



Headteacher Information Pack

Wheatfields Junior School

Pack Contents



	PAGE NO:
Welcome	3
About the School	4
Key Statistics	5
About the Trust	6
Job Description	7-8
Person Specification	9
Benefits and Remuneration	10



Limitless Learning Opportunities

Welcome

From the Chair of Governors and Chair of Trustees

Thank you for your interest in the role of Headteacher at Wheatfields Junior School.

Wheatfields Junior School is a special caring community where we are committed to doing our best for each child, within a learning environment that is happy, purposeful and engaging.

As one of ten schools within the **Ambition Education Trust (AET)**, Wheatfields sits at the heart of a vibrant learning community in St Albans. We are a school with a happy, purposeful and engaging environment. Central to this are our Vision and Values, through which we want every child to thrive in a school where possibilities are endless and opportunities limitless.

After 8 very happy and successful years of leadership at the school Mrs Janice Tearle has made the decision to retire from leadership, providing the opportunity for an exceptional school leader to take up the mantle and take the school forward into the future.

This is a great opportunity for someone who is passionate about ensuring all children benefit from a high-quality, engaging education and who is committed to teamwork and collaboration to share strong practice in the best interests of our children, their families and our team. Whether you are an ambitious Deputy Headteacher ready to take the next step or an existing Headteacher seeking a new and exciting challenge, we are looking for someone who will embrace our school

ethos and values, and who will lead and inspire our school community with integrity, energy and compassion.

The new Headteacher will lead a hardworking, dedicated and strong team of teaching and support staff. As Headteacher, you will be warmly supported in the strategic leadership of the school by the Local Governing Body, the Trust Board, CEO and Central Team. Each school in our Trust has its own individual identity and as Headteacher, you will have the privilege to shape the next chapter of the school's development, while being part of a wider network that thrives on collaboration and shared ambition for our children and our staff. We are looking for a Headteacher who will continue to raise aspirations, nurture talent, ensure continued high standards of education and promote strong inclusive practice as well as a sense of belonging and pride in our pupils and the wider school community.

If you are an inspiring, ambitious leader with the vision, passion, creativity and moral purpose to make a positive and lasting impact, we would love to hear from you.

We look forward to meeting you and welcoming you to our wonderful school community.

Deborah Strazza
Chair of Trustees

Richard Harper
Chair of Governors



About the School

Wheatfields Junior School is a large, successful 3 form entry school. Currently, there are 360 pupils on roll across 12 classes. The school became an academy in September 2020 and is now part of Ambition Education Trust, a cross-phase partnership of five primary and five secondary schools.

Wheatfields Junior School was last inspected by Ofsted in July 2023 in an ungraded Section 8 inspection, when the outcome was that the school remained 'good'. We are very proud of the inclusive ethos at Wheatfields Junior School and were delighted that the report reflected this and recognised the school's values by noting children's love of learning, exemplary behaviour and attitudes, motivation to succeed, how much they enjoyed the wide range of opportunities available to develop their skills and talents as well as how they treat others with respect.

Positive, caring and mutually respectful relationships are at the heart of Wheatfields Junior School. The relationship between staff and pupils is regularly noted by visitors, as well as the warm and welcoming atmosphere in the school. The school is highly committed to working in partnership with parents and carers and staff work hard to ensure that they know every child as an individual.

Extensive work has taken place to develop an ambitious, high-quality and engaging curriculum. End of Key Stage 2 outcomes are consistently strong, well above national outcomes at both expected standard and at the higher standard. As a junior school, high importance is placed on enabling our children to make the transition to the next phase of their education with secure literacy and numeracy skills. Classrooms are well organised and resourced. Children are actively involved in lessons, respond to challenge and are confident to share their ideas and opinions. Pupils across the school benefit from several leadership opportunities including through School Council, Eco-Committee, Diversity and Equity group.



