



REDMAIDS'
HIGH SCHOOL
FOR GIRLS · BRISTOL



Head

Candidate Information

GDST
GIRLS' DAY SCHOOL TRUST

Welcome

Dear Candidate,

Thank you for your interest in this exciting opportunity to join the Girls' Day School Trust (GDST) as Head of Redmaids' High School.

GDST was founded in 1872 by four uncompromising suffragists – brave women and pioneers who believed that girls deserved an education equal to that of their brothers. Their determination to challenge convention transformed the educational landscape for generations to come. More than 150 years later, their vision continues to inspire us.

With girls and young women still facing vast inequalities in society and in every aspect of life, our mission remains clear and urgent. As the global leaders in girls' education, we remain fearless in fulfilling that mission. Our promise is simple: to help girls learn without limits so they can go on to lead lives without limits. We provide a forward-looking and inspiring education that prepares girls to confidently go out into the world as changemakers who use their education to make the world a better place for us all.

Our family of 23 independent schools and two academies across the UK, and our alumnae network of over 100,000 women, continue to demonstrate the

enduring impact of our founders' mission. From trailblazing scientists and campaigners to artists, entrepreneurs, and public leaders, GDST alumnae are making a difference across every field of society.

As the newest member of the GDST, Redmaids' High School staff and pupils are already benefitting from multiple opportunities to learn, develop and grow as part of the single most powerful and effective school network in the country. We are seeking a confident and strategic leader who can harness the full power of our community whilst building on Redmaids' High's many existing strengths and shaping a compelling vision for its future as a national centre of excellence in the education of girls and young women.

If you are a future-focused, values-driven leader with a belief in the transformative power of girls' education, a passion for collaboration, and the ability to inspire and deliver at scale, we would be delighted to hear from you.

With kind regards,

Cheryl Giovannoni

Chief Executive, GDST





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About Redmaids' High School

Occupying a spacious, green and open site near to Bristol city centre, Redmaids' High School is the oldest girls' school in Britain with a history that dates back to 1634. Formed out of a merger between the Red Maids' School and Redland High School in 2016, Redmaids' High is one of the leading independent day schools in the UK. We offer an exceptional educational experience for girls and young women from 7 to 18 years, focused on aspiration, inclusivity, happiness and support for others. This has earned us year-on-year placement in the top schools' rankings for GCSE and A Level results, and we were recently named the top independent school in Bristol for academic excellence for the fourth year in a row. A true all-through school, there is an incredibly close link between our Junior and Senior Schools, with the vast majority of Junior students (90%+) moving into Year 7 each year.

In 2025, Redmaids' High School joined the Girls' Day School Trust (GDST), becoming part of a nationally and globally influential network dedicated to advancing girls' education. As a member of the GDST family, Redmaids' High benefits from sector-leading research and innovation whilst retaining its distinctive identity and strong local roots.

Redmaids' High has superb facilities across our interlinked Junior and Senior School sites. Our dedicated Sixth Form Centre provides first-rate quiet study and recreation space, whilst the main hall provides an outstanding venue for productions

and concerts. We are equally proud of our sporting facilities, including 'The Lawns', our specialist sports site for hockey, netball, cricket, tennis and athletics, which underpins our teams' regular sporting successes at regional and national levels.

Mission and Values

The mission at Redmaids' High School is simple: to be an inclusive community based on happiness, aspiration, and support for others.

This is supported by three core values:

- To know and understand each individual student
- To help students to understand themselves and their strengths
- To inspire students to forge a future of lifelong learning, in all its guises

These are not abstract principles but practical commitments that shape daily life at Redmaids' High. Students are supported to develop a strong sense of self, to recognise and build on their individual strengths, and to define success on their own terms. This ensures that every student leaves Redmaids' High not only with strong academic outcomes but with the confidence to pursue her ambitions and the belief that her aspirations should not be limited by external expectations.



Junior School

Redmaids' High Junior School provides an exceptional foundation for our youngest learners. Each child is considered unique, and educational plans are personally tailored to ensure every child reaches her full potential. Girls join the Junior School from Year 3, the optimum age for the development of memory and when children begin to apply creative thinking to problem solving.

