

# John Betts Primary School

Headteacher

Applicant Information Pack



# 1. WELCOME FROM THE CHAIRS OF GOVERNORS



## Dear Applicant,

Thank you for your interest in the position of Headteacher at John Betts Primary School.

John Betts is a truly unique and happy school in the heart of Hammersmith, where every child is given the opportunity to thrive. Our school is built on a foundation of inclusivity, excellence, and a deep-seated commitment to our community. As a non-denominational school with a values-based ethos, we are innovative and forward-thinking while remaining rooted in the philanthropic vision of our founder, Dr. John Betts.

Our school is currently in an exceptionally strong position. We boast academic results that place us in the top 7% of schools nationally, the best attendance record in the borough, and remarkably low staff turnover.

This success is underpinned by a unique funding model—the 1859 Initiative—and the unwavering support of our Foundation and an incredibly active PTA. This allows us to provide Teaching Partners in every classroom and a breadth of enrichment that is rare in the state sector.

We are looking for an inspirational leader to write the next chapter of our story and build on the successes of our outgoing Head - someone who combines academic rigour with deep empathy, and who can lead our committed staff and engaged parent body with vision and integrity. We look forward to receiving your application.

**Aidan Coburn and Tom Shepherd, Co-Chairs of Governors**



## 2. ABOUT JOHN BETTS PRIMARY SCHOOL



### A Non-Denominational School with Strong Values

In 1859, Dr. John Betts established a Foundation to provide free education to local children in Hammersmith. A social pioneer, he believed that happy children, equality of opportunity, educational excellence, and service to others were of the highest importance. Today, John Betts Primary remains as innovative as it was then. While non-denominational, our five core values are at the heart of everything we do:



**KINDNESS**



**RESILIENCE**



**PERSEVERANCE**



**INTEGRITY**



**COURAGE**

Each year the school focuses on one of these values. For the 2025-26 academic year, the focus is on **Resilience** - helping children build emotional strength through making connections, articulating goals, and overcoming barriers.

### A Strong Funding Base

The school benefits from the **1859 Initiative**, a funding programme implemented by the Governors in 2021 and which supports provision for every child by furthering the school's commitment to inclusivity:

- Teaching Partners in every classroom.
- Specialist staff (Music, Drama, Sport).
- Play therapy and nurture leads.

### Our Vision

**Educational Excellence:** A broad, balanced curriculum.

**Equality & Inclusion:** Ensuring all children feel included.

**Service:** Continuing the charitable legacy.

**Happy Learners:** Developing inquisitive and emotionally literate individuals.





### 3. SUCCESSES AND PERFORMANCE

**100%**

Year 6 RWM Test Pass Rate

**Top 7%**

Attainment Ranking Nationally



**6.7%**

Staff Turnover (London Avg: 23%)

**No. 1**

School in Borough for Attendance



## 4. RESULTS: TRANSITION TO SECONDARY

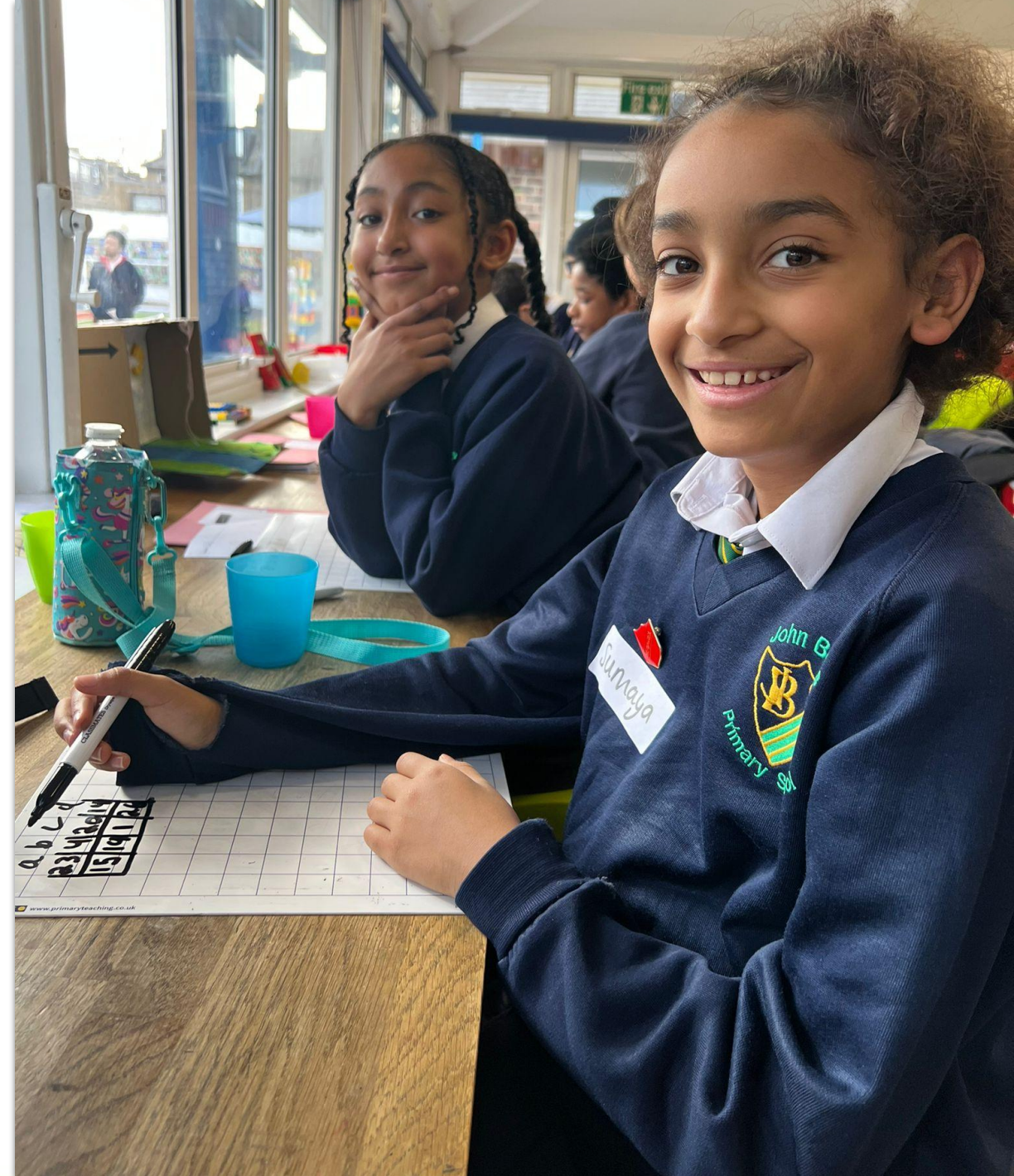
At John Betts, we prepare our pupils not just for exams, but for life. This preparation is reflected in our exceptional record of secondary school transitions.

