

THE MAYNARD SCHOOL
EXETER

MADE FOR GIRLS AGE 4 – 18

DEPUTY HEAD

(Curriculum and Innovation)

CANDIDATE INFORMATION PACK

START DATE:
SEPTEMBER 2027

Empowering girls to think creatively, act with integrity and face every challenge with confidence and courage.

WELCOME FROM THE HEAD

Thank you for your interest in the position of Deputy Head (Curriculum and Innovation) at The Maynard School.

This is an exciting opportunity to join the Senior Leadership Team of one of the South West's leading independent girls' schools. Founded in 1658, The Maynard has a long-established reputation for academic excellence, outstanding pastoral care and an unwavering commitment to the transformative power of girls' education.

We are ambitious for every girl. We seek to develop young women who are intellectually curious, confident, compassionate and courageous; young women who will flourish at university, in their careers and in their lives beyond school. Our vision is to provide a transformational education that inspires a lifelong love of learning and equips every pupil to make a positive difference in the world.

The Deputy Head (Curriculum and Innovation) will play a pivotal role in helping us realise that vision. Working closely with the Head and wider Senior Leadership Team, the successful candidate will lead the strategic development of teaching and learning, curriculum innovation, academic performance and staff development across the school.

We are seeking an exceptional educational leader with energy, warmth, intellectual rigour and the ability to inspire colleagues and pupils alike.

If you share our belief in the potential of girls and our commitment to educational excellence, we would be delighted to hear from you.

Liz Gregory
Head





AN INTRODUCTION TO THE MAYNARD

Founded in 1658, The Maynard is the oldest girls' school in the country and we pride ourselves on a unique blend of tradition mixed with innovation and forward thinking.

The quintessential ingredient to our success is the size of The Maynard. As a smaller school of 420 students across the Pre-Prep through to the Sixth Form, we nurture a culture of diversity and inclusion where every individual is valued and encouraged to develop her own 'brand'.

Class sizes tend to be smaller than average throughout the school and we place a heavy emphasis on the importance of pastoral care. We relish the fact that we know each and every student individually which, in turn, allows us to support and nurture them through the very strong staff/student relationships we can form.

Equally, we are also a school that provides rigour and challenge for all our pupils and where expectations are high. As such, we aim to deliver lessons which stimulate curiosity and encourage a love of learning which stays with each pupil throughout the Junior School, into the Senior School and beyond.

However, there is very much more to a Maynard education than just academic achievement and we pride ourselves on our all-round, holistic education. Our sporting calendar throughout the year is packed with events, clubs, fixtures and competitions and we are seasoned national campaigners across the school for hockey, netball, basketball and athletics; our Art Department is so good we are often mistaken for a specialist art school by visitors to our exhibitions; Drama and the Performing Arts play a key role in the day-to-day life of The Maynard – over half of our girls play an instrument, we boast 10-12 drama productions each year (including the biennial staff play) and our choirs are regularly booked to perform at outside venues, such is their reputation.

Our co-curricular programme plays a vital role in developing skills and prepares our students for adult life. Each week, we host over 60 varied clubs during the extended lunch break or after school; we have an outstanding record in the Duke of Edinburgh's Scheme; our Ten Tors teams excel every year; the MUN love a decent debate on far-ranging topics and our Young Enterprise team regularly win the top regional prizes for their innovation and sustainable designs. All this in addition to supporting a huge network of girls achieving some remarkable personal endeavours in their own time!

Such is our considerable reputation that our student numbers are buoyant at 420 and our 2027 intake is again looking particularly healthy with huge attendances at our recent open events, an enormous amount of registrations and great interest in our scholarship and Maynard Awards offerings (with interviews and assessments ongoing). In essence, the future is very bright for this wonderful and unique school.

In terms of location, Exeter is a fantastic place in which to live and work with easy access to the moors and surrounding seaside. Although still relatively small, it is full of character and has a fascinating ancient history, as well as being home to the world-renowned university. Substantial amounts have been invested into the city's infrastructure which has opened up a realm of retail and cultural opportunities, not to mention how easily accessible we are to the rest of the country and beyond through the local airport and public transport networks.



