



Information for Candidates applying for the Post of
Head Teacher of Kew House School

Welcome from the Managing Director

Now is an exciting time to take up the Headship of Kew House School (KHS). Founded in 2013 as part of the Gardener Schools Group, Kew House has firmly established itself through its track record of achievement and clarity of purpose. The post becomes available from September 2026, with the appointed candidate succeeding Will Williams, whose tenure since 2020 has seen the school take great strides in its evolution.

We are looking for a Head Teacher to bring energy, purpose and academic leadership to KHS and to ensure that the school continues to flourish in this competitive area of London. The new Head Teacher will be a charismatic and empathetic leader who will quickly gain the trust of pupils, parents and staff and nurture strong relationships with the wider community. They will also have the business

acumen and marketing skills to drive growth in pupil numbers and strengthen the reputation of the school.

KHS should be regarded as one of the best character-selective independent senior schools in London. It enjoys an excellent reputation in the local community, where its ethos and the standards it sets are greatly valued.

In difficult times for the independent school sector, KHS can move forward by giving

parents confidence that we can deliver what they are looking for in a school. Alongside strong and reassuring pastoral care and a positive, safe environment where risk-taking is encouraged, we have established a curriculum in which academic ambition is intertwined with the development of the human attributes that allow our pupils to be future-ready.

Theo Brehony

**Managing Director,
Gardener Schools Group**



The Gardener Schools Group

The Gardener Schools Group is still a family company. Alongside Founding Director Maria Gardener, her son Theo Brehony is the Managing Director. Jessen Chen, having been at Grant Thornton for 18 years, joined as Director of Operations in 2015 and Angela Drew is the current Director of Education.

Maria Gardener and Edward Gardener founded Ravenscourt Park Preparatory School in West London in 1991 and Kew Green Preparatory School in 2004. In response to parent demand, Kew House School, the Group's first senior school, was founded in 2013 and Maida Vale School became the fourth school in the Group in 2020.

The Group today comprises these four independent, coeducational schools in London, and one nursery educating around 1,300 children aged 2 -18 years. The aim of Gardener Schools Group is to consolidate the success of these schools by remaining consistent in ethos, quality of service and high level of achievement.

Head Teachers within the Gardener Schools Group benefit from the collegiate strength of being part of the company. Heads within GSG meet regularly and are a source of advice, ideas and encouragement for each other.



Ethos



Kew House School (KHS) is an inclusive, co-educational independent day school for pupils aged 11 to 18. Academically ambitious, attentive to the needs of the individual pupil and deliberately contemporary in outlook, KHS occupies a distinctive place in the local independent schools market.

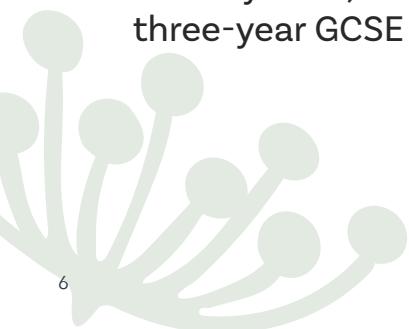
The School has a purposeful, welcoming and close-knit atmosphere, shaped by its scale, setting and strong sense of community. Pupils benefit from the opportunities of London whilst belonging to an environment in which they are known as individuals and encouraged to develop confidence, curiosity and self-knowledge. The culture is warm and humane, but also aspirational. The School shows what young people can achieve when they are well supported and properly challenged.

Integral to the ethos of KHS is the promotion of a holistic approach to education, combining academic ambition with a strong concern for each pupil's wider development. Its distinct educational offer includes small class sizes, a personal tutor system, 90-minute lessons, three-year GCSE programmes and

extensive enrichment opportunities. A broad curriculum spanning academic, creative and practical disciplines, is supported by strong pastoral care and individual guidance, helping pupils to flourish both academically and personally.

The School's Sixth Form offers ambitious academic pathways alongside careful guidance as pupils prepare for university, careers and adult life. Recent public examination results, university destinations and co-curricular achievements point to growing momentum. KHS is equally alert to the qualities young people will need beyond examination success, with a particular emphasis on ambition, adaptability, creativity, curiosity and contribution.

