

**WE TEACH
THE
FUTURE**

APPOINTMENT OF

GAPPER

1 SEPTEMBER 2026

**WINCHESTER
HOUSE** 

THE *Stowe*
GROUP



**“There’s magic in
the air at WHS”
Tatler Schools Review**

WELCOME

I first fell in love with Winchester House on a cold, blustery day when I was greeted not by silence, but by the joyful voices of a group of pupils singing with infectious enthusiasm. It was a moment that captured everything special about this school: a place where children feel safe to express themselves, where learning is filled with curiosity and laughter, and where every pupil is known personally.

Winchester House blends tradition with innovation, and academic excellence. Our small class sizes, dedicated tutor system and specialist teaching from Reception upwards ensure a truly personalised education. Beyond the classroom, our extensive facilities, including a state-of-the-art Astro turf, Science laboratories, and a Secret Garden, provide opportunities for exploration, play and challenge.

Above all, Winchester House is a place where children develop as individuals, learning not just facts, but the skills and confidence to shape their futures. It is a school that lives by its motto: Non Nobis Solum—Not for ourselves alone.

Please do not hesitate to get in touch with any questions regarding your application.

Antonia Lee
Head



ABOUT

Set in the heart of Brackley, on the borders of Northamptonshire, Oxfordshire, and Buckinghamshire, Winchester House is a day and boarding prep school for children aged 3 to 13 years.

We're town school with an adventurous spirit, with extensive playing fields, an outdoor pool and a magical Secret Garden for outdoor learning, our pupils return home (or to their boarding house) each day enriched, inspired, and, more often than not, a little bit muddy!

Winchester House is a place of exploration, curiosity, and opportunity—where ambitious minds, risk-takers, and creative thinkers are nurtured in a warm, family-friendly environment.

Here, learning is an adventure, and every child is encouraged to embrace challenge, develop resilience, and find joy in their successes.

Our Creative Curriculum, introduced in Nursery and running through to Year 4, immerses pupils in term-long topics that spark curiosity and independent

thinking. From Year 5 onwards, pupils move into a specialist subject model, preparing them for Common Entrance with an inspiring and rigorous academic programme.

Small class sizes, passionate teachers and specialist subject instruction from an early age provide the foundation for success - many of our pupils go on to achieve scholarships at leading senior schools.

But academic results are just one part of the story. A Winchester House education extends far beyond the classroom. Our co-curricular programme is designed to ignite new passions and develop well-rounded individuals. Whether through Sport, Drama, Music, outdoor education, or community engagement, our pupils grow in confidence, develop leadership skills, and learn the value of teamwork, creativity, and perseverance.

At Winchester House, our motto *Non Nobis Solum*—Not for ourselves alone—runs through the heart of everything we do.







In January 2021, Winchester House became part of The Stowe Group. The Stowe Group comprises Stowe School, Swanbourne House School, Winchester House School and Ashfold School. The Group's formation has given pupils and staff at Winchester House access, not only to Stowe's world-famous estate, but to its expertise in teaching and learning as well as governance. The Stowe Group launched its Change Makers vision along with the Change 100 programme to raise £100m for transformational bursaries. The Stowe Group is part of Allied Schools, an association of independent schools which uphold the Protestant and Evangelical principles of the Church of England.

The Stowe Group does not aim to produce stereotypes or mould pupils into conventional all-rounders. Change Makers are encouraged to grow in their own way and celebrate the differences between them. Nurturing the emotional, physical and mental well-being of each pupil is of paramount importance and our culture is characterised by teamwork, collaboration and mutual respect. Mindful of their ethical, intellectual, physical and social development, we educate and support our pupils to achieve fulfilling lives. Our goal is to inspire pupils and staff to be Change Makers who will shape positive futures for themselves, their families and the global community.



Through a broad and inclusive education, pupils are educated and prepared for life. They gain knowledge and understanding in a wide range of academic disciplines as well as developing core skills in critical thinking, intellectual curiosity, innovation, communication, technology, creativity, team-work and collaboration, self-reflection and lifelong engagement. Excellent facilities support our educational aims and are shared with the wider community. We strive for excellence and celebrate achievement, valuing education as a journey and not a destination in the belief that all pupils can exceed their potential. Learning is learnable and everyone can improve.

