



**Warminster School**  
**Appointment of Head**  
**For September 2026**

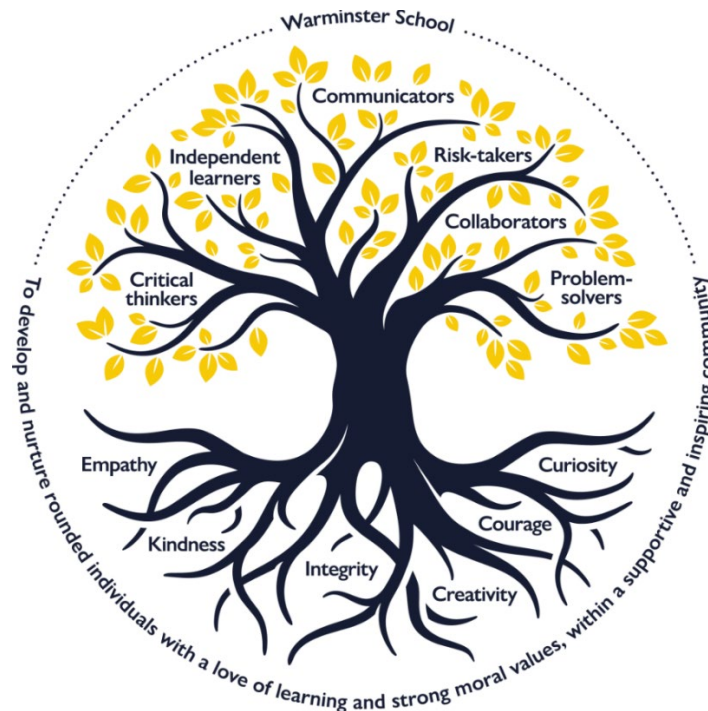


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**Warminster School**

Warminster School is a co-educational day and boarding school for pupils aged 2 to 18. It is a vibrant community, where the individual, be they pupil or staff member, is valued and known. The ISI Inspectorate could not have praised more highly the warmth and conduct of the pupil body and the quality of the relationships between pupils and between pupils and staff. The Head of Warminster is a member of the Heads Conference (HMC) and Society of Heads.

Warminster School's mission statement is "to develop and nurture rounded individuals with a love of learning and strong moral values, within a supportive and inspiring community" and its values and virtues are instilled throughout every part of the school:



The School occupies a town centre site, with a range of historic and newer buildings and a beautiful estate. It also has access to the 'Forest School' in the grounds of Longleat. Embracing 'Stronger as one' ethos and in order to develop the close co-operation of an all-through school, the Prep School will be moving onto the Senior School site with effect from September 2026. The Deputy Head with oversight of the Prep School reports to the Head of Warminster School. Pupil numbers are approximately 332 in the senior school and 82 in the prep school. Whilst the majority of pupils are day pupils, boarding is still a key part of the School's offering and is felt to underpin the School's ethos. Boarders come from both the UK and overseas, with the School recruiting pupils with a range of different nationalities.

It is felt by Governors to be a great time to join the School, with the changes taking place to integrate the Prep School and a platform in place on which the next Head can build.



The Governing Body are now seeking to appoint a Head for Warminster School to succeed Matt Williams, on his appointment to Seaford College for September 2026. They are looking to appoint someone who is an energetic, collaborative, dynamic and community minded leader, who can engage with all stakeholders at every level and who will build on the successes to date. These include the profile raising and marketing of the School, reinforcing the school's mission statement, values and virtues and continuing the focus on ensuring the community is one in which the pupils are happy and safe, stretched and exposed to a range of academic and co-curricular activities.

Warminster is non-selective and one of only a small number of schools to offer the IB Career Related Programme, in addition to the CTECHs, IB and A levels which are also on offer to its Sixth Form. This year their academic results have been excellent. The new Head will bring a sense of dynamism and creativity to the role, to ensure that this momentum is maintained.

Applications are welcomed from individuals with obvious leadership capabilities, who know how to manage and lead teams effectively. This is a role for someone who can delegate, collaborate, inspire and motivate others and who thrives in close-knit communities. The School's ethos is grounded and down to earth, and it is therefore important that the person feels comfortable in such an environment. The ability to value the contribution of all members of a school community is also important. This is a school where the Head needs to be able to think creatively, be a very visible presence in the School, work hard and be relentless in their quest for ensuring Warminster continues to enjoy a positive reputation in its market.

