



OLD SARUM PRIMARY SCHOOL HEADTEACHER APPLICATION PACK

Required for October 2026 or sooner





WELCOME LETTER FROM CEO AND CHAIR OF ACADEMY GOVERNANCE COMMITTEE

April 2026

Dear Prospective Headteacher

Thank you for showing interest in the role of Headteacher at Old Sarum Primary School. This is an exciting time to be joining the school, building on its improvement journey. Old Sarum Primary School is a school that sits at the heart of its community and staff who are dedicated to the pupils they serve. It was recognised in the last Ofsted Inspection of having increasing ambition for the pupils and we are looking for an aspirational leader to move the school forward to realise this potential. We are seeking a Headteacher who has a clear vision, is committed to high standards, inclusive practice and the development of both pupils and staff, and who is motivated by the opportunity to grow alongside other leaders within the Trust.

Visitors to Old Sarum will see children who want to learn and staff who are ambitious for every child, regardless of their starting point. There is purposeful learning evident in every classroom. We are immensely proud of the journey the school has been on and we are seeking an inspiring and talented Headteacher to take the school on the next phase of its journey. The school works with six other primaries in the Trust to build strong educational opportunities for the children within it. As a result of the experiences they have gained, staff at Old Sarum Primary have the opportunity to work with other primary colleagues within the Trust to share their good practice by promoting the school improvement journey within other settings.

In the role of Headteacher, you will enjoy autonomous leadership of your academy, complemented by the strong support of our well-established primary improvement model, which has a proven track record of driving sustainable school improvement. There is also the unique opportunity of working with secondary Headteachers to promote and improve the transition from primary to secondary as well as securing curriculum ties across the whole educational range. If you are an individual who loves working in a challenging and highly supportive environment, then Old Sarum is just what you are looking for! If you are successful, you will have the support of a Trust of strong leaders including a Director of Education (Primary) and other likeminded Primary Heads who are passionate about improving the lives of the children in their schools.

You are warmly encouraged to visit Old Sarum Primary School before applying. Please contact the School Business Manager, Craig Angel (CAngel@oldsarum.wilts.sch.uk) to book an appointment.

To apply for the post, please fill out the application form via MyNewTerm providing a covering statement as outlined on the last page of this application pack. We do not accept CVs.

If you wish to discuss the role further please contact Lynne Carley, Executive Assistant to the CEO of Magna Learning Partnership at lcarley@magnalearningpartnership.org.uk who will arrange for you to speak to a member of the Executive Team. Interviews are scheduled to take place during the week of 18 May 2026.

We look forward to receiving your application.

Kind regards



Chris Prankerd
CEO



Mark Allinson
Chair of Trust Board



OLD SARUM PRIMARY SCHOOL

About the School

Old Sarum Primary School joined the Trust in September 2022. The school has 10 classes with mixed form entry and currently has 237 children on roll (aged 4 to 11). The school is situated on the outskirts of Salisbury near the Historic Old Sarum Cathedral. The school's vision "A Home for the Heart, An Adventure for the Mind and A Foundation for the Future", supports pupils to become well-rounded citizens, empowering a future generation.

Old Sarum Primary, has made significant progress since joining the Trust and continues to be on a journey since the inspection in July 2025. This is an exciting opportunity for an ambitious leader to continue to allow the pupils and staff to flourish. We would be delighted to give you a tour of the school so you can experience a warm Old Sarum welcome!



MAGNA LEARNING PARTNERSHIP

Opened in April 2017 as a collaborative partnership between three local 11-16 secondary schools, the Trust has now grown to become a balanced organisation of seven primaries, three secondaries and a sixth form college, serving children and young people from the ages of 3-19. We are committed to our role in education and the community in Salisbury and the surrounding area; our academies sit within a ten-mile radius of the city centre. We educate 4859 pupils and students and we have more than 700 staff, making us one of the largest employers in the area. We expect that Trust local growth will continue over the coming years.

Magna Learning Partnership is committed to inclusion; we strive to ensure that we make a difference to the life chances of every child and young person educated in one of our academies. We are collaborative and democratic in our approach to leadership. Our Headteachers make a significant contribution to decision making and whilst increasingly we look to align practice, one size fits all is definitely not our approach. We protect the identity of the individual academies in MLP. We are an open and friendly group of people in the Trust who work together to improve lives and support our Headteachers to create wonderful learning opportunities for young people.

MLP ACADEMY IMPROVEMENT

As a Headteacher in Magna Learning Partnership you will benefit from the unwavering emphasis we place on improving outcomes for all learners, placing academy improvement at the heart of everything we do. The Director of Education (Primary) will be your line leader. We find the right balance of support and accountability by creating the conditions for deep collaboration through partnership working, high quality professional development, regular academy visits, progress meetings and supportive review days.

We invest heavily in professional development, employing the best education practitioners to inspire our staff through workshops, training courses and conferences. We provide strong opportunities for career development, including organising secondments across the Trust and to senior leadership teams.

We have developed Trust Network Teams who meet regularly, allowing staff to work with their counterparts across Magna Learning Partnership to build the curriculum, train, moderate and assess together; supporting each other to lighten the load. We also work collaboratively with other Trusts to share best practice. Our partnership working is a key feature of academy improvement.



