



Application Pack

Deputy Head (Academic)

Published: December 2024

Start Date: August 2025

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Welcome from the Principal

Subject: Opportunity for an Outstanding Deputy Head (Academic) at The British School in Colombo

Dear Colleagues,

The British School in Colombo (BSC) is proud to be one of the leading British international schools in the subcontinent, renowned for delivering exceptional education in a caring and nurturing environment. We are now seeking an outstanding Deputy Head (Academic) to lead the Senior section of our school, inspiring students, staff, and our broader community to achieve excellence.



At BSC, our vision is to foster unity, empower integrity and shape tomorrow's global citizens, and we are guided by our core values of wellbeing, ambition, integrity, resilience, collaboration and inclusivity. These principles underpin all that we do, fostering a dynamic and inclusive learning community that prepares students to thrive in an ever-changing world.

Sri Lanka is one of the world's most captivating destinations, offering rich cultural experiences and incredible natural beauty. BSC reflects this vibrancy: as a proud member of FOBISIA and a BSO-accredited school since March 2022, we are committed to forward-thinking collaboration and continuous growth. This is an exciting time to join us as we look to build on our successes and further enhance the exceptional education we provide.

We understand that individuals are drawn to BSC for diverse reasons, but successful educators here share key qualities. Foremost, they are enthusiastic and adaptable, embracing the challenges and opportunities of living and working in a unique cultural environment. Colombo offers a dynamic lifestyle with a wealth of opportunities for exploration across Sri Lanka and the wider region. However, what sets BSC apart is the chance to grow professionally—not only through your own teaching but by fostering the growth and development of others.

Education holds immense importance in Sri Lanka, and teachers are deeply respected. At BSC, we value collaboration, enthusiasm for teaching and learning, and a genuine commitment to the success of our students. As an independent, fee-paying school, we work closely with engaged parents who take an active interest in their children's education. This collaboration, while demanding, is also profoundly rewarding, as our students are eager learners, our parents are supportive, and our colleagues are dedicated professionals.

Living in Colombo is an adventure. While the city is bustling and vibrant, with a tropical climate, it offers rich cultural experiences, world-class cuisine, and serves as an excellent gateway to explore South and East Asia. Those who approach this environment with open eyes and a spirit of adaptability find it immensely rewarding—and many stay well beyond their initial contracts.

Fostering unity. Empowering integrity. Shaping tomorrow's global citizens.

If you are inspired by the opportunity to make a lasting impact at a school that values holistic education and wellbeing and excellence for all members of our community, we encourage you to explore our Application Pack and learn more about us through our website at www.britishschool.lk. You can also connect with us on social media via our Facebook page (www.facebook.com/pg/BSColomboLK), Flickr (www.flickr.com/bscolombolk), and Instagram (@bscolombolk).

I look forward to hearing from you and to the possibility of welcoming you to The British School in Colombo community.

Warm regards,

Mrs. Hannah Wells
Principal



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OVERVIEW

The British School in Colombo is an independent, co-educational day school which follows the National Curriculum for England. The school serves an international pupil body with some 53 different nationalities although the majority of children are of Sri Lankan origin. The school employs both local and expatriate teachers. There are currently 1400 pupils on roll with 650 in the Senior School.

The school is housed in modern, purpose-built accommodation with dedicated facilities for science, computer science, art, music, drama and sport. All classrooms and offices are air-conditioned. The professionally equipped Auditorium is used for assemblies and productions throughout the year. The school has installed a robust wifi network which facilitates our Bring Your Own Laptop (BYOL) programme. The school is oversubscribed with waiting lists in most year groups.

Focused on the principles of holistic education, child-centred excellence and inclusivity, the Senior School sets out to provide a broad educational experience in which all pupils are prepared for a successful and healthy future founded on mutual respect, self-discipline and a love of learning. It is a school where students can experience many opportunities and develop confidence in a challenging and inspirational environment.



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BSC VISION and VALUES



*The British School
in Colombo*

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Our Purpose

At The British School in Colombo (BSC), our diverse community is united by a singular purpose: to nurture and empower individuals who will thrive in and contribute to an ever-changing world. As the only British Schools Overseas accredited school in Sri Lanka, we stand out by committing to the holistic development of each student with integrity and care. We ensure learners realise their full academic potential, cultivate a robust moral compass, and develop the social and emotional intelligence necessary to thrive as responsible and engaged members of the global community.

We inspire a lifelong love of learning, the courage to face challenges with integrity, and the vision to create a better world whilst fostering individuals who are resilient, solution driven, creative and have a deep sense of community and belonging. BSC believes in the transformative power of learning, encouraging all stakeholders to be curious, reflective, and proactive in their educational journey from the Early Years Foundation Stage through to Senior School and beyond. We understand the implications of a rapidly transforming technological landscape, and the need to develop the skills needed to succeed in a world that is facing exponential change. Our graduates embody a profound sense of ambition, underpinned with strong cultural understanding and a desire to make a positive difference.

