



WESTONBIRT
SCHOOL

ASSISTANT HEAD DIRECTOR OF STEM



WELCOME FROM NATASHA DANGERFIELD

Thank you for your enquiry about working here at Westonbirt School; our unique school, housed in a Victorian mansion and set in 210 acres of beautiful English parkland. Here our students can be carefree, feel secure in their inspiring surroundings and are able to enjoy fresh air and extensive space.

Westonbirt offers an exceptional education in small classes, with expert teaching staff dedicated to ensuring each student reaches their full potential.

Alongside academic excellence, we are extremely proud of our achievements in many areas outside the classroom. Students are regularly selected to play lacrosse for England and Wales, Drama productions have aired at the Edinburgh Fringe to high acclaim, over two-thirds play at least one musical instrument. Over 90% of Sixth Form students go on to their first choice universities including Cambridge, Durham, Cardiff, Bristol, UCL and many more.

Individuality is celebrated and our students develop a level of confidence, which is neither arrogant nor taken for granted. Success is celebrated and development is nourished. Westonbirt is proud of all students who create their own unique story during their time with us.

We are a thriving boarding school and the 24/7 nature of life at Westonbirt enables us to provide truly personal pastoral care deliver, as part of delivering an outstanding holistic education for all pupils.

Underpinning all of this is a commitment to supporting our staff, ensuring that we are continually improving our practice and providing opportunities for development and leadership.

I hope that you will want to discover what makes Westonbirt so unique and to apply to join our community. I look forward to receiving your application.



Natasha Dangerfield
Headmistress



THE OPPORTUNITY

We are seeking an exceptional Assistant Head (Director of STEM) to lead STEM provision across the Senior School and, through this and other responsibilities, contribute to the strategic development of the Senior School. The Assistant Head will have lead responsibility for developing a coherent, effective and inspiring approach to the curricular and co-curricular provision of STEM subjects; there will also be opportunities to continue to forge close curricular links with the Prep School and wider group in STEM subjects.

The successful applicant will have operational and strategic responsibility for the Science, Mathematics, Computer Science and Art and Design departments, working with the relevant departmental leads. They will be responsible for promoting flourishing STEM provision across the Senior School. The role gives outstanding opportunities for leading innovation and development across the whole of the Senior School. The post holder will be part of the WBS Senior Leadership Team, which meets regularly to discuss academic, pastoral and co-curricular matters pertaining to the Senior School.

The Assistant Head (Director of STEM) will be accountable to, and meet regularly with, the Deputy Head (Academic) and, given the seniority of this role, will also meet regularly with the Head. The role would be ideal for a current Head of Department or Head of Faculty looking for their next step in their professional development. This would be an excellent stepping-stone to a Deputy Head position or a fantastic opportunity in its own right to shape a critical part of school life.

Further details of the School provision can be found on the school website:

www.westonbirt.org



JOB DESCRIPTION

KEY RESPONSIBILITIES

- Leading the development of a knowledge-rich, spiralled and innovative curriculum that inspires, challenges and intrinsically motivates all pupils, across all four STEM subjects. Promoting links with any other departments in a meaningful and achievable manner.
- Developing a research-informed approach to teaching and learning across the four STEM areas in collaboration with the Heads of Department.
- Working with the department leads to ensure schemes of work are inspiring, challenging and impactful at all Key Stages. Assessment planning will be a key part of the role.
- Line managing, quality assuring and reviewing STEM departments and leading on strategic planning and evaluation.
- Becoming one of the 'go-to' experts in the school on degrees and careers in STEM and disseminating knowledge across the SLT and departments.
- Actively seeking out opportunities for co-curricular challenges and scholarly endeavours (trips, lectures) and ensuring that the STEM Heads of Department stay abreast of STEM provision in competitor schools.

LEADERSHIP/OPERATIONAL RESPONSIBILITY:

- Overseeing the work of the STEM departments taking strategic responsibility and working closely with departmental leads to ensure excellent provision.