JOB DESCRIPTION

Job title: Headteacher
Responsible to: Director of Education (Primary)
Salary pay range: L14-L20

MAIN ROLES AND RESPONSIBILITIES

Leadership:

- Lead the school efficiently, working with the Director of Education (Primary) and the Academy Governance Committee to provide the best progress and outcomes for children
- Support and enhance the values and ethos of the school
- Identify priorities for ongoing improvement by monitoring, challenging and evaluating the performance of the school through regular self-evaluation and external review to continue rapid improvement in standards across the school
- Motivate and inspire staff, taking responsibility for their professional development and challenging under-performance
- Foster an open, transparent and equitable culture, with clear policies and procedures which are known and understood by all
- Challenge, influence and inspire the school community to attain ambitious goals, acknowledging excellence and using positive reinforcement to bring about improvement
- Collaborate widely by sharing the school's best practice and learning from others, especially other schools within the Trust
- Work effectively and collaboratively with the Senior Leadership Team and all staff and with the Director of Education, CEO and other senior Trust staff
- Working with the Director of Finance and Business for the Trust, ensuring robust management of finances to support the school's vision and aims

Teaching and learning:

- Ensure the highest possible standards of teaching and learning across the school, leading by example
- Promote high expectations of behaviour for learning to all members of the school community
- Ensure that progress towards end of year targets for children is monitored robustly and staff are held to account by senior leaders
- Promote excellent and inclusive classroom practice to support the most vulnerable children's progress and narrow the learning gaps between different groups of children
- Develop, promote and review an inclusive, creative and balanced curriculum that encourages every child to reach their full potential
- Create and maintain an effective partnership with parents and carers to support and enrich children's learning and personal development
- Ensure that parents, carers and children are well informed about the curriculum, attainment and progress

Values:

- Put children at the heart of all decision making and actions
- Support and build on the school and the Trust's inclusive ethos, ensuring that individuals feel valued, and encouraging personal endeavour and responsibility
- Foster and promote a sense of community within the school, including relationships with and between the children, staff, parents and carers and encourage strong relationships with the wider community
- Ensure that children and staff understand their responsibilities as citizens of the world

Safeguarding and equality:

- Uphold equality of opportunity as being central to all school activities, identifying and addressing any barriers to a positive experience of school life
- Foster an open, fair and equitable culture, leading by example
- Have a thorough knowledge of all relevant safeguarding policy and procedures and have a firm commitment to ensuring best practice throughout the school
- Use effective strategies and procedures for safe staff recruitment and induction
- Be Designated Safeguarding Lead

The duties outlined in this job description are in addition to the duties and responsibilities as set out in the Annual Teachers' Pay and Conditions document. The duties are not exhaustive and may be modified by the CEO, after discussion, to reflect or anticipate changes in the job, commensurate with the salary and job title.



REWARDS AND BENEFITS

SALARY: £71,327 - £82,651

As a Headteacher working for Magna Learning Partnership you will be able to access a range of benefits and support. In addition to TPS pension benefits and occupational sick pay we offer the following:

- One to one coaching programmes
- Professional development tailored to your career plan
- Access to Benenden Health Care corporate membership
- An employee assistance programme
- Staff wellbeing initiatives
- Discounted membership of a local gym
- Membership of the cycle to work scheme
- Blue Light discount scheme



HEADTEACHER PERSON SPECIFICATION

The following is a summary of the main attributes that are expected of the successful candidate. They should be read in conjunction with the Headteachers' Standards published in 2020.

The assessment of the following criteria will be via the application letter and interview.

	Essential	Desirable	Assessment
Qualifications	<ul style="list-style-type: none"> • A good degree • Qualified Teacher status 	<ul style="list-style-type: none"> • NPQH or other leadership qualifications relevant to education • L3 training in safeguarding 	<ul style="list-style-type: none"> • Application form • References
Experience	<ul style="list-style-type: none"> • Proven senior leadership, preferably as a Headteacher • Experience of driving school improvement and impacting positively on outcomes for children • Safeguarding training up to date and experience of managing safeguarding within the wider school • Analysing and interpreting data in relation to pupil groups and forming plans to improve any identified areas of weakness • Pupil assessment and analysis of assessment to inform planning and target setting • Reporting to the Director of Education, governors and other stakeholders on various aspects of school life including data analysis • School budget management • Recruitment and induction of new staff • Successfully managing challenging behaviour 	<ul style="list-style-type: none"> • Leadership in other schools, phases or places of work • Recent Ofsted experience • Multi-agency work • Working in a multi-academy trust or collaborative work with other schools and settings 	<ul style="list-style-type: none"> • Application form • References • Interview

	Essential	Desirable	Assessment
Knowledge and Understanding	<ul style="list-style-type: none"> • Understanding of the importance of providing every child in each phase with a broad based curriculum, including engaging learning sequences, experiences and knowledge beyond the classroom • Understanding of the statutory testing framework across the Foundation Stage and the Primary phases and implications this has for outcomes • Evidence of designing and implementing an effective monitoring framework to promote teaching and learning • Secure knowledge of and commitment to safeguarding and promoting the welfare of children 		<ul style="list-style-type: none"> • Application form • References • Interview
Skills and Personal Attributes	<ul style="list-style-type: none"> • Working under pressure to meet deadlines • Prioritising, planning and organising own time effectively • Initiative and leadership skills for raising standards • A creative and imaginative approach to anticipating and solving problems and identifying opportunities • Good interpersonal skills • Self-motivation, drive and resilience • A sense of humour and perspective • Effective communication skills, both oral and written, for a range of audiences • Positive attitude to behaviour management 		<ul style="list-style-type: none"> • Application form • Interview

APPLICATION CHECKLIST

Tours of the school:

Are available by contacting: Craig Angel - cangel@oldsarum.wilts.sch.uk

How to apply:

Please apply through MyNewTerm and include the following within your supporting statement:

- Your reasons for applying to become the Headteacher of Old Sarum Primary School, including reasons why you wish to move from your current role
- Your understanding of the context of the school
- Relevant experience to date
- Your priorities as the new Headteacher

Applications close: 9 am, 13 May 2026

Interviews will take place: Thursday, 21 May & Friday, 22 May 2026

