

# HEADTEACHER INFORMATION PACK FEBRUARY 2026



**KENSINGTON AVENUE PRIMARY SCHOOL**  
Together Everyone Achieves More

Proudly part of





# Dear Colleague

We are delighted that you are interested in the position of Headteacher at Kensington Avenue Primary School, a proud member of Wandle Learning Trust.

Kensington Avenue Primary School celebrates a rich, diverse and inclusive environment whilst aiming for academic excellence. Our ethos 'TEAM' (Together Everyone Achieves More) is embedded within our school, nurturing a culture of respect, responsibility and perseverance. This is as true of our specialist ELP provision for children with ASD, as it is right across the school.

We are looking for an inspiring, bold and nurturing Headteacher to join our popular, community school and continue to grow opportunities for children and staff. We strongly believe in the Trust-wide mission of an outstanding education for all, with no excuses. Balancing a combination of academic rigour, enrichment of wellbeing and a strong sense of community, we strive to provide every pupil with the best start to life, so they can become the best version of themselves.

Sport and Music are particularly important features of school life. We have created a bespoke music curriculum to ensure music provision can be accessed by all. Music and singing assemblies are a highlight of the week. Our close proximity to Crystal Palace Football Club means our children benefit from the opportunities offered by the Palace for Life Foundation and we also enjoy a strong partnership with Croydon School Sports Sponsorship.

If you are ready to lead our school in its next stage of development, we look forward to hearing from you.

**Sian Mathias**  
Chair of Trustees,  
Wandle Learning Trust

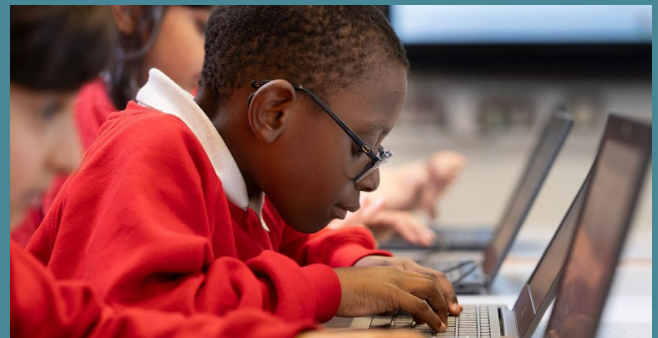
**Ayesha Ahad**  
Chair,  
Kensington Avenue  
Primary School Local  
Academy Committee

As a Headteacher working within Wandle Learning Trust you will have the autonomy to make decisions in the best interests of your pupils and their families, while sharing our mission of an outstanding education for all – no excuses.

Our 10 Trust schools serve pupils aged 3 to 19 from a diverse range of backgrounds. Collaboration and best practice sharing within and across phases and subject areas enriches the curriculum at each school. It also offers excellent professional development for our Headteachers and their staff teams. Our bespoke school improvement model means that you will benefit from meaningful, supportive professional relationships with peers from across the Trust.

Inclusion runs as a guiding principle through everything we do, underpinning all of the strategic priorities in our five-year Wandle 2030 development plan.

Uniquely amongst multi-academy trusts, Wandle Learning Trust incorporates a Teaching School plus Maths and English Hubs and a market-leading DfE-validated early reading programme, Little Wandle Letters and Sounds Revised.



Our dedicated teacher and curriculum development arm, Wandle Learning Partnership, supports our Hubs to meet both the requirements of our commissioners, the Department for Education, and the development needs of the Trust itself. All our Trust Headteachers have the opportunity to shape and deliver this work, as well as benefiting from sector-leading CPD within their own school.

We hope the above has given you a good flavour of the opportunities on offer as a Headteacher within our Trust and we look forward to receiving your application.

**Mark Siswick and Christian Kingsley**  
Co-CEOs, Wandle Learning Trust





# About our School

Kensington Avenue Primary School is a two-form entry community primary with a Nursery in Thornton Heath. We are a team of staff who aim to create a school in which every pupil will flourish in a caring, happy environment. Our staff work to develop strong, meaningful relationships with children and their families.