### **The School**

For further information about the School, please visit the website on <https://www.warminsterschool.org.uk>

### **History**

Warminster School is located in the ancient market town of Warminster in Wiltshire. The School has a long and fascinating history and today incorporates four schools, plus a convent, in one. It was established in 1707 by Thomas Thynne, first Viscount Weymouth (subsequently further ennobled as Lord Bath) to educate the sons of his Longleat estate workers. Over the course of the centuries that followed, the School became known as 'Lord Weymouth's Grammar School'. Thomas Arnold, the historian and great educational reformer was a pupil at the School from 1803-07. He was later headmaster of Rugby School from 1828 - 41.

The School remained single-sex until 1973, when Lord Weymouth's Grammar School amalgamated with St Monica's, which stood on the site of the current Prep School. Thereafter, the School became known as Warminster School.

### **About the town of Warminster**

Warminster is a rural town with a population of approximately 18,000 people, situated in an area of beautiful chalk stream countryside, on the edge of the Cranborne Chase and West Wiltshire Downs Area of Outstanding Natural Beauty. The town has a range of local facilities, including a railway station with links to London (approximately two hours into Paddington) and a Waitrose, and is the local town to Longleat Estate. The cities of Bath and Salisbury are thirty minutes away from Warminster and Bristol and Swindon are approximately an hour away.

Warminster School is a significant employer in the area, as well as being one of the main educational institutions in the town. Relationships with the local schools, as well as the Minster, are strong, and it is felt to be important that the incoming Head understands the importance of these local links and is committed to maintaining and building on these relationships.

The Head of Warminster School provides overall strategic leadership and management of the School and Prep School, ensuring that it continues to develop and nurture rounded individuals with a love of learning and strong moral values, within a supportive and inspiring community. The Head is responsible for the leadership of the School and Prep School and for promoting its standing as one of the leading independent boarding and day schools in the South West.

## Reporting Lines and Structure

- Reports to the Governing Body.
- Informally maintains regular contact with the Chair of Governors.
- Leads an Executive Team comprising the Deputy Heads (Academic, Pastoral and Prep), and the Bursar.
- The Bursar reports to and provides services to the Governing body in their role as Clerk to Governors.



The School is judged to have a strong Executive/Leadership team, well able to provide high quality support in managing the School. The Head will have a broad continuity of support in their role. They will be expected to:

- Ensure the organisational structure delivers excellence in learning.
- Ensure that all staff have a clearly defined and agreed set of responsibilities and accountabilities.
- Monitor and review the performance management framework for all staff.
- Maintain a caring community and safe environment for the whole school, one that is committed to safeguarding children and equal opportunities, and is underpinned by appropriate levels of discipline.
- Monitor and evaluate the performance of the School, acting as required and reporting openly to the Governing Body on a regular basis.
- Ensure records are maintained, as are mechanisms for accurate reporting to the Governing Body (including a timely Head's Report for each Governing Body Meeting), and to other agencies as required.
- Work closely with the Finance Committee of the Governing Body to set appropriate priorities for expenditure (and the funds available for that expenditure).
- Work closely with the Bursar and others to ensure sound financial management of the School.
- Ensure the environment of the School is maintained to a high standard.





Warminster is a recruiting school and the marketing of the school is an ongoing activity to ensure financial stability and growth. The Head has a critical role in driving recruitment of both day and boarding pupils, and is expected to take a close and personal involvement in doing so. As such the Head will be expected to:

- Oversee and direct effective marketing of the School, both locally and more widely.
- Maintain and further develop good relationships with potential feeder schools.
- Maintain and enhance relationships with parents, appreciating that parents can be the best ambassadors the School has.
- Ensure staff understand and make use of the opportunities they have as ambassadors.
- Maintain positive relationships with the local and, where possible, the regional and national media.
- Attend overseas trade fairs and similar events, where possible. Within this to have an understanding of the relative opportunities afforded by different overseas markets.
- Ensure that recruitment policies and actions paint the School in a favourable light, and that visits to Warminster by prospective pupils and their parents/guardians/agents are well-managed in a warm and friendly manner.
- Select pupils for admission and/or awards in a fair and effective process, and to retain pupils in a school where they (and their parents/guardians/agents) feel fulfilled and valued.



