



Headteacher Candidate Pack



Welcome from the Co-Chairs of Governors

Dear Candidate,

Thank you for your interest in the position of Headteacher at Rushey Green Primary School.

This is an exciting opportunity to lead a three-form entry primary school at the heart of a diverse and vibrant community in Catford. Rushey Green is a school with a strong sense of purpose, a committed staff team, wonderful children and a community that cares deeply about its school. We are proud to be a Gold Rights Respecting School, where inclusion, respect and ambition underpin everything we do.

As governors, we are looking for a leader who shares our belief that every child deserves an exceptional education and every member of our community should feel valued, respected and inspired to achieve their very best. Our vision is for Rushey Green to be a centre of excellence where children develop into confident, thoughtful citizens with a lifelong love of learning.

The Headteacher appointed from 1st January 2027 will have the opportunity to build on the school's many strengths whilst helping to shape its next chapter. We are seeking an inspirational leader who combines strategic thinking with warmth, integrity and a relentless commitment to improving outcomes for every child. Someone who can unite people around a shared vision, nurture talent, and foster a culture where children and adults flourish together.

Our school benefits from:

- enthusiastic, articulate and caring children who enjoy learning;
- a talented and committed staff team dedicated to making a difference every day;
- supportive governors who provide both challenge and encouragement;
- engaged families who value education and work in partnership with the school;
- a rich and inclusive curriculum that reflects the diversity of our community; and
- strong values centred on respect, ambition, creativity and belonging.

We know that the best schools are built on strong relationships, high expectations and a clear moral purpose. We are therefore looking for a Headteacher who is visible, approachable and collaborative; someone who inspires confidence, develops others and has the courage to make thoughtful decisions that always place children first.

As governors, we are fully committed to supporting our new Headteacher. We believe in constructive governance that balances support with appropriate challenge, and we are ambitious for what Rushey Green can achieve over the coming years. Together, we want to continue strengthening teaching and learning, developing our staff, deepening our partnerships with families and ensuring every child leaves Rushey Green equipped to thrive in the next stage of their education and beyond.

Choosing your next headship is an important decision. We hope that as you read through this recruitment pack and, ideally, visit our school, you will see not only the strengths that already exist but also the exciting opportunity to lead a school with enormous potential.

If you are an ambitious, compassionate and values-led leader who believes every child can succeed, we would be delighted to receive your application.

Thank you for considering Rushey Green Primary School. We hope you will be inspired by our community, our values and our ambition, and we look forward to meeting you during the recruitment process.

Yours sincerely,

David Marsh and Nariell Morrison
Co-Chairs of Governors



About Rushey Green Primary School

Rushey Green at a Glance

School Type	Three-form entry primary school with Nursery
Location	Catford, London Borough of Lewisham
Age Range	3–11 years
Headteacher Start Date	1 January 2027
School Ethos	Inclusive, ambitious and child-centred
Recognition	Gold Rights Respecting School
Values	Resilience, Unity, Self-belief, Honesty, Empathy and Yearning to Learn
Our Community	Diverse, multi-ethnic, welcoming and highly supportive
Our Staff	Dedicated, talented and committed to continual improvement
Our Governors	Supportive, ambitious and committed to providing both support and challenge
Our Ambition	To become one of the very best primary schools in London, where every child flourishes and every member of the community is proud to belong.

Welcome to Rushey Green

Rushey Green Primary School is a vibrant, inclusive and ambitious three-form entry primary school situated in the heart of Catford in the London Borough of Lewisham. We are proud to serve a wonderfully diverse community and believe that every child deserves an education that enables them to thrive academically, socially and emotionally. Built upon strong relationships, high expectations and an unwavering commitment to ensuring every child is known, valued and supported, our

school places inclusion, respect and aspiration at the centre of everything we do. As a Gold Rights Respecting School, children’s rights and wellbeing underpin our curriculum, culture and daily practice. Rushey Green is a school that embraces innovation whilst remaining true to its values, and our next Headteacher will inherit a school with many strengths, a dedicated staff team and a governing body committed to supporting the school on the next stage of its journey.

