

Godolphin & Latymer



Appointment of Head

Autumn 2026
Reference: TGGD

Saxton
Bampfylde

WELCOME FROM THE CHAIR OF GOVERNORS

Thank you for your interest in becoming the next Head of Godolphin and Latymer.

This is an exceptional opportunity to lead a remarkable school. Godolphin and Latymer combines outstanding academic achievement with something equally important: a warm, open and genuinely distinctive culture. Our girls are intellectually curious, independent-minded and engaged with the world around them, but they are also encouraged to be themselves, to pursue their own interests and to enjoy their time at school.

As Chair of Governors, what strikes me most about Godolphin is the combination of ambition and humanity that runs through the School. We are enormously proud of our academic success, but we have never believed that education should be measured by examination results alone. We want our students to leave Godolphin as confident and independent thinkers: curious, compassionate and courageous young women, ready to contribute to the wider world.

That philosophy has deep roots. Godolphin has a long tradition of educating girls from different backgrounds and of looking beyond its own walls. Our philanthropic heritage remains important to us today, reflected particularly in our commitment to bursaries, widening access, partnerships and engagement with our local community. We are proud to be an academically ambitious school, but equally proud to be an inclusive and outward-looking one.

There is also an extraordinary breadth to life here. Whether through music, drama, sport, debating, academic societies, volunteering or the many activities initiated by the girls themselves, students are encouraged to discover what excites them and then given the confidence and freedom to pursue it. That spirit of independence is an important part of what makes Godolphin, Godolphin.

The next Head will inherit a school in a position of real strength, with an outstanding staff, an engaged and talented student body, supportive parents and a committed Governing Body. But this appointment is not simply about preserving what already works. Education is changing rapidly, as is the environment in which independent schools operate, and we want our next Head to be ambitious about what Godolphin can become.

We are therefore looking for an exceptional educational leader who understands and values the character of the School, but who also has the imagination and confidence to challenge us. Someone who can combine intellectual and strategic leadership with warmth, visibility and humanity; who will inspire pupils and staff; and who will ensure that Godolphin continues to evolve while remaining true to the values that have made it such a special place.

For the right person, I believe this is one of the most exciting leadership opportunities in education. You will have the chance to shape the next chapter of a school with a proud history, a clear sense of purpose and enormous ambition for the future.

Simon Davies
Chair of Governors

OUR SCHOOL

WARM, FRIENDLY AND SUPPORTIVE

Founded as a girls' school in 1905 and occupying a historic site whose origins date back to 1861, Godolphin and Latymer combines respect for its traditions with a forward-looking outlook and a commitment to continuous development. The School's most recent ISI inspection recognised its successful implementation of an "integrated and inclusive approach to education" that "fosters ambition alongside a love of learning", whilst also highlighting the priority given to pupils' wellbeing and personal development.

Today, educating 840 pupils aged 11 to 18, the School is recognised for its combination of academic excellence, outstanding pastoral care and a strong sense of community. Equally important is the School's commitment to ensuring that each pupil is recognised, supported and encouraged to flourish as an individual. A longstanding commitment to widening access, meaningful partnerships and community engagement remains central to School life.

Recent recognition among the UK's Top 5 Independent Secondary Schools in the Sunday Times Parent Power Guide 2026 reflects the strength of the School's educational offer and reputation. Continued investment in facilities, including the Alison Paines Building and refurbished Sixth Form Centre, further demonstrates its ambition to provide an exceptional environment for learning and personal development.




THE SUNDAY TIMES

**SCHOOLS GUIDE
2026**

**TOP 5
INDEPENDENT SECONDARY
SCHOOL FOR ACADEMIC
EXCELLENCE**



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The School's ethos is reflected in its aims, policies and practice. Leaders create an inclusive, dynamic environment that celebrates diversity and equality for all. Leaders' active promotion of pupils' wellbeing is at the core of all planning and decision-making. The School values are widely known and reflected in the everyday language used by pupils and staff.