“We have a fantastic, supportive team here at Wheatfields with a real team work ethic”

Senior Leader, WJS

Key Statistics

LOCATION:

St Albans, Hertfordshire

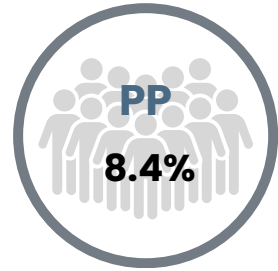
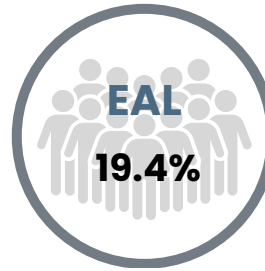
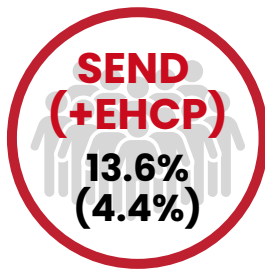
TYPE OF SCHOOL:

Primary, Co-educational, Multi-Academy Trust (AET)

AGE RANGE:

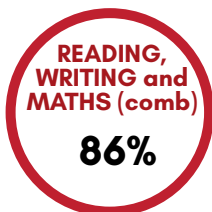
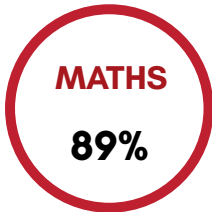
7-11 years

POPULATION:

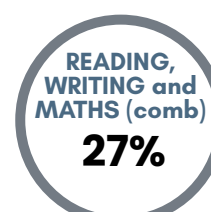
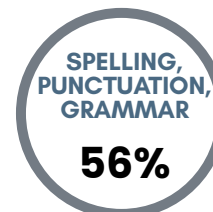
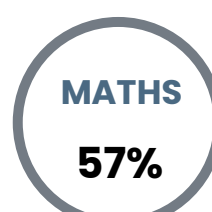


END OF KEY STAGE 2 OUTCOMES 2025

Expected Standard and Above



Greater Depth (Higher Standard)



At Wheatfields we are delighted to be one of ten schools that form the Ambition Education Trust (AET), a close community of three primary, one infants, one junior and five secondary schools within Hertfordshire.

Therefore, when you join our school, you are also becoming part of our wider organisation. The Trust's mission is to create a learning community which provides educational excellence for all. We bring that to life by working collaboratively as a group of schools to develop best practice and continuously improve what we do. In being part of the Trust, our colleague and support networks reach beyond our school, enabling professionals from all areas to share ideas and work together to raise standards.

As Headteacher, you will benefit from working closely with other Headteachers and the Trust executive staff to help plan activities for the wider benefit of pupils and staff across the Trust. This is an excellent support network that will provide you with significant resource to carry out your work at the school.



About the Role

This is an exceptional career opportunity for a talented, forward-thinking, and ambitious leader to build on Wheatfields' success and help shape the next exciting phase in the school's journey.

As Headteacher, you will lead a talented and loyal team to:

- Uphold and embody the school's values and vision
- Drive continuous improvement across all areas of school life
- Ensure the highest academic and personal standards for every pupil
- Lead and inspire a talented, dedicated staff team who thrive in a culture of collaboration and innovation

You will also benefit from a strong network within the Trust and extensive opportunities for professional growth and development.

We are looking for a leader who:

- Leads with empathy, visibility, and dynamism, setting the tone by example
- Has a proven track record of successful senior leadership
- Brings deep expertise in teaching, learning, curriculum innovation, and behaviour management
- Inspires, supports, and challenges colleagues to deliver excellence and drive continuous improvement
- Communicates confidently and effectively with all stakeholders
- Uses data and strategic planning to secure measurable improvement
- Values community partnerships and parental engagement
- Has a proven record of raising achievement and aspiration across diverse student groups
- Shows a commitment to or has been involved in collaboration in a wider context, such as with other schools

Job Description



Post:	Headteacher
Contract:	Full time, Permanent
Salary:	L15 - L21 (competitive, commensurate with experience)
Reporting to:	Chair of Governors, Trust CEO and Co-CEO
Line Management:	Deputy Headteachers and Senior Leadership Team
Liaising with:	Senior Leadership Team, Subject Leaders, Governors, Teaching and Support Staff, Parents, and the Trust Executive Team

Purpose of the Role

The Headteacher will uphold and exemplify the National Standards of Excellence for Headteachers at all times and demonstrate a firm commitment to the Nolan Principles of Public Life, ensuring integrity, accountability, transparency and ethical leadership underpin their practice. They will provide clear, principled and strategic leadership, ensuring the school delivers high-quality education within a supportive and ambitious environment.

