



Recruitment pack

Headteacher, Abbey Woods Academy

anthem

Welcome from the CEO

Dear Colleague,

Thank you for your interest in leading Abbey Woods Academy.

At Abbey Woods, we aim for high standards and outstanding achievement in a creative and fun environment. We encourage children to be successful learners, confident individuals and responsible citizens. We emphasise the importance of respect, good manners and pride in our work by providing an exciting curriculum, in a positive climate, that enables everyone to succeed.

The emotional wellbeing of every child is also an essential part of our ethos. We nurture and help our children to learn how to be happy, enjoy meaningful relationships with family and friends, and live their lives without fear or worry.

As a Trust, we will support you with high-quality professional development, strategic guidance and a strong network of headteachers across our regions. You will not lead alone. We offer coaching, national-level CPD opportunities and dedicated support from our Education Team, Professional Service Team and Executive leaders.

We are seeking an exceptional leader who understands the power of relationships and who is committed to improving life chances for children in Oxfordshire.

David Hatchett

**Chief Executive
Anthem Schools Trust**

About Anthem

Who we are

Anthem Schools Trust is a growing and ambitious family of 11 primary and four secondary schools in the East Midlands, London, and Thames Valley. The trust serves almost 8,000 children and young people across its three regions.

We're proud to be one of the UK's most established trusts – rooted in public service, driven by our shared values of Integrity, Collaboration and Excellence, and committed to helping every child thrive.

What we do

We exist to ensure that the public funding entrusted to us is used intelligently, ethically and relentlessly in the service of better outcomes for children and young people. Everything we do is focused on strengthening the quality of education, leadership and professional practice across our schools, while preserving each school's unique identity and community.

We believe strong schools are built by strong people. That is why we invest heavily in our staff, valuing expertise, collaboration and professional curiosity. We work hard to create environments where colleagues feel supported, trusted and challenged to be their best, whether they work in the classroom, in school leadership, or within our national teams.

Why join us?

By joining Anthem, you become part of a trust that combines high expectations with genuine care. A trust that values professionalism, thoughtful leadership and continuous improvement. And a trust that is committed not only to educational success, but to creating places where people are proud to work and proud to belong.

About Abbey Woods Academy

Abbey Woods Academy is a mixed-gender primary academy for children aged 3 to 11, located in Berinsfield, Oxfordshire. The school serves its local community and currently has approximately 140 pupils on roll. The most recent Ofsted inspection judged the school to be Good in all areas (June 2023), with clear strengths identified alongside areas for further development, particularly in securing consistency in teaching and outcomes.

A significant proportion of pupils have additional needs, including those requiring SEN support and those with Education, Health and Care Plans. The school also serves a community with high levels of disadvantage, including families who may not always be visible through headline measures. This context shapes the school's strong focus on inclusion, pastoral care and targeted support.

Abbey Woods is characterised by its inclusive ethos and strong relationships between staff, pupils and families. The school is committed to continuous improvement, with a focus on raising standards, strengthening teaching and learning, and ensuring that all pupils are equipped with the knowledge, skills and confidence to thrive in the next stage of their education and beyond.

As a values-driven school, Abbey Woods is committed to nurturing the whole child. The curriculum is designed to be engaging, inclusive and aspirational, supporting pupils to develop confidence, independence and a love of learning.

There is a clear focus on creating a safe and supportive environment where every child is known, valued and encouraged to succeed.

Our vision, values and culture

Creating a safe, inclusive environment where every child can succeed...

At Abbey Woods Academy we work together to be ambitious and aspiring for all our children, and ensure we are always kind to each other, so everyone can grow and thrive.

To make this happen, we expect everyone to behave in line with our CARE values: Community, Aspiration, Respect and Equality.

These values shape what happens every day, in every classroom in our school so that every child has a rich and rewarding experience that makes them feel valued as individuals and helps them grow into successful, lifelong learners.

Abbey Woods Academy is committed to supporting every pupil to grow in confidence, develop a love of learning and achieve their full potential. We place strong emphasis on inclusion, relationships and creating a culture where all members of the school community feel valued and supported.

