



WESTONBIRT
SCHOOL

DIRECTOR OF SPORT

- CANDIDATE PACK -



WELCOME FROM DINA POROVIC

A very warm welcome to Westonbirt!

We are so much more than a school. We are driven by an unshakeable commitment to enabling young people to flourish and thrive in all aspects of their lives. We believe in nurturing individuals who grow up knowing their own worth and the positive impact that they can make. We are guided by a deep belief in the endless potential of every child, which underpins our pursuit of excellence and the high expectations that we have of them.

We model for our pupils a collective lifelong commitment to learning. We are ambitious for and on behalf of them. Intellectual curiosity and an appreciation of the beauty and fragility of this world underpin the approach we take to ensure that the experience of learning is relevant and inspiring. Set within an extraordinary natural environment, Westonbirt offers space to think and to create. This freedom allows pupils to challenge themselves without fear, understanding that growth comes not from the pursuit of perfection, but from effort, reflection and resilience. Individuality is celebrated and pupils develop confidence that is grounded and authentic.

Life at Westonbirt extends far beyond the classroom. Whether through sport, music, drama or creative pursuits, whether leading or learning a new skill, pupils are encouraged to push beyond known horizons and challenge their pre-conceived limitations. They are supported by exceptional staff who are invested in ensuring every child is known, valued and guided to become the very best version of themselves and to experience success.

We believe that young people develop most fully when they feel cared for, safe and understood. A cornerstone of our pastoral provision is boarding, which sits at the very heart of school life and provides the opportunity to live, learn and grow up in an environment that is dynamic, nurturing and inclusive.

Westonbirt is a community bound by shared values and a fierce sense of loyalty. We aim to develop young people who are compassionate and courageous, ready not only for university or the next stage of their education, but for exciting, fulfilling and productive lives well beyond their school years. While we are proud of the outcomes our pupils achieve, we measure our success by the stories they create and the good they go on to do in the world.

If our vision and commitment to young people inspires and excites you then I very much hope that you will consider applying. A warm welcome in the most beautiful setting awaits you!



Dina Porovic
Head



THE OPPORTUNITY

The opportunity has arisen for an ambitious, enthusiastic and highly organised Director of Sport to join the School in September 2026. Sport plays a highly important role in the life of the school and so the Director of Sport role is a key member of the team.

Major sports at the school include Lacrosse, Netball, Rugby, Hockey and Cricket. Football is an emerging and popular addition to the programme, while Golf, Tennis, Swimming, Athletics, Basketball, Equestrianism and Polo also play an important part in the overall offering.

Westonbirt is a medium-sized school with a track record of punching above its weight and an ambition to develop further. The school benefits from excellent sports facilities which include acres of playing fields, indoor Sports Centre, full size Astroturf pitch, 25m Swimming Pool, a 9-hole Golf Course and arguably one of the most picturesque cricket squares in the country.

As a result of the significant growth of the school and move to co-education (now complete), the provision of sport at Westonbirt has evolved rapidly and successfully in recent years. The incoming Director of Sport will have the exciting opportunity to build upon the many successes of this period, whilst also helping to map out a development plan to take the department forward to new heights over the coming decade. The school's leadership team are highly ambitious for the school, its pupils and staff and seek a candidate with the vision, drive and determination to deliver on Westonbirt's potential. In return, Westonbirt provides the successful candidate with the support and encouragement to think big, the opportunity for significant career development and the chance to be part of one of the most exciting schools in the country.



THE ROLE

Applications are invited for the role of Director of Sport.

The successful candidate will be responsible for developing and delivering the overall development strategy for the department. The Director of Sport leads and manages sport across the Prep and Senior schools, supervises the Physical Education curriculum and delivery, recruits and allocates staff to ensure the optimum delivery of the agreed provision.

The Director of Sport will also play a key role in supporting the Marketing and Admissions team to build links with feeder schools, encouraging and overseeing outreach activities. The hosting of tournaments and development days, and the identification and development of those on the sports scholarship pathway are important aspects of this strand of the role.

The Director of Sport works closely with the Director of Estates to set the strategy for the development and management of sports facilities. In addition, ensuring excellent planning of fixtures and activities, ensuring accurate and proactive communication with parents and internally within the school. The Director of Sport also manages the department's budget.

The key skills and characteristics sought are:

- Excellent leadership skills and experience;
- A clear vision for sport which is consistent with the Westonbirt ethos and character and the four pillars of participation, enjoyment, breadth of opportunity and excellence;
- Very high standards and expectations in all areas of educational provision and customer service;
- Excellent interpersonal, communication and team-building skills;
- Experience in a boarding & day co-educational school environment;
- Preferably, a personal understanding of sports performance of sports performance at an elite level and
- Resilience, adaptability and a good sense of humour.

HOURS, SALARY & BENEFITS

Hours: This is a full time (6 days per week during term time), permanent role.