Our teachers are Key Stage 2 specialists, and they deliver a rich, engaging curriculum designed to help girls discover their strengths and interests. Small class sizes (typically around 20 pupils) ensure focused support, alongside a wide range of opportunities beyond the classroom, including Maths Challenges, Spelling Bees, the National Science Competition, the First Lego League Robotics Challenge and the Junior Memory Championship.

Our 'Strive to Be' Learner Profile underpins teaching and learning, encouraging curiosity, independence and a love of challenge. Learning is highly experiential, with trips, workshops and special events embedded throughout the year.



Co-Curricular

A broad co-curricular programme supports creative and personal development. Music, art and drama are central to Junior School life, with many girls choosing individual music lessons and performing regularly as part of the school choir, orchestra or in an informal recital for friends and family. Everyone takes part in Junior School productions, and many girls also opt for private speech and drama lessons.

A wide variety of clubs run at lunchtime, after school and during Friday Activity Hour, offering something for every interest – from orienteering, memory challenge club, judo and art to robotics, fencing and chess.

We believe strongly in the value of outdoor education, which is why we take all girls out of the classroom as part of an extensive outdoor curricular programme. In Years 3, 4 and 5, the girls spend time with Mendip Outdoor Pursuits caving, climbing, canoeing and completing assault courses. In Year 6, the girls head to Skern Lodge in North Devon, where they experience orienteering, abseiling, climbing, raft racing, surfing, and overnight bivouacking at Hartland Point.

Our House system fosters a strong sense of community, with girls working together across year groups in a wide range of competitions and events. Pupils also benefit from attending GDST events at prestigious venues such as the Royal Institution, the Mathematical Institute and Shakespeare's Globe.

Pastoral Care

What truly distinguishes the Junior School at Redmaids' High is the vibrant sense of community, where girls are encouraged to be lively, happy and confident in themselves. Academic ambition sits alongside a strong belief that girls thrive when they feel secure, supported and known.

Pastoral care is central to school life. Every girl is understood as an individual and nurtured to develop confidence and emotional resilience, underpinned by our core value of kindness. A close-knit pastoral team ensures consistent support, creating an environment in which every girl can flourish.





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Senior School and Sixth Form

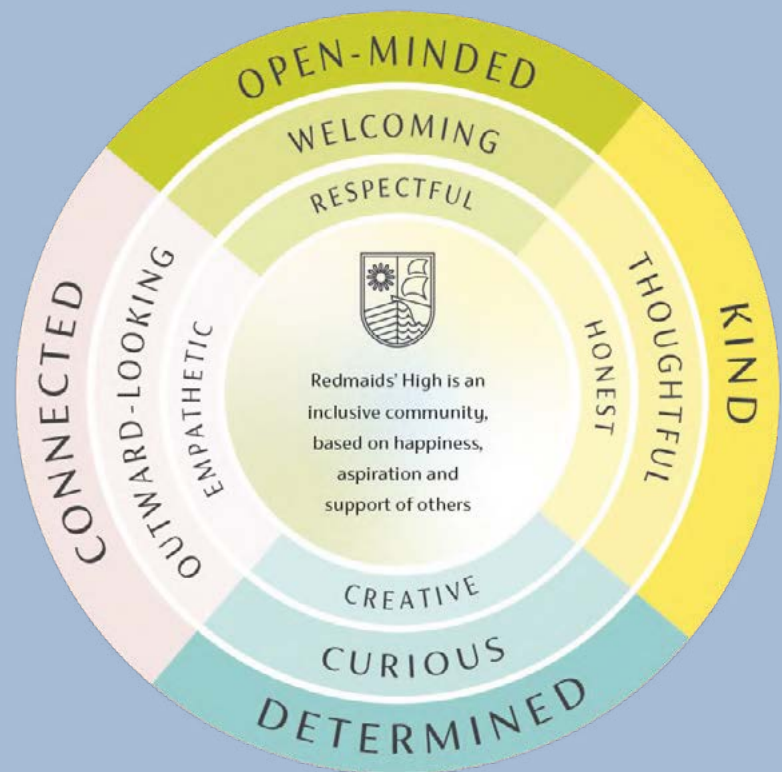
The Senior School at Redmaids' High is defined by high expectations and a clear sense of purpose. Students are encouraged not only to achieve academically but to understand themselves as learners, developing the confidence and independence to shape their own futures.

