



Head of Junior School

Applicant Information Pack



KING'S
GLOUCESTER

Independent Day School
Girls & Boys 3-18 Years



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Recruitment

recruitment@thekingsschool.co.uk

Welcome



Thank you for your interest in the position of Head of Junior School at The King's School, Gloucester. This vacancy arises following the retirement of our current, highly respected Head of Junior School, Mrs Anne Haas, who will conclude thirteen years of outstanding service to King's at the end of this academic year.

As one of the country's oldest schools, King's is proud of its rich heritage, yet our focus is always firmly on the future. As we approach our 500th anniversary, we recognise that each generation of leaders serves not as an owner of the School's success, but as a steward of it, entrusted with preserving what is distinctive whilst ensuring it continues to evolve and flourish in a rapidly changing world. The next Head of Junior School will therefore be entrusted with both a remarkable inheritance and an exciting opportunity: to build on the School's strengths while helping to define its future. As a key member of the School's Senior Leadership Team, the Head of Junior School will contribute to the strategic direction of the whole School while providing inspirational leadership to our youngest pupils, their families and the dedicated staff who support them.

King's is a thriving and ambitious school community with a growing school roll of around 740 pupils, of whom over 180 are in the Junior School. Situated in the heart of Gloucester, we combine a strong sense of tradition with a willingness to embrace innovation, ensuring our pupils benefit from a dynamic and forward-looking educational experience. We believe that an outstanding education equips young people not only with academic knowledge, but also with the confidence, character and curiosity to thrive in an ever-changing world. The Junior School plays a uniquely important role in that mission, providing children with the skills, values and love of learning that will underpin their success throughout their education and beyond.

From my first day at King's, I was struck by the warmth, generosity and spirit of our community, and that impression remains as strong today as it was then. This is a School where relationships matter, where colleagues work collaboratively in pursuit of shared goals, and where pupils are encouraged to develop not only academically but also as compassionate, resilient and outward-looking individuals.

If you share our ambition for educational excellence and are excited by the opportunity to lead a successful Junior School within one of the country's most historic and forward-thinking schools, I warmly encourage you to apply. I look forward to learning more about the qualities, experience and vision you will bring to this important role.

Mr David Morton
Headmaster





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The School

The King's School is one of the dozen oldest schools in the country and has a proud heritage dating back to at least 1072, with a re-foundation by Henry VIII as one of his seven illustrious Cathedral Schools in 1541. Today, King's is a thriving co-educational day school for around 740 pupils aged 3-18, combining centuries of tradition with a clear focus on preparing young people for the future.

As Gloucester's Cathedral School, we enjoy a unique relationship with Gloucester Cathedral – our Foundation partners. While our Christian ethos remains central to our identity and values, we warmly welcome families from a wide range of backgrounds. A substantial bursary and scholarship programme helps ensure that King's remains a diverse, grounded and inclusive community in which pupils are encouraged to develop not only academically, but also as kind, compassionate and responsible young people.



King's is widely recognised for the quality of its educational offering and the breadth of opportunity available to pupils. Academic outcomes are consistently strong, while an extensive co-curricular programme enables pupils to excel in sport, music, drama, art, outdoor learning, leadership and service. Recent years have seen notable successes across all aspects of school life, including outstanding public examination results, national sporting achievements and an ambitious programme of performances, trips and events.

Situated within the beautiful Cathedral precincts, the School occupies an exceptional campus that blends heritage buildings with modern facilities. From the historic Bishop's Palace and Little Cloister House to our state-of-the-art Creative Design Suite, Sports Hall and Archdeacon Meadow sports complex, pupils benefit from an inspiring environment in which to learn, develop and thrive.



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Despite the challenges facing the independent sector, King's continues to flourish. The school roll continues to grow, there is two-form entry across the Junior School, and a healthy annual surplus is forecast this year. Investment in facilities, teaching and learning, pastoral care and staff development ensures that the School remains dynamic, ambitious and forward-looking as it approaches its 500th anniversary in 2041.

