



Headteacher Recruitment Information Pack

Start Date: September 2026

Pay Scale L14 – L20 (dependent on experience)

Closing Date: Friday 13th February 2026

Welcome from the Chair of Governors

Dear Candidate,

On behalf of the Governing Board, I am delighted to thank you for your interest in the Headteacher position at Grimsdyke Primary School.

Grimsdyke is a thriving three-form entry community primary school situated in the heart of Harrow. We are immensely proud of our warm, inclusive and ambitious school community, where staff, parents, governors and pupils truly live by our motto - Learning and Achieving Together.

Our school has a strong reputation for high standards, creativity and a genuine commitment to every child's wellbeing and personal development. We offer a broad and balanced curriculum that encourages curiosity, challenge and confidence, preparing pupils not just for the next stage of their education but for life beyond.

We are now seeking an inspiring, dedicated and forward-thinking Headteacher who can build on our successes and lead our wonderful school into its next exciting chapter. You will find a skilled and enthusiastic team of staff, a supportive and proactive governing board, and a community that values partnership, respect and ambition.

If you are a leader who believes in empowering others, values inclusion, and shares our passion for nurturing children to reach their full potential, we would be delighted to hear from you.

We warmly welcome visits — they are the best way to experience the heart and spirit of Grimsdyke.

Yours sincerely,



Mrs Juliet Lewin
(Chair of Governors)

About Grimsdyke School

Grimsdyke Primary School is a three-form entry community school located in Hatch End, Harrow. We cater for children aged 4–11 and are proud of the diversity and vibrancy of our school community.

Our ethos — *Learning and Achieving Together* — reflects our belief that education is a shared journey between children, families, staff and the wider community. We celebrate success in all its forms, whether academic, artistic, social or personal.

At Grimsdyke, every child is known, valued and encouraged to reach their full potential. Our dedicated staff deliver a knowledge-engaged, skills-based curriculum, designed to foster curiosity, resilience and independence. We place equal emphasis on personal development, creativity and wellbeing.

Our pupils are confident, articulate and compassionate learners who embrace challenge and demonstrate strong values in all they do.


Our curriculum intent

Our curriculum has some key themes interweaved through the planning:

- A variety of languages
 - Inquisitive nature
- Support from home
 - Willingness to explore
- A range of backgrounds
 - Creed/viol

Student X is just starting in Reception – what do they bring to us to be successful and what do we present to them?


- A safe environment
- A chance to develop confidence
- Respect
- Support
- Risk taking environment
- Resilience and resourcefulness
- Positive relationships




Student Y has spent 7 years at Grimsby School – what skills / attributes will they bring with?

- Growth Mindset
- Team work skills
- Understanding of their responsibilities
- Independent
- Resourceful
- Eloquent when sharing ideas and thoughts
- Creativity
- Confidence in their learning
- Wide range of experiences
- Determination to do well
- Compassionate
- Empathetic
- Reflective
- Advanced basic skills
- Respect for themselves and others
- Ability to solve a range of problems
- Life skills
- Inquisitive - thirst for knowledge and understanding
- Self value and awareness


We interleave knowledge and skills so that students learn disciplinary and substantive knowledge in each curriculum subject area.



We build in narrative learning and meaningful links with texts.



We employ 'wise interventions' for all such as growth mindset and metacognition.

