

ST PAUL'S CATHEDRAL SCHOOL

THE ROLE Head

HMC Professional Services



Letter from the Dean

As Chair of the Chapter of St Paul's, the proprietary body for St Paul's Cathedral School (SPCS), thank you for your interest in the role of Head.

SPCS is thriving following the outstanding leadership of Judith Fremont-Barnes: a very positive ISI Inspection in March 2026 met all national standards and pointed to excellence, as well as identifying scope for development.

SPCS is an integral part of the wider St Paul's foundation, with its own supportive Governing Body, Chaired excellently by Dr Paula Gooder, the Canon Chancellor. The Governing Body is empowered to shape the future life of the School under new Terms of Reference implemented in September 2025.

The Head not only leads the School, but also contributes to the wider vision of the whole foundation through the Cathedral's Executive Leadership Team:

- Inspiring faith
- Welcoming everyone
- A Cathedral for London and the world

If you are interested in building on the success of the last years — including the creation of the world's largest Cathedral choral foundation of its kind through the Girls' Voices Project — then we would love to hear from you.



The Very Revd Andrew Tremlett
Dean of St Paul's



The School

St Paul's Cathedral School (SPCS) is a leading preparatory School for children aged 4 to 13, situated in the heart of the City of London. The School currently educates approximately 280 pupils, including 54 Choristers, who are part of the School's boarding community.

SPCS is very proud to work in partnership with the Cathedral Music Department in educating the Choristers of the world-renowned Cathedral Choir, while ensuring they are fully integrated into the wider life of the School. Following the successful completion of the Girls' Voices Project, SPCS is now educating girl choristers for the first time in its history.

This history dates back over many centuries. Former pupils include not only many of the country's most famous musicians, but also distinguished writers, actors and broadcasters. Former pupils are noted for their ability to transfer the skills and commitment they acquired whilst choristers to a diversity of subsequent challenges – whether as Director General of MI5 or captain of the England Men's cricket team.





The School Provision

Our pupils are at the heart of every decision that the School makes, and our positive and vibrant learning environment is designed to encourage every child to maximise their potential. We aim to provide a broad, all-round education in which pastoral care, supportive and effective teaching, rich opportunities for personal development and a strong emphasis on core values are essential components.

Nothing matters more to us than the wellbeing of our pupils. Staff work in partnership with parents and our many other stakeholders to support the safeguarding and wellbeing of every individual. We're proud to have been described as 'pastorally superb' by the Good Schools Guide.

Academically, SPCS is renowned for its strong provision and commitment to developing well-rounded, confident young people. Small class sizes and dedicated teaching staff ensure that every child is known, valued and challenged to achieve their full academic potential. Pupils consistently secure places and scholarships at some of the UK's most prestigious senior Schools.

The School is often described as an "oasis" in the heart of the City of London. An exceptional staff team, both in teaching and support roles, places great value on individual contributions, strong relationships, and a shared commitment. Colleagues are skilled in blending high aspirations with a warm, caring and supportive culture.

The School's unique relationship with St Paul's Cathedral offers opportunities rarely found elsewhere, with music, tradition and community life playing a central role in the experience of both pupils and staff. Colleagues work with the Dean and Chapter, the Governing Body, the wider Cathedral Foundation, and a large number of exciting City institutions, to provide young people with a distinctive educational experience which can justly be claimed as unique in the world.

The Head, who is a member of the Cathedral's Executive Leadership Team, is supported by an experienced and collaborative Senior Leadership Team, whose collective expertise spans academic provision, pupil wellbeing, boarding, safeguarding, operations and staff development. Together, they provide strategic leadership and clear direction, ensuring that the School continues to deliver an outstanding educational experience while remaining true to its distinctive ethos, values and traditions.



The Role

The Governing Body seeks to appoint an outstanding Head from 1 September 2027, to build on the current strong foundations, and lead the School in the next phase of its historic development. The vacancy follows the appointment of Judith Fremont Barnes as Principal of Claires Court Juniors and Nursery in Maidenhead following three years of outstanding service, which have included the successful introduction of girl choristers and the opening of a new purpose-built boarding house. The successful candidate will embrace SPCS's mission of providing an education that equips young people for life, not simply for the next stage of their education, while continuing the School's commitment to fostering a genuine love of learning through a broad and enriching curriculum.

