



FARRINGTONS  
SCHOOL



# HEAD OF PREP SCHOOL CANDIDATE BRIEFING PACK

# Welcome from the Head



Farringtons is a truly remarkable school with both a rich history and an excellent grasp on the various demands of modern day teaching. Our dedicated and inspirational teachers are wholly committed to helping every pupil achieve their full academic potential, encouraging them to be independent, curious and creative. The school's enhanced National Curriculum provides a great deal of breadth and it is a fantastic reflection on our pupils that the extra freedom they are given to undertake specialist subjects yields such commendable results year on year.

Equally, however, we believe strongly that learning should not be limited to the classroom nor measured solely by performance in exams. We place great emphasis on providing opportunities for pupils to pursue a wide range of extra-curricular interests, on developing the art of leadership, teamwork and those all-important soft skills. This is seen not only in sport but also in Music, Drama and the Arts as well as through our vibrant activities programme.

The school is set in beautiful grounds in Chislehurst, Kent, providing pupils with the space and tranquillity to grow and enjoy being outdoors. Farringtons is a member of the Methodist Independent Schools Trust (MIST) and pupils of all faiths or none are cared for in a supporting and caring Christian environment. Chapel is an integral aspect of life at the school and a place where pupils and staff have time to reflect and learn to respect and understand each other as part of a cohesive school community.

We also take great pride in the quality of our pastoral care and the excellent relationships which exist between staff and pupils indeed, what invariably strikes visitors to Farringtons, is the friendliness of everyone they meet and the strong sense of family.

I hope that this Briefing Pack, as well as our website, gives you a flavour of what a special place this is. This is a hugely exciting and important opportunity for a forward thinking, ambitious, dynamic, energetic and collaboratively-minded leader to promote and strengthen the reputation of Farringtons Prep School, making Farringtons the first choice for prospective parents. I very much look forward to receiving your application.

David Jackson  
Head





# PREP SCHOOL INFORMATION



Mr Rishi Boyjoonauth  
Head of Prep School

At Farringtons, we provide a bespoke learning experience for our children. Due to our small classes, we are able to differentiate effectively, providing our pupils with stretch and challenge, as well as support where required.

We have form teachers, specialist teachers, a range of higher level teaching assistants, teaching assistants and a prep school SEND department, who all play a key part in ensuring our children are successful learners.

Our Luceat Programme aims to develop five cornerstone skills for pupils as they progress through the Prep School.

These are:

- Intellectual curiosity
- Independence
- Creativity
- Citizenship
- Communication.

Pupils will be able to participate in activities each academic year, to enhance and improve these skill sets.

Our Forest School encourages and inspires all our pupils to enjoy a positive outdoor experience. Children have the opportunity to learn about the natural environment and learn how to use their initiative, solve problems, cooperate with others and manage risk. Getting muddy, building shelters, using tools and toasting marshmallows are just some of the experiences our pupils enjoy at Forest School.

The creative arts form a fundamental part of a child's learning at Farringtons. Pupils are taught a range of subjects by senior school specialists including photography, food and nutrition.

In addition, we offer instrumental lessons, including ukulele, piano and strings delivered by visiting music teachers from Bromley Youth Music Trust.

We also offer a range of extra-curricular activities, including numerous sports, choir practice, theatre and dance.

We offer a range of fun educational day trips to enrich the curriculum. Children are encouraged to participate in residential trips in years four, five and six. These include a PGL activity residential, and a trip to France.

We provide wrap around care, FIZ Club, for pupils from pre-prep to year seven. This includes:

- breakfast club from 7.00am to 8.00am
- after school care until 6.30pm
- holiday club (for 5 weeks of the holiday period)



# THE ROLE

Thank you for your interest in working at Farringtons School.

The School and Governors are seeking to appoint a dynamic and inspirational Head of Prep School who has a clear strategic vision and proven leadership qualities. Farringtons School has well established values with a strong sense of family. The next Head of Prep School will continue to raise the profile of the Prep School locally, and build on the previous Head's work in this area.

