



**THAMESIDE
SCHOOL**

CAMBRIAN
Nurturing Growth - Inspiring Minds



Thameside Primary School

Headteacher Candidate Pack





**THAMESIDE
SCHOOL**

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Welcome from the Governors

Dear Prospective Headteacher,

On behalf of the Local Governing Committee, thank you for your interest in the vacancy for Headteacher at Thameside Primary School and Nursery, part of the Cambrian Learning Trust.

The school is situated in South Abingdon, and an integral part of the local community.

Thameside is a special place where we aspire to learn together, with the school strong ethos evident in the way that adults and children alike are nurtured and inspired to be the very best that they can be. We are incredibly proud of our Ofsted report in June 2023 that recognised the strengths of our wonderful school - 'Pupils are at the heart of this happy and nurturing school.'

'Every Child, Every Chance, Every Day'

We want our children to be confident and independent, have a love of learning and to care about themselves, other people and the world around them. The school's vision is to ensure every child has excellent opportunities with memorable and meaningful experiences which will inspire and challenge them at school while also preparing them for their future. Everything we do is underpinned by our values of respect, responsibility, resilience, resourcefulness and reflectiveness.

Our Standards and ambition for all:

- Achieving the highest standards possible
- Being a learning community where all are enabled to experience success and to achieve their best
- Providing excellent teaching, which is based on high expectations, an ambitious and coherently planned curriculum, and stimulating learning activities

Our Values

- Putting the well-being of each child at the heart of our work
- Celebrating the successes of our school community within a culture of mutual respect for others
- Enabling children to make positive and informed life choices in the school, local and wider community

If you are successful, you will be expected to embrace the school's inclusive approach and aspiration, building capacity for good achievement, including our most vulnerable pupils.

The Local Governing Committee works closely with the Headteacher, who is supported by specialists and peers within the Trust.

This is an exciting opportunity to be a leader in a school that is part of an ambitious Academy Trust. We are looking for someone with Primary leadership experience who is resilient to change, can work collaboratively with colleagues from diverse backgrounds, has good organisational and administrative skills, and can demonstrate a record of developing others.

You are welcome to visit our school to see these aspirations in practice.

Kind regards,

Sandra North and **Rob Southwell-Sander**, *Co-Chairs of Governors*

Chief Executive Welcome

Thank you for your interest in applying for the post of Headteacher for Thameside Primary School.

Thameside is a one form entry school with its own nursery. The school is located in the southern area of Abingdon feeding from a complex and mixed community. Parents are supportive of the school and the school provides strong support for parents to enable the best for their children. The last Ofsted report graded the school as Good in all areas. The school is nearly full and is a good choice for many families.

We are looking for a dedicated Headteacher who will lead the school forward over the coming years. We are looking for someone that is highly inclusive and has worked in similar settings and understands how to get the best from pupils, staff and parents where there are additional challenges to life. Pupil progress is good but overall achievement is a focus for the school along with pupils' attendance, there is some latent potential to do even better.

As part of Cambrian Learning Trust the school is an equal partner in an innovative and elective Multi Academy Trust (MAT), which provides the opportunity to leverage expertise and resources of all the schools in the MAT, alongside the central Trust staff and the Trust Improvement Team, which bring significant benefits for both children and staff.

This is achieved whilst maintaining the ethos, values, and character of each school within its local context and maintaining an excellent local reputation. Moreover, the strong partnership of Headteachers within the MAT creates a very supportive environment where their continuing professional development needs are actively considered and met. Professional development for all our staff is a key component of the Trust and we are very proud that we have a Centre for Professional Excellence to help deliver this.

Our new Headteacher will have strong leadership skills, will be comfortable managing competing agendas and stakeholder groups in a dynamic environment and will ensure that every leader and every student can be their best person.



If this opportunity excites you and would like an informal conversation about the role please contact me on revans@cambrianlt.org.

We welcome visits to the school and we look forward to hearing from you.

Richard Evans

CEO

Cambrian Learning Trust

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Nurturing Growth - Inspiring Minds



About the school

Thameside Primary School is a vibrant and nurturing school at the heart of the South Abingdon community. It is a place where children and adults alike are inspired, supported and challenged to be the very best that they can be. The school's inclusive ethos, strong sense of community and unwavering commitment to excellence underpin everything it does.