"It's the warmth of the relationship that makes all the difference. And the laughter. Relationships between students and staff are supportive, humorous yet entirely professional."

GOOD SCHOOLS GUIDE

WHY ALL-GIRLS?

We are regularly asked what the benefits of a single-sex education are and the obvious answer is the long standing and proven statistics of girls achieving more away from other social pressures. We are proud to be a member of the Girls' School Association (https://gsa.uk.com) and we empower our pupils by teaching them the way they naturally learn.

As soon as you cross our threshold you will be hit by the enormous sense of fun and happiness reverberating around our corridors. You will notice the warmth of the welcome and the enthusiasm of our pupils to engage with you. You will notice the atmosphere of enjoyment as well as diligence in the classrooms, where a sense of inclusion and compassion underlies all we do.

AWARD-WINNING WELLBEING

We believe that happy girls are successful girls.

The Maynard became the first school in Devon to twice have been awarded the Wellbeing Award for Schools in recognition of the sheer breadth of provision and robustness of support that we offer to our staff and pupils.

The importance of wellbeing cannot be overstated – caring for the physical, mental and emotional health of our community is central to everything that we do. All our staff are trained to recognise when a student or colleague may be feeling under pressure or anxious and we take big steps to ensure systems are in place to respond to all the different mental health needs.

As such, The Maynard has become synonymous with the idea of a 'family school', with wellbeing firmly placed at the core of the school's values because we will always believe that a happy school is a successful school.



