



St David's Prep

HEAD

For September 2026

CANDIDATE PACK



INTRODUCTION

A dynamic, experienced, inspirational leader is sought for the headship of this growing and highly regarded co-ed day prep school, located in West Wickham in the London Borough of Bromley.

Founded in 1926, the school is in fine health, despite the challenges elsewhere in the sector. A recent major building project added eight high quality classrooms to accommodate the growing pupil roll, with a second phase of development planned for the coming years to replace and upgrade the remainder of the teaching space. A recent ISI inspection was highly complimentary about the school, in particular praising leaders for having pupil wellbeing at the heart of school improvement and decision-making, and noting that pupils enjoy their education, behave well and apply themselves intellectually.

With Julia Foulger retiring at the end of the academic year after a decade of inspiring leadership, the Board invites applications for the position of Head for September 2026.

The successful candidate will build upon the many successes enjoyed in recent years, while preserving the school's values and ethos. The school benefits from the support, stability and investment that comes from membership of the Wishford Education group.

THE SCHOOL

With 200 pupils aged 3 to 11, St David's is located on a six-acre site in a residential area of West Wickham. The school is a short walk from the mainline station which is popular with parents commuting into London. The school draws families from West Wickham, Bromley, Beckenham, Croydon and surrounding areas.

St David's Prep has a strong academic record and a long history of success in many areas. However, school life offers so much more than results and grades. The school aims to develop confident, happy children and instil in each one of them a life-long love of learning and an enquiring mind.

Dedicated staff do their utmost to inspire and challenge all our pupils. They model a positive work ethic and help the children to treat others with respect and kindness. The nurturing environment at St David's allows children to surpass their goals and to achieve amazing things. Visitors to our school frequently comment on the warm, family atmosphere, where older pupils look out for the younger ones and lasting friendships are formed.

The curriculum at St David's is inspiring, broad and innovative, maintaining a balance of formal learning and active participation. The focus is on creating independent thinkers and active learners, able to understand what they learn in the context of the wider world in which they live.

Whilst the core subjects, English, maths and science are a key focus, pupils also benefit from a rich tapestry of additional lessons, often taught by specialist subject teachers who impart their knowledge and passions to our young learners. MFL, arts, humanities, music and sport are timetabled in every year group giving each child access to a broad and varied curriculum each week. The recently introduced personalised learning programme (PLP) provides further opportunities to enhance the curriculum by providing a wide range of topics and activities that can offer support, enrichment and develop skills.

St David's actively grows young learners and leaders who are encouraged to promote the core values through their learning and everyday experiences. St David's is a school that develops values and confidence in every pupil, to help to prepare them for life at and beyond school. This is done through a broad and holistic education. All pupils should have an experience that includes a better understanding of their place with others and in the world, and their responsibility to the environment in which they live. This co-exists with a rigorous academic education, where hard work is seen as a core virtue. Our core values are our strong sense of community, our community spirit, our respect and kindness for one another and our willingness to work hard and confidence, summarised in the qualities of our Language of Learning (perseverance, resilience, self-motivation, independence, curiosity, creativity, responsibility, respect and kindness, and reliability). The community of St David's is genuinely kind, supportive and caring. Everyone is encouraged to show compassion, care and respect for all members of the school community.



Sport plays an important part in school life, with R.I.O.T. (running is our therapy) being firmly embedded into the school week for all pupils. An active programme of fixtures is in place, with further development underway following the recent appointment of a new Head of Sport. Teams and individuals are entered for many of the ISA organised events representing the London South region. A large number of clubs and activities are offered at lunchtimes and after school, including a wide range of sports, chess, karate, coding, science, creative writing, history, drama, dance and quiz club.

Behind the school, and hidden from the road, lie six acres of grounds and playing fields, a green oasis ringed with beautiful mature trees, in which flocks of escaped parakeets have made their home! This is where games lessons and matches are held, either on the grass pitches, or on the hockey and netball all-weather courts. It is also a wonderful learning resource across the curriculum, as children explore the natural world around them. A well-resourced Forest School area, outdoor stage and reflective garden all add to the sense of awe and wonder for our pupils, as they enjoy being outside in nature.

Just as important, our grounds provide a wonderful space for free time. It is a place where adventures are played out, friendships are made, climbing frames conquered and lessons learnt; a lovely space that allows the children to stretch their legs as well as their minds, and balance mental concentration with physical freedom.

In September 2025, we opened our fantastic new teaching and learning space. Designed to blend naturally into the woodland setting, this development ensures our children will continue to thrive and develop a love of learning in a contemporary and inspiring environment. For more details, please see: stdavidsprep.com/welcome-st-davids-prep/new-building/

Work is now beginning on the second phase of this project, which will see the replacement, upgrading and expansion of the Early Years department in the coming years.

Pupils move on to a wide variety of secondary schools including: Grammar Schools such as Bexley Grammar, St Olave's and Kent Grammar; Independent Schools such as Bromley High, Croydon High, Dulwich College, James Allen Girls, Royal Russell, Sevenoaks, Trinity and Whitgift; and local state schools such as the highly rated Langley Park schools. St David's has an enviable track record of success in supporting pupils to achieve their first choice, with a number of scholarships awarded each year. The school works very closely with parents to ensure that each child transfers to the best school for them in which to thrive as an individual.

