



King's College
TAUNTON

DEPUTY HEAD ACADEMIC

CLOSING DATE:
THURSDAY 5 MARCH 2026



HEADMASTER'S WELCOME

At King's, we are committed to ensuring that every young person has the opportunity to unlock their potential, regardless of background or circumstance.

Thank you for your interest in the position of Deputy Head (Academic) at King's College, Taunton.

The Deputy Head (Academic) is a pivotal role within the school, central to shaping our academic vision and ensuring that teaching and learning at King's continue to thrive. As a member of the Senior Management Team and reporting directly to the Headmaster, you will lead on curriculum development, pedagogy and academic strategy, inspiring colleagues and pupils to pursue excellence in all areas of scholarship.

This appointment comes at a moment of real momentum for King's. The academic culture of the school has continued to strengthen, reflected in the quality of pupils' classroom experiences and the outcomes they achieve. In recent years, we have broadened our subject offer, introduced new academic pathways and invested heavily in pedagogical training. These developments have supported a range of innovations in teaching and learning, with further initiatives planned for the years ahead. The atmosphere among colleagues is one of purpose, collaboration and professional curiosity, creating a stimulating environment for any incoming Deputy Head (Academic).

We are seeking a leader with a deep commitment to learning, excellent academic instincts and the ability to guide and inspire staff. You will work closely with a dedicated senior leadership team and play a central part in shaping the next stage of the school's academic development.

At the end of this academic year, after a very happy and fulfilling time leading King's College, I will be moving on to take up the Headship of Bedford School. My successor, Benjamin Evans, currently Deputy Head (Academic) at Wellington College, will take up his role as Head of King's in September 2026. He will play a key part in the appointment process for this position and is

looking forward to working with the successful candidate as he leads King's College into the next phase of its development. This transition offers a fresh and positive moment for the school and makes this a particularly attractive stage to join King's and contribute to its future direction.

I look forward to receiving your application and to learning more about the experience and vision you would bring to this important role.



Michael Sloan
Executive Head, King's College Taunton

King's College and King's College Prep are Woodard Schools. We are committed to safeguarding and promoting the safe welfare of children and young people, and expect all staff to share this commitment. This post is subject to an enhanced DBS check.

ABOUT THE SCHOOLS

King's provides continuous day and boarding education for girls and boys aged two to 18 years. It comprises King's College Prep which has approximately 300 children from 2 to 13 and a senior school with approximately 400 pupils from 13 to 18.

The schools are situated on separate sites in the south west of England and combine traditional values with state-of-the-art facilities. Both schools are run by one governing body, with many functions (marketing, strategy and finance for example) undertaken jointly.

King's College has a rich and welcoming family and community ethos. Just over 60% of the pupils board. For a relatively small school, it has an enviable record of success in all areas.

The school has regularly topped GCSE and A-level league tables for Somerset. A broad range of

co-curricular activities is offered, and the school is renowned for its success in sport, music, performing arts, fine art, design technology and outdoor pursuits. In many of these activities our pupils have achieved success at national and even international levels.

Good discipline is encouraged in a firm and positive way within a supportive pastoral framework. King's College is strong on manners and social skills. Pupils go on to thrive at good universities and in their professional careers. In short, King's is a purposeful, outward-looking, down-to-earth, highly successful school.



KING'S COLLEGE

South Road, Taunton TA1 3LA

Main School Building

- 1 The Chapel
- 2 The Quad
- 3 Dining Hall
- 4 Woodard Room
- 5 Latin
English
Philosophy of Religious & Ethics
Modern Foreign Languages - upstairs
- 6 Main School Corridor
Headmaster's Office
PA to the Headmaster's Office
Examination Office
Admissions Office
Careers Office
Maths
- 7 Philip Richards Building
Library - upstairs
IT Helpdesk
Visitor toilets
- 8 Headmaster's House
- 9 Silvermead Studio and Arts House
- 10 Briar Lee Tennis Courts
- 11 Sixth Form Centre
Head of Sixth Form Office
Development Office
- 12 School Uniform Shop
- 13 Cookery School

- 14 Laundry
- 15 Shooting Range
- 16 CCF and Outdoor Pursuits
Stores
Chindits
Army/Navy/Marines
- 17 Finance Office
- 18 Design Technology Centre
- 19 Squash Courts
- 20 First Team Cricket Pavillion
- 21 First Team Cricket Pitch
- 22 Buttler's Ramp
- 23 Tennis and Netball Dome
- 24 Tennis and Netball Courts
- 25 Sports pitches
(rugby/cricket/athletics/football)
- 26 All-weather Hockey Pitch
- 27 Cricket Pavilion
- 28 Athletics Cabin
- 29 Sports Performance & Cricket Centre
- 30 Swimming Pool
- 31 Changing Cabins
- 32 Sports Hall
Climbing Wall
Gym
PE Classrooms