All of the above means that KHS is an appealing proposition for families: a school that takes academic progress seriously while remaining personal, modern and attentive to the whole child. The next phase of the School's development will involve sharpening and communicating this proposition with confidence, ensuring that current and prospective parents understand both the ambition of the School and the quality of its care.



The Opportunity

This appointment comes at a particularly exciting moment in the School's development.

The next Head will inherit a school in a strong position, a distinctive character and considerable further potential. The immediate opportunity is to bring the School's values, achievements and educational distinctiveness into sharper focus, shaping a confident strategy for growth, reputation and continued improvement.

The successful candidate will be expected to:

- Champion academic excellence and high expectations.
- Strengthen the School's position within a competitive West London market.
- Develop and articulate a compelling vision for future-ready education.
- Build upon the School's reputation for individual attention and pastoral care.
- Lead, develop and empower a talented senior leadership team.
- Ensure operational consistency and excellence.
- Maintain the distinctive character of the school while driving continuous improvement.

This is a highly attractive leadership opportunity for someone who enjoys both educational leadership and public advocacy. The next Head will be a visible, influential and persuasive ambassador for KHS, able to communicate confidently and authentically about the value of its education. Commercial awareness, admissions understanding and market insight will therefore sit naturally alongside educational credibility.



Location & Facilities

KHS enjoys a highly attractive West London location, close to Kew Bridge and within easy reach of some of the capital's most vibrant residential, cultural and commercial neighbourhoods. From its home on Capital Interchange Way in Brentford, the School is well placed for families across Richmond, Chiswick, Ealing, Hammersmith and central London.

The surrounding area gives KHS a distinctive advantage. Pupils are connected to London's wider world of universities, employers, culture, sport and the arts, while parents benefit from straightforward access to the School by rail, bus and the Underground. Kew Bridge station is a short walk away, Gunnersbury provides further connections, and local bus routes make the School accessible from a wide area of West London.

KHS is an urban school with a contemporary outlook. Its position near Kew Bridge and the River Thames corridor supports

an educational identity that is purposeful, outward-looking and alert to the possibilities of city life. London is not merely a backdrop to the School; it is part of the opportunity pupils experience as they grow in confidence, independence and ambition.

KHS's facilities support a broad senior school and Sixth Form education for pupils aged 11 to 18, with small classes, specialist teaching spaces and a programme that combines academic study with creative, practical and co-curricular opportunity. The result is a campus and location that feel modern, connected and ambitious: a fitting setting for a school that wants pupils to look beyond the classroom and prepare thoughtfully for life after school.



360
Virtual
Tour





Admissions



The School's admissions process is designed to identify interesting, able and engaged pupils who will contribute positively to the life of KHS. Entry is normally at Year 7 or into Sixth Form, although occasional places may be available in other year groups including Years 9 and 10.

The process begins with a visit or open event, followed by online registration and entry into the School's selection process. Admission is based on assessment

and interview, with particular emphasis on the interview, samples of work and the pupil's most recent school report, alongside entrance testing.

The School seeks a balanced mix of pupils with different strengths and personal qualities, and looks for those who will support, motivate and inspire one another. Siblings may be given preference where candidates are otherwise of equal merit, but there is no automatic sibling priority.



Academics & the Curriculum

KHS offers a diverse, interesting and relevant curriculum which is designed to inspire and challenge young minds. The School seeks to engender a lifelong love of learning whilst teaching the important skills that pupils will need for life after school. From Years 7 to 13, pupils have access to a genuinely broad academic programme, with GCSE study normally encompassing nine or ten subjects before students refine their choices for the Sixth Form.

The curriculum reflects the School's wider ethos: ambitious, personal and alert to the development of the whole person. KHS aims to achieve the highest academic standards for each pupil without becoming an

examination factory. As such, the School's public examination results are strong, in 2026 nearly 40% of all A level grades were awarded at A*/A and the same proportion of GCSE grades were awarded at 9/8. Subject choices are intended to give students both enjoyment and breadth, whilst A level programmes are shaped, wherever possible, around the interests, talents and ambitions of individual pupils.

