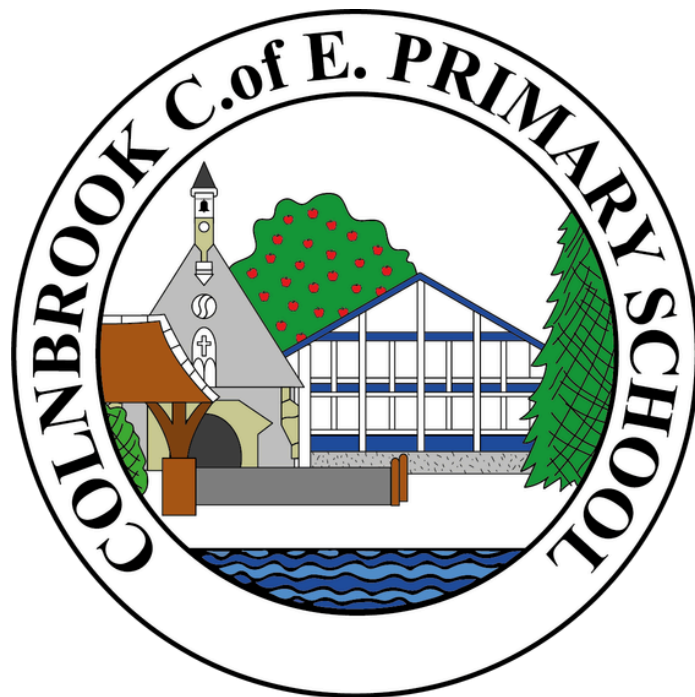


Colnbrook Church of England Primary School

Headteacher Application Pack



WELCOME

Thank you for your interest in the position of Headteacher at Colnbrook Church of England Primary School.

We are a small, friendly, primary school. The school is located in a suburban village setting and has strong links with the local community. We are committed to supporting pupils and their families, ensuring the children have a safe and happy learning environment. The school's central Christian vision is to 'be strong and courageous'.

Colnbrook is a nursery and single-form entry primary school, incorporating a well regarded Resource Base for ten pupils with greater SEND need. We currently have a full roll of 231 pupils. The governing body are seeking to appoint an motivational leader who will enjoy working with us to plan for the school's future and build on and maintain the success we already have achieved.

In 2013 we joined Slough and East Berkshire Multi Academy Trust (SEBMAT). Like many schools there are challenges, however, our school is full of potential with an actively involved governing body, committed staff, and amazing pupils.

This post is open to those new to headship or more experienced headteachers. You should be an excellent practitioner who is able to manage and inspire staff and is committed to the principles of inclusion and safeguarding. The staff and pupils hope that the new headteacher will be fair, approachable, and happy to become involved in school life with the drive to help us to continually improve.

In return, we offer the opportunity to work with a dedicated staff team in a positive and friendly work environment at the heart of the local community. The governing body feels this is an exceptional opportunity to lead the school into an exciting future whilst maintaining our commitment to building rounded young people.

Our membership of SEBMAT means that the headteacher and school have had improved networking opportunities with other primaries and secondary schools in the trust. It also offers the new Headteacher the opportunity to focus on learning, teaching and school improvement, within a supportive, collaborative group of schools. I hope that you will find this information pack helpful in understanding the current position of the school and the type of person we are looking for as a new Headteacher. If you feel you are that person then I would strongly encourage you to make an informal visit to the school before finalising your application.

Please contact the school office on 01753 683661 to arrange a suitable time for a member of the leadership team to show you around. Thank you for your interest so far. I look forward to meeting you.

Yours faithfully,

Robert Weeks
Chair of Governors

INTRODUCTION TO THE SCHOOL

Being part of a Church of England MAT secures the school's Christian foundations. The local governors take a keen interest in supporting the school's Christian foundations, including the parish vicar being a member of the governing board.

Colnbrook Church of England Primary School is part of the Slough and East Berkshire Church of England Multi-Academy Trust consisting of 3 other primary, 1 All through School and 2 other secondary schools. It is a vibrant Church of England school set in the heart of Colnbrook village, with children of all abilities from diverse backgrounds.

At Colnbrook we place high importance on the well-being of our pupils and staff and strive to achieve the best outcomes for all both academically and pastorally through a warm, inclusive and caring environment. The school was judged as good by OFSTED in March 2024 and good by SIAMS inspection in March 2022.'

The school has close links with Oxford Diocese Board of Education with Toby Long as our link advisor. In addition, the school regularly uses 'Spacemakers' resources produced by the diocese as a way to develop children's spiritual understanding.

