REPTON
BAHRAIN

FOUNDING HEAD OF PREP



OPENING
AUGUST 2027

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“Enabling pupils to enjoy their childhood, whilst benefitting from the wonderful range of opportunities both in and out of the classroom.”

Repton Prep, founded 1940



WELCOME

From the Headmaster

Thank you for your interest in becoming the Founding Head of Prep at Repton Bahrain.

Repton is one of the UK's foremost co-educational boarding and day schools, with a history that goes back over a thousand years and a keen eye on the challenges and opportunities of the 21st century.

Since Repton Dubai opened in 2007, our family has grown to include schools in Dubai, Abu Dhabi, China and Egypt, alongside our UK prep schools.

We are a school with ambition and purpose, eager to share our values with partners across the globe.

Bahrain is the next chapter. Its Founding Head of Prep will give children their first experience of a Repton education and set the tone for everything the school becomes.

Mark Semmence
36th Headmaster of Repton School and
Chair of the Repton Family of Schools

"We are a school with ambition and purpose, eager to share our values with partners across the globe."

THE FOUNDING OPPORTUNITY

A new Repton prep school

Repton Bahrain opens in August 2027 with a prep school for children aged 3 to 11, built on the values and standards of Repton Prep in Derbyshire.

The Founding Head of Prep will shape that school from its first day: its culture, its team, its traditions and its place in the community.

Why Bahrain, why now

Demand for premium British education in Bahrain is growing. The leading British schools on the island are rated **Outstanding**, and are opening new campuses in 2026/27.

What founding means

Founding heads do work that established heads never see:

- Recruiting the founding team 8 to 12 months before opening
- Writing policies to Ministry of Education and BQA standards
- Designing the curriculum, timetable and calendar
- Welcoming founding families, often before the building is finished
- Working with the project team on fit-out and learning spaces
- Choosing House names, uniform and first traditions
- Preparing for the first BQA review

The support behind you

The Repton Family of Schools has opened sister schools in Dubai, Abu Dhabi, China and Egypt. Its pre-opening support covers curriculum and pastoral frameworks, leadership selection, safeguarding and policy development, and accreditation.

The role at a glance

REPORTS TO
Founding Principal

SCHOOL OPENS
August 2027

START DATE
March 2027 or earlier

AGE RANGE
FS1 to Year 6 in 2027-28

ABOUT REPTON

Founded in 1557

Repton was founded in 1557 from a bequest of Sir John Port of Etwall, on the site of a 7th-century Anglo-Saxon abbey in Repton, the ancient capital of Mercia. The Arch, all that remains of the Priory's gatehouse, inspired the School's motto: **Porta Vacat Culpa**.

Today Repton is one of the UK's foremost co-educational boarding and day schools. With a thousand pupils across the Prep and Senior Schools, it is large enough to achieve excellence in and out of the classroom, yet small enough for individuals to grow and flourish. The 2020 ISI inspection found Repton 'Excellent' in every area examined.

Repton Prep

Established in 1940 in the 55-acre grounds of Foremarke Hall, a Georgian Palladian manor three miles from Repton, Repton Prep educates 400 children aged 2 to 13. Its blend of nurturing relationships and wide opportunity is the model for the prep school in Bahrain.

Repton in the Middle East

In 2007 Repton Dubai became the first UK independent school in the Middle East. It has been rated Outstanding by the KHDA every year for the past ten years.



1557
Repton School Founded

1940
Repton Prep Established

2007
Repton Dubai opens, a first for the Middle East

13
Schools in the Repton Family, educating 11,000 children



THE REPTON PREP EXPERIENCE

Childhood first

Repton Prep enables pupils

> "to enjoy their childhood, whilst benefitting from the wonderful range of opportunities both in and out of the classroom."

The Bahrain prep will share that promise: a school where every child is known, and the Head is a warm, visible presence.

Character and values

Pupils leave with a strong set of values and qualities such as adaptability, creativity and resilience. Repton's tradition is to aim high while showing respect for all.

A sense of belonging

Every child belongs to a House. Houses give pupils a family within the school, and drive competition, care and leadership.

Specialist teaching

Breadth and depth grow together: by Year 5 most lessons are taught by specialist teachers.