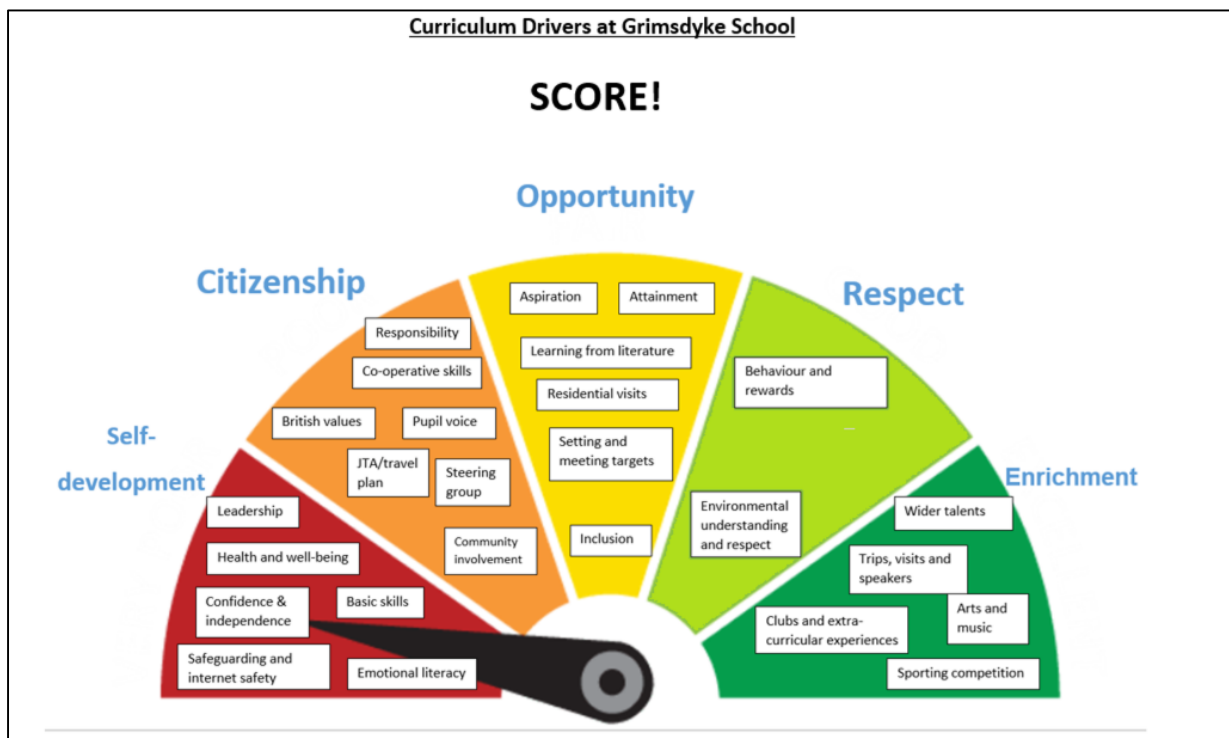


Our Ethos and Values

At Grimsdyke, our ethos of *Learning and Achieving Together* sits at the heart of everything we do.

We live by our **SCORE** values, which shape our culture and guide our daily interactions:

- **Self-development** – We encourage ambition, resilience and self-belief in every child to allow them to develop themselves through the experiences that are presented to them on a daily basis.
- **Citizenship** – We nurture kindness, empathy and responsibility within our community. Being part of a community means many things, making active and positive contributions is one of them.
- **Oppportunity** – We provide every child with the chance to shine and succeed. It is our responsibility to find that place where each and every child can be successful.
- **Respect** – We promote respect for ourselves, others and the world around us. This is an important part of being a member of a community through the demonstration of understanding and tolerance.
- **Enrichment** – Through the broad and balanced curriculum we offer; creativity, diversity and the joy of learning are all celebrated. They form an established centre of what we present to the students.



HEADTEACHER – JOB DESCRIPTION

Start Date – September 2026

Pay Scale: L14 – L20 (dependent on experience)

Role and Purpose:

The Headteacher provides strategic leadership and direction, ensuring the highest standards of education and personal development for all pupils. In line with Grimsdyke School's ethos of "Learning and Achieving Together", the Headteacher will foster an inclusive, safe and inspiring environment where every child is encouraged to become a confident, articulate and resilient learner. The role involves upholding and promoting the school's SCORE values: Self-development, Citizenship, Opportunity, Respect, and Enrichment.

In doing so the Headteacher will –

- Lead in the development and implementation of the school's strategic vision and priorities, in collaboration with governors, staff, parents and the local authority.
- Ensure high-quality teaching, learning and assessment, with a curriculum that reflects the school's knowledge-engaged/skills based approach and includes a commitment to personal development.
- Lead a professional learning community, developing leadership capacity and staff wellbeing across the school.
- Ensure the school runs efficiently and effectively, providing a safe and well-organised environment that supports learning.
- Establish a culture of accountability and transparency, ensuring all members of the school community understand their responsibilities.
- Build strong relationships with families, the local community and wider partnerships, enhancing the role of the school as a hub for opportunity and enrichment.

Duties and Responsibilities -

1. Shaping the Future

- Embed the school's mission and values into all aspects of daily practice.
- Promote the SCORE values as part of a shared and inclusive school culture.
- Translate the school's long-term vision into achievable goals and operational plans.
- Lead innovation, creativity and ambition in school development.
- Involve all stakeholders in shaping the direction of the school, fostering a strong sense of ownership and partnership.
- Ensure that school improvement planning reflects the diverse needs of the

school community and builds on local and national policy and research.

