



Head Teacher Recruitment Information

April 2026



Dear Applicant

I am delighted to introduce you to Malden Lower School. Located in the heart of Malden, our school is a much-valued part of the village, with strong relationships between staff, families, and the wider community. We make full use of our rural surroundings to enrich children's learning experiences.

We are proud of our strong and improving academic track record, with aspirational outcomes that continue to rise. This success is recognised in our most recent Ofsted inspection, where the school was judged to be good. We place great emphasis on our Malden values, which underpin all aspects of school life and are demonstrated in the exemplary behaviour of our children.

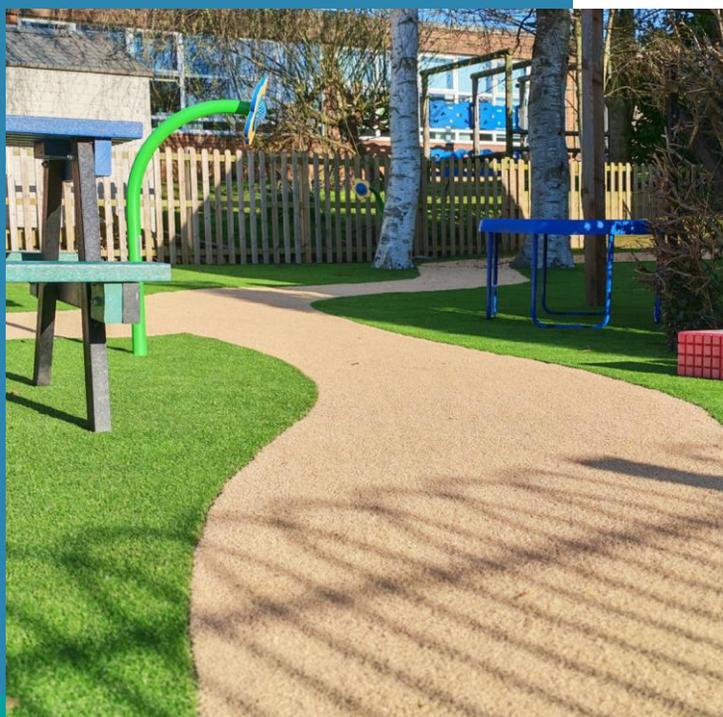
We work hard to develop a strong safeguarding culture, ensuring that children feel safe, supported, and ready to learn..

Following the retirement of our current long standing Headteacher, we are seeking a candidate who will build on our strengths, and lead with clarity and compassion, continuing to place children and families at the heart of what we do.

We warmly encourage prospective candidates to visit the school and experience our values in action, and look forward to receiving your application.

Yours faithfully,

Jeremy Pestell
Chair of Governors





Why work for Maulden Lower School



Maulden Lower School offers a warm, values-driven, child-centred environment. We are a friendly and inclusive one form entry community school for children aged 2-9 years.

Our staff work in an environment that values relationships, kindness and strong community links. Staff and pupils are known for being supportive, polite and community-minded, creating a workplace with a warm village school atmosphere.

The school benefits from:

- A large playing field
- Outdoor classrooms
- Extensive green space for learning and wellbeing
- A new sensory room
- An engaging and well stocked library
- Dedicated Early Years space
- Proximity to woodland and open countryside for enrichment activities

The setting supports creative teaching, outdoor learning, and a calmer, more enjoyable working day.



Our Vision and Values

At Maulden Lower School our aim is for every child to be:

- Happy, kind and successful
- Filled with a thirst for life and learning
- Motivated to achieve their personal potential
- Fully prepared for the next chapter of their lives

We provide a rich, inspiring and inclusive curriculum designed to:

- Develop the whole child
- Make use of the school's beautiful rural setting and outdoor space
- Build strong relationships Within the local community



Maulden Lower School's ethos is rooted in 12 core values, underpinning every aspect of our school life.

These values help our children to:

- Work cooperatively and respectfully
- Understand friendship, unity, empathy and acceptance
- Approach life with positivity and hope
- Enjoy a happy, harmonious and secure school environment.