The school is incredibly proud of its most recent Ofsted inspection (June 2023), which recognised its many strengths, noting that "Pupils are at the heart of this happy and nurturing school." This reflects Thameside's deeply held belief that children thrive when they feel safe, valued and understood.



A Strong and Committed Community

Thameside is characterised by a dedicated and ambitious staff team who are united in their commitment to providing exceptional opportunities for every child. The school's motto, "Every Child, Every Chance, Every Day," is central to its work and is consistently modelled by both staff and pupils.

As an aspirational and inclusive school, Thameside has high expectations for all. Its pupils are enthusiastic, engaged and full of potential, and the school works tirelessly to ensure that every individual is supported to succeed. There is a clear recognition that education extends beyond academic outcomes, with equal emphasis placed on character, personal development and wellbeing.

Vision and Values

Thameside's vision is to nurture life-long learners who are aspirational, courageous, creative and kind. The school is committed to ensuring that every child benefits from meaningful and memorable experiences that inspire and challenge them, while preparing them for the future.

At the heart of this vision are the '5Rs':

- **Resilience**
- **Respect**
- **Resourcefulness**
- **Responsibility**
- **Reflectiveness**

These values are embedded throughout the school and shape its culture, relationships and expectations. They support pupils in becoming thoughtful, independent and compassionate members of the school and wider community.

High Expectations and a Love of Learning

Thameside is proud of its culture of high expectations and continuous improvement. The school is committed to enabling all children to achieve well across the full curriculum, regardless of their starting points. High-quality teaching, underpinned by an ambitious and coherently planned curriculum, ensures that learning is engaging, purposeful and progressive.

Particular strengths of the school include:

- A strong and engaging reading culture
- A broad, balanced and knowledge-rich curriculum
- A wide range of enrichment opportunities
- A focus on maximising learning time so that “every second counts”
- A love of learning is actively cultivated for both pupils and staff, with the aim of embedding this as a lifelong skill.



Inclusion, Wellbeing and Belonging

Inclusion lies at the heart of Thameside Primary School. The school is committed to ensuring that every child feels a strong sense of belonging and is able to thrive in a safe and supportive environment. It recognises that children learn best when their wellbeing is prioritised and when they feel valued as individuals.

The school's approach focuses on:

- Breaking down barriers to learning for all pupils
- Placing wellbeing at the centre of its work
- Promoting a culture of respect, kindness and inclusion
- Supporting pupils to make positive choices and contributions

The school rules, devised by pupils, underpin this culture:

- First time, every time
- Be respectful
- Learn from mistakes
- Show kindness
- These shared expectations create a calm, purposeful and respectful environment for learning.

A Commitment to Wellbeing: MyHappyMind Accreditation

Thameside's commitment to nurturing the whole child has been further recognised through its recent Bronze Accreditation from the MyHappyMind schools programme.

This achievement reflects the school's strong and proactive approach to promoting mental health and wellbeing across the entire school community.



The MyHappyMind programme is fully embedded within daily school life and plays a key role in supporting pupils to develop resilience, confidence and self-awareness, essential foundations for lifelong success. It aligns closely with the school's ethos and values, reinforcing its commitment to ensuring that every child is supported to thrive both academically and emotionally.

This successful accreditation was led by Interim Assistant Headteacher Hannah Russell, whose leadership has ensured that the programme is consistently delivered and accessible not only to pupils, but also to families. Through workshops, resources and the school's parent app, families are actively engaged in supporting their children's wellbeing at home.

The programme exemplifies Thameside's vision to nurture learners who are aspirational, courageous, creative and kind, equipping pupils with practical strategies to understand and manage their mental health. Its impact is evident not only within classrooms, but across the wider school community.