## Specific Responsibilities of This Post

### Teaching and Learning

- Meet regularly with teaching staff and involving them directly in aspects of curriculum design, behavioural expectations for pupils, their daily routines, the school's expectations of them, the timetable, and the future development of the Prep School in its widest context;
- Maintain an overall overview of pupils' academic data and ensure that the teaching and learning is of the highest quality in order to maintain excellent progress amongst pupils;
- Work with the learning support teachers to provide a support programme for those pupils who have additional educational needs;
- Implement a process of regular reporting to parents on pupils' academic and social development and ensuring that all parents are aware of the school's procedures for following up concerns;
- When required, contribute to Prep School teaching (subject to key stage specialism) and support the cover teaching rota;
- Meet as required with parent representatives, advising and consulting with them on school and wider school community matters, and taking every opportunity to emphasise how the School's Development Plan and Prep School Improvement Plan will influence their child's education in the school;
- Overall responsibility for monitoring the quality of teaching and learning taking place across the Prep School;
- Ensure that pupils are well prepared to make a successful transition into the Senior School.

### People

- Lead, manage and energise the team of enthusiastic, well-motivated staff - from teaching staff to support staff;
- Empower staff to maintain and improve the quality of education, ensuring that positive relationships are maintained between staff and pupils;
- Recruit staff of the highest calibre in collaboration with the Head who are committed to the protection and safeguarding of children;
- Promote, supervise and review the professional development of all staff, including regular appraisals for their benefit and to support pupils' learning;
- Ensure the spiritual and pastoral well-being of staff and pupils in line with Methodist principles;
- Support teaching colleagues in their different roles and instigate supportive teaching measures and disciplinary measures where appropriate.

## Strategic Planning and Resources

- Day to day management of Farringtons Prep School (3-11) within the spirit of the School's Development Plan;
- As part of the Senior Management Team, consulting on matters of curriculum design, the development of school-wide policy, pupil welfare, staffing and teaching resources, and relationships with the local community;
- Lead the Prep School Leadership Team with energy and vision in order to promote the best possible outcomes for the Prep School;
- Development of the Prep School curriculum;
- Work closely with members of the SMT, particularly in the development of and coordinating the school-wide schedule and the use of facilities;
- Advise the Head on Prep School needs regarding staffing, budget and facilities;
- Control and maximise the use of assigned staff, the allocated Prep School budget and the use of facilities;
- Manage the professional appraisal of all teaching colleagues, following the agreed school-wide policy laid down by the Head;
- Ensure compliance with all statutory requirements.

## Marketing and Communication

- Have an overview of the promotion and marketing of the Prep School, encouraging the involvement of the whole staff group;
- Support the Registrar in the interviewing of all new families considering entry into the school, and following the school's admission policies;
- Conduct regular family and individual tours in conjunction with the Admissions department;
- Ensure that all appropriate lines of communication within the school are respected and that they are well known by all parents and employees in the Prep School;
- Represent the school at Prep Heads' meetings, including IAPS and MIST meetings, marketing and recruitment events and in the local community;
- Ensure good communications between the school, and parents of both current and prospective pupils.

## Generic Responsibilities for All Farringtons Staff:

- To actively promote the aims and ethos of Farringtons;
- To work within the Farringtons framework with regard to Health and Safety;
- To be committed to child safety and undergo child protection screening (DBS check) and training;
- To follow the ethos of re-cycling in line with school policy;
- To promote equal opportunities at Farringtons;
- To support Farringtons commitment to the continued professional learning of all staff;
- All staff are expected to be willing to contribute to the Farringtons School co-curricular Luceat Program;
- To undertake any additional duties as may reasonably be requested by the Head or members of SMT.

### Safeguarding:

- To promote and maintain the standards of the school's commitment to safeguarding children;
- In line with the school's safeguarding policy, record pertinent information/pupil disclosures and liaise with the Designated Safeguarding Lead where necessary;
- The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment;
- The school follows safer recruitment checks which includes obtaining references, right to work checks and as this role will involve direct contact with children, all staff are required to undertake an enhanced DBS check through the Disclosure and Barring Service.

