



KINGSWOOD
PREP



APPOINTMENT OF
HEAD OF THE
PREPARATORY SCHOOL

Spring 2026



WELCOME FROM THE PRINCIPAL

Thank you for your interest in the role of Head of Kingswood Prep School.

Kingswood is a school with a remarkable history and a strong sense of purpose. Founded in 1748 by John Wesley, the Kingswood Foundation today brings together The Garden at Kingswood Nursery, Kingswood Prep School and Kingswood Senior School, offering an all-through education from nine months to eighteen years. Wesley's insistence that "an ounce of love is worth a pound of knowledge" is the bedrock upon which we are built.

Kingswood Prep School plays a central role in this journey, providing the early educational foundations upon which pupils build their confidence, curiosity and character. It is a thriving and vibrant school, in a simply stunning setting, with a talented staff team and enjoys the same strong sense of community that defines the culture of our whole Foundation.

This opportunity arises as Mark Brearey, our current Head prepares to step down at the end of the 2026/27 academic year after sixteen years of dedicated service to Kingswood. During that time he has made a tremendous contribution to the development of the Prep School and the wider Foundation, and we are deeply grateful for the leadership and care he has shown throughout his tenure.

We are now seeking an outstanding successor who will build on these strong foundations while bringing vision and energy to the next stage of the Prep School's development.

I hope this information pack gives you a sense of the warmth, ambition and sense of community that define Kingswood, and I warmly encourage you to apply.

Best wishes,

A handwritten signature in black ink, appearing to read 'Andrew Gordon-Brown', written in a cursive style.

Andrew Gordon-Brown

BACKGROUND

The Kingswood Foundation brings together Kingswood Senior School, Kingswood Prep School and The Garden at Kingswood Nursery, forming a vibrant educational community for children from nine months to eighteen years.

Situated on a beautiful 120-acre site on Lansdown overlooking the city of Bath, Kingswood provides an inspiring environment in which young people can learn, grow and thrive. Founded in 1748 by John Wesley, the School has a long tradition of combining academic ambition with a strong commitment to character, service and community. While the School has evolved significantly over the centuries, these founding values remain central to life at Kingswood today.

Across the Foundation, pupils benefit from a broad educational experience that includes academic study, sport, the arts and a rich co-curricular programme. From their earliest years through to Sixth Form, pupils are encouraged to develop confidence, curiosity and a strong sense of responsibility to others.

Bath itself is widely regarded as one of the most beautiful and culturally rich cities in the United Kingdom. A UNESCO World Heritage Site, it offers historic architecture, a vibrant cultural life and excellent amenities. Kingswood's location provides stunning views over the city while remaining close to shops, restaurants and cultural venues. The surrounding countryside offers outstanding opportunities for outdoor activities, and excellent rail links make travel to London and the South West convenient. For staff and families alike, Bath offers an exceptional quality of life.





KINGSWOOD PREP SCHOOL

Kingswood Prep School offers a vibrant and nurturing environment where children are encouraged to explore their individual talents, develop confidence and discover a lifelong love of learning. Our approach is firmly rooted in a holistic philosophy of education: we believe that academic success sits alongside creativity, curiosity, character development and a strong sense of community.

At the heart of the Prep School is a team of dedicated, inspiring teachers and staff who place great emphasis on high-quality teaching and wide participation. We want every child to feel known, valued and encouraged to try new things. Enjoyment of learning is central to our ethos, alongside the pursuit of excellence in all that we do.

The Prep School benefits from a range of well-equipped facilities designed to support and enrich the learning experience. These include specialist spaces for science, technology, engineering, art and music learning, alongside bright classrooms with breakout areas that encourage collaboration and creativity. Technology is embedded across the curriculum, supporting pupils as they develop the digital skills and curiosity that will serve them well in the future. The Prep School also benefits from close collaboration with colleagues in the Senior School, ensuring a smooth and confident transition for pupils as they progress through their education.

The Prep School is also home to *The Garden at Kingswood*, our nursery for children from nine months old. Open for 45 weeks of the year, The Garden provides a warm and stimulating environment where the youngest members of our community begin their Kingswood journey. Nursery children benefit from access to many of the School's excellent facilities and enjoy a strong focus on outdoor learning within our beautiful and secure grounds.

While academic learning is central, Kingswood Prep School places equal importance on the breadth of education we offer. Pupils enjoy a rich programme of opportunities across sport, music, drama and the wider co-curricular life of the School.

Sport plays an important role throughout the week, with an extensive fixture programme that enables pupils to compete against other local schools across a wide range of sports. Many pupils go on to achieve recognition at county and national level, but participation, teamwork and enjoyment remain at the heart of our sporting ethos.



Music thrives within the Prep School community, with a large number of pupils learning instruments and a wide range of ensembles meeting each week. Pupils of all abilities have opportunities to perform regularly, building confidence and a love of music.

Drama is another notable strength of the School. Through productions, performance opportunities and participation in festivals and performance qualifications, pupils are encouraged to develop their creativity, confidence and communication skills.

Learning at Kingswood extends well beyond the classroom. Educational visits, visiting speakers and residential experiences form an important part of Prep School life, helping pupils to deepen their understanding of the world around them while building independence, resilience and lasting friendships.

THE ROLE

The Head of Kingswood Prep School is responsible for the strategic and operational leadership of the Prep School and Nursery (The Garden at Kingswood). Reporting to the Principal of the Kingswood Foundation, the Head will ensure that the Prep School continues to thrive as a nurturing, ambitious and forward-looking community within the wider Foundation.

The Head will have direct line management of the Prep School Senior Leadership Team (SLT) and the Nursery Manager.

In this role, the Head will provide inspiring educational leadership, foster a culture of excellence in teaching and learning, and ensure that every child is supported to flourish academically, socially, and personally, growing in mind, body and spirit.



KEY RESPONSIBILITIES

STRATEGIC LEADERSHIP

- Provide clear and inspiring leadership for Kingswood Prep School, developing and articulating a compelling vision for its continued growth and success.
- Work closely with the Principal, Foundation Leadership Team and Governing Body to ensure the Prep School contributes fully to the strategic ambitions of the Kingswood Foundation.
- Translate the Foundation's strategic priorities into clear plans and measurable objectives for the Prep School.
- Maintain and strengthen the distinctive inclusive Christian ethos, values and sense of community that characterise Kingswood.
- Monitor developments within the independent prep school sector and respond thoughtfully to changes in the educational landscape and the needs of families.
- Ensure excellent communication across the Prep and Nursery community, in particular ensuring that staff and parents are engaged and fully informed of all relevant School matters.

EDUCATIONAL LEADERSHIP

- Ensure the development of a stimulating, balanced and forward-looking curriculum that promotes intellectual curiosity, creativity and high academic standards in a rapidly changing world.
- Ensure excellent teaching and learning across the Prep School, supporting staff to maintain high expectations and continuously develop their practice.
- Foster strong educational links across the Kingswood Foundation, ensuring pupils are well-prepared, confident, and inspired as they transition to the next stage of their learning, and enabling staff to share best practice and enrich the continuity of education across the School.
- Promote a culture in which pupils are encouraged to achieve their full potential across academic, creative and sporting pursuits.
- Ensure that the co-curricular programme remains broad, engaging and accessible to all pupils.
- Oversee assessment, reporting and monitoring of pupil progress to ensure strong academic outcomes and appropriate support for all learners.
- Lead the School successfully through inspection processes and ensure the highest standards of regulatory compliance.

PASTORAL CARE AND SAFEGUARDING

- Take overall responsibility for the delivery of excellent pastoral care, safeguarding and discipline across the Prep School and Nursery, working closely with the Designated Safeguarding Lead and external agencies where appropriate.
- Ensure that the welfare, safeguarding and wellbeing of all pupils remain at the heart of Prep School life.
- Foster a nurturing and inclusive environment in which every child feels known, valued and supported.
- Promote the development of pupils' character, confidence, resilience and sense of responsibility.
- Carry lead responsibility for Health and Safety across the Prep School and Nursery, ensuring that appropriate procedures and arrangements are in place and regularly reviewed.

LEADERSHIP AND STAFF DEVELOPMENT

- Lead, inspire and support the Prep School staff team, fostering a culture of excellence across all areas of school life and a deep commitment to collaboration, professional growth and shared purpose.
- Continue the development of a strong, cohesive and proactive Senior Leadership Team, ensuring that roles and responsibilities are clear and that the highest standards of performance are set and maintained.
- Ensure effective structures for staff development, performance management and succession planning.
- Working closely with the Foundation Chaplain, encourage a strong sense of collective ownership of the School's ethos and values.
- Work closely with colleagues across the Foundation to ensure alignment and collaboration between the Prep School, Nursery and Senior School.





COMMUNITY AND EXTERNAL ENGAGEMENT

- Play an active and visible role within the local community and across the wider region, building partnerships that enrich pupils' educational experiences and strengthen the School's public benefit and outreach.
- Act as a visible and approachable leader within the Prep School community.
- Build strong and positive relationships with parents and prospective families.
- Work with admissions and marketing colleagues to support pupil recruitment and ensure the continued success of the Nursery and Prep School.
- Seek to further develop links and build long-term relationships with alumni and friends of the School through the Old Kingswoodian Association and Friends of Kingswood Prep School.

OPERATIONAL AND ORGANISATIONAL LEADERSHIP

- Oversee the effective day-to-day management of the Prep School and Nursery.
- Ensure that appropriate policies and procedures are implemented and maintained in line with regulatory requirements.
- Maintain high standards of health, safety and operational effectiveness across the School.
- Work closely with colleagues across the Foundation to ensure that operational planning, resources and facilities support a seamless and high-quality educational experience from Nursery through to Senior School.

THE PERSON

The Head will be an inspiring and courageous leader who respects the School's ethos and traditions while confidently leading the School forward through thoughtful innovation and development.

The successful candidate is likely to have the following key skills, experience and attributes:

QUALIFICATIONS AND EXPERIENCE

- A good degree and QTS; a postgraduate qualification in educational leadership or management would be advantageous.
- Significant senior leadership experience within a preparatory or primary school, ideally as a Head or Deputy Head.
- A strong track record of delivering high standards in teaching, learning and pastoral care.
- Experience of leading, motivating and developing staff teams.
- Experience of managing people, financial and physical resources effectively.
- A clear understanding of the independent school sector and the expectations of families choosing independent education.
- The ability to build trust and establish positive relationships with a wide range of stakeholders.

LEADERSHIP, KNOWLEDGE AND SKILLS

The successful candidate will bring a clear educational vision and the ability to communicate it with conviction. They will combine strategic thinking with the practical judgement required to manage the day-to-day life of a busy and ambitious Prep School.

They will demonstrate a deep commitment to excellent teaching and learning, together with a strong understanding of safeguarding and pastoral care in a preparatory school environment. An accomplished communicator, they will build strong and trusting relationships with pupils, staff, parents and governors, inspiring colleagues and supporting them to develop their practice.

They will value a broad and balanced education, championing academic rigour alongside sport, the arts and a rich co-curricular programme. They will bring sound judgement, resilience and the ability to make thoughtful decisions in a complex and fast-moving environment.



PERSONAL QUALITIES

The Head will be a warm, visible and approachable leader who values relationships and community. They will be deeply committed to the education and wellbeing of young children and will lead with integrity, empathy and strong values.

Intellectually curious and open to new ideas in education, they will also respect and uphold the ethos and traditions of Kingswood. They will be a collaborative colleague who contributes positively to the wider life of the Kingswood Foundation and who is committed to its Christian ethos and values.

CHILD PROTECTION

It is your responsibility to help promote and safeguard the welfare of children and young persons for whom you are responsible, or with whom you come into contact, and to adhere to and ensure compliance with the School's Child Protection Policy Statement at all times. If, in the course of carrying out the duties of the post, you become aware of any actual or potential risks to the safety or welfare of children in the school, you must report any concerns to the School's Designated Safeguarding Lead. Protecting children from the risk of radicalisation is part of the School's safeguarding duties (under the Prevent Duty).

PAY & BENEFITS OF SERVICE

A highly competitive remuneration package will be offered, together with a range of benefits, including:

- Private health insurance
- A generous employer contribution to a defined contribution pension scheme
- Generous fee remission at Kingswood Schools for children of employees, subject to the usual entry requirements and availability (terms and conditions apply)
- Accommodation may be available on the School campus



APPLICATION PROCESS

To request an applicant pack, please contact recruitment@kingswood.bath.sch.uk

To apply, please send a covering letter and the fully completed application form to **recruitment@kingswood.bath.sch.uk** no later than

Thursday, 14 May 2026, midday (early applications are encouraged.)

CVs will only be accepted in addition to a fully completed application form.

For a confidential conversation prior to applying, please contact Andrew Gordon-Brown, Headmaster and Principal of the Kingswood Foundation at headmaster@kingswood.bath.sch.uk

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The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. You will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS).

The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are “spent” unless they are “protected” under the DBS filtering rules) in order to assess their suitability to work with children.”

As an equal opportunities employer, Kingswood School is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We offer a welcoming and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply.



KINGSWOOD
PREP

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