Our Children

Our children are the heart of Rushey Green. They are curious, enthusiastic learners who enjoy coming to school, embrace new opportunities and contribute positively to our inclusive community. We have high aspirations for every pupil, regardless of their starting point, and strive to develop confident learners, independent thinkers, effective communicators and compassionate citizens who are equipped with the knowledge, skills and character to thrive throughout their education and beyond. We celebrate every child's individuality and work hard to ensure every pupil feels safe, valued, challenged and inspired to achieve their very best.

Our Community

Rushey Green is proud to be at the centre of a rich, diverse and welcoming community that reflects the vibrancy of Lewisham. The London Borough of Lewisham is a multi-ethnic borough with a long history of anti-racism activism. It is a former London Borough of Culture and the first official Borough of Sanctuary. Our families reflect the rich diversity of Lewisham, bringing a wealth of cultures, languages and experiences that enrich every aspect of school life, and we value the strong partnerships we have built with parents and carers. We believe that children achieve their greatest success when schools and families work together with trust, openness and shared ambition. Alongside our families, we work collaboratively with local schools, community organisations and external partners to provide the very best opportunities and support for every child.

Teaching and Learning

Teaching and learning are at the centre of everything we do. We are committed to providing a broad, balanced and ambitious curriculum that enables every child to develop secure knowledge, deep understanding and a lifelong love of learning. Our curriculum is carefully designed to build knowledge progressively whilst fostering creativity, critical thinking, resilience and independence. We place great value on high-quality teaching, evidence-informed practice and continual professional learning, creating a culture where staff collaborate, reflect and continually refine their practice to achieve the very best outcomes for children.



Inclusion

Inclusion defines who we are as a school. We believe every child has the right to feel a genuine sense of belonging and to receive the support and challenge they need to flourish. High expectations sit alongside strong pastoral care, ensuring barriers to learning are identified and addressed while maintaining ambitious aspirations for every pupil. Our commitment to equality, diversity and children's rights is embedded throughout school life, and our Gold Rights Respecting School status reflects our determination to create a community where every child is listened to, respected and empowered to succeed.

Our Staff

Rushey Green benefits from a talented, dedicated and caring team who are passionate about providing the very best education for our children. Collaboration, mutual respect and continual professional development are central to our culture, enabling staff to develop their expertise, grow as leaders and continually improve their practice. We believe exceptional schools are built by investing in people, and we are committed to creating an environment where colleagues feel supported, valued and empowered to make a lasting difference.

Leadership

Leadership at Rushey Green is rooted in integrity, collaboration and service. Governors are seeking a Headteacher who will build upon the school's existing strengths whilst leading the next phase of its development with confidence, vision and compassion. This is an exciting opportunity to work alongside committed staff, engaged families and a supportive governing body to shape a shared vision for the future, strengthen outcomes for children and develop a culture where everyone is encouraged to flourish. Governors are committed to providing appropriate support alongside constructive challenge, recognising that the best schools are built upon trust, shared accountability and strong relationships.



Why Join Rushey Green?

Leading Rushey Green Primary School is an opportunity to make a genuine and lasting difference. You will join a school with a proud history, an ambitious governing body, talented staff, supportive families and children who deserve the very best education. We are seeking a values-led leader with vision, courage and compassion who can inspire others, nurture future leaders and continue to build a culture of excellence, inclusion and continuous improvement. If you believe that strong relationships, high expectations and an unwavering commitment to children are the foundations of exceptional schools, we believe Rushey Green offers an outstanding opportunity to lead an ambitious school into its next exciting chapter.

Headteacher Job Description

Responsible To

The Governing Body

Core Purpose

The Headteacher is accountable to the Governing Body as the principal professional leader of the school for providing strategic leadership, educational direction and effective management to secure high standards of achievement, teaching and learning, behaviour and wellbeing for all pupils.

This job description should be read alongside the current School Teachers' Pay and Conditions Document, the Headteachers' Standards, the Education Acts, Keeping Children Safe in Education and all relevant statutory guidance.

The Headteacher will:

- Provide clear strategic leadership and vision for the school, ensuring the highest quality of education and outcomes for all pupils.
- Lead and inspire governors, staff, pupils, parents and the wider community, promoting a culture of high expectations, inclusion, collaboration and continuous improvement.
- Ensure high standards of teaching, learning and assessment throughout the school through effective monitoring, evaluation and professional development.
- Lead and manage all staff effectively, promoting accountability, professional growth and staff wellbeing.
- Ensure the school provides a broad, balanced, ambitious and inclusive curriculum that meets the needs of all pupils.
- Promote safeguarding and child protection as a fundamental priority across all aspects of school life.
- Ensure effective operational, financial and organisational management of the school.