Sport, music and drama for all

Over 80% of Reptonians represent the school in at least one sport. Music, art, drama and design flourish alongside.

Outdoor and adventurous learning

Trips, residentials and outdoor education build confidence beyond the classroom.

Ready for the next stage

Pupils are prepared for a seamless move into the Senior School at age 11.

CURRICULUM

A British prep curriculum

The Prep follows the **Early Years Foundation Stage** and the **National Curriculum for England**, taught with the breadth and ambition of a UK independent prep school. Children learn to read, write and reason well, and to be curious about everything else.

Bahraini national subjects, woven in

The Ministry of Education requires **Arabic** for Arab pupils, **Islamic Studies** for Muslim pupils, and **Bahraini social studies and citizenship**. The Head of Prep will build a timetable that meets these requirements in full while protecting music, sport, languages and the arts, supported by a strong Head of Arabic and Islamic Studies.

Specialist teaching and clear tracking

- Specialist teachers for music, PE, languages and the arts from the early years, and for most lessons by Year 5
- Assessment, tracking and reporting systems in place from the first term
- Provision designed to meet BQA and BSO standards, with Outstanding as the aim

Ready for the next stage

Pupils move into the Senior School at age 11.



Phases at opening

EARLY YEARS
FS1 to FS2
Ages 3 to 5

KEY STAGE 1
Years 1 to 2
Ages 5 to 7

KEY STAGE 2
Years 3 to 6
Ages 7 to 11

THE CAMPUS

A purpose-built home for the Prep

Repton Bahrain will open on a new campus strategically located to offer convenient access from across the Kingdom, and from the Kingdom of Saudi Arabia's Eastern Province via the King Fahd Causeway.

Spaces designed for childhood

Repton Bahrain will educate pupils aged three to 18 across a state-of-the-art 32,000 square-metre campus, housing world-class facilities that include digital classrooms, a purpose-built sixth form centre, a six-lane swimming pool, athletics track and 4G sports pitches.

Shaped by the Founding Head of Prep

The Head of Prep will work with the project team on fit-out, furniture and equipment, so that classrooms, play spaces and specialist rooms are ready for the way Repton teaches from the first day.

THE ROLE

Purpose of the role

The Founding Head of Prep leads the Prep School of Repton Bahrain (pupils aged 3 to 11) from its pre-opening year through its first inspection. You will set its culture, build its team, welcome its first families and make sure every child receives a distinctively Repton education.

Reporting and working relationships

You will report to the **Founding Principal** of Repton Bahrain and sit on the Senior Leadership Team. You will work closely with the Repton Family of Schools and Repton UK, including Repton Prep in Derbyshire, through mentoring, shared training and annual quality assurance visits.

Your first year

Dates below are indicative and will be confirmed with our operating partner.

EARLY 2027
Start in post
Recruit the team; start policy work

FEB–APR 2027
Build the school
Curriculum, timetable, Houses and uniform

MAY–JUN 2027
Welcome families
Open events, assessments and a parents' forum

JUL–AUG 2027
Ready the campus
Fit-out, staff induction and licensing

AUG 2027
Opening day
First pupils arrive; prepare for BQA review

What success looks like at the end of year one

THE TEAM
A founding team recruited, inducted and working as one.

THE STANDARDS
Policies approved and the Prep ready for its first BQA review.

THE FAMILIES
Founding families who feel part of the school and recommend it.

THE CULTURE
Houses, traditions and a daily life that are recognisably Repton.