The aims of our values are to:

- Improve behaviour and conduct through shared values
- Help pupils understand the importance of values in life
- Promote values across all interactions and activities

***“Ad Aevum Meliorum –
Towards a Better Life”***





About our School



Attendance

Current – 97%
2024/25 – 95%
2023/24 – 94%

Phonics Results

Target 25/26 – 82%
2024/25 – 80%
2023/24 – 66%

EY GLD

Target 25/26 – 77%
2024/25 – 70%
2023/24 – 64%



Key Statistics

Children on Roll – 166
% of children with SEND – 13%
% of children with EHCP – 3%
% of children with EAL – 1%
% of children in receipt of pupil premium – 13%



Ofsted Reports

<https://reports.ofsted.gov.uk/provider/21/109472>





School Library



Reception Classroom



Role: Headteacher



Information for applicants

- Salary Scale: Leadership Scale L8/2HT1 – L14/2HT7
- Start Date: September 2026 (*flexible start date for the right candidate*)
- Apply via mynewterm.com
- CVs will not be accepted for this application.
- Closing date: 23:00pm Monday 4th May 2026
- Interview dates: Thursday 14th and Friday 15th May 2026

All potential candidates are encouraged to visit the school for a tour prior to application.

Visits can be arranged via the school office. Please contact Sarah Butcher, School Business Manager on 01525 402286 or via email mauldenoffice@mauldenlower.com to arrange a visit or to discuss any queries you may have.

Job Description Headteacher



Salary:	L8/2HT – L14/2HT (£61,534 - £71,836)
Contract Type:	Permanent, full time, school teachers' pay and conditions
Responsible to:	The Governing Board

The Headteacher will work effectively with the Governing Board, senior leadership team, school staff and school community to sustain the school's ethos and strategic direction. The Headteacher will deliver professional leadership and management, establishing a secure foundation for building upon the school's achievements to date.

The post holder will be responsible for providing strategic direction, fostering a positive, innovative and inclusive school culture, and ensuring effective governance.

Main purpose

- To oversee systems, processes and policies so the school can operate effectively and efficiently
- Through appropriate and effective evaluation processes identify problems and barriers which limit effectiveness, identify priority areas for improvement and develop evidence-informed strategies for school improvement that are realistic, timely and suited to the school's context
- Ensure careful and effective implementation of improvement strategies, which will lead to sustained school improvement
- Monitor progress towards achieving the school's aims and objectives
- Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds.

Qualities

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Serve in the best interests of the school's pupils, staff and community
- Be compassionate, supportive, proactive, knowledgeable, community-focused and make use of research-based strategies

Duties and Responsibilities

School culture and behaviour

- Create and sustain a culture where pupils experience a positive and enriching school life
- Promote positive and respectful relationships across the school community to create a safe, inclusive and orderly environment
- Uphold ambitious education standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of high staff professionalism
- Establish and sustain high expectations for all pupils built upon relationships, rules and routines which are understood by pupils and modelled and taught by all staff
- Use consistent, fair and respectful approaches to managing behaviour, in line with the school behaviour policy

Job Description Headteacher



Teaching, curriculum and assessment

- Establish and sustain high quality teaching across all subjects and phases, based on evidence-informed understanding of effective teaching and how pupils learn
- Ensure teaching is underpinned by reference to current evidence-based research
- Ensure effective use is made of formative and summative assessments to inform strategy and decisions
- Ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught.
- Establish effective curriculum leadership, develop subject and phase leaders with relevant expertise and access to professional networks and communities
- Ensure valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum
- Ensure all pupils are taught to read through the use of evidence-informed approaches to reading, making use of systematic synthetic phonics

Additional and special educational needs (SEN) and disabilities

- Promote a culture and practices that enable all pupils to access the curriculum and learn effectively
- Ensure the school holds ambitious expectations for all pupils with SEN and disabilities
- Ensure the school works effectively in partnership with parents, carers and professionals to identify additional needs (could also have SEN and disabilities) and provide support and adaptation where appropriate
- Ensure the school fulfils its statutory duties with regard to SEND code of practice

Managing the school

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding and health and safety, as part of a duty of care
- Ensure staff are deployed and managed well with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk

Professional development

- Ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs.
- Keep up to date with developments in education
- Ensure training and continuing professional development is effectively planned, delivered and evaluated
- Ensure that professional development opportunities draw on experts both within, and beyond the school, including recognising career and professional programmes to build capacity and support succession planning

Job Description Headteacher



Governance, accountability and working in partnership

- Understand and welcome the role of effective governance, including accepting responsibility
- Establish and sustain a professional working relationship with those responsible for governance and facilitate effective governance by sharing information openly and with transparency
- Ensure staff understand their professional responsibilities
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Work successfully with other schools and organisations to provide mutual challenge and support
- Establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils.
- Forge constructive relationships beyond the school, working in partnership with parents, carers and the local community

Other areas of responsibility

- Promote the safeguarding and welfare of all children and young people within the school by ensuring that the school's policies and procedures relating to safeguarding children and child protection are fully implemented and followed by all staff; resources are allocated to allow staff to discharge their responsibilities; and that staff, pupils, parents and others feel able to raise concerns which are addressed sensitively and effectively
- To meet the Headteachers' Standards as published by the DfE

This job description forms part of the contract of employment of the person appointed to the post. It will be reviewed annually and may be amended at any time after consultation and with the agreement of the postholder.

Person Specification



Element	Criteria	Essential	Desirable
Qualifications and training	Qualified Teacher Status	✓	
	Degree	✓	
	NPQH/NPQSL/NPQSENCO or evidence of further study		✓
	Up to date safeguarding training and knowledge of safeguarding legislation	✓	
	Evidence of Continuing Professional Development relating to school leadership and curriculum development	✓	

Element	Criteria	Essential	Desirable
Experience	Evidence of successful senior leadership and management in a lower/primary school setting	✓	
	Proven track record of raising standards and improving pupil outcomes	✓	
	Involvement in school self-evaluation and development planning	✓	
	Experience of improving teaching and learning	✓	
	Experience of leading curriculum development	✓	
	Experience of budget and resource management underpinned by best value principles	✓	
	Up to date knowledge and understanding of Ofsted inspection requirements	✓	
	Experience of appointing staff and inducting staff and leading and motivating teams		✓
	Experience of Therapeutic Thinking approach to behaviour management		✓
	Leading and management experience in more than one school		✓
	Experience of teaching and learning across more than one key stage		✓
	Leading safeguarding		✓

Person Specification



Element	Criteria	Essential	Desirable
Skills and knowledge	Good data analysis skills and the ability to use data to set targets and identify areas for development	✓	
	Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve	✓	
	Ability to manage a budget, monitor and review available resources, ensuring value for money	✓	
	Strong written and verbal communication skills and excellent interpersonal skills	✓	
	Ability to plan, prioritise and organise self and others	✓	
	Evidence of managing whole school change projects		✓

Element	Criteria	Essential	Desirable
Personal qualities	A caring and considerate attitude towards children, which values each child's potential and recognises each child as an individual	✓	
	Ability to inspire, challenge, motivate and empower teams and individuals to achieve the best possible outcomes	✓	
	High expectations of self and others and commitment to uphold the 7 principles of public life	✓	
	Commitment to safeguarding and promoting the welfare of children and the wellbeing and professional development of all staff	✓	
	Ability to establish and maintain positive working relationships with staff, pupils, parents, governors, other professionals and the wider community through interpersonal skills and effective communication	✓	
	Strong commitment to raising standards for all pupils	✓	
	Ability to think analytically and creatively and demonstrate initiative in solving problems	✓	
	High level of personal organisation and time management	✓	



Safeguarding



Maulden Lower School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We expect all staff, volunteers and governors to share this commitment.

Our recruitment process follows the Keeping Children Safe in Education guidance.

Offers of employment will be subject to the following checks:

- Satisfactory references
- Enhanced disclosure through the Disclosure and Barring Service (DBS)
- Medical clearance
- Online and social media checks
- Childcare disqualification checks
- Right to work in the UK
- Prohibition from teaching check
- Suitability to work with children

We are an equal opportunities employer and welcome applications from all suitably qualified persons regardless of their race, sex, disability, religion/belief, sexual orientation or age.



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