

# Head, Kitebrook Preparatory School September 2026

Radley Schools Group



**RADLEY**  
SCHOOLS GROUP



# INTRODUCTION

Radley Schools Group believes in the timeless and authentic values of high quality charitable independent education. Through the strength and stability of our group, we are committed to providing exceptional educational opportunities for all our pupils throughout their childhood. Blending the very best of tradition and innovation, we seek to develop young people of outstanding character and purpose for generations to come.

Being a Head within the Radley Schools Group offers the rare opportunity to combine the independence of leading a distinctive school with the professional support of a wider organisation. Heads enjoy the freedom to shape their school in line with its individual ethos and character, while benefitting from the Group's shared expertise such as admissions and communications, finance, HR, estates, planning and IT. This model allows leaders to focus on delivering excellence in education, supported by strong strategic guidance and a collaborative network of peers. It provides the best of both worlds: the autonomy to lead with vision, and the security of being part of a trusted, forward-looking group committed to the success of every school.

Kitebrook is a special place. Its aim is to develop each child holistically within a happy, safe, and unique environment, ensuring that every child is nurtured to become confident, independent, and well-prepared for life's challenges. We are looking for an exceptional leader who has the vision, energy and ability to maintain and develop Kitebrook's prominent position in the Gloucestershire area.

Andrew Ashton

CEO, Radley Schools Group (Prep Schools)

# THE SCHOOL

Kitebrook was founded in 1959 by Anne McDermott, who envisioned a school that offered not only academic excellence but also a close-knit, family-like environment where freedom of thought, individual growth, and mutual respect and trust could flourish. Today, the school proudly upholds this rich legacy, providing a vibrant and dynamic education rooted in the values she cherished. The love of children, dignity and passion for learning that Mrs McDermott instilled still resonate throughout the corridors and grounds. This spirit is especially evident in the daily life of the pupils, who enjoy an almost Enid Blyton-like existence, with acres of countryside to explore and trees to climb.

Kitebrook is now a thriving co-educational school with more than 300 pupils, the majority of whom remain until the end of Year 8. Its success is built on the commitment of staff to provide a happy and nurturing environment where children feel valued and inspired. The strong sense of community, combined with the beauty of the school site, continues to attract families from across neighbouring counties.







# AIMS AND ETHOS

Kitebrook's ethos is to develop each child holistically within a happy, safe and distinctive environment, ensuring that every pupil is nurtured to become confident, independent and well-prepared for life's challenges.

The school aims to:

- Encourage and reward growth mindset skills such as perseverance, resilience, empathy, collaboration, initiative, focus and self-reflection, with a strong emphasis on leadership.
- Create a respectful community grounded in Kitebrook's Code of Conduct.
- Provide a balanced education that combines the joys of childhood with high expectations for learning.

Kindness, care and respect are at the heart of Kitebrook's Code of Conduct and are values that every member of the community is expected to uphold. This is an environment where childhood memories are made and futures are nurtured.



# ACADEMIC

For the youngest learners, the academic journey begins in the Pre-Prep, housed in a dedicated building known as The Cottage. This nurturing space encompasses both Pre-School and Reception, before pupils progress to Years 1 and 2. The curriculum is carefully designed to spark a love of learning through engaging, play-based and developmentally appropriate experiences.

As pupils move into Years 1 and 2, they encounter a more structured school experience. Weekly spelling tests and small prep (homework) activities foster responsibility and reinforce learning at home. In addition to core subjects, pupils benefit from an expanded range of specialist teaching, including the introduction of Languages, Spirituality and Coding. This broad curriculum inspires curiosity and equips children with the essential skills for future learning.

During Middle School (Years 3, 4 and 5), pupils grow in independence, taking greater responsibility for their own learning and embracing new challenges. With small class sizes, differentiated teaching, support staff and strong collaboration with parents, each child's unique pace and style of development is recognised and supported. Emphasis is placed on mastering reading, writing and arithmetic, ensuring pupils are confident in the foundations needed to access a broad and stimulating curriculum.

Beyond academics, Middle School pupils develop values of empathy, collaboration and resilience. Through Prayers, weekly RCH (Relationships, Citizenship and Health) lessons, and the Kitebrook Growth Mindset philosophy, they learn to consider the needs of others alongside their own. The great outdoors remains central to school life, with pupils enjoying dedicated play areas, climbing equipment and open fields that encourage both freedom and friendship.

The vast majority of pupils continue into Years 7 and 8, where a comprehensive curriculum follows the Common Entrance syllabus. By the time they leave Kitebrook, pupils are not only well-prepared for their next schools but also equipped with the independence, confidence and curiosity to thrive in the years ahead.



# PASTORAL CARE

Pastoral care is at the heart of school life at Kitebrook. Pupils are nurtured within a strong support system that equips them with the resilience to handle challenges and the confidence to seek help when needed.

Small class sizes allow teachers to provide a tailored and caring approach, ensuring that every child is known and understood as an individual. The school is a mobile phone-free site for pupils, parents and staff, encouraging focus, mindfulness and meaningful face-to-face interactions that strengthen the sense of community.





# BOARDING

Flexible and occasional boarding is available to meet the needs of busy families. Located above the main school building, the dormitories provide a homely and welcoming space overseen by the Head of Boarding and his team. Boarding is available from Year 4 onwards, with pupils able to stay up to four nights a week.

At the heart of the boarding house, a spacious kitchen and common room create a warm environment where children can relax, socialise and feel at home. The flexibility of the boarding system means pupils may stay as little or as often as they wish, offering families choice while giving children the opportunity to develop independence, build friendships and enjoy the full Kitebrook experience.

# LEADERSHIP OPPORTUNITIES

Leadership is a significant strength in the Senior Years at Kitebrook. Pupils at the top of the school are encouraged to apply for and take on a variety of roles of responsibility, including Heads of House, School Council Representatives, Prefects and Sports Captains. These opportunities allow pupils to lead by example, develop confidence and teamwork, and contribute meaningfully to the wider school community.





# CO-CURRICULAR

## Sport

Sport is an integral part of the Kitebrook curriculum. From their very first lessons, pupils are encouraged not simply to play, but to discover the joy of movement, teamwork and personal achievement. The aim is for every child to leave Kitebrook with a love of sport that will stay with them for life.

The curriculum offers a range of sports from Rugby and Hockey to Swimming, Athletics, Tennis and Golf. From Year 4 upwards, weekly fixtures against other local preparatory schools give every pupil the chance to represent Kitebrook, building confidence, resilience and true sportsmanship.

For those with particular talent and ambition, the Sports staff provide clinics, pathways and one-to-one coaching. Many pupils go on to achieve district and county honours, or secure Sports Scholarships at their chosen senior schools.



A joyful school and, amazingly, the only full prep option within this hallowed patch of the Cotswolds between Chipping Norton, Burford and Stow-on-the-Wold.

GOOD SCHOOLS GUIDE







## Outdoor Education

Kitebrook children are proud to say that the outdoors is a significant part of their education. Whether through the formal Outdoor Education programme, or simply pulling on their wellies and coats for a rainy breaktime, they are surrounded by nature, with neighbouring cows often peering in from the adjacent fields. Tree climbing is actively encouraged at Kitebrook, as alongside similar activities it teaches children to assess, manage, and take risks.

Weekly Outdoor Education lessons take place across the Forest School, Walled Garden and expansive grounds, where pupils of all year groups engage in hands-on experiences that spark curiosity, build resilience and inspire a lifelong love of nature. These sessions bring the curriculum to life, whether solving mathematical problems in the forest, rehearsing drama among the trees or exploring history in the open air. Alongside academic enrichment, Outdoor Learning nurtures confidence, creativity, teamwork and social skills, helping children to take risks safely, grow in independence and, above all, enjoy themselves



Kitebrook boasts perhaps the most picture-perfect setting imaginable for schooling children... There's a strong focus on outdoor education and environmental awareness, with pupils learning about nature through budding initiatives as creating a garden for the RHS Malvern Spring Show.

TATLER SCHOOLS GUIDE 2026



## Performing Arts

The Performing Arts are a vibrant part of life at Kitebrook. Drama, Dance and Stagecraft are woven into lessons, with opportunities for pupils to take part in solo or group LAMDA sessions, as well as whole school productions. Each child is stretched with content beyond the expectations for their age, helping them to build confidence and prepare to thrive in Drama at their senior schools.

The Music School offers a broad and lively programme of lessons and activities. Pupils may learn any orchestral instrument, as well as Singing, Piano and Classical Guitar, and are encouraged to take part in both Choirs and the School Orchestra. Annual highlights include the Harvest Festival, Carol Service, Remembrance Service and end-of-year Prize Giving. Many pupils go on to achieve Music Scholarships and awards at senior schools, as well as taking part in musical theatre opportunities beyond the classroom.

## Art

Kitebrook's Art Room, with its large corner windows overlooking the grounds, is filled with natural light and provides the ideal setting to spark creativity. Pupils are encouraged to experiment, express themselves and develop their artistic talents in an environment designed to inspire imagination.

Beyond the classroom, the after-school Art Extension Club allows enthusiastic, gifted and talented artists to take their skills further. Regular visits to major exhibitions broaden horizons and connect pupils with the wider world of art, giving them experiences that inform and enrich their own creative journeys.

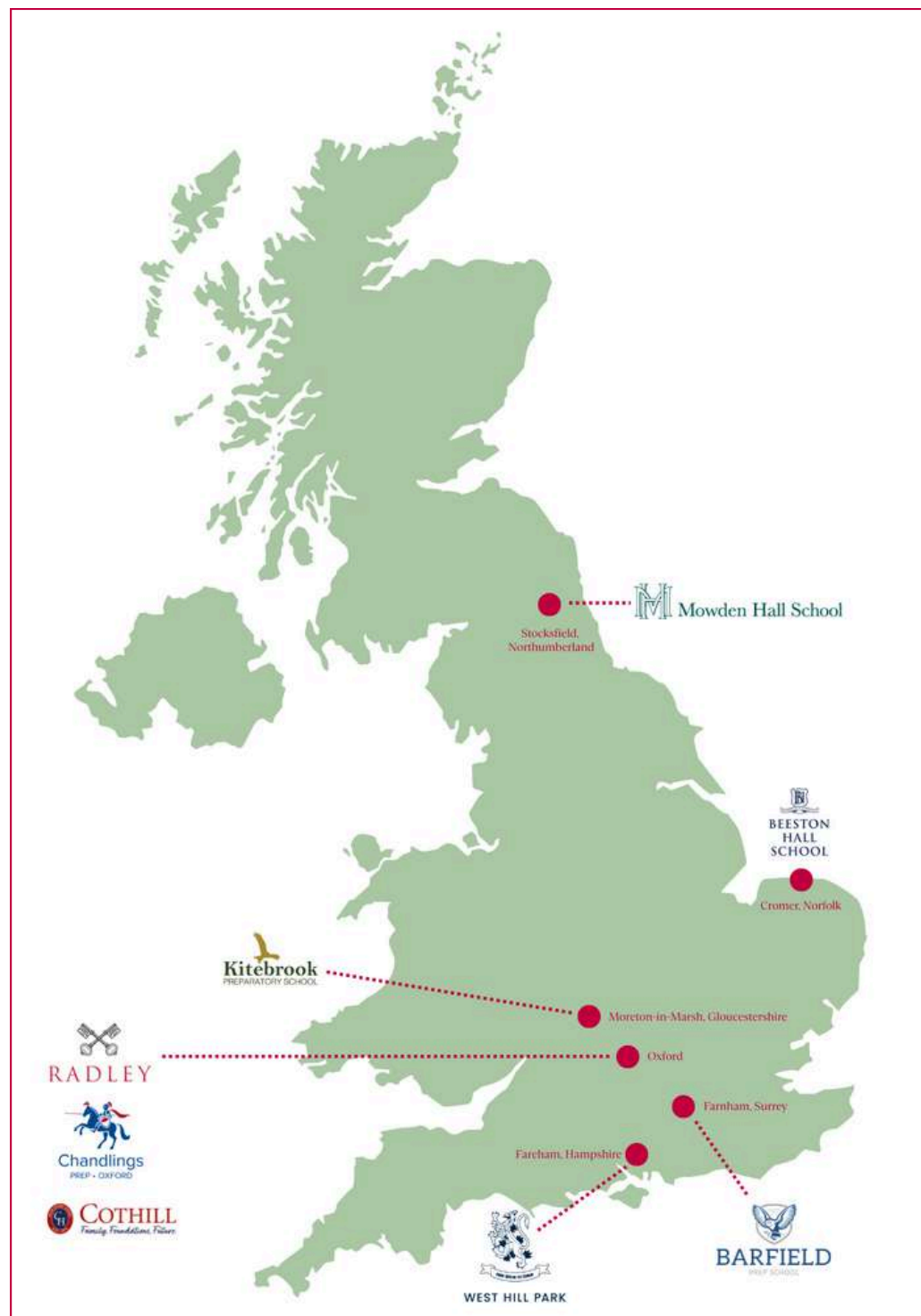






Radley Schools Group, launched in September, brings together eight schools – Radley College, Barfield, Beeston Hall, Chandlings, Cothill, Kitebrook, Mowden Hall and West Hill Park. Collectively, we believe in, and celebrate, the timeless and authentic values of charitable independent education.

Through the strength and stability of our group, we are committed to providing exceptional educational opportunities for all our pupils throughout their childhood. Blending the very best of tradition and innovation, we seek to develop young people of outstanding character and purpose for generations to come.





# THE ROLE

We are seeking an individual with vision, energy, and proven leadership experience to drive Kitebrook forward with the full support of the Radley Schools Group. The Head will work closely with the Group CEO, COO, and Local Advisory Group (LAG) to lead all aspects of the school's strategy, operations, and community life.

## KEY RESPONSIBILITIES

### Vision and Strategy

- Shape, articulate, and deliver a clear vision for the school's future in line with its ethos and the wider Group's strategic priorities.
- Design, maintain and review the School Development Plan, ensuring policies, practices, and initiatives remain current, effective and are communicated well.
- Implement admissions and communications strategies to promote and grow the school.

### Academic and Pastoral Leadership

- Provide inspiring leadership in teaching, learning, and pastoral care to achieve the highest standards in all areas of school life.
- Oversee the design, delivery, and review of a broad and balanced curriculum, adapting to best serve the needs of pupils.
- Build strong links with senior schools to support pupil progression and future opportunities.

### People and Culture

- Recruit, retain, and develop dedicated staff who embody the school's ethos and values.
- Support staff in their professional growth, fostering a culture of collaboration, respect, and ambition.
- Promote the wellbeing and safeguarding of both pupils and staff.





# KEY RESPONSIBILITIES

## Finance and Operations

- Work with the Group CEO and COO to set and manage budgets, ensuring efficient use of resources and sound financial management.
- Support fundraising and development initiatives to enhance the school's facilities and future growth.

## Compliance and Safeguarding

- Ensure the school meets all legal, regulatory, and inspection requirements.
- Prioritise health, safety, and safeguarding across the school community, managing risks effectively.

## Community and External Relations

- Communicate effectively with staff, parents, pupils, prospective parents, alumni, partner schools, and the wider community.
- Strengthen the school's profile in a competitive market, ensuring it remains distinctive and attractive to prospective families.
- Ensure the school fulfils its charitable purpose and maintains strong relationships with stakeholders.

The Head reports directly to the Chief Executive of Radley Schools Group and will be supported by the Chief Operating Officer, the Group's Senior Team, and the specialist services provided by Group Office.



# THE PERSON

The successful candidate will have the personal qualities to lead, motivate, and inspire the school community. They will be innovative and demonstrate natural authority, lead by example, and command the respect of pupils, staff, and parents. In addition, the Head will:

- Have a passionate commitment to the academic, personal, and social development of pupils, with a natural empathy for the 3 - 13 age group and an understanding of their needs and concerns.
- Display self-confidence and inspire confidence in others, while remaining considerate and sensitive in managing conflict.
- Possess energy, imagination, and vision for the school's future, showing the courage to innovate and a steadfast commitment to continuous improvement.
- Set high standards for all sections of the Kitebrook community, modelling integrity, fairness, and transparency in every aspect of leadership.
- Lead with an open, inclusive, and collegiate style, empowering staff, building trust, and fostering a strong sense of team spirit.
- Relate to, value, nurture, and communicate effectively with all members of the school community.
- Build and sustain positive relationships with the Local Advisory Group (LAG), the Group Office team, Kitebrook's Senior Management Team, and colleagues across the Group.
- Be a confident and effective communicator at all levels, able to articulate vision, manage change, and inspire support across diverse audiences.
- Be comfortable with the school's Christian ethos and supportive of the values it represents.
- Demonstrate resilience, personal strength of character, and a genuine commitment to striving for excellence in every aspect of the school's provision.
- Inspire, challenge, and motivate others to achieve their full potential.



# EXPERIENCE AND KNOWLEDGE

The successful candidate will be able to demonstrate a strong record of professional experience and technical expertise, including:

- A good honours degree and teaching qualification, underpinned by a love of teaching and awareness of developments in the wider educational landscape.
- Demonstrable experience of leading and managing at a senior level, with a record of driving improvement and delivering impact in schools.
- Proven track record of effective day-to-day operations management, leading whole school change, and delivering measurable impact.
- A clear understanding of the 3 - 13 age group, the competitive nature of selective senior school entry, and the current opportunities and challenges facing the independent sector regionally and nationally.
- In-depth experience of and enthusiasm for boarding education, with an appreciation for its rhythms, opportunities, and challenges.
- Experience of leading curriculum development and embedding innovative teaching practices that prepare pupils for an ever-changing world.
- Demonstrated ability to design, implement, and evaluate strategic plans in line with a school's vision, values, and ethos.
- Experience with the recruitment, appointment, and development of teaching staff, with experience of managing HR processes such as appraisal, professional development, retention, and performance management.
- Sound management experience and knowledge of how to set clear standards, monitor performance, delegate effectively, and manage time and priorities.
- Up-to-date knowledge of inspection frameworks, safeguarding, child protection, health and safety, and broader compliance requirements.



## EXPERIENCE AND KNOWLEDGE

- Strong commercial awareness, with an understanding of the financial and operational skills required to run an independent school, ideally including experience of capital development.
- Ability to contribute to school marketing and positioning, including building relationships with parents, developing links with senior schools, and ensuring the school remains distinctive and attractive in a competitive market.
- Experience in maintaining oversight of budgets, fundraising, and development initiatives, working effectively with senior colleagues and governing bodies.
- Knowledge of 13+ processes within the independent sector and their implications for preparatory school strategy.
- Confident use of IT for teaching, communication, and management purposes.
- Experience in reviewing school development priorities, ensuring that monitoring, evaluation, and policies remain current and effective.





# HOW TO APPLY

Applications should be submitted via the link on Radley College's website.

First interviews will take place with a selection panel including Andrew Ashton, CEO of Radley Schools Group and John Moule, Warden of Radley College. These will take place on Tuesday 4 November at Radley College.

Candidates invited to the short list stage will be invited to have a tour of Kitebrook between 10 and 12 November, where there will also be the opportunity to meet key staff. The final interview, for short listed candidates, will take place at Kitebrook on Monday 17 November.

Alastair Speers, Education Consultant to Radley Schools Group, is supporting the Group with the recruitment of the next Head of Kitebrook. For a confidential conversation regarding this role, please contact Alastair: [aspeers@radleyschoolsgroup.org.uk](mailto:aspeers@radleyschoolsgroup.org.uk) or 01865 419051.





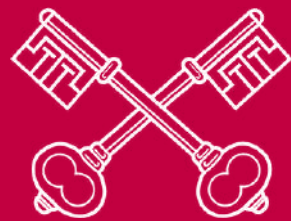


# SAFEGUARDING

Radley Schools Group is committed to safeguarding and promoting the welfare of its pupils and expects all employees to share this commitment. Employees must, at all times, have regard to the need to safeguard and promote the welfare of children in line with the provisions of the Children Act 2004 (as amended) and Keeping Children Safe in Education (as amended) and be fully aware of, and understand, the duties and responsibilities that apply to their role in relation to these requirements. All employees must attend appropriate training in accordance with Group and local Safeguarding Board stipulations.

Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. A disclosure, at the enhanced level, will be requested from the successful applicant but a criminal record will not necessarily be a bar to obtaining this position. They will also be required to produce original evidence of qualifications as well as evidence of the right to work in the UK.





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