellent facilities late into the evening and at weekends.

Autism Resource

We have a discrete and dedicated Autism Resource within Ackworth School offering pupils both one-to-one and small group learning, with some supported flow into mainstream lessons. As well as supporting the needs of these pupils individually, this provision brings huge benefits, insights and skills to all in our learning and social communities.



| The opportunity

People with many different talents and personal attributes make excellent Deputy Heads. It is likely the successful candidate will combine strong leadership and personal character with an active sympathy for the school's Quaker values and the optimistic, relational educational outlook they engender.

The spirit of the school might be summed up by the list of statements and questions below; if these appeal to you or you find them thought-provoking, you may well have the right personal profile for Ackworth School.

Let your life speak.

(Advices and Queries)

Walk cheerfully over the world, answering that of God in everyone.

(George Fox 1656)

Think it possible you may be mistaken.

(Advices and Queries)

Live adventurously.

(Advices and Queries)

Do you hear constructive criticism with humility and without thought of retaliation?

Do you adopt methods of discipline based on trust and mutual support?

(Quaker Values in Education)

Do you respect that of God in everyone though it may be expressed in unfamiliar ways or be difficult to discern? Do you listen patiently and seek the truth that other people's opinions may contain for you. Do you practice peaceful means to work out differences? When you are confronted with disagreement or aggression, how do you respond? The peace testimony is about deeds not creeds; not a form of words but a way of living.

(Quaker Faith and Practice)



| Job *description*

Strategy and Leadership

- Provide strategic pastoral leadership across the school, identifying key priorities for development that align with the whole school's purpose and values and the steps needed to achieve those outcomes.
- Take a lead, with senior colleagues, on ensuring the delivery of an exceptional, holistic and inclusive Quaker Education at Ackworth School.
- Lead on all pastoral and boarding areas of the School Development Plan and work with the junior school in ensuring a seamless approach to pastoral care.
- Support the Head of Boarding in developing a safe and nurturing boarding environment in which students can develop socially and flourish.
- Model good practice for all staff, taking a lead responsibility in promoting and living out the Quaker ethos of the school.
- Take a lead and work with colleagues to ensure inspection readiness.
- Work closely with the Marketing and Admissions Department to promote boarding provision, develop recruitment and ensure integration with the whole school.

Exceptional Learning and Outstanding Pastoral Care

- Ensure all aspects of the pastoral plan are underpinned by the Quaker Testimonies.
- Keep abreast of all relevant regulations, trends, and educational initiatives and developments relating to pastoral care and boarding by liaising with external bodies (e.g. HMC, SoH, BSA) and by developing wider links and networks to ensure we keep pace with wider developments.
- Oversee the work of the DSL and play a key part in the wider safeguarding team to ensure safeguarding practices are of the highest standards across the school.
- Ensure that the PSHE programme is sufficiently stimulating and stretching for the pupils as well as fulfilling all statutory requirements.
- Work with the Admissions and Learning Support departments to ensure that pupils receive the necessary support they need.

- Be responsible for setting (in conjunction with the Head and Director of Finance & Operations) the budgets assigned to pastoral and wellbeing initiatives and development.
- Work closely with the Deputy Head Curriculum (2-18), and other senior staff, on matters where academic, behavioural and pastoral issues may overlap, overseeing any appropriate education or support that may be required.

People at the Heart

- Work with HR to assess pastoral staffing requirements, support performance and identify training requirements.
- Work with the Head of Wellbeing to promote, develop and support staff wellbeing.
- Lead and participate in the school's INSET/ Probationer/new staff induction programmes.

A Thriving Community

- Further develop, in conjunction with the Deputy Head Curriculum (2-18) effective systems of reporting and communication to parents regarding the progress and development of their children.
- Engage proactively with parents and families to build positive supportive relationships across the school community which enable Ackworth pupils to flourish in their learning and development.
- Liaise with parents and staff over more serious pastoral issues and providing leadership over the provision of support and help to the School's most vulnerable pupils.

All school staff are expected to:

- Contribute to the school's programme of co-curricular activities.
- Work within the school's health and safety policy to ensure a safe working environment for staff, pupils and visitors.
- Work to promote equality of opportunity for all pupils and staff, both current and prospective.
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with pupils, parents and colleagues.
- Adhere to policies as set out in the staff handbook.
- Undertake other reasonable duties related to the job purpose as required from time to time by the Head.

| Person *specification*

The successful candidate will bring the following:

Educational Attainment and Qualifications

- Appropriate degree, with UK PGCE, or other teaching qualification giving QTS.
- Award of the National Professional Qualification for Headship or other relevant professional qualification. (desirable).
- Higher degree/ professional qualification in education/ leadership. (desirable).

