

# Freman

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## COLLEGE

**13-18 Comprehensive: 1,055 students, 275 in Sixth Form**

*Teaching staff are passionate about their subjects and have a strong desire for students to feel the same way! There are many opportunities for students to be involved in extracurricular activities throughout the year and they are actively encouraged by the school to do so. 'Can do' attitude is role modelled by all school employees I have met. – Parent survey (May 2025)*

*The staff genuinely care about the students and their progress. Students are taught by well-qualified subject specialists. There is a good variety of extra-curricular activities on offer to students. Staff workload is considered when bringing in new initiatives. SLT are approachable and visible around the school. – Staff survey (May 2025)*

## HEADTEACHER

**(L 28 – 33 fringe)**

*Exact starting point dependent on experience.*

*A discretionary allowance may, in exceptional circumstances, be considered.*

**From September 2026**

Trustees are looking to appoint an exceptional Headteacher with clear vision, well-developed, inspirational leadership qualities and the ability to build on our success and take the school forward into the years ahead.

Freman College is a successful, over-subscribed comprehensive upper school and single academy trust, committed to offering an outstanding education to all its students.

The Headteacher's main role is to provide highly effective, professional leadership for the school which secures its continuing success and improvement, ensuring high quality education for all its students and excellent standards of learning, achievement and pastoral care.

As a result of the quality of relationships and our high expectations of students' behaviour, the atmosphere around college is exceptionally calm and positive. It is something that visitors always comment on; teachers are able to teach and students are able to learn: and as a result, students achieve very well.

Freman is a lovely place to work and to study. Its next Headteacher – who will be only the school's fourth since 1975 – will lead a school that is in an extremely strong position. It is financially secure, academically successful, staffed by highly motivated specialists and populated by young people who are appreciative, thoughtful and talented.

This role would suit an applicant with experience as a Headteacher as well as applicants seeking their first Headteacher role.

**Our ideal candidate will:**

- Be the 'standard bearer' of the vision, values and ethos of Freman College
- Have the dynamism and a vision to move things forward
- Have outstanding interpersonal skills
- Have a passion for comprehensive education
- Have an outstanding ability to inspire and motivate colleagues and students

**We will provide you with:**

- A school in a strong position: financially secure, academically successful and fully staffed by highly motivated specialists
- An experienced and supportive Board of Trustees that will allow you strategic and operational autonomy, understanding their role in strategic leadership.
- Inspiring students - young people who are appreciative, thoughtful and talented.

You are very welcome, and encouraged, to visit the school before applying. If you would like a tour of the college, please contact Sam Hebditch, the School Business Manager, on [sh@freman.org.uk](mailto:sh@freman.org.uk). Shortlisted candidates who may not have visited previously are welcome to request this prior to interview. Visits do not form any part of the recruitment process.

This appointment is supported by Theodora Nickson from [ASCL's Leadership Appointment Service](#). For further information or an informal discussion about the opportunity, please contact Theodora on 07957 171075 or on [theodora.nickson@ascl.org.uk](mailto:theodora.nickson@ascl.org.uk); these opportunities do not form any part of the interview process.

If you feel inspired to find out more about the exciting opportunity to lead our school please download the application pack which can be found at [Freman College | Job vacancies](#). Please email your completed application and monitoring forms to [theodora.nickson@ascl.org.uk](mailto:theodora.nickson@ascl.org.uk).

Closing date for applications is 9am on Monday 12<sup>th</sup> January 2026. Applicants selected for interview will be informed on 16<sup>th</sup> January 2026. Interviews will be held on 21st and 22nd January 2026.

*Freman College is an equal opportunities employer. The college has a commitment to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children. The successful candidate will be required to undertake child protection screening including online searches, checks with past employers and an Enhanced Disclosure via the Disclosure and Barring Service.*