

# BRAMPTON COLLEGE

INDEPENDENT SIXTH FORM COLLEGE



**Appointment of Principal**  
November 2025

Saxton Bampfylde

# THE COLLEGE

Brampton College continues to be one of the best performing sixth form colleges in London and has remained at the top of the Department for Education league tables for over twenty years.

As a specialist sixth form college, we provide our students with outstanding teaching and a wide variety of A level options, enabling them to choose subjects that appeal to their interests and academic strengths. This leads to an enthusiastic and dedicated group of young people who flourish in the college and gain the confidence necessary to succeed.

We are proud of the college's continuous tradition of academic excellence. Founded over thirty years ago by Bernard Canetti, the college is family-owned, not part of a group or trust. We have an exceptional staff who enjoy a range of attractive benefits. Small class sizes and a high level of student engagement offer an outstanding teaching experience, and the low level of staff turnover makes the college a very stable environment for all who work here.

We have impressive amenities, including four well appointed laboratories, a superb art and photography studio and a supervised library for quiet study. Our team of dedicated teachers, enhanced by a group of specialist support staff, allow us to focus on students as individuals and to offer a unique and extremely positive educational experience.

There are between 200 and 225 students on roll each year across three A level groups: AS, A2 and one-year intensive A level retake, as well as a small but important GCSE cohort.



## Location & Facilities

We are situated in attractive period buildings in Hendon, North West London. The buildings have been purpose designed and include excellent computer facilities, library, main hall, art and photography studios and a student common room.

## Our Results

- 44% A\*/A, 71% A\*- B in 2025
- 64% of students achieved a place at a Russell Group university
- 13 students achieved places to study Medicine in 2025 and a further 4 to study Dentistry or Vet Science. Many of our students gained places on competitive degree courses such as Law, Economics and Engineering.
- University destinations included Oxford, Cambridge, Imperial, UCL, Kings, LSE and Bristol.

Brampton College has a long history of achieving exceptional A level results. The College also has an outstanding record of 'value added' and was placed in the top 1% of all schools and colleges in the country (coming 25th out of 2,541 schools in England), as published by the DfE in February 2025.

## ISI Inspection

The college had an extremely successful ISI inspection in March 2025, with the academic and other achievements of the students, as well as their personal development and the governance of the College all highly praised. ISI also awarded Brampton College a "significant strength", a rare accolade, given only when exceptional practices that have a clear, demonstrable, and highly beneficial impact on pupils are recognised.

A few highlights from the inspection report,

*Staff 'respond highly effectively to the individual needs of pupils and provide expert guidance and support to facilitate pupils' personal development and academic progress. **This is a significant strength of the college.**'*

*Brampton maintains 'high expectations of pupils' learning and progress. Regular assessment and detailed analysis of progress enable staff to identify and support pupils' individual needs well, ensuring that relevant support is timely and effective.'*

*'Teaching is highly effective, with lessons and programmes of study carefully planned to engage pupils...Teachers demonstrate deep subject knowledge. They plan lessons which help pupils build on what they know and understand.'*



## JOB DESCRIPTION

As Principal of Brampton College, you will play a pivotal role at one of London's most respected and high-achieving independent sixth form colleges, renowned for its warmth, personal attention, and exceptional academic results. This is a rare opportunity to lead a community of dedicated staff and students, shaping both the strategic direction and the daily life of a college that prides itself on nurturing individual potential. The Principal will combine inspiring leadership with hands-on involvement across all aspects of college life – from student recruitment and staff development to safeguarding, marketing, and the pursuit of academic excellence. Working closely with the Directors and the Bursar, you will ensure Brampton continues to offer an outstanding educational experience, grounded in care, ambition, and integrity. You will report into the Senior Director, Bernard Canetti who, with the support of the Bursar, retains overall responsibility for the financial and business elements of the College operations.

## Key Responsibilities

### Student recruitment

- The Principal will be responsible for interviewing prospective students throughout the academic year, together with a team of lead interviewers, ensuring that admission decisions align with the college's academic and pastoral standards.
- During the enrolment period, the Principal will lead daily staff meetings to coordinate admissions activity and will work in close collaboration with the Senior Director to analyse enrolment data, monitor progress against recruitment targets, and inform strategic decision-making.
- The role will include the management of key events such as Open Evenings, the Welcome Evening, and other recruitment-related occasions throughout the year, including delivering formal addresses to parents and guests at such events.