- Sitting on the school's Senior Leadership Team and contribute to the work of this team, as directed by the Academic Deputy Head (e.g. lesson observation, INSET training, consideration of academic changes and proposals, leading items in Heads of Department meetings).
- Leading on strategic change across the Senior School.

MANAGEMENT RESPONSIBILITIES

- Lead and manage the STEM subjects; recruiting, inducting, developing, deploying, motivating and appraising members of the department to ensure that they have clear expectations of their roles, and that high performance standards are achieved and maintained.
- Empower members of STEM departments to develop their leadership potential to ensure continuous improvement within the department.
- Manage day to day requirements such as examination entry and departmental timetables, delegating as appropriate, to ensure the efficiency of the department.
- Chair departmental meetings to ensure that they are used effectively to review performance and that actions are recorded and implemented.



JOB DESCRIPTION

TEACHING & LEARNING

- Promote excellence in teaching and learning to ensure all pupils develop their potential and are equipped for life beyond school.
- Exemplify outstanding teaching, encouraging a research-informed and reflective approach, sharing good practice across all STEM subjects.
- Ensure that schemes of work are equitable and inspiring – they should be reviewed regularly and modified to enable the maintenance and development of high standards of teaching and learning.
- Monitor pupils' work and the classroom practice to ensure high standards are maintained.
- Ensure the delivery of the curriculum is adapted to meet the needs of all pupils, regardless of starting point.
- Contribute to the broader life of the school by supporting and leading curricular and extra-curricular events such as school productions and activity days.

MONITORING, EVALUATION & ASSESSMENT

- Ensure that within STEM subjects, individual pupil progress is regularly assessed, recorded and reported and used to inform future teaching.
- Ensure that the curriculum is the progression model and that assessment planning is rigorous and forensic.
- Monitor pupil progress through the use of performance and benchmarked data to ensure that high standards of learning are achieved and maintained.

TRAINING & DEVELOPMENT

- As a lead professional set personal targets and take responsibility for own continuous professional development.
- Be proactive in identifying training needs within STEM, ensuring that they are appropriately met, and that all members are active in their own personal and continuous professional development.

MARKETING & EXTERNAL LINKS

- Actively promote STEM subjects within the school community to encourage pupils' interest.
- Contribute to the positive promotion and marketing of the school and the wider community, leading on the STEM's contribution to marketing events and external links.

MANAGEMENT OF RESOURCES

- Monitor and control allocated budgets and purchasing arrangements, to ensure the efficient and effective use of all resources.
- Identify future resourcing needs and aspirations for consideration in the school budget planning process.



JOB DESCRIPTION

KEY EVENTS & ACADEMIC CALENDAR

- To attend Parents' Evenings, information evenings, open mornings and other key events
- To support outreach events with local feeder schools if required.
- Continuing Professional Development
- To ensure up-to-date knowledge of educational issues and trends

PARENTS & GUARDIANS

- To ensure good, timely and appropriate communication is maintained with parents or guardians of pupils.

GENERAL DUTIES

- Promoting the general progress and well-being of individual pupils and of any class or group of pupils
- Attend assemblies, registering the attendance of pupils and supervising pupils, whether these duties are to be performed before, during or after school sessions
- Providing guidance and advice to pupils on educational and social matters
- Making records of and reports on the needs of pupils
- Communicating and consulting with the parents of pupils as directed by the Headmistress
- Communicating and co-operating with persons or bodies outside the school
- Participating in meetings arranged for any of the purposes described above
- To promote and market the school locally and nationally and to actively contribute to the activities of the school and support colleagues
- To be aware of and comply with Health and Safety policies, legislation and best practice
- To work within school procedures and codes of practice
- To undertake such other duties as are required by the Headmistress.

