

# Headteacher

## APPLICANT INFORMATION PACK



**Peareswood**  
Primary School

## Welcome from the CEO

Dear Applicant,

Thank you for expressing an interest in this role at Woodland Academy Trust. Woodland Academy Trust is a small but ambitious Trust that puts the children and community first. We are on an exciting journey to achieve the best possible outcomes and excellence for all.

To support us on our journey, we are welcoming applications from skilled and committed applicants who have vision, drive and ambition and would be keen to hear about your experiences and what skills you can bring to this role. We seek to attract staff who have a growth mindset, strong values and work ethic and care deeply about serving communities.

This is an exciting time to join Woodland Academy Trust as we further strengthen our school improvement offer across the Trust. You will benefit from working with a strong team, receive the very best professional development and have the opportunity to make a real difference to the daily learning experiences of our wonderful children.

We look forward to your application.

Yours faithfully,

Nav Sanghara, Trust Leader (CEO)



## About our Trust

Woodland Academy Trust was formed in September 2011 and consists of five primary schools, four of which are located in the London Borough of Bexley and one in Kent.

All our schools share the same mission; *ignite the spark, reveal the champion*. We are an inclusive and ambitious Trust, striving to achieve the best possible outcomes for our children. Our aim is to provide the highest quality learning experiences for every child by creating an ethical culture of empowerment and growth for all. We believe deeply in the importance of nurturing strong partnerships with our local communities and beyond.



AMBITION



COLLABORATION



COMPASSION

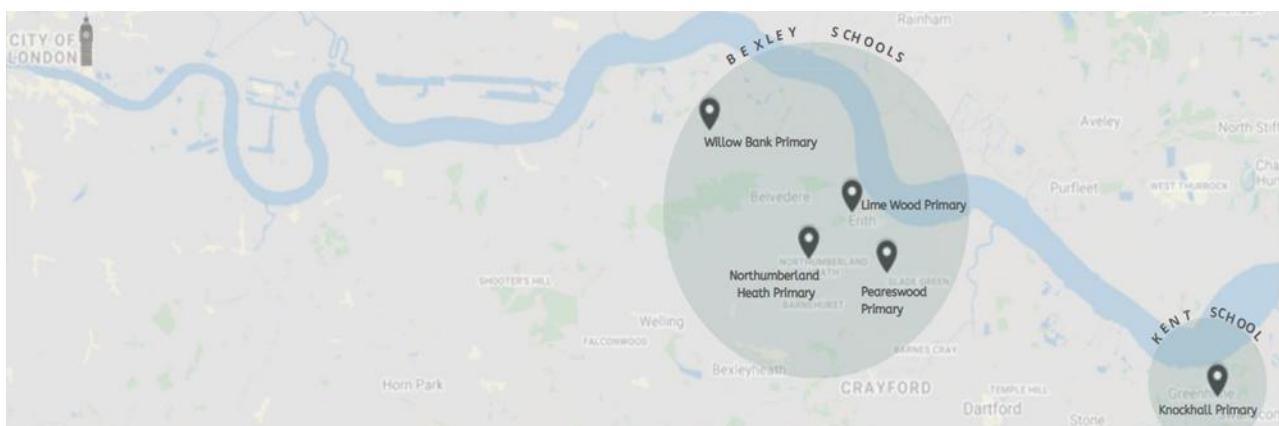


EXCELLENCE



INCLUSIVITY

Discover more about the Woodland Academy Trust by watching our video [here](#).



## Welcome from the Headteacher

Thank you for your interest in joining us at Peareswood Primary School.

Peareswood Primary is a warm, nurturing and inclusive primary school in Erith. Our values support and reflect our 'school family' and ensure high aspirations for all learners, through both a challenging and supportive approach. Our core purpose is to equip our children with the skills to continue their learning journey and achieve their own personnel goals and aspirations.

Our bespoke curriculum provides children with enriched knowledge of their local area whilst developing their confidence, self-esteem and resilience through lessons and experiences outside of the classroom. We are also proud to be recognised as an Apple Distinguished School for 2024-2027 for inspiring, imagining, and impacting teaching and learning through continuous innovation!

We value the importance a primary school plays in the life of a child and therefore strive to cultivate positive experiences and memories for both children and carers to cherish in future years. Learning together we grow as one, ensuring each child achieves their potential and feels happy and safe in school, with differences celebrated.

Get in touch with us if you would like to come and visit our school.



Mrs Ferla, Headteacher at Peareswood Primary

## About Our School

At Peareswood Primary, we promote independence and challenge through a bespoke curriculum localised firstly within the community we serve and draws on the rich cultural heritage that is on our doorstep. We seek to provide all children with lifelong skills and experiences providing opportunities for children to achieve qualifications beyond the traditional curriculum.

