



Headteacher Recruitment Pack

Stretham Community Primary School

Summer 2026



Letter from the Governors

Dear Prospective Applicant,

Thank you for your interest in our school. This vacancy arises as our highly respected Headteacher moves on after three transformative years of leadership. We are now seeking an exceptional individual to continue this momentum and lead Stretham Community Primary School from September 2026 or January 2027.

From the moment you enter our school, you will find a thriving, friendly and caring community. Our staff work hard to provide meaningful and stimulating learning experiences, and visitors regularly comment on our warm, inclusive ethos. We know our children and families extremely well, and the school has grown in confidence and ambition under our current Headteacher, with raised expectations and strengthened relationships throughout the community.

Stretham is a one-form-entry primary school with a dedicated and enthusiastic team. Our pupils are happy, curious and engaged, supported by committed parents. Children enjoy coming to school and leave us well-prepared for the next stage of their education.

We also enter an exciting new phase as Tiddlywinks Pre-School transitions to be managed by the school and co-located on our site. This development will enable a seamless, nurturing pathway for children moving from pre-school into Reception, strengthening early years provision and deepening our community connections. Our new Headteacher will play a key role in shaping and leading this significant opportunity.

We are seeking a leader who will keep children at the heart of every decision and continue to develop our strong sense of community. We value respect, high expectations and the highest standards of behaviour, both in and beyond school.

We welcome applications from experienced Headteachers and those seeking their first Headship, and we are committed to supporting professional growth.

If this opportunity inspires you, we would be delighted to hear from you and welcome you for a visit.

J Rist
Chair of Governors



*“A welcoming
school with
community at
its core”*





Welcome to Our School

Stretham Community Primary School sits at the heart of the village. We are proud of our strong community roots and rich history of providing education to families in the village, as well as welcoming those from other neighbouring villages who quickly become part of our school family.

Children at Stretham receive a broad, balanced and vocabulary rich curriculum which encourages the children to be inquisitive, independent and life-long learners. Alongside this the children benefit from a wide range of extra-curriculum opportunities that help them to discover new interests and build confidence.

The day starts for some children in our breakfast club, where children enjoy sports, arts and crafts and a healthy snack before starting their day; wrap-around care is also provided at the end of the day.

Our grounds offer open spaces for children to explore and enjoy active play with, a large playground, grassed play areas, trim trail and a playing field. As an OPAL school, we prioritise high quality outdoor play that is active, fun and sociable. 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 Wicken Fen, discovering the Tower of London or meeting creatures from The Animal Experience. Our KS2 pupils enjoy two residential adventures, and we make full use of our local area—seasonal walks around the village, visits to St James' Church and trips into Ely to explore

local history, hunt for eels or marvel at the cathedral.

Forest School is a much loved part of our provision, particularly for the younger members of the school. Whatever the weather, they relish the opportunity to pond-dip, climb, build dens and enjoy time gathered around the fire pit, cooking a multitude of delicious food on the open fire.

The school has its own outdoor swimming pool, which is used throughout the summer term to provide curriculum swimming lessons. The school takes part in many inter-school sports events with our neighbouring schools, as well as enjoying our own annual sports afternoon.

Pupils are proud to live by their mantra 'Be Ready, Be Respectful, Be safe.'

Our choir sings in the annual carol concert in our village church, has participated in the Ely Arts Festival in Ely Cathedral, and have been wowed by joining in Young Voices at the O2 in London.

We are delighted that Tiddlywinks, the village pre-school, is transitioning to be managed by the school and co-located on our site. This will create a seamless, nurturing transition for children moving from pre-school into Reception.

Our Parent Staff Association plays a vital role in school life, organising fun events such as movie nights, school discos and a summer fete; the annual sponsored hike to the neighbouring village of Little Thetford is always a highlight!