Leadership and Management

- In consultation with the Governing Body, create, communicate, implement and review the strategic vision and development plan for the school.
- Lead school improvement priorities to secure high standards of achievement, behaviour, attendance and personal development for all pupils.
- Develop and maintain a positive, inclusive and aspirational school culture where all pupils and staff can thrive.
- Ensure effective systems of self-evaluation, monitoring and review are in place and that improvement priorities are informed by accurate analysis of data and evidence.
- Provide effective financial leadership and ensure resources are deployed efficiently and strategically to support school priorities.
- Ensure compliance with all statutory responsibilities and regulatory requirements.
- Develop strong partnerships with governors, parents, the local authority, external agencies and the wider community.
- Lead and manage change effectively to ensure continuous school improvement.
- Ensure effective communication systems operate throughout the school community.
- Promote equality, diversity and inclusion across all aspects of school life.



Teaching and Learning

- Lead, monitor and evaluate the quality of teaching, learning and assessment throughout the school to ensure consistently high standards.
- Promote excellence in classroom practice and ensure high expectations for teaching and pupil achievement across the school.
- Establish and maintain effective systems for curriculum planning, assessment, recording and reporting.
- Ensure the curriculum is broad, balanced, ambitious and responsive to the needs of all pupils.
- Use pupil performance data effectively to monitor standards, identify priorities and drive improvement.
- Ensure that effective intervention and support strategies are in place to improve outcomes for all groups of pupils, including disadvantaged pupils and pupils with SEND.
- Lead the development of teaching and learning through coaching, mentoring, professional development and performance management.
- Ensure consistency and high expectations in behaviour management and classroom practice.
- Promote innovation and evidence-informed approaches to teaching and learning.
- Maintain a strong focus on raising standards in literacy, mathematics and the wider curriculum.

Line Management and Staff Leadership

- Provide effective line management and leadership for all teaching, support, administrative and site staff.
- Lead, supervise and participate in arrangements for staff appraisal and performance management.
- Set high expectations for professional conduct, performance and accountability for all staff.
- Ensure all staff have access to high quality professional development, coaching and training opportunities.
- Lead staff recruitment, deployment and retention in partnership with the Governing Body.
- Promote staff wellbeing and maintain a positive and supportive working environment.
- Develop leadership capacity across the school and support succession planning.
- Ensure all staff understand and fulfil their safeguarding responsibilities.
- Promote collaborative working practices and effective communication between all staff.

Pupils and Inclusion

- Ensure the highest standards of achievement and wellbeing for all pupils regardless of background, ability or need.
- Ensure all pupils have equality of access to a high-quality education and the full curriculum.
- Ensure effective provision for pupils with Special Educational Needs and Disabilities (SEND) in line with the SEND Code of Practice.
- Promote positive behaviour, attendance, personal development and pupil welfare throughout the school.
- Ensure robust safeguarding and child protection procedures are fully implemented and consistently followed.
- Promote pupils' spiritual, moral, social and cultural development and prepare pupils positively for life in modern Britain.
- Ensure effective systems are in place to support vulnerable pupils and families.





Curriculum and Assessment

- Lead the development, implementation and evaluation of the curriculum across the school.
- Ensure effective systems of assessment, recording and reporting are in place.
- Monitor pupil progress and attainment to ensure high achievement and appropriate challenge for all learners.
- Ensure curriculum provision reflects statutory requirements and the school's vision and values.
- Promote enrichment opportunities, educational visits and wider curriculum experiences.

Ethos and Community

- Promote and sustain a positive, inclusive and aspirational ethos throughout the school.
- Foster strong relationships with pupils, staff, governors, parents and the wider community.
- Promote high standards of behaviour, respect and professionalism across the school.
- Ensure parents and carers are well informed and actively engaged in their children's education.
- Promote the school positively within the local community and beyond.