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ISI Report 2025

ETHOS AND AIMS

Godolphin and Latymer has a strong sense of heritage, underpinned by a longstanding commitment to widening access to educational opportunity. Rooted in its philanthropic origins, the School seeks to ensure that talented girls can benefit from a Godolphin and Latymer education regardless of their financial circumstances and actively embraces a diverse community of cultures, faiths and backgrounds.

The School aims to provide an outstanding education that equips pupils to learn for life. Alongside excellent academic outcomes, the School encourages curiosity, intellectual rigour, independence of thought, reflective learning and sound judgement. Through a rich programme of academic, creative and physical opportunities, pupils are encouraged to pursue their individual interests, develop confidence and resilience, and thrive both within and beyond the classroom.

At its heart, the School is committed to developing considerate, compassionate and courageous young women. Within an inclusive, principled and supportive community, pupils learn to lead, collaborate effectively, build meaningful relationships and engage with local, national and global issues. The School's ambition is that every girl leaves with a strong sense of responsibility to others, an awareness of her wider community and the confidence to make a positive contribution to society.

ACADEMICS

The School's reputation for academic excellence is rooted in a culture of intellectual curiosity, independent thinking and a love of learning. It encourages pupils to look beyond examination requirements, embrace academic challenge and engage critically with ideas, developing the confidence and analytical skills needed to thrive in higher education and beyond. Individual progress is carefully supported, while a culture of high expectations inspires ambition, resilience and a commitment to lifelong learning.

A hallmark of the School's academic offer is the breadth of opportunity available to pupils as they progress through their education. In the Sixth Form, students can pursue either A Levels or the International Baccalaureate Diploma Programme, reflecting the School's commitment to providing pathways that suit different strengths and aspirations. Academic societies, Olympiads, competitions and independent research opportunities encourage girls to delve deeper into their subjects, while innovative programmes such as the School's Innovation and Leadership course and G&L Futures initiative connect learning with real-world challenges. Together, these experiences nurture thoughtful, intellectually adventurous young people who are equipped to make a meaningful contribution beyond school.



2026 RESULTS

GCSE 94.2% grades 8-9	GCSE 99.1% grades 7-9	A Level 49.8% grade A*	IB average point score 41.3	91% of students secured places at their first-choice university
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“ Top academics, vast facilities and a caring community. Your child will need to be capable of juggling many balls but if she is smart and energetic, she will be well-supported and leave with skills for life.

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Good Schools Guide 2025



PASTORAL CARE

Godolphin and Latymer is widely recognised for the warmth of its community and its commitment to ensuring every girl feels known, valued and supported. The School places equal emphasis on pupils' wellbeing and personal development as it does on academic achievement, promoting an environment in which girls are encouraged to be themselves, build meaningful friendships and approach challenges with confidence. Every pupil benefits from close relationships with tutors and pastoral staff, while a carefully structured transition programme and strong partnership with parents help girls feel at home from their earliest days at the School.

This culture of care is reflected in a comprehensive Personal Development Curriculum that encourages girls to develop self-awareness, resilience and a sense of responsibility to others. Through PSHE, wellbeing initiatives, House activities and opportunities for student leadership, pupils are supported to care for themselves, contribute positively to their communities and engage thoughtfully with the wider world. The House system plays an important role in supporting belonging, bringing girls together across year groups through shared experiences, mentoring and celebration. The result is a nurturing and inclusive environment where high expectations are matched by kindness, enabling girls to flourish academically, socially and emotionally.

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Pupils' spiritual and moral development is promoted through the curriculum and co-curricular programme. It is evident in the harmonious relationships between pupils from diverse backgrounds. Pupils are naturally encouraged to reflect on what it means to be human and ask questions.

ISI Report 2025

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CO-CURRICULAR

The rich co-curricular life at Godolphin and Latymer reflects its commitment to developing confident, curious and well-rounded young women. Girls are encouraged to embrace opportunities beyond the classroom, whether through sport, music, drama, art, debating, leadership, volunteering or the School's extensive programme of clubs and societies. Participation is woven into the fabric of school life, with girls able not only to join existing activities but also to establish their own initiatives, fostering creativity, independence and a strong sense of ownership.