## Leadership of staff

- The Principal will provide leadership and direction to the following direct reports: the Vice Principal, Assistant Vice Principal, Director of Studies, Careers Adviser, Heads of Year, and IT Manager.
- Working alongside the Vice Principal and Assistant Vice Principal, the Principal will play a key role in the leadership and performance management of staff.
- The role will include leading regular staff meetings to communicate strategic priorities, review progress, and promote a culture of professional collaboration and accountability.
- In conjunction with the Senior Director, the Principal will oversee staff recruitment processes, ensuring that all appointments are made in line with the college's values, standards, and operational requirements.
- Working alongside the SLT, the Principal will play an active role in staff disciplinary processes, ensuring that all matters are managed with fairness, consistency, and adherence to established policy.

## Leadership of student body and activities

- The Principal will be responsible for leading student assemblies, addressing the student body on key topics, and reinforcing the college's ethos and expectations.
- Working in partnership with the Vice Principal and Assistant Vice Principal, the Principal will oversee student disciplinary matters, maintaining high standards of conduct and behaviour across the college community.
- The role carries designated safeguarding responsibilities, including oversight of the Single Central Record (SCR) and the completion of all pre-recruitment checks, ensuring that statutory safeguarding obligations are fully met.
- The Principal will have overall responsibility for the UCAS process, working alongside our exceptionally experienced Careers & Higher Education Adviser to provide guidance and support to students throughout their university applications and managing complex or special consideration cases as required. The role will include leadership of academic enrichment activities such as the Medical Forum and the Oxbridge Forum, ensuring that students are well supported in their preparation for competitive university applications. The Principal will act as referee for Oxbridge and other early-entry applicants, conducting one-to-one meetings, reviewing personal statements, and providing detailed academic and personal references.

## **Marketing and communications**

- The Principal will work closely with the Directors and the Marketing Coordinator on the development and implementation of marketing and communications strategy, including data analysis, digital presence, promotional activity and event planning.
- In partnership with the Vice Principal and the Principal's Personal Assistant, the Principal will have responsibility for managing both internal and external communications to ensure clarity, consistency and alignment with the college's strategic objectives.
- The role will also involve the handling and investigation of complaints, ensuring that all matters are managed promptly, transparently and in accordance with established policy.

## **Project management / inspection / administrative responsibilities**

- The Principal will oversee and project manage key college initiatives, including the continued development and implementation of the Engage Management Information System, ensuring systems are optimised for efficiency and effectiveness.
- The role will include responsibility for inspection preparation, acting as the lead contact during inspection visits, and ensuring that all required documentation and processes meet regulatory and quality assurance standards.
- The Principal will oversee the annual review of all college policies, ensuring that they remain compliant with current legislation, accurately reflect college practice, and are published appropriately on the college's website. This work will be undertaken in collaboration with the Senior Leadership Team and the Principal's Personal Assistant.
- The Principal will be a member of the Independent Schools Association and represent the college at ISA events, including the annual conference, maintaining professional engagement with the wider sector.
- In collaboration with the Senior Administrator and IT Manager, the Principal will have oversight of the day-to-day use and ongoing development of Engage, ensuring that the platform continues to meet the administrative and academic needs of the college.



## PERSON SPECIFICATION

The Principal will provide strong, values-driven leadership for the College, combining academic aspiration with a supportive and caring environment.

### Essential Skills and Experience

- Previous experience in a senior leadership role. Experience within an independent or international school would be an advantage.
- Strong track record in student recruitment and admissions
- An understanding of the academic demands and psychological pressures experienced by students in the sixth form
- Extensive of external inspections and regulatory compliance
- Advanced qualifications in education, leadership or business management

## Personal Qualities

- Warm, approachable and personable, able to engage positively with students, staff, and parents
- Intelligent, thoughtful with strong emotional intelligence
- Grounded self- confidence - modest but self-assured
- Creative and optimistic thinker with a solutions-oriented mindset
- Direct, open and clear communicator, candid and able to balance honesty with tact and empathy

## Leadership and Management

- Strong and credible leadership qualities, combining authority with approachability
- Able to inspire, motivate and hold people accountable and to high standards, willing to tackle mediocrity when necessary
- Skilled at having difficult conversations when required
- Capable of strategic thinking and decision-making, balancing long-term vision with operational effectiveness
- Sound business acumen, with an understanding of the financial and operational context of the college

## Collaboration and Relationships

- Able to work productively and collaboratively with the Directors, demonstrating openness to feedback and a willingness to learn
- Build strong professional relationships across the college community – with students, parents and staff alike
- Effective interviewer and assessor of prospective students, balancing academic aspiration with a caring and supportive approach

## Values and Commitment

- Genuine commitment to sixth form education and the personal development of young people
- Alignment with the College's values and ethos, combining academic aspiration and the highest standards with a deep and genuine caring attitude towards individual students
- Integrity, professionalism and consistency in living the values of the College

# TERMS OF APPOINTMENT

**Brampton has a uniquely friendly, informal atmosphere and new members of staff receive a warm welcome.**

You will enjoy a wide range of benefits, some of which are listed below, including, importantly, the overall support you can expect from the Directors, SLT and the wider College team.

