REPTON
BAHRAIN

PRINCIPAL

REPTON BAHRAIN | CANDIDATE PACK

Appointment from August 2028 or earlier

PRINCIPAL | REPTON BAHRAIN

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Repton Bahrain will be built from the ground up to stand among the finest schools in the Middle East. Its first Principal will shape what it means to be a Repton pupil in the Gulf for a generation.

MARK SEMMENCE

HEADMASTER, REPTON SCHOOL

CHAIRMAN, REPTON FAMILY OF SCHOOLS

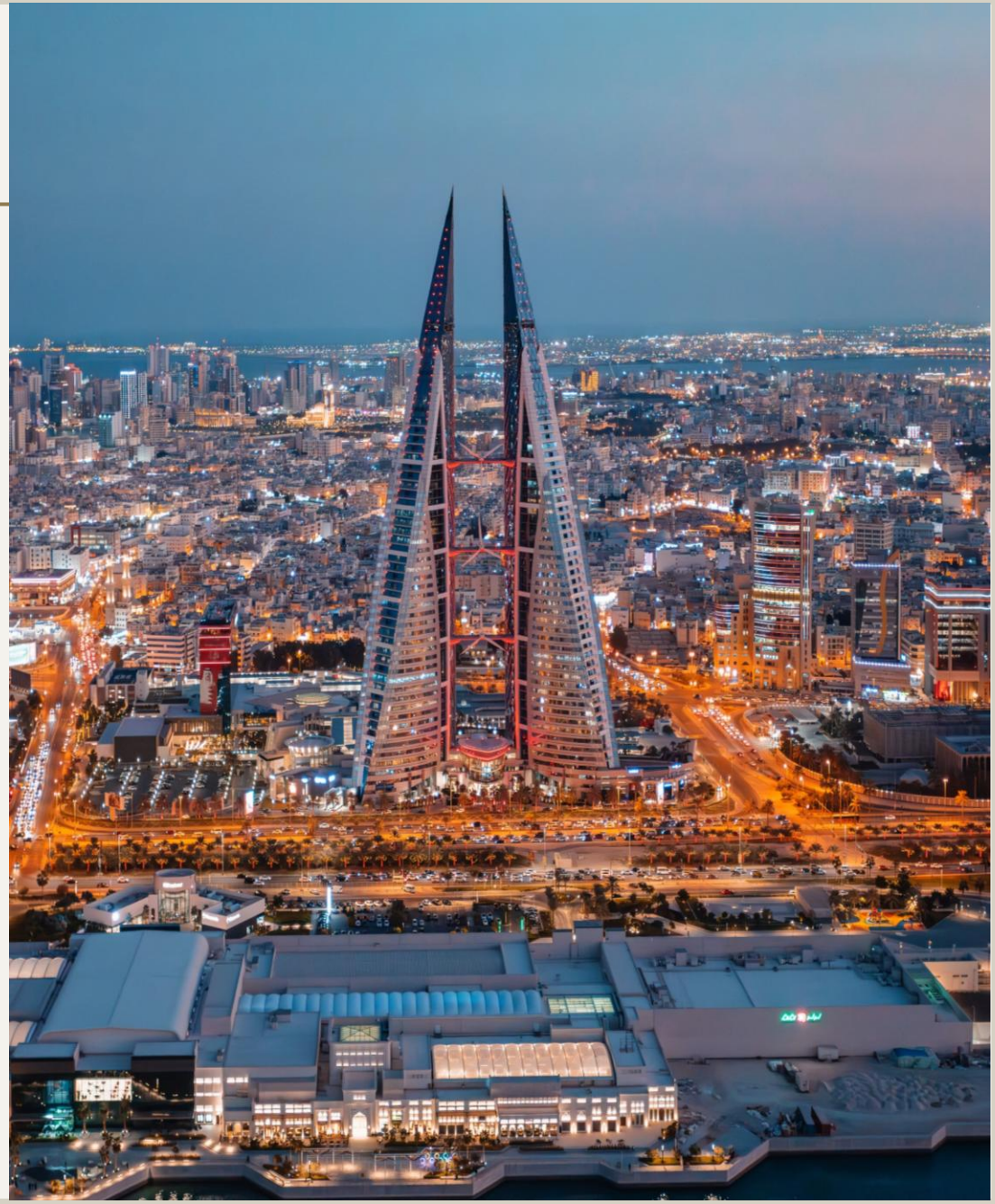
WELCOME TO REPTON BAHRAIN

A new Repton school, built for 1,600 pupils from the age of 3 to 18

Repton Bahrain opens in August 2027 on a spectacular new campus. It will teach the British curriculum through IGCSE, A level and the IB Diploma, preparing pupils for the world's leading universities.

Its Principal will be the figurehead of the school and lead the whole community, with one goal: to make Repton Bahrain **one of the leading schools in the Middle East.**

7th	1,600	3–18	2027
International Repton school	Pupils at capacity	Early years to sixth form	Opening in August





ABOUT REPTON

A thousand years of history, at the forefront of what education can become

Repton is one of the world's most dynamic co-educational boarding and day schools. It sits in the heart of England with a history dating back over a thousand years, and it moves quickly to seize the opportunities of our times.

It is **small enough for every pupil to be known** and appreciated as an individual, and **large enough to compete and win** on a national and international stage.

Repton Bahrain will carry that outlook into the Gulf: giving every child the very best chances in the world that awaits them.



A REPTON UK EDUCATION IS... | ROUNDED

Rounded: pupils at ease in any pursuit, with any people, in any setting

Over 90% of pupils represent the school in sport, and every pupil plays at least three times a week.

Music, art, drama and design flourish, alongside debating, photography and piano masterclasses shared across the Family.

Latin, Mandarin and Arabic are taught online by Repton teachers across the world.

90%+

Of pupils represent the school in sport

4

National Student Theatre Award nominations for recent whole-school productions

3

Languages taught online across the Family

A REPTON EDUCATION | GROUNDED

