



WELLESLEY PREP SCHOOL



APPOINTMENT OF HEAD

April 2026

Saxton Bampfylde



CHAIR'S INTRODUCTION

Set in a stunning rural Hampshire location, Wellesley Prep School has earned a reputation for a freshness of approach to education, exceptionally high standards and outstanding relationships within the school community. We are a school firmly centred on the needs of pupils and modern families and our outlook is unashamedly shaped by our values.

We are a local school serving a distinctive community: our families are predominantly professionals living within a 30-minute radius of the school. Many parents commute into London for work and we are also fortunate to work with a number of well-established local families who are loyal and supportive of our particular vision of prep school education.

Wellesley Prep is an ambitious school which sends pupils on to the best schools in the country: recent leavers have headed for Bradfield, Wellington, Winchester, Radley, Lord Wandsworth College, Wellington, Marlborough, Eton and St Swithun's and the vast majority staying to complete year 8. Increasingly rarely, Wellesley Prep is truly independent and not limited by a partnership with a specific senior school. Parents appreciate unfettered choice and dispassionate advice when considering the onward trajectory of their children.

We are traditional but not overly constrained by that. We work closely in

partnership with families, leave weekends completely free for family time and we firmly believe in adventurous education, whether in the classroom, in our extensive grounds or in the wider curriculum. Pastoral care is exceptional. You will find much to build on for the future and as Head you will have genuine independence in deciding school strategy.

Significantly, Wellesley Prep has the advantage of a secure and stable ownership. It draws strength from its identity as part of the successful and diversified Wellington Estate (not Wellington College). Governance is provided by a small, responsive and very committed board, which includes the Duchess of Wellington and Lord Mornington, both of whom are active, highly supportive and enthusiastic participants, as well as a number of experienced educators. The Head will benefit from professional support and advice from the Wellington Estate Management team – allowing then to focus especially on educational outcomes for their pupils.

Unusually for a day school, accommodation is provided in a delightful and secluded four-bedroom house beautifully situated in the extensive parkland of Stratfield Saye House.

Jim Massey
Chair of Governors





ABOUT WELLESLEY PREP SCHOOL

Wellesley Prep is an ideal 'country' prep school. It sits quietly within 100 acres of Hampshire countryside, surrounded by extensive woodland, with access from the playing fields. Its rhythm and character are shaped as much by the landscape as by its history. Despite its rural location it has easy access via the A33 giving access to a wide catchment area.

The School carries forward a long-established reputation as Daneshill. However upon its acquisition by the Wellington Estate it was re-named Wellesley Prep. A change of name has allowed a new identity to emerge through the support of the Wellesley family who have a deep interest in education. This brings with it access to the resources of a multi-dimensional family estate with the benefits that brings. For many, what is most striking on arrival is the evident happiness of the children who feel secure and content within an environment ideally shaped to their scale and for their needs. This has long been a feature of the School. They benefit from an established staff with a strong sense of continuity, balanced by an

openness to what lies ahead - an assurance in what the School stands for, alongside a willingness to evolve. Life at Wellesley is defined not by scale, but by connection. With around 280 pupils, it is a community in which individuals are well known and genuinely understood. Small classes allow ideas to be explored fully, and relationships to develop naturally. Kindness and mutual respect underpin daily life, not as stated aims but as lived experience. Expectations are high across the whole curriculum, yet carried lightly; discipline is clear, but within a framework of positive development. Children are encouraged to take pride in themselves, while retaining a sense of perspective. This is what we mean by an education shaped by 'values'.

Wellesley is proud to be part of a family's whole experience. The car park is a place where connections are made and friendships blossom. The school's programme of family events are eagerly embraced and as Head you will feel a key part of this community. This is born from a blend of location, scale and culture and we are extremely proud of it.



"Wellesley embraces childhood and its delightful messiness – encouraging adventure, celebrating progress and fostering a sense of curiosity that not only prepares pupils for their next schools but also for life." The Good Schools Guide



A Wellesley education is rooted in a strong academic culture. But this is allied to quiet thoughtfulness that values personal growth and rewards relative as much as absolute performance. Academic outcomes are strong, with pupils moving on to a wide range of highly regarded senior schools, often with scholarships. Yet the School's ambitions extend well beyond results. Curiosity, resilience, and a willingness to engage - intellectually and creatively - are actively nurtured. So we are proud that our pupil flourish as teenagers and benefit from the care with which we guide them to the right senior school choice.

Wellesley has a special advantage. The rural setting is key and outdoor learning is naturally embedded in school life, education here is active, exploratory and grounded. Any prospective Head will be encouraged to think about how to extend and promote this particular strength.

We unashamedly advocate to protect the innocence and wonder of childhood. We believe there is time enough for children to discover the rough edges of the world. In its own world, down a country lane we strive for a balanced education. We value tradition but are not 'old fashioned'. We give children plenty of freedom but underpin it with a strong pastoral and academic structure and we are clear in our ethos, promoting generosity of spirit, respect for others, and the value of sustained effort.

There is space, quite literally in our

extensive grounds but also in the room we provide in the curriculum to reflect, to grow, and to build thoughtfully on strong foundations. When prospective parents ask what sets the School apart, the answer is often instinctive rather than definitive. There is a sense of something quietly distinctive and which we characterise as beautifully imperfect about a Wellesley education.

Families are deeply invested in the life of the School. Children leave with enduring friendships, as do their parents. Each year, pupils move on to a broad range of senior schools, yet remain closely connected, often coming together again during holidays and weekends. You will be central to this community and comfortable in both building and sustaining it. As a day school, Wellesley draws its families from nearby communities, creating a strong, sense of belonging and commitment. There is no boarding, and no Saturday school. Life beyond Wellesley is valued, and this balance is considered important.