We offer:

- ◆ A competitive salary depending on skills and experience
- ◆ Annual bonus
- ◆ Aviva Independent Schools Pension Scheme
- ◆ Generous remission of fees for children of staff members



# HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to Brampton College on this appointment.

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code FBAJAJB. Click on the 'apply' button and follow the instructions to submit a CV and cover letter. Please ensure you also provide details of two referees.

The closing date for applications is 9am on Friday 21 November 2025.

Interviews with Saxton Bampfylde will take place between 26 November and 3 December.

First round panel interviews will take place during w/c 8 December.  
Final round panel interviews will take place during w/c 15 December.

Dates may be subject to change.

Brampton College is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers, the receipt of an enhanced DBS certificate and other relevant registrations and clearance.

## Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

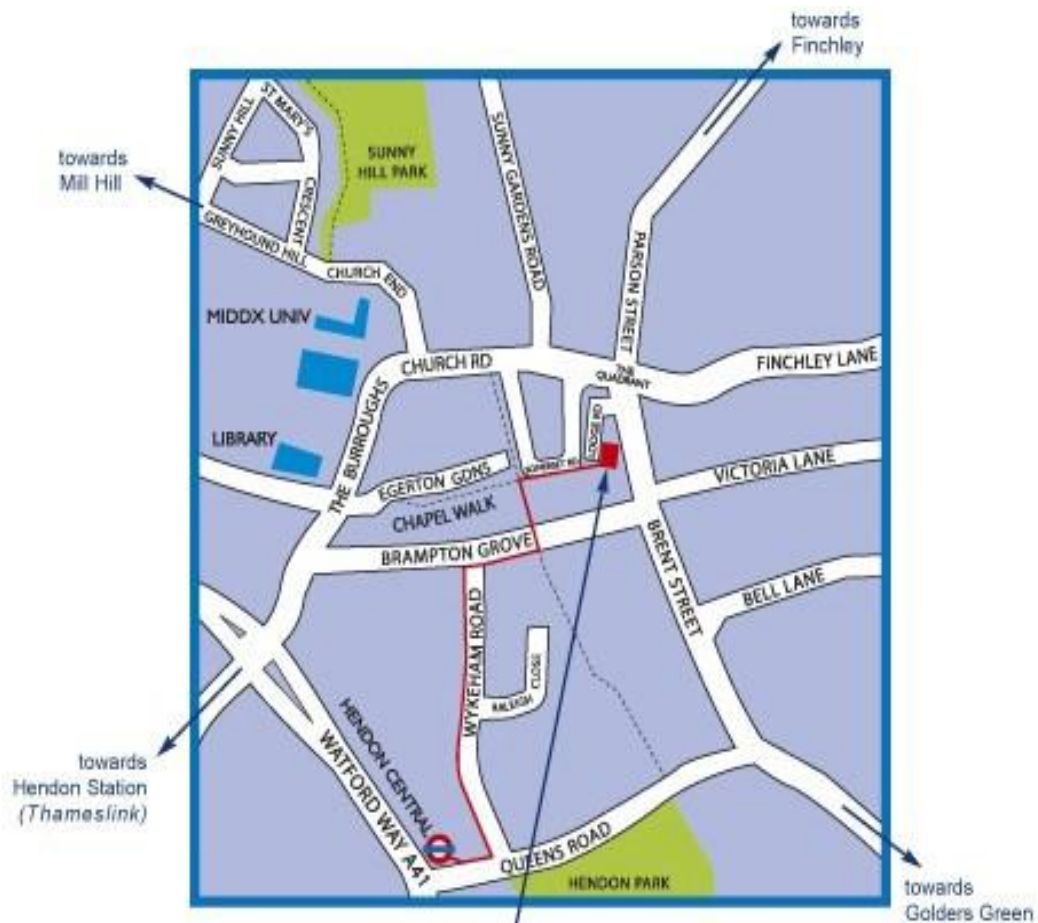
## GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data on your application form (although this can be included in a covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



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