- 33 Science Centre
Biology
Chemistry
Physics
History
 - 34 Geography Centre
 - 35 The Amphitheatre
 - 36 The Theatre
Black Box
Auditorium
 - 37 Music School
The Octagon
Music Technology
Practice Rooms
 - 38 Medical Centre
-
- A Bishop Fox House - Boys
 - B Carpenter House - Girls
 - C Meynell House - Girls
 - D King Alfred House - Boys
 - E Taylor House - Girls
 - F Woodard House - Boys
 - G Tuckwell House - Boys



A RURAL COUNTY OF ROLLING HILLS

Taunton is surrounded by natural beauty, with the Blackdowns, Mendips and Quantock Hills on the doorstep, plus Exmoor National Park, the Somerset Levels and Dartmouth are a short drive away.

Somerset is renowned for its cheddar cheese and cider. A wealth of apple orchards once made Somerset the cider capital of the UK, whilst the Cheddar Gorge caves are still used to mature cheese today.

Taunton is the county town of Somerset, in the South West of England. It is a busy market town located between junction 25 and 26 on the M5.

A growing commercial and residential centre, Taunton has a splendid small theatre, the County Cricket Ground, a successful rugby club, a delightful museum, the usual shopping outlets and restaurants, and a regular farmers' market.

If you love the great outdoors, you can be on the beach in 40 minutes and the Quantocks are just 15 minutes away. For those who prefer city lights, the fast West Country train service reaches Paddington in under two hours. By car, Exeter is 25 minutes south, Bristol 35 minutes north and you can reach Bath in about an hour.



THE ROLE

The Deputy Head (Academic) is a pivotal senior leadership role at King's College, central to sustaining and advancing the school's academic vision. Working closely with the Headmaster and fellow members of the Senior Management Team, the post-holder will provide strategic leadership for curriculum, pedagogy and academic standards, ensuring that teaching and learning at King's continue to thrive.

At a time of real momentum for the school, this is an opportunity to build on strong foundations. The academic culture at King's is purposeful, collaborative and intellectually curious, and the Deputy Head (Academic) will play a leading role in shaping its next phase. The successful candidate will combine excellent academic instincts with the capacity to guide and inspire colleagues, supporting Heads of Department in maintaining high standards while encouraging thoughtful innovation and professional reflection.

The role carries oversight of curriculum pathways, assessment and reporting, academic tracking and the intelligent use of evidence to inform support and intervention. It also involves continued leadership of pedagogical development across the school, including the careful and principled integration of digital technologies to enhance pupils' learning experiences. The Deputy Head (Academic) will ensure that systems and strategies serve a clear purpose: enabling every pupil to flourish intellectually and to achieve their full potential.

A visible and influential presence within the community, the Deputy Head (Academic) will articulate academic priorities with clarity and conviction to pupils, staff, parents and governors. Working in close partnership with colleagues across pastoral, co-curricular, admissions and marketing teams, they will recognise that academic excellence at King's sits within a broader commitment to holistic education and the development of character.

Above all, we seek a leader of warmth, integrity and sound judgement; someone who combines strategic insight with professional humility, and who takes genuine pleasure in the life of a busy boarding and day school. The successful candidate will be excited by the opportunity to help shape the future academic direction of King's College and to contribute meaningfully to the school's next chapter.

JOB DESCRIPTION

SPECIFIC RESPONSIBILITIES

STRATEGIC

- To be part of the Senior Management Team in order to formulate and carry out policy decisions.
- To provide strategic thought and input to shape the future academic direction of the school and maintain and grow the outstanding provision of education on offer at King's College.
- Draw up, maintain and implement the whole-school strategy for curriculum development, assessment and pedagogy.
- Keep abreast of national changes in curriculum policy and thinking and advise the Headmaster on how best to respond to changes.
- Work closely with the Headmaster and other senior colleagues on the general development of the school.
- Work, with the Headmaster and other members of the SMT, in establishing the School as a leader both locally and nationally in educational innovation and thinking.
- In conjunction with the Admissions department, cultivate and develop new areas for pupil recruitment, as well as enhance those which we already recruit from.

