

# PINNER

## HIGH SCHOOL



## HEADTEACHER

## CANDIDATE INFORMATION PACK

Inspiring Learning



Shortlisted  
Secondary school of the year



**INVESTORS IN PEOPLE™**  
We invest in wellbeing Gold



# Welcome to Pinner High School

Dear Candidate,

We are delighted that you are interested in becoming the Headteacher of Pinner High School.

Pinner High School opened in September 2016, established by local high schools and strongly supported by the community to provide educational excellence and inclusivity. Our first cohort of 'Trailblazers' (as they were known) undertook GCSEs in 2021 and A Levels in 2023. We welcomed our ninth cohort of Year 7 pupils in September 2025.

While we may have a short school history, we have achieved much. Our whole site refurbishment was completed in summer 2021 to provide facilities to match our ambition. We are popular with families, evidenced by being consistently over-subscribed with first preferences. We have achieved an 'outstanding' judgement in our two Ofsted inspections. Our Key Stage 4 outcomes are consistently well above local and national averages, with Progress 8 scores (when available) well above average. Student and parent feedback is overwhelmingly positive.

Our vision of 'Inspiring Learning' and our school values (organised into themes of myself, my school, my community) are evident throughout Pinner High. Our curriculum seeks to excite and stretch all students, and retains breadth and academic rigour while developing students' personal qualities.

We seek to combine traditional values with modern approaches, equipping our students with the attitudes, skills and knowledge to succeed in their future. Our school week provides dedicated time within the core timetable for our Head's Challenge, which is the all-year programme that brings together our Extra-curricular Clubs, House Events, Outdoor Adventure and Charity work. Each of these areas demonstrates how we inspire our students and provide opportunities for each student to gain motivation and to excel.

We are looking for a Headteacher who shares our vision and has the drive and ability to lead the school and its community forwards. You will share our commitment to outstanding, inclusive, comprehensive education. We have a team of excellent staff, and you will inspire them to continue developing new opportunities to enhance our students' experience. As a trust, we are excited by the opportunities offered by the recent White Paper and would be interested in deepening our partnership with other schools and growing the trust.

As a school and trust, we have benefited greatly as our staff have developed through effective CPD and new experiences. As the school has grown individuals have demonstrated flexibility and been able to grow with it. This ethos of support and development is well established, and applies equally to the Headteacher. We will support your professional growth and provide opportunities for your development within and beyond the school.

We hope this information pack provides you an insight into our school and trust. We would strongly encourage candidates to come and visit the school on Tuesday 14<sup>th</sup> April or Wednesday 15<sup>th</sup> April prior to submitting an application.

Yours faithfully,

**Dr. Janice Howkins OBE**  
Chair of Trustees

**Sue Hammond**  
Chair of the Pinner High School Local Governing Body

# Headteacher of Pinner High School

Reports to:	Board of Trustees and the Local Governing Body of Pinner High School
Start date:	September 2026
Salary:	L29 – L35 (Outer London)

## APPLICATION PROCESS

Candidates are encouraged to visit Pinner High School before applying to gain a better sense of the school, our culture, and our values. **Tours are offered on 14<sup>th</sup> April at 11 am or 15<sup>th</sup> April at 1:30 pm.** Please book a place on the tour if you plan to attend so that we can manage numbers appropriately.

You are also welcome to have a discussion with either our current Headteacher, Raj Patel, or a Trustee if there are areas you would like to discuss further before applying.

Please contact the PA to the Headteacher, Victoria Fairweather, on 0203 096 0769 or [vfairweather@pinnerhighschool.org](mailto:vfairweather@pinnerhighschool.org) to arrange a tour / discussion or for any further information.

Information about working at Pinner High is provided on our website: <https://www.pinnerhighschool.org/recruitment/>

The timetable for appointment is as follows:

Deadline for submitting application	Midday on 20 <sup>th</sup> April 2026
Notification to candidates invited for the first selection day	23 <sup>rd</sup> April 2026
Selection days	29 <sup>th</sup> and 30 <sup>th</sup> April 2026

To submit an application please visit the school recruitment page (<https://www.pinnerhighschool.org/recruitment/>) and select to apply for this post. You will be redirected to [www.mynewterm.com](http://www.mynewterm.com) and invited to create a profile. All applications are via the mynewterm website; **CVs are not accepted.**

# Our vision and aims

At Pinner High School, our commitment is to educational excellence and inclusivity. We provide a safe, supportive, and inspiring learning environment where students are challenged to excel and develop into compassionate, innovative leaders.

