



THE GOOD
SHEPHERD TRUST

Headteacher Cranleigh C of E Primary School



Candidate Information Pack
March 2026



A Message from The Good Shepherd Trust

Dear Applicant,

Thank you for your interest in the role of Headteacher at **Cranleigh C of E Primary School**. This is an exciting opportunity to lead a school with deep community roots, a strong Christian foundation, and significant potential for further growth and flourishing.

At The Good Shepherd Trust, our vision is clear: **flourishing together**, to build communities where all children and adults flourish. We know that exceptional leadership is central to this mission. As Headteacher, you will play a pivotal role in shaping the school's strategic direction, nurturing its Christian ethos, and ensuring that every child is known, valued and supported to achieve their full potential.

Cranleigh sits within one of our highly collaborative school hubs, where Headteachers work closely with colleagues, senior Trust leaders and our central team. You will be joining a strong, supportive network committed to shared learning, partnership and professional excellence. Through this collaborative model, you will have access to high-quality school improvement support, robust leadership development, and a dedicated central services team so that you can focus on what matters most: delivering excellent education and fostering a thriving school community.

Cranleigh is a warm, vibrant school with strong community relationships, an inclusive culture and dedicated staff who care deeply about the children they serve. This role offers the opportunity to build on firm foundations, strengthen teaching and learning, and lead the school confidently into its next chapter.

We warmly encourage you to visit the school and meet the team. We look forward to hearing your ideas, learning about your leadership journey, and exploring how you could contribute to the flourishing of Cranleigh and the wider Trust.

With best wishes,

Yours faithfully,



Paul Kennedy
Chief Executive Officer



Why Lead Cranleigh C of E Primary School?

A school with strong foundations, deep community roots and enormous potential.

A School shaped by its Community

Cranleigh C of E Primary is at the heart of a vibrant village community with long-standing links to **St Nicolas Church** and a rich local heritage. Families value the school's warm, nurturing ethos, and our partnerships with local organisations — including Surrey Police, REMA, councillors and our MP — strengthen the experiences and opportunities we provide for children.

A Distinctive Christian Ethos

As a Church of England school, Cranleigh is a place where every child is known and valued. Our Christian character is lived out daily through inclusive, compassionate relationships and a commitment to ensuring children encounter **“life in all its fullness.”** Learners of all faiths and none are welcomed, supported to explore big questions, and encouraged to contribute to a caring, hope-filled school community.



Strong Foundations, Ambitious Future

Cranleigh is on an exciting improvement journey as part of The Good Shepherd Trust. You will inherit:

- A committed, caring staff team
- Strong community trust
- A positive and inclusive culture
- A renewed focus on teaching, learning and curriculum development

With the support of GST's school improvement team, leadership networks and central services, you will have the framework and backing to accelerate progress and shape the school's next stage of excellence.

Our Strategic Priorities

As Headteacher, you will lead Cranleigh through a focused set of priorities designed to secure long-term success:

1

Strengthen Teaching and Learning

- Drive consistently high-quality classroom practice
- Embed an ambitious, engaging curriculum
- Harness assessment and data to inform personalisation and progression

2

Deepen Christian Distinctiveness

- Strengthen the theological and values based underpinnings of school life
- Ensure daily experiences reflect the Trust's values of Kindness, Integrity and Resilience
- Develop further opportunities for worship, reflection and spiritual development

3

Build a Culture of Belonging and Aspiration

- Foster strong, respectful relationships across the community
- Promote inclusion, equity and high expectations for all
- Strengthen attendance and wellbeing systems
- Continue to develop meaningful partnerships with families

4

Lead with Clarity and Impact

- Develop distributed leadership across the school
- Ensure robust safeguarding and behaviour systems
- Lead staff with empathy, trust and accountability
- Create structures that enable teachers and support staff to thrive

5

Work Collaboratively Across GST

You will be an active leader within your GST hub, benefiting from:

- Shared expertise and system leadership
- Access to high-quality CPD, coaching and NPQ pathways
- Consistent support from central teams (HR, Finance, Safeguarding, Governance)
- A network of peer Headteachers who champion each other's success



An Opportunity to Shape the Future

This role offers the unique opportunity to:

- Lead a school with integrity and purpose
- Build on strong community identity while driving improvement
- Develop staff professionally and shape a thriving culture
- Make a transformational difference to the lives of children and families

Cranleigh C of E Primary is ready for its next chapter — and we are seeking a leader who will embrace the school's heritage, champion its values, and set a bold, ambitious direction for the future.