“Pupils value the school’s ethos of fairness and respect for others”

Ofsted 2024

Key school information

Type of school	Community Primary School, Local Authority
Age range	4-11
Location	Stretham, Cambridgeshire
Management structure	Headteacher (DSL), Deputy Headteacher (KS1 & EYFS Lead, DDSL), KS2 Lead (DDSL, Pupil Achievement Lead), Behaviour Lead (DDSL)
Number of teaching staff	10 Teachers (6 part-time) 3 HLTAs & 8TAs
Number of children on roll	187
Average class size	27
Attendance (Sep 2025-March 2026)	95.2%
Date school established	Early records show there was a school in Stretham in 1579; the village school opened on the High Street in 1872 and the current school building dates from 1978.
% of children with SEN	17.6%
% of children with EAL	7%
% of children with BME	6.4%
% of pupils in receipt of Pupil Premium	22%
Latest Ofsted report	Stretham Community Primary School - Open - Find an Inspection Report - Ofsted

Entry level attainment	Broadly in line with Age Related Expectations	
2025 EYFS	75% good level of development (national 65.2%)	
2025 KS1 results:	School	National
Year 1 Phonics Screening	87%	80%

2025 KS2 results	School	National
Reading (Year 6)	79%	75%
Writing (Year 6)	63%	72%
Maths (Year 6)	71%	74%
RWM combined	62.5%	62%





Our pupils wish...

“Someone to help make school a calm place.”

“Someone who is fair and kind.”

“Someone who does interesting and fun assemblies.”

“Somone who looks after people and keeps us safe.”

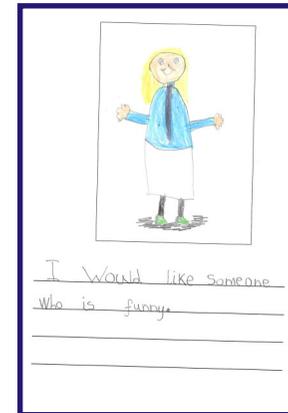
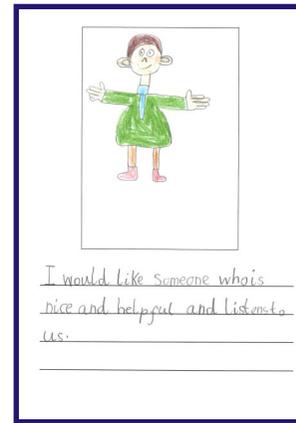
“Respectful, funny and caring.”

“Continue with Be Ready, Respectful and Safe.”

“Join in with conversations.”

“Funny, helpful and understanding.”

“Inclusive, interesting and inspiring.”



“The school has created a positive environment for pupils”

Ofsted 2024





Our staff wish...

“Approachable for both staff and children...”

“Ambitious to continue the journey the school is on...”

“Capable of talking to children, not down to them...”

“Maintain consistency with what is working well...”

“Understanding of families and personal circumstances...”

“Someone who has their door open - approachable...”

“Wants to be a member of the school family...”