We nurture personal values that strengthen our students, our school, and our community.

This means that Pinner High School expects and achieves the highest standards of and for every student.

The ethos for Pinner High School is a school that is characterised by:

- expecting the highest standards from students and staff;
- a calm, friendly, and disciplined environment with positive relationships;
- a curriculum that excites and stretches all students;
- knowing every student and supporting their personal development;
- working in partnership with families and the wider community;
- continual self-evaluation and improvement; and
- preparing students to have the skills and knowledge required to progress successfully from school.

The ethos is based around the Pinner High School Values:

Myself	My School	My community
kindness, compassion, integrity, balance, respect, trust.	creativity, enthusiasm, resilience, flexibility, dedication, perseverance.	responsibility, collaboration, open-mindedness, confidence, adaptability, courage.

Our motto is "Inspiring Learning" which we aim to bring to life. A great deal of this comes with the exceptional every day experiences students expect with our first-class staff. It also demonstrates the responsibility our young people have as Pinner High School students to make a commitment to inspire others. We equip our students with an understanding of themselves, an appreciation of the world around them and a desire to innovate and solve problems as active contributors to society.

# About Pinner High School

Pinner High School is a high-performing and oversubscribed comprehensive school for students aged 11 to 18, based in the London borough of Harrow.

## Introduction

Pinner High School opened in September 2016, on a site that had been in educational use since 1937. It was established by local high schools, recognising the need for additional school places and wanting to see those provided by a secular, inclusive school that the whole Pinner and Eastcote community could be proud of. Pinner High was opened through the DfE's Free School programme.

Pinner High admits up to 180 Year 7 pupils a year, and the last distance offered on national offer day has reduced to around 0.6 miles as the popularity and reputation of the school has grown. We are full for Years 7 to 11. The school has a designated provision for up to 12 pupils with autism which is regarded highly by parents and the local authority. We aim to admit up to 125 pupils into Year 12 each year, including students who transfer from other schools.

## Student performance

Our educational performance is strong. Attendance is over 95% so far this year, with persistent absence of 11.3%. Our GCSE results consistently show attainment and progress (when available) above local and national averages. Our three years of A Level results show above-average progress, with students progressing to Russell Group and Oxbridge. Further information about our examination results is available on the school website (<https://www.pinnerhighschool.org/about-us/examination-results/>) and the DfE website (<https://www.compare-school-performance.service.gov.uk/school/142864/pinner-high-school>).

## Staffing

Our vision, the commitment to our values and our motto, and the opportunities available in a new and growing school have helped us recruit and retain a very strong staff team. Many staff have grown with the school, gaining promotion as new leadership posts have been added. Through this we have developed a culture of development, and have a staff team who are instinctively collaborative and flexible. Our students' success reflects the strength of our staff and their commitment to inspiring learning. We have 80 teachers, 30 education support staff, 21 administrative staff, 4 site staff, and 9 technical staff (ICT, technicians).

## Senior Leadership Team

The senior leadership team consists of the Headteacher, 3 Deputy Headteachers, 3 Assistant Headteachers, the Director of Finance, and the Director of Operations.

## Site and buildings

Our DfE-funded refurbishment saw new DT spaces created, specialist spaces and classrooms refurbished, as well as significant upgrading of our core building fabric and infrastructure. We are delighted to have facilities that match our motto and our ambitions for our staff and students. Beyond the buildings, we are fortunate to be on a large site.

## Financial reserves

At the end of the 2025/26 financial year we anticipate having reserves of a little under £300k after an in-year deficit of approximately £60k.

## Student body composition

Composition of pupils, March 2026

<b>Ethnicity</b>	<b>PHS %</b>
AO Asian background	11.10%
AO Black background	0.36%
AO ethnic group	3.94%
AO mixed background	5.55%
AO White background	7.16%
Bangladeshi	0.90%
Black - African	2.06%
Black Caribbean	0.63%
Chinese	1.07%
Indian	34.91%
Not Provided	2.15%
Pakistani	5.73%
White - British	16.74%
White and Asian	5.28%
White and Black African	0.72%
White and Black Caribbean	1.43%

	<b>Pupils, Oct 2025 census</b>
Year 7	180
Year 8	180
Year 9	180
Year 10	180
Year 11	177
Year 12	125
Year 13	99
Total	1121

	<b>PHS %</b>
Free School Meals	11
EAL	43
Pupil Premium	11
In Care	>1
Young Carer	>1
SEND Support	13
EHCP	7

(Note, ethnicity totals more than 100% due to rounding)

# About Harrow Academies Trust

Harrow Academies Trust (HAT) is a multi-academy trust in Harrow. It currently operates one school, Pinner High School.