We care deeply about developing the whole child and do this by ensuring that our core values are truly instilled across all aspects of school life and deeply understood by all children.

As well as ensuring inclusive provision within each of our classrooms, we offer places for up to 32 children on the autistic spectrum in our specialist Enhanced Learning Provision (ELP).

In common with schools across Wandle Learning Trust we

are committed to evidence-informed practice. We work closely with the Trust's English and Maths Hubs to ensure that both our subject knowledge and pedagogy is robust.

Across all subjects we ensure that teachers are well-equipped to support all pupils, including the higher attainers who need stretch and challenge. Our latest results are testament to the effectiveness of this inclusive approach.

We follow a mastery approach to maths. For phonics and early reading, we use the Trust-developed SSP, Little Wandle Letters and Sounds Revised.

Our expansive site provides plenty of opportunities for learning experiences, including the edible playground, Forest School and field. We place great emphasis on physical activity, as we know how important it is for children's

wellbeing, developing a sense of self and learning how to work with others. As well as carefully planned lessons, we also have a wide variety of activities on offer at lunchtime and in clubs.

We also take part and offer a range of specialist sports coaching. Our inclusive ethos means that there are activities on offer for children of all abilities.

We value pupil leadership and there are well-developed opportunities for children to get involved in roles such as Digital Leaders and Playground Buddies.

We are fortunate that our active parent community plays a full role in supporting their children in all aspects of school life. Our thriving parents' and carers' association, Friends of KAPS, organises social events and raises funds for the school.



Recently, funds have been used to buy PE equipment and restock class reading corners with high quality representative texts to inspire the children.

We welcome volunteers from both the parent body and the local community to help in the school with reading and gardening clubs.

Everyone is encouraged to make a positive contribution to the wider community; on a local level, the school council recently organised a collection for a nearby foodbank.

Our aim is for each child to leave our school having developed as a confident, caring and determined individual who has excelled academically and reached their full potential. We believe it is this careful balancing of regard for achievement, enrichment and wellbeing that makes Kensington Avenue so special.





# About the Trust



As part of Wandle Learning Trust, Ravenstone Primary School enjoys the support of our teacher and curriculum development arm, Wandle Learning Partnership. Our Partnership consists of Department for Education designated Teaching School, English and Maths Hubs.

As well as supporting schools both regionally and nationally, our Partnership offers unique opportunities to all Trust staff to develop their subject and leadership skills. Each of the Heads within our schools has the opportunity to shape and deliver high-profile school improvement work that benefits their own school, as well as hundreds of others.



London South West Maths Hub is also part of Wandle Learning Trust, working in partnership with Belleville Primary School. The Hub – run out of Chesterton Primary School – is one of 40 Maths Hubs across the country. This means that Ravenstone Primary School staff and pupils benefit from the support of consistently outstanding maths provision.



The London South West Maths Hub supports schools in five boroughs (Wandsworth, Merton, Sutton, Kingston, Richmond) through a range of national and local projects each year. The core purpose of the Hub is to engineer a school-based support network to develop mastery style teaching at all levels of education.

## EnglishHubs

Wandle at Chesterton Primary

Ravenstone Primary School staff and pupils also have the support of Wandle English Hub – a status awarded to Chesterton Primary School on account of outstanding English teaching and learning. The Hub works with 16 boroughs across London, supporting schools to achieve excellence in early literacy teaching.



Working across Merton, Wandsworth, Richmond and Kingston, Wandle Teaching School Hub is one of the longest-established hubs in the country with a reputation for excellence. From the Early Career Framework, through to NPQs, the Hub partners with UCL to offer targeted professional development and support at all career stages.



Little Wandle is our partnership with Little Sutton Primary School to create high-quality, evidence-informed literacy programmes to support educators to reach every child, no matter their starting point or background. Our primary programme, Little Wandle Letters and Sounds Revised is used by almost 6,000 schools across England, including Ravenstone Primary School.

# Job Description

## Duties

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document, which should be read in conjunction with this document. This job description is based on the National Standards for Headteachers and Strategic Direction and Development of the School.