Governance

- Work in partnership with the Governing Body to support strategic leadership and accountability.
- Keep governors fully informed regarding school performance, priorities and statutory responsibilities.
- Advise governors appropriately to support effective governance and decision making.
- Attend Governing Body meetings and provide accurate reports and recommendations.

Health, Safety and Safeguarding

- Ensure the implementation and regular review of health and safety policies and risk assessments.
- Ensure the safety, wellbeing and security of pupils, staff, visitors and the school environment.
- Promote safeguarding as a shared responsibility across the school community.
- Ensure the school site and learning environment are safe, well maintained and fit for purpose.
- Ensure appropriate emergency and business continuity procedures are in place.

Equal Opportunities

The Headteacher will actively promote equality of opportunity, inclusion and anti-discriminatory practice throughout all aspects of school life.

General

The duties outlined in this job description may be modified by the Governing Body after consultation with the postholder to reflect or anticipate changes in the role, commensurate with the salary and responsibilities of the position.

Headteacher Person Specification

This document outlines the key skills and experiences we are looking for.

The selection panel will assess each candidate against the criteria, expecting candidates to demonstrate knowledge and understanding of each area and show evidence of having applied this knowledge and understanding in the school context.

The supporting statement should be no more than three A4 pages long.

Criteria	Essential or desirable	Determination from		
		Application	Interview	References
Qualifications and Knowledge				
NPQH	E	•		
Qualified teacher status with knowledge and experience of EYFS, KS1 and KS2	E	•		
Degree or Equivalent	E	•		
Professional Development				
Evidence of appropriate professional development for the role of Headteacher	E	•		
Evidence of recent leadership and management professional development	E	•		
Has successfully undertaken appropriate Child Protection training/ Designated Senior Leader training	E	•		
Whole School Leadership and Management Experience				
A proven track record as a highly successful school leader	E	•	•	•
Has taken an active involvement in school self-evaluation and development planning	E	•	•	
Experience of implementing a strategic plan across the whole school, identifying priorities and evaluating the impact	D	•	•	
Experience of leading change effectively and successfully	D	•	•	

Headteacher Person Specification - *continued*

Whole School Leadership and Management Experience (Continued)

Understanding of strategic financial planning and budgetary management and their contribution to school development and pupil achievement	E	•	•	
Has had responsibility for whole school policy development and implementation	D	•	•	
Experience of building effective working relationships with all stakeholders, including staff, parents, governors and other stakeholders	E	•	•	
Absolute commitment to safeguarding	E	•	•	•
Evidence of commitment to promoting health and safety and the welfare of children	E	•	•	•
Absolute commitment to inclusion	E	•	•	•
Knowledge and experience of working with children with specific needs, including behavioural, mental health and wellbeing	D	•	•	•
Successful track record of developing the performance of staff	E	•	•	

Leadership Skills

Ability to articulate a clear vision for the future	E		•	
Proven record of inspiring, enabling and motivating others to succeed	E	•	•	•
Able to delegate and empower staff members and effectively achieve outcomes and provide development opportunities for staff	E	•	•	•
Excellent communication skills, including written and oral communication skills	E	•	•	•

Personal Qualities

A genuine passion for education, coupled with the ability and enthusiasm, to see every child fulfil their potential	E	•	•	•
Leads by example with integrity and resilience, showing compassion in dealing with issues	E	•	•	•
Visible and approachable, empathetic and enjoys engaging with children, staff, parents and the wider community	E		•	•
A people person who actively enjoys communication with the different stakeholders in the school community (including listening to and inspiring children, staff, parents and the wider community)	E		•	•
Flexible leadership style, being 'hands on' when required balanced with knowing when to delegate	E	•	•	•
Demonstrates a capacity for sustained hard work with energy and enthusiasm	E		•	•
Able to take a dynamic approach to the changing needs of the school population	E	•	•	•



How to Apply

If you wish to discover more about this exciting opportunity, need any further information or would like to have an informal discussion, please contact Ross Laird at Academicis, our recruitment partner, on rlaird@academicis.co.uk or by phone on 07901 585959 / 01223 907979.

Closing date:

Monday 21st September 2026

Shortlisting:

Wednesday 23rd September 2026

Interviews:

Tuesday 29th September 2026



Culverley Road, Catford, London, SE6 2LA