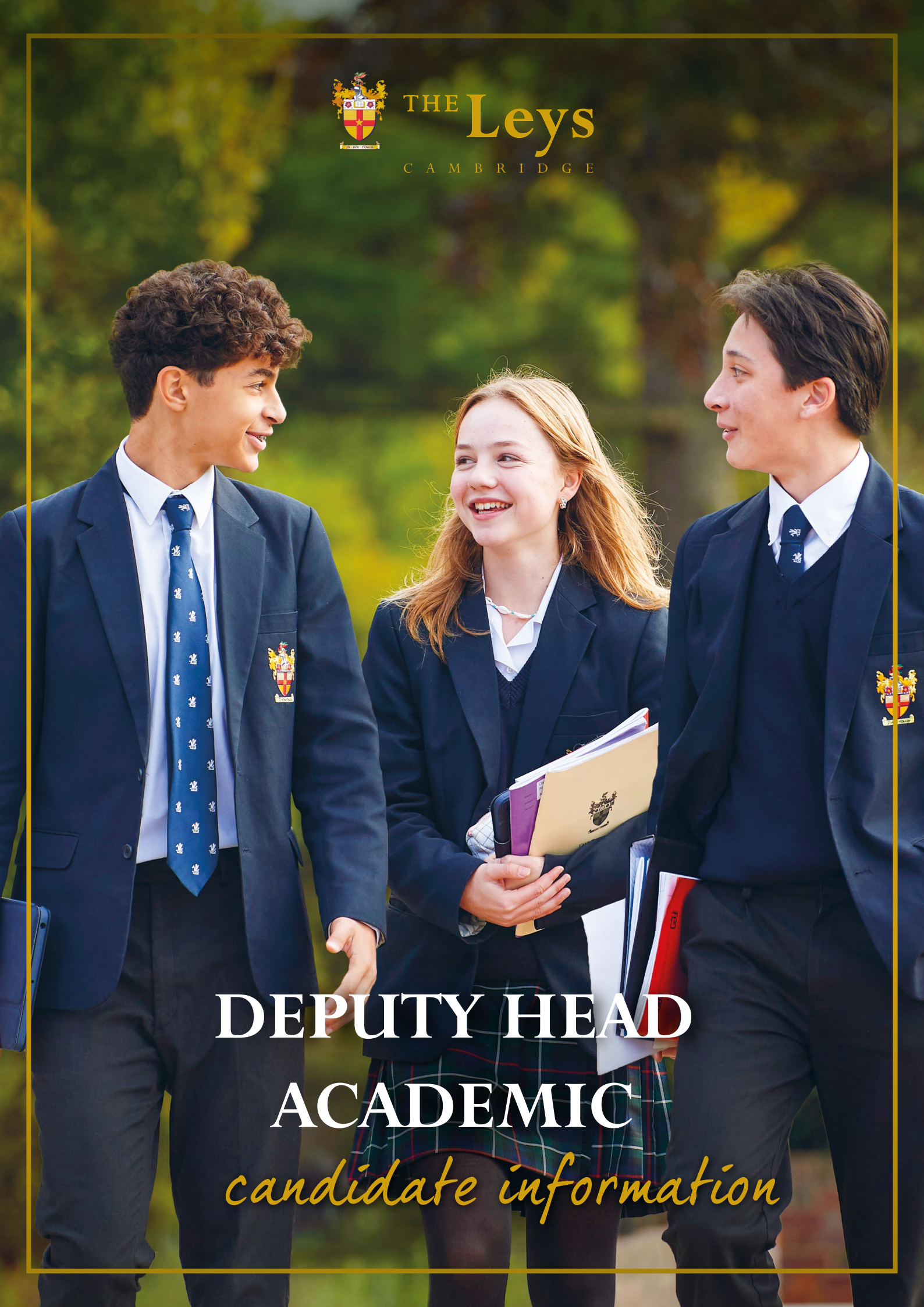
THE Leys
CAMBRIDGE



DEPUTY HEAD ACADEMIC

candidate information

Head's *introduction*

Thank you for your interest in the position of Deputy Head (Academic) at The Leys. I am delighted that you are exploring the possibility of joining our community at what is an exceptionally exciting moment in the School's development.

The Leys is a deeply special place: a warm, humane, purposeful community, rooted in longstanding values while looking confidently to the future. At The Leys, we take genuine pride in being a school where pupils and colleagues alike feel known, supported and able to excel.