Just as important is the sense of community that these experiences create. The House system brings girls together across year groups through competitions, performances, fundraising and social events, nurturing friendships, team spirit and a strong sense of belonging. Music is a particularly vibrant part of school life, with hundreds of pupils participating in choirs, orchestras, ensembles and productions, while sport offers opportunities for girls of all abilities to take part, compete and develop a lifelong enjoyment of physical activity. Debating, Model United Nations, the Duke of Edinburgh's Award and a wide-ranging programme of educational visits and international trips further encourage pupils to broaden their horizons, develop leadership skills and engage confidently with the world around them.



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The extensive co-curricular programme is a significant strength of the School. It brings challenge, inclusivity and variety to pupils' education. Careful planning ensures pupils develop their skills and interests to become confident, well-rounded learners.

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ISI Report 2025



PARTNERSHIPS AND COMMUNITY

Partnerships are an important expression of Godolphin and Latymer's commitment to service, collaboration and engagement with the wider community. Through relationships with local schools, universities, charities and community organisations, pupils are encouraged to look beyond their own experiences, contribute positively to the lives of others and develop an understanding of their wider responsibilities. These opportunities are embedded in school life, enabling girls to learn alongside others, share ideas and use their talents in ways that have a meaningful impact.

At the centre of this work is the Bridge Programme, which welcomes Year 5 pupils from local state schools for a year-long programme of monthly academic enrichment sessions led by Godolphin and Latymer teachers. Through subjects ranging from mathematics and English to debating, philosophy and science, pupils are given the opportunity to explore new areas of learning and gain an insight into academically selective secondary education. This is complemented by Bridge Seniors, which offers enrichment workshops and extension activities for Year 11 students considering sixth form study. Alongside these initiatives, Godolphin pupils contribute through student-led Social Impact Projects, extensive volunteering, charitable fundraising and community partnerships, while programmes such as the Ancient World Breakfast Club extend the School's intellectual life beyond the classroom by welcoming members of the wider community to engage with scholarship and distinguished speakers. Together, these activities reflect an outward-looking and generous school community that values connection, opportunity and service.

THE OPPORTUNITY

This is an exceptional opportunity to lead one of the UK's most distinguished and thriving academic schools. With strong foundations, an outstanding reputation and a clear sense of purpose, Godolphin and Latymer is well placed for its next phase of development. The successful candidate will have the opportunity to build on the School's many strengths, working alongside talented colleagues, engaged pupils and families, and committed governors to shape its future whilst preserving the warmth, ambition and sense of community that defines the School. This is a headship for someone who prizes excellence and knows how to foster a culture where this is achieved. It is an opportunity to work in a community which supports and champions colleagues and encourages, stretches and nurtures the pupils. Humility, quiet confidence and integrity will all be highly valued, in addition to academic standing and educational vision.

A competitive package accompanies the post, dependent on experience.

Safeguarding

Candidates should be aware that all posts in the School involve some degree of responsibility for safeguarding children. The School is exempt from the Rehabilitation of Offenders Act 1974 and is therefore permitted to ask job applicants to declare all convictions, cautions, reprimands and final warnings (including those which would normally be considered 'spent') in order to assess their suitability to work with children. You are not required to disclose a caution or conviction for an offence committed in the United Kingdom if it has been filtered in accordance with the Disclosure and Barring Service filtering rules. The successful candidate will be required to complete a Disclosure & Barring Service application.





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Leaders create a culture where praise is given regularly and success is celebrated. Through the house system, older pupils support younger pupils well.

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ISI Report 2025

THE ROLE

The Head of Godolphin and Latymer reports to the Governing Body through the Chair, and is responsible for the strategic and operational leadership of the School. Building on the School's exceptional reputation for academic excellence, pastoral care, partnerships and community engagement, the Head will lead the School through its next phase of development, ensuring it remains both true to its values and responsive to the opportunities and challenges facing independent education.