In Key Stage 3, students follow a broad and academically ambitious curriculum designed to develop strong foundations and intellectual confidence. Core subjects include English, Mathematics and the Sciences, alongside Humanities, Computing and a modern foreign language. Students also study a breadth of creative and physical subjects, including Art, Drama, Music and Physical Education, ensuring a balanced and stimulating educational experience.

As students progress into Key Stage 4, they are supported in shaping a **GCSE programme** that reflects their individual strengths and interests. The vast majority of students study nine GCSEs/IGCSEs, including a core curriculum alongside four additional option choices. Students are encouraged to maintain breadth in their studies, including at least one language from French, German, Spanish, Russian or Latin.

Academic outcomes are consistently strong. In 2025, 73% of GCSE grades were awarded at 9–7, reflecting the School's high expectations and the commitment of its students and staff. This builds on a similarly strong performance in 2024, with 73% of grades also at 9–7, including 53% at grades 9–8.

Throughout the Senior School, equal emphasis is placed on academic progress and personal development. Students are encouraged to think independently, engage critically with their subjects and develop the confidence to articulate their ideas, supported by a culture in which they are known, understood and challenged to achieve their best.



Sixth Form

The Sixth Form at Redmaids' High is a distinctive and close-knit community, combining academic ambition with a strong emphasis on individuality and personal development. Students follow a **tailored academic pathway**, typically studying three A Levels (with some choosing four) alongside a programme of Electives. These additional qualifications – which may include AS Levels, GCSEs or bespoke courses such as Marine Science, TEFL or Food Hygiene – enable students to broaden their interests and develop practical skills alongside their core studies.

The Sixth Form Centre provides a dedicated environment for study and collaboration, set within the School's 12-acre campus. With small class sizes and individual mentoring for university and career pathways, students benefit from both independence and close support as they prepare for life beyond Redmaids' High.

Academic outcomes are consistently strong. In 2025, 98% of A Level grades were awarded at A*–C, with a significant proportion achieving the highest grades, reflecting both the School's high expectations and the effectiveness of its personalised approach.

Sixth Form students also benefit from a structured programme of preparation for university and future careers. The bespoke Lighthouse Programme covers key areas of student and adult life through timetabled lessons and talks, including sessions such as money management, student finance, car maintenance and managing your reputation online.

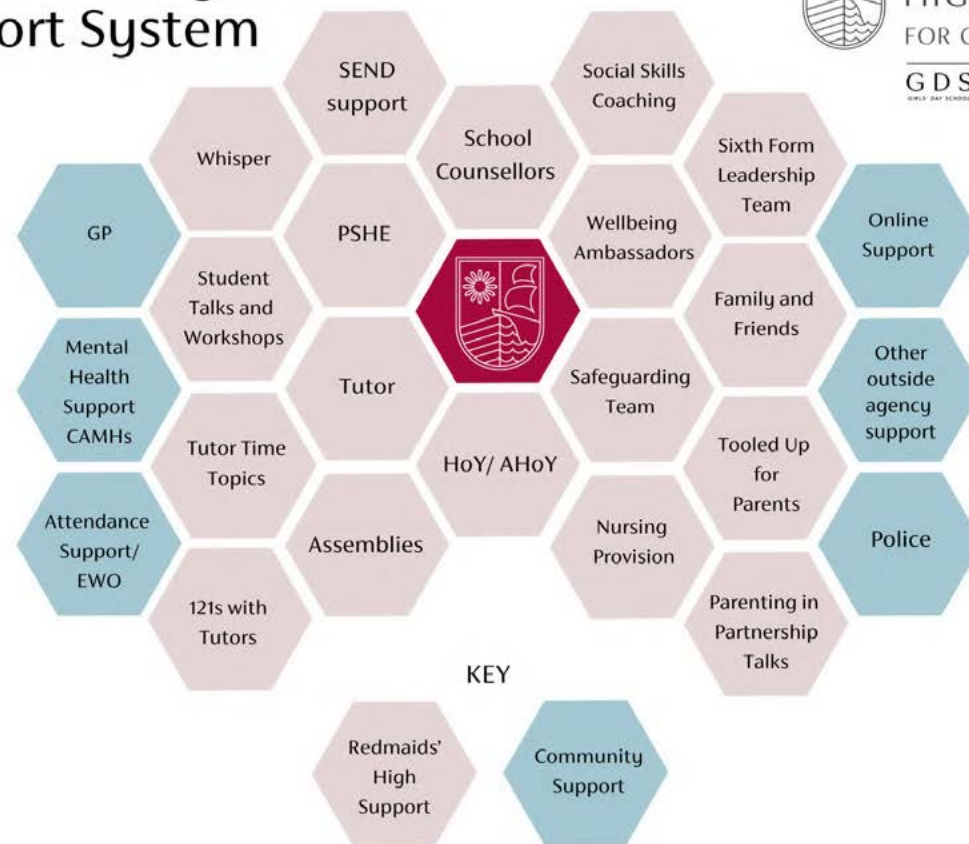
The programme links closely with the School's female alumnae, who are proud to share their experiences, showcase their diverse paths to success and offer guidance through the **Lighthouse Mentor Programme**.