### Prevent Duty:

- To promote and maintain the standards of the school's commitment to ensure all staff understand the risks of radicalisation within our School and how this risk may change from time to time;
- To ensure that staff are aware of the Prevent Strategy and are able to protect children and young people who are vulnerable or may be at risk of being radicalised;
- The School is committed to placing a strong emphasis on the common values that all communities share such as self-respect, understanding, tolerance and the sanctity of life. Pupils are taught to respect and value diversity as well as understanding how to make safe, well-considered decisions.

### Health and Safety:

- All employees have a legal duty to ensure the safety of themselves and all the pupils and staff within the school as detailed in the Health and Safety at Work Act 1974.

### Data Protection / GDPR:

- All employees should familiarise themselves with and follow the Data Protection and GDPR guidelines and practices.

### Code of Conduct:

- All employees are expected to demonstrate consistently high standards of personal and professional conduct;
- All employees must maintain high standards of the aims and ethos of the School both within and outside school, by:
  - treating pupils, staff and parents with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to the employee's professional position;
  - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions;
  - showing tolerance of and respect for the rights of others;
  - not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs;
  - ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law;
  - having proper and professional regard for ethos, policies and practices of the school in which they work, and maintaining high standards of their own attendance and punctuality.

This job description will be reviewed on an annual basis and following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title.

# THE PERSON

## Qualifications

- Qualified Teacher status;
- NPQH qualification is desirable;
- Degree or comparable qualification.

## Professional Development

- Evidence of continuing professional development.

## Experience

- Senior leadership experience as either an Assistant Head, Deputy Head or Head;
- A proven track record of effective and successful leadership within EYFS, KS1 and KS2;
- Experience of Independent Inspection readiness would be an advantage;
- A proven ability to lead teams, being adept at identifying areas for personal growth as well as recognising the potential development needs of others.

## Personal Qualities

- Bright, confident, with highly developed intellectual capacity and emotional intelligence;
- A secure understanding of pedagogy for this age range of pupils, including EYFS;
- Charismatic, outward-facing and approachable with excellent interpersonal skills;
- Complete commitment to the happiness, wellbeing and safeguarding of pupils;
- Outstanding communicator and a good listener, with the ability to inspire trust at all levels, inside and outside the School;
- Open, collaborative and possessing a high degree of integrity;
- Complete commitment to the Christian-based ethos, values and objectives of Farringtons School;
- Perceptive and excellent judgement, decision-making and problem-solving skills;
- Resilient with an ability to stay calm under pressure.

# HOW TO APPLY

Please send in your completed application form, and supporting statement to:  
recruitment@farringtons.kent.sch.uk

The closing date for applications:  
12 noon on Monday 10 March 2025

## Interviews:

Long listed candidates will be invited for an initial zoom interview with the Panel on either **Friday 14 March** or **Monday 17 March 2025**.

Successful candidates will then be invited to attend a final stage interview at Farringtons School to be held on **Friday 21 March 2025**.

## Safer Recruitment Process:

Farringtons School is committed to safeguarding and promoting the welfare of children and we will check the suitability of staff to work with children. The school follows safer recruitment checks which includes obtaining references, right to work in the UK checks and as this role will involve direct contact with children, all staff are required to undertake an enhanced DBS check through the Disclosure and Barring Service.

## Remuneration

The successful candidate will be offered an excellent salary commensurate with the position and their experience.

Further information can be obtained by looking at the school website:  
<https://www.farringtons.org.uk>



# BACKGROUND

Farringtons School is a leading, co-educational, independent day and boarding school in Chislehurst, Kent, for pupils aged between 3 and 18 years.

Founded in 1911, the School has a rich history and thrives today providing a balanced academic, sporting, musical and social curriculum that enables each pupil to fulfil their potential. This is delivered by a team of passionate teachers, who support pupils to achieve their best academically and in whatever they put their minds to.