2. Leading Learning and Teaching

- Oversee the implementation of a broad, balanced and inclusive curriculum that develops both knowledge and transferable skills.
- Ensure that all children, including those with SEND, EAL or from vulnerable groups, are appropriately supported and challenged.
- Maintain rigorous systems of monitoring, assessment and data analysis to drive progress and attainment.
- Promote creativity, oracy and independent thinking as key pillars of Grimsdyke Schools learning strategy.
- Provide opportunities for pupils to reflect, set goals, and develop a growth mind-set.
- Lead the continued development of an engaging and progressive curriculum, informed by research and best practice.
- Ensure excellent transition arrangements within the school and to the next phase of education.

3. Developing Self and Working with Others

- Promote a culture of mutual respect, openness and high expectations.
- Implement effective systems for performance management and staff development.
- Support career progression through coaching, mentoring and high-quality CPD.
- Lead by example, modelling integrity, resilience and a commitment to personal development.
- Build a strong, collaborative Senior Leadership Team and distributed leadership structure.
- Encourage reflective practice and the sharing of expertise across the school.
- Promote staff wellbeing and a healthy work-life balance.

4. Managing the Organisation

- Align staffing structures and systems with the school's values and strategic priorities.
- Ensure financial management is robust, transparent and aligned with educational priorities.
- Oversee the maintenance, development and safety of the school site and resources.
- Implement policies and procedures that meet statutory requirements and promote a positive school culture.
- Lead the adoption of appropriate digital technologies to support teaching, learning and school operations.
- Ensure staff and pupils' safety and welfare through effective approaches

- to safeguarding, as part of a duty of care
- Take on the statutory role of Designated Safeguarding Lead (DSL), ensuring robust safeguarding policies, practices and staff training across the school
 - Ensure rigorous approaches to identifying, managing and mitigating risk

5. Securing Accountability

- Work closely with the Governing Body to set strategic direction and monitor outcomes.
- Ensure that data and reporting systems clearly demonstrate pupil progress and school performance.
- Maintain rigorous quality assurance systems across teaching, curriculum, finance and safeguarding.
- Celebrate successes while also identifying and addressing areas for development.
- Ensure that parents are fully informed of their child's progress and the wider work of the school.
- Promote pupil voice and engagement in learning and school improvement.

6. Strengthening the Community

- Promote the Grimsdyke School as a welcoming, inclusive and outward-facing institution.
- Develop meaningful partnerships with parents, carers and community stakeholders.
- Celebrate the school's cultural diversity and promote equality and respect.
- Work with external agencies to provide joined-up support for pupils and families including schools in the local area and beyond.
- Lead initiatives that promote community cohesion, well-being and social responsibility.
- Actively participate in school improvement networks and share effective practice with fellow professionals and colleagues.

Note:

This job description is based on the DfE's National Standards of Excellence for Headteachers and has been tailored to reflect the aims, values and curriculum intent of Grimsdyke School. As the role of a Headteacher varies from day to day, the post holder may be required to do other duties appropriate to this level of role with the organisation.

Headteacher - Person Specification

The person specification below shows the key skills and experience required for our new Head teacher. The selection panel will shortlist candidates on the basis of how well they meet the requirements of this person specification. Candidates will need to demonstrate knowledge and understanding of each area, and show evidence of having applied (or awareness of how to apply) this knowledge and understanding in a school context.

Selection Criteria		Essential (E) /Desirable (D)	Shortlisting	Interview	Presentation
Qualifications	• Qualified teacher status.	E	✓		
	• NPQH or working towards or further professional qualification.	E	✓		
Experience	• Successful experience as a deputy head or headteacher	E	✓	✓	
	• Successful primary school teaching experience	E	✓		
	• Experience of working in a multi-cultural setting.	D	✓	✓	
Strategic Direction and Development of the School	• Ability to provide clear educational vision and direction and lead by example.	E	✓	✓	✓
	• Ability to formulate aims, policies and plans and monitor, evaluate and review the impact of these.	E	✓		
	• Ability to work in partnership with the governing board.	E		✓	
	• Evidence of introducing effective strategies for improvement.	E	✓	✓	✓
	• Knowledge of current educational developments	E		✓	
	• Knowledge of statutory requirements.	E		✓	
Leading and Managing Staff	• Ability to lead, manage and motivate the whole school community.	E	✓	✓	
	• Ability to plan, allocate, delegate, support and evaluate work undertaken by groups, teams and individuals.	E	✓	✓	
	• Successful experience of leading in-service training for staff.	E	✓		
	• Ability to consult and negotiate effectively with different stakeholders involved with the school, including pupils.	E	✓	✓	
Standards	• Experience of raising standards	D	✓	✓	
	• Ability to collect, analyse and use data on pupils' progress and performance to raise standards, using appropriate	E	✓		

