



FARRINGTONS  
SCHOOL



# HUMAN RESOURCES MANAGER

## 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 co-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.

Underpinned by the school's strong Christian ethos, we also take great pride in the quality of our pastoral care and the excellent relationships which exist between staff and pupils. Being a co-educational school, with both day pupils and boarders who choose to come to us from all over the world, we are blessed with a very diverse and cosmopolitan community, something we consider to be a real strength.

Besides the beautiful buildings, outstanding facilities and expansive school grounds, which are an amazing asset given our proximity to central London, what invariably strikes visitors to Farringtons is the friendliness of everyone they meet and the 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 and I very much look forward to receiving your application.

David Jackson  
Head





# BURSARY TEAM

## Human Resources Department

The Human Resources (HR) Department forms part of the wider Bursary team at Farringtons School. The Bursary team consists of: Accounts, Admin Offices, Catering, Cleaning, Estates, Examinations, Human Resources, IT, Librarian, Marketing, Medical, Minibus Drivers, Registrar/Admissions and Reception Staff.

HR is a customer-focused department that provides a comprehensive, professional and proactive HR service to the Senior Management Team (SMT) and all staff across the School. Farringtons employs approximately 170 staff in a wide range of teaching and support roles.

The department works closely with SMT and Heads of Department to support the School's strategic objectives, ensuring that it attracts, retains and develops high-quality staff and remains appropriately resourced to meet operational needs.

Key areas of responsibility include:

- Recruitment, safer recruitment and onboarding of new staff
- Workforce planning and succession planning
- Employee relations
- Discipline, grievance, capability and absence management procedures
- Training, learning and development
- Probationary and performance management processes
- Staff wellbeing and occupational health referrals
- HR policy development and implementation
- Advice and guidance on employment legislation and best practice

HR is an extremely busy and demanding department that works with staff at all levels across the School, prospective employees and a range of external agencies. Staff within the department understand the importance of confidentiality, attention to detail, professionalism and empathy when dealing with sensitive employment matters. The department is committed to providing a responsive and supportive service, ensuring that staff receive appropriate guidance and support throughout their employment with the School.



# THE ROLE

Thank you for your interest in working at Farringtons School. We are seeking to appoint a dynamic Human Resources (HR) Manager who will be responsible to the Bursar for the strategic leadership and operational management of the school's HR function. The postholder will work closely with the Head, Bursar and other members of the Senior Management Team to ensure the effective management of all HR matters across the school.

You will be employed to work 35 hours per week, for 43 weeks per year. This will be term time including INSET days (36 weeks) plus 7 additional weeks out of the 16 weeks in the holiday period. Normal working hours will be Monday to Friday, initially 9.00am to 4.30pm with a 30 minute unpaid break.

You will line manage and work closely with the HR and Payroll Administrator who provides administrative support for the school's HR function.

The successful candidate will be an experienced, knowledgeable and dedicated HR Manager with a proven track record across the full range of human resources activities. They will possess strong leadership, organisational and strategic planning skills, together with a sound working knowledge of employment law and HR best practice. The role requires significant experience in managing complex employee relations matters, including disciplinary, grievance, capability, absence management and organisational change issues.

The successful candidate will also have experience of drafting, reviewing and implementing HR policies and procedures, providing expert advice to senior leaders. They will be able to build positive working relationships at all levels, demonstrate excellent judgement and discretion, and maintain the highest standards of professionalism and confidentiality.

**Please include the following information within your application:**

- Details of your experience and achievements in the key areas outlined within the job description and person specification.
- Your reasons for applying for the position of HR Manager at Farringtons School.
- What skills, knowledge, experience and personal qualities you would bring to the role and how these would enable you to make a positive contribution to the School.

This information should be included within your supporting statement and will form an important part of the selection process.





# JOB DESCRIPTION

|                 |                                                                                                                          |
|-----------------|--------------------------------------------------------------------------------------------------------------------------|
| Job Title:      | HR Manager                                                                                                               |
| Responsible to: | The Bursar and Head                                                                                                      |
| Hours of work:  | 35 hours per week for 43 weeks per year<br>Term time (36 weeks) plus 7 extra weeks out of 16 weeks in the holiday period |
| Breaks:         | 30 minute unpaid break                                                                                                   |
| Salary:         | Actual salary range £44,051 -£49,117 for term time only plus 7 extra weeks<br>£47,000 -£52,500 FTE                       |

---

## HR Manager

The HR Manager reports to the Bursar and is responsible for the strategic leadership and day-to-day management of the School's HR function. Working closely with the Head, Bursar and wider Senior Management Team, the postholder will ensure that all HR matters are managed effectively across the school.