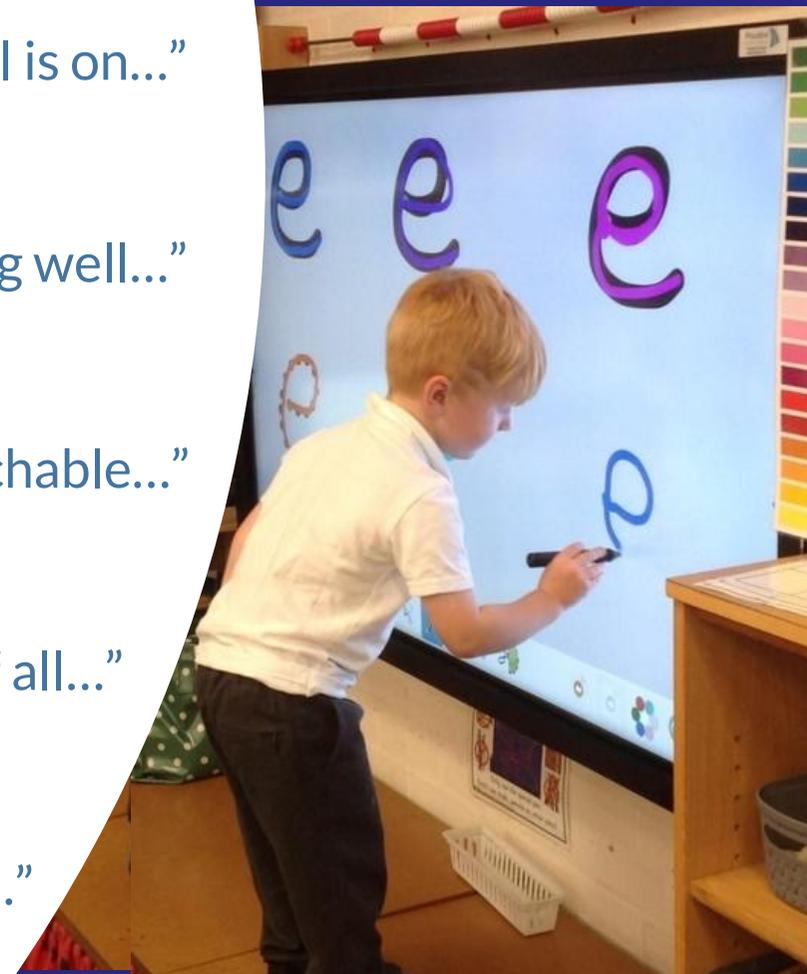
“Positive environment: warm, hospitable, and embracing of all...”

“Values the team and pulls together to help each other...”

“Consider staff wellbeing - a healthy work-life balance...”

*“The school is
ambitious for
all pupils”*

Ofsted 2024





Our parents wish...

“Enable teachers to meet the needs of our children.”

“Accessible, approachable, and accountable.”

“Someone who will foster the special sense of community.”

“Longevity of service, ambitious vision and strong leadership.”

“Awareness of how to look after mental health and well-being.”

“Willing to listen to, and consider, the views of parents.”

“One who empowers all staff to love their jobs.”

“Engage positively with children, but be firm when needed.”

“A forward thinking approach to teaching and learning.”

“Help every child to maximise their full potential.”



“Parents are very positive about the school as an exciting place where their children enjoy learning”

Ofsted



Our Vision and Values

Stretham Community Primary School is a place where every child and adult is welcomed, known and valued. Our vision, “Achieving Potential Together as a School Family,” reflects our belief that education is most powerful when it is rooted in strong relationships, mutual respect and a shared commitment to helping one another thrive.

As a small village school, we take pride in truly knowing each of our children as individuals. We celebrate their unique strengths, nurture their interests and support them through challenges. Our size allows us to work closely as a connected school family—pupils, staff, governors and parents—where everyone plays a part in creating a positive, caring and ambitious learning community.

We are committed to being a safe, inclusive and respectful environment where every member of our community feels encouraged, supported and inspired. Our values guide everything we do, shaping how we learn, how we treat one another and how we grow together.

Each member of our school family is encouraged to be:

- **Compassionate**
- **Curious**
- **Courageous**
- **Resilient**
- **Inclusive**



“Pupils feel safe, happy and are respectful towards each other”

Ofsted 2024

Job Description

The Headteacher is the leader of our school and has an important role to play in building links with the local community. Working with the Governors, they have the responsibility to build an ethic of excellence and shared accountability throughout the school community. This will ensure we develop inquisitive, independent and confident young people who are equipped with all the skills they need for their lifelong learning journey.

The Headteacher is our leader of learning. They:

- 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 Raising Achievement Plan 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 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 our 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;
- Are 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:

- 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.



*“Governors
have high
ambition for
the school and
its pupils”*

Ofsted 2024

Person specification

Personal General attributes that underpin a candidate's ability to lead Stretham Primary School

ESSENTIAL

Qualified Teacher Status.