The Role

Role: **Headteacher – Cranleigh C of E Primary School**
Reporting to: **Deputy CEO**
Salary: **GST L15-L20 (£74,531-£84,090)**

We are seeking a Headteacher who has the passion, drive and enthusiasm to build and develop the school's existing strengths and values. To lead, motivate, develop and inspire a school community that is committed to giving the children in their care a bespoke curriculum that promotes children's values, a range of life skills and a love of learning. We are searching for a dynamic and experienced individual to assume the pivotal role of Headteacher. Recognising the critical nature of this position, we are eager to find a candidate who can infuse the role with not only stability, leadership, and commitment but also a vibrant energy that propels our school forward.

As the leader of the school community, you will model and promote positive attitudes and relationships amongst staff, children, local committee members and parents in keeping with the Trust's vision and values. You will be an outstanding practitioner with strong leadership skills and a proven track record for raising progress and attainment.

The successful candidate will work with the Chief Executive Officer, the Deputy CEO / Chief Education Officer and the other schools in the hub to improve outcomes for children within Cranleigh C of E Primary school and across the Trust.

Main Purpose of the job:

To carry out the duties of a Headteacher recognising the unique features of our school. This is in accordance with the Headteachers' Standards (2020).

Strategic direction and development of the school

- Work with the Local Committee to review and develop the strategic vision for the school in its community, and analyse and plan for the future needs and further development of the school
- Provide vision and direction to secure effective teaching, successful learning and achievement by pupils and sustained improvement in their social, moral, cultural, spiritual, and physical development to prepare them for the opportunities, responsibilities and experiences of later life
- Ensure that a School Development Plan, based on robust self-evaluation, is in place and is delivered and impacts on school improvement
- Enable the Local Committee to challenge and support the school effectively to enable it to meet its responsibilities, by attending meetings and providing timely and relevant information on:
 - Progress against School Development Plan
 - Pupil attainment, progress and achievement and quality of teaching and learning
 - Action arising from any recent audits
 - Child safeguarding, bullying, exclusions, and attendance
 - Such other matters as the Local Committee needs to be informed about in order to be effective
- Working with your SBM, propose to the Trust a balanced budget that meets the needs and addresses the priorities within the School Development Plan across the planning period.

- Ensure creativity, continuous improvement and the use of appropriate technologies to achieve excellence and a broad curriculum, equipping pupils well for their next stage of education
- Promote the vision and values of the school and demonstrate them in everyday work and practice to allow both children and adults to flourish
- Promote an inclusive environment and positive and respectful relationships across the school community

Leading teaching and learning

- Work with staff and the Local Committee and sustain effective learning throughout the school
- Monitor and evaluate the quality of teaching and standards of pupils' achievement across the school, using benchmarks and rigorous analysis of data to identify priorities for school development and setting targets for improvement
- Establish creative, responsive and effective approaches to learning and teaching
- Demonstrate and articulate high expectations and set stretching targets for the whole school community
- Implement strategies which secure high standards of behaviour and attendance
- Ensure a diverse, creative, flexible curriculum
- Implement an effective assessment framework
- Embody excellent leadership together with confident, clear and sensitive oral and written communication skills
- Work in partnership with staff, the wider community and other service providers to maintain and extend the curriculum and sustain a variety of after school provision.

Managing the school

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Create an organisational structure which reflects the school's vision and values and

enables the management systems, structures and processes to work effectively in line with legal requirements

- Recruit, retain, develop and deploy staff effectively in order to maintain the highest quality of education and to achieve the vision and goals of the school
- Ensure rigorous approaches to identifying, managing and mitigating risk
- Develop and present a coherent, understandable and accurate account of the school's performance to a range of audiences including the Trust, parents and carers, to ensure that they are well informed about the curriculum, attainment and progress and about the contribution that they can make to achieving the school's targets.