The next Head will inherit a flourishing school with a strong sense of identity. Governors are seeking a leader who will preserve the warmth, ambition and sense of community that define the School whilst leading it confidently through its next chapter. In doing so, they recognise that the role of the Head may yet evolve further and they are looking for someone with the appetite and versatility to lead in a changing environment.

Working closely with a talented and highly capable Senior Leadership Team, the successful candidate will provide clear educational direction and academic leadership, inspiring confidence across the School community and ensuring that every pupil and staff member are encouraged to achieve their full potential.

Key Responsibilities

Educational Leadership

- Sustain and nurture the School's reputation for academic excellence and intellectual ambition.
- Champion excellence in teaching and learning while fostering innovation and continuous improvement.
- Ensure pupils benefit from an education that combines academic rigour with creativity, character development and personal growth, doing so in a way that continues to realise the benefits of all girls' education.
- Promote a culture in which every pupil is challenged, supported and encouraged to achieve her personal best.
- Ensure the School continues to prepare young women to flourish in an increasingly complex and interconnected world.

Strategic Leadership

- Develop and articulate a compelling vision for the future which ensures the School continues to enjoy the market position and reputation it currently has.
- Work closely with the Governing Body to ensure effective governance and the successful delivery of the School's long-term ambitions and priorities.
- Anticipate and respond effectively to sector challenges, demographic shifts and market developments, demonstrating agility, resilience and sound judgement.
- Lead change thoughtfully and successfully, balancing innovation with continuity and bringing staff, pupils, parents and governors with them on the journey.
- Work closely with the Bursar and Governors to ensure the School's long-term financial strength and sustainability in an increasingly competitive educational market.

Leadership of Staff and School Culture

- Lead, inspire and develop a talented staff body, fostering a culture of collaboration, accountability and professional growth.
- Recruit and retain exceptional staff, in a way that aligns with our values and ambitions.
- Develop, mentor and empower the Senior Leadership Team, creating the conditions for individuals and teams to flourish.
- Build on the warm and supportive culture of the School, ensuring staff feel valued, empowered and supported to perform at their best.
- Promote staff wellbeing and recognise its importance in delivering an exceptional pupil experience.
- Model visible, authentic and approachable leadership whilst maintaining the authority and gravitas expected of the role.

Pupil Wellbeing, Pastoral Care and Safeguarding

- Champion a culture in which every pupil is known, valued and supported.
- Ensure wellbeing remains central to the educational experience, maintaining the School's distinctive balance between academic ambition and the development of the whole child.
- Take overall responsibility for safeguarding, child protection and pupil welfare, ensuring the highest standards of practice across the School.
- Foster an inclusive environment in which pupils develop confidence, resilience, compassion and a strong sense of belonging.
- Ensure that pastoral provision continues to evolve to meet the needs of young people whilst retaining the warmth and individual care for which the School is known.

THE ROLE

Community, Reputation and External Engagement

- Champion the School's commitment to partnership, social responsibility and meaningful engagement with the wider community.
- Serve as an outstanding ambassador for the School within London and beyond.
- Build and maintain constructive, trusting and transparent relationships with parents, recognising their important role within the School community whilst ensuring decision-making remains focused on the best interests of pupils and the long-term success of the School.
- Develop strong relationships with pupils, staff, governors, alumnae and partners.
- Work closely with admissions, communications and marketing colleagues to ensure the School continues to attract and retain exceptional pupils.
- Balance the needs and expectations of current pupils and families with the strategic priorities required to secure the School's future success.
- Communicate change with clarity, sensitivity and confidence, ensuring the School community remains engaged and informed.
- Support fundraising and philanthropic activity, particularly in relation to bursaries and wider strategic priorities.
- Participate in, and contribute to, regional and national conversation, where it is relevant to the School community, including the London 11+ Consortium.

Governance, Compliance and Risk

- Work closely with the Governing Body, providing strategic counsel, educational insight and professional leadership to support effective decision-making.
- Ensure the School operates in accordance with all relevant statutory, regulatory and inspection requirements, maintaining the highest standards of safeguarding, pupil welfare and compliance.
- Oversee effective risk management and organisational planning, ensuring the School's long-term sustainability, reputation and success.