The Junior School

The Junior School is a vibrant and happy community for children aged 3 to 11, where academic ambition sits alongside exceptional pastoral care. We believe that childhood should be filled with curiosity, discovery and opportunity, and we seek to nurture confident, resilient and compassionate young people who are excited by learning and eager to contribute positively to the world around them.

At the heart of the Junior School is a commitment to knowing every child as an individual. Strong relationships between pupils, staff and families create a warm and supportive environment in which children feel valued, challenged and encouraged to fulfil their potential. Pastoral care is a particular strength, underpinned by a culture of kindness, respect and belonging, where pupils are inspired to be King's SMART through their Smile, Manners, Attitude, Resilience and Teamwork.

Our broad and engaging curriculum combines strong academic foundations with a spirit of enquiry and innovation. Specialist teaching, enriched learning experiences and extensive co-curricular opportunities help pupils discover and develop their talents across sport, music, drama, art, languages, STEM and outdoor learning. Children are encouraged to take risks in their learning, develop independence and build the confidence needed to embrace future challenges.



As part of an all-through school, the Junior School is uniquely placed to prepare pupils for a successful transition into Senior School. Through close collaboration between colleagues across King's, around 80% of Junior School pupils move seamlessly into the next stage of their King's education, benefiting from early access to specialist facilities, expertise and opportunities while retaining the security and nurture that characterise their Junior School experience.



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King's is proud to educate around 30 Cathedral Choristers, whose commitments and achievements are woven into the life of the School. Combining academic ambition with an exceptional musical education, the chorister programme provides pupils with a unique opportunity to develop discipline, confidence and artistry at the highest level.

For an independent perspective on life at King's, candidates may wish to explore recent coverage of the Junior School in [The Good Schools Guide](#) and [Muddy Stilettos](#).



The Location

The King's campus (which benefits from the pre-school, Junior School and Senior School all on one site) is situated in the heart of Gloucester, overlooked by the Cathedral, famous for its glorious medieval architecture and *Harry Potter* film locations. Gloucester is a vibrant, historic city offering a perfect blend of culture, heritage, and modern amenities. With its scenic docks, waterside restaurants, shops and museums, and easy access to the Cotswolds, it provides a picturesque yet convenient lifestyle. The city, and neighbouring Cheltenham, have a thriving culture, excellent shopping, and a lively events calendar including food festivals, the Tall Ship Festival, Cheltenham Races and the bustling Christmas market.

For sports fans, the South-West represents the heartlands of English rugby, with world-class teams based in Bristol, Bath, Exeter and, of course, Gloucester itself. Football is played at Cheltenham Town FC, Gloucester FC and Forest Green Rovers, with Cheltenham also hosting The Cheltenham Festival; one of the world's most prestigious horse-racing events. Lovers of walking and cycling enjoy access to beautiful countryside, including the Malvern Hills, Forest of Dean, Wye Valley, Cotswold Hills and Welsh borders.



Leadership and Governance

The King's School is a registered charity and a company limited by guarantee. As Gloucester's Cathedral School and a member of organisations including HMC, IAPS, ISBA and the Choir Schools' Association, King's combines a rich heritage with a clear commitment to educational excellence and continuous development.

King's has a long and inspiring history, and we are committed to ensuring that the School continues to flourish for generations to come. Every five years, a Strategic Development Plan is published to guide the School's direction. Our current plan, Foundations (2023-2028), focuses on strengthening the foundations that will enable King's to thrive well into the future, including investment in bursarial provision, staff wellbeing, sustainability and the continued enhancement of our facilities and educational offering.



Mrs Debbie Innes-Turnill
Chair of Governors

The Governing Body has overall responsibility for the strategic direction of the School and is led by the Chair of Governors, Mrs Debbie Innes-Turnill. Governors, who also serve as directors and charity trustees, bring a wealth of expertise from education, business and the wider community. The Board is supported by a number of specialist committees and works closely with Gloucester Cathedral and other key stakeholders.