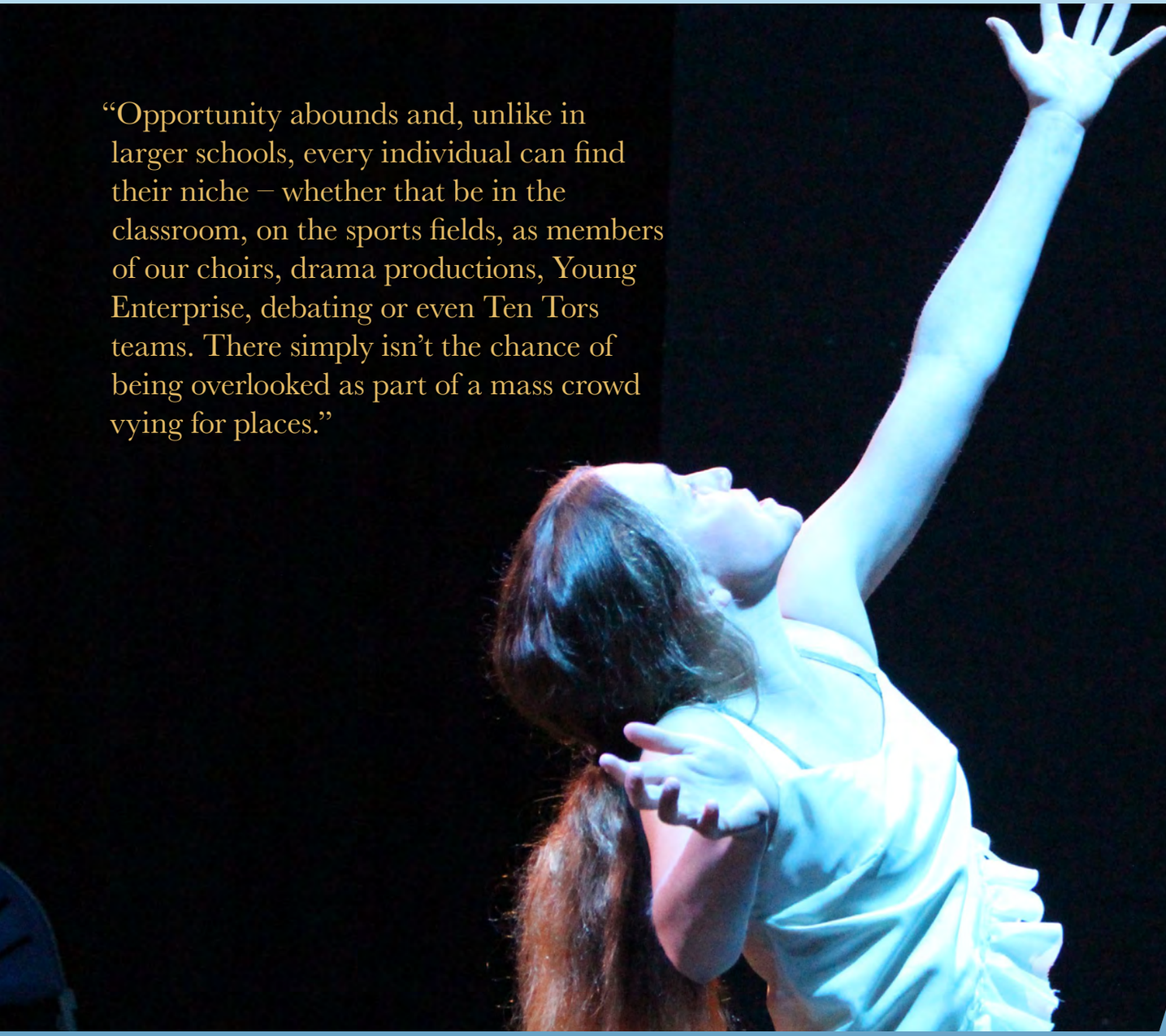




"The focus on wellbeing and creating a happy and supportive environment emanates from the core of the school in terms of its values, approaches and explicitly in the quality of relationships between staff and children and within the whole school community and governors."

THE WELLBEING AWARD FOR SCHOOLS

"Opportunity abounds and, unlike in larger schools, every individual can find their niche – whether that be in the classroom, on the sports fields, as members of our choirs, drama productions, Young Enterprise, debating or even Ten Tors teams. There simply isn't the chance of being overlooked as part of a mass crowd vying for places."



VISION

Our vision is to be a leading school in the UK, committed to educational excellence in a caring and happy environment that fosters a life-long love of learning.

MISSION

Our team of inspiring teachers will instil in each individual the confidence to excel academically, socially and morally. Through an educational experience designed specifically for girls, we can give them the skills and the courage to go out into the world and make a real difference.

VALUES

Our four core values underpin everything about The Maynard School:

- **Kindness**
- **Courage**
- **Community**
- **Integrity**

OUR GOVERNORS

The Governors are extremely proud of the school and highly supportive of the Head and the Leadership Team. The Governing Body is committed to maintaining The Maynard as the leading independent day school for girls in the South West of England, with a clear understanding of the strategic direction of the school. Progress is reviewed by Governors on a regular basis through a range of sub-committees.

The Governing Body comprises eight sub committees: Resources, Junior School and Pre-Prep, Education, Chairs, Strategy and Regulatory & Compliance. The majority live locally and take an active personal interest in the school and its students. Some Governors are appointed by outside agencies; The St John's Hospital Educational Foundation, Devon County Council, Exeter City Council and the University of Exeter.

The Governors are appointed as trustees of The Maynard School and have responsibility to the Charity Commission to ensure it is run efficiently and complies with all legal health and safety requirements.

Great care is taken to ensure that members of the Governing Body have a wide range of experience and other skills to provide an appropriate level of support in educational, professional and business matters.

OUR STAFF

Everyone who works at The Maynard, regardless of their role, plays a vital part in helping to make the school the dynamic and energetic place that it is. Commitment to professional development is an important part of this but it is also something that is ingrained in the culture and ethos. Everyone works together, sharing ideas, responsibilities and ambitions for the school.

In addition to an exceptional Senior Leadership Team there is a strong team of Heads of Year and Heads of Department, four House Leaders, over 60 teaching staff and nearly 50 support staff. Staff collectively meet for a twice weekly briefing, allowing for excellent networking and collaboration.

Staff mental health and wellbeing form the heart of our ethos; The Maynard community is a caring and collaborative working environment within a hugely supportive network where each individual feels valued and can thrive.

OUR PARENTS AND THE SCHOOL COMMUNITY

The school has an active association known as the Maynard Parents' Association that organises social events and other fundraising initiatives, thus enabling the school to procure essential extra benefits such as the Junior School canopy, the floodlights on the external courts, resources for the Library, the sound and lighting system in the Performing Arts Centre and much more.