# Duties and Responsibilities

The following gives an outline of the range of duties and responsibilities of the Head. It is not exhaustive and the Head will be required to undertake other duties appropriate to the role as the Governing Body may reasonably require.

## Leadership and Vision

- Provide inspirational, visible leadership to the whole School community, upholding and exemplifying the School's mission statement, values and virtues.
- Develop and articulate a compelling vision for the School's future, ensuring it is understood, embraced, and translated into action by pupils, staff, parents, and Governors.
- Lead by personal example with integrity, resilience, enthusiasm and professionalism.
- Foster a culture of high aspirations, mutual respect, and continuous improvement throughout the School.
- Promote equality, diversity, and inclusion, ensuring compliance with the Equality Act 2010 and fostering an inclusive, welcoming environment for all members of the community.



## Strategic Direction

- Provide a clear sense of direction and upholding of values, exemplified by personal visibility, commitment and actions.
- Recruit and retain high quality staff and ensure a high standard of continuing professional development amongst them.
- Treat everyone in the School fairly and with respect, sustaining a community and culture of personal responsibility and recognition of excellent achievement (both per se and relative to the individual's capabilities).
- Work closely with the Governing Body to shape and implement the School's strategic direction, ensuring financial sustainability and continued educational excellence.
- Ensure the School is adaptive to future challenges and opportunities in the educational landscape whilst remaining true to its mission and values.



- Lead the execution of strategic plans, ensuring robust monitoring and reporting mechanisms to track performance.
- Ensure effective risk management strategies are in place, covering education quality, safeguarding, financial prudence, health and safety and reputation risk.

# Duties and Responsibilities Continued

## Governance and Compliance

- Report formally to the Governing Body three times per year and work closely with the Chair of Governors to ensure effective oversight of the School.
- Advise and support the Governing Body in fulfilling its legal duties, including compliance with charity law (Charity Commission for England and Wales) safeguarding, financial stewardship and educational quality.
- Provide timely, relevant and accurate information to Governors to enable robust decision-making.

## Management and Resources

- Provide effective leadership to the Leadership and Executive Teams, promoting collaborative working and a shared sense of purpose.
- Oversee the recruitment, retention, development and performance and management of all staff.
- Work closely with the Bursar to ensure prudent financial management, effective resource allocation and compliance with financial controls.
- Lead long-term planning for the development and maintenance of the School's estate and facilities.
- Promote environmental sustainability and responsible stewardship of resources.



## **Educational Leadership and Pastoral Care**

- Promote and secure the highest standards of teaching and learning, ensuring all pupils are supported to fulfil their potential in all areas of school life.
- Drive academic innovation and ensure the curriculum remains broad, balanced and engaging, preparing pupils for external qualifications including GCSE, CTECH, IB and A Level examinations.
- Oversee the boarding provision, ensuring it meets the highest pastoral and regulatory standards under the National Minimum Standards for Boarding Schools.
- Safeguard and promote the wellbeing of all pupils, ensuring a proactive approach to mental health and pupil welfare.
- Champion a culture of staff wellbeing and professional development, ensuring the School remains a supportive environment.
- Sustain and nurture the spiritual life of the School, fostering the Christian ethos while welcoming those of all faiths and none.
- Maintain a vibrant co-curricular programme, encouraging excellence and participation in sport, music, drama, outdoor education, and other activities.
- Ensure that the School meets all relevant inspection and regulatory requirements including ISI and Ofsted (where applicable).

## **External Relations and Community Engagement**

- Act as the chief ambassador and advocate for the School, building its reputation locally, nationally, and internationally.
- Lead marketing, admissions and outreach efforts to secure healthy pupil recruitment, engaging actively with feeder schools and key stakeholders.
- Maintain strong, open relationships with current and prospective parents, ensuring excellent communication and engagement.
- Develop, cultivate and sustain warm relationships with the Old Verlucians (OV's) and the wider alumni.
- Foster charitable and community engagement, promoting active involvement in local, regional, and national communities.
- Lead the School's response to any critical incidents, acting as the public face of the School during both positive and challenging situations.

Warminster has a strong community ethos and this must be maintained. This must be a school where members of the School (pupils, staff and parents) are happy.