### Key Responsibilities

#### Strategic HR Leadership

- Plan, develop, implement and regularly review HR strategies and procedures covering
  - Recruitment and selection
  - Employee relations
  - Disciplinary and grievance procedures
  - Pay and conditions of service
  - Contracts of employment
  - Training and development
  - Succession planning
  - Performance management
- Provide professional HR advice and guidance to the Head, Bursar, Senior Management Team, Heads of Department and line managers on all employment matters, including disciplinary, grievance, capability and attendance issues.
- Attend Senior Management Team meetings as required.
- Ensure compliance with all current employment legislation and best practice.

#### Recruitment and Safeguarding

- Ensure the school follows safer recruitment procedures in accordance with Keeping Children Safe in Education (KCSIE).
- Oversee all recruitment and selection processes.
- Manage pre-employment checks, including Disclosure and Barring Service (DBS) clearances.
- Issue contracts of employment and employment-related correspondence.
- Lead and maintain the school's Single Central Register to ensure compliance with Independent Schools Inspectorate (ISI) requirements.
- Liaise with external HR advisers, employment lawyers and Occupational Health providers on complex employee relation matters as required.

## Information Management and Safeguarding

- Maintain ownership and oversight of the school's Single Central Register.
- Ensure compliance with safeguarding requirements relating to employee records and recruitment checks.
- Support preparation for ISI inspections and safeguarding audits.
- Help develop and implement any new school or MIST initiatives

## Payroll Administration

- Maintain accurate payroll records and employee data, including salary information, payroll amendments and employment changes.
- Maintain records of monthly payroll variations, including:
  - Flexible working arrangements
  - Salary adjustments
  - New starters
  - Leavers
  - Contractual changes
- Prepare and submit monthly payroll information to the Bursar and School Accountant within agreed deadlines.
- Ensure all payroll documentation is securely maintained and shared appropriately through the school's systems.
- Liaise with the Bursar, School Accountant and payroll provider to ensure the accurate and timely processing of payroll.
- Ensure payroll submissions are completed and sent in accordance with all payroll deadlines.

## Finance Administration

- Maintain accurate staffing budget records, including full-time equivalent (FTE) data, salary information, approved vacancies, new starters, leavers and contractual changes.
- Produce and maintain staffing establishment information to support budget planning and financial reporting.
- Assist the Bursar and School Accountant with staffing budget monitoring and workforce cost analysis.
- Respond to auditor enquiries relating to staffing costs, payroll and establishment data.
- Provide staffing information and analysis to support annual audits and financial returns, including MIST submissions.
- Ensure staffing records used for financial reporting are accurate, up to date and reconciled with payroll and HR records.

## HR Administration

- Maintain accurate employee records on the school's HR and management information systems, including iSAMS and PASS.
- Ensure all relevant personnel policies are available and maintained on Microsoft Teams.
- Review and update the Staff Handbook termly.
- Maintain accurate staff training records, working closely with the Deputy Head, IT Manager and Bursar's PA.
- Develop, review and maintain the appraisal process for support staff.
- Ensure exit questionnaires are issued and reviewed for all leavers.
- Monitor support staff absence levels and take appropriate action where necessary.

## Health and Safety

- Assist in implementing and monitoring the School's Health and Safety Policy.
- Ensure compliance with the Health and Safety at Work Act and related legislation.
- Attend Health and Safety Committee meetings.
- Report any accidents to RIDDOR when necessary
- Promote a positive health and safety culture throughout the school.

## Compliance and Data Protection

- Support the Bursar and IT Manager in responding to:
  - Subject Access Requests (SARs)
  - Freedom of Information (FOI) requests

## Wider School Responsibilities

- Provide support and cover for the Bursar across Finance, Estates, Catering, IT and HR functions as required.
- Undertake other duties appropriate to the role as may reasonably be required by the Head or Bursar.