WHO WE ARE LOOKING FOR

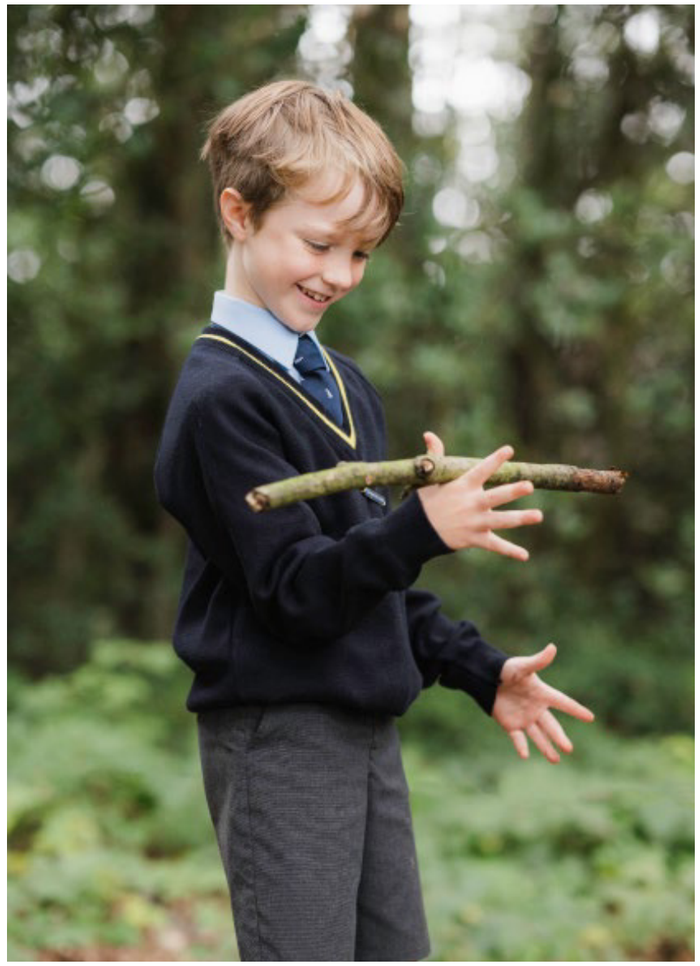
A builder with a prep-school heart

We are looking for an experienced prep or primary leader who wants to build something lasting. You will be a warm, visible Head who knows every child by name, and a leader who can recruit, grow and inspire a team from a standing start.

You will believe in an all-round, character-led education and hold high standards for teaching, learning and care. You will bring the cultural curiosity to shape a British prep education for families in Bahrain, and the commitment to see it through for at least three to five years.

You will be:

- A warm, visible presence for children and parents
- A team builder who recruits and develops well
- A standard-setter for teaching, learning and care
- Curious about Bahrain and the families the school serves
- Steady and calm when plans change





"Nurturing relationships with pupils that motivate and inspire them to success in ways they perhaps never thought possible."

Repton Prep, Derbyshire

PERSONAL SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	• Good honours degree • QTS, PGCE or equivalent	• NPQH or a master's degree
Leadership	• Substantial senior leadership in a prep or primary school, ideally as Head or Deputy Head • A record of raising standards and leading teams	• Founding, start-up or significant growth experience • UK independent or IAPS prep experience
Curriculum	• Deep knowledge of the EYFS and the National Curriculum for England	• Experience of integrating Arabic and Islamic Studies • EAL expertise • Preparing pupils for UK senior school entry (Common Entrance, ISEB pre-tests)
Safeguarding	• DSL-level training and strong safeguarding practice	
International outlook	• Cultural curiosity and sensitivity	• Leadership in the Middle East or internationally, including BQA, KHDA, ADEK or BSO inspection
Community	• Outstanding communication with parents	• A co-curricular strength: sport, music or outdoor education
Values and commitment	• Belief in an all-round, character-led education • Commitment to the role for at least three to five years	

KEY RESPONSIBILITIES

Vision and ethos

- Define what is distinctively Repton in a Bahraini prep school
- Lead the Houses, values, traditions and uniform culture from the first day

Pre-opening build

- Recruit, induct and develop the founding team: Deputy and Assistant Heads, phase leaders, an EYFS lead, specialists and the Arabic and Islamic Studies team
- Write Prep policies to Ministry of Education and BQA standards
- Work with the project team on furniture, equipment and learning-space design
- Set the opening timetable and calendar

Admissions and community

- Be the face of the Prep at founding-family events, tours and assessments
- Build partnerships with parents, including a founding parents' forum

Co-curricular life

- Establish sport, music, drama, clubs, trips and outdoor education
- Run inter-school fixtures, including BSME competitions

Curriculum and standards

- Design and quality-assure provision from FS1 to Year 6
- Integrate the Bahraini national subjects
- Build assessment, tracking and data systems
- Lead the Prep towards BQA and BSO Outstanding

Pastoral care and safeguarding

- Act as, or line-manage, the Designated Safeguarding Lead
- Lead inclusion, wellbeing, behaviour and safer recruitment

Leadership

- Serve on the Senior Leadership Team and manage the Prep budget
- Contribute to the school's growth into its senior phases
- Build links with Repton UK and the Repton Family of Schools: exchanges, quality assurance visits and Repton Prep

REMUNERATION AND BENEFITS

The Founding Head of Prep will receive a senior expatriate package for a family relocating to Bahrain. Income in Bahrain is tax-free.