Experience, Knowledge and Skills

Essential

- A commitment to teaching and living out the Quaker values of the school.
- Ability to create and articulate a visionary strategy and understand the mechanisms to deliver this.
- Outstanding interpersonal skills; high levels of emotional intelligence.
- Ability to inspire, challenge, motivate and empower colleagues.
- A demonstrable ability to develop a culture in which striving for exceptional pastoral care is at the heart of the school's culture and practice.
- Proven ability to effect change and take that through to a positive conclusion at departmental and whole school level.
- Demonstrable understanding of the key elements that underpin successful boarding provision.
- Able to articulate strategic thinking.
- Able to demonstrate high quality teaching.

- Evidence of having high expectations of staff, the ability to evaluate their performance, support their growth and to tackle any underperformance robustly.
- Knowledge of the ISI regulatory framework.

Desirable

- Experience of working in an all-through and/or boarding school.
- Experience of whole school senior leadership.
- Working knowledge of the National Minimum Standards for boarding schools.
- A clear understanding of health and safety procedures in schools.
- An understanding of the commercial, economic and financial responsibilities relevant to the management of schools.
- Successful experience of whole school pastoral and boarding leadership.

Location

Yorkshire

Central UK location in the county of Yorkshire, the largest region in England, with an international reputation for business, manufacturing, major sporting events and sites of historic and natural beauty.

Leeds

The largest legal and financial city in England (outside London), just 25km, or 30 minutes, by car from Ackworth School.

York

A historically important city just 45 minutes from Ackworth School.



| Terms & conditions

A competitive salary will be offered commensurate with the status and responsibilities of the role, and supported by a remuneration package to include:

- On site accommodation free of rent and council tax.
- APTIS Defined Contribution Pension Scheme. Salary sacrifice scheme offers additional flexibility.
- 50% staff fee remission scheme from Reception to Sixth Form.
- Employee Assistance Programme (Education Support), Cycle to Work scheme, Blue Light reward card, access to on-site gym.
- Salary sacrifice scheme for electric cars via The Electric Car Scheme.

The appointment will also of course be subject to all the usual vetting and barring checks including:

- Two references, including one from your current employer and one from your previous employer.
- Enhanced Disclosure and Barred List Check with the Disclosure and Barring Service (DBS).
- Prohibition from teaching and management and Disqualification from Childcare.
- Identity, Right to Work in UK and qualifications.
- Medical fitness to carry out the duties of the post.
- An online internet search check.



| Application *process*

RSAcademics is assisting Ackworth School in the search and selection for this post. Prospective candidates should not contact the School in the first instance. Interested candidates are invited to contact RSAcademics by email or telephone to arrange a confidential discussion:

Jenny Funnell, Search Consultant
jennyfunnell@rsacademics.com

Peter Bodkin, Senior Advisor
peterbodkin@rsacademics.com

The deadline for receipt of applications is **10.00am on Monday 10th February 2025**. Applications should be made electronically to RSAcademics. To submit your application, please upload your documents according to the instructions on the RSAcademics' website.

You should submit the following (both in PDF format):

- A completed application form (available alongside this candidate information on the RSAcademics' website).
- A covering letter addressed to Mr Martyn Beer, Head of Ackworth School. In the letter, you should address the requirements of the role and draw on the relevance of your experience and skills to illustrate your suitability, paying particular attention to the person specification and overall job description.

If you have any questions about uploading your application documents, please contact Laura Beacon, Project Co-ordinator at applications@rsacademics.com Laura can also be reached by calling our Head Office on +44 (0)1858 383163.

The process is as follows:

- All applications will be acknowledged by email. If you have not received acknowledgement that your application has been received within two working days of sending it, please contact RSAcademics by telephone.
- Preliminary Interviews for selected candidates will take place with RSAcademics via Teams by appointment on **Thursday 13th, Friday 14th and Tuesday 18th February 2025**.
- First round interviews with members of the panel are planned to take place at the school on **Monday 10th March 2025**. The day will include an interview plus various other activities. Candidates will be reminded to bring with them the documents for a Safeguarding check and the originals of their academic qualifications' certificates.

Second round interviews are planned to take place on **Wednesday 19th March 2025**.

Ackworth School is an equal opportunities employer and is committed to equality, diversity and inclusion.

Ackworth School is committed to safeguarding and promoting the welfare of children and the successful applicant will be subject to an enhanced disclosure through the Disclosure and Barring Service.

About RSAcademics: Founded in 2001 by Russell Speirs, RSAcademics has advised and supported over 700 schools and educational organisations in the UK and worldwide. Through our working partnerships with heads, leadership teams, boards, staff and parents, we specialise in supporting schools in five main areas: strategy, marketing and research; equality, diversity and inclusion; operational improvement; leadership and governance and philanthropy. We enable schools worldwide to thrive, by finding and developing senior leaders, guiding decision makers, making connections and shaping debate. We are known for the calibre and spirit of our people. We exist entirely to serve schools because we believe that the world needs thriving schools. RSAcademics is committed to promoting diversity and inclusion in schools. Please visit www.rsacademics.com for more information.



This is my
HAPPY SPACE



Ackworth School
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