



Croughton All Saints Primary School

Headteacher Recruitment Pack

'Be Ready, Be Respectful, Be Safe, To believe, achieve, be successful together'

Welcome Letter from the Chair of Governors



Dear Applicant,

Thank you for your interest in the role of Headteacher at Croughton All Saints Primary School. Croughton is a warm, welcoming, and inclusive school at the heart of a vibrant community, and we are proud of the high-quality education, care and opportunities that our children experience every day.

This vacancy arises following the resignation of our current Headteacher. We are grateful for her dedicated service and for the strong, sustainable position in which she leaves the school as it looks confidently to the future.

Croughton is a small half form entry community primary school, with nursery and wrap around provision. We offer an ambitious and evolving curriculum that fosters curiosity, independence, and a love of learning, complemented by a wide range of enrichment activities and strong partnerships with our local community.

Our most recent inspection in 2023 retained the schools grading of Good and noted how happy our pupils were and how well behaviour is managed.

We are seeking a Headteacher who will build on the school's many strengths with a clear, inspiring and forward-thinking vision that also fosters our strong links with the Diocese and Local Community.

We are equally committed to developing high quality teaching, leadership, and operational support at all levels across the school. Strong, trusting relationships with parents and carers are central to our success, and we are looking for a Headteacher who is visible, approachable, and committed to genuine partnership with the wider community.

The role is offered on the leadership scale L6-L12, with an intended start date of January 2027. We warmly encourage prospective applicants to visit Croughton to experience our ethos firsthand and to meet our children and staff.

We look forward to receiving your application.

Geoff Snell, Chair of Governors

About Our School



Croughton All Saints CofE Primary School and Nursery Provision is situated in the heart of a thriving rural village on the Northamptonshire border, just south of Brackley. The school was originally founded in 1842 and part of the building still retains some of its original features including a thatched roof. Our rural site has views over farmland, a large outdoor playing space and an outdoor classroom.

At Croughton School, we all belong as part of God's family. We foster each child's unique skills ensuring we are an inclusive and diverse community where each child feels safe and has a love of learning. We prepare children for their next journey in education and as global citizens by being respectfully curious, determined, resilient and kind.

'How wonderful, how pleasing it is when all God's people come together as one.'
(Psalm 133:1)

Our vision, reviewed recently, following a thorough and robust consultation process involving staff, parents, pupils, and governors, is anchored from the word of God (Psalm 133:1) and symbolises how our diverse community comes together to provide a quality education rooted in Christian values. We have adopted two hub values of Belonging and Respect which run through everything and alongside we have:

- **Compassion,**
- **Agape,**
- **Strength,**
- **Peace,**
- **Service.**

These values are used to encourage individuals to be open to all possibilities and have a positive attitude.



What we are looking for

An inspiring and nurturing Headteacher to provide effective, dynamic and inspirational leadership across all aspects of the school in order that every child is able to fulfil their true potential. To lead by example, setting and maintaining the highest standard for all staff and pupils. To promote and embed the Christian ethos throughout all the school's activities.

What we can give you

- A warm, inclusive ethos where nurture, empathy and kindness are evident in daily practice.
- Experienced and established Teaching Team that work collaboratively to support the school's vision and values
- A strong team of support staff with a variety of experience
- Development opportunities, the role would suit a first appointment as Headteacher and we would support this.
- As a C of E school, we have strong links with our Local Church and well embedded Christian Values underpin all that we do
- Supportive families and a strong school community that includes the whole village and local community
- A thriving PTFA that adds fun events and funding to support additional enrichment
- A Gold Mark School Games School that supports physical development and encourages all pupils to take part in events in and out of school
- A committed governing body that will support you, and an established working relationship with the local community.



Job Description Head Teacher



Role of the Head Teacher

To provide effective, dynamic and inspirational leadership across all aspects of the school in order that every child is able to fulfil their true potential. To lead by example, setting and maintaining the highest standard for all staff and pupils. To promote and embed the Christian ethos throughout all the school's activities.

Responsible To: The Governing Body

Ethics and Professional Conduct

Headteachers uphold public trust and always demonstrate the seven principles of public life. These are:

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership

Qualities & Knowledge

- Hold and articulate clear values and moral purpose, focused on providing a world-class education for the pupils they serve.
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors, and members of the local community.
- Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise, and skills, and that of those around them.
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally, and globally, and pursue continuous professional development. Work with political and financial astuteness, within a clear set of principles centred on the school's vision, ably translating local and national policy into the school's context.
- Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel.
- Consistently illustrate strategic planning and thinking not accepting anything other than excellence

Culture, Ethos & Behaviour

- Promote a culture of encouragement, support and challenge in order to enable pupils to achieve their full potential and the highest possible educational standards.
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils.
- Encouraging high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school.

- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy.
- Ensure that the school's systems, organisation, and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity, and probity.
- Establish rigorous, fair, and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve, and valuing excellent practice.
- Welcome strong governance and actively support the governing body to understand its role and deliver its functions effectively.
- With the support of staff, the governing body and the Diocese, the Headteacher will shape a vision for the school which reflects its educational and Christian values.