The Headteacher will:

- Lead, sustain and further develop the school's ethos and strategic direction, enabling all pupils and staff to achieve their full potential
- Communicate a compelling vision rooted in strong core values and moral purpose, providing consistently high-quality and professional leadership
- Foster a culture of mutual respect, inclusion and high expectations for all members of the school community
- Create a safe, stimulating and inclusive learning environment in which both pupils and staff are empowered to thrive
- Establish, implement and continually refine systems, processes and policies that ensure the effective day-to-day operation of the school
- Identify barriers to school effectiveness and implement well-informed, realistic and timely strategies for sustained school improvement
- Set clear aims and objectives for the school, monitoring progress rigorously and holding leaders and staff to account for outcomes
- Ensure financial resources are allocated strategically, efficiently and transparently to support school priorities
- Work collaboratively with headteachers and colleagues across the Trust to share best practice and strengthen outcomes
- Support the Executive Team in developing the Ambition Education Trust by ensuring Wheatfields Junior School remains a strong and sustainable foundation for future growth

School Culture and Behaviour

- Sustain a culture in which pupils experience a positive, inclusive and enriching school life
- Uphold ambitious educational and behavioural standards, preparing pupils from all backgrounds for the next stage of their education and beyond
- Promote a culture of professionalism, integrity and continuous improvement among staff
- Establish and embed clear expectations, routines and behaviours that are consistently understood and applied by staff and pupils
- Ensure behaviour is managed through fair, consistent and restorative approaches, underpinned by the principles of unconditional positive regard

Teaching, Curriculum and Assessment

- Lead and support staff to deliver consistently high-quality teaching across all subjects and year groups, informed by evidence-based practice
- Ensure that teaching is rooted in strong subject knowledge and pedagogical expertise
- Promote the effective use of formative and summative assessment to inform teaching, curriculum development and strategic decision-making
- Ensure the delivery of a broad, balanced and coherent curriculum that clearly defines the knowledge, skills and values pupils will acquire
- Structure a curriculum that prepares pupils for the increased academic rigour of secondary education
- Ensure the curriculum is responsive to the needs of the local community and reflects the school's context

“Our whole community is so supportive”

Teacher, WJS

Job Description

Teaching, Curriculum and Assessment

- Develop strong curriculum leadership, ensuring subject leaders have appropriate expertise and access to professional networks
- Implement valid, reliable and proportionate assessment systems to monitor pupil progress and attainment
- Prioritise reading through the use of evidence-informed approaches, ensuring that all pupils become confident and fluent readers
- Ensure effective transition between Key Stage 1 and Key Stage 2 to secure continuity in curriculum and pupil experience

Additional and Special Educational Needs (SEN) and Disabilities

- Promote an inclusive culture where all pupils can access a high-quality education
- Maintain ambitious expectations for pupils with special educational needs and disabilities
- Ensure effective collaboration with parents, carers and external professionals to identify needs and provide appropriate support
- Ensure the school fully meets its statutory responsibilities in line with the SEND Code of Practice
- Champion equality, diversity and inclusion across all aspects of school

Managing the School

- Work closely with the Senior Leadership Team, Local Governing Body and Trust colleagues to deliver priorities identified in the School Improvement Plan and Self-Evaluation Framework
- Ensure that all statutory duties are fulfilled in line with Department for Education requirements and the Ofsted framework
- Work with Trust colleagues, including the CP&FO and Director of Estates & Operations, to ensure effective use of resources, strong financial management and well-maintained facilities
- Ensure the safety, wellbeing and safeguarding of all pupils and staff through robust and effective systems

- Deploy staff effectively, with careful consideration of workload, wellbeing and professional development
- Implement rigorous systems for identifying, managing and mitigating risk
- Lead workforce planning in response to pupil numbers, ensuring staffing structures remain sustainable while maintaining educational standards