Leading and Managing Staff

- Plan, allocate, support and evaluate the work undertaken by all staff, ensuring clear and appropriate delegation of tasks and devolution of responsibilities
- Work closely with the administrative staff to ensure the smooth running of the school
- Put in place effective means of communication with staff that provides them with support, and the information needed to help them in carrying out their duties effectively
- Implement and sustain effective strategies and processes for staff induction and the performance management of staff, including the appraisal process, ensuring it is balanced and robust
- Support subject leaders in the development of core and foundation subjects
- Ensure that staff have access to appropriate, high-standard professional development opportunities
- Ensure that trainees and early career teachers are appropriately trained, monitored, supported and assessed in relation to all relevant standards
- Manage staff with due attention to workload and broader wellbeing

- Maintain a culture of high staff professionalism, ensuring staff understand their professional responsibilities and are held to account
- Sustain a culture of trust and mutual support from the SLT through to all staff
- Demonstrate strong commitment to their own professional development.

Safeguarding

- Promote and uphold a strong safeguarding culture across the school community, ensuring current good practice is sustained and continues to evolve to remain up to date
- Ensure the policies and procedures relating to safeguarding and safer recruitment are adopted by the Local Committee and are fully implemented and followed by all staff
- Ensure sufficient resources and time are allocated to enable the designated person and other staff to discharge their responsibilities in relation to safeguarding, including taking part in strategy discussions and other inter-agency meetings, and contributing to the assessment of children
- Ensure all staff and volunteers feel able to raise concerns about poor and unsafe practice in regard to children and that such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistleblowing policies.

This job description is not necessarily a comprehensive definition of the post, and the post holder will be required to undertake other duties appropriate to the grade and character of the work as directed. The post holder's responsibility for promoting and safeguarding the welfare of children and young people with whom they come into contact will be to adhere to and always ensure compliance with the Trust's safeguarding policies.

Equality

Equality, diversity, and inclusion (EDI) are critical components of a healthy organisational culture. The postholder will support us to create a welcoming, supportive environment where every student and staff member can thrive.

Safeguarding

The Good Shepherd Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We ensure that all our employment practices reflect this commitment. All appointments are made subject to an enhanced DBS clearance (Disclosure and Barring Service), satisfactory references and qualification checks. The postholder will be required to safeguard and promote the welfare of children and young people and follow Trust policies and the staff code of conduct.

Prospective applicants are welcomed and encouraged to visit the school by appointment. To arrange a visit, please contact Susie Pietrzak susan.pietrzak@goodshepherdtrust.org.uk

Closing date: **Sunday 12 April 2026**

Interview dates: **Thursday 17 April 2026**

Start date: **1 September 2026**

All candidates will be updated on the status of their application by **5pm on Tuesday 14 April 2026**



Person Specification

Please ensure that you demonstrate that you meet the criteria below within your application, clearly showing impact (where applicable) for criteria marked 'A'.

Criteria	Assessment A-application I-interview	Essential	Desirable
Qualifications and experience			
Qualified Teacher Status	A	✓	
National Professional Qualification for Head Teachers (NPQH) or equivalent	A		✓
Postgraduate degree or equivalent	A		✓
Able to provide evidence of continual professional development	A	✓	
Senior Leadership experience as Head, Assistant Head Teacher or Deputy HeadTeacher at EYFS, KS1 and/or KS2	A, I	✓	
Able to provide evidence of the ability to acquire and apply new skills successfully and knowledge in a professional context	I	✓	
Safeguarding			
In addition to candidates' ability to perform the duties of the post, the recruitment process will also explore issues relating to safeguarding and promoting the welfare of children including: <ul style="list-style-type: none"> ■ Motivation to work with children and young people. ■ Ability to form and maintain appropriate relationships and personal boundaries with children and young people. ■ Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline. 	A, I	✓	
Able to demonstrate commitment to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment	I	✓	
Shaping the future & managing change			
Proven ability to understand and discuss local, national and global trends in Primary Education	I	✓	
Able to communicate and model vision and values both within and beyond the school	A	✓	
Experience of successfully initiating, implementing and evaluating change and development	I	✓	
Understand and practice inclusion so that all have the opportunity to be the best they can be	I	✓	
Lead change and innovation so that others carry the vision forward. Experience of setting and achieving ambitious, challenging goals and targets	I	✓	
Leading teaching and learning			
Able to demonstrate ability to implement strategies for raising achievement and achieving excellence for pupils, staff and self	A, I	✓	
Experience in using effective models and principles of learning and assessment for learning, informed by research	I	✓	

