



FARNBOROUGH HILL
WHOLEHEARTEDLY

from the Headmistress
Mrs Maria Young MA PGCE

DEPUTY HEAD - PASTORAL

Background to the School

Farnborough Hill is an independent Catholic day school and a member of the Girls' Schools Association, Independent Schools' Association and CISC. It welcomes pupils and staff of all faiths and no faith, provided they are in sympathy with the ethos of the School. About one quarter of the 478 pupils are Catholics. A similar proportion of the staff are Catholic.

Located on the Hampshire/Surrey border, the School has excellent transport links, both by train and road being about a 10 minutes' walk from Farnborough Main station.

Farnborough Hill is committed to the education of the whole person. The School places great emphasis on the all-round personal growth of its pupils. It aims for academic excellence as well as ensuring that pupils play a full part in school life and have the opportunities to develop their co-curricular interests.

The School offers Academic, Art, Drama, Music and Sports Scholarships at 11+ as well as means-tested bursaries for families in need of financial assistance. Sixth Form Scholarships are awarded on the basis of open examination, as well as for excellence in Creative Arts, Music, Performing Arts and Sport.

In 2025 our A level pupils once again achieved impressive results with an excellent 50% of all grades at A*/A and 76% A*-B. Our GCSE results were also excellent with 48% of grades awarded at 9-7.

The School's aim is to engage wholeheartedly in all activities, challenges and opportunities. This is achieved through our pastoral care and encouragement of each individual. This is a strength of Farnborough Hill and we see it as an essential part of our caring, Christian ethos. Parents greatly appreciate this and see it as an important ingredient when choosing to send their daughters here.

The School is housed in the historic home of the ex-Empress Eugenie of France, to which much purpose-built school accommodation, such as the sports hall, swimming pool, Art and Design Technology Centre, modern laboratories, theatre, a music suite and hockey all-weather pitch have been added, with an inspiring new Sixth Form Centre which opened in September 2022. These facilities sit within approximately 65 acres of parkland making it a tranquil and inspiring place to work, alongside a forward-looking and ambitious Senior Leadership Team and governing body.

Farnborough Hill, Farnborough, Hampshire, GU14 8AT
01252 545197 school@farnborough-hill.org farnborough-hill.org

"EDUCATING THE WHOLE PERSON"
since 1889

The Senior Leadership Team:

The Senior Leadership Team currently consists of the Headmistress and five other senior leaders who share the major responsibilities as follows:

- Deputy Head – Academic
- Deputy Head – Operations
- Deputy Head – Pastoral
- Assistant Head – Operations/Pastoral
- Bursar
- Director of Admissions and Marketing

Role of Deputy Head – Pastoral

Main areas of Responsibility:

The Deputy Head – Pastoral will:

- Strategic Leadership – lead and be responsible for pastoral strategic development and staff training, and pupil wellbeing, and management of pastoral programme.
- Leading Staff – including leading the Schools, Pastoral Team including Head of Sixth Form and Heads of Year and Assistant Heads of Year, assisting with appointment and recruitment of new staff. Line managing the School Nurses, School Counsellor, Heads of Year, Assistant Heads of Year, PSHEE Co-ordinator, Wellbeing Officer, and meet regularly with them. Manage the Deputy Designated Safeguarding Leads.
- Behaviour – responsible for behaviour and discipline, other than within the classroom, with the support of the Deputy Head – Academic. Oversee and lead on the School's behaviour management procedures and responsible for the operation of the School's rewards and sanctions system.
- Safeguarding – be the Designated Safeguarding Lead and liaise with the Headmistress on safeguarding matters. Manage safeguarding training, and ensure safeguarding processes, policies and procedures are best practice. Be responsible for CPOMS.
- Pastoral Care including Policy and Management – assist and support Heads of Year, Assistant Heads of Year and wider pastoral team in the daily care and pastoral support of pupils, and liaise with parents and other staff regularly. Act as the School's Senior Mental Health Lead. Record all serious sanctions, bullying allegations and behavioural matters.

Other areas of responsibility:

- Administration and Infrastructure – responsible for attendance and registration matters, prepare pastoral staff for ISI and CSI inspections. Assist the Headmistress and Deputy Head – Operations with the annual planning of the School Calendar.
- Advise and help with entrance to school at all ages, including the awarding of Academic Scholarships.
- Lead on pastoral events.

The Deputy Head – Pastoral will also share, with SLT members, other whole school responsibilities including bus duty and Prep duty.

It is expected that the Deputy Head – Pastoral will, ideally, be a practising Catholic in good standing with the Church, and, together with the Senior Leadership Team, will help to promote and develop the School's Catholic mission, ethos and values, and spiritual life, alongside contributing to the overall management and provision of Religious Education and collective worship. The successful candidate will demonstrate knowledge and understanding of these in a Catholic school context. They will also wish to undertake further professional development (both in school and possibly via further study) to develop their experience and skills for this post and in readiness for a headship in due course. Some rotation of roles and responsibilities within SLT can be expected from time to time to ensure all the senior leadership team develop to their full potential.



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The Deputy Head – Pastoral will have a significantly reduced teaching timetable. Full-time teachers are expected to teach a maximum of 20/21 lessons a week (out of 30). The Deputy Head – Pastoral is likely to teach around 4 periods a week in their specialist subject(s). Most subjects can be accommodated.

The Deputy Head – Pastoral Person Specification:

Qualifications	<ul style="list-style-type: none">• A good record of academic achievement including a relevant degree• A teaching qualification (eg PGCE/ECT)• Recent previous experience of working with young people of secondary school age.• Good oral and written English skills
Skills and Abilities	<ul style="list-style-type: none">• Excellent classroom practitioner with the ability to prepare and deliver interesting and dynamic lessons according to department specifications and schemes of work• Ability to inspire pupils and enthuse about your subject• Ability to use relevant technology in teaching and learning• Good organisation and the ability to prioritise• Ability to work as part of a hard-working and supportive team• Willingness to contribute to co-curricular activities and the wider life of the School
Personal Qualities	<ul style="list-style-type: none">• Energetic, hardworking and resilient• Sympathy with the aims, values and ethos of the School• Professional, positive, patient and helpful• Confident in the classroom• Personal warmth with good interpersonal skills• Good sense of humour• Commitment to the best practice in teaching and pastoral care• Commitment to safeguarding and promoting the welfare of children and young people

The appointment will be made from January 2026, or as soon as possible thereafter, and the salary will be according to qualifications and experience, on Farnborough Hill's own generous pay scale. In accordance with the School's current employment policies, the first two terms of the appointment will be probationary.

All members of staff are expected to be in sympathy with and supportive of the ethos of the School as set out in the Mission Statement. All full-time members of staff are expected to be fully involved in the life of the School, contributing to co-curricular activities and undertaking responsibility in the tutorial teams.

Farnborough Hill is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Successful applicants will be required to undergo the appropriate DBS Code of Practice check.

Further information about the School can be found on our website. www.farnborough-hill.org



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If you require any further information about this post or the School please telephone Melanie Clark, the Headmistress's PA, in the first instance, on 01252 545197.

To apply please complete the Application Form, which is available from our website, and submit it to the Headmistress via email to hmsec@farnborough-hill.org

Please apply as soon as possible as applications will be considered upon receipt; we reserve the right to interview/appoint before the closing date.

Closing Date: 9.00 am on Tuesday 23 September 2025 – however if interested in applying for the role please submit your application as early as possible as it will be considered upon receipt

Interviews: Interviews will take place on Tuesday 30 September 2025

Start Date: January 2026, or as soon as possible thereafter