Our Year 6 pupils are accepted into some of the most high-performing and sought-after secondary schools in London. We maintain strong relationships with local providers to ensure a smooth transition for every child:

**First Choice Success:** The vast majority of our pupils secure their first-choice secondary school.

**Diverse Pathways:** Transition to top-tier state schools, selective grammar, and independent schools.

**Transition Support:** 11+ guidance, interview practice, and robust data sharing.





# 5. TEACHING, INCLUSION, AND ENRICHMENT



On an ordinary day you'll see ...

## Staffing and Leadership

Our staff are stable and have strong experience. Wellbeing is a high priority. We provide ongoing CPD, keeping expectations high but workload sustainable.

## Inclusion

Our Inclusion Charter ensures support regardless of background. We have ambitious expectations for SEND pupils, working in close partnership with parents and professionals.

## Enrichment

A wide range of **Clubs** including Art, Ballet, Chess, Choir, Coding, Football, Gymnastics, Inventors, Lego, Tennis; partnership with **Dramatic Dreams**, annual production, and **LAMDA**.



## 6. OUR VIBRANT COMMUNITY & PTA



The John Betts PTA is a successful and dedicated community of parents and carers who play a vital role in school life. Their contribution goes far beyond fundraising; they are essential to our school's unique "village" feel in the heart of London.

### Fundraising and Financial Support

Raising approximately £25,000 per year used to subsidise trips, purchase library books and playground equipment, and support capital projects. The PTA flagship event is the biennial Auction Night, which raised ca. £60,000 in 2024.