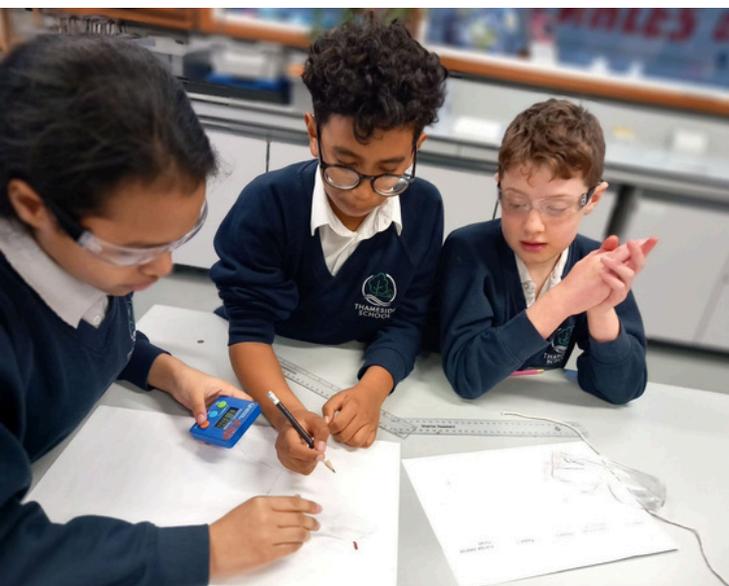
This milestone marks an important step in the school's ongoing commitment to ensuring that every child has the opportunity to flourish, every day.



Curriculum and Achievement

Thameside's curriculum is carefully designed to reflect pupils' starting points while promoting excellence across all areas of the National Curriculum. There is a strong focus on developing secure foundational knowledge in English and Mathematics, alongside a rich and varied wider curriculum.

The school is a learning community where all pupils are supported to experience success and achieve their best. Staff are committed to high standards, ensuring that teaching is consistently strong and that all pupils are challenged and supported appropriately.



Partnerships with Families and the Community

Strong relationships with parents, carers and the wider community are a key strength of Thameside. The school recognises that effective partnership working is essential in supporting children's learning and development.

Thameside actively promotes:

- Positive and supportive communication between home and school
- Opportunities for families to engage in school life
- A shared commitment to each child's success and wellbeing

As a school rooted in its local community, it values and celebrates these partnerships.



A Place to Grow and Flourish

Thameside Primary School is a place where children are encouraged to grow into confident, independent individuals with a genuine love of learning. From Nursery through to Year 6, pupils are provided with rich experiences that enable them to develop academically, socially and emotionally.

The school aims for all pupils to leave as young people who:

- Are confident and resilient learners
- Show care and respect for themselves and others
- Are well prepared for the next stage of their education
- Understand their role in the wider world

'Every Child, Every Chance, Every Day'

We want our children to be confident and independent, have a love of learning and to care about themselves, other people and the world around them.

An Opportunity to Lead

For a prospective Headteacher, Thameside offers a unique opportunity to lead a school with a strong foundation, a clear vision and a deeply committed staff team. It is a school with ambition, integrity and a genuine sense of purpose, where children are truly at the heart of everything.

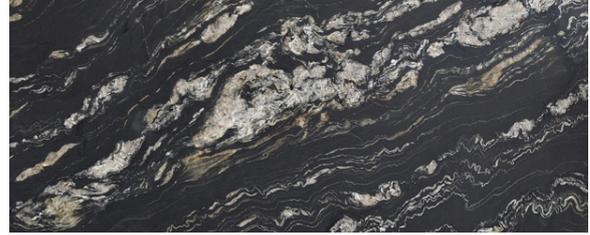
Thameside Primary School is a community where both pupils and staff are supported to flourish, and where the successful candidate will have the opportunity to make a lasting and meaningful impact.



About Cambrian Learning Trust



The name 'Cambrian' refers to one of the oldest bedrocks spanning the globe, formed during the influential geologic Cambrian era. Its most notable features align perfectly with our Trust's ethos and approach:



- A strong and solid foundation for building lifelong learning and success
- A catalyst for the advancement of innovation and creativity in schools
- An ideal environment in which diversity is cultivated, embraced and celebrated

In keeping with these attributes, our strapline 'Nurturing Growth – Inspiring Minds' perfectly encapsulates what the Cambrian Learning Trust stands for. We are driven to nurture all learners - the children and young people in our care, our staff, and the adults in our school communities so that they can achieve their very best, whilst providing inspiration, motivation and challenge.

All our schools (three secondary- with sixth forms, one all-through and fourteen primaries) are based in and around Faringdon, Wantage and Abingdon in South Oxfordshire; 8 of our schools are church schools, and all but one of our primaries has a pre-school setting.

A significant strength and benefit is that all our schools are situated within a small area, with the majority being just a short 10 or 15 minute drive from each other. The proximity of our schools enables extensive collaboration, sharing of expertise and creative solutions.