Grounded: every pupil feels a strong sense of belonging, building strength of character and resilience

Ten Houses, six for boys and four for girls, give every day and boarding pupil a family home within the school.

Strength in community: Repton pupils receive the highest levels of pastoral care, so they feel empowered to take every opportunity.

A global outlook: Repton's international family of schools helps root every pupil as a citizen of the world.

1557	10	Excellent
Year Repton was founded	Houses, each a home within the school	ISI rating in every area inspected





PRINCIPAL | REPTON BAHRAIN

A REPTON UK EDUCATION IS... | UNBOUNDED

Unbounded: 70% of leavers go on to Oxbridge, Russell Group or Ivy League

Reptonians are studying now at **Oxford, Cambridge, Imperial, UCL, Princeton, Stanford, Harvard, and Brown**.

They do so while achieving at the highest level in sport; Old Reptonians have competed at every Olympics from 2008 to 2024

Alumni range from Roald Dahl arguably the world's most celebrated children's author **to Adrian Newey**, the engineer behind 200 Formula 1 race wins.

70%	19	14
To Oxbridge, Russell Group or Ivy League	National finals reached by Repton in 2025–26 alone	Titles won from those 19 finals

THE REPTON FAMILY OF SCHOOLS

13 schools, educating 11,000 pupils, across three continents, sharing teachers, lessons, and ideas



A borderless education

Our digital offering brings the best guidance and the best learning to pupils and staff anywhere in the Repton world.



Learning for each child

Flexible, adaptive approaches let every school personalise learning for pupils of all ages.



Shared expertise

Thirteen schools mean more best practice to share, and more chances for staff to develop.

1557
Repton School founded in Derbyshire

1940
Repton Prep opens at Foremarke Hall

2007
Repton Dubai opens, a first for the Middle East

2027
Repton Bahrain opens

THE ROLE

The figurehead of Repton Bahrain, accountable for every part of the school

The Principal is accountable to the Governing Body for the leadership and operations of the school, and for delivering Repton's vision: **to become one of the leading schools in the Middle East.**

She or he will lead the whole community, from early years to sixth form, and chair the Senior Leadership Team.