Degree-level qualification.

Senior leadership experience in primary environment that demonstrates ability to raise performance.

Excellent communication, presentation and interpersonal skills that allow them to interact with a wide range of people.

Able to evaluate complex data.

Shares a vision of school-led development through an innovative curriculum that delivers both academic performance and a love of learning.

Demonstrates high levels of integrity and tact in their work.

DESIRABLE

NPQH qualification.

A strong commitment to teamwork and collaboration in the development of the school. Record of effective delegation.

Strong commitment to personal and staff development as a route to improving the school as well as their own career.

Experience of multiple approaches to raising pupil attainment and progress.

Involvement in the wider debate about primary education.

A positive approach to work life balance for all.

Leader of learning

ESSENTIAL

Can clearly articulate their vision of what outstanding learning and teaching looks like.

Demonstrable record of raising attainment.

Evidence of commitment to school-led development, including an ability to engage in critical self-analysis.

Ability to develop curriculum strategy for school and support staff to deliver.

Understanding of the importance of curriculum enrichment activities in underpinning the development of children.

Success with focusing and motivating a group of staff around a shared goal.

Has demonstrated the ability to be open, collaborative and participatory with peers.

DESIRABLE

Ability to use the whole school to drive development.

Willing to take risks.

Willingness to harness new and emerging theories and technologies to improve the school.

Sound understanding of corporate governance and the role of Governing Bodies.

Experience of teaching in more than one key stage.

Understanding/experience of the challenges of supporting specific groups.

Running an effective school

ESSENTIAL

A strong commitment to the welfare of every child and staff member, with a particular focus on the protection of vulnerable individuals.

Understanding of the budget process and aligning the school's budget with educational goals.

Experience of managing and developing a range of teaching and non-teaching staff.

Commitment to rigorous, honest and supportive performance review.

Understanding of, and commitment to, high-quality learning behaviour throughout the school.

DESIRABLE

Experience of taking the lead on safeguarding.

Record of strong time management.

Can use resources creatively to achieve the aims of the Raising Achievement Plan.

*“Every day
is a new adventure”*



Selection process

Safeguarding

Stretham Community 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@stretham.cambs.sch.uk

Applications

All applications are to be submitted digitally via the My New Term portal - www.mynewterm.com.

The application form on My New term will include space for a covering letter outlining your suitability for this role.

Closing Date

Applications must be received by 12pm on Wednesday 15th April.

Shortlisted applicants will be informed by 12pm on Friday 17th April.

Interviews

These will take place over 2 days on Wednesday 22nd and Thursday 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. Applications with a starting date of January 2027 are also welcome.

Pay scale

The pay scale for this post is L11-L17.

Contact information

School office:
office@stretham.cambs.sch.uk

Telephone: 01353 649271

Stretham Primary School
Wood Lane
Stretham
Ely
CB6 3JN





Our location

Stretham is a village situated 4 miles south of Ely and 11 miles north of Cambridge. It has a thriving community of about 2000 with more homes currently being built. The village community celebrate an annual feast, parade, and many seasonal markets in the village square.

Stretham Community Primary School sits within the village and has Tiddlywinks Preschool within its grounds.

The school has close links with St. James' Church in the village centre.

Ely has good shopping with convenient and free car parking. It also offers a busy market on a Thursday and craft market every Saturday, with a Farmers' market every third Saturday. There are a wide variety of restaurants, cafes, pubs and hotels.

The picturesque City of Cambridge is best known for its university and is an exciting and vibrant setting for a modern and diverse community. The city boasts a wealth of museums, galleries, and entertainment.

With excellent rail links to London, the city is a wonderful place to live or visit.

“A lovely village for children to grow up in - a close community with exciting opportunities on the door step.”

Stretham Community Primary School

Wood Lane

Stretham

Ely

CB6 3JN

www.strethamschool.co.uk