



WESTONBIRT
SCHOOL

EQUESTRIAN PROGRAMME LEAD



- 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.

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

Westonbirt School is seeking an ambitious, experienced and forward-thinking Equestrian Programme Lead to direct, promote and develop all aspects of equestrian provision. This is a strategic and operational role, responsible for delivering an outstanding pupil experience while growing a vibrant, sustainable and high-profile equestrian programme that directly supports pupil recruitment and admissions.

The successful candidate will combine sporting excellence with programme development, building clear progression pathways from beginner to elite, while positioning equestrian as a key driver of new pupil attraction, enrolment and retention.

The role encompasses five core areas:

- The Westonbirt Equestrian Academy
- The Westonbirt Equestrian Team
- Riding provision for all pupils
- Events, trips and partnerships
- Holiday and summer programmes

HOURS, SALARY & BENEFITS

The nature of the role will require flexibility from the successful candidate and will include regular work after school (lessons, clubs and activities) and at weekends (attending events and competitions). Westonbirt is a busy 7-day per week boarding school and the successful candidate should be prepared to take an active role in the boarding community. In addition, the role involves coordinating and delivering summer school and other holiday programmes, with a commitment of 6 weeks during school holidays, including the first 4 weeks of the summer holiday (summer school) and two other weeks to be agreed. We are anticipating that this role will be for four days per week (to be agreed with the successful candidate).

Start date: September 2026 or as soon as possible thereafter.

Salary: An attractive salary will be provided.

Benefits:

- Defined pension contribution
- Means tested staff discount
- Complementary lunch
- Access to the group's counselling scheme
- Personal accident cover at work
- On site parking
- Pre-paid shopping discount card
- Cycle to work scheme

APPLICATION & KEY INFO

Applicants should complete the school's application form - [link here](#)

The application form may be accompanied by a covering letter of no more than one page.

The closing date for applications is 12pm on Friday 31st July .

Applications will be reviewed as they are received, and we will organise interviews as we receive applications. Prompt application is encouraged.

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

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.



KEY RESPONSIBILITIES

Strategic Leadership, Growth & Admission

- Develop and deliver a clear vision for equestrian provision at Westonbirt, ensuring excellence and accessibility
- Position the equestrian programme as a distinctive and market-leading feature of the school's offer to prospective families
- Work closely with Admissions and Marketing to:
 - Attract and convert prospective pupils with an interest in riding
 - Support recruitment of high-potential riders into the school
 - Contribute to enquiry generation through compelling programme content
- Attend and actively contribute to:
 - Open days, taster events and applicant experience days
 - Agent visits and tours
 - Individual pupil recruitment, including meeting prospective families both online and in person
 - Outreach visits to feeder schools raising the profile of Westonbirt
- Arrange and host Westonbirt's NSEA events
- Work in parallel with the Polo Team Manager to ensure an aligned and joined-up approach

- Support the development of clear pathways linking equestrian participation to joining and staying at Westonbirt
- Track, monitor and report on key performance indicators including:
 - Pupil participation in, and enjoyment of, each programme
 - Equestrian-related admissions enquiries and conversion rates
 - Retention of pupils within each programme and, where appropriate, progress from one level to the next
 - Competitive engagement and achievement
 - Holiday programme bookings and revenue
- Manage budgets effectively, ensuring programmes are sustainable and aligned with growth objectives.

Westonbirt Equestrian Academy

- Lead the development and delivery of a high-quality Equestrian Academy for committed riders
- Position the Academy as a flagship recruitment tool, attracting talented riders from the UK and internationally offering.
- Coordinate individual training pathways in partnership with world-class local providers



KEY RESPONSIBILITIES

Westonbirt Equestrian Academy - Continued

- Support pupils to balance their academic commitments and performance ambitions
- Contribute to the growth, visibility and attractiveness of the Academy as a premium element of the Westonbirt

Westonbirt Equestrian Team

- Manage and develop the school's equestrian training and competition programme for teams across all levels
- Prepare riders participating in competitions including NSEA competitions, British Eventing, British Showjumping & British Dressage
- Organise training, logistics and competition entries
- Attend and support pupils at competitions.

Riding Provision

- Oversee and coordinate a structured riding programme catering to all abilities in partnership with local riding schools

- Actively promote the provision across the Prep and Senior schools to grow participation, encourage beginners to try riding and develop a love of equestrian sport
- Create and deliver a stable management and horse care curriculum as an on-site extra-curricular activity
- Develop a clear progression pathway from introductory riding to advanced performance
- Track and report on levels of participation and progress to ensure quality and value for money

Events, Trips & Partnerships

- Organise and lead equestrian trips and experiences for pupils to events such as the Badminton Horse Trials
- Develop partnerships with leading equestrian organisations and providers
- Support the delivery of clinics, training days and events that enhance pupil experience and act as recruitment and engagement opportunities for prospective pupils
- Contribute to hosted events that showcase Westonbirt's provision to external audiences



KEY RESPONSIBILITIES

Holiday & Summer School Provision

- Lead the equestrian offering within Westonbirt Summer School, including the Riding Academy courses and the Riding Masterclasses
- Develop residential and non-residential programmes during summer and other holiday that appeal to both Westonbirt pupils and external participants as a pathway into the school
- Work with the marketing and admissions teams to ensure summer provision contributes to future pupil enrolment pipelines.

Additional Responsibilities

- Ensure the highest standards of safeguarding and welfare
- Conduct risk assessments and ensure compliance with health and safety requirements
- Manage relationships with visiting coaches and external providers
- Maintain records of participation, progression and competition activity
- Contribute to wider school life and co-curricular provision.

PERSON SPECIFICATION

Essential:

- Strong equestrian background with coaching and/or competition experience
- Experience of working in a school environment
- Ability to lead and develop a multi-faceted programme
- Excellent organisational and communication skills
- A passion for working with young people and developing potential
- Understanding of competitive pathways
- Confidence engaging with prospective families and representing the school

Desirable:

- Coaching qualifications
- Experience contributing to programme growth and pupil recruitment
- Awareness of the role of co-curricular provision in independent school admissions strategy

Personal Qualities:

- Enthusiastic, proactive and outward facing
- Strong communicator and ambassador for the school
- Organised with excellent attention to detail
- Adaptable and willing to support a busy school environment
- Passionate about equestrian sport and its role in education.



WESTONBIRT SCHOOL

Westonbirt School is a co-ed independent day and boarding school for boys and girls aged 2 to 18 years, located in the Cotswolds, 90 minutes from London. At Westonbirt you will find an inspired community, set within 210 acres of parkland grounds and a breathtaking mansion. With an ethos of greenhouse not hothouse, success is celebrated and talent is nurtured. 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.

The School was recently voted 'Co-educational Independent School of the Year' at the 2023 Independent School of the Year awards and is also included in the Fortune 'World's Leading Boarding Schools' 2023 report with a five star review.

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

WISHFORD EDUCATION

Wishford Education is a leading provider of independent education in the UK. Our group includes independent prep and senior schools, nurseries and day and residential camps. Varied in character but united in ethos, our schools, nurseries and camps understand where the true value of an independent education lies, and provide high-quality learning, outstanding opportunities and a happy, caring environment in which children achieve amazing things.

Founded in 2011, the group currently comprises ten independent schools in Wiltshire, Gloucestershire, Berkshire, Buckinghamshire, Oxfordshire and Kent as well as two thriving day nurseries in Wiltshire, an international summer school and an activity camps business.

The group is growing and we expect a number of additional schools and nurseries to join us in the near future.

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