## Essential Personal Qualities

The successful candidate will demonstrate:

- Excellent written, verbal and numerical skills
- The ability to manage multiple priorities and work effectively under pressure
- Strong organisational skills and attention to detail.
- A positive, approachable and professional manner.
- Sound judgement and the confidence to make decisions
- Discretion and integrity when handling confidential, sensitive information
- Flexibility and a willingness to contribute across the school's support functions
- The ability to build effective working relationships with staff at all levels.

## Experience

Previous experience within a school environment would be advantageous but is not essential.

The successful candidate will ideally have:

- Experience in a HR role (Essential)
- Practical knowledge of employment law and employee relations (Essential)
- Strong business, organisational and management skills. (Essential)
- Experience drafting and implementing HR policies and procedures (Desirable)
- Knowledge of HR information systems (Essential) and management databases such as iSAMS, PASS or similar. (Desirable)

## Qualifications

- Substantial relevant experience within a comparable HR management role. (Essential)
- Educated to degree level is desirable but not essential (Desirable)
- Part qualified or Chartered Member of the Chartered Institute of Personnel and Development (MCIPD) or equivalent professional qualification. (Desirable)
- Opportunity to develop your qualifications, as training will be provided.

## Other

- Providing backup and support to the Bursar in all their roles covering personnel, Finance, Estates, Catering and IT Support.

## Generic Responsibilities for All Farringtons Staff

- To actively promote the aims and ethos of Farringtons
- To attend Open Morning – once a year normally the first Saturday in October
- 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 promote equal opportunities at Farringtons
- To support Farringtons commitment to the continued professional development of all staff
- All staff are expected to be willing to contribute to the Farringtons School co-curricular Floreat Programme
- To undertake any additional duties as may reasonably be requested by the Head or members of SMT.

## Safeguarding

- To actively support and uphold the school's commitment to safeguarding and promoting the welfare of children and young people.
- To always comply with the School's Safeguarding and Child Protection Policy and procedures at all times, including appropriately recording and reporting any safeguarding concerns or disclosures to the Designated Safeguarding Lead (DSL).
- All staff are expected to share the school's commitment to safeguarding and promoting the welfare of children and young people.
- The school operates safer recruitment procedures. Appointment to this role will be subject to the appropriate pre-employment checks, including satisfactory references, right to work checks and an Enhanced DBS check, together with any other checks required for the role.

## Prevent Duty

- To support and uphold the school's responsibilities under the Prevent Duty, remaining alert to the risks of radicalisation and extremism and reporting any concerns in accordance with the school's safeguarding procedures.
- To support the school in ensuring that staff understand their responsibilities under the Prevent Duty and can to recognise, respond to and report concerns relating to children and young people who may be vulnerable to radicalisation or extremism.
- To support and promote the school's values of respect, understanding, tolerance and inclusion, helping to create an environment in which pupils value diversity and are supported to make safe, informed and well-considered decisions.

## Health and Safety

- All employees are required to take reasonable care for their own health and safety and that of pupils, colleagues and others who may be affected by their actions, in accordance with the Health and Safety at Work etc. Act 1974 and the School's Health and Safety Policy.

## Data Protection / GDPR

- All employees are required to familiarise themselves with and comply with the School's Data Protection policies and procedures, including all applicable UK GDPR and data protection requirements.

## 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 always 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 the ethos, policies and practices of the school in which they work, and maintain high standards in 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 the changes in the job requirements and reflect the true nature of the role which are commensurate with your job title.



# HOW TO APPLY

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

The closing date for applications: Thursday 05 November 2026

*Early applications are recommended as we reserve the right to appoint before the closing date.*

**Interviews:** Interviews will be held on Friday 13 November 2026

Further information can be obtained by looking at the school website: [www.farringtons.org.uk](http://www.farringtons.org.uk)

*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 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.*

*All shortlisted candidates will undergo online screening checks. This practice is part of the "Keeping Children Safe in Education" (KCSIE) statutory guidance, which recommends schools conduct online searches for due diligence on shortlisted candidates to identify any publicly available information that might relate to their suitability to work with children*



# 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.

## 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.





# SENIOR SCHOOL

## Years 7 - 11

Farringtons has a long commitment to excellence and opportunity in education. The curriculum in the Senior School reflects this, providing a wide range of modern and traditional subjects from which to make final examination choices.

Small class sizes, dedicated staff and supportive teaching ensure that we are able to nurture individual needs. Pupils in the Senior School range in age from 11 – 19 years old. During the first three years, the emphasis is placed on sound preparation in basic academic skills and, during Year 9, thorough advice on appropriate GCSE options.

