



*ST. MARY'S
ISLAND*

**St Mary's Island CEA Primary School with Nursery
Headteacher Recruitment Pack**



Welcome from the Chair of Governors

Dear Applicant,

Thank you for your interest in becoming Headteacher of St Mary's Island CEA Primary School with Nursery, a thriving, friendly, and caring school, where children are encouraged to flourish. The school was founded at the beginning of the 21st Century and celebrated its 25th anniversary in 2025.

It is unique in that the school and St Mary's Island Church were formed at the same time, both housed in the building with shared use. The church community is an active participant in school life with Foundation Governors serving on the board. The school has grown as the local community has grown during the new build development on the island but also draws its pupils from the wider Medway community because of its good reputation and inclusive approach. The school has increased in size and now has 674 pupils on roll, across the three form entry, school and nursery.

The school is proud of its academic achievements and its commitment to providing a broad and balanced curriculum. The school benefits from strong community links and a supportive parent body. The island's beautiful location beside the river Medway, offers excellent opportunities for outdoor learning and enrichment. Our goal is to consolidate these strengths and improve further, ensuring consistently excellent outcomes and experiences for every child.

Inclusion is at the heart of everything we do. We welcome and respect children and families of all faiths and none, ensuring every child feels valued, supported, and able to flourish. We believe in the transformative power of education. Guided by our vision and values, we work in courageous fellowship to pursue our core aims of equity, well-being, and excellence, relentlessly striving to provide the very best opportunities for every learner and every member of staff. We are a community that is committed to professional growth, collaboration, and innovation.

This is more than a leadership role - it's an opportunity to shape futures and make a lasting impact. If you are an experienced Headteacher ready for a new challenge, if you are inspired by leading this wonderful school and by the opportunity to shape its next chapter of excellence while preserving its Christian distinctiveness, we would be delighted to hear from you. Please contact Mrs

Lisa Croombs, to arrange a visit to the school. We look forward to receiving your application and learning more about how your leadership could shape the next chapter for our church school.

Matt Keeler

Chair of Governors



About St Mary's Island CEA Primary with Nursery

Our Vision

St Mary's Island CEA Primary is shaped by a shared vision that brings together staff, pupils, families, and governors as one community. We are anchored at the heart of the community; a vibrant Church of England Primary School aspiring for excellence in all areas. Safe in the knowledge that we are anchored in God, our strong Christian ethos guides us to serve and support all who come to our school to flourish and live life in all its fullness. Our Bible verse, "We have this hope as an anchor for the soul, firm and secure". Hebrews 6:19 underpins our vision.

Our Ethos

We are proud of our strong Christian vision, sense of community and diversity. We work with the Diocese of Rochester, Medway Local Authority and other organisations so that pupils of the school may benefit.

In aspiring for excellence, we hold high expectations for all where 'only the best will do' for our children. Every child is valued and we develop positive attitudes to learning in all children. We work in a close partnership with parents, acknowledging their role as the co-educators of their children.

Anchored in our values, we expect all children to behave well in and around school, understanding the school's expectations of good manners, honesty, care, self-discipline and resilience. Praise is central to our teaching and good behaviour is expected. The children acquire a deep understanding of other people's feelings, values and beliefs, providing them with a moral compass to steer them on their life's journey. We are committed to meet the pastoral and academic needs of all individuals within our school community so that all flourish and 'no one is left behind'.

The Governors and Headteacher ensure that the resources and staffing levels meet the diverse needs of all children, both within and beyond the requirements of the National Curriculum.

Our Christian vision shapes our imaginatively designed curriculum, offered to all pupils and delivered by highly qualified, dedicated staff. Through varied and exciting teaching, and a variety of experiences children flourish as they grow in confidence as learners. Great regard is given to the individuality and uniqueness of each child. Hope permeates throughout to ensure great outcomes for all.

Our Values

At our school, we are proud to promote the British values of **Democracy**, the **Rule of Law**, **Individuality**, **Mutual Respect** and **Tolerance** of those with different faiths and beliefs.

Our vision is explored through our school values of **Service**, **Trust**, **Respect**, **Compassion**, **Forgiveness**, **Hope** and **Thankfulness** which are threaded at every opportunity in our curriculum and in all aspects of school life.

School Life

The day starts for some children in our breakfast club, where children enjoy activities and a healthy snack before starting their day. The after-school club provides care at the end of the day.

Our grounds offer open spaces for children to explore and enjoy active play with, a playground, grassed play areas, adventure playground and a playing field. Our forest school provision extends across all year groups.

A freshly cooked healthy lunch is prepared on-site everyday.

Curricular enrichment is a vibrant part of school life. Children might find themselves stepping back in time during a Greek Day, exploring the island and its history, discovering more about World War 2 by visiting the Dockyard, learning more about faith and world religions through local visits. Our KS2 pupils enjoy an residential trip to the Isle of Wight.

Key School Information

Type of School	Church of England Aided Primary with Nursery
Age Range	3 - 11
Location	St Mary's Island, Chatham Maritime, Medway, Kent
Number of children on roll	674 (3 form entry)
Average class size	30
Number of teachers	30
Support, teaching, or class assistants	36
Attendance (Sept 2025 – March 2026)	95.1%
Percentage of children with SEND	20.1%
Percentage of children with EAL	34.8%
Percentage of children in receipt of pupil premium	10.5%
Latest Ofsted Report	https://reports.ofsted.gov.uk/provider/21/132056
Latest SIAMS Report	https://www.st-marys-island-cofe-primary-school.co.uk/docs/General/SIAMS report St Marys Island 132056 181024 - Final report.pdf

2025 Outcomes

	School	National
EYFS Good Level of Development	63%	65%
Year 1 Phonics Screening	81%	80%
KS2 Expected Standard RWM	71% (10%)	62% (8%)
KS2 Reading (Year 6)	79% (37%)	75% (33%)

KS2 Writing (Year 6)	77% (13%)	72% (12%)
KS2 Mathematics (Year 6)	83% (40%)	74% (26%)
KS2 Grammar, Spelling, Punctuation	78% (33%)	73% (30%)
Average Score Reading	106.8	106
Average Score Mathematics	107.2	105



Job description

The headteacher is the leader of the school and is responsible for driving the improvement of the school so that all flourish and achieve their best, placing the children at the centre of their decisions and maintaining the Christian distinctiveness of the school, its vision, ethos and values.