At The British School in Colombo, we don't just teach; we transform lives, fostering the leaders, innovators, and compassionate global citizens of tomorrow.

Our Values

Wellbeing: Safeguard physical and mental health.

Ambition: Pursue high standards in all we do.

Integrity: Act ethically and honestly.

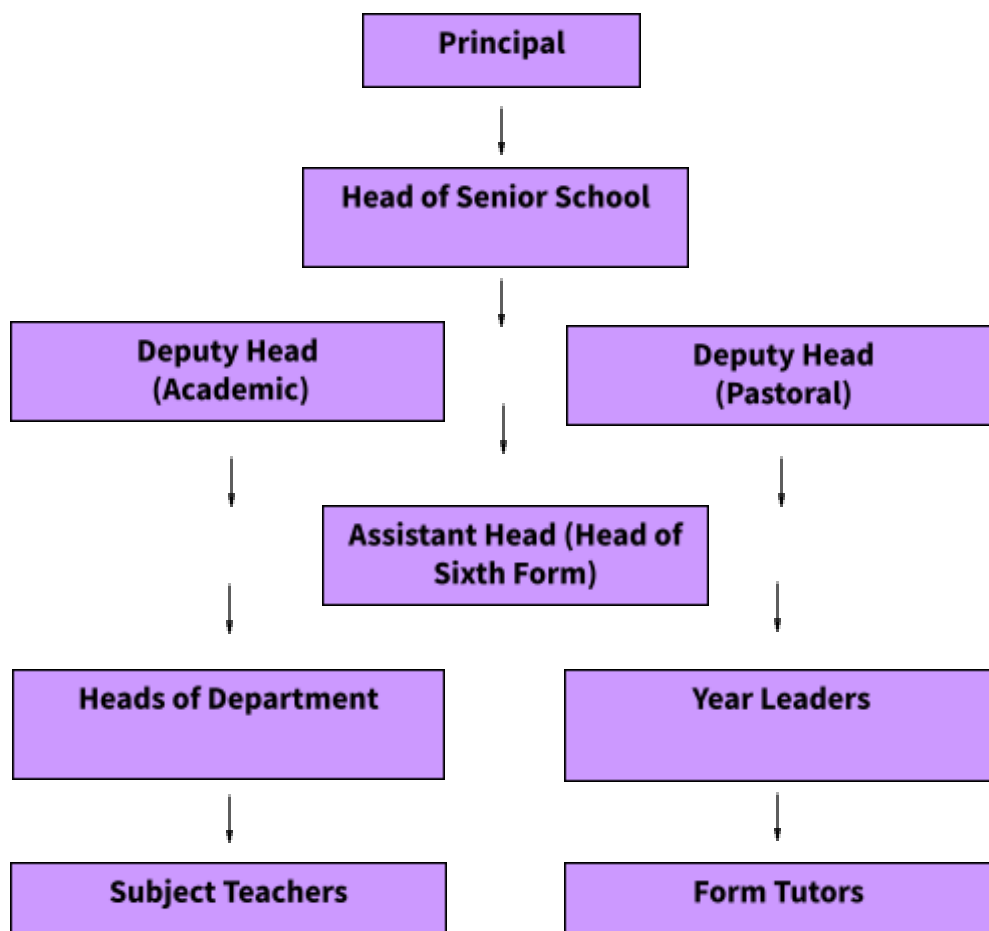
Resilience: Embrace challenges as opportunities for growth.

Collaboration: Strengthen our community through teamwork.

Inclusivity: Value diversity and foster a sense of belonging.

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ORGANISATION



There are currently 75 full and part time academic, sports and learning support staff. There are 4 classes in each year group, with a maximum of 25 pupils in each class.

The Senior Leadership Team works collaboratively and collegially to bring about excellent academic outcomes, with the Deputy Head (Academic) playing a crucial role in leading the work of the heads of department and subject teachers whilst the Deputy Head (Pastoral) leads the Key Stage Leaders, Year Leaders and Form Tutors.

ACADEMIC STANDARDS

Students follow the National Curriculum for England at Key Stage 3 with adjustments to take account of our Sri Lankan setting and the international context. Parents are provided with regular updates about their child's attainment and progress through termly reports and biannual parent-teacher consultations, as well as a range of workshops and parent information events.

Students are entered for IGCSE and A Level examinations. Results are consistently excellent, with students performing well above the world averages. This enables most BSC students to enter the universities of their first choice around the world.

Examination Results 2024

IGCSE Results Summary 2024:

IGCSE 2024	
A* to A	42%
A* to B	72%
A* to C	88%
5+ A* to C IGCSEs including English and Mathematics	88%
Number of Students	72

A Level Results Summary 2024:

Advanced Level 2024	
A* to A	44%
A* to B	65%
A* to C	81%
A* to E	99%
Number of Students	58

SCHOOL EVENTS

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A full programme of curricular and extra-curricular events is compiled each term and published in a booklet to parents through our Whatsapp Communities. Pupils and parents particularly value the various whole-school days such as Book Week, UN Day, Languages Day and Science Week which are annual events designed to extend and enrich the curriculum.