The School's site and warm, nurturing Christian environment encourages all pupils to pursue activities and develop new skills. Farringtons offers an eclectic range of sports and activities which are made possible through a range of first-class facilities. The sports hall, swimming pool and 25 acres of school grounds provide superb facilities for many sports whilst the teaching and learning facilities, including the recently completed science and maths building, and the music Mac suite, provide excellent learning spaces and support a broad and balanced curriculum.

## Aims, Values & Objectives

### Farringtons Aim

To be recognised as one of the leading independent, co-educational day and boarding schools in Kent, providing education for children aged 3-18. To be the first choice school in the local area.

### Farringtons Values

The School motto, Posside Sapientiam, (Growing in Wisdom) influences much of what the School does. Underpinned by Christian values, Farringtons School aspires to be a place of trust

and respect where teachers take an active interest in the intellectual, physical, moral and spiritual development of every student. The School believes co-education to be the right platform for developing the interpersonal skills necessary to succeed in the modern world. The importance Farringtons places on nurturing individuality and the manageable size of the School ensures that students do not get lost, but rather thrive in their own way – they are encouraged to 'Develop and Shine'

## Farringtons Core Objectives

- To inspire each individual to achieve success through excellent teaching, go to university, college or an occupation and have a desire for lifelong learning.
- To create a community that promotes Christian values, gives students the confidence to live their unique lives to the full and have the capacity to think of others.
- To be known as a school where every child matters, has outstanding pastoral care and communicates successfully in and out of school.
- To provide a safe and fit for purpose environment that encourages children to achieve their best.
- To build strong partnerships and networks locally, nationally and internationally to raise the profile of the School and consequently benefit all parts of the School and local community.
- To create an environment that prepares students for their life after school, gives them real confidence and humanity and ensures that they always feel part of the Farringtons family.



# EYFS & PRE-PREP SCHOOL

## Early Years and the Pre-Prep School

Farringtons prides itself on having an integrated community and maintaining continuity of learning from Early Years through to the Senior School. Children start the School in the Early Years department at 3, where the curriculum is structured around fun, relevant and motivating activities.

The purpose-built Pre-Prep School is light, secure and spacious with an outdoor play area. The transition from Early Years into Reception is seamless, as the classrooms are adjacent to each other and staff and children come together for regular playtime and other activities.

As children progress through the Pre-Prep School they benefit from an increased emphasis on specialist teaching delivered by practitioners who share their enthusiasm and deep knowledge with the pupils. The School encourages all pupils to discuss and discover in order to develop enquiring minds, self-assurance and positive work habits, ready for the next stage of their education.

## Early Years Foundation Stage (EYFS)

EYFS is based on the recognition that children learn best through play and active learning. The provision of the curriculum ensures that children experience a full range of learning opportunities including child initiated, teacher directed and group learning.

Reading and writing are taught through guided sessions, alongside daily phonics and are supported by a systematic synthetic phonic scheme called 'Little Wandle'.

Children are assessed through observations, conversations and photographs. Parents, staff and

the children themselves all contribute to the assessment process. In the Pre-Reception class, the developmental phases are used for assessment purposes and the foundation stage profile in Reception.

## Pre-Prep School

The children in KS1 follow the National Curriculum subjects as well as personal, social, health education with citizenship. The transition from Reception to Year 1 is dealt with sensitively, especially in the first term where Year 1 children learn through play, which continues to use the principles of EYFS to develop the child's learning and social development.

Year 1 teachers use the foundation stage profiles to build an accurate picture of children's learning and progress and then move onto the School's assessment levels. All learning and teaching in KS1 is based on an enhanced Primary Curriculum with children exploring subject knowledge through a linking topic. Mathematics and English are taught daily, there are two hours per week of Science and PE. Children have a weekly guided reading session with their teacher and also receive bi-lingual teaching every week in French.

Reading, writing, speaking and listening continues to be taught through the use of synthetic phonics and are supported by a structured reading scheme. We teach structured and creative English lessons supported by the Primary Literacy Framework and all children are taught spelling. Guided writing is a precision intervention tool that is taught as part of an agreed approach through English, in order to target specific learning skills.