Our vision is clear. We aim to provide an education that is inspiring, purposeful, and shaped by a global outlook. We develop pupils who grow in ambition, confidence and attain a variety of life skills through their time at The Leys whilst espousing values centred on kindness, respect and the dignity of every individual. These values, inherited from our Methodist foundation, remain the cornerstone of life here and shape the daily interactions that build our culture.

The Leys is thriving. Our recent ISI Inspection Report affirmed the strength and depth of our provision, and last summer's public examination results, the best in the School's history, reflect the sustained focus on the quality of teaching and learning. This academic momentum is matched by the vibrancy of our wider school life: pupils engage wholeheartedly in sport, performing arts, service and partnership work, outdoor education, leadership opportunities and the full richness of wider-curricular endeavour.

Our ambition stretches beyond outcomes. We want pupils to look back on their time at The Leys not only as preparation for life, but as one of the most joyful, challenging and formative chapters of their young lives.

As part of the Leys and St Faith's Schools Foundation, we also benefit from exceptional stability, financial strength and partnership. Our relationship with St Faith's, our outstanding sister school, enriches our educational ecosystem and strengthens our shared ethos.

Head's *introduction*

Within this context, the role of Deputy Head (Academic) is pivotal. You will have the opportunity to help shape the next phase of our academic vision, ensuring that our teaching is consistently inspiring and that our curriculum remains engaging, rigorous and responsive to the needs of our pupils. This is a role for a leader who is intellectually curious, relationally astute and excited by the challenge of working within a busy, warm and ambitious boarding school.

The person we appoint will be an excellent communicator, highly organised and emotionally intelligent, with the ability to support, inspire and challenge colleagues in equal measure. At The Leys, leadership is rooted in trust, respect and professional generosity; we value collaboration, good humour, humility and the ability to bring others with you through authentic relationships and leading by example.

If you share our belief that education should provide both excellence and joy, if you are motivated by the prospect of guiding teachers and pupils to achieve their very best, and if you are drawn to a school where warmth of community is matched by personal aspiration, I would be delighted to receive your application.

I wish you the very best as you learn more about our School, and I hope to welcome you to The Leys in the near future.

Dr Clare Ives
Head

Deputy Head Academic

Emploment Status	Permanent, Full Time
Salary	Competitive
Closing Date for Applications	24 February 2026
Interview Date(s)	Interviews 3 - 4 March 2026

This is an exciting opportunity for a highly-qualified, talented and dynamic leader to join our Senior Management Team from September 2026.

The successful candidate will have a passion for ensuring the highest pupil outcomes, and the ability to lead change.

You will possess the leadership, communication and interpersonal skills necessary to inspire and empower colleagues, and the organisational skills to manage the breadth of work that this role encompasses.

You will be responsible for all aspects of the School's academic provision, building on the current outstanding provision and outcomes for pupils.

Applications are welcome from colleagues across all teaching disciplines.

Welcome to The Leys

Life at The Leys

The Leys is a co-educational boarding and day school for pupils aged between 11 and 18. Set in the heart of the beautiful and stimulating city of Cambridge, one of the world's leading cultural and academic centres, The Leys' unique location allows pupils unrivalled access to the vast array of cultural and educational opportunities that Cambridge has to offer.

Established in 1875, The Leys values its history, yet it blends traditional values – courtesy, tolerance, respect, decency – with a forward and outward-looking approach to education. Dedicated staff and superb facilities combine powerfully to prepare young people for the challenges which lie ahead at university and beyond.

The Leys is a close-knit, engaged, friendly community of around 550 pupils in which pastoral care is seen as the top priority. Indeed, our **2025 ISI report** identified our school culture and the strength of our community as a **significant strength**. Academic value-added is impressive and the breadth of the wider curriculum is renowned. The School caters for Boarding, Home Boarding and Day pupils but, with 70% of pupils accommodated in boarding houses, boarding is absolutely central to the ethos of the School and all pupils benefit from the vibrancy and structure which this provides.

Purpose

The Purpose of The Leys is to play our part in changing the world for the better.