KHS's approach encourages pupils to develop confidence, independence and the capacity to make thoughtful choices, supported by teaching, guidance and enrichment that help them connect academic learning with the wider world.





Sport, the Arts &
Outdoor Pursuits

Sport

Sport at KHS is inclusive and ambitious. Physical activity is central to the pupils' personal development in that it enhances confidence, resilience, teamwork and leadership, as well as technical skill. The sports programme is not only for accomplished athletes; all pupils are encouraged to take part, try new activities and find forms of exercise they can enjoy and sustain. Those with particular sporting interests can also access higher levels of coaching, competition and challenge.

KHS pupils benefit from significant sporting partnerships, notably with Trailfinders Sports Club. Indeed, the partnership with Trailfinders means that the pupils have access to elite

standard facilities for a wide range of sports. There are also significant opportunities for rowers and those interested in getting involved in river sports. The School's programme includes team games, individual sports, fitness, strength and conditioning, as well as competitive fixtures. The emphasis is deliberately broad: choice, challenge, confidence, character and enjoyment sit alongside performance.

Sport therefore reinforces the wider KHS proposition, giving pupils opportunities to stretch themselves, represent the School, learn how to win and lose well as well as discover that physical confidence can support intellectual and personal confidence.



Music

Music at KHS is practical, creative and confidence-building. Pupils are encouraged to experience music as something to be made, performed and shared, not simply studied. The School's music spaces, instrumental teaching and performance opportunities support a culture in which pupils can explore different styles, develop technical fluency and grow through ensemble work, individual practice and public performance.

Music develops discipline and persistence, but also collaboration, listening and self-expression.

For some pupils it will be a serious academic or vocational pathway; for others it will be a source of enjoyment and personal growth. At KHS allows both comfortably coexist, stretching pupils without narrowing them too soon.

Music therefore contributes strongly to the School's commitment to educating the whole child, offering pupils the chance to find their voice, work with others, perform for an audience and experience the satisfaction of sustained creative effort.



Art

Art at KHS reflects the School's commitment to creativity, originality and individual expression. Pupils experiment with materials, techniques and ideas, developing technical confidence and a personal visual language. The subject sits naturally within the School's emphasis on curiosity and adaptability as good art education asks pupils to observe carefully, think independently, take creative risks and learn from critique.

The School's creative arts facilities and studios support practical work

across a range of media in that they allow pupils to move from exploration to more ambitious outcomes. Art also promotes different kinds of intelligence and achievement, reinforcing habits that matter beyond the studio: patience, close attention, purposeful experimentation and resilience. For some pupils, art becomes a serious academic and creative pathway, for others it offers enrichment and a sustaining form of expression. In both cases, creativity is not an extra, but an essential part of KHS's understanding of personal growth.

Drama

Drama at KHS reflects the belief that young people grow when they can express themselves, take risks and work collaboratively. It gives pupils a structured but imaginative space in which to develop confidence, empathy, communication and presence. Through performance, rehearsal and creative exploration, they learn to inhabit different perspectives, listen closely and shape ideas for an audience.

The School's approach to drama is ambitious and inclusive. Some

pupils arrive naturally confident; others discover confidence gradually through class work, productions, workshops or smaller performance opportunities. Drama also develops future-ready attributes: clear communication, adaptability, creative problem-solving and generous contribution to a shared outcome. It is therefore more than part of the co-curriculum; it is one way that KHS helps pupils become articulate, self-aware and socially confident young people.



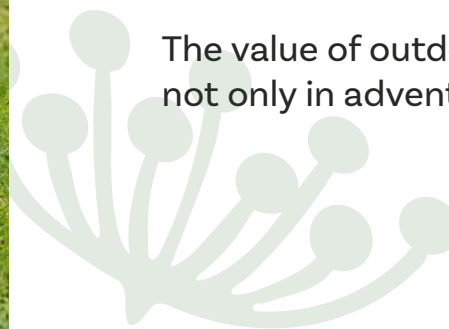


Outdoor Pursuits

Outdoor pursuits at KHS sit within the School's wider commitment to challenge and independence. Although the School is located in urban West London, its educational philosophy is not confined to the classroom or campus. Pupils benefit hugely from opportunities linked to sport, trips, leadership, teamwork and the wider resources of London and beyond.