Fees are highly competitive, providing excellent value for money, ranging from £4,660 per term in Reception to £4,875 in Year 6.

Budgets are set annually in conjunction with the Wishford Schools team and allow the school's senior leadership team flexibility in setting priorities and allocating resources to best promote the aims of the school. The school is in a strong financial position, resulting from careful financial management, good planning and the support and oversight of the group. Pupil numbers have continued to grow despite the challenges of VAT. With the recent investment in new facilities, the school is well placed to continue to expand its pupil roll.

For more details, please see: stdavidsprep.com



WISHFORD EDUCATION

Since 2015, St David's Prep has been a member of the Wishford Education group, a collection of independent schools and nurseries located across southern England. Benefiting from the support of being part of a larger group, each school has its own individual and unique character, ranging from rural stately homes in Gloucestershire to a townhouse in Tunbridge Wells. All Wishford schools share a commitment to providing high-quality education, fostering a nurturing environment, and offering a wide range of opportunities for students, underpinned by individualised learning, strong community values, and innovative teaching methods to ensure that every child can achieve their full potential. The group has a very long-term outlook. This enables investment in the staff, facilities and resources our schools need in order to thrive. The group firmly believes that if pupils are happy and successful, then the business will also succeed. The schools are run in a business-like manner, but the happiness, safety and education of pupils always comes first.

Heads work closely with the group's leadership team 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 experts in property, legal, HR, finance, IT, compliance and marketing matters leaving heads with time to focus on the children within their care. The school is supported through termly Governance visits and an annual review of teaching and learning. Alongside these formal elements, the Wishford team provide regular informal support, advice and encouragement, as well as opportunities for Heads to engage with their peers across the group.

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



JOB DESCRIPTION

The Head is responsible to the Board of Directors (the "Board") for the leadership and day-to-day management of the School. The Head will work closely with the Board and the Wishford Education team to define and deliver the strategic aims of the School.

Strategy & Leadership:

- Work collaboratively with the Board to define the strategic plan for the next phase of the school's growth and development, that aligns with the group's values and ethos and delivers the school's goals and targets.
- Outline a compelling vision for the school, inspiring pupils, parents and colleagues and generating excitement and enthusiasm amongst the school community.
- Prepare a detailed school development plan, which clearly sets out how the school will achieve its strategic aims.
- 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.

Curriculum:

- Ensure the school's programmes of study satisfy regulatory requirements, are creative, inspirational and innovative, and cater for pupils of all abilities.
- Ensure a robust and informative means of assessment and tracking.
- Provide a breadth of extra-curricular activities, sports and leadership opportunities.
- Foster the characteristics of effective learners and leaders.
- Contribute to current educational thinking via the ISA and other professional bodies.

Staffing:

- Lead and manage the Senior Management Team and all teaching and support staff.
- Recruit, motivate and deploy staff effectively, ensuring the highest quality of teaching and customer service.
- Maintain a thorough performance management programme to ensure the quality of provision and that staff reach their potential.

Pastoral:

- Foster the all-round development and pastoral welfare of all the school's pupils, maintaining a safe and positive culture within the school.
- Ensure the School provides a happy, nurturing and supportive environment in which all our pupils can thrive.

Compliance:

- Ensure that safeguarding the children in our care is at the heart of the school's ethos and that all staff are committed to the principles and practices set out in the Safeguarding Policy.
- Ensure the school is compliant with regulation and foster a culture of awareness of and compliance with regulation.
- Ensure the school is well prepared for inspection at all times.

General:

- 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 secondary schools and maintain a detailed understanding of entry processes and requirements and their particular characters so as best to advise parents on their options.
- Work with the Board to set the strategic vision for the school and manage the school within agreed budgets.
- Work with the other Heads in the Wishford group and the Advisory Board to exchange ideas and best practice.
- Provide the Board with such information and regular reports as they may request.



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 of encouraging every child to feel success;
- Excellent marketing skills and a confident social presence with the ability to interact confidently with parents, senior schools, and the wider community including press and other media;
- 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;
- An entrepreneurial spirit and solid understanding of the business and financial aspects of school management; and
- The ability to play a significant role in the local community, building the school's profile and reputation.

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; and
- A good working knowledge of 11+ transfer and preparation for senior school entry.

EMPLOYMENT TERMS & CONDITIONS

An excellent salary package will be agreed including a generous contribution to the group's Pension scheme, life assurance cover, school fees remission, a salary-sacrifice electric vehicle scheme, counselling service and other benefits.

HOW TO APPLY

Interested candidates wishing to have a confidential discussion ahead of submitting an application are invited to contact Sam Antrobus, CEO of Wishford Education, by email: sam.antrobus@wishford.co.uk

Application forms can be completed online via [TES](#) accompanied by a covering letter of no more than one page.

The closing date for applications is 10.00am on Monday 10 November 2025.

Long list interviews will take place online during the week of 17 November, with final interviews at the School on Thursday 27 and Friday 28 November.

St David's Prep is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to apply for an Enhanced Disclosure check by the Disclosure and Barring Service.