The Trust promotes school autonomy and independent thinking. All our Headteachers have the responsibility and authority to lead their schools, driven by local context and need. Each school has its own Local Governing Committee whose remit is to challenge and support school leaders in achieving the best possible outcomes.

Schools interview and select their own staff, supported by an experienced central HR team. They also design their own curriculum, whilst working collaboratively with one another and benefiting from being part of a larger Trust that supports them to operate as successfully as possible.



The Cambrian Learning Trust is proud to have a united and successful team working across schools in a mutually supportive way to ensure that every child or young person, no matter what their circumstances, will succeed in every aspect of school life and beyond. Our schools balance academic achievement with an extensive enrichment offer, ensuring a wealth of opportunity and experience for all children as part of their education.

Our schools can access a pool of resources provided by the Cambrian Learning Trust. Our talented and experienced central team offers wide-ranging School Improvement expertise, as well as assistance with all aspects of operations. This ensures our schools are supported, effective and forward-looking whilst being compliant in all aspects.



Looking ahead, we are strengthening and extending our 'hub model', whilst facilitating all our primary schools to feed into a Cambrian Trust secondary school wherever possible.

We are exploring and looking to create Beacons of Excellence in the areas of Inclusion and SEND, whilst continuously improving outcomes for all our learners and enlarging our curriculum enrichment offer.

For our employees, the Trust's development and training programme also continues to expand, offering both internal and external CPD opportunities so that we can attract and retain the best possible workforce, and ensure we have the most talented team of people working with our children.



Cambrian Vision and Values

Vision "To be a Beacon of Excellence"

Values

Integrity
Kindness
Ambition
Unity

Mission

'Nurturing growth and inspiring minds', we serve to build firm foundations for excellence, empowering all to shine, whilst instilling the values of integrity and kindness. United in our ambitious vision, we are committed to inspiring learners who achieve highly and are equipped to contribute positively to society. By nurturing strong relationships, we create an inclusive community in which every individual is valued, supported, and encouraged to grow in mind, body, soul and spirit.



To find out more about our Trust visit the website at <https://cambrianlearningtrust.org/> where you will find out information about our governance structure, Trust Board minutes, the annual reports and financial statements and much more.

Please also follow us on social media for up-to-date news.



Application and Selection Process

Informal Discussions

Should you wish to discuss this role with our Chief Executive Richard Evans please contact queries@cambrianlt.org

If you would like to visit the school please do contact them directly on 01235 527600 or by emailing office@tps.cambrianlt.org

Visits are actively encouraged.



Application and Letter of Interest

In addition to completing our application form, please provide us with a covering letter of not more than two pages which demonstrates your alignment with the vision, ethos and values of Thameside Primary School.

The deadline for applications is **9am Monday 20th April 2026**. Late applications will not be considered.

Selection Procedure

A shortlist of candidates will be drawn up on the day of the deadline with successful candidates notified the same day.

The appointment and interview process will require successful candidates to attend on **Thursday 23th April 2026**.



Safer Recruitment

Cambrian Learning Trust are committed to safeguarding and promoting the welfare of all children and preventing extremism. We expect all staff and volunteers to share in this commitment. All post holders in regulated activity are subject to appropriate vetting procedures and a satisfactory Disclosure and Barring Service (DBS) Enhanced Check. Shortlisted candidates will be subject to online searches for publicly available information.

Cambrian Learning Trust is an equal opportunities employer and we welcome applications from a range of backgrounds to represent diversity in line with our schools' community.

In line with DfE Keeping Children Safe in Education (September 2023) to safeguard children within our schools, we are required to carry out a number of checks on all staff, whether they are permanent, temporary, casual, voluntary, school based supply or agency based supply, and maintain a central record documenting that checks have been carried out.

At Interview

If invited to interview, all applicants will be required to bring photographic proof of identity [valid passport / driving licence] or birth certificate. Original documentation of qualification evidence will also be required. Appointments are subject to receipt of satisfactory references.

References will be sought from previous employer and any gaps in employment history will be followed up. All interview panels will have at least one member who has completed Safer Recruitment training.