Why join Abbey Woods Academy?

Abbey Woods Academy offers a strong sense of community, coupled with clear ambition for continued improvement. The school benefits from a committed staff team who are dedicated to supporting pupils both academically and pastorally, alongside positive and developing relationships with families and the wider community.

The school plays a central role within Berinsfield and is well placed to strengthen its reputation locally. There is a clear opportunity to build further confidence among families by continuing to raise standards and ensuring consistency in teaching, behaviour and outcomes. Its inclusive ethos and focus on meeting the needs of all learners, including those with SEND, underpin the school's approach.

The Anthem Community Council (local governing body) is supportive and engaged, and the successful Headteacher will benefit from strong trust backing, including access to experienced leaders, professional networks and targeted school improvement support.

This is a role with real opportunity: to bring clarity, stability and momentum, and to lead Abbey Woods into its next phase as a confident, high-quality school at the heart of its community.

The opportunity

We are seeking a Headteacher who will build on the foundations in place at Abbey Woods Academy, bringing clarity, consistency and a strong sense of direction. This includes embedding high expectations across all areas of the school, strengthening the culture of accountability, and ensuring that every pupil benefits from a high-quality, consistent educational experience.

A key priority will be re-establishing the school's position at the heart of the community, building trust with families and ensuring the school is visible, inclusive and outward facing.

Strategic priorities for the next Headteacher:

1. Secure consistently strong teaching and learning across all year groups.
2. Strengthen behaviour, routines and expectations to support a calm, purposeful environment.
3. Raise outcomes for all pupils, particularly disadvantaged pupils and those with SEND.
4. Build leadership capacity and develop a confident, accountable staff team.
5. Improve attendance and pupil engagement across the school community.
6. Rebuild and strengthen relationships with parents, carers and the wider community.
7. Establish a clear, compelling vision that secures long-term improvement and sustainability.

Future growth

The school is at an important point in its development, with a clear opportunity to strengthen its position within the local community. The incoming Headteacher will play a central role in shaping the next phase of improvement, ensuring that curriculum, staffing and resources are aligned to deliver sustainable, long-term impact.

We aim for Abbey Woods to become the school of choice for families in Berinsfield and the surrounding area, and the successful Headteacher will play a pivotal role in achieving this ambition. Working in partnership with strong trust wide support, the Headteacher will lead the school's improvement journey, strengthen community confidence, and drive the highest standards of education.

This is a strategic leadership responsibility, requiring a clear, future-focused approach that balances pace of improvement with a strong, inclusive school culture.

You will be joining a school where:

- Every child is supported to develop confidence, self-respect and respect for others, and is equipped to make informed choices.
- Curiosity is encouraged and pupils are supported to become motivated, engaged learners.
- Diversity is valued, with a strong emphasis on inclusion, respect and community.
- Children are encouraged to embrace challenge and develop independence and collaboration skills.
- Pupil voice is recognised, with children feeling heard, valued and included in school life.

What we offer

- Competitive leadership pay range.
- Headteacher coaching and mentoring.
- Trust CPD via the Anthem Learning Institute.
- Wellbeing-focused benefits.
- Cycle, home and tech salary-sacrifice schemes.
- Healthcare schemes.
- Access to Trust curriculum and SEND networks.
- Support from a strong and broad central team including but not limited to safeguarding, HR, Finance and Education.

How to apply

We encourage prospective candidates to arrange a school visit during **the week commencing 13 April**.

Please contact the school directly to arrange a mutually convenient date and time:

Email: admin@abbeywoods.anthemtrust.uk

<http://admin@abbeywoods.anthemtrust.uk> **Telephone:** 01865 340420

Applications should be submitted via MyNewTerm or TES by **Friday, 17 April at midday**. Please include a completed application form with a supporting statement.

Interviews will take place on **Tuesday, 28 April**.

Shortlisting will take place on **Friday, 24 April**

Shortlisting will be based on the person specification. Further information about the selection process will be shared with shortlisted candidates.





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