Executive leadership is delegated to the Headmaster, who is supported by the Senior Leadership Team. The Head of Junior School is a key member of the Senior Leadership Team and plays a significant role in shaping whole-school strategy, whilst providing leadership for all aspects of Junior School life. The role offers the opportunity to contribute meaningfully to the future development of King's as an all-through school, ensuring that the Junior School continues to play a central role in delivering the School's vision and values.

The School enjoys a strong and stable financial position, supported by healthy pupil numbers, careful stewardship of resources and a long-term approach to planning and investment. This stability enables continued investment in our people, facilities and educational provision, ensuring that King's remains ambitious, resilient and well placed for the future. To this end, King's recently formed the [Three Choirs Schools Group](#) in order to further strengthen its position and to increase opportunities for its pupils.

As the School looks ahead towards its 500th anniversary in 2041, strong governance, clear strategic direction and a shared sense of purpose provide the confidence to pursue future opportunities with ambition and optimism.





The Role of the Head of Junior School

The Headmaster and Governors of The King's School seek to appoint an outstanding Head of Junior School to join the Senior Leadership Team at an important moment in the School's long and distinguished history. This is an exceptional opportunity for an ambitious, inspirational and strategically minded educational leader to shape the future of a flourishing Junior School at one of the country's oldest and most respected schools.

The Head of Junior School occupies a pivotal leadership position within King's, providing the vision, direction and leadership that enable the Junior School to thrive. Working in close partnership with the Headmaster, Senior Leadership Team, Governors, staff and parents, the successful candidate will develop and deliver a compelling vision for the future of the Junior School, championing excellence in teaching and learning, nurturing a culture of outstanding pastoral care and wellbeing, and ensuring that every child is supported, challenged and encouraged to fulfil their potential.



This is a wide-ranging and rewarding position that combines strategic leadership with a visible and authentic presence within the daily life of the School. The Head of Junior School will lead and inspire a talented team of teaching and support staff, nurture strong partnerships with families, and champion a broad educational experience that develops character, confidence, kindness and scholarship.

The role demands more than educational expertise alone. It requires vision, resilience, sound judgement and the ability to balance long-term strategic thinking with the practical realities of leading a busy and ambitious Junior School. We are seeking an accomplished educational leader with a proven track record of delivering excellence in teaching, learning and pastoral care. Candidates may already be serving as a Head, Deputy Head or other senior leader within a high-performing educational setting and will possess the credibility, ambition and strategic outlook to contribute at whole-school leadership level. Above all, they will share the values and ethos of King's, embracing the opportunity to act as a steward of a remarkable school while helping to shape its future for generations to come.



Key Responsibilities

Vision, Strategy & School Development:

- Provide inspirational leadership for the Junior School, ensuring a clear vision that aligns with the School's values, strategic ambitions and educational philosophy;
- Lead the development, implementation and review of the Junior School Development Plan, ensuring continuous improvement across all aspects of Junior School life;
- Contribute fully as a member of the Senior Leadership Team, helping to shape whole-school strategy, policy and decision-making;
- Work closely with the Headmaster and Senior Leadership Team to ensure the Junior School plays a central role in the life and future direction of King's;
- Foster a culture of ambition and innovation, ensuring the Junior School remains a leading educational environment for children aged 3 to 11;
- Lead the Junior School's preparation for ISI inspections, ensuring continued robust compliance, effective self-evaluation and a culture of ongoing improvement;
- Represent the School externally, building strong professional networks and promoting King's within the wider educational community;
- Work collaboratively with fellow Heads of the Three Choirs Schools Group to strengthen partnership working and enhance opportunities for pupils and staff;
- Support the work of the Board of Governors through the provision of timely information, professional advice and regular reporting on Junior School matters;
- Oversee the effective handling of complaints and concerns, ensuring they are addressed promptly, fairly and in accordance with School policy.