In Years 7 – 9, the curriculum comprises of English, Mathematics, Science, Physical Education and one compulsory Modern Foreign Language; currently French. In addition, pupils choose a second Modern Foreign Language, either Spanish or German. They will also study the subjects that they may choose to continue to GCSE; these include, Art & Design, Business, Computer Science, Creative iMedia, Dance, Drama, English as a Second Language, Food Preparation & Nutrition, Geography, Graphic Communication, History, Modern Foreign Languages, Music, Music Technology, Physical Education, Religion, Philosophy and Ethics.

From Year 9, pupils are supported in making their GCSE option choices as part of our careers programme. Careful planning ensures that each pupil follows a balanced timetable of lessons,

giving the right foundation for his or her future A Level, Higher Education or career choices. New subjects are introduced into the curriculum at various stages.

Throughout the School, pupils from overseas receive additional English tuition, leading to internationally recognised qualifications.

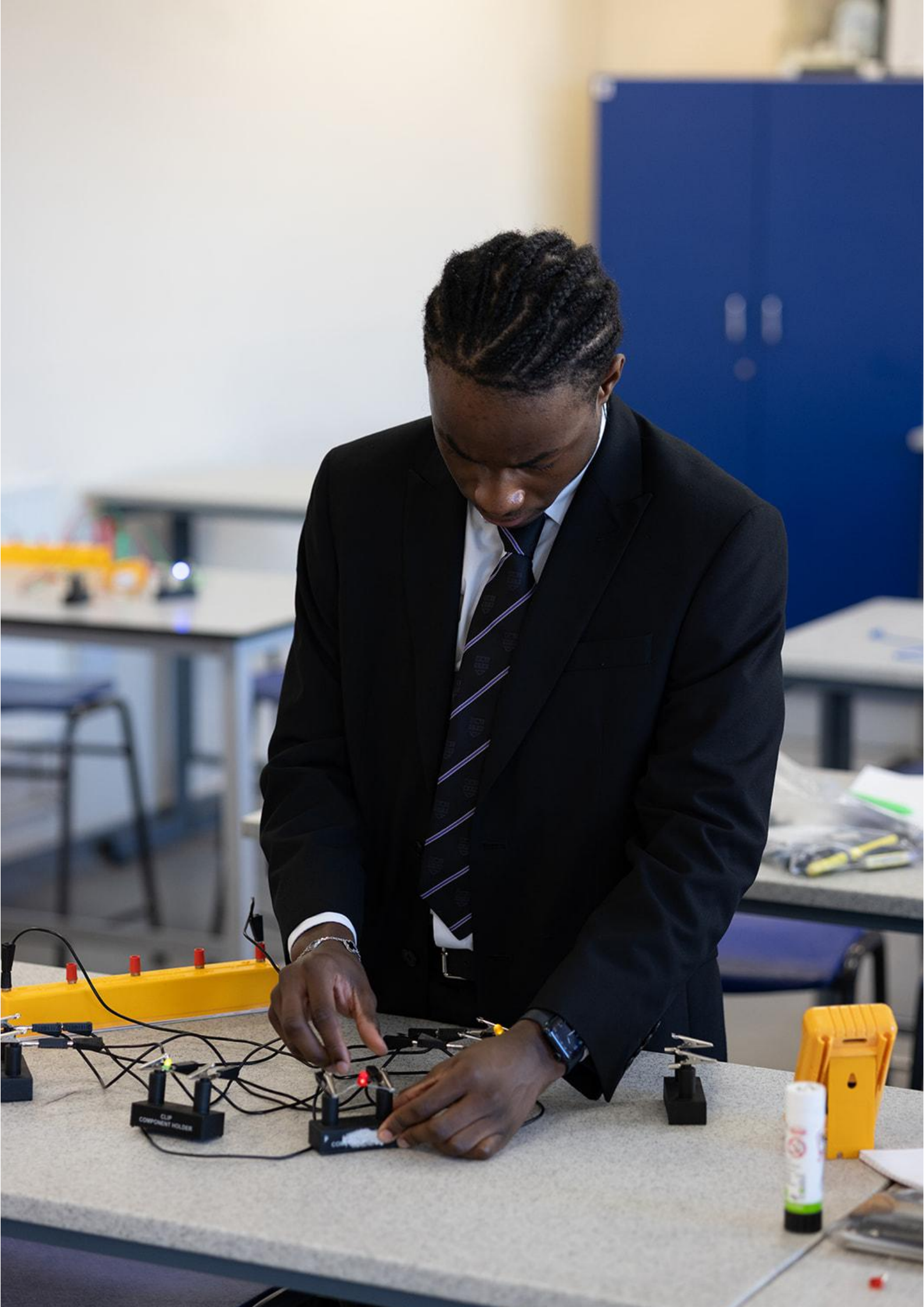
Form Tutors and visiting speakers provide a structured Wellbeing course that introduces and discusses key moral, ethical and social issues at appropriate times in the pupils' lives. It aims to foster a greater understanding of today's society and to assist them in taking responsibilities for their own and their fellows' well-being.