The value of outdoor education lies not only in adventure, but in what

adventure teaches. KHS pupils learn to manage risk, support one another, lead and follow well. They also learn to meet challenge in physical, social and emotional forms. These experiences align with the School's emphasis on adaptability, contribution and preparation for adult life. For the next Head, this is integral to the broader vision: KHS pupils are encouraged not only to achieve, but to engage fully with the world beyond the School's gates.



Pastoral Care

Pastoral care is central to the KHS identity. Tutor groups meet in the middle of each school day and the School's personal tutor system is designed to ensure that every pupil is known, valued and supported. The vertical tutor group structure brings together pupils from different year groups, creating a daily rhythm of connection, mentoring and informal support. Younger pupils can learn from older pupils, whilst Sixth Formers are encouraged to take visible responsibility within the community.

The School's approach as explained above is distinct, it gives pastoral care at KHS its structure and warmth. It also supports transition into secondary school, helps pupils build friendships across the School and provides a consistent adult point of contact for families. The values

of respect, compassion, tolerance, community and responsibility are reinforced through assemblies, tutor time, mentoring and everyday school life. KHS's pastoral culture is therefore not separate from academic ambition; it is one of the conditions that helps ambition flourish. Pupils are expected to take appropriate risks, contribute positively and grow in independence, but they do so within a community that seeks to guide and encourage them.

For the next Head Teacher, the pastoral model is a significant strength to protect and develop. It is also central to how the School explains its offer to parents: academically purposeful, contemporary in outlook and deeply attentive to the individual child.



Governance & Leadership

As indicated on page 5, KHS is part of the Gardener Schools Group, a family-owned education organisation with four schools educating approximately 1,500 pupils across London. The Group combines a strong commitment to educational values with the practical benefits of shared expertise, collective experience and collaborative working.

The School is overseen by the Board of Directors of the Gardener Schools Group. The Head Teacher works closely with the Chair, Managing Director, Director of

Education and fellow Head Teachers across the Group, thereby benefiting from thoughtful support, constructive challenge and the experience of colleagues who know the distinctive opportunities of leading London schools.

This structure provides an appealing balance between autonomy and partnership. The Head Teacher of KHS leads the School day to day while also contributing to the wider strategic development of the Group, giving the successful candidate both local agency and the collegiate strength of a wider educational family.



The Role

The Head Teacher has overall responsibility for the leadership, management and strategic direction of the School. The role encompasses:

Strategic Leadership

- Developing and communicating a compelling, ambitious vision for the School's future.
- Leading school improvement and innovation with confidence and purpose.
- Building the organisational capability that will enable KHS to flourish in the years ahead

Academic Leadership

- Promoting excellent teaching and learning across a broad and engaging curriculum.
- Sustaining academic ambition and helping pupils achieve outcomes of which they can be proud.
- Ensuring a broad, balanced and future-facing educational offer.

Pastoral Leadership

- Maintaining a culture in which pupils are known, valued and encouraged as individuals.
- Promoting wellbeing, inclusion and belonging as strengths of the School's community.
- Modelling the School's values and ethos with warmth, integrity and optimism.

Operational Leadership

- Ensuring effective systems and processes that support confidence, consistency and high performance.
- Strengthening accountability in ways that enable staff and pupils to do their best work.
- Leading on compliance and risk management.
- Ensure that the school's safeguarding policies and processes are up to date, thorough and rigorous; that they are implemented and understood by all; and that the culture of the school leads to a safe and secure environment for all.

Community Leadership

- Building strong, confident relationships with families.
- Supporting admissions and retention by helping families understand the distinctive value of a KHS education.
- Representing the School externally and enhancing its profile with energy, confidence and authenticity..