The headteacher is the leader of learning. They will:

- Provide high quality leadership and management for the school;
- Set the overall learning strategy for the school, working with the Governing body;
- Deliver the overall learning strategy in collaboration with the staff;
- Ensure our continued improvement is based on robust self-evaluation, and ensure it is delivered, with clear impact on school improvement;

- Take ownership of the school's core purpose of providing a high quality education through developing inquisitive, independent and confident young people with the skills they need for the lifelong journey;
- Model and inspire staff to create a positive and stimulating learning environment;
- Lead development of a creative and innovative curriculum;
- Collaborate widely, bringing external ideas and challenges to the school to aid in development, with the aim of enabling every child to reach their full potential;
- Draw on a broad range of assessment information to monitor and improve attainment;
- Be the external face of the school in our community . Ensuring good communication and develop effective partnerships between the school and everyone with whom we work.

The headteacher is responsible for running an effective school. They will:

- Have responsibility for promoting and safeguarding the welfare of pupils at the school;
- Share responsibility with the Governing Body for the sustainability of the school, and take the lead in financial control, working with relevant staff;
- Set and monitor the school's financial framework to support our educational aims and maintain high standards;
- Are responsible for the development of a high quality team of staff. This includes inspiring all staff to investigate and execute new ideas and share their ideas for the improvement of the school;
- Ensure the school manages staff performance effectively;
- Review teaching and learning methodology with staff, encouraging and enabling staff to meet the demands of curriculum development and their own performance management targets;
- Demonstrate a strong commitment to their own professional development;

- Ensure compliance with all statutory requirements;
- Manage the school environment efficiently and effectively, ensuring it meets the needs of the curriculum and health and safety regulations.
- Take a strategic role in the development of new and emerging technologies to enhance and extend the learning experience of pupils.

Person Specification:

Personal Qualities	Leading an Effective School	Leading Learning
ESSENTIAL	ESSENTIAL	ESSENTIAL
Qualified Teacher Status.	A strong commitment to the welfare of every child and staff member, with a particular focus on the protection of vulnerable individuals.	Can clearly articulate their vision of what outstanding learning and teaching looks like.
Degree-level qualification.	Understanding of the budget process and aligning the school's budget with educational goals.	Demonstrable record of raising attainment.
Senior leadership experience in primary environment that demonstrates ability to raise performance.	Experience of managing and developing a range of teaching and non-teaching staff.	Evidence of commitment to school-led development, including an ability to engage in critical self-analysis.
Excellent communication, presentation and interpersonal skills that allow them to interact with a wide range of people.	Commitment to rigorous, honest and supportive performance review.	Ability to develop curriculum strategy for school and support staff to deliver.
Able to evaluate complex data.	Understanding of, and commitment to, high-quality learning behaviour throughout the school.	Understanding of the importance of curriculum enrichment activities in

		underpinning the development of children.
Shares a vision of school-led development through an innovative curriculum that delivers both academic performance and a love of learning.	Understanding of, and experience of strategies to improve school attendance.	Success with focusing and motivating a group of staff around a shared goal.
Demonstrates high levels of integrity and tact in their work.	Maintains up to date knowledge of the educational landscape and future changes.	Has demonstrated the ability to be open, collaborative and participatory with peers.
NPQH qualification.		
DESIRABLE	DESIRABLE	DESIRABLE
A strong commitment to teamwork and collaboration in the development of the school. Record of effective delegation.	Experience of taking the lead on safeguarding.	Ability to use the whole school to drive development.
Strong commitment to personal and staff development as a route to improving the school as well as their own career.	Record of strong time management.	Willing to take risks.
Experience of multiple approaches to raising pupil attainment and progress.	Can use resources creatively to deliver the school improvement strategy.	Sound understanding of corporate governance and the role of Governing Bodies.
Involvement in the wider debate about primary education.	Record of using effective strategies to meet the needs and achievement of vulnerable pupils.	Experience of teaching in more than one key stage.
A positive approach to work life balance for all.	Understanding of the SIAMS framework and how this supports the evaluation of school effectiveness in a church school.	Understanding/experience of the challenges of supporting specific groups.

How to Apply

Safeguarding St Mary's Island CEVA Primary School is committed to safeguarding and the welfare of children and young people and expect all staff and volunteers to share this commitment. The post is subject to an enhanced Disclosure and Disbarring Service (DBS) check.

Reference checks will be performed prior to interview.

School visit We encourage all applicants to make a school visit, which can be arranged by contacting the school office. office@st-marys-island.medway.sch.uk

Applications All applications are to be submitted digitally via the MyNewTerm portal - www.mynewterm.com. The application form on MyNewTerm. Closing Date Applications must be received by 12pm on Wednesday 15th April.

Shortlisted applicants will be informed by 12pm on Tuesday 21st April.

Interviews

These will take place over 2 days, on or after 23rd April.

Shortlisted candidates will be advised on the range of tasks and activities that will make up the selection process.

Please confirm your availability to attend both days.

Appointment timescales We are seeking a headteacher to take up the position from September 2026.

Pay scale The pay scale for this post is L14-L26.