Our aim is to encourage personal development by creating a flourishing, vibrant, cohesive, caring and socially inclusive community which embraces pluralism, diversity and intercultural understanding. We celebrate differences by giving everyone a voice and then listening to multiple viewpoints. We believe it is our collective responsibility to develop the cognitive, physical, emotional and spiritual well-being of everyone in our community.

We are committed to the development of character, with particular emphasis on tolerance, resilience, honesty, humility, courage, compassion, gratitude and service. While many pupils compete at the highest level in sport, our aim is to provide a wealth of co-curricular activities which pupils of all abilities can access and enjoy. Through teaching, coaching and counselling, we will do our utmost to support pupils to be their best, do their best and feel their best. We honour the legacy of Change Makers from the past by looking forward to a future where wealth is not a barrier to success. We are building an endowment to support Change 100 which will promote social mobility by allowing unprecedented access, regardless of financial means or circumstances, to a Stowe Group education. We have developed partnerships with local schools, explored international opportunities and strategic links with universities, businesses and NGOs. We strive to attract and retain employees of the highest calibre.



GAPPER

Department: Pastoral

Accountable to: Deputy Head Pastoral

Start date: 1 September 2026

End date: 27 June 2027

THE ROLE OF THE GAPPER

Gaps are responsible under the direction of the Deputy Head Pastoral, for assisting the academic and pastoral development of the children in the school and to undertake a variety of additional tasks that support the wider marketing and operations of the School. Gaps are not expected to teach children in the formal sense, they will not be placed in charge of any group of children without a full member of staff being present or having established the activity. A Gapper would ideally offer good all-round sports playing ability and be a confident swimmer. An experience of coaching, training or mentoring would be an advantage, however this role involves embracing, with enthusiasm and a professional approach, the wide range of opportunities available.

Gaps will at all times be referred to as Mr... and Miss... by the children, be expected to be smartly dressed during the working day in order to ensure that high standards of behaviour and respect by the pupils are maintained. The Gap is expected to fully immerse themselves in Prep school life. The working week includes some Saturday mornings and full days for whole – School events, assisting with sporting fixtures against other Schools home and away. Gaps are expected to attend all INSET's that take place and be available until 8pm on the last day of each term. All meals are provided in term time and there is access to cooking facilities.

You will have a keen enthusiasm for and interest in teaching children in the prep school age range (3-13). This a great opportunity to learn and acquire new skills to enhance your CV.

We have suitable dedicated Gap accommodation on site, which is available as part of the package due to the hours of the duties which may sometimes need to be worked. This accommodation could be within a boarding house or may be shared accommodation with other Gaps.



JOB DESCRIPTION

Responsibilities:

Assisting the Duty Staff in supervising play areas and break-time activities.

Supporting the Games department; contributing to the coaching and selection of school teams, supervising changing rooms.

Assisting with PE and Swimming lessons.

Overseeing and helping the serving of snacks at break time.

Acting as classroom assistant in all subject areas.

Assisting with younger pupils' reading; hearing readers and promoting their progress in partnership with their class teacher.

Assisting with Educational and Adventure Trips off site during term time.

Undertaking the preparation of teaching resources: photocopying, laminating, display work etc.

Working with pupils across the complete age range, from rising 3 to 13 years old. Supervising small groups of children in non-teaching situations.

Being aware of any significant pastoral needs of the children.

Assist in the general setting up of and serving at school events.

Be present at the beginning and the end of each term, half-term to assist boarders packing, etc.

Organise, set up, supervise and promote end-of-term disco or similar events.

Responsibilities continued.

Perform a variety of admin tasks including collating of registration, answering telephones and anything reasonably requested by the office staff.

Supervision of mealtimes and prep.

Assisting with the running of boarding activities and house routines reporting to the relevant Houseparent as appropriate on matters relating to boarders and their welfare.

Assist with morning wake up and breakfast in boarding.

Undertake Matronal duties as part of the wider delivery of the duty of care.

Proactively seeking out opportunities to teach or assist with an activity that reflects one of their talents/ interests.

Undertake a minimum of two sleep-in duties per week in the boarding house to support the supervision and welfare of pupils.