The trust anticipated opening a primary school, Harrow View Primary School, as a free school on a housing development within Harrow (the former Kodak campus). The DfE stated in December 2025 that it was 'minded to cancel' the school; the trust and Harrow Council have jointly submitted additional information to the DfE in the hope of securing the opening of the school. A timeframe for the DfE decision is not known. The original application was that Harrow View would grow to be a 3FE primary school that includes a designated SEND provision for pupils with autism.

Harrow Academies Trust was established by local secular high school academy trusts in order to apply to establish Pinner High and Harrow View.

Pinner High School is largely governed by a Local Governing Body that operates under extensive delegated powers from a Board of Trustees. The Local Governing Body includes elected parents and staff.

As a multi-academy trust with one open school, the Headteacher of Pinner High is the Accounting Officer for the trust, and the Finance Director at Pinner High is the Chief Finance Officer.

The Trustees will wish to work with the Headteacher and the Local Governing Body(ies) to consider the future for the trust, including its potential growth, within the context of the White Paper's aspiration for all schools to be within a trust.

# Job Description

The Headteacher is expected to demonstrate consistently high standards of principled and professional conduct, and to meet the Headteacher standards. They are expected to meet the teachers' standards and be responsible for providing the conditions in which teachers can fulfil them. The Headteacher will uphold and demonstrate the Seven Principles of Public Life at all times (known as the Nolan Principles): selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.

## Core Purpose

The Headteacher will provide outstanding leadership and management of Pinner High School, promoting and modelling its culture and ethos, to secure exceptional education for all students while maintaining the highest standards in all areas of the school's work.

## Culture and leadership

- Maintain and develop the aspirational and supportive culture within the school;
- Maintain an ethos of equality, high aspirations, and high expectations;
- Work in partnership to set the vision and values for the school and trust and ensure that they are securely embedded;
- Work in partnership to develop and implement the trust's strategy for the future, including potential growth;
- Lead the development, communication, implementation and monitoring of the School Improvement Plan with agreed and prioritised objectives to sustain improvement;
- Promote the school and trust to our community and partners, maintaining our strong community reputation and engagement; and
- Lead by example, consistently reinforcing the vision, values and culture of the trust and school.

## Students, Teaching and Learning

- Responsible for safeguarding and promoting the welfare of children and young people, including compliance with trust child protection policies and procedures;
- Determine, organise and implement an engaging and stretching curriculum in line with the school's vision and that meets DfE requirements, including ensuring that a broad range of extra-curricular opportunities are available to students;

- Ensure an effective learning environment based upon a sound and consistently applied policy for positive behaviour for learning;
- Sustain high-quality, expert teaching across all subjects and key stages, built on an evidence-informed understanding of effective teaching and how students learn;
- Ensure that effective strategies are in place, closely monitored and reviewed, to ensure that all groups of students progress and achieve well;
- Ensure formative and summative assessments are used to support outstanding pupil progress, staff development, and to develop the curriculum;
- Implement strategies that secure high standards of attendance and behaviour;
- Ensure students feel safe, happy, and supported, and that barriers to their learning and progress are identified and addressed; and
- Ensure robust systems of pastoral care to promote positive mental health.

## Leading and Managing Staff

- Retain and recruit staff of the highest quality who embody the values and ambition of the school and trust, and work to ensure that their deployment has maximum educational impact;
- Ensure effective induction, continuing professional development and robust performance management processes are in place for all staff;
- Lead succession planning for middle and senior leaders; and
- Regularly review own practice and take responsibility for your own personal development.

## Managing the organisation

- Effectively undertake the responsibilities as the Accounting Officer for the Trust;
- Work with colleagues across and beyond the trust to successfully welcome new school(s) to the trust, and build effective trust-wide approaches where those achieve 'added value' or are required for compliance;
- Ensure that effective teaching and learning is at the heart of all strategic planning and resource allocation;
- Lead prudent financial planning for the school, including for the medium and longer-term;
- Ensure effective and efficient day-to-day management, organisation and administration of the school;

- Responsible for the school campus, its buildings, equipment and grounds, ensuring their statutory compliance, their fitness for purpose and efficient/effective usage, and developing proposals for their maintenance and enhancement; and
- Ensure compliance with the requirements of all relevant auditing, employment and health and safety legislation and guidance.