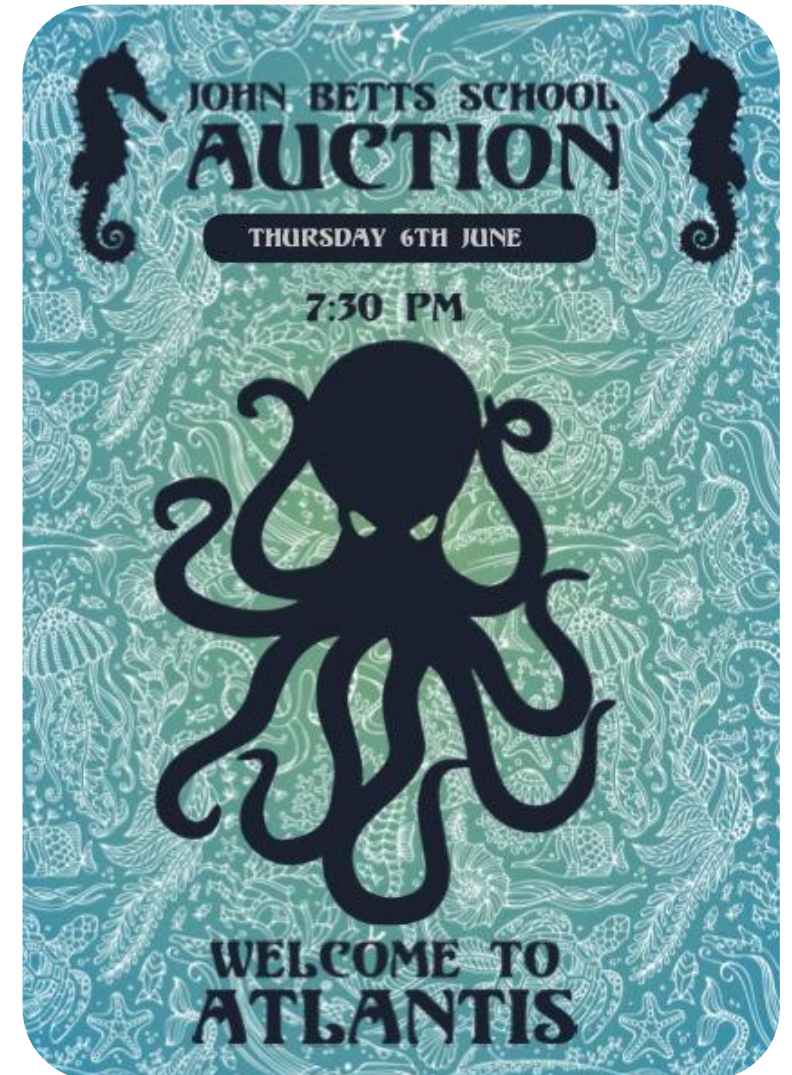
### Parental Volunteering

Deep involvement in reading and extracurricular clubs. The PTA also facilitates a network for SEND parents/carers and runs very well-attended events that are open to the local community.

### A Village in the City

"Some of the things I remember vividly from John Betts are the great events the PTA set up for us, such as the Auction - which gave me the chance to be headteacher for a day - and the long walk through London to fund our amazing Yr 6 residential trip to Devon."

*Federico, former pupil (now year 8)*





## 7. PERSPECTIVES FROM OUR COMMUNITY



### From the Children

**What they love:** Their friendships, the sports successes, the enrichment opportunities they have and the values that guide school life.

**Their ideal Head:** Someone fair, kind, fun, and environmentally conscious, someone who focuses on their health & wellbeing (bonus points for a football fan, ideally QPR!).

### From the Staff

**What they love:** The collaborative skills development and the research-based approach to the curriculum, the focus on wellbeing & mental health, the supportive community, and equality of all.

**Their ideal Head:** An innovative thinker who is warm and approachable, but also a decisive strategist with strong financial acumen, focused on building strong relationships with everyone in the community and someone they can learn from.

### From the Parents

**What they love:** The "human scale" of the school where every child is known. The holistic approach to learning and the school values-shaping behaviour, relationships, and decision making.

**Their ideal Head:** An empathetic listener with a clear educational vision. Someone committed to the long term who treats parents as partners and maintains the school's high standards with warmth.



**What you will get:** Total support from a highly engaged parent body; a chance to lead a school deeply embedded in its community; and the opportunity to work with a dedicated, high-performing staff team in a unique funding environment allowing for truly creative educational planning.



## 8. PERSON SPECIFICATION



Category	Essential Criteria
<b>Qualifications</b>	Degree and Qualified Teacher Status; Evidence of recent and relevant professional development.
<b>Experience</b>	Successful leadership experience as a Head, Head of School, or Deputy; Proven track record of outstanding teaching and pupil outcomes.
<b>Leadership</b>	Ability to provide clear, evidence-based vision; Financial management; Ability to give clear strategic direction; Managing high-performing staff teams; Fostering inclusive school culture.
<b>Attributes</b>	Resilience (calm under pressure); Integrity (high moral standards); Exceptional communication (warm/approachable); Judgement (decisive/sensitive).



## 9. TERMS, CONDITIONS, AND SALARY



**Salary Range:** Leadership Points 15 to 21 (£82,888 – £93,556)

**Contract Type:** Permanent, Full-time

**Start Date:** September 2026

**Location:** Hammersmith, London

### **Benefits:**

- Access to Teachers' Pension Scheme.
- Unique funding via 1859 Initiative.
- Stable, high-performing environment.



## 10. EQUAL OPPORTUNITIES AND SAFEGUARDING



**John Betts Primary School is committed to the protection and safeguarding of children and young people in our recruitment procedures and in all our work.**

**Equal Opportunities:** Applications encouraged regardless of age, disability, sex, gender reassignment, race, religion. We aim to create a workforce representative of our community.

**Safer Recruitment:** Adherence to statutory guidelines (KCSiE). Checks include Enhanced DBS, Right to Work, references, and medical fitness.

# 11. APPLICATION PROCESS



## How to Apply:

Please complete the official application form. In your supporting statement (no more than 1,300 words), address:

1. Why you are applying;
2. Skills vs Person Spec;
3. Vision for the school.

**Submit to:** LBHF School Governance Lead, Neetha Atukorale at [neetha.atukorale@lbhf.gov.uk](mailto:neetha.atukorale@lbhf.gov.uk)

## Additional documents to assist your application (available on the TES advert webpage):

- Full job specification
- Full person specification