The Principal will build close working relationships with the school's owners and Governors and confer regularly with Repton's international executive team.

THE ROLE AT A GLANCE

REPORTS TO
Chair of the Governing Body

START DATE
As soon as possible, or August 2028

SCHOOL OPENS
August 2027

PUPILS
1,600 at capacity, aged 3 to 18

CURRICULUM
British, to IGCSE, A level and IB Diploma

KEY OBJECTIVES

Four objectives will define the Principal's success

01

Strategy and sustainability

Strong strategic, financial and operating frameworks that sustain pupil growth, high performance and excellent pastoral care.

02

Educational vision

A compelling, inspirational vision that reflects Repton's aims and ethos, in a safe learning community.

03

Partnership

Excellent working relationships with the school's owners and Repton's international executive team.

04

Voice and advocacy

External relations and advocacy with pupils, parents, Repton alumni and the local and wider community.

KEY RESPONSIBILITIES

The Principal leads strategy, people and growth across the whole school

Leadership and governance

- Lead the whole school in line with the Governing Body's strategy
- Report to Governors on academic, pastoral, safeguarding, boarding, financial, people and external performance
- Chair the Senior Leadership Team and, with Repton, develop new strategies
- Ensure the welfare, health and safety of the whole community

People and provision

- Set the academic staffing structure; recruit, develop and retain a world-class staff
- With the Senior Leadership Team, shape academic, pastoral, boarding and co-curricular provision
- Put the people, finances, systems and policies in place for growth

Growth and standing

- Oversee enrolment and set the marketing and recruitment strategy to meet targets
- Maintain compliance with Bahrain's Ministry of Education, accreditation and Repton's operating standards
- Build the alumni network across the Repton Family of Schools



WHO WE ARE LOOKING FOR

An inspirational leader with the vision, gravitas and ambassadorial skills to build a great school community in Bahrain

Energy and stamina, intellect and humility, the cultural sensitivity to earn respect across many backgrounds, and a clear commitment to Repton's aims and ethos

PERSON SPECIFICATION

Proven senior leadership, commercial acumen and a global outlook

Experience

- Highly successful leadership as Head or Deputy Head of a British curriculum school
- Leading and developing diverse, high-calibre teams, with a strong commitment to professional development
- Academic and intellectual credentials that command the respect of staff, pupils and parents

Skills and knowledge

- A first-class strategic thinker who leads with energy and clarity
- An outstanding communicator and a compelling ambassador in a competitive market
- Commercial acumen and a firm grasp of the business of modern headship
- Proven delivery of the British curriculum and a dynamic co-curricular programme

Personal attributes

- A visible leader with the charisma, energy and ambition to inspire
- An empathetic relationship-builder who builds strong teams and delegates well
- Emotional intelligence, cultural sensitivity and a global perspective
- Sound judgement, self-awareness, resilience and integrity

HOW TO APPLY

Begin with a confidential conversation

Ian McIntyre, Managing Director of the Repton Family of Schools, would be delighted to hold a confidential discussion with prospective applicants.

IAN McINTYRE
Managing Director, Repton Family of Schools
smills@repton.org.uk

The appointment carries a competitive package.

Applications are made via Careers | Employment Opportunities | Repton School | Derbyshire by 27th November.

Repton is committed to safeguarding and promoting the welfare of children. Safer recruitment practice and pre-employment checks apply to this appointment.

HOW TO APPLY

Candidates should submit their application via the Repton Recruitment Hub accompanied by:

- A covering letter of no more than two pages, addressed to Ian McIntyre, explaining why you are drawn to this role
- A full CV
- A completed application form
- Details of three referees, including your current Head

We reserve the right to appoint before the closing date of 27th November.

Application queries should be sent to hr@repton.org.uk



REPTON

FAMILY OF SCHOOLS