Redmaids' High Support System



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Pastoral Care

Pastoral care at Redmaids' High is a central strength of the School and is fully integrated into every aspect of school life. Support is delivered through a wellstructured and highly resourced pastoral system. A dedicated team – including the Deputy Head (Pastoral), safeguarding staff, Heads of Year, school nurses and inschool counsellors – ensures that students have access to both day-to-day guidance and specialist support when needed. Strong relationships between staff, students and families are central to this approach, with open communication and partnership underpinning the care of each individual.

This is complemented by a proactive, research-informed approach to wellbeing. Through its partnership with Tooled Up Education, Redmaids' High provides students, parents and staff with access to evidencebased resources that support emotional wellbeing, resilience and healthy development. A structured programme of PSHE, mentoring and targeted initiatives further equips students with the confidence and skills to navigate the challenges of modern life, ensuring they feel supported and able to thrive.

Beyond the Curriculum

Co-curricular life at Redmaids' High is central to the School's identity. Sport and the performing arts are particularly strong, both within and beyond the curriculum. The School's facilities – including multipurpose sports grounds and dedicated performance spaces – support a wide range of activity, enabling students to engage at all levels, from recreational participation to high-level competition and performance.

The School's heritage is brought to life each year through **Founders' Commemoration Day**, a longstanding tradition that unites the whole community in celebrating its origins. Through a service at Bristol Cathedral, students honour the School's founders and reflect on a legacy of pioneering girls' education that continues to shape its ethos today.

The sporting programme is broad and inclusive, with opportunities available at lunchtime, after school and at weekends. Students participate in activities including athletics, netball, hockey, swimming, tennis and cricket, alongside more specialist pursuits such as fencing, climbing, canoeing and orienteering. A full fixture list and regular participation in county, regional and national competitions reflect the School's commitment to competitive sport, while its status as a registered centre with the National Schools Equestrian Association further extends opportunities for students.

Music is a vibrant and highly visible part of school life. Around 20 ensembles rehearse each week, including

Chamber Choir, Symphony Orchestra, Swing Band and a cappella groups. Students benefit from specialist tuition, performance opportunities and a strong culture of collaboration, with concerts taking place regularly within school, at leading local venues such as St George's Bristol, Bristol Cathedral and the O2 Arena, and on international tours, with recent destinations including Spain, Italy, China and Austria.

Drama and performance are equally prominent. Redland Hall, the School's state-of-the-art auditorium, provides a professional setting for productions and performances. Students also engage with opportunities beyond the School, including the Bristol Speech and Drama Festival, performances at the Tobacco Factory theatres and participation in the Edinburgh Fringe Festival.

A wide range of additional activities reflects the School's commitment to creativity, leadership and student initiative. Students may contribute to publications, take part in public-speaking competitions, produce films and radio content, or establish and lead their own societies and charitable initiatives.

Outdoor education is a significant feature of the programme. Activities include bouldering, caving, climbing and kayaking, and Redmaids' High is also the largest provider of Duke of Edinburgh's Award training in Bristol.

For more information about Redmaids' High School, please click **here**.



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The GDST Family

The GDST is a family of 23 independent schools and two academies across the UK, united in a shared purpose: to deliver an exceptional education that empowers girls to thrive. Educating 19,000 students aged 3 to 18, GDST schools support every stage of a girl's learning journey – from Nursery and Junior School through to Senior School and Sixth Form.