THE PERSON

Candidates for the role will likely demonstrate all or most of the following:

- Substantial senior leadership experience, including headship experience. Prior experience in an academic day school would be highly beneficial.
- Experience of high-performing school environments.
- A track record of having had a positive impact in previous leadership roles, and of driving high standards and results.
- Experience of working in London, or a similar market.
- Experience of working effectively with governors and senior leadership teams to develop and deliver strategic priorities.
- A genuine belief in life beyond the classroom, and knowledge of how academic success sits alongside a broader education.
- A real understanding of the opportunities and challenges facing independent schools, and the wider educational landscape, with a view on how to meet these.
- Evidence of knowledge of safeguarding responsibilities and an unwavering commitment to pupil welfare.
- Commitment to and understanding of the value of girls' education.

They will be:

- An intellectually credible educational leader with high expectations and a clear sense of purpose.
- A strategic thinker, able to balance long-term planning with operational excellence.
- A visible, warm and emotionally intelligent leader, with the gravitas and professional presence to lead a complex organisation and represent the School with confidence.
- Someone who evidently enjoys engaging with the pupils.
- Humble, authentic and collaborative, commanding respect through integrity, judgement and personal example. They will work for the greater good, rather than for their own agenda, and will demonstrate excellent judgement and decision making skills.
- Resilient, rational and adaptable, able to navigate complexity and competing demands whilst remaining focused on what matters most. Robust when needed.
- An outstanding communicator, whomever the audience.
- Skilled at building trust and developing relationships with parents.
- Committed to developing, empowering and supporting colleagues, enabling a culture in which individuals and teams can thrive.

- Commercially and financially astute, with an understanding of the factors that define a successful and sustainable independent school.
- Meticulous and well organised, with strong attention to detail.
- Someone who understands and enjoys the diversity of multi-cultural communities.

Above all, they will:

- Share the School's belief that academic excellence and outstanding pastoral care are mutually reinforcing, and will evidently enjoy working in a school where this is the case.
- Understand that success is measured not only by exceptional outcomes, but by enabling every pupil to fulfil her potential and flourish as an individual.
- Demonstrate an unwavering commitment to safeguarding, wellbeing and the development of the whole child.
- Value both the traditions that have shaped the School's success and the opportunities that will define its future.
- Be ambitious for the school, and able to navigate effectively a changing educational landscape.







LOCATION AND FACILITIES

Located in Hammersmith, Godolphin and Latymer occupies a distinctive campus that combines historic character with contemporary facilities. Situated a short distance from Hammersmith Broadway, the School benefits from immediate access to the cultural and educational opportunities of central London, including world-class museums, galleries and theatres, whilst retaining the feel of a calm and welcoming oasis on quiet, tree-lined streets. The campus itself blends traditional architecture with thoughtfully designed modern spaces, creating an environment that supports both academic endeavour and personal wellbeing.

The School's facilities reflect its commitment to providing an exceptional educational experience across all areas of school life. These include a modern sports centre with extensive indoor and outdoor facilities, a versatile performing arts centre housed within a converted church, specialist music, art, science and technology spaces, and a well-stocked library. Recent investment has further enhanced the campus through the redevelopment of the Sixth Form Centre, the creation of the Cloisters Room and Library, and improved connections between buildings and outdoor spaces. Together, these facilities provide an inspiring and welcoming setting in which pupils can learn, create, perform, compete and thrive.

HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to Godolphin and Latymer on this appointment. Candidates should apply for this role via roles.saxbam.com using code TGGD. Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application.

The closing date for applications is midday on Tuesday 13th October.

The key dates in this process are:

First round panel: Thursday 12th November

School visits will take place in between the first and final round panel

Final round panel: Monday 30th November (morning)

GDPR personal data notice:

According to GDPR guidelines, Saxton Bampfylde Ltd 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 within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

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. You will be required to complete an application form later in the process.





Godolphin & Latymer

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