Salary: An attractive salary and benefits package will be provided.

Benefits include:

- Defined contribution pension scheme
- Cycle to work scheme
- Means tested staff discount
- Complementary lunch
- Counselling scheme
- On site parking

APPLICATION & KEY INFO

The start date for this role is 1 September 2026.

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 12pm on Monday 9th March 2026.

You can apply on [TES](#) or via our [website](#).

First round interviews will be held on 12/13 March with final interviews on 19 March 2026.

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



JOB DESCRIPTION

Overview

The Director of Sport is responsible to the Head and Head of Prep for the Leadership and day to day management of the sports department across both Senior and Prep schools.

Strategy and Leadership :

- Work closely with the Head and Senior Leadership Team to review and deliver the strategic aims of the Department.
- Take ownership for the Department Development Plan, reviewing regularly to ensure the delivery of agreed objectives.
- Ensure the department is managed in accordance with the agreed budget for each academic year.

Safeguarding and Pastoral:

- Ensure the Sports Department plays an important role in the all-round development and pastoral welfare of all the school's pupils, maintaining a safe and positive culture within the school.
- Ensure the Department provides a happy, nurturing and supportive environment in which all our pupils can thrive.
- Ensure school systems and processes to manage all pastoral aspects including behaviour, rewards and sanctions and anti-bullying are correctly applied within the department.
- Ensure all sports trips and visits are properly planned, organised and risk-assessed.

Departmental Responsibilities:

- Manage the department to deliver quality teaching, good practice and promote all aspects of PE and sport throughout the school; having overall responsibility for the teaching of all school sports.
- Monitor the achievement of pupils linked to targets for improved performance and to maintain high standards in all areas of PE.
- Ensure that pupils representing the school demonstrate the highest standards of behaviour and presentation.

- Oversee the scholarship programme, ensuring the recruitment, retention and development of student athletes.
- Ensure that up to date and relevant lessons are delivered for all public exam programmes.
- Produce and keep up-to-date suitable schemes of work. To assess and review course content and teaching methods and modify where necessary.
- Be responsible for keeping pupils' assessment records.
- Conduct and record weekly PE Department meetings and to attend all Heads of Department meetings.
- Be responsible for the welfare of colleagues within the Department and encourage them to attend professional development and training courses when required.
- Establish staffing needs, staff deployment and submit timetable requirements to the Deputy Head.
- Appraise members of the Department.
- Assist in the appointment of staff.
- Participate in the induction programme for new staff.
- Manage external coaches, technical and support staff linked to the Department.
- Oversee the spending of the Department budget in line with school regulations.
- Produce and review annually the Department Handbook.
- Manage resources within the Department.
- Ensure coordination between Sport, Estates, Catering, Administration and Transport so that all sports-related activities are well planned and run smoothly.
- Ensure an appropriate calendar of fixtures, house and internal competitions
- Oversee the provision of extra-curricular sports activities.
- Take responsibility for the delivery of an appropriate programme of sports tours and lead on the implementation and communication.
- Ensure any health and safety concerns are properly communicated to the Estates team.



JOB DESCRIPTION

Other responsibilities:

- Undertake general duties of a member of the Westonbirt Staff as directed by the Senior Leadership Team and any other reasonable tasks set by the Head.
- Attend parents' meetings and major school events.
- Actively support school events as far as possible.
- Be a member of the Health and Safety Committee.
- Promote the school, recruiting and retaining pupils and staff by ensuring the delivery of excellence in all areas and building on the School's high profile within the local community.
- Maintain a culture of customer service, building a strong relationship with the parent body and ensuring that all staff understand the School's high standards for communication and service.
- Protect and promote the ethos and character of the School; acting at all times as an ambassador for the School and its values.
- Promote links with Westonbirt's feeder schools.
- Work with the other senior leaders in the Wishford Schools group to exchange ideas and best practice.





PERSON SPECIFICATION

The successful candidate will have the following skills and qualities:

- A confident, assured leadership style with excellent communication skills enabling strong, productive relationships to be built with pupils, parents and staff;
- Ambition, energy and an enthusiasm to build on the School's successes;
- Drive and determination to achieve the best for every child within the School community in line with the School's ethos;
- Excellent marketing skills and a confident social presence with the ability to interact confidently with parents, feeder schools, and the wider community;
- Ability to think strategically, preparing and implementing plans to ensure the
- continuous development of the School and its offering;
- Strong management skills including the setting of clear goals, effective delegation and time management, and an understanding of the importance of performance management; and
- An entrepreneurial spirit and solid understanding of the business and financial aspects of school management.

The successful candidate will have the following experience:

- Educated to degree level with qualified teacher status and a track record of success;
- Leadership and management experience in a similar environment, in particular experience within a co-educational boarding and day school; and
- A demonstrable history of leadership in a high quality sports department.



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



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