Our values underpin everything that we do:

- **Girls first** – We always put girls first, and they are the focus of everything we do. Our actions and initiatives are designed to enable girls to reach their full potential and to lead happy, fulfilled lives.
- **We are fearless** – We act and speak with conviction, unafraid to think differently, and we nurture this in our girls: girls who, in turn, are unafraid to voice their opinions and consider the unique perspectives of others.
- **We are forward-thinking** – We embrace change to prepare our students for an exciting future, and this creates a dynamic learning environment. For everyone.
- **We are family** – Our power comes from being a family of schools that connect, inspire and innovate together. Whilst each student, colleague and school is unique, we thrive on collaboration and shared experiences. Our alumnae form one of the largest and most influential professional networks globally.

- **Fulfilling** – We invest in our staff and champion respect and inclusivity, creating an environment to help everyone enjoy rewarding careers and lead purposeful lives. We are committed to empowering our employees to grow and thrive, both professionally and personally.

As a family of girls' schools, we tailor our approach to how girls learn best, providing them with the attributes they need to excel. This approach is grounded in the extensive research we have conducted, including:

- **Designing the Future of Girls' Education**
- **The Girls' Futures Report**

Our Heads come together regularly as a powerful and collaborative community, playing a pivotal role in shaping the organisation's strategic direction. Every school benefits from the strength of central functions of expertise, drawing upon first-class support across finance, fees, HR (people and culture), legal, marketing, communications and philanthropy, estates, governance and education teams.



Diversity and Inclusion Commitment

The GDST is **Undivided**. We have an organisation-wide commitment to diversity, inclusion and real change: the GDST is a family where every individual is valued, respected and included.

GDST schools strive to be inclusive environments in which the wellbeing of every young person comes first. The GDST is dedicated to creating a culture of inclusion where every person is valued and supported. This encompasses what and how we teach, the role models we elevate, the voices we amplify and the cultures and faiths we celebrate. In GDST schools, we ensure every girl – no matter her background – can learn without limits.

The GDST is a Disability Confident Committed employer. The Disability Confident scheme supports employers to remove barriers, increase understanding and ensure that disabled people have the opportunities to fulfil their potential whilst also encouraging employers to think differently about disability and take action to improve how they recruit, retain and develop disabled people.

The GDST commits to inclusive and accessible recruitment.





The Role

The next Head of Redmaids' High School will be expected to build on the School's outstanding reputation and educational provision. The new Head will inherit a school with a proud heritage and considerable intrinsic strengths as a high-performing and leading independent school for girls. A visionary and forward-looking approach and a strong belief in the value of girls' education are therefore essential.

The Head of Redmaids' High will report to the Executive Director of Schools and, through them and the Chief Executive, is ultimately accountable to the Council of the GDST for the successful leadership and management of the School. The Head will be expected to build and motivate high-performing staff, both teaching and non-teaching, and will be responsible for the School's performance and its future direction within the strategic and accountability framework of the Trust. The post-holder will be expected to contribute to the sharing of educational innovation and ideas across the GDST network.

The Head will lead an experienced and highly effective Senior Leadership Team, currently comprising:

- Head of Junior School
- Deputy Head (Academic)
- Deputy Head (Pastoral)
- Deputy Head (Staff and Operations)
- Director of Sixth Form
- Director of Finance and Operations

Key Responsibilities

The Head's specific responsibilities are as follows:

Educational Leadership

- Creation of a stimulating academic community, encouraging enquiring minds and the development of lifelong learning skills.
- Promotion of excellence and innovation in teaching and learning to ensure both excellent academic progress and the creative, physical, spiritual, and social development of the students.
- Provision of a safe and secure environment that safeguards the wellbeing, health and safety of the students and staff.
- Selection, appointment and development of the teaching and support staff.
- Evaluation of the standards of teaching and learning, ensuring that high standards of professional performance are established, appraised, and maintained.
- Promotion of self-discipline, good behaviour, and a positive approach to learning.
- Proactive promotion of girls' education and of teaching and learning strategies that focus on girls and how they learn best within the School, the wider GDST community and beyond.

Strategic Leadership

- Set and implement a clear, bold, and compelling vision for the School.
- Work with the GDST Executive Leadership Team (ELT) and colleagues to share educational ideas and best practice to help the GDST deliver its strategic aim of leading girls' education.

