



How we work

Curious. Collaborative. Tailored to your context.

No two schools are the same. That's why we begin by listening – carefully and without assumptions. We take time to understand what makes your school distinct, as well as your aspirations. From there, we work alongside you: offering clarity, asking the right questions, and bringing fresh ideas when they're needed most.

We combine structure with imagination, insight with empathy. It's this balance - and the strength of our relationships - that many schools see as one of the most distinctive and valuable aspects of our work.

How we can help

Supporting schools to lead with clarity, purpose and confidence.

Running a school has never been more complex. The pace is fast. Expectations are high. Every decision matters. But with the right support, there's real opportunity - not just to meet those demands, but to strengthen what you do and how you do it.

That's where we come in. At RSAcademics, we work with school leaders to help you plan clearly, lead decisively and approach challenges with fresh thinking. From senior appointments and strategic reviews to stakeholder research and governance development, our work is rigorous, creative and always tailored.

Let's start the conversation

Whatever your next step - planning ahead, tackling a challenge, or looking for a fresh perspective - we're here to help you take it with confidence.

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in RSAcademics

Leadership & Governance

Supporting effective leadership, now and for the future.

Appointing a Head or senior leader isn't just about filling a vacancy. It's a turning point that shapes culture, direction and confidence.

The same is true of governance: the right structures - and the right people - give schools the foundation they need to thrive.

We support schools with:

- Executive search for Heads, Deputy Heads and governors
- Search and selection for senior professional roles, including Bursars, CFOs, COOs, Directors of Marketing, Admissions or Development
- Governance reviews, development and training

We bring original thinking to every engagement, drawing on sector knowledge, leadership insight, and a deep understanding of what schools need - now and in the future.

Strategy & Planning

Bringing clarity to complex decisions.

It's hard to think long-term when the day-to-day is already full. That's why we help you to step back, reassess and build plans that are both ambitious and achievable.

Our support includes:

- Whole-school strategic reviews
- Financial sustainability and business model planning
- Leadership and organisational design
- Defining or aligning values, vision and priorities
- Guidance through change

You can expect clear thinking, honest advice and the confidence to shape a strategy that's practical and inspiring.

Research & Insight

Clarity through evidence, not assumptions.

The best decisions are built on evidence. That's why we work to gather the insights you need: relevant, reliable and ready to use.

We provide:

- Stakeholder feedback from pupils, parents, staff, alumni
- Market, competitor and demographic analysis
- Audits of marketing, communications and admissions
- Tailored research to support strategy, leadership and recruitment

Everything is designed to help you act - not just understand.

Our People

Experienced. Informed. Focused on what matters.

Our team combines experience from across the education sector and beyond. Many of us have led schools in the UK and internationally. Others offer deep expertise in strategy, governance, research and communications. But our insight goes beyond individual experience - it's shaped by the work we do every day.

Through our research and consultancy, we've built an organisation-wide understanding of what drives whole-school success. What unites us is a shared commitment to putting that knowledge into practice.