	systems including ICT.				
	<ul style="list-style-type: none"> Ability to set and achieve challenging targets for the school, teachers and pupils. 	E	✓	✓	
	<ul style="list-style-type: none"> Understanding of the principles of effective teaching and learning and the ability to promote a culture of learning throughout the school. 	E	✓	✓	
Teaching and Learning	<ul style="list-style-type: none"> Understanding of the principles of how to engage children through an exciting child centered curriculum. 	E	✓	✓	
	<ul style="list-style-type: none"> Successful experience of reviewing and developing the curriculum. 	D	✓	✓	
	<ul style="list-style-type: none"> Understanding of the role and impact of assessment in children's learning. 	E	✓	✓	
	<ul style="list-style-type: none"> Successful experience of monitoring, evaluating and improving the quality of teaching and learning. 	D	✓	✓	
	<ul style="list-style-type: none"> Successful experience of promoting the personal, social, moral, cultural and spiritual development of pupils. 	E	✓	✓	
Ethos and Inclusion	<ul style="list-style-type: none"> Ability to create and maintain an environment which promotes good behaviour, discipline and celebrates success. 	E	✓	✓	
	<ul style="list-style-type: none"> Understanding of the factors which create barriers to learning and the ability to implement appropriate strategies for reducing inequalities and promoting social inclusion. 	E	✓	✓	
Relationship with Parents	<ul style="list-style-type: none"> Successful experience of creating and maintaining effective partnerships with parents and the wider community 	E	✓	✓	
Deployment of Staff and Resources	<ul style="list-style-type: none"> Ability to set, interpret, monitor and manage a budget. 	E	✓	✓	
	<ul style="list-style-type: none"> Ability to manage, monitor and review the use of all available resources, ensuring best value. 	E	✓		
	<ul style="list-style-type: none"> Experience of recruiting, selecting and deploying staff. 	D	✓		
Suitability to work with children	<ul style="list-style-type: none"> Ability to form and maintain appropriate professional relationships with children and young people. 	E	✓	✓	
	<ul style="list-style-type: none"> Experience of supporting pupils with challenging behaviour. 	E	✓	✓	
	<ul style="list-style-type: none"> Experience of fulfilling the statutory role of Designated Safeguarding Lead (DSL) or equivalent 	E	✓	✓	
	<ul style="list-style-type: none"> Up-to-date knowledge of statutory safeguarding guidance (e.g. Keeping Children Safe in Education) 	E	✓	✓	✓
Other Skills and Abilities	<ul style="list-style-type: none"> Ability to manage time well and work under pressure to meet deadlines. 	E	✓	✓	✓
	<ul style="list-style-type: none"> Effective ICT skills. 	E	✓		
	<ul style="list-style-type: none"> Effective interpersonal, communication and presentation skills; both written and oral. 	E	✓	✓	✓

Why Join Grimsdyke?

- A vibrant three-form entry primary with a strong sense of community and belonging
- Dedicated and experienced staff team committed to continuous improvement
- Enthusiastic, well-behaved and motivated pupils
- Active and engaged parents and governors who work in genuine partnership
- A beautiful site with excellent facilities and outdoor space.
- A curriculum that inspires creativity, curiosity and lifelong learning

At Grimsdyke, you will find a school that truly values teamwork, kindness and opportunity.

Recruitment Timeline

School visits	Available on request
Closing date	Friday 13th February 2026
Pre-interview / shortlisting	Week commencing 23rd February 2026
Formal interviews & assessment tasks	Week commencing 2nd March 2026
Appointment confirmed	Before the Easter break

Application Process

For an informal discussion or to arrange a visit, please contact:

Hetal Dattani

(School Business Manager)

Tel: 020 8428 1324

Email: vacancies@grimsdyke.harrow.sch.uk

To apply, please complete the application form available via My New Term

Completed applications should be submitted by Friday 13th February 2026.

We look forward to welcoming an exceptional leader who will continue to help Grimsdyke thrive — where every child is encouraged to learn and achieve together.