Equally, the school aims to be an integral part of the local and wider community. Activities include endless charity fundraising and community benefit. Specific examples include the termly concerts at the local residential home, performing at The Lord Mayor's Charity Concert in Exeter Cathedral, funding the entire education of a young South African girl who our Senior netball and hockey teams met on their last Sports Tour, as well making our facilities available to outside organisations for the benefit of our wider community.



TEACHING AND LEARNING

Our curriculum is delivered by experts and designed to be broad and enriching. From Early Years upwards, students enjoy a programme that instils both curiosity and a love of learning through cutting-edge pedagogy and enormous variety. In Year 6, girls have a 'transition year' and start to experience specialist rooms such as the science laboratories, our music rooms and the technological facilities. Key Stage 3 retains the breadth of 16–18 subjects and students then go on to select their GCSE and A-levels from a wide range of options during Year 9 (Upper 4) and Year 11 (Upper 5).

Class sizes are typically 20 or below in the Junior School and Senior School, with A-level classes at approximately 15 or below.

All of our staff teach within their areas of expertise, leading to superb lessons through a genuine passion for their subjects. However, we adopt a collaborative approach across the departments and regularly share ideas either formally or informally. For example, every half term the teachers will come together for our unique 'Teaching and Learning Cafés' where they share experiences and best practice, whilst also exploring together exciting and relevant new teaching methodology.

In addition, there are five INSET days allowing plenty of opportunity for further training in teaching and learning, safeguarding and effective use of IT in classrooms. We also find time to have some fun on these days such as colleague Padel or a cuppa on the glorious Quay!





THE ROLE

SUMMARY

The Deputy Head (Curriculum and Innovation) will be part of the wider Senior Leadership Team which is made up of: Senior Deputy, Deputy Head (Pupils), Assistant Head Sixth Form and Assistant Head Junior School, the Bursar and the Head of Marketing and Communications. The post holder will take a full part in all aspects of the leadership and management of the School, deputising for the Head as necessary.

The Deputy Head (Curriculum and Innovation) is responsible to the Head for developing and enhancing the quality of academic provision across the School. They will lead on curriculum innovation and take responsibility for the strategic development of an ambitious, engaging and holistic academic programme that meets the needs of every pupil in the School. They will promote a culture in which each pupil has a love of learning, academic aspiration and the tools to succeed. They will, therefore, also be responsible for overseeing the curriculum, subject areas, examinations, and monitoring performance through data analysis and benchmarking. The Deputy Head (Curriculum and Innovation) will also be expected to proactively manage the school's academic quality and standards.

The Deputy Head (Curriculum and Innovation) will:

- Be a member of the Senior Leadership Team.
- Lead the strategic direction of academic matters for the whole school (Pre-Prep to Sixth Form).
- Promote academic aspiration and achievement for every pupil.
- Ensure excellence in teaching and learning.
- Promote and advocate for evidence informed pedagogy across the school.
- Oversee academic quality assurance.
- Champion and oversee the use of educational technology.
- Support staff development and succession planning.
- Act as an ambassador for the school with parents, governors and prospective families.
- Represent the school at external academic committee meetings including Academic Deputy meetings at HMC, GSA etc.
- Take overall responsibility for the school's academic performance.
- Monitor and review subject performance, make recommendations on actions if required.
- Articulate, embed and review the school's teaching and learning philosophy – The Maynard Way.
- Act as the designated nominee for academic progress during ISI inspections.
- The post holder will teach on a reduced timetable.





KEY RESPONSIBILITIES

STRATEGIC LEADERSHIP

The Deputy Head (Curriculum and Innovation) will:

- Develop the school as a centre of educational excellence, providing stretch and challenge and academic aspiration for all.
- Contribute fully to the strategic leadership and management of the school.
- Support delivery of the School Strategic Plan.
- Keep abreast of national educational developments and advise colleagues accordingly.
- Contribute to inspection readiness and regulatory compliance.
- Represent the school externally and promote its academic reputation.
- Attend and prepare documents for Governor meetings as required.