To initiate a strategic vision and plan for the school and work with the Local Academy Committee (LAC) and the Leadership Team to implement, monitor and review the plan for further development of the school within the local, national and international context:

- Lead by example and provide inspiration and motivation to the whole school community

generating an overarching ethos and associated policies for the school which promote high levels of progress and attainment within an inclusive, caring and safe environment.

- To work with the Trust to initiate and successfully execute a strategic vision.
- Work in partnership with the whole staff and LAC members ensuring that the plan is regularly monitored, evaluated and reviewed to meet all statutory requirements.
- Ensure that strategic planning takes account of the diversity, values and aspirations of the families who use the school and the wider local community.
- Demonstrate an awareness of political insight, anticipate trends and embrace future opportunities with a positive mindset.

## Learning and Teaching:

To ensure that learning is at the heart of the school at all times and to take responsibility for raising the quality of teaching and learning across the whole school:

- Inspire and coach every teacher to deliver quality first teaching for every pupil every time.
- Promote a culture of continuous improvement using comparative data and benchmarks to evaluate and improve performance based upon a sound process of effective planning and assessment for every child.
- Lead, develop and monitor the curriculum to ensure a creative, flexible and balanced approach for every child that stimulates enjoyment and enthusiasm for learning.
- Promote and encourage creativity and innovation in the use of new technologies to enhance teaching and learning.
- Develop and maintain a broad range of extra-curricular activities across the school.
- Maintain and further develop effective systems for communicating with pupils, parents, staff and LAC members to ensure that individual targets and progress are achieved.

## Develop Self and Others:

To lead, motivate, support, challenge and develop the whole school staff to ensure that everyone in the school can maximise their potential:

- Lead by example and create a shared commitment and responsibility for the school through collaborative team work, distributed leadership and professional reflection.
- Build a collaborative culture which positively embraces change and progression through staff empowerment and team work.
- Treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture and to allow an appropriate work/life balance.







### **Manage the Organisation:**

To provide effective organisation and management of the school and seek ways of improving organisational structures and functions based on rigorous self-evaluation:

- Ensure our Enhanced Learning Provision (ELP) operates effectively, meeting statutory requirements and delivering high-quality provision tailored to the needs of pupils with complex learning, social, emotional, and physical needs.
- Monitor and evaluate the performance of the ELP, using data and feedback to drive continuous improvement and maintain outstanding outcomes for all pupils.
- Manage resources effectively, including staffing and budgets for the ELP, ensuring compliance with funding and reporting requirements.
- Set appropriate priorities for expenditure within a balanced budget and ensure effective and efficient financial and administrative controls.
- Produce and implement clear evidence based improvement plans and policies to improve the school environment and its facilities.

- Recruit, retain and deploy staff appropriately and manage their workloads in order to achieve the school's goals.
- Maintain effective systems for safeguarding all pupils working with external agencies as required.

### **Accountability:**

To be accountable for the efficiency and effectiveness of the school to the Local Academy Committee and others, including pupils, parents, staff, Wandle Learning Trust and the community:

- Promote a culture of self-evaluation among the whole school staff so that they feel accountable for the success of the school.
- Provide accurate, timely and appropriate accounts of the school's performance to a range of audiences including the Local Academy Committee, parents, Wandle Learning Trust, local community, Ofsted and others to enable them to play their part effectively.

### **Strengthen the Community:**

To engage positively with the internal and external school community ensuring that parents and pupils are well informed about the vision and plan for the school to encourage their involvement in driving high achievement for all:

- Maintain and promote positive strategies for challenging racial and other prejudice and dealing with harassment.
- Collaborate with agencies to ensure the academic, spiritual, moral, social and cultural wellbeing of pupils and their families.
- Develop and maintain effective partnerships with other primary and secondary schools.

### **Safeguarding and Promoting the Welfare of Children:**

- Be fully aware of and understand the duties and responsibilities arising from the Children's Act 2004 and Working Together in relation to child protection and safeguarding children and young people as this applies to the worker's role within the organisation.
- Be fully aware of the principles of safeguarding as they apply to vulnerable adults in relation to the worker's role.
- Ensure that the Local Academy Committee is made aware and kept fully informed of any concerns in relation to safeguarding and/or child protection.