PERSON SPECIFICATION

The successful candidate will have the following skills, experience and qualities:

SKILLS

- Be an outstanding teacher, with exceptional subject and pedagogical knowledge
- Excellent communication skills and ability to build relationships with pupils, parents and colleagues
- Excellent planning, administration time management skills
- The ability to work to deadlines

EXPERIENCE

- Educated to degree level with Qualified Teacher Status
- Experience in leading an area/s of the curriculum and of leading a team
- Proven experience of managing improvements in teaching and learning and maintaining good practice
- A track record of excellent pupil progress and attainment
- Evidence of a commitment to continuing professional development

PERSONAL QUALITIES

- A 'can do' attitude and the willingness to work hard to get things done
- Ambition, energy, enthusiasm and commitment
- Interest in, and a keenness to be involved with, the extra-curricular life of the school
- Ability to play a significant role in the local community, raising the school's profile
- A confident and outgoing personality that will be able to maintain the support of colleagues, parents & guardians and pupils
- Be able to take the initiative; able to take an idea, developing it through to completion
- Have a good sense of humour and be flexible and adaptable.
- Excellent organisation skills



HOURS, SALARY & BENEFITS

Hours: This is a full time, permanent role. The Assistant Head will be expected to play an active and visible role in the boarding community, as well as supporting the school's sporting and co-curricular provision, which will include evening and weekend working.

Benefits:

- Defined contribution pension scheme of 15%
- Cycle to work scheme
- Means tested staff discount
- Complementary lunch
- Access to the group's counselling scheme
- On site parking

APPLICATION & KEY INFO

The start date for this role is 20 April 2026, earlier is possible dependant upon notice periods.

Applicants should complete the school's application form and submit by email to Miss Michelle Andrews, HR Officer at michelle.andrews@westonbirtschool.uk The application form may be accompanied by a covering letter of no more than one page.

The closing date for applications is 9am on Monday 10th November 2025

You can apply on TES - [Link here](#)

First round Interviews will be held - **W/C 17th November 2025.**

Westonbirt Schools are committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers, reference and medical checks and the Disclosure and Barring Service.

Wishford Education is an equal opportunities employer and welcomes applications from all backgrounds. Appointments will be made solely on merit and will be made without regard to age, disability, gender, nationality, race, colour, ethnicity, or religion.

If you need any adjustment for the application or interview process please contact: michelle.andrews@westonbirtschool.uk





SAFER RECRUITMENT

Westonbirt School recognises its responsibility to safeguard and promote the welfare of the children and young people in their care. This responsibility encompasses the following principles:

- To protect children from harm (maltreatment).
- To prevent impairment of children's health and development.
- To ensure that children are growing up in circumstances consistent with the provision of safe and effective care, thus enabling those children to have optimum life chances and to enter adulthood successfully.

WESTONBIRT SCHOOL

Located in the heart of the Cotswolds, Westonbirt School is housed in a magnificent building, formerly the home of the Holford family. It has extensive grounds, including a nine-hole golf course and is set in an area of outstanding natural beauty, situated opposite the world famous Westonbirt Arboretum with whom we have a good relationship. The Senior School is an independent boarding and day school for pupils aged 11-18. The School also benefits from sharing the grounds with Westonbirt Prep, a growing Prep School and Nursery. The School campus includes a Sports Centre and Swimming Pool and a 9-hole Golf Course.

The School consistently achieves excellent academic results and provides the pupils with a broad range of extra curricula activities to give depth to the learning. All pupils are inspired to achieve their very best potential and leave School with confidence and an ambition for lifelong learning.

For more information on Westonbirt School, please visit: www.westonbirt.org

WISHFORD SCHOOLS

In May 2018, Westonbirt Schools joined the Wishford Schools group. Founded in 2011, the group currently comprises nine independent schools in Wiltshire, Gloucestershire, Berkshire and Kent.

The group aims to provide an excellent education to all pupils, giving every child the opportunity to shine. Standards and expectations are high, and staff and pupils are challenged and supported to give their best. Schools work closely with the group's senior leaders to define the school's strategy and then enjoy the autonomy to run their schools, while benefiting from the support that membership of the group brings. In addition to strategic input and the sharing of best practice, the group provides expertise in property, legal, HR, finance, compliance and marketing matters leaving heads with time to focus on the children within their care.

For more information on the Wishford Schools group, please visit: www.wishford.co.uk