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Pastoral Care, Safeguarding & Pupil Wellbeing:

- Ensure that outstanding pastoral care remains at the heart of the Junior School;
- Create a culture in which every child feels known, valued, safe and supported;
- Lead the safeguarding culture of the Junior School and undertake designated safeguarding responsibilities as required (a DSL operates across the whole School);
- Ensure full compliance with statutory and regulatory requirements, including EYFS requirements where applicable;
- Promote high standards of behaviour, attendance, wellbeing and personal development;
- Encourage a culture of kindness, respect and inclusion that reflects the values of King's;
- Oversee effective pastoral systems that support pupils' emotional wellbeing and personal growth.



Educational Excellence & Pupil Outcomes:

- Champion the highest standards of teaching and learning across the Junior School;
- Lead the continued development of an ambitious, broad and balanced curriculum that inspires curiosity, creativity and scholarship;
- Monitor and evaluate pupil progress, ensuring that all children are appropriately supported, challenged and encouraged to fulfil their potential;
- Promote innovation and evidence-informed practice, ensuring the curriculum remains relevant, engaging and forward-looking;
- Lead the development of age-appropriate digital literacy, online safety and emerging technology education, ensuring pupils are equipped to navigate an increasingly complex digital world safely;
- Oversee assessment, reporting and curriculum planning throughout the Junior School;
- Oversee a broad and inclusive co-curricular programme that encourages pupils to engage fully in school life;
- Support and develop colleagues to deliver consistently excellent classroom practice;
- Maintain an appropriate teaching commitment, reflecting the expectations of a senior educational leader.



People Leadership & Staff Development:

- Lead, support and inspire the Junior School Leadership Team and wider staff body;
- Foster a culture of collaboration, professional growth and accountability;
- Oversee professional development and succession planning within the Junior School;
- Recruit, develop and retain outstanding staff in partnership with colleagues across the School;
- Ensure that staffing structures, deployment and resources are used effectively and strategically;
- Model the values and behaviours expected of all members of the King's community.

Operational & Financial Stewardship:

- Oversee the effective day-to-day operation of the Junior School;
- Manage the Junior School budget responsibly, ensuring resources are deployed effectively in support of educational priorities;
- Contribute to capital planning, resource development and future investment discussions affecting the Junior School;
- Work closely with operational colleagues to maintain a safe and stimulating learning environment for pupils and staff.



Junior-Senior Transition & Whole-School Collaboration:

- Strengthen and champion the educational journey between Junior and Senior School;
- Work closely with Senior School colleagues to ensure continuity in curriculum, pastoral care and pupil experience;
- Develop opportunities for pupils to benefit from the wider resources, expertise and facilities available across King's;
- Promote a strong sense of belonging and shared purpose across the whole School community;
- Support whole-school initiatives and contribute actively to cross-school projects and strategic developments.



Community Engagement, Admissions & Partnerships:

- Build positive and productive relationships with pupils, parents, governors and the wider School community;
- Act as an ambassador for King's, promoting the School and its values to prospective and current families;
- Support pupil recruitment and retention through involvement in admissions processes, open events and community engagement;
- Foster strong relationships with local prep and primary schools and external partners;
- Build a network and presence within member organisations such as IAPS, CSA and HMCJ;
- Contribute to the wider life of the School, including performances, services, sporting events, celebrations and other key occasions.

Person Specification

We are committed to attracting and appointing outstanding people from a broad range of backgrounds, whose experience and perspectives will enrich our community.

Educational credibility and leadership expertise are essential, but true effectiveness in this role lies in the ability to combine strategic vision with warmth, sound judgement and authenticity. The Head of Junior School must be a visible and engaged presence within the life of the School, inspiring pupils, supporting colleagues and building strong partnerships with families.