Children are at the centre of all that we do with an ethos of developing and nurturing the whole child and revealing the champion within all children. Our school values underpin the great relationships that develop at school and support us in exploring the issues and dilemmas that we encounter in our everyday lives. Our values also support us in developing the calm, respectful and collaborative community that is evident across the school.

We value our relationship with the local community and work collaboratively with families, parents and carers in order to provide the very best opportunities for all children.

### **Our School Ethos**

As a school family, we inspire our young minds to think critically and unlock their full potential for now and in the future.

Our school values underpin the great relationships that develop at our school and supports us in maintaining the calm, respectful and collaborative community for our children. High aspirations of all learners is an outcome of our embedded values. They equip our children with the skills to continue their learning journey and achieve their own personal goals and aspirations.

### **Our School Values**

Pride Ambition Kindness Creativity Collaboration

**Click here** to watch our video to find out more about us!

## Peareswood Primary School



[www.peareswoodprimaryschool.co.uk](http://www.peareswoodprimaryschool.co.uk) 

Peareswood Primary School  
Peareswood Road,  
Erith,  
Kent,  
DA8 3PR  
 01322 332 379

## The Vacancy

**Job title:** Headteacher

**Status:** Permanent

**Hours:** Full-time

**Grade:** Leadership scale, negotiable dependant on experience

**Start Date:** To be agreed depending on the successful candidate's notice period

**Closing Date:** 23<sup>rd</sup> February 2026

### **Lead with Purpose. Inspire with Passion.**

At Peareswood Primary School, we are guided by our shared values of pride, ambition, kindness, creativity & collaboration. We are now seeking an outstanding Headteacher who embodies these values to lead our committed team and nurture the next generation of learners.

As part of a Trust with a strong digital focus, Peareswood Primary embraces future-ready education. Our curriculum is enhanced by cutting-edge educational technologies, and we are committed to creating inclusive, engaging learning environments through approaches like Universal Design for Learning (UDL). We want our next Headteacher to champion this blend of traditional pedagogy and digital innovation, leading staff to embed practices that ignite curiosity, encourage independence, and support every learner to thrive.

This is an exciting opportunity for an experienced and visionary leader to shape the future of Peareswood Primary, driving school improvement and championing excellence in teaching and learning. You'll work closely with our Trust Executive Team and Local Academy Committee to ensure the best educational outcomes for all our pupils.

As Headteacher, you will be at the heart of a welcoming, inclusive, and ambitious school community – one where high expectations, continuous professional development, and a passion for education come together to create a culture where every child and adult thrives.

### **The successful candidate will:**

- Be an ambitious, forward-thinking leader with a track record of raising standards and building strong teams.
- Be passionate about blending traditional and digital teaching methods to prepare children for a rapidly changing world.
- Have a strong understanding of how technology and UDL principles can be used to enhance learning and inclusivity.
- Lead with empathy, integrity, and a values-driven mindset.

- Have in-depth experience of curriculum development, safeguarding, and school improvement.
- Use data strategically to drive achievement and support pupil progress.
- Be a visible, approachable leader who builds trust across the school and wider community.
- Demonstrate excellent financial and operational acumen, ensuring value for money in all decisions.
- Contribute actively to the collaborative and innovative culture across our Multi Academy Trust.

This role offers the chance to make a significant and lasting impact, not just on Peareswood Primary but across our growing Trust network. If you are a dynamic, forward-thinking leader with the drive to unlock potential in every child and adult, we would love to hear from you.

**We reserve the right to close this vacancy early should a suitable candidate be found; therefore, early application is encouraged.**

## **Applications**

Please apply by visiting our school website vacancies page at: [Peareswood Primary Vacancies](#)

Or if you would prefer to complete a word application form, please contact the school via email: [recruitment@watschools.org.uk](mailto:recruitment@watschools.org.uk)

**Application Deadline:** 23<sup>rd</sup> February 2026  
**Interviews:** 9<sup>th</sup> March 2026

For more information about Peareswood Primary School please visit: [Peareswood Primary School website](#)

## **Diversity & Inclusion**

We strive to achieve a diverse workforce, fully representative of our diverse society and the ethnic make-up of the pupil population in the UK. People of colour are currently under-represented on our staff teams. We are keen to attract applications from a diverse pool of candidates and determined to be a fully inclusive employer, and a great workplace for people of ethnic minority heritage as well as white heritage.