Criteria	Assessment A-application I-interview	Essential	Desirable
Demonstrates understanding of the management of behaviour and attendance	A, I	✓	
Proven ability to lead curriculum design and management	I	✓	
Able to implement strategies for developing effective teachers to ensure the entitlement of all pupils to effective teaching and learning	I	✓	
Able to use data (in a variety of forms), benchmarking and feedback to monitor progress in pupils' learning and development to inform personalisation and identify key objectives for the school	I	✓	
Developing self and working with others			
Able to develop interpersonal relationships and models of continuing professional Development	I	✓	
Experience of managing and leading change, managing conflict and empowering all stakeholders in the school	A, I	✓	
Able to demonstrate ability to collaborate and network with others with and beyond the school (including the Trust)	A	✓	
Experience of giving and receiving effective feedback and acting to improve personal Performance	I	✓	
Managing the school			
Able to demonstrate working knowledge of the principles and strategies of school improvement and the principals and practice of distributed leadership and Accountability	A, I	✓	
Experience of planning and managing projects for implementing change	A, I	✓	
Ability to create policies, though informed decision making, consultation and informed judgements	A	✓	
Knowledge of strategic financial planning, budgetary management and application of the principles of best value	I	✓	
Ability to manage a school on a day-to-day basis including delegating management of tasks and monitoring their implementation	A, I	✓	
Securing accountability			
Committed to abiding by education frameworks (including governance) and accountability frameworks with particular attention of self-evaluation and multi-agency working	I	✓	
Experience of working with a range of evidence including performance data and external evaluations to improve aspects of school life, including challenging poor performance	A	✓	
Community			
Able to demonstrate political insight and anticipate trends that impact on the whole school community	A	✓	
Experience of engaging and utilising of the rich and diverse resources within a local community	A	✓	
Knowledge of the wider community beyond the school and the opportunities it provides for pupils and the school community	I		✓

About The Good Shepherd Trust

Our Vision

Flourishing together, to build communities where all children and adults flourish.

[The Good Shepherd Trust](#) is a multi-academy Trust within the Diocese of Guildford. We currently have 24 schools, 23 in the primary phases and 1 secondary school. The Trust has implemented school hubs for the purpose of collaboration to improve outcomes for children and is seeking to further streamline and centralise services in order to better support all the schools within the Trust.

Each Trust school is unique. The Trust is committed to celebrating the local context of each school and capitalising upon their strengths to the benefit of the wider Trust. The quality and commitment of our people is at the heart of all we achieve. The Trust values them, develops them, and is an [employer of choice](#).

We are guided by our principles and it is these, along with our vision and values that create the culture of how we work together:

Our core GST Values:

- **Kindness:** The quality of being friendly, generous, and considerate towards others. It involves showing compassion and empathy, often through small acts that make a big difference.
- **Integrity:** The practice of being honest and having strong moral principles. It means doing the right thing even when no one is watching and maintaining consistency between our words and actions.
- **Resilience:** The ability to recover quickly from difficulties and adapt to challenging situations. It involves maintaining strength and positivity in the face of adversity and rebounding from setbacks.



Educationally our [consolidated outcomes](#) (for schools that meet the 3-year criteria for inclusion) across the Trust are in line with national average for MATs and within the Trust community are demonstrated in outstanding, good and improving schools.

The [Trustees](#) are ultimately accountable for the performance of the Trust and have a key role in setting the strategic direction and managing risk. The Trustees delegate some responsibilities to [local committees](#) (LC's).

The Trust has an active central team, [based in Guildford](#), who provide support for school improvement and educational outcomes, safeguarding, governance, admissions, human resource management, finance and much more. There are exciting developments in the pipeline to further develop the central function, which will bring benefit to all our schools.

How to Apply:

Please complete your application form on [MyNewTerm - click here](#)