We do this by making a positive difference to the lives, values and prospects of Leysians, by being professional, caring and rewarding in developing and managing our staff, by being a responsive and trusted partner to our parents, and by making a beneficial and sustainable contribution to the wider community

By foundation and structure, The Leys is a boarding community. We also place great value on being a "big, small school" embedded in the heart of Cambridge, and on giving Leysians a rich and rewarding academic and wider school experience – one they find valuable both intrinsically and in preparing for their futures. We seek, in the spirit of our Methodist founders and our Christian values, to send Leysians out into the world ready – academically, culturally, morally, physically, spiritually and socially – to live fulfilling lives which will make a positive contribution to society.

In order to achieve our Purpose, we aim to deliver an education which is built on three foundation stones: pastoral, academic and wider curricular. Whilst interconnected, 'pastoral' is accepted as pre-eminent, because pupils who feel supported and confident are able to flourish in all areas of the life of the school. Our teaching staff body all contribute to all three pillars of Leys School life, thus we all work together to ensure our pupils develop into happy, confident and well-rounded individuals ready to leave school and find their place in the world.

Pastoral Care

Pastoral Care is at the heart of what we do. We know that wellbeing is crucial to success in wider school life, and we all work together as a community to ensure that each pupil flourishes in school, feeling nurtured, supported and happy. Our House structure is central to this: all pupils are a member of a House throughout their time in school. Year 7 and 8 pupils are members of our junior house, Moulton, and then pupils in Year 9 and above join one of the eight boarding or three day houses. The vertical arrangement in the senior houses creates opportunity for pupils to support each other, and the houses are staffed with a Housemaster or Housemistress (HSM), an Assistant HSM, a Matron and a team of teaching staff. Pupils also have a tutor, who supports them with their wellbeing, academic progress and wider curricular involvement as they progress through the school. All staff are expected to contribute to our pastoral support of pupils, through tutoring, supporting the teaching of PHSE and undertaking weekly house duties.

SHORTLIST 2025
INDEPENDENT SCHOOLS OF THE YEAR
AWARDS
IN ASSOCIATION WITH
schoolblazer

Teaching and Learning

Education is about so much more than passing exams, and at The Leys pupils are encouraged to develop an understanding of their own learning, find their passions, curiosity, and develop a lifelong appetite for knowledge.

Pupils are supported in their learning by excellent teaching both inside and outside of the classroom, with academic enrichment and extension embedded into the culture of the school. We understand that teachers are individuals and that they will have their own ways of expressing their passion and interest in their subjects. The 2025 ISI comment that we have a " highly inclusive environment, which supports pupils to become exceptionally thoughtful and considerate citizens." sums up the impact of that individuality. That said, we know that aspects change within education, and we just completed an exciting transition from Google Classroom to Microsoft Teams and OneNote. Pupils and staff all have a digital device, and pupils are used to working digitally as well as on paper.

Academic Attainment at The Leys is outstanding. This summer, the school achieved its best academic results on record at GCSE and close to best at A Level, placing us 67th in the Times Parent Power Rankings for independent schools nationally, and 84th for all schools. At GCSE 86% of all grades awarded were 9, 8 or 7, and 38% were graded 9, and at A Level 85% of results were grade A*-B. The School uses value added as an important measure of success and we are delighted that all our 2025 public examination results demonstrate that we added significant value to our pupils' academic attainment compared to similar schools: a testament to the hard work and dedication of both staff and pupils.

Wider Curriculum

The Wider Curriculum is an integral part of the school week for all pupils and staff, with a significant amount of time in the afternoons and early evenings devoted to it. In their time at The Leys, pupils are actively encouraged to experience a broad range of activities that will bring them a wide range of benefits; activities in which they find enjoyment and fun whilst developing skills, personal qualities and attitudes that are transferable to other areas of their life at school and beyond.

The Leys' Personal Development and Leadership programme (PDL) for pupils in Year 10 and above ensures that all pupils develop leadership, broaden their horizons and collaborate with their peers on projects, often trying to solve contemporary problems. Through our outstanding sporting, music and drama provision, pupils develop as confident and well-rounded young men and women, ready for life beyond school. Our broad and varied after school activities programme enables pupils to develop their interests, skills and strengths. Through this we aim to complement the pastoral and academic pillars of an all-round Leysian education alongside boosting the physical and mental well-being of all involved in the wider curriculum. All staff contribute to our extensive wider curriculum programme through involvement in games, PDL, outdoor education, and a wide range of clubs and activities.

General Teacher Expectations

The Leys is a traditional boarding school, and we have lessons running across 6 days each week. Lessons happen on a Saturday morning until 11:50am, and the afternoon is filled with sporting activity including fixtures.