TEACHING, LEARNING AND ASSESSMENT

- Undertake the effective line management of all Heads of academic departments and oversee their work in maintaining high standards of teaching, learning and achievement.
- Be responsible for those members of staff who manage the programme of academic enrichment within the school, as part of the co-curricular programme, including scholars' groups, external speakers, conferences and subject-specific extension activities.
- Be responsible for baseline testing and the response to the data generated. Support teaching colleagues and the Heads of Year in interpreting the data and using it to inform on pupils who need support or intervention.
- Be responsible for the analysis of examination results, including presenting these on an annual basis to the Council Education Committee.
- Oversee target setting and the tracking of pupils' performance across the school
- Organise and manage school internal examinations, in conjunction with the Exams Officer and Internal Examinations lead.

JOB DESCRIPTION

- Commission annual reports from academic departments and compile an annual report on academic achievement to go to the Education Committee of the School Council.
- In conjunction with the Headmaster, lead the review of public examination results with each of the school's Heads of Department.
- Be responsible for developing the broader academic skills of the pupils, through the academic skills programme in the lower years, and in conjunction with the Head of Sixth Form in the Sixth Form, or similar

TEACHING STRATEGIES

- Continue to develop strategies to improve teaching provision across the school to increase the number of engaging lessons with suitable academic challenge.
- Continue to engage teachers with evidence-informed practice, and to enable them to use this research within their own teaching.
- Stay on top of trends and developments in digital learning, including GenAI, and ensure the school policies relating to its use remain relevant and current, and are updated in a timely manner.
- Lead the school's digital strategy, including supporting teachers through arranging CPD sessions on OneNote, Teams or other relevant applications as needed.
- Attend and contribute to the termly Governors' Education and Pastoral Committee.
- Lead the IT Strategy Group to collaborate with colleagues in steering the school's IT strategy.
- Undertake learning walks in specific departments, or for individual staff, and undertake coaching conversations to help professional development.
- Conduct learning walks in conjunction with Head of EAL and Head of Learning Strategies to inform CPD needs and enable feedback to teachers on best-practice.
- Develop a CPD plan/strategy with Head of EAL and Head of Learning Strategies to improve 'Ordinarily Available Provision' across the school for SEND and EAL learners.
- Embed the school's new values-based framework and develop signposting to research, blogs, CPD and so on.
- Develop the use of the 'Creative Learning Space' (a classroom designed to support innovative and engaging teaching) and the new Innovation Hub.

ADMINISTRATION

- Chair and manage heads of department meetings and attend other meetings and conferences, both in and out of the School, as appropriate.
- To be responsible for all digital platforms used to facilitate learning at King's, primarily the Microsoft suite such as Teams and SharePoint. To review and update this provision as necessary, always ensuring this is in the best interests of pupil learning.
- Assist in the promotion of the school and in maintaining good public relations working closely with the Admissions and Marketing Department.
- To be responsible for policies relating to the administration of the school, including, but not limited to:
 - » Curriculum policy
 - » Continuous Professional Development policy
 - » Coursework policy
 - » EAL policy
 - » Teaching Staff Induction policy
 - » Generative AI policy (staff)
 - » Generative AI policy (pupils)

STAFF

- To play a key role in the appointment of new staff, liaising with the SDH and HR department to advise on staffing needs, and to be part of the interview process.
- Take responsibility for the development of the teaching abilities of all staff. This includes working individually with staff members identified as requiring specific pedagogical guidance as identified through the complaints and competency procedure.
- To run the staff appraisal process.
- Encourage and facilitate the professional development of all staff and to oversee the annual INSET programme and ensure that it reflects the needs of the staff as highlighted by the annual review process.
- To be innovative in developing the skills and competencies of all teaching staff.
- To maintain a log of staff INSET, as required by the inspection process.
- To grow and maintain links and opportunities for staff with the various King's College International Schools.

JOB DESCRIPTION

COMMUNICATION

- Communicate with parents both individually and in general on academic matters, explaining school policies and decisions.
- To be responsible for the programme of reporting of educational progress to parents.
- Compile and publish information as required on the curriculum and on subject choices and content, and work in conjunction with the Heads of Year to organise relevant information events.

FINANCE AND FACILITIES

- Take overall responsibility for the annual spending plans of the academic departments, working closely with the heads of department and the Bursar to ensure that the overall academic budget does not exceed agreed levels.
- Monitor and advise on the provision and maintenance of suitable teaching facilities, working closely with the heads of department, Bursar and the Director of Operations.
- Facilitate positive discussion between members of staff running various academic activities and, if necessary and in consultation with the Headmaster, arbitrate in cases of dispute.
- Manage the INSET budget to ensure that resources are fairly and thoughtfully utilised to develop the skills of staff in all aspects of school life – teaching and learning, professional development, pastoral, co-curricular and academic leadership.

