

MOUNT
KELLY

Boarding and Day School
Boys and Girls, Aged 4-18

Deputy Head Academic Application Pack



Mount Kelly - a values-led, life-defining educational experience



A message from the Head Master and Principal of the Foundation



Dear Applicant

Most Deputies in any independent school occupy a unique position in the organisation. At once, they ensure the excellence and smooth running of the day-to-day operation whilst simultaneously playing a central role in the shaping and delivery of a broader strategic mission. This is very much the case at Mount Kelly.

The Deputy Head Academic will lead on numerous core aspects of the School's educational provision, assisting our pupils in accessing a life-defining experience, whilst also being fully engaged in advancing ambitious strategic vision, built on the deeply embedded characteristics of Mount Kelly as:

- A values-led school
- A school committed to spiritual growth and moral fortitude
- A school that pursues excellence through innovation
- A community that values the individual
- A school with a powerful sense of service
- A school rooted in locality with a global outlook
- A place of tradition and creativity
- A school dedicated to broadening access, diversity and inclusion

We seek a leader who believes passionately in the power of education to transform lives; someone who combines intellectual rigour with warmth, humanity and a commitment to the individual child.

The Deputy Head Academic will play a pivotal role in shaping the strategic direction of the School. Bringing together responsibility for academic leadership, teaching and learning, curriculum innovation and staff development, this newly configured position sits at the heart of our vision for educational excellence. A convincing ambassador with natural empathy, interpersonal subtlety and sound judgment, this leader will bring a nuanced understanding of young people's academic development and the challenges and opportunities they face in today's world.

If you share our belief that outstanding schools are built upon exceptional relationships, ambitious expectations and a culture of continual improvement, I would be delighted to hear from you.

Guy Ayling

Head Master and Principal of the Foundation

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School at a Glance



Pupil Numbers

570

Sixth Form 30%
Years 9 to 11 40%
Prep 30%



Boarders

230

Five boarding houses
across the
Prep and College



Location

Tavistock

Set in 160 acres in
the rural market town
of Tavistock, on the
edge of Dartmoor



Exam Results

GCSE

Pass 90% 9 - 7 40%
9 - 5 75%

A Level & BTEC

Pass 97% A* - A 36%
A* - B 59% A* - C 84%



International

18%

43 Nationalities



University

80%

Attend their first
choice of university



Economic Impact



£17.3m
to UK GDP

£7.4m
to Local GDP



£7.2m
UK Tax Paid



£3.1m
Savings for the
UK Taxpayer in
School Places



233
Jobs
(207 direct)



£25k
Pupil Charity
Fundraising



87%
Local Jobs



£970k
Means-Tested
Bursary Support



570
Pupils



THE OPPORTUNITY

The Deputy Head Academic is one of the most influential leadership positions within the School.

Reporting directly to the Head Master and Principal, the Deputy Head Academic will lead the strategic development of all aspects of academic life across Mount Kelly.

This role brings together responsibility for:

- **Academic strategy**
- **Teaching and learning**
- **Curriculum leadership**
- **Academic outcomes**
- **Staff professional development**
- **Quality assurance**
- **Inspection readiness**
- **University progression**

The successful candidate will be both visionary and practical; equally comfortable discussing educational philosophy, analysing examination data and supporting colleagues in the classroom.

This is an opportunity to shape the academic future of an ambitious school whilst working within a supportive and collegial leadership environment.

THE ROLE

The Deputy Head Academic will provide strategic leadership for the academic life of the School and will be responsible for ensuring consistently high standards of teaching, learning and pupil achievement.

As a member of both the Senior Leadership Team and the Executive Leadership Team, the postholder will play a full role in the leadership and management of Mount Kelly.

The Deputy Head Academic will champion a culture of academic excellence whilst ensuring that educational success remains aligned with the School's values and broader educational mission.

KEY RESPONSIBILITIES

ACADEMIC STRATEGY AND LEADERSHIP

The Deputy Head Academic will:

- Lead the academic vision and strategy of the School
- Advise the Head Master, Governors and leadership team on academic matters
- Develop and implement strategic academic initiatives
- Promote a culture of scholarship and intellectual curiosity
- Monitor the effectiveness of academic provision across all age ranges
- Produce reports and analysis for Governors and senior leaders



TEACHING AND LEARNING

The Deputy Head Academic will:

- Articulate and implement a clear vision for outstanding teaching
- Lead whole-school teaching and learning initiatives
- Monitor and evaluate classroom practice
- Oversee lesson observations and quality assurance processes
- Promote evidence-informed educational practice
- Ensure the sharing of excellent practice across departments

CURRICULUM LEADERSHIP

The Deputy Head Academic will:

- Lead curriculum review and development
- Ensure broad, balanced and ambitious educational pathways
- Oversee GCSE and Sixth Form options processes
- Manage curriculum planning and timetabling
- Ensure continuity and progression across the School

ASSESSMENT AND ACADEMIC OUTCOMES

The Deputy Head Academic will:

- Oversee assessment policy and practice
- Lead academic data analysis and reporting
- Monitor pupil progress and attainment
- Implement targeted interventions where required
- Analyse public examination outcomes and identify areas for development
- Maintain ambitious expectations for all pupils

STAFF DEVELOPMENT

The Deputy Head Academic will:

- Lead professional learning and development across the School
- Design and deliver staff training programmes
- Support induction and mentoring for new staff
- Coach middle and senior leaders
- Contribute to appraisal and performance management systems

UNIVERSITY AND CAREER PROGRESSION

The Deputy Head Academic will:

- Oversee academic guidance for pupils and families
- Support university admissions and application processes
- Monitor destination outcomes
- Strengthen relationships with universities and external partners

INSPECTION AND COMPLIANCE

The Deputy Head Academic will:

- Support preparation for inspection
- Ensure compliance with educational standards and regulations
- Maintain robust systems for monitoring academic provision
- Lead self-evaluation processes and improvement planning

WIDER SCHOOL LEADERSHIP

The Deputy Head Academic will:

- Support admissions and scholarship processes
- Contribute fully to strategic and operational leadership
- Represent the School professionally within the wider community
- Participate actively in school events and community life
- Undertake any additional duties reasonably required by the Head Master



Applicants should hold suitable qualifications and be able to demonstrate relevant skills and knowledge.

Applicants should be aligned with the School's values:

COMPASSION

Empathy Tolerance Kindness

We treat others with compassion; demonstrating empathy, tolerance and kindness in all that we do

COURAGE

Determination Resilience Grit

We act with courage; demonstrating determination, resilience and grit in the face of both opportunity and challenge and always striving to learn through life's journey

HUMILITY

Modesty Gratitude Selflessness

We behave with humility; we are modest in our success, grateful for our blessings and selfless in the way that we share them

RESPECT

Courtesy Service Consideration

We value and respect every person equally; always seeking to serve those around us and treating all with courtesy and consideration

COMMITMENT

Dedication Loyalty Endurance

We demonstrate commitment to our School and to those around us, making the most of opportunities available; we are dedicated, loyal and always endure through to the end

INTEGRITY

Honesty Decency Morality

We value integrity above all; we are honest with ourselves and others, conducting our lives with decency whilst striving for the highest moral standards



To apply, please submit a completed application form which sets out your interest in the role and your experience relevant to the required criteria.

Application forms can be found at www.mountkelly.com/jobs

Application forms may be supported with a CV and/or a covering letter addressed to the Head Master and submitted to HR@mountkelly.com

All applications will be acknowledged by email.

The closing date for applications is 17:00 on Monday 2 November 2026

We anticipate that interviews will take place during the week commencing 16 November 2026 and that the successful candidate will take up the post on 1 September 2027.

This job description is indicative of the nature and level of responsibilities associated with this post. It is not intended to be exhaustive; other tasks and responsibilities may be allocated as necessary from time to time.

Mount Kelly is fully committed to the principles of equality, diversity and inclusivity in its recruitment of staff.

Mount Kelly is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake a criminal record check via the DBS. Charity Registration Number 306716

Apply at www.mountkelly.com/jobs





Staff Benefits



Location

Dartmoor National Park on
our doorstep



People

Helpful colleagues, grounded
pupils and supportive parents



Salary Sacrifice

For cycle to work and pension
contributions



Pension

Teachers can join a generous
defined contribution pension
scheme with Aviva Pension Trust for
Independent Schools (APTIS)



Insurance

Group Income Protection,
Group Life and Critical Illness cover
for all teaching staff



Parking

Free on campus car parking



School Fees

A generous school fee discount



Catering

Lunches during term time and
suppers when on duty



Development

Continuing Professional
Development and training are
nurtured and encouraged



Flu Vaccination

Annual flu vaccination for those
not eligible for a free NHS
vaccination



Facilities

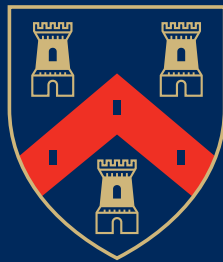
Free use of the Mount Kelly Swim
Centre (50m and 25m indoor
pools), 25m outdoor pool, and gym



Discounts

Discounts on digital subscriptions
eg The Times newspaper, School
uniform and children's swim lessons

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