To sum up: Wellesley has a very clear purpose: to nurture children who are kind, empathetic and quietly confident, well prepared not only for the next stage of their education, but for life beyond it. Wellesley teaches its pupils to look forward to the future with anticipation – their experience of the school gives them a keen enjoyment of 'school' as part of a rich and fulfilling childhood experience.

For more information about Wellesley please see our [website](#).



THE ROLE

The Head of Wellesley Prep School will be an inspiring and visible leader who will serve the School community as the guardian of the School's distinctive character and values. It will require someone who can lead, guide and motivate a close-knit school community, in conjunction with other key stakeholders, whilst also providing and implementing a compelling vision for the next period of Wellesley's existence. Above all, the successful candidate will have a strong knowledge of what excellence looks like in education of this particular age group, and preparation for school life after Wellesley. Through all this the Head will ensure that Safeguarding is understood to be the first priority and kept front and centre of the School's care for its pupils.

Key Areas of Responsibility:

Strategic Leadership

- Developing and implementing long-term strategic plans alongside the Governing Body and Proprietors to ensure the School's continued success whilst adapting to changing educational and social contexts

- Overseeing curriculum development to maintain academic excellence and prepare pupils for leading senior schools
- Working with the Bursar to ensure facilities planning and strategic investments enhance the learning environment

Staff Leadership

- Recruiting, developing, and inspiring all staff; maintaining a culture where people's contributions are valued and acknowledged but where everyone is encouraged to continue to develop in pursuit of excellence
- Developing a culture of professional excellence whilst maintaining the strong sense of community distinctive to Wellesley
- Leading continuing professional development and performance management

Academic Excellence

- Maintaining and enhancing the School's academic reputation through effective leadership of teaching and learning
- Ensuring all pupils achieve their potential and gain places at their first-choice senior schools
- Overseeing curriculum delivery across all year groups
- Exploring the advancements in the use of technology in education and identifying the ways in which they best support the educational offering at Wellesley
- Maintaining strong relationships with the Heads and Registrars of senior independent schools

Pastoral Leadership

- Ensuring the highest standards of safeguarding and pastoral care
- Maintaining the School's distinctive ethos
- Leading by example in creating a community where every pupil feels valued and supported
- Ensuring the School continues to meet and adapt to an ever changing landscape with regard to children and young people's emotional and mental health

Community Engagement

- Building and maintaining outstanding relationships with parents, alumni, senior schools, and the local community
- Representing the School at various functions and maintaining its excellent reputation within the independent school sector
- Leading parent communication and engagement initiatives
- Fostering an environment where real value is put on the quality and integrity of relationships between all parts of the School community

Operational Management

- Working with the senior leadership team to ensure the smooth day-to-day operation of all aspects of school life
- Overseeing academic departments, admissions, and the extensive co-curricular programme

Financial Stewardship

- Working with the Proprietors, the Board and the Bursar to ensure the School's continued financial strength
- Making strategic investments in facilities, resources, and staff in a way that is in alignment with Wellesley's absolute focus on doing what is in the best interests of the pupils





PERSON SPECIFICATION

The successful candidate will demonstrate all or most of the following:

- Proven senior leadership experience in the independent sector, ideally within a prep school context
- The ability to lead, develop and inspire teams, manage change, and build strong relationships across a school community
- An evident delight in the distinctive approach which Wellesley Prep takes to education
- Experience of developing strategic initiatives and delivering them successfully
- Credentials which will enable them to command respect from pupils, staff, and parents alike, within an environment like Wellesley Prep; has a wide range of personal interests themselves such that they can relate to what Wellesley Prep seeks to offer its families
- Experience preparing pupils for a wide range of senior schools' entrance requirements, including scholarships, with a clear understanding of senior school expectations and curriculum innovation
- Deep understanding of how children develop between the ages of 2 to 13, with the ability to create an environment in which they thrive in terms of their education, as well as socially and personally
- Excellent interpersonal and communication skills, with the confidence to represent the School and engage effectively with all stakeholders and the wider community
- Strong pastoral instincts, with experience of safeguarding and a genuine commitment to pupil wellbeing, safety and happiness
- Values-driven, resilient, and energetic, with sound judgement, integrity, and the ability to make difficult decisions while sustaining positive relationships
- An appreciation of the benefits of working within a proprietorial ownership structure, and an understanding of how working within such a context is different from other settings

TERMS

Start Date
Negotiable

Package

A competitive salary commensurate with the seniority of this post will be offered. Other elements of the package include:

- accommodation in a four-bedroom house, situated in a secluded and beautiful location
- contributory pension
- generous fee remission



Safeguarding

All appointments will be subject to satisfactory clearance from an enhanced Disclosure and Barring Service Check. Other checks will be made in line with current legislation on Keeping Children Safe in Education.

If you are shortlisted for interview you will be asked to sign a declaration of any criminal record or information that would make you unsuitable to work with children.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.





HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to Wellesley Prep School on this appointment.

Candidates should apply for this role through our website at roles.saxbam.com using code **TBZAA**.

Click on the 'apply' button and follow the instructions to submit a CV and cover letter, addressed to Jim Massey, Chair of , and complete the online equal opportunities monitoring* form.

For a confidential conversations please contact jo.ogilvy@saxbam.com or alice.brent-smith@saxbam.com at your earliest convenience.

The closing date for applications is **noon on Friday 29th May 2026**.

- The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application.

Data Protection

According to GDPR guidelines, Saxton Bampfylde Ltd are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



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