Teachers at the Leys are expected to contribute to all three of to the School's Pillars: Pastoral, Academic and Wider Curriculum. Pastoral contributions take the form of tutoring, house duties and teaching PHSE whilst the wider curriculum includes games, PDL, outdoor education and clubs and activities. House duties vary depending on the type of house: day house duties involve breaktime, lunchtime and afternoon/after school supervision whilst boarding house duties involve working with pupils in the evenings. Staff also support the day to day running of the School through involvement in school duties, on a rota basis.

We know that working in a boarding school is busy! Our staff feel this is undoubtedly worth it for the reward gained from the wider interactions they have with pupils, coming to know each child as an individual, not just as a pupil in the classroom. We work with our teachers to harness their strengths and passions both inside and outside of the classroom, so that there is joy for all of us in what we do. In addition, class sizes at The Leys are typically no larger than 24, and are often much smaller, particularly in Years 7 and 8 and the Sixth Form. Teaching allocations are lower than in state and day schools, to account for the involvement in the wider life of the school. Saturday lesson time is 'paid back' through shorter term lengths, and thus longer school holidays. Finally, four Leave Weekends spaced throughout the year provide the entire school community with some additional rest and relaxation.

The Post

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Purpose of the Role

The Deputy Head Academic is responsible for the strategic leadership, management, and ongoing development of the school's academic provision. As a member of the Senior Leadership Team, the post holder ensures that the curriculum, teaching, learning, and assessment are of the highest standard, supporting pupils to achieve exceptional outcomes and nurturing a culture of intellectual curiosity, ambition, and scholarship.

Key Responsibilities

1. Academic Leadership

- Shape, articulate, and deliver an evidence based, forward-looking academic strategy, aligned with the school's vision.
- Promote a culture of intellectual curiosity, aspiration, and academic ambition across the whole school.
- Lead whole-school initiatives to innovate and enhance education. Maximise pupil outcomes and celebrate success.
- Responsible for the quality of Teaching and Learning throughout the school, working with the Assistant Head (Teaching & Learning).
- Inspire and empower middle leaders to lead their teams effectively and ensure the best pupil outcomes.
- Responsible for the School's approach to academic rewards and sanctions.
- Keep abreast of national educational changes, advising the Head and governing body on implications.
- Be a leading voice on strategic initiatives such as AI in education, digital learning, curriculum reform, or extra stretch for the most academically able.

2. Curriculum Development & Academic Policy

- Responsible for the design, review, and implementation of a broad, balanced, and modern curriculum suitable for high-achieving pupils.
- Ensure curriculum documentation, schemes of work, and development plans are up to date and of high quality.
- Responsible for Academic Policies, ensuring their effective implementation and timely review.
- Encourage curriculum enrichment/stretch and, with the Deputy Head Wider Curriculum, evaluate academic enrichment opportunities.

3. Leadership of Academic Staff

- Line manage the Assistant Head (Teaching & Learning), Examinations Officer, Data Analyst, Timetabler, Head of Academic Scholarship, Careers Lead, and with the Assistant Head (Teaching & Learning), the Heads of Department and other academic middle leaders.
- Support the Senior Deputy Head and Assistant Head (Teaching & Learning) in implementing effective appraisal, professional development, and induction systems.
- Lead the Heads of Department Middle Leaders development programme
- Lead and chair Heads of Department, Academic Strategy Group (ASG) and Academic Leadership Team (ALT) meetings, ensuring collaborative planning and sharing of best practice.
- Promote a culture of reflective practice and continuous professional learning, ensuring that department leads evaluate progress and plan for development.
- Responsible for Academic Department 360°s
- Contribute to staff INSET and the induction of new teaching staff.
- Support staff in identifying strengths and areas for development, ensuring interventions are timely and effective.

4. Assessment and Reporting

- Responsible for the school's assessment framework, including oversight of internal and public examinations
- Responsible for the Schools' reporting system (working with the Data Manager), including the schedule, timing, contents and quality control. Ensure all reporting to parents, governors, and external stakeholders is accurate, timely, and informative.
- Oversee the scheduling and organisation of parents' meetings.