## Our Offer

Woodland Academy Trust seek to appoint colleagues who share in our values and mission to ignite the spark and reveal the champion. We recognise that in order to offer the best outcomes for our children, our staff teams need the opportunity to be the very best they can be too. We do this by ensuring we have in place for all staff:

- Continuous professional learning focusing on core areas;
- Working collaboratively with agencies around us and offering formal training opportunities, bespoke and targeted professional development as well as in-house, bespoke training from our many experts and coaching and mentoring;
- Embedding initiatives to support with reducing teacher workload;
- A strong supportive ethos with dedicated line management structures and clear communication channels;
- Well-being assistance and support including a dedicated employee assistance helpline and occupational health;
- Opportunities to take part in exciting initiatives and projects that help shape the way our children will learn in the future;
- Wide range of family friendly policies in place for staff;
- Recognising national terms and conditions for staff;
- Teachers and Local Government pension schemes;
- Cycle to work schemes.

## Safeguarding Children and Young People

Woodland Academy Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. Appointment to this post will be subject to the following satisfactory pre-employment checks:

- Health
- Identity
- Relevant work qualifications
- Right to work in the UK
- Barred List Check (previously List 99)
- Disclosure & Barring Service Check (for all staff and volunteers)
- References

We are committed to ensuring a positive work environment and selecting candidates who align with our values and culture. As part of our thorough recruitment process, in accordance with DfE Keeping Children Safe in Education 2023, an online search will be completed on all shortlisted applicants prior to interview. Any relevant information will be discussed further with the applicant during the recruitment process.

Any information we come across will be handled confidentially and considered in a professional manner. Our aim is to better understand your qualifications and suitability for the role. If you have any concerns or questions about this process, please contact us for more information.



## **Peareswood Primary**

Pride Ambition Kindness Creativity Collaboration

## JOB DESCRIPTION AND PERSON SPECIFICATION

<b>JOB TITLE</b>	Headteacher
<b>RESPONSIBLE TO</b>	Director of Education
<b>GRADE</b>	Leadership scale
<b>ALL STAFF RESPONSIBILITIES</b>	<ul style="list-style-type: none"> <li>• To live our Trust values, demonstrating ambition, collaboration, compassion, excellence, and inclusivity in your everyday work life.</li> <li>• To value professional development and welcome any training opportunities to develop personal skills and knowledge</li> <li>• To agree to follow the school and Trust's policies and procedures.</li> </ul>
<b>MAIN PURPOSE OF THE ROLE</b>	The Headteacher will provide strategic, operational, and instructional leadership to ensure excellent outcomes for all pupils. Working in partnership with the Trust Executive Team, Local Academy Committee (LAC), and wider school community, the Headteacher will lead a culture of high expectations, inclusion, and continuous improvement, in line with the vision and values of the MAT.

<b>Duties &amp; Responsibilities</b>	<p><b>1. Strategic Leadership &amp; School Improvement</b></p> <ul style="list-style-type: none"> <li>• Lead the school's strategic direction under the Trust's guidance, ensuring high standards and positive outcomes for all pupils.</li> <li>• Implement and monitor the School Improvement Plan and ensure clear self-evaluation systems are embedded.</li> <li>• Use data and national benchmarks to track progress, set aspirational targets, and drive attainment.</li> <li>• Promote a culture of high expectations, inclusion, and accountability.</li> </ul> <p><b>2. Leadership of People and Culture</b></p> <ul style="list-style-type: none"> <li>• Develop a high-performing team culture with clear expectations and professional standards.</li> <li>• Lead the performance management cycle and ensure CPD aligns with school priorities.</li> <li>• Foster a supportive, responsive leadership style that encourages staff voice and collaboration.</li> <li>• Tackle underperformance swiftly and effectively.</li> </ul> <p><b>3. Curriculum, Teaching &amp; Learning</b></p> <ul style="list-style-type: none"> <li>• Ensure the curriculum is broad, balanced, inclusive, and reflects local and national priorities.</li> <li>• Monitor the quality of teaching and learning; lead continuous improvement and innovation.</li> <li>• Promote excellent pedagogy, curriculum coherence, and subject leadership.</li> <li>• Lead pupil transition, engagement, and enrichment opportunities.</li> </ul>
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**4. Pupil Experience, Safeguarding & Inclusion**

- Uphold the highest standards of safeguarding, behaviour, and attendance.
- Ensure effective early help and pastoral systems, working with external agencies as needed.
- Promote pupils' spiritual, moral, social, and cultural development.

**5. Engagement, Governance & Community**

- Build strong relationships with pupils, parents, staff, and the local community.
- Ensure regular, effective communication and promote the school's reputation.
- Work closely with the LAC and Trust, ensuring clarity of reporting and strategic oversight.
- Engage with wider MAT priorities and partnership opportunities.