The Person

Essential

Candidates will be able to demonstrate:

- Successful senior leadership experience in a high-quality secondary or all-through school.
- Credibility across academic, pastoral and operational leadership.
- Evidence of improving standards and outcomes.
- Effective people leadership and team development skills.
- Excellent communication and public-facing abilities.
- Strategic thinking combined with disciplined execution.
- A thorough understanding of the Head's responsibilities in relation to safeguarding and child protection issues as well as a clear commitment to delivering best practice in safeguarding.
- Emotional intelligence, judgement and resilience.
- A clear commitment to adding value and promoting equality, diversity and inclusion, with the skills to lead and run an inclusive school.
- The ability to build trust with pupils, staff and parents.
- Alignment with the values and educational philosophy of KHS.

Desirable

- Previous headship or school-based senior leadership experience.
- Experience of working in or with the independent sector.
- Admissions, marketing or growth experience.
- Experience of leading organisational change.
- Understanding of schools within a group structure.
- Knowledge of contemporary debates around future skills, technological change and innovation in education.

Personal Qualities

The successful candidate is likely to demonstrate:

- Warmth and approachability.
- Intellectual curiosity.
- Energy and drive.
- Ambition balanced by humility.
- Adaptability and resilience.
- Creativity and openness to new ideas.
- Confidence and optimism.
- A genuine enjoyment of working with young people.
- Sound judgement under pressure.
- Energy, pace and determination.
- A strong sense of service and contribution.

Terms and Conditions

The Gardener Schools Group intend to offer a highly competitive remuneration package commensurate with the significance of this attractive leadership role and the experience of the successful candidate.

Further details, including salary, pension and other benefits, will be provided to shortlisted candidates.

The Application Process

The search for a new Head Teacher for KHS is being led by RSAcademics. The new Head Teacher will be selected by a panel chaired by the Gardener Schools Group's Managing Director, Theo Brehony.

Interested candidates are invited to contact RSAcademics to arrange a confidential discussion with one of the consultants handling this appointment:

Isabel Patchett, Search Consultant:
IsabelPatchett@rsacademics.com or

Martin Collier, Senior Consultant:
martincollier@rsacademics.com

The deadline for receipt of the application is 10.00am on Thursday 8 October 2026.

Applications should be made electronically to RSAcademics. To submit your application, please upload your documents according to the instructions on the RSAcademics website.

You should submit the following (both in PDF format):

- a completed application form (available alongside this candidate information on the RSAcademics website)
- a covering letter addressed to Mr Theo Brehony, Managing Director, Gardener Schools Group. The letter should explain your reasons for applying.

If you have any questions about uploading your application documents, please contact Laura Cave, Project Coordinator (Appointments) at: LauraCave@rsacademics.com.

The process is as follows:

- All applications will be acknowledged by e-mail. If you have not received acknowledgement that your application has been received within two working days of sending it, please contact Laura Cave (LauraCave@rsacademics.com).
- Preliminary Interviews will take place with RSAcademics via Teams on Wednesday 14, Thursday 15 and Friday 16 October 2026.
- Long list interviews with the selection panel will take place at KHS on Monday 9 and Tuesday 10 November 2026.
- Short listed candidates will be invited to visit the School on Friday 13 November 2026.
- Short list interviews with the selection panel will take place at the School on Monday 16 November 2026.

N.B. Safer recruitment checks will be made at all stages in the recruitment process.

Safeguarding

KHS is committed to safeguarding and promoting the welfare of children and young people. All staff are expected to share this commitment.

The successful applicant will be required to undergo enhanced safeguarding screening appropriate to the post, including references and an Enhanced DBS check. The appointment will be made in accordance with safeguarding legislation and guidance.

About RSAcademics

RSAcademics is one of the leading providers of leadership search and advisory services to schools in the UK and internationally.

Founded in 2001, RSAcademics has supported hundreds of schools, groups and educational organisations with leadership appointments, governance, strategy, marketing, research and school improvement. The organisation exists solely to serve schools and believes that thriving schools are essential to a thriving society.

RSAcademics is committed to equality, diversity and inclusion and actively supports schools in attracting, selecting and appointing candidates from a wide range of backgrounds based on merit.

Please visit www.rsacademics.com for more information.



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