Full details of the package will be shared with shortlisted candidates.

SALARY
A competitive, tax-free salary

FLIGHTS
Annual return flights for you and your family

SCHOOL PLACES
Tuition at the school for up to three children

END OF SERVICE
An end-of-service award under Bahraini labour law

HOUSING
Furnished accommodation or a generous housing allowance

MEDICAL COVER
International medical insurance for you and your family

RELOCATION
A relocation allowance and freight on appointment

PROFESSIONAL GROWTH
Funded development, with leadership links to the Repton Family of Schools and Repton UK

LIFE IN BAHRAIN



A welcoming island

Bahrain is a family-orientated island nation in the Gulf, with a long British connection and a strong expatriate community. Amwaj Islands and Adliya are popular areas for families.

History on your doorstep

Bahrain has three UNESCO World Heritage Sites:

- Qal'at al-Bahrain, the ancient harbour and capital of Dilmun
- The Pearling Path in Muharraq
- The Dilmun Burial Mounds

Add the Bahrain National Museum, the Manama souq and the Formula 1 Grand Prix at Sakhir.

Well connected

- Direct flights to London Heathrow in about 7 hours
- The King Fahd Causeway links the island to Saudi Arabia's Eastern Province
- Income is tax-free



Safety and support

The school follows UK Foreign Office (FCDO) travel advice and keeps business-continuity and remote-learning plans in place. We will brief shortlisted candidates fully on the current situation.



Founding Head of Prep

THE REPTON FAMILY OF SCHOOLS

Repton was among the first British schools to open an overseas sister school, with Repton Dubai in 2007. Today the Repton Family of Schools spans the UK, the Middle East, China and Egypt, educating more than 11,000 children.

It is led from Repton School by Managing Director **Ian McIntyre**.

IN THE UK

Repton School
Derbyshire
Founded 1557

Repton Prep
Foremarke Hall, Derbyshire
Since 1940

St Wystan's
Repton
Joined 2020

Marlborough House Vinehall
East Sussex
Joined 2022

St Hugh's
Woodhall Spa, Lincolnshire
Joined 2025

Bowdon Prep
Joined September 2026

INTERNATIONAL

Repton Dubai
2007. Outstanding (KHDA) for ten years

Repton Al Barsha
Dubai, 2013. Outstanding (BSO)

Repton Abu Dhabi, Rose
2015. Outstanding (ADEK and BSO)

Repton Abu Dhabi, Fry
2017. Outstanding (BSO)

Chiway Repton School
Xiamen
China, 2020

Repton Cairo
Egypt, 2021.
(BSO accredited)



Repton Prep Bahrain

How the family supports a new school

PRE-OPENING
Curriculum, pastoral and policy frameworks; leadership selection

QUALITY
Quality assurance visits and support for inspection

PEOPLE
Mentoring, appraisal and leadership development

CONNECTED
Exchanges, sports tours and the Repton ConnectEd platform

SAFEGUARDING AND HOW TO APPLY

Our commitment to safeguarding

Repton Bahrain is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Safeguarding and child protection will be discussed throughout the appointment process. Candidates must be willing to undergo child protection screening, including reference checks with previous employers, criminal records checks and social media checks.

Questions

For an informal conversation about the role, please contact Sam Mills at smills@repton.org.uk

How to apply

Candidates should submit their application via the Repton Recruitment Hub at www.reptonschool.org.uk/careers, accompanied by:

- A covering letter of no more than two pages, addressed to the Founding Principal, 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 20th November.

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





REPTON
BAHRAIN

repton.org.uk