Professional Development

- Ensure all staff have access to high-quality, relevant and sustained professional development
- Promote a culture of continuous learning and reflective practice
- Ensure professional development is strategically planned, delivered and evaluated through the Ambition Academy
- Draw on expertise both within and beyond the school to enhance staff development
- Keep up to date with national developments in education and leadership
- Develop future leaders through effective talent management and succession planning

Governance, Accountability and Working in Partnership

- Work constructively with the Local Governing Body, recognising and valuing the role of effective governance
- Operate as part of the wider Trust, contributing to a collaborative, outward-facing organisation focused on achieving the best outcomes for all pupils
- Ensure all staff understand their roles and responsibilities and are held accountable for their performance
- Maintain full compliance with statutory and regulatory requirements
- Build strong partnerships with other schools, organisations and the wider community
- Maintain positive and professional relationships with colleagues and stakeholders to support continuous school improvement



Person Specification

Specification	Essential
Qualifications and Training	<ul style="list-style-type: none"> • Qualified teacher status • Degree • Currently studying towards Headship National Professional Qualification or already attained • Evidence of ongoing professional development relevant to school leadership • Safeguarding and child protection training (or willingness to undertake)
Experience	<ul style="list-style-type: none"> • Successful leadership and management experience in a school • Teaching experience • Involvement in school self-evaluation and development planning • Demonstrable experience of successful line management and staff development • Lead on whole-school improvement initiatives • Worked collaboratively with governing bodies • Contributed to school financial planning and resource management • Experience of working with external agencies and community partners
Skills and Knowledge	<ul style="list-style-type: none"> • Data analysis skills, and the ability to use data to set targets and identify weaknesses • Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve • Understanding of school finances and financial management • Effective communication and interpersonal skills • Ability to communicate a vision and inspire others • Ability to build effective working relationships • Knowledge of current education policy, statutory requirements and accountability frameworks • Secure understanding of safeguarding legislation and procedures • Ability to lead organisational change and manage competing priorities • Strategic leadership skills with the ability to translate vision into action • Ability to work collaboratively within a co-headship structure
Personal Qualities	<ul style="list-style-type: none"> • Commitment to uphold the 7 principles of public life (the Nolan Principles) at all times • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position • Resilience, optimism and the ability to remain calm under pressure • Commitment to collaborative and distributed leadership • Commitment to staff wellbeing and professional growth • High levels of integrity and professionalism

Benefits and Remuneration

The post is offered in the range **L15 – L21** (depending on experience).

There are many other benefits on offer both at Wheatfields and by working within the AET. We want to help support your wellbeing and work-life balance.

- Member of the Ambition Education Trust (AET) Headteachers Forum and Primary Heads Forum (PHF)
- Access to expert coaching in the first year and ongoing mentoring and support from the CEO
- Health and Wellbeing (cycle to work scheme, employee assistance programme and access to a comprehensive wellbeing portal that includes financial guidance, coaching and counselling)
- Professional Development (Free access to all National College online training, NPQ support, Alban TSH)

St Albans

The Jewel in the Crown is St Albans – an extremely attractive Cathedral City some 20 miles north of London, with its various weekday markets, and exceptional range of restaurants and pubs and bars. It is close to both the M25 and M1 and St. Pancras International station can be reached by train in under 20 minutes.

Appointment process

Applications must reach the school by **9.00 am, Friday 8 May 2026** and be submitted via [MyNewTerm](#).

Prospective candidates are very welcome to look around the school and meet the Headteacher.

Please contact the school office to arrange on **01727 757444**

Interviews are scheduled for **Wednesday 20 May 2026**

If you are a **dynamic, forward-thinking leader** with the passion, integrity, and expertise to inspire others, we would be delighted to hear from you.



Alan Gray

CEO Ambition Education Trust





Wheatfields Junior School

Downes Road
St Albans
Hertfordshire
AL4 9NT

email: admin@wheatfieldsjm.aetrust.uk

tel: 01727 757444

w: wheatfieldsjm.herts.sch.uk