## Accountability and Governance

- Accountable for all elements of student and school performance to the Local Governing Body and Board of Trustees, as well as trust responsibilities as Accounting Officer;
- Provide information and objective advice to the Board of Trustees and Local Governing Body to enable them to meet their statutory, governance and leadership responsibilities, including regarding the implications and opportunities of national and local educational policy and context;
- Ensure individual staff and team accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation;
- Present accurate information about the school and its performance in a form appropriate to a range of audiences, including students, parents, governors, the local community, Ofsted, and others; and
- Ensure that students and parents are well-informed about individual progress and their role in the students' future success.

## Notes

- The Headteacher will be required to safeguard and promote the welfare of all children and follow trust and school policies and the staff code of conduct.
- The Headteacher will be required to be aware of and comply with policies and procedures relating to health and safety and security, confidentiality and data protection, reporting all concerns to the Chair of Local Governing Body or Chair of Trustees as appropriate.
- The Headteacher will comply with their responsibilities as laid out in the school / trust Equal Opportunity Policy and take an active role in promoting equality and diversity.
- The Headteacher may be asked by the Board of Trustees or Local Governing Body to undertake other duties that are reasonably regarded as falling within the duties and responsibilities of the post.
- The Job Description is current at the date shown but, in consultation with you, may be changed by the Board of Trustees to meet changing regulations or circumstances.

## Additional information

### **Conditions of service**

The role is subject to and with the benefits of the National Conditions of Service for Teachers as specified in the School Teachers' Pay and Conditions Document (STPCD) and Condition of Service for Teachers in England and Wales (The Burgundy Book), except where you are informed in writing that a local condition applies. The contract of employment is between the Headteacher and Harrow Academies Trust.

### **Asylum and Nationality Act 1996**

Under the Asylum and Nationality Act 1996 you will be required to prove your eligibility to work within the UK.

### **Equalities**

The Harrow Academies Trust is an equal opportunity employer. It is committed to make any necessary reasonable adjustments to the selection process, job role and working environment that would enable access to employment opportunities for disabled people. Where a disabled applicant is being assessed the recruitment panel's decisions will be based upon an assessment of that person's expected capabilities once reasonable adjustments have been made.

### **Diversity**

The Harrow Academies Trust is fully committed to the principles of equal opportunity, diversity and inclusion. We want to attract and retain the very best staff in all areas of the trust, ensuring our staff body reflects the diversity of our students and local community.

### **Safeguarding**

All staff employed by the Trust are required to be fully aware of and understand the duties and responsibilities arising from the Children's Act and associated Government guidance in relation to child protection and safeguarding young people.

All staff employed by the Trust are required to reflect and model the ethos and values of the Trust. All staff employed by the Trust are required to respect the confidentiality of information relating to students, their families, and staff.

Pinner High School and Harrow Academies Trust are committed to safeguarding and promoting the welfare of students. Successful applicants will be required to undergo an enhanced Disclosure and Barring Service (DBS) check.

## **Offers of employment**

- Pinner High School reserves the right to assess candidates online social media presence.
- Offers will be subject to receipt of two references (one of which should be the most recent employer).
- For more information about our safeguarding policies, please visit our school website:

<http://www.pinnerhighschool.org/page/?title=Safeguarding&pid=44>

# Person Specification

The person appointed will:

1. be a well-qualified and appropriately experienced teacher;
2. have appropriate middle and senior leadership experience;
3. evidence outstanding leadership skills;
4. evidence their commitment to equality and inclusion (in their broadest senses) and to ensure the progress of all groups of students;
5. believe in the vision, values and culture of the school and trust;
6. be a strategic thinker who keeps up-to-date regarding national educational research and policy and can distil implications and opportunities from that context;
7. evidence where they have led significant changes to improve the opportunities for or outcomes of students, including intent, implementation and impact;
8. evidence where they have led a team where student progress and outcomes remained outstanding or improved under their leadership;
9. be a team-player who is able to develop and sustain supportive working relationships with colleagues both within and outside the school and trust;
10. have the ability to inspire and lead the full range of stakeholders within and beyond the school and trust;
11. evidence commitment to reflective practice and how they have incorporated this into school improvement;
12. be confident in the interpretation, analysis, and presentation of data (educational, financial and operational);
13. evidence financial leadership and management experience, including understanding the responsibilities of the Accounting Officer role and the financial context of the school and trust;
14. be a flexible problem-solver with well-developed decision-making skills;
15. demonstrate personal integrity and the ability to inspire it in others;
16. demonstrate commitment to their own professional development, including recognising any areas where they may need support within the first 12 – 18 months; and
17. have an excellent understanding of, and be wholly committed to, safeguarding.