- Ensure strong financial management, overseeing the School's financial operation within the annual budget agreed with the GDST.
- Work closely with the School Governing Board (SGB), informing, advising, and ensuring it is fully briefed on all relevant matters.
- Work with the SGB to build relationships and play an active role within the wider community.

Communications

- As the School's Head, develop your profile in the local community and nationally as an advocate for and expert voice on girls' education.
- Create a powerful vision for Redmaids' High School that can be translated into effective marketing strategies to promote the School widely, including working in partnership with the local community, to maximise student numbers and ensure it becomes the first choice for girls in the local area.
- Personally promote the interests and reputation of the School and the GDST nationally and in the local community.
- Ensure good communications between the School and parents of current and potential students.
- Maximise the opportunities offered by collaboration across the GDST for staff and students and maintain the School's national and international perspective.

Commercial and Fundraising Activities

- Build new opportunities for the School to increase its non-fee income.
- Ensure that fundraising and engagement strategies build strong, long-term relationships with parents and alumnae, leveraging the School's established alumnae network to support philanthropic giving, mentoring and wider community engagement.



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The Person

We are seeking a Head who embodies the GDST's core values and will bring a deep belief in the transformative power of girls' education. They will also possess the following skills, experience and qualities:

- Empathy and a strong commitment to independent education.
- High-level thinking skills, emotional intelligence, and sound judgement.
- Excellent academic credentials and experience in high-performing schools.
- Commitment to maintaining and developing high-level educational standards and offering a breadth of educational experience.
- Sound understanding of the importance of mental wellbeing for students and staff.
- Experience of leading and managing people, including senior teaching staff.
- Experience of developing high-performing teams.
- Ability to engage staff at all levels and to drive and manage change effectively.
- First-class written and oral communication skills.
- A flair for acting as a high-profile ambassador for the School in the local media and the wider community.
- Financial acumen and commercial understanding.
- An innovative outlook and collaborative, 'cando' approach.
- Integrity and independence of thought.
- Energy, confidence, dynamism, stamina, and an optimistic outlook.





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Benefits

The GDST offers a competitive salary scale, and the starting salary for this role will be in accordance with the successful candidate's experience. There is also a performance-related bonus attached to this position.

The successful candidate will have access to the GDST Flexible Pension Plan, which includes a competitive employer contribution, and will also be eligible for individual membership of the GDST private medical insurance scheme.

New Heads joining the GDST benefit from a carefully designed, bespoke induction programme that begins at appointment and supports them throughout their first year in post. This includes early access to key GDST insights and structured time with subject matter experts across areas such as education, finance and people.

The role also benefits from a tailored programme of professional coaching to support leadership development at this pivotal stage. New Heads are introduced to their coach ahead of taking up post and

benefit from sustained one-to-one coaching throughout their first year. This is further enhanced by participation in Leading with Impact, a bespoke two-day leadership programme delivered by Coaching Impact.

Each Head is also paired with an experienced mentor, providing trusted, contextual guidance, whilst also becoming part of a highly collaborative network of GDST Heads who share expertise and support one another. This ensures that new Heads are operationally confident from the outset and supported to thrive as leaders within the GDST.

Our Heads come together regularly through a structured programme of termly meetings at the GDST Trust Office, monthly calls with the Executive Leadership Team, and an annual two-day residential conference in the summer term. They also play an active role in the International Coalition of Girls' Schools and contribute to GDST strategic projects, actively shaping the future direction of girls' education.



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Appointment Process

For an initial discussion, please contact Antonia Storey-Mason, Executive Talent Partner:
a.storey-mason@wes.gdst.net

For further information about the opportunity, please click **here**.

To apply, please:

- submit a completed application form and CV, along with a covering letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria
- include current salary details and the names and addresses of three referees. (Referees will not be approached until the final stages and not without your prior permission.)

Closing date: 5pm on Tuesday 12 May 2026.

Shortlist interviews: Thursday 21 May at Redmaids' High School.

Final interviews: Monday 1 June at GDST Trust Office in London.

The GDST is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). The GDST may carry out online searches on shortlisted applicants, and applicants will be required to provide details of their online profile, including social media accounts, as part of their application.