



April 2026

Dear applicant,

Head of School at LifeFull Schools

Welcome to LifeFull Schools, and thank you for showing interest in the role of Head of School.

LifeFull Schools Federation comprises three distinct Church of England primary schools: Princess Frederica in Brent, and St Clement & St James and St Thomas' in the Royal Borough of Kensington and Chelsea. Each school has its own unique character and community, yet all are united by a shared Christian ethos and a commitment to providing an education that enables every child to flourish.

The Head of School role will be offered as a one-year secondment to cover maternity leave or as a longer-term contract. We expect all Heads of School to demonstrate flexibility and to work across the federation as needs change from year to year. For the coming academic year, this role will be based at either St Thomas' or Princess Frederica.

Our federation name, *LifeFull Schools*, is inspired by the words of Jesus in John 10:10:

*"I have come that they may have **life**, and have it to the **full**."*

As a Head of School, you will play a central role in developing and sustaining the ethos and culture of the school, working collaboratively with the senior leaders (the executive headteacher, other heads of school & directors of teaching & learning) and Governors. Our schools benefit from strong partnerships with local churches, the London Diocesan Board for Schools (LDBS), and local authorities. We also place great importance on fostering close, positive relationships with parents and the wider community — recognising that staff, families and community partners all play a vital part in shaping the distinct identity of each school.

The three schools formally federated on 1st July 2025, establishing a single governing body. This collaboration brings many benefits, including shared professional development, increased leadership capacity, back-office efficiencies, and enhanced career development opportunities across the federation.

The Federation has recently appointed a new Executive Headteacher, Rebecca Hughes, an experienced leader who will take up her role in September 2026. This marks an exciting new chapter for the federation and offers a range of opportunities, making it an excellent time to join our schools.

We are also proud of our talented and experienced staff team and of the standards achieved across our schools: St Thomas' was judged *Outstanding* in 2025, Princess Frederica *Good* in 2024, and St Clement & St James *Outstanding* in four out of five areas in 2023.

Our collective focus is on providing a rich, broad and ambitious curriculum that prepares children for life in the modern world. We believe that children learn best through meaningful and engaging experiences, supported by a developmentally appropriate Early Years curriculum. High-quality relationships between adults and children are central to our success, ensuring that interactions promote curiosity, independence and deep learning. We also recognise the power of the arts — music, dance, drama and visual art — to enrich the curriculum and inspire creativity and confidence.

At our schools, being actively anti-racist and inclusive is at the heart of everything we do, ensuring everyone feels welcome and valued. We encourage children to learn, explore, and grow while developing the confidence and understanding to challenge unfairness and celebrate diversity.

Our Vision is to nurture vibrant, faith-inspired school communities where every child and adult can belong, learn, and grow — living life to the full. This can only be achieved through the dedication of an exceptional staff team, working in partnership with parents. We expect all staff to uphold high professional standards and to be fully aligned with our values and culture, which we describe as follows:

- Staff come first
- We all have a professional obligation to improve as professionals
- Every child deserves a champion
- We have a culture of the possible, where everyone can make progress beyond what anyone could have imagined
- Truly great teaching is that which improves students' progress
- An evidence informed approach to school improvement helps us to identify what works best
- Hard work is the key to success for staff and students
- We welcome diverse ideas to solve problems
- We value generosity of spirit
- We acknowledge mistakes and can learn from them
- We live by our Christian values

Governors are seeking a leader who can think and act to ensure that school operations run smoothly. They want a leader who will make sound decisions under pressure, communicate with clarity, and inspire, empower, and develop others to achieve shared goals. They are looking for someone highly organised, resilient and self-aware who is able to navigate challenges constructively while maintaining professional boundaries and continuously striving for improvement.

Applications are welcomed from teachers with senior leadership experience who understand how to work effectively with a senior leadership team and lead a school.

We warmly encourage you to visit Princess Frederica and St Thomas' to experience first-hand our ethos and community. Please contact Navinder Paul at recruitment@lifefull.org to make an appointment.

During shortlisting, applications will be assessed against the person specification criteria. In your supporting statement, please ensure you clearly address these criteria. Applications will only be accepted on the fully completed LDBS application form; CVs cannot be accepted. Candidates should provide a complete employment history, explaining any gaps, and submit their applications either by email or post.

When selecting referees, please provide details of two referees — one of whom must be your current or most recent employer. Candidates should ensure referees are willing and able to provide a timely reference. References may be sought prior to interview, and their contents could be discussed during the selection process. We may also contact previous employers not listed as referees to request further information. All references will include a question about the applicant's suitability to work with children, as part of our rigorous safer recruitment procedures and safeguarding commitments.

The closing date for applications is **Wednesday 13th May at 9am**. Interviews will be held on **Tuesday 19th May**. Applications should be emailed to recruitment@lifefull.org.

On behalf of the Governing Body, thank you once again for your interest in this important and rewarding role. We look forward to receiving your application.

Yours sincerely,



Sarah Bouette
Executive Head teacher

Our Ethos

We welcome children and their families to our school without discrimination. We strive to continually build a community in which there is equity and equality for all. A community in which everyone shows respect and understanding towards each other. By doing this, we improve the quality of all our lives. At our schools we support pupils to be proud of their unique identities and to reach for the highest level of personal achievement and wellbeing. Our schools are spaces where our whole community will be supported to grow, learn and flourish.

In line with the 2010 Equality Act, we seek to ensure that no student, member of staff, parent or any other person through their contact with the school receives less favourable treatment on any grounds which cannot be shown to be justified. This covers race, ethnic or national origin, language, religion or belief, gender or gender reassignment, sexual orientation, pregnancy, marital status, disability, age, responsibility for children or other dependants, political views and social class.

Safeguarding Statement

Princess Frederica is committed to ensuring the welfare and safety of all the children in our schools. We believe that pupils have a right to learn in a supportive, caring and safe environment which includes the right to protection from all types of abuse; where staff are vigilant for signs of any pupil in distress and are confident about applying the safeguarding processes to avert and alleviate any such problems. Safeguarding is about ensuring that everyone is safe from harm – safe from bullying, safe from people who could abuse, safe from discrimination or harassment – and that we all feel safe in our environment. Our schools are committed to safeguarding and promoting the welfare of children and we expect all staff and volunteers to share this commitment.