Leadership & Management

- Ensure staff and pupil safety and welfare through effective approaches to safeguarding, as part of duty of care.
- Manage staff well with due attention to workload and their broader well-being.
- Ensure staff have access to appropriate, high standard professional development opportunities.
- Keep up to date with developments in education, including working with other schools to share and develop best practice.
- Seek training and continuing professional development to meet needs.
- Ensure that staff understand their professional responsibilities and are held to account.
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.

Teaching, Curriculum & Assessment

- Promote and sustain high-quality teaching across all subjects, based on evidence.
- Ensure teaching is underpinned by subject expertise.
- Effectively use formative assessment to inform strategy and decisions.
- Ensure the teaching of a broad, structured, and bespoke curriculum.
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities.
- Use valid, reliable, and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum.
- Promote a culture that enables all pupils to access the curriculum.
- Have ambitious expectations for all pupils with additional, special educational needs and disabilities. (SEND)
- Make sure the school works effectively with parents, carers, and professionals to identify additional needs and provide support and adaptation where appropriate.
- Make sure the school fulfils statutory duties regarding the SEND Code of Practice.

Communication & Consultation

- Build effective relationships with parents, agencies, governors and the community through excellent communication and interpersonal skills, taking and providing appropriate advice.
- Consistently use and develop information systems to ensure exemplary communication links with all stakeholders
- Co-ordinate the school's work with pre-school and secondary schools to ensure smooth transitions and continuity of learning.
- Work with the Governing Body to provide information on all aspects of the school, its progress and intended development.

Person Specification

Area	Criteria	Essential	Desirable	How Assessed
Qualifications & Training	Qualified Teacher Status (QTS)	√		Application
	Degree Level Qualification	√		Application
	Up-to-date safeguarding/child protection training	√		Application/ Interview
	NPQH or equivalent leadership qualification		√	Application
	Evidence of sustained professional development in leadership	√		Application/ Interview
Leadership & Management Experience	Successful senior leadership experience in a primary school	√		Application/ Interview/ References
	Proven ability to lead whole school improvement	√		Application/ Interview
Strategic Vision & School Improvement	Ability to articulate and deliver a clear, ambitious vision	√		Application/ Interview
	Strong understanding of data and assessment to drive improvement	√		Application/ Interview
	Ability to evaluate school performance and implement improvement strategies	√		Interview
Teaching, Learning & Curriculum	Deep understanding of high quality teaching and learning	√		Application/ Interview
Safeguarding, Inclusion & Pupil Development	Strong commitment to safeguarding and child protection	√		Application/ Interview
	Ability to create a safe, nurturing, inclusive environment	√		Interview
	Understanding of effective behaviour systems	√		Interview
	Experience working with families and external agencies	√		Application/ Interview
	Commitment to equality, diversity, and inclusion	√		Interview
People Management & Staff Development	Ability to inspire, motivate and empower staff	√		Interview/ References
	Experience developing leadership capacity	√		Interview
	Commitment to staff wellbeing and workload management	√		Interview
	Strong interpersonal skills and ability to hold difficult conversations	√		Interview

Person Specification continued

Area	Criteria	Essential	Desirable	How Assessed
Operational & Resource Management	Understanding of school finance and resource allocation	✓		Application/ Interview
	Knowledge of statutory requirements (H&S, GDPR, HR, safeguarding)	✓		Application/ Interview
Communication & Community Engagement	Excellent written and verbal communication skills	✓		Application/ Interview
	Ability to build strong relationships with pupils, families, staff, and governors	✓		Interview/ References
	Ability to represent the school positively in the community	✓		Interview
Personal Qualities	Integrity, emotional intelligence, and resilience	✓		Interview/ References
	Warmth, approachability, and ability to inspire confidence	✓		Interview
	Reflective, open-minded, and committed to improvement	✓		Interview

Vacancy: Head Teacher

Salary: L6-L12

Location: Croughton, NN13 5LT

Contract type: Permanent

Start Date: 1st January 2027 (or sooner)

Closing date: 14th September 2026 Midday

Interviews: 21st September 2026

Equal Opportunities Statement:

- Croughton All Saints Primary School welcomes applications from all individuals regardless of age, disability, gender identity, or expression, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex or sexual orientation.
- We value the unique contributions that a diverse workforce brings and are dedicated to ensuring equal opportunity for all staff and pupils.

Safeguarding statement:

- We recognise that all adults have a full and active part to play in protecting our pupils from harm, and that the child's welfare is our paramount concern. We recognise that safeguarding is everybody's responsibility and that we all need to have "respectful uncertainty," (Lord Laming, 2003), and it is this awareness and understanding that will support us to identify, protect and safeguard children effectively.
- All new staff will be fully supported to demonstrate understanding and effective practice of safeguarding and rigorous checking procedures are in place for all employees.
- In line with our school safeguarding policy, all appointments are subject to an enhanced Disclosure and Barring Service (DBS) check. The successful applicant will also be expected to complete a medical questionnaire.

We welcome prospective applicants to visit the school prior to applying, please contact bursar@croughton.northants-ecl.go.uk to arrange a visit.

If you have any questions about the role, please email s.baxter@croughtonschool.co.uk