Our parish Vicar and Area Dean leads collective worship regularly and also leads our services for important celebrations. The local Methodist minister also leads worship regularly in school. The children reflect on their links to their church (or place of worship) and their communities and are encouraged to apply the school's vision and values in all aspects of their lives as a result of this continuity and the strength of these relationships. Our vicar is an integral part of our Vision and Values committee meetings regularly and has input into special events.



OUR VISION AND VALUES

"Be strong and courageous. Do not be afraid; do not be discouraged, for the Lord your God will be with you wherever you go."

Joshua 1:9

When Joshua became leader of the Israelites and took over from Moses; he had big shoes to fill. Joshua became a leader with huge challenges to overcome. God gave Joshua instructions and advice which led him to success. This vision, which steers our diverse community, sets high aspirations and helps us to be determined in the face of challenges. Just like Joshua and the Israelites, we want to break down barriers to success to enable everyone in our community to flourish socially, personally and academically.

At Colnbrook we want to grow young people who believe in themselves so they are confident, courageous and not discouraged from their path. They are resilient when faced with challenge. We want our pupils to believe in each other and to feel supported; never alone on their journey.

Our pupils will have the strength of character to set themselves aspirational goals in learning and life. They will achieve their best and create their own inspirational story and memories.



OUR CHRISTIAN VALUES

At Colnbrook Church of England Primary School these values are at the heart of everything we do. They reflect the qualities that staff and governors want the children to develop and display in all that they do.

- Having **aspiration**
- Demonstrating **resilience**
- Showing **respect**
- Taking **responsibility**
- Caring for the **community**
- Showing **compassion**

OUR SCHOOL IMPROVEMENT PRIORITIES 2024-2026

Priority 1: Quality of Education

- To ensure the curriculum intent and implementation are embedded securely and consistently.
- To ensure that teachers check understanding systematically in all subject areas, utilising assessment effectively to identify gaps and embed knowledge quickly.
- To ensure pupils consistently achieve highly, particularly the most disadvantaged and those with SEND.

Priority 2: Leadership & Management

- To ensure that staff receive focused and highly effective professional development that leads to improvements in the curriculum and pupil outcomes.
- To establish succession plans in leadership and governance roles that secure sustained school improvement.

Priority 3: Personal Development

- To go beyond the expected, so pupils have access to a wide, rich set of experiences and opportunities.

Priority 4: Behaviour and Attitudes

- To provide opportunities for pupils to make a highly positive contribution to the school and actively support the wellbeing of other pupils.

Priority 5: Christian Distinctiveness

(within priority 3)

- To develop a deep, shared language of spirituality, so that the spiritual flourishing of adults and pupils can be clearly identified, celebrated and evaluated.





WHO ARE SEBMAT?

Colnbrook Church of England Primary School is part of the Slough and East Berkshire Church of England Multi-Academy Trust (SEBMAT) which has been established as a group of schools which can support each other to ensure the best possible outcomes for the young people in Slough and the nearby areas. SEBMAT supports schools to achieve educational excellence through robust governance, effective leadership and management, coaching, sharing good practice and helping to secure good value for money.

WHICH SCHOOLS ARE IN THE TRUST?

Colnbrook Church of England Primary School, Slough and Eton Church of England Business and Enterprise Academy and Eton Porny Church of England First School were the first three schools in SEBMAT. Lynch Hill Enterprise Academy and Lynch Hill School Primary Academy joined the Trust on 1 January 2019. Most recently we welcomed Woodlands Park Primary School in Maidenhead to the Trust as of 1 November 2022 and Grove Academy on 1 September 2023.



HOW WE WORK

We work collaboratively across the Trust with Headteachers having autonomy of their own schools. Working together across the Trust to support each other means that we are able to support schools in and outside of the Trust. The Trust's central team offers support in Finance, HR, Operations, including IT and Catering and Governance.

There is an annual SEBMAT conference where staff from all of our schools get together, usually in February, to explore a topic that affects everyone. This year's primary conference was on 'Artificial Intelligence' working with local experts including the Digital Lead from the Windsor Forest Group, the Digital Lead from Eton College and the Head of Canva at Canopy Education.

Across schools in the Trust there is collaboration between curriculum leaders and support with moderation, safeguarding and school improvement.

Pupils across the Trust have opportunities to visit other schools to watch or take part in various performances and to participate in competitions in football, netball, cricket and chess to name but a few.