## Luceat

The Luceat programme aims to develop 5 key cornerstone skills for pupils as they progress through the Prep School.

These are: Intellectual curiosity, independence, creativity, citizenship and communication.

Pupils will be able to participate in activities each academic year, to enhance and improve these skill sets.



# PREP SCHOOL

Children who are more able and those with additional educational needs are identified and interventions are put in place to help address their needs. Children needing further encouragement and support may also work in small groups with our team of support staff, including the KS1 learning support teacher and qualified High Level Teaching Assistants (HLTAs).

## Key Stage Two (KS2)

In KS2, all children continue to be taught the enhanced National Curriculum subjects as well as subjects such as Photography and Food & Nutrition. Some lessons in KS2 are taught by specialist teachers from the secondary phase. Mathematics and English are taught daily, there are two and a half hours per week of Science and four hours of PE. In English, key texts or excerpts are taught throughout each year to ensure coverage of the full range of genre and skills. We teach discreet grammar, creative writing and comprehension lessons.

## Pastoral Care

Farringtons is renowned for its pastoral care. The School's ethos, size and determination to treat every member of the Farringtons family as an individual and as a member of the community makes for a supportive environment for the pupils to thrive and staff to develop. The School works in partnership with parents to ensure that all of the pupils feel that they are cared for and valued. The SMT, SLT, Chaplain, School Counsellor and Mental Health and Wellbeing Lead are all involved closely in the pastoral life of the School through assemblies, Chapel worship and our Wellbeing Programme. Farringtons also organises regular Year Group meetings so parents are able to discuss their child's progress with staff. *Flourish at Farringtons* is a dedicated series of seminars to help parents better understand important pastoral matters of the day; topics have included: on-line safety and food & nutrition.

## Beyond the Classroom

Farringtons' co-curricular programme and competitive House system gives pupils the opportunity for fun and fellowship whilst developing leadership skills by offering experiences and activities in a safe but challenging environment. As a result, pupils become more adventurous, confident and develop those soft skills which will enable them to flourish in later life. Whenever possible, teachers bring learning to life through a programme of outings, residential trips and workshops led by visiting specialists.

## Forest School

Our Forest School encourages and inspires all our pupils to enjoy a positive outdoor experience.

Children have the opportunity to learn about the natural environment and learn how to use their initiative, solve problems, cooperate with others and manage risk.

Getting muddy, building shelters, using tools and toasting marshmallows are just some of the experiences our pupils enjoy at Forest School.



# SCHOOL LIFE

The School believes that class work is enriched by these experiences and that they provide invaluable opportunities for children, staff and parents to learn together. Pupils enjoy exciting excursions to the British Film Institute, Port Lympne, Science Museum, Horniman museum, British museum as well as walking in the local area.

The School fosters an appreciation of, and an involvement in, the local community and pupils are encouraged to learn about, and take part in, fundraising activities for local, national and international charities. In addition, Farringtons offers a huge range of activities, including arts and crafts, football, dance, choir, orchestra, and taekwondo.

Farringtons Interactive Zone (FIZ) is an essential aspect of the Prep School, providing 'wrap around care' for pupils from Pre-Reception to Year 7. FIZ Club has been designed to help parents and guardians balance work and family commitments, while giving children a broad range of experiences, as well as supporting them with their school work.

## Academics

In 2024 at GCSE all subject areas achieved a series of excellent results, 13 subjects achieved 100% pass rate with 88% of students achieving five good passes including English and Mathematics. In English and Mathematics, just over 50% of grades were awarded at 6- 9 and at the top end, 44% of all grades awarded overall at GCSE were at 9-6 or equivalent. In this year group, value-added scores for students were impressive, with students going on to achieve marks higher than predicted when those students joined the School in 2019.