Job Description

Job title: Headteacher

Salary: L15- 21

Hours: Full Time

Contract type: permanent

Main purpose

The headteacher will:

- Formulate the aims and objectives of the school and provide overall strategic leadership
- Establish policies for achieving these aims and objectives
- Manage staff and resources to that end
- Monitor progress towards the achievement of the school's aims and objectives
- Lead by example and model best practice regarding professional conduct, workload and personal development
- Be a role model for all in our community

Duties and responsibilities

Qualities and knowledge

- Lead by example, holding and articulating clear values and moral purpose, and focusing on providing excellent education for all pupils
- Build positive relationships with all members of the school community, showing positive attitudes to them
- Keep up to date with developments in education, and have a good knowledge of education systems locally, nationally and globally
- Work with political and financial astuteness, translating policy into the school's context
- Communicate the school's vision compellingly and drive strategic leadership
- Seek training and continuing professional development to meet own needs

Pupils and staff

- Demand ambitious standards for all pupils, instilling a strong sense of accountability in staff for the impact of their work on pupil outcomes
- Ensure excellent teaching in the school, including through training and development for staff
- Establish a culture of 'open classrooms' as a basis for sharing best practice
- Create an ethos within which all staff are motivated and supported to develop their skills and knowledge
- Identify emerging talents, coaching current and aspiring leaders
- Hold all staff to account for their professional conduct and practice

Systems and processes

- Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing exemplary behaviour
- Implement systems for managing the performance of all staff, addressing any underperformance, supporting staff to improve and valuing excellent practice

- Welcome and work with the governing board as appropriate, providing the information it needs to govern effectively
- Support strategic, curriculum-led financial planning to ensure effective use of budgets and resources
- Support distribution of leadership throughout the school

The self-improving school system

- Create an outward-facing school which works with other schools and organisations to secure excellent outcomes for all pupils
- Develop effective relationships with fellow professionals
- Model entrepreneurial and innovative approaches to school improvement and leadership
- Inspire and influence others to believe in the fundamental importance of education in young people's lives and to promote the value of education

The headteacher will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the headteacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.

Person Specification

Qualifications & Training	Essential	Desirable
Qualified teacher status	✓	
A degree or equivalent	✓	
NPQH Award		✓
Evidence of continuing and recent relevant professional development		✓

Experience	Essential	Desirable
Successful leadership as a Deputy or Assistant Head Teacher	✓	
Leading and managing a team	✓	
Curriculum development across the primary age range	✓	
Proven track record of classroom practice, ideally at primary level	✓	
Successful leadership as a Headteacher		✓

Competence summary	Essential	Desirable
A proven ability to motivate, lead and interact with staff, children and parents/carers	✓	
Ability to plan strategically with a sense of priorities	✓	
Ability to use appropriate leadership styles in different situations	✓	
A thorough knowledge and understanding of the primary curriculum	✓	
Experience of managing, leading, assessing, supporting and motivating staff to improve the quality of teaching and learning	✓	
Experience of managing change, for example, legislative requirements, curriculum development, current themes in education	✓	
Ability to work as a team player, deal sensitively with people and resolve conflict	✓	
Ability to work constructively with governors	✓	
Ability to demonstrate high level organisational skills	✓	
Ability to use attainment and pupil progress data and implement a range of strategies to raise achievement	✓	
Ability to consult, work collaboratively and communicate effectively both orally and in writing with pupils, staff, parents, Governors, Cambrian Learning Trust and the wider community	✓	

Ability to consult, work collaboratively and communicate effectively both orally and in writing with pupils, staff, parents, Governors, Faringdon Learning Trust, the Diocesan Board of Education and the wider community	✓	
Excellent oral and written skills	✓	
Ability to utilise effectively staff and resources	✓	
A commitment to equality of opportunity for all and of successful strategies for promoting inclusion	✓	
Ability to safeguard and promote to the welfare of children	✓	
Ability to manage projects and change		✓
Experience of financial management at a whole school level		✓

Work-related personal requirements	Essential	Desirable
Ability to demonstrate enthusiasm, energy and resilience, with a warm, approachable personality	✓	
Integrity	✓	
Self confidence	✓	
Emotional resilience	✓	
Ability to make informed decisions in competing circumstances	✓	
Good interpersonal skills	✓	
Good negotiating and diplomacy skills	✓	
Ability to work under pressure and meet deadlines	✓	
Ability to grasp and communicate a complex vision to a variety of audiences	✓	
Ability to relate well to children and be responsive to their pastoral needs	✓	
Commitment to safeguarding and promoting the welfare of children and young people	✓	