Applicants must be comfortable with the School's Christian ethos and should demonstrate an appreciation of the School's unique role at the heart of the Cathedral community, including its close relationship with the Chapter and the Director of Music. They will provide calm, measured and patient leadership, preserve the happy and nurturing environment that parents and pupils value so highly, and work closely with a supportive and ambitious Governing Body. A musical background is desirable rather than essential, but candidates must have a wholehearted appreciation of the importance of choral music and the unique role that SPCS plays in supporting the Cathedral's renowned musical tradition.



The Candidate

The School seeks an experienced and well-qualified educator, possessing a deep understanding of the academic, pastoral and safeguarding responsibilities involved in leading children from EYFS through to Key Stage 3, ideally with experience of both day and boarding provision. They will bring a proven track record of strategic leadership, effective change management and operational expertise within an independent School environment, together with the vision, energy and broader awareness needed to support the School's continued development.

An exceptional communicator and relationship builder, the successful candidate will inspire and engage pupils, parents, staff and governors, while working collaboratively with the Cathedral community and representing the School with confidence and diplomacy. They will be committed to fostering an inclusive and diverse School culture, promoting the wellbeing and the academic success of every child, and leading with integrity, resilience and humility. Experience of fundraising, marketing, property development and strategic growth would be additionally advantageous.





Safeguarding

At St Paul's Cathedral School, safeguarding is at the heart of everything we do. The welfare, safety and wellbeing of every child is our highest priority, underpinning all decisions, policies and practices across the School. We are committed to providing a safe, welcoming and inclusive environment in which children feel respected, valued and empowered to thrive.

The School maintains robust safeguarding procedures, comprehensive staff training and clear reporting processes, supported by an experienced safeguarding team led by the Designated Safeguarding Lead. All Chapter members, staff, governors and volunteers receive regular safeguarding training and are expected to uphold the highest standards of professional conduct. Through strong pastoral care, effective partnership with parents and external agencies, and a proactive approach to pupil wellbeing, St Paul's Cathedral School is committed to ensuring that every child is safe, supported and able to flourish within our community.





Inclusion & Remuneration

Inclusion

St Paul's Cathedral School is committed to ensuring that every pupil can flourish and achieve their full potential. The School recognises that children with special educational needs and disabilities (SEND) may face additional barriers to learning and wellbeing. Through close collaboration between teaching staff, the SENDCo, pastoral leaders and families, pupils receive personalised support that enables them to participate fully in all aspects of School life.

The School adopts a holistic approach, recognising that academic progress, emotional wellbeing and pastoral care are closely connected. Staff are trained to understand the additional safeguarding and wellbeing considerations that may affect pupils with SEND, and the Learning Support Team works alongside teachers to identify strengths, address challenges and provide appropriate interventions, helping pupils to develop confidence, independence and resilience.

Remuneration

The successful candidate will be provided with a salary which reflects the seniority and responsibilities of the role and with family accommodation in a 17th century house in Amen Court, the group of houses provided for key Cathedral staff, including the Dean and Canons.





The Process

The School has engaged HMC Professional Services to assist the Governing Body in this appointment. The HMCPS process will be under the overall supervision of the organisation's Director, Sue Woodroffe, who has asked Dr Tim Hands, supported by Elsa de Boisanger, to act as lead consultant on this project.

Anyone interested in a preliminary discussion of the role will be welcome to speak with Dr Hands on a confidential basis. The Canon Chancellor of St Paul's, Dr Paula Gooder, who Chairs the School's Governing Body, is likewise happy to speak to interested candidates. The relevant email addresses are thands@hmc.org.uk and Elsa de Boisanger can be contacted on edeboisanger@hmc.org.uk.

Applications for this role should be made online using this [link](#); and the closing date is **Monday 2nd November at 9am**.

Longlist interviews will take place online on Wednesday 4th and Friday 6th November, and will be conducted consecutively by two panels from the Governing Body.

Shortlist interviews will take place in person with the Governing Body at the School on Monday 23rd November.

In the two weeks intervening between longlist and shortlist interviews candidates will be offered the opportunity of an extensive visit to the School, and will be required to participate in psychometric testing organised by HMCPS.

Full details and all final arrangements will be confirmed prior to interview, and all reasonable expenses will be reimbursed. If you require any reasonable adjustments to assist you in the selection process, please advise us in advance and we will be pleased to make appropriate arrangements.

If you have any other questions or requests please contact Elsa de Boisanger in the first instance.

September 2026

Leading
Independent
Schools