All teachers participate in the after school provision for pupils and there are currently over 50 different sports and activities on offer.

The school is committed to a strong home-school partnership and there is a proactive and thriving Parent Teacher Association. This includes parent representatives from each section of the school and organises many social events that bring together the whole school community whilst also raising money for charitable causes and additional school resources.



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JOB DESCRIPTION: DEPUTY HEAD (ACADEMIC) OF SENIOR SCHOOL

Purpose of Job: *To lead teaching and learning, curriculum and assessment across the Senior School.*

Responsible to: The Head of Senior School.

The British School in Colombo is seeking to appoint a suitably qualified candidate with the drive, energy, vision and dedication needed to lead the improvement of teaching and learning in this thriving, international school. The successful candidate will have outstanding professional skills and personal qualities, with a record of high performance and considerable impact at either senior or middle leadership level.

The Deputy Head (Academic) is responsible for leading teaching and learning, curriculum and assessment in the Senior School. With the support of the Senior Leadership Team and in conjunction with the Heads of Department, the Deputy Head leads a group of experienced and well-qualified teachers to deliver an engaging and effective international educational experience for all Senior School students. The Deputy Head reports directly to the Head of Senior School and works closely with the Deputy Head (Pastoral) to provide the leadership and management needed to ensure the success of the school in fulfilling its mission.

Responsible for:

- Leading the strategic development of academic affairs in the Senior School
- Ensuring that effective teaching and learning takes place across the Senior School
- Developing a culture of high standards in relationships, teamwork and delegation within academic teams
- Deputising for the Head of Senior School and acting on his behalf as appropriate
- Ensuring that quality assurance procedures are in place and understood by all

General Responsibilities

- Consistently uphold the school's values and foster supportive relationships with all stakeholders
- Articulate and implement a collaborative school vision of excellence that sets high standards for all staff and students
- Motivate and work with others to create a shared culture and positive climate
- To work alongside the SLT and other colleagues to monitor, evaluate and further improve outcomes for students
- To be a role model to all staff and students, demonstrating positive leadership behaviours at all time
- To play a role in the recruitment and appraisal of staff
- To support the ethos of the school through attending school events

Specific Responsibilities

- To be responsible for high standards of teaching and learning and curriculum provision throughout the Senior School
- To enable all students from Y7 to Y13 to access effective teaching and learning and achieve their full potential

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- To ensure that the Senior School curriculum is balanced, carefully planned, ambitious and adapted to meet the needs of learners at all key stages
- To work closely with the Head of Senior School on arrangements for staff professional learning programmes
- To lead regular meetings of, and training for, Heads of Department and line manage specific Heads of Department
- To ensure that Senior School departments' self-evaluation and development planning processes are rigorous and have a positive impact on pupil outcomes
- To lead on assessment, recording and reporting in the Senior School, including setting improvement priorities as a result of exam results and previous years' data
- To ensure that data, assessment and reporting procedures are robust, accurate, clear and accessible to staff, pupils and parents
- To oversee the IGCSE and A Level options processes
- To stay informed about developments in teaching and learning, assessment and curriculum within the UK and international sectors, and have a good understanding of evidence-based approaches to improving standards; and to ensure implements innovative and effective strategies to raise achievement
- To work closely with the Junior School Deputy Head Academic to ensure close alignment in teaching and learning, curriculum sequencing, and approaches to assessment.

Person Specification

Qualifications

- a high-quality degree;
- a formal teaching qualification at least 8 years teaching experience;
- a previous management role of significance;
- experience of overseas teaching or of teaching international students would be an advantage.

Skills and Experience

- the capability and experience of teaching expertly and confidently within the Senior age range;
- a willingness to accommodate the needs of students with a variety of linguistic ability is essential;
- confidence with new technologies, including social media, being able to pick up new procedures and routines quickly; particularly in respect of the school database and the development of the Parent Portal;
- effective and efficient administrative skills;
- relevant experience of leadership;
- an ability to deal professionally and effectively with parents;
- excellent skills with new technologies and social media.

Personal Attributes

The successful applicant should:

- be a passionate about education;
- have excellent interpersonal skills and have the ability to work both as part of a team whilst also providing excellent leadership to a team of teachers;
- be generous in spirit – the role is likely to require hard work and a professional attitude to the commitment required in an international school;
- be able to communicate fluently and accurately in spoken and written English;
- demonstrate foresight and good judgement in the execution of managerial tasks;
- be confident in handling students at both ends of the academic spectrum;
- be confident in handling parents with tact and diplomacy;
- be flexible in outlook and amenable to change.