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# Barton Church of England (VA) Primary School Headteacher Recruitment Pack



Do to others, whatever you would like them to do to you.  
**Matthew 7:12**





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# