



BROMSGROVE SCHOOL WINTERFOLD

PREP • PRE-PREP • NURSERY
SENIOR

HEAD

CANDIDATE INFORMATION PACK

WELCOME

Thank you for your interest in the position of Head of Winterfold School.

This is a significant and exciting moment in the School's history. Winterfold is a thriving, highly regarded and distinctive school with a strong reputation for nurturing confident, happy and successful young people. Set within beautiful Worcestershire countryside and supported as a key part of the Bromsgrove School family of Schools, Winterfold enjoys the benefits of being both a close-knit community and part of a leading educational organisation. Winterfold was founded in 1923, became part of the Bromsgrove Family of Schools in 2016, and today educates children from age 2 to 13.

Bromsgrove School has been educating children for over 500 years, and now the Bromsgrove School family of Schools has over 2000 children in the United Kingdom at Winterfold School, Bromsgrove Pre-Prep, Prep and Senior Schools. International Schools thrive in China, Thailand, and Cambodia, with a further School to open shortly in India. Sound fiscal management ensures the Bromsgrove School family of Schools is in a robust financial position, enjoying a healthy surplus for reinvestment into education.

The Governors are seeking an exceptional prep school leader who will preserve and strengthen the qualities that make Winterfold special while leading an ambitious new phase of development. Central to this is the introduction of a distinctive Years 9 to 11 provision, extending the

School's educational journey and creating an innovative 13-16 pathway that reflects Winterfold's values, educational philosophy and commitment to individual pupils.

Our next Head will inherit a school with many strengths: a clear sense of identity, an excellent reputation, outstanding grounds, committed staff, loyal families and the support of a successful collaborative Executive team. We seek someone who will build on these foundations with confidence, vision and purpose.

This appointment offers a rare combination of stewardship and innovation. The successful candidate will have the opportunity both to lead an established and successful school and to shape an exciting new educational proposition that will influence Winterfold's future for many years to come.

We look forward to meeting candidates who share our belief in the transformative power of education and our commitment to helping every child fulfil their potential.



MICHAEL PUNT
Headmaster, Bromsgrove School





INTRODUCTION

Winterfold School is one of the Midlands' most distinctive independent schools.

Set in over 40 acres of beautiful countryside near Chaddesley Corbett, Worcestershire, Winterfold provides a nurturing and ambitious education for boys and girls from nursery through to Year 8. The School's reputation has been built upon a powerful combination of academic excellence, exceptional pastoral care, strong values and a genuine commitment to childhood. Winterfold's size enables every pupil to be known as an individual, whilst its membership of the Bromsgrove School family of Schools provides opportunities and resources that enhance every aspect of school life.

As the School embarks its second century, the Governors seek an outstanding Head to lead Winterfold through its next phase of development.

This is not a conventional preparatory school headship. Alongside responsibility for leading and developing a flourishing school, the successful candidate will play a central role in establishing an exciting new Years 9 to 11 provision. This strategic development sits at the heart of Bromsgrove's vision for Winterfold and offers a rare opportunity for an educational leader to create something genuinely distinctive.

The next Head will therefore combine educational leadership with strategic vision, entrepreneurial thinking and a deep understanding of the importance of preserving the values and culture that define the "Winterfold Way".



THE SCHOOL

Founded in 1923, Winterfold has a rich and distinctive history.

Originally established as a Catholic boarding school, it relocated to its present site in 1946 and has evolved over the decades into the flourishing co-educational day school it is today. The School joined the Bromsgrove School family of schools in 2016 and remains proud of both its heritage and independence of spirit.

Today, Winterfold educates approximately 270 pupils from nursery to Year 8 and enjoys a strong reputation amongst families across Worcestershire, the West Midlands and beyond. The School's setting is exceptional, with extensive grounds, woodland learning environments and facilities that support a broad and engaging educational experience.

Recent investment reflects the School's ambition. The performing arts, long a Winterfold strength, are now served by Penryn Hall, a 240-seat theatre and performance space incorporating a chapel and lobby, with retractable tiered seating and modern sound and lighting. Opened in 2025, it provides a fitting home for the School's drama and music productions and signals the scale of provision the new Key Stage 4 programme can build upon.

The School is intentionally non-selective. It seeks to discover and develop the potential within every child, recognising that young people flourish when they are challenged, encouraged and supported. Academic achievement sits alongside sport, music, drama, outdoor learning and a rich co-curricular programme, reflecting Winterfold's belief in educating the whole person.

The **2026 ISI inspection** recognised the quality of both pupils' academic achievements and personal development. Inspectors highlighted pupils' strong attitudes to learning, self-confidence, resilience and personal skills, reflecting the effectiveness of the School's educational and pastoral approaches.

Winterfold is characterised by warm relationships, high expectations and a strong sense of community. Parents frequently describe the School as friendly, nurturing and family-centred. These qualities continue to form an important part of its identity and attractiveness.





CATHOLIC HERITAGE AND ETHOS

Winterfold's Catholic heritage is fundamental to understanding the School's character.

For more than a century, the School has been shaped by Christian values that emphasise kindness, service, integrity, compassion and respect for others. While Winterfold welcomes pupils and families of all faiths and none, its Catholic foundation continues to provide an important framework for school life and community culture.

The School's values are visible not only through worship and reflection, but through daily interactions, pastoral care, charitable activity and the emphasis placed on community and service. Winterfold seeks to develop young people who understand their responsibilities to others and who

appreciate the importance of contributing positively to society.

Governors are committed to ensuring that Winterfold's Catholic heritage remains a distinctive strength whilst maintaining the welcoming, inclusive and outward-looking culture that characterises the School today.

The next Head will be expected to understand, value and nurture this aspect of Winterfold's identity and ensure that it continues to enrich the experience of pupils, staff and families.



THE WINTERFOLD WAY

The phrase “The Winterfold Way” is frequently used within the School community because it captures the distinctive philosophy that underpins life at Winterfold.

At its heart is a belief that children thrive when:

- They are known and valued as individuals.
- Relationships are strong and genuine.
- Academic ambition is balanced with wellbeing.
- Childhood is respected and protected.
- Character development is given equal importance to academic achievement.
- Young people are encouraged to be curious, resilient and kind.

Winterfold aims to develop pupils who are:

- Confident but grounded.
- Ambitious but compassionate.
- Independent but collaborative.
- Curious, adaptable and resilient.
- Prepared for the opportunities and challenges of modern life.

The preservation and enhancement of this ethos will be one of the most important responsibilities of the next Head.



A UNIQUE HEADSHIP

This is a rare opportunity to lead a flourishing school with a strong identity, a loyal community and a clear sense of purpose, while also shaping one of the most significant developments in its history.

For the right candidate, this role offers the opportunity not only to lead Winterfold, but to help define what Winterfold becomes over the next generation.

At the same time, Winterfold stands at a pivotal strategic moment.

The Governors have agreed to extend the School’s educational offering through the creation of a new Years 9

to 11 provision. This represents one of the most significant developments in Winterfold’s recent history and creates an exciting challenge for the successful candidate.

The strategic task is clear:

To preserve the qualities that make Winterfold exceptional while leading a carefully considered and ambitious programme of growth.

Few headships offer this combination of stability, opportunity and long-term impact.



CREATING WINTERFOLD 13-16

The forthcoming Years 9 to 11 provision sits at the centre of the School's future plans.

The intention is not simply to create a conventional senior school model. Instead, Governors envisage a distinctive and innovative educational offer that reflects Winterfold's ethos, culture and strengths.

Planned to launch in September 2027, the programme is designed for pupils in Years 9, 10 and 11 for whom academically, the new provision will offer an alternative pathway where pupils will benefit from a broader and more balanced curriculum. It combines core academic study in English, Mathematics and the Sciences with creative, practical and vocational pathways, amplifying Winterfold's established strengths in pastoral care, small-school culture, outdoor learning and the performing arts. The programme will build confidence, develop valuable skills and open-up future opportunities.

The current model envisages pupils studying a core of GCSEs alongside up to three BTEC qualifications drawn from areas such as Performing Arts, Art and Design, Travel and Tourism, Hospitality and Catering, Sport and Coaching Principles, and Land Based Studies. The aim is a broad, balanced and purposeful curriculum that equips every learner with the knowledge, skills, qualifications and confidence to progress to further study, an apprenticeship or employment.

The new provision will:

- Extend the Winterfold experience for existing families.
- Offer an alternative educational pathway within the region.

- Build on the School's strong pastoral reputation.
- Provide a nurture-led Key Stage 4 programme combining core GCSEs with high-quality vocational pathways.
- Draw selectively on opportunities available through the wider Bromsgrove Family.
- Develop areas of distinctive educational provision and enrichment.
- Maintain small-school relationships and individual attention.

The successful candidate will play a leading role in:

- Creating the educational vision.
- Designing the curriculum model.
- Developing staffing structures.
- Planning facilities and resources.
- Building parental confidence.
- Positioning the new provision within a competitive market.
- Ensuring alignment with Winterfold's ethos and values.

This responsibility offers a genuinely rare opportunity to shape a new educational model within a successful and established school.

For an ambitious and forward-thinking school leader, the potential legacy is significant.





WINTERFOLD SCHOOL

GOVERNANCE AND LEADERSHIP

Winterfold School is part of the Bromsgrove School family of schools and is governed by the Governors of Bromsgrove School.

The Head of Winterfold reports to the Headmaster of Bromsgrove School and will work closely with:

- Executive colleagues.
- The Winterfold Senior Leadership Team.
- Staff, pupils and parents.
- External partners and stakeholders.

The School seeks a leader who is both collaborative and decisive; someone who values partnership whilst possessing the confidence and judgement required to lead effectively through change.

The successful candidate will also contribute to wider whole School discussions and strategic planning, helping strengthen relationships across the organisation while championing Winterfold's distinct identity.

THE ROLE

The Head is responsible for the overall leadership, management and strategic development of Winterfold School. Key responsibilities will include:

STRATEGIC LEADERSHIP

- Develop and communicate a compelling vision for the School.
- Lead strategic planning and implementation.
- Protect and strengthen the Winterfold Way.
- Lead the development of the Years 9 to 11 provision.
- Ensure the School remains educationally ambitious and financially sustainable.

EDUCATIONAL LEADERSHIP

- Promote excellence in teaching and learning.
- Ensure a broad, balanced and innovative curriculum.
- Maintain high expectations and standards.
- Promote pupil achievement and wellbeing.
- Support continuous improvement throughout the School.

LEADERSHIP OF PEOPLE

- Inspire, motivate and develop staff.
- Foster a culture of accountability, collaboration and professional growth.

- Recruit, retain and develop outstanding colleagues.
- Lead performance and talent development processes.

COMMUNITY LEADERSHIP

- Build strong relationships with parents.
- Serve as an ambassador for the School.
- Support admissions and pupil recruitment.
- Represent Winterfold externally.

OPERATIONAL LEADERSHIP

- Ensure effective management of resources.
- Work closely with Executive colleagues regarding budgets and planning.
- Oversee compliance and risk management.
- Ensure operational effectiveness across all areas.

SAFEGUARDING

Ensure that the School's safeguarding policies and processes are up to date, thorough and rigorous and that they are implemented and understood by all and that the culture of the School is one that leads to a safe and secure environment for all.





PERSON SPECIFICATION

The Governors recognise that no candidate is likely to meet every criterion. They seek an exceptional leader whose experience, values and aspirations align strongly with Winterfold's future.

ESSENTIAL

- Excellent academic and professional credentials.
- Significant senior leadership experience within a successful school.
- Demonstrable experience of educational leadership and school improvement.
- Strong understanding of teaching, learning and curriculum development.
- Experience of leading and developing staff.
- Strategic thinking and planning capability.
- Financial and commercial awareness.
- Outstanding communication and interpersonal skills.
- Ability to build trusted relationships with pupils, staff, parents and governors.
- Evidence of successful leadership through change.
- Commitment to educational excellence and pupil wellbeing.
- Commitment to equality, diversity and inclusion and the skills required to lead an inclusive school community.
- A thorough understanding of the Head's responsibilities in relation to Safeguarding and Child Protection issues and a clear commitment to delivering best practice in Safeguarding.

DESIRABLE

- Previous headship experience.
- Experience within the independent sector.
- Experience beyond the preparatory phase.
- Experience of curriculum innovation.
- Experience of organisational growth or development.
- Understanding of Catholic education and school communities.
- Experience of working within a group or foundation structure.

PERSONAL QUALITIES

The successful candidate is likely to be:

- Warm and approachable.
- Optimistic and energetic.
- Visionary and forward-thinking.
- Resilient and courageous.
- Authentic and values-driven.
- Commercially aware.
- Collaborative and inclusive.
- Decisive when required.
- Intellectually curious.
- Emotionally intelligent.
- Committed to developing others.
- Possessed of humility, integrity and sound judgement.

TERMS AND CONDITIONS

- Start Date: September 2027
 - Salary: Competitive and commensurate with the significance of the role
 - Pension: School scheme (Legal & General)
 - Fee remission: Subject to Bromsgrove School policy (50% remission)
 - Accommodation: May be made available should it be required
- Further details will be available within the formal appointment pack.

LOCATION

Winterfold School is situated near Chaddesley Corbett in north Worcestershire.

The area combines attractive countryside, excellent transport links and easy access to Birmingham, Worcester and the wider Midlands region. Families are drawn to the

area's combination of quality of life, excellent amenities and strong educational provision.

The School's beautiful rural setting is one of its defining characteristics and contributes significantly to its distinctive educational experience.





APPLICATION PROCESS

Working in partnership with Winterfold School and Bromsgrove School, RSAcademics is managing this appointment and welcomes enquiries from prospective candidates.

For further information, please visit www.rsacademics.com.

Candidates should submit:

- A completed application form.
- A covering letter addressed to the Headmaster explaining:
 - Why you are interested in the appointment.
 - What attracts you to Winterfold.
 - How your experience has prepared you for the role.

Recruitment Timeline

- Closing date: 21 October 2026
- Preliminary interviews with RSAcademics: w/c 26 October 2026
- Longlist interviews: 9 & 10 November 2026
- School visits: w/c 16 November 2026
- Final interviews: 24 November 2026

Candidates should refer to the recruitment materials for the detailed timetable and latest arrangements.

Safeguarding

Winterfold School and Bromsgrove School are committed to safeguarding and promoting the welfare of children and young people.

All staff, governors and volunteers share responsibility for safeguarding and are expected to demonstrate this commitment at all times.

The successful candidate will be subject to enhanced DBS disclosure and other relevant checks in accordance with statutory guidance and safer recruitment procedures.

The School is committed to equality of opportunity, diversity and inclusion and welcomes applications from all suitably qualified candidates.

RS Academics is one of the leading providers of search and leadership recruitment services to schools in the United Kingdom and internationally.

Founded in 2002, RSAcademics works exclusively with schools and educational organisations, supporting appointments to Head, Principal, CEO, Executive Leadership and governance roles.

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