5. Data and Tracking

- Ensure effective provision and use of data to monitor progress and inform interventions.
- Undertake internal and public examination result analysis and report successes, trends and development areas to the Head, Governors and colleagues.
- Oversee ALIS and MidYIS baseline testing
- With the Head of Academic Scholarship, monitor the performance of academic scholars.
- Oversee the award of academic prizes for Speech Day

6. Timetable, Options and Staffing

- Have overall responsibility for the allocation of teaching staff and the construction of the timetable, working with the Timetabler.
- Ensure that school day, curriculum plan and options structures best meet the needs of pupils, departments and the school.
- Responsible for the Options process, ensuring clear and effective communication with pupils and parents, the smooth and timely collation of choices, and the construction of coherent option blocks.
- Manage parent complaints relating to options or timetable constraints.
- Produce and publish prep timetables
- Advise the Senior Deputy Head on staffing requirements, and consider staffing and operational efficiencies
- Coordinate the production of literature for teaching staff recruitment and working with the Senior Deputy Head, ensure effective interview processes.

7. Admissions

- Work closely with the admissions team to manage arrangements for Entrance and Scholarship tests, and interviews.
- Use assessment data to identify candidates for scholarships.
- Manage the scholarship award process
- Oversee all entry assessment data and confirm suitability of candidates for award of school places, to ensure a suitably full school.
- Meet with prospective and current pupils and their families for discussions on curriculum, options and suitability, as required.

8. Communication & Community Engagement

- Represent the academic life of the school at open days, marketing events, and with prospective parents.
- Speak confidently at parent meetings, governor committees, and whole-school events.
- Foster positive relationships across departments, boarding houses, and year groups to ensure seamless academic–pastoral integration.
- Communicate effectively and with high accuracy and attention to detail with pupils, parents and colleagues, including regarding the options process, study leave and public examinations.
- Oversee and maximise links with Cambridge, both university and more widely

9. Wider-Curricular & Boarding Integration

- Work closely with Deputy Heads Pastoral and Wider-Curricular to ensure the academic programme supports well-rounded pupil development.
- Understand and contribute to the rhythms of a busy boarding school, including evening academic provision, supervised prep, and weekend commitments.

10. Other

- Ensure the school is ready for ISI inspection and support the Senior Deputy Head in responding to an inspection.
- Responsible for Academic Budgets and spending.
- Attend and contribute to IT Committee meetings.

11. Safeguarding Responsibilities

- To have read the School's Child Protection Policy and updates to this policy as required by the School.
- To adhere at all times to the School's Child Protection procedures and to undertake responsibility to safeguard pupils.
- To be aware of and adhere to at all times the School's Staff Behaviour and Code of Conduct and confidentiality.
- A duty to report and discuss any concerns about the safety of children and their wellbeing to the Designated Safeguarding Lead (DSL).
- A duty to report any low-level concerns about colleagues to the Designated Safeguarding Lead (DSL).
- To be informed and trained to an appropriate level and to complete mandatory safeguarding training as required by the School.

Person Specification

Criteria	Essential	Desirable
Qualifications	Excellent academic credentials including an honours degree	Qualified Teacher Status Further relevant academic qualifications e.g. NPQSL
Experience	Secondary Teaching experience, including Sixth Form A track record of improving pupil outcomes Relevant experience in an academic leadership role (e.g. SMT or Head of Large Department / Faculty) Experience of leading and managing colleagues Experience of leading change Experience of effective data tracking and intervention	Experience of coaching colleagues Experience of presenting to pupils and parents Experience of organising events for large groups Experience of organising whole school timetable Experience of teaching to Oxbridge level
Skills	Excellent interpersonal skills Excellent written and oral communication Excellent teaching skills Excellent IT skills, broadly, and within digital learning, including competency with excel Ability to analyse data An understanding of and ability to articulate strategic vision Ability to liaise effectively with and inspire all stakeholders, and contribute to organisational change	Excellent working knowledge of Teams and OneNote Ability to contribute to the wider curriculum programme e.g. ability to coach a sport
Knowledge	Knowledge and understanding of effective data tracking and intervention techniques	Understanding of the independent and boarding sectors Good working knowledge of Power BI Good working knowledge of ISI regulations Strong working knowledge of iSAMS / similar MIS

Person Specification

Criteria	Essential	Desirable
Personal Commitment	Candidates should be willing and able to commit themselves actively to support the ethos of The Leys which is a boarding school (with lessons and sports fixtures on Saturdays and a program of weekend social events).	
Personal Qualities	Collaborative and inclusive leadership style Positive outlook, a high capacity for work Proactive and able to take responsibility for work Ability to motivate and manage pupils & staff Flexible, adaptable, able to prioritise effectively and meet deadlines Strong team player with resilience and initiative Ability to deal positively and constructively with pupils, parents and colleagues at all levels	A sense of humour Ambition Energy and dynamism

How to Apply

How to apply:

If you are interested in applying, please submit a completed application form including one page covering letter addressed to The Head, The Recruitment Team, The Leys School, Cambridge, CB2 7AD (recruitment@theleys.net) by 09.00 am on 24 February 2026. Interviews will be held 3 – 4 March 2026.