TEACHING AND LEARNING

The successful candidate will:

- Lead and champion outstanding teaching and learning across the school.
- Develop, articulate and review the school's teaching and learning strategy.
- Promote evidence-informed educational practice.
- Foster a culture of academic ambition and intellectual curiosity.
- Be responsible for the school's academic timetable.
- Lead quality assurance processes, including lesson observations, learning walks and departmental reviews.
- Promote inclusive practice which supports/stretches all learners.
- Work closely with academic leaders to maintain high standards of achievement.
- Model excellent classroom practice.
- Ensure all policies relating to teaching & learning are reviewed annually and updated as required and work with other members of SLT to update other school policies.
- Monitor absence of academic staff and oversee the cover of lessons in the case of staff absence.

CURRICULUM LEADERSHIP

The Deputy Head (Curriculum and Innovation) will:

- Oversee curriculum provision from Reception to Sixth Form, working with the Head of Junior School and all Subject Leads/ Heads of Department.
- Ensure the curriculum remains broad, balanced, challenging and innovative.
- Review and develop curriculum pathways, particularly embedding the spiral curriculum.
- Oversee subject options in the Senior School.
- Support the development of future-facing educational programmes.
- Ensure curriculum provision reflects the needs of modern learners and future employers, working with the Careers Advisor and Assistant Head Sixth Form.

ASSESSMENT, DATA AND ACADEMIC OUTCOMES

Responsibilities will include:

- Running baseline testing, MidYIS, Yellis and ALIS
- Oversight of assessment, tracking and reporting systems - use of data to identify trends, strengths and areas for improvement.
- Monitoring pupil progress and attainment with oversight of target setting and pupil tracking, including value added.
- Oversight of the identification, monitoring and support for pupils who are underachieving in the classroom working with Heads of Department to implement interventions and liaise with parents.
- Being responsible for organising internal exams.
- Analysis of internal and external examination results.
- Ensuring high levels of achievement across all pupil groups.

INCLUSION, SCHOLARSHIP AND STRETCH

The Deputy Head (Curriculum and Innovation) will:

- Work with the Head and Registrar on all entrance testing, including the school's entrance examination, scholarship testing and internal and external academic awards.
- Ensure excellent provision for high-attaining pupils.
- Work with the Assistant Head Sixth Form to coordinate scholarship, enrichment and super-curricular programmes.
- Maintain oversight of SEND provision alongside specialist colleagues and line manage SENCo.
- Encourage participation in academic competitions and enrichment opportunities, monitoring this through SOCS.
- Assist the Assistant Head Sixth Form, when required, by supporting preparation for Oxbridge, Medicine and other highly competitive pathways.



DIGITAL STRATEGY AND INNOVATION

The successful candidate will:

- Lead the school's academic digital strategy.
- Promote the effective use of technology to enhance learning.
- Evaluate emerging educational technologies.
- Ensure digital resources support excellent teaching and learning.
- Encourage innovation while maintaining educational rigour.

STAFF LEADERSHIP

The Deputy Head (Curriculum and Innovation) will:

- Line manage academic leaders including SENCo and Careers Advisor and Associate SLT (Timetable and Spiral Curriculum).
- Line manage Data Manager.
- Lead Heads of Department/Heads of Year meetings.
- Support recruitment and retention of excellent teachers.
- Be responsible for the onboarding of new teaching staff and internal promotions.
- Be responsible for ITT and ETCs.
- Support the coaching culture across the school.
- To be the SLT Lead on the INSET programme for all academic staff throughout the year and oversee the INSET records of attendance and training received.
- Own the CPD budget for all academic staff.
- Be responsible for the programme of regular professional appraisal review and continual professional development (CPD) of all teaching staff.
- Support leadership development and succession planning.
- Foster a collaborative culture of continuous improvement.

PARENTS, ADMISSIONS AND EXTERNAL RELATIONS

The role includes:

- Presenting at Open Events and Admissions activities.
- Supporting assessment of prospective pupils.
- Building positive relationships with parents.
- Organise the calendar for parents' evenings.
- Communicating clearly regarding academic matters.
- Communicate with parents both individually and in general on academic matters, explaining school policies and decisions.
- Compile information as required on the curriculum and on subject choices and content.



PERSON SPECIFICATION

The successful candidate will demonstrate:

QUALIFICATIONS

- Honours degree.
- Qualified Teacher Status (or equivalent).