# Person Specification

Qualifications and Training
Qualified Teacher Status (QTS)
National Professional Qualification for Headship (NPQH) (desirable)
Experience
Headteacher or Deputy experience with a track record of successfully leading and managing change
Safeguarding children and a commitment to its importance
Setting benchmarks, monitoring and evaluating the quality of teaching and learning
Planning, determining and organising major curriculum areas
Budget management and financial responsibilities
Qualities and Knowledge
Comprehensive knowledge of the national policy framework and current educational legislation and initiatives
Strong understanding of SEND legislation, policies and best practice
Reflective practitioner, not afraid to challenge the status quo, making sound and timely decisions based on good judgement
Emotional resilience and an energetic, positive attitude
Can work under pressure and with competing priorities
Ability to be discreet and adhere to confidentiality





### **Pupils and Staff and the Community**

Proven commitment to professional development in leadership and management

Works closely with the Senior Leadership Team, drawing on their strengths and delegating when appropriate

Proven track record, reflected in an ability to achieve high levels of progress and attainment for every child in our fully inclusive school

Can ensure pupils' high standards of behaviour

### **The Self-Improving School System**

Can clearly communicate their strategic vision; motivate and inspire staff and children in the constant pursuit of excellence

Works in partnership with the Local Academy Committee and Wandle Learning Trust, providing them with information, advice and guidance to enable them to meet their responsibilities in holding the school to account

A commitment to building and maintaining effective positive relationships with parents, carers, LAC members and the wider community and other schools

Proven track record of leading school improvement and raising standards

### **Systems and Process**

Passionate about quality first teaching, ensuring that a clear and rigorous system is in place for self-evaluation, actions for improvement and monitoring all staff

Familiarity with school management information systems and to be proficient in a variety of software packages such as MS Word, Excel and PowerPoint





# Headteacher

**L18 to L24. £81,995 to £94,322 (outer London). A higher salary is available for a successful applicant with significant relevant expertise.**

**Start Date – September 2026**

Are you ready to lead an inclusive, primary school as part of a growing multi-academy trust?

Kensington Avenue Primary School is a happy, two-form entry community primary with a Nursery and an Extended Learning Provision in Thornton Heath.

**Are you an enthusiastic, experienced and visionary leader ready for your next challenge?**

Our school is looking for an inspiring, bold and nurturing Headteacher with extensive curriculum knowledge and a commitment to quality first teaching. You will either already be a Headteacher, or a Deputy Head with extensive and demonstrable leadership experience.

**Are you committed to collaboration and driving up standards for all?**

In addition to the opportunity to work with highly rewarding children, we can offer you:

- Extensive opportunities for personal development through our Teaching School, English and Maths Hubs, including playing a leading role in regional and national school improvement.
- The autonomy to develop your curriculum in the best interests of your school community.
- A genuine partnership with like-minded, innovative school leaders to support school level, as well as Trust-wide, school improvement.

For further details and to apply please visit our website at [wandlelearningtrust.org.uk/work-with-us](https://wandlelearningtrust.org.uk/work-with-us)

**Closing date for applications:** Tuesday 10th March 9am.

**Interviews:** Tuesday 17th March.

We strongly encourage you to arrange a school visit one of the following dates: 24th February (am only), 25th February (pm only), 27th February, 4th March (am only), 6th March. Please contact Mark Siswick at [recruitment@wandlelearningtrust.org.uk](mailto:recruitment@wandlelearningtrust.org.uk) for an informal discussion or to arrange a visit.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment.

This post is subject to an enhanced DBS check.



**KENSINGTON AVENUE PRIMARY SCHOOL**

Together Everyone Achieves More

## Contact us

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[kensingtonavenueprimary.co.uk](https://kensingtonavenueprimary.co.uk) | [wandlelearningtrust.org.uk](https://wandlelearningtrust.org.uk)