Participation in staff INSET and other training as requested by the Head.



Person Specification: The selection of candidates for short-listing will be based on this specification and candidates should bear this in mind when preparing their application and completing the application form

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • A Levels. • GCSEs 	
Specialist Skills and Experience	<ul style="list-style-type: none"> • An interest or experience in music and drama • A proactive ability to devise and supervise activities and entertainment for children aged 9-13. • Must be a sportsperson in keeping with the stipulations above. • Able to communicate at an appropriate level with staff, pupils, parents and outside agencies. • Be a good listener. • Awareness of and compliance with all school policies, most particularly including those relating to Child Safeguarding and professional conduct with and around pupils. • Becoming First Aid trained (training provided) and being willing to administer First Aid as required. 	<ul style="list-style-type: none"> • Experience in teaching, instructing, coaching, or mentoring or working with children or young adults.
Personal Qualities	<ul style="list-style-type: none"> • Willingness to be involved with all aspects of a busy school. • Proactive, enthusiastic, and positive and thrive on working with children. • Interest and enthusiasm for coaching, mentoring, training or teaching. • A caring and patient personality, with sufficient energy and resilience to fully participate in the school hours of this thriving and busy prep school. • An enthusiastic and flexible worker, with a keen sense of responsibility and integrity. • Reliable and trustworthy. • A supportive team player, ready and willing to assist staff colleagues 	

This job description and Person Specification reflects the present requirements of the post and as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post holder.

YOUR APPLICATION

To apply please visit The Stowe Group Recruitment website, where you will be directed through to our Recruitment Hub.

If you need any help with the application process, please contact recruitment@stowe.co.uk or call 01280 818005.

Deadline for applications is Midnight on 25 March 2026. However, this role may close early if we receive suitable applications.

Interviews will be held after the Easter break (20 April 2026).

Salary: £12,300 inclusive of accommodation offset.

Offers of employment are made subject to receipt of satisfactory references, DBS clearance and online background check carried out by our third-party partner, SP Index.

This job description reflects the present requirements of the post and as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post holder.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks.

The Stowe Group is committed to providing outstanding safeguarding of the children in our care. You will be required to adhere to the School's safeguarding policy and guidelines and ensure that the safeguarding of children underpins everything that you do. Every member of staff of The Stowe Group has the responsibility to safeguard children.





In the role we are looking for **Change Makers** who are:

Professional	1	2	3	4	5
Creative Problem Solvers	1	2	3	4	5
Kind	1	2	3	4	5
Flexible	1	2	2	4	5
Collaborative	1	2	3	4	5
Communicator	1	2	3	4	5

Value scales:

1. This value is the least important to the role
2. This value has some significance to the role
3. This value is desirable to the role but not essential
4. This value is important to the role
5. This value is essential to the role

COLLEAGUE BENEFITS

For more details on all benefits, please follow this link:
www.stowe.co.uk/our-people/working-for-us/colleague-benefits



Enhanced holiday entitlement

Your contract will provide details of the exact holiday entitlement you will receive



Volunteer leave
Up to 2 days paid leave for volunteering



Free refreshments

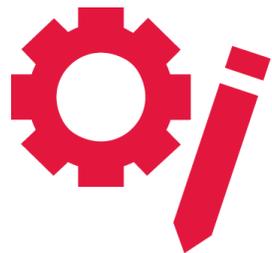


Enhanced holiday entitlement
Your contract will provide details of the exact holiday entitlement you will receive



Each person reward and recognition
Discounted shopping, cashback and access to diesel fuel card

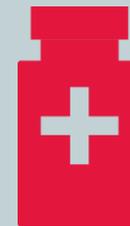
Shopping discounts
Through the 'Discounts for Teachers' website



Learning and Development opportunities



Wraparound childcare
Free wraparound childcare available for all colleagues at Prep Schools



Free annual flu vaccine



£85 Annual Golf Membership
For you and immediate family (applies to permanent colleagues only)



Employee wellbeing programme
Including free access to counselling services, physiotherapy and more

A photograph of three young soccer players walking away from the camera on a grassy field. They are wearing dark blue or black uniforms with red accents. The background shows a building and a goalpost. The text 'WE TEACH THE FUTURE' is overlaid in large white letters.

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