JOB DESCRIPTION

The Headteacher will:

- Formulate the aims and objectives of the school and provide overall strategic leadership
- Establish policies for achieving these aims and objectives
- Manage staff and resources to that end
- Monitor progress towards the achievement of the school's aims and objectives
- Lead by example and model best practice regarding professional conduct, workload and personal development
- Be a role model for all in our community
- Provide high quality CPD for all staff
- Preparation and management of the school's budget

QUALITIES AND KNOWLEDGE:

- Lead by example, holding and articulating clear values and moral purpose, and focusing on providing excellent education for all pupils
- Build positive relationships with all members of the school community, showing positive attitudes to them
- Keep up to date with developments in education, and have a good knowledge of education systems locally, nationally and globally
- Work with political and financial astuteness, translating policy into the school's context
- Communicate the school's vision compellingly and drive strategic leadership
- Seek training and continuing professional development to meet own needs

PUPILS AND STAFF:

- Demand ambitious standards for all pupils, instilling a strong sense of accountability in staff for the impact of their work on pupil outcomes
- Ensure excellent teaching in the school, including through training and development for staff
- Establish a culture of 'open classrooms' as a basis for sharing best practice
- Create an ethos within which all staff are motivated and supported to develop their skills and knowledge
- Identify emerging talents, coaching current and aspiring leaders
- Hold all staff to account for their professional conduct and practice

SYSTEMS AND PROCESSES:

- Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing exemplary behaviour
- Implement systems for managing the performance of all staff, addressing any underperformance, supporting staff to improve and valuing excellent practice
- Welcome and work with the governing board as appropriate, providing the information it needs to govern effectively
- Support strategic, curriculum-led financial planning to ensure effective use of budgets and resources
- Support distribution of leadership throughout the school

THE SELF-IMPROVING SCHOOL SYSTEM:

- Create an outward-facing school which works with other schools and organisations to secure excellent outcomes for all pupils
- Develop effective relationships with fellow professionals
- Model entrepreneurial and innovative approaches to school improvement and leadership
- Inspire and influence others to believe in the fundamental importance of education in young people's lives and to promote the value of education

PERSON SPECIFICATION

QUALIFICATIONS

- Qualified Teacher Status
- Good Honours degree
- Evidence of continuous commitment to further professional development
- NPQH (desirable)
- Study at a higher level (desirable)

EXPERIENCE

- Significant Leadership experience at a senior leadership level.
- Working in partnership with parents
- Recent experience as a member of SLT
- Recent experience of working at least at a Deputy Headteacher level undertaking organisational activities within the school
- Successful and effective primary class room teaching practice.
- Experience of mentoring and coaching teachers to improve.
- Experience in the appraisal and line management of another member of staff.
- Experience in monitoring and evaluating school improvement priorities.
- Excellent understanding of the role you play safeguarding children
- Teaching experience in a primary school, infants school or junior school
- Teaching across the whole primary age level (desirable)

KNOWLEDGE, SKILLS AND ABILITIES

- How to build and lead successful teams, working collaboratively to motivate and inspire colleagues.
- Excellent interpersonal communication and organisational skills with all stakeholders and members of the school community.
- Have excellent verbal and written communication skills.
- Thorough knowledge and understanding of standards that pupils need to achieve by the end of each Key Stage.
- Knowledge and understanding of the pedagogical approach to teaching.
- Knowledge of the different strategies that can be used to raise standards of teaching and learning.
- Effective analytical and evaluative skills.
- Demonstrate and actively support the school's vision, aims and values.
- Ability to lead, motivate and support other colleagues within the school through coaching and mentoring which impacts on raised pupil outcomes.
- Know about the statutory requirements of schools (desirable)
- Use a range of leadership styles for different situations
- Demonstrate the ability to develop the skills and expertise in staff (desirable)
- Demonstrate the ability to achieve high expectations despite significant barriers (desirable)

PERSONAL QUALITIES

- Drive, energy and enthusiasm, committed to achieving.
- Engaging, approachable and a sense of humour.
- Ability to appropriately and bespoke challenge and support colleagues.
- Ability to communicate effectively at all levels.
- Commitment to getting the best outcomes for all pupils and actively promote the ethos and values of the school.
- Consistently demonstrate effective professional attributes in all aspects of school life, including supporting other school events.
- Evidence of commitment to developing your own professional skills.
- Consistently demonstrate commitment, professionalism and loyalty to the school and SEBMAT, openly modelling its vision, aims and values.
- Organised, flexible, resourceful, patient and resilient.
- Empathetic and willing to listen.
- Consistently demonstrate understanding of the need for confidentiality, integrity and loyalty.

HOW TO APPLY

Applications are to be made via the mynewterm website.

We strongly encourage you to visit the school so that we can show you our school in action.

To arrange a visit or to ask any questions please contact Colnbrook Church of England School on 01753 683661.

The school is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults and expects all staff and volunteers to share this commitment. In line with KCSIE 2025, a comprehensive screening process will be undertaken on all applicants, which will include an enhanced check with the Disclosure and Barring Service.

Closing Date: Monday 14th September 2026 (9am)

Interview Date: 28 / 29 September 2026

We reserve the right to interview and appoint promising candidates prior to this date if applications are received early.