EXPERIENCE

Essential

- Significant successful teaching experience.
- Experience of leading an academic department or whole-school initiative.
- Experience of staff management and development.
- Experience of analysing and using educational data.
- Demonstrable impact on improving teaching and learning.
- Sound knowledge and understanding of the independent sector.

Desirable

- Experience of whole school timetabling.
- Strategic planning and curriculum evaluation.
- Leading and managing whole school change.
- Involvement in the Chartered College of Teaching would be an asset.
- Experience of teaching in an all-through and/or girls' school would be an asset.
- Experience of senior leadership.
- Experience of inspection preparation.

KNOWLEDGE AND ABILITIES

Excellent:

- Communication and interpersonal skills.
- Management and leadership skills.
- IT skills.
- Classroom practitioner.
- Teamwork skills.
- Level of professionalism.
- Commitment to diplomacy and discretion.
- Ability to work with adaptability and flexibly.
- Methodicalness and accuracy, with an eye for detail.





PERSONAL QUALITIES

The successful candidate will be:

- Inspirational and intellectually curious.
- Collaborative and approachable.
- Strategic and forward-thinking.
- Resilient and reflective.
- Calm and decisive.
- Proactive, enthusiastic and a role model (leading by example) for the pupils and staff.
- Honest, energetic, enthusiastic and acting with integrity.
- Willing to participate in a community.
- Willing to contribute to The Maynard School co-curricular provision.
- Empathetic, confident and decisive leadership skills.
- Someone with a can-do attitude and approach.
- Committed to the values of Kindness, Courage, Community and Integrity.

WHY EXETER?

Exeter is one of the most attractive and dynamic cities in the South West, combining excellent cultural, educational and sporting opportunities with exceptional quality of life. It offers easy access to the Devon coastline, Dartmoor National Park and strong transport connections to London and beyond.

The Maynard's central location provides a unique environment in which to live, work and educate young people.

SAFEGUARDING

The Maynard School is committed to safeguarding and promoting the welfare of children and young people. All staff share responsibility for safeguarding and will be expected to undergo enhanced pre-employment checks, including an enhanced DBS check and satisfactory references.

TERMS OF APPOINTMENT

A generous remuneration package will be offered to the successful candidate reflecting the importance and nature of the post. The starting salary will be in accordance with the successful candidate's experience and qualifications.

The package will include the following benefits:

- Generous fee remissions for the children of his or her immediate family who meets the entry criteria
- Private Health Insurance

The appointment of the successful candidate will be provisional subject to the satisfactory completion of all pre-employment checks required in schools, including three satisfactory references, a DBS check and satisfactory medical clearance.



THE APPLICATION PROCESS

An application form can be downloaded from the school's website.

In order to apply, you must complete The Maynard School application form along with a CV and covering letter setting out the reasons for your application to: recruitment@maynard.co.uk. For Safeguarding purposes, a CV alone is not sufficient.

Please include current salary details and the names, addresses and email addresses of three referees, one of whom must be your current employer. Referees will not be approached until confirmation of invite to interview.

We reserve the right to close applications early if there has been enough interest.

Closing date for receipt of applications:
Friday 11th December 2026 at 8am

Long List Interviews will take place at The Maynard during the week commencing **11th January 2027**

Final Interviews will take place at The Maynard during the week commencing **18th January 2027**

The Maynard is committed to the safeguarding of all young people and full child protection screening is applied to all posts which includes checks with past employers and Enhanced DBS.

Note on Sponsorship: We regret to inform you that, we are unable to offer sponsorship for work authorisation for this role. Therefore, candidates must possess valid authorisation to work in the UK without requiring sponsorship.

PERSONAL DATA

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (eg. referees) who have not previously agreed to their inclusion.

The Maynard School is committed to the safeguarding of all young people and child protection screening is applied to all posts.





THE MAYNARD SCHOOL
EXETER

MADE FOR GIRLS AGE 4 – 18

The Maynard School
Denmark Road
Exeter
Devon
EX1 1SJ

Tel: +44 (0)1392 355998
www.maynard.co.uk

The Maynard School is a registered charity providing education for girls.
Registered Charity No. 1099027.