The Head will:

- Ensure that pastoral care is afforded a very high priority, and that such a priority is well-understood by the members and prospective members of the School.
- Promote a culture that takes account of and celebrates the diversity of the School community.
- Maintain an effective relationship with parents to support and improve pupils' achievements and personal development.
- Continue to strengthen the positive image and involvement of the School in the wider local community.
- Collaborate with other organisations to ensure the intellectual, spiritual, social, moral and medical well-being of pupils.
- Ensure that the School's foundation on Christian principles and values continues to be effectively communicated to the members and prospective members of the School. As part of this, the Head must forge a close relationship with the School Chaplain, each providing the other with mutual support.



Warminster School brings tradition together with modernity and a desire to remain relevant, which it does in practical and realistic ways, rather than through grand visions or expensive initiatives. The Governors are keen to find candidates who personify this. It is highly likely that candidates will demonstrate all or most of the following:

## **Essential Criteria**

- A dynamic, visionary, and visible leader with a record of successful senior leadership, ideally within a boarding and day school environment.
- Strong academic credentials, including a good honours degree and a record of teaching excellence.
- Proven ability to lead strategic initiatives and manage complex organisations.
- Excellent interpersonal and communication skills with the ability to engage confidently with diverse stakeholders.
- Significant understanding of boarding education and pastoral care.
- Clear commitment to safeguarding and wellbeing, with demonstrable understanding of regulatory frameworks.
- Commercial awareness and financial literacy, with strong business acumen.
- Demonstrable experience in marketing and the ability to promote the School effectively.
- Commitment to Christian values and to the spiritual life of the School.
- Enthusiasm for co-curricular activities and the wider life of a boarding school.
- Experience of or readiness to embrace the IB Diploma Programme as one of the school's current USPs.
- Uphold the highest standards of personal integrity, professionalism, and discretion.
- Be a visible, approachable, thoughtful and empathetic leader who engages positively with pupils, staff, parents and Governors.
- Maintain resilience and stamina in fulfilling the demands of Headship.
- Commit to ongoing personal and professional development.

## **Desirable Criteria**

- Experience as a Head or Deputy Head in a boarding environment.
- Experience in both senior and prep school contexts.
- Direct experience in fundraising and development work.

The salary for this role will be negotiated with the preferred candidate, and will be commensurate with the scale of the role and the person's prior relevant experience.

The package will include a base salary, fee remission for children across both schools, where applicable, and accommodation.

The role is pensionable, accommodation is not an emolument.



# How to register an interest

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

Candidates should apply for this role through Saxton Bampfylde's website at **[www.saxbam.com/appointments](http://www.saxbam.com/appointments)** using code **TBXOA**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter. Covering letters, of no more than two pages, are to be addressed to Ms Beverley Sunderland, Chairman of Governors.

Shortlisted candidates will be required to fill out a school application form.

Should you have any further questions, please email Jo Ogilvy at [jo.ogilvy@saxbam.com](mailto:jo.ogilvy@saxbam.com) before the closing date. Early declarations of interest are encouraged.

The closing date for applications is noon on Monday 26 January 2026.

## **GDPR personal data notice**

According to GDPR guidelines, we 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.

## **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.



During the week commencing 26 January, Saxton Bampfylde will meet with the Selection Committee to decide which candidates will move forward to be interviewed by Saxton Bampfylde during the week of 2 February. Saxton Bampfylde will contact candidates to inform them if they are moving through to the next stage or not.

The shortlist meeting will occur in the week commencing 9 February. During this meeting, it will be agreed who will be invited forward to meet with the Selection Committee for the first round of panels.

Prior to the first round of panel interviews, shortlisted candidates will have 1:1 informal phone conversations with Chair of Governors during the week of w/c 23 February.

Saxton Bampfylde will contact candidates to inform them if they are moving through to final panel interviews or not.

There will be an evening event for candidates and spouses/partners, details to be confirmed.

The final panel interviews will take place in w/c 2 March which will involve a presentation to the Governors and a final interview with the Selection Committee.



## Safeguarding and Child Protection

Warminster School is committed to safeguarding and promoting the welfare of children and young people and expects all its staff and volunteers to share this commitment. We aim to provide a warm and secure environment, with an open and frank atmosphere, in which pupils can feel supported.

The fundamental right to be protected from harm is an essential part of our pastoral responsibility. That safeguarding responsibility necessitates our having a clear child protection policy and procedures, and means that we may also need to share information and work in partnership with other agencies when there are concerns about a pupil's welfare.

This appointment will be made subject to safeguarding checks.