In 2024, at A-Level, the successes of our students were equally well deserved. Our level 3 A\*-C rate rose 5% on last year and our A\*-B measurement at

A level, also rose from 41% in 2023 to 46% this academic year and over half of our students achieved at least 1 A\*/A or equivalent (compared to 32% last year). Pleasingly, in terms of academic stretch and challenge, during 2023/24, 100% of sixth form students who were entered for the prestigious Extended Project Qualification (EPQ) achieved A\*-C.

Girls outperformed boys in 2024, with a third of all our girls achieving at least one A\*/A in 2024. The outcome of this has been that all our pupils have met the requirements to go on to university, in almost every case to their first-choice institution. We enjoyed 100% pass rate at BTEC in all subjects at Level 3.

At Farringtons, all pupils are helped to achieve the best academic results they can. This is especially true in the Prep School where year on year our pupils surpass themselves by achieving results significantly higher than the national average. This is accomplished by dedicated teachers with supportive parents encouraging every pupil to be the best they can be.

## Boarding

Boarders at Farringtons live in one of two boarding houses. There is South House for boys in Year 7 to 13 and West House for girls in Years 7 to 13. Each house is led by a team of House Parents and supported by the School Healthcare team.

## Christian life at Farringtons

Chapel is an integral aspect of life at Farringtons, and a place where both Prep and Senior School pupils worship regularly. All Chapel worship is inclusive and welcoming for those of different faiths, and also none at all. During worship, the School covers a range of topics which ensure that pupils are aware of local, national and worldwide issues. Pupils are encouraged to tolerate, understand and respect each other.



# HISTORY OF FARRINGTONS

## **Methodist Independent Schools Trust (MIST)**

Farringtons School is part of the Methodist Independent Schools Trust (MIST). MIST has overarching responsibility for 12 independent schools across England and works closely with other independent schools of Methodist foundation elsewhere in the UK and overseas.

MIST provides opportunities for its member schools to work closely together. What is characteristic of all MIST schools is the shared Christian/Methodist ethos. Methodist Schools are inclusive and welcoming communities where individuals are valued, good order is respected, relationships cherished, and where excellence in its widest sense (academic, extra-curricular and lifestyle) is pursued.

Methodist Schools encourage a sense of belonging, seek to improve lives and boldly expect the impossible; in Methodist Schools, educational experiences and activities bring mind and heart, intellect and passion together; and Methodist Schools work in mutually beneficial partnerships with each other and the wider Methodist Church.

## **History**

The story of Farringtons School begins in 1908. At that time, there was already a very successful Methodist boys' school in Cambridge, The Leys School, but no equivalent Methodist school for girls – an earlier establishment having closed some years before. A committee was formed to create a school to educate girls in the Methodist tradition, and Farringtons was born as a 'sister school' of The Leys.

After looking at several sites, they settled on buying the land which the School now occupies in Chislehurst. This land had formerly been the

site of a small mansion dating back to the 17th Century. Before it fell into disrepair, the house had been home to several families, including three generations of the Farrington family who lived there during the late 17th and early 18th centuries, and it is from this connection that the school took its original name – Farringtons.

The first school building, originally known as 'School House' but now called 'East House', was constructed and Miss Alice Hollingdrake Davies was appointed as the first Headmistress. She opened her school on Thursday 21 September 1911 with fourteen pupils. Over the next 90 years the School grew and came through the challenges of the World Wars.

In 1994, Farringtons merged with Stratford House – a local girls' school that had opened in Bickley in 1912. Stratford House had a similar ethos to Farringtons and similar traditions, and so the name 'Farringtons and Stratford House' was born. The merged School was soon operating happily as a single unit, colloquially known as FASH, and the pupils continue to proudly wear the Coat of Arms that was granted to Farringtons back in 1928. In September 2004, the School reverted to its original name, Farringtons School.

The Millennium saw further exciting developments. In September 2006, Farringtons became the location for a new nursery development – Busy Bees at Farringtons – providing day care for children aged three months to four years. In 2010 the school accepted boys into Year 7 for the first time. Today Farringtons is fully co-educational and thriving. Over 100 years since it was founded, it still flourishes as a School proud of its rich history and excited about the future.

Further information on Farringtons School can be found on our website.



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