## Pastoral Care

Farringtons is renowned for its pastoral care. The School's ethos, size and determination to treat each person both as an individual and as a member of the community makes for a supportive environment for the pupils to grow. The School works in partnership with parents to ensure that all of the pupils feel that they are cared for and valued.

The Head and Deputy Head are involved closely in the pastoral life of the School through assemblies, Chapel worship and meeting with pupils on a regular basis.

Farringtons also organises regular Year Group meetings so parents are able to discuss their child's progress with staff and at which individual appointments to see a member of staff or the Head can be readily made.



# SENIOR SCHOOL

## Years 12 - 13

Our Sixth Form programme ensures that students acquire the academic qualifications and develop the personal qualities they need to meet the challenges of Higher Education and the world of work.

Small class sizes enable our experienced teachers to nurture the talent of every Sixth Form student as an individual. This, in turn, ensures that our students have the best possible guidance during the university application process.

Farringtons offers a wide choice of subjects and EPQ, timetabled so that university or career choices are not restricted to inflexible subject options. Increasingly, universities want to know about students' interests and activities as well as their academic achievements. Outstanding higher education support is given to every student.

We encourage our Sixth Formers to broaden their horizons and develop leadership skills through the Duke of Edinburgh Award Scheme, public speaking, the School House system and many other opportunities. Sixth Formers have their own study areas and common rooms where they can engage in private study, relax, socialise and make drinks and snacks.



## 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. The co-curricular programme gives pupils the opportunity to experience and explore new interests and activities. As a result, pupils become more adventurous, confident and develop their social skills. Whenever possible, teachers bring learning to life through a programme of outings, residential trips and workshops led by visiting specialists.

Farringtons offers a successful sports programme, particularly in boys and girls football, which comprises both elite competition and joyful participation.

This is all alongside an enviable range of activities via our Floreat programme which currently includes: rock climbing, skiing, scuba diving, podcasting, Japanese and bee keeping!

The School's sector-leading Careers provision – Farringtons Futures – also arranges work experience and internships for Senior School pupils. 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.

The wonderful grounds and London location allow pupils to develop a love of the outdoors. We believe class work and relationships are enriched by these experiences and that they provide invaluable opportunities for children, staff and parents to learn together. Pupils enjoy exciting excursions, expeditions and sports fixtures locally, nationally and overseas.

# 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 2026, at GCSE, all subject areas achieved a series of excellent results, 15 subjects achieved 100% pass rate with 96% of students achieving five good passes including English and Mathematics. Across the board, 79% of all GCSE grades were awarded at 6-9. In this year group, value-added scores were very impressive, with huge numbers of students going on to achieve marks far higher than predicted when those students joined the school in 2021.

In 2026, at A-Level, the successes of our students were equally well deserved. The school achieved

99.3% pass rate at A Level. Perhaps more impressively, the rate of grades awarded at A\*/A (or equivalent) was 30%. All Extended Project Qualifications (EPQ) grades were awarded at A\*-D, reflecting the independent study commitment demonstrated by our students reaching for the very best university places.

At Farringtons, all pupils are helped to achieve the best academic results they can. This is true across the school. In the Prep School, 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

Wyvern House is situated within the main school building and is home to both our girl and boy boarders at Farringtons. We currently offer boarding to all our senior year groups; however, most boarders are from years 10 to 13. The house is led by the houseparent and the boarding staff who are 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, co-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.



FARRINGTONS  
SCHOOL

Farringtons School  
Perry Street, Chislehurst  
Kent, BR7 6LR  
020 8467 0256  
[www.farringtons.org.uk](http://www.farringtons.org.uk)