**6. Operational & Financial Oversight**

- Oversee day-to-day school operations, including site safety and compliance.
- Work with the SBA and Trust finance team to ensure value for money and financial sustainability.
- Ensure legal and policy compliance, including Equality, GDPR, and H&S duties.

**Professional Expectations**

- Uphold the Headteachers' Standards and act with integrity, humility, and professionalism.
- Champion the school's digital education journey, embedding educational technology (edtech) to enhance teaching, learning, and operational efficiency.
- Lead on the strategic use of digital tools and platforms that support pupil outcomes and staff development.
- Model the MAT's ethos, values, and culture in all work.
- Be Ofsted-ready and lead the school's preparation and response to external accountability.
- Ensure a safe, inclusive environment where all pupils and staff thrive.

This job description is not intended to be an exhaustive list of duties. The Headteacher is expected to undertake any other responsibilities reasonably required to meet the evolving needs of the school and Trust. Responsibilities should be carried out in line with the Headteachers' Standards.

Person Specification		
	Essential	Desirable
<b>Education, Qualifications and Training</b>	<ul style="list-style-type: none"> <li>Qualified Teacher Status (QTS)</li> <li>Relevant higher education qualification (e.g. degree and PGCE or equivalent).</li> <li>Evidence of ongoing professional development appropriate to senior leadership.</li> </ul>	<ul style="list-style-type: none"> <li>National Professional Qualification for Headship (NPQH), or working towards.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Significant and successful senior leadership experience in a primary school (Headteacher or Deputy Headteacher level).</li> <li>Proven track record of leading school improvement and raising standards.</li> <li>Experience of leading, developing and managing staff performance, including tackling underperformance.</li> <li>Demonstrable impact on improving outcomes for all pupils, including disadvantaged pupils and those with SEND.</li> <li>Experience of leading curriculum development that is broad, balanced and inclusive.</li> <li>In-depth knowledge and experience of safeguarding, child protection and safer recruitment.</li> <li>Experience of leading behaviour, attendance and pastoral systems.</li> <li>Experience of strategic planning, self-evaluation and accountability.</li> <li>Experience of managing resources and budgets to achieve value for money.</li> </ul>	<ul style="list-style-type: none"> <li>Experience within a Multi Academy Trust or partnership working.</li> <li>Experience leading UDL or inclusive curriculum innovation.</li> <li>Experience of research-informed practice or innovation in teaching and learning.</li> <li>Experience of leading digital or edtech strategy.</li> <li>Experience of working with other schools or organisations to share best practice.</li> <li>Experience of using technology to reduce workload and improve practice.</li> <li>Experience of working with other schools or organisations to share best practice.</li> </ul>
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>Secure understanding of high-quality pedagogy and how pupils learn.</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of ethical and safe AI use in education.</li> </ul>

	<ul style="list-style-type: none"> <li>Curriculum leadership that is broad, balanced and inclusive.</li> <li>Strong understanding of assessment, data analysis and self-evaluation.</li> <li>In-depth knowledge and experience of safeguarding, child protection and safer recruitment.</li> <li>Strong understanding of SEND and inclusive practice, including work with external agencies.</li> <li>Secure understanding of digital tools, data systems and UDL principles.</li> <li>Understanding of effective governance and Trust working.</li> <li>Ability to use data and digital systems to inform improvement.</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>A visible, approachable leader who models professionalism and Trust values.</li> <li>Strong communication and interpersonal skills with a wide range of stakeholders.</li> <li>Ability to build, motivate and sustain high-performing teams.</li> <li>Commitment to equality, diversity and inclusion.</li> <li>Commitment to inclusive practice and removing barriers to learning for all pupils.</li> <li>Ability to sustain a safe, calm and inclusive school environment.</li> <li>Strong organisational and decision-making skills.</li> <li>Commitment to inclusive pedagogy aligned to Universal Design for Learning principles.</li> </ul>	<ul style="list-style-type: none"> <li>Contributes to professional networks or sector development.</li> </ul>
<b>Wider System Leadership</b>	<ul style="list-style-type: none"> <li>Commitment to Trust values and ethos.</li> <li>Ability to meet the demands of the role including flexibility and accountability.</li> </ul>	

# Ignite the spark, reveal the champion



Peareswood Primary School

Peareswood Road,

Erith,

Kent,

DA8 3PR



01322 332 379



[www.peareswoodprimaryschool.co.uk](http://www.peareswoodprimaryschool.co.uk)



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