OUTREACH

- Oversee and develop relationships and cooperation between the School and feeder schools, including King's College Prep, to the benefit of the pupils of both.

- To be a visible advocate for King's College and the family of King's schools, engaging both in person and online with stakeholders and potential parents to raise the profile of the schools.
- Oversee and develop relationships and cooperation between the School and other schools and community bodies to the benefit of both parties.

ADMISSIONS AND MARKETING

- Develop relationships and cooperation between the School and feeder schools, including King's College Prep school, to the benefit of the pupils of both.
- Liaise with the Admissions Registrar on suitability of applicants for School places.
- Oversee all entrance testing, including Common Entrance, the School's own testing where appropriate, and scholarship testing, and advise the Headmaster on internal and external academic awards.
- Work with the marketing department to ensure that academic activities are regularly promoted through written and online means.

REMUNERATION AND ALLOWANCES

- The post will be remunerated in line with the skills and experience of the successful candidate.
- The post-holder will be afforded a significant timetable reduction to allow them sufficient time to undertake the role successfully. It is expected the SDH will teach approximately 0.25 FTE.
- He or she will also be expected to contribute as appropriate to the co-curricular and pastoral life of this busy boarding and day school.



PERSONAL SPECIFICATION

Essential Criteria	Desirable Criteria
Leadership & Experience <ul style="list-style-type: none"> A highly credible senior leader with significant experience of academic leadership in a strong school context (e.g. Deputy/Assistant Head, Director of Studies, Head of Faculty or equivalent). A proven track record of securing excellent teaching, learning and academic outcomes across departments and key stages. Experience of contributing to whole-school academic strategy. An outstanding classroom practitioner with the professional authority to lead by example. 	<ul style="list-style-type: none"> Experience of inspection preparation and engagement (e.g. ISI). Experience of working in a boarding school environment. Experience of academic enrichment or extension provision. Experience of working with feeder schools, partner schools or international school contexts. Wider professional engagement beyond the school (e.g. training, research, networks).
Teaching, Learning & Curriculum <ul style="list-style-type: none"> Deep understanding of curriculum design, assessment, pupil progress and academic tracking. Strong engagement with evidence-informed pedagogy and the ability to embed this effectively across a staff body. Experience of analysing examination performance and using data intelligently to inform intervention and improvement. Commitment to developing pupils' wider academic skills, independence and intellectual curiosity. 	<ul style="list-style-type: none"> Involvement in academic innovation, curriculum reform or digital strategy.
Staff Development & Academic Culture <ul style="list-style-type: none"> Experience of line-managing colleagues, fostering high expectations, collaboration and accountability. A clear commitment to professional development, including coaching, appraisal and high-quality INSET. Ability to lead academic change with clarity, sensitivity and purpose, bringing colleagues with you. 	
Strategy, Systems & Organisation <ul style="list-style-type: none"> Strategic thinker with strong organisational skills and attention to detail. Experience of leading academic policy, systems and processes in a busy school environment. Confidence in overseeing academic budgets and resources in partnership with colleagues. Secure understanding of digital learning platforms and their effective use in teaching and learning. 	
Communication, Ethos & Relationships <ul style="list-style-type: none"> An excellent communicator, able to articulate academic vision clearly to staff, pupils, parents and governors. Strong relational skills and the ability to build trust across the school community and beyond. A genuine commitment to the ethos, values and holistic educational philosophy of King's College and the Woodard tradition. Willingness to play a full and visible role in the wider life of this boarding and day school. A strong commitment to safeguarding, inclusion and pupil wellbeing. 	

The qualities and experience outlined in the person specification will be assessed by the following methods:

- Sight of original qualifications
- King's College application form
- Interview, including teaching a lesson
- References from current employer and other, chosen, professionals

King's College is committed to safeguarding and promoting the safe welfare of children and young people, and expect all staff to share this commitment. This post is subject to an enhanced DBS check.

APPOINTMENT PROCESS



Candidates are expected to have read the enclosed appointment policy and agreed to the terms within.

King's has its own pay scale and there are discounts at both King's College Prep and King's College for staff children.

Please write a brief letter of application, addressed to the Headmaster, complete the application form enclosed and send by email or letter to:

HR Department

c/o King's College, Taunton, Somerset TA1 3LA

recruitment@kings-taunton.co.uk

01823 328231 / 01823 328190

The closing date for applications is 9am on Thursday 5 March 2026.

Interviews will be held in the week beginning 9 March.



We encourage.
We are courageous.
We are King's.



King's College Taunton

South Road, Taunton, Somerset, TA1 3LA

www.kings-taunton.co.uk