This role has the opportunity for regular contact with pupils and therefore is exempt from the Rehabilitation of Offenders Act 1974.

By applying for this role, you are consenting to The Leys School storing your personal data. Please read our 'Privacy Notice for Job Applicants' for further details.

Benefits

Join us and experience a fulfilling career in an inspiring environment where your growth, wellbeing, and sense of community are our top priorities.

Fee Remission

Generous fee remission (The Leys School and St Faith's), subject to the normal admissions criteria (pro-rata for part-time staff).

Remuneration

Competitive salaries and a choice in excellent pension schemes (including the Teachers' Pension Scheme for our Teaching colleagues) with generous employer contribution. We are proud to be a Living Wage employer.

Meals

Three-course lunch from Monday to Saturday and an evening meal on duty evenings. Our meals are mainly homemade on site using locally sourced ingredients and served in the beautiful and newly renovated Dinning Hall.

Location

Stunning city centre location with free parking, access to electric charging, secure bike parking and a Cycle to Work scheme.

Cambridge University Botanic Gardens

Complimentary use of a visitors pass to the beautiful Botanic Gardens (a two-minute walk from the School).

Wellbeing

Enjoy a complimentary hot lunch when working, prepared by our professional culinary team. Plus, benefit from membership of the Sports Complex including free staff swimming, and access to a comprehensive Employee Assistance Programme that provides a wide array of resources and support services for staff and their immediate family (terms and conditions apply).

Community

A supportive and friendly community, with regular social events and the chance to join in extra-curricular activities. Staff can also attend internal productions in our theatre (Great Hall) or external productions hosted by visiting companies (note that external companies may charge for these events).

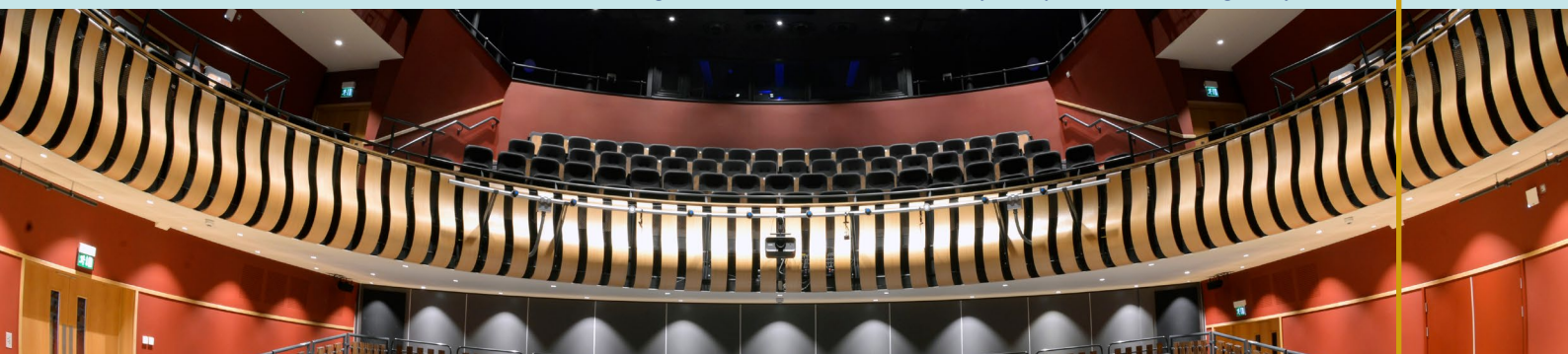
Professional Development

Opportunities for staff development, including regular INSET and CPD, membership of our on-site library, and funded attendance at relevant external training events.

Extended Holidays

There are 33 weeks of term time, plus time for INSET. This means that teaching staff benefit from extended holidays compared to state education.

Please note that colleague benefits which are non-contractual may be subject to review and change at any time.



THE Leys

CAMBRIDGE

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