This is a role that demands both educational and personal leadership. The successful candidate will be as comfortable shaping long-term strategy and leading innovation as they are in ensuring excellence in the day-to-day experience of pupils and staff. They will possess the emotional intelligence, resilience and adaptability required to lead a busy and ambitious Junior School, while contributing meaningfully to whole-school leadership as a member of the Senior Leadership Team.





The successful candidate will hold QTS and will demonstrate the following qualities and experience:

- Significant senior leadership experience within a successful educational setting (applications are welcomed from within the state or independent sector);
- A strong track record of leading excellence in teaching, learning and curriculum development;
- Demonstrable experience of fostering outstanding pastoral care, safeguarding and pupil wellbeing;
- The ability to develop and deliver a clear strategic vision whilst maintaining a strong presence in the daily life of the School;
- Experience of leading, developing and inspiring high-performing teams;
- Excellent interpersonal and communication skills, with the ability to build effective relationships with pupils, parents, colleagues, governors and external stakeholders;
- Sound judgement, integrity, resilience and the ability to make balanced decisions in a complex environment;
- A commitment to innovation, continuous improvement and educational excellence;
- Dedicated, empathetic and approachable, with energy, warmth and a good sense of humour;
- Alignment with the School's values, safeguarding culture and educational mission.



The following qualities are also desirable:

- Experience of leading a Junior, Prep or Primary School;
- Experience of contributing to whole-school strategy as a member of a senior leadership team;
- Knowledge of ISI inspection frameworks and regulatory requirements, or a willingness to learn;
- Experience of managing budgets and resources effectively;
- Experience of strengthening transition between phases of education;
- A relevant postgraduate or leadership qualification (e.g. NPQSL, NPQH).



Appointment Terms

- The salary offered is competitive and will be commensurate with the successful candidate's qualifications, experience, and the significance of the role;
- This is a full-time post and some flexibility in working hours will be required;
- The role is required from September 2027.



Main Benefits

- Generous staff fee remission for children being educated at King's;
- Wraparound care for children being educated at King's when School is in session;
- A contributory employer's pension scheme through Aviva APTIS;
- Various discounts for local services including gym memberships and garages;
- Staff Wellbeing Programme and Wellbeing Day (additional leave);
- Cycle to Work scheme;
- Free lunches when School is in session;
- Free access to our Employee Assistance Programme;
- Free on-site parking;
- Appointments with the School Doctor if required.



The Application Process

Candidates should apply through TES, or by submitting a completed School Application Form and covering letter (addressed to Mr David Morton, Headmaster, and outlining your skills, experience and motivations) to recruitment@thekingsschool.co.uk. A CV is not required.

- Closing date for applications is **Monday 12th October at 12:00 noon**;
- Initial longlist interviews will take place online, commencing **Wednesday 14th October**;
- In-person interviews for shortlisted candidates will commence on **Tuesday 3rd November**;
- The successful Head of Junior School will be appointed by a selection panel led by the Headmaster.

For further information or to arrange a visit to the School, please contact Mr Harry Fuller on 01452 337337, or via email to recruitment@thekingsschool.co.uk.

The King's School, Gloucester is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check (including Children's Barred List), satisfactory references from previous employers and eligibility to work in the UK. Applicants must be willing to undergo child protection screening appropriate to the post including a prohibition from teaching check where appropriate (which may include for some non-teaching positions) and, in line with KCSIE, an online search for shortlisted candidates only – this will consist of a Google and social media search. The search is looking for anything that calls into question the candidate's suitability to work with children, or could cause harm to the reputation of The King's School, Gloucester. Any information discovered will be shared with members of the interviewing panel prior to interview. Interviews will be conducted in person, and they will explore candidates' suitability to work with children. This post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013, 2020 and 2023), which would otherwise mean that certain convictions and cautions are considered 'protected' and would not need to be disclosed to employers, and if they were disclosed, employers could not take them into account. Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website: <https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>.

The King's School, Gloucester. GL1 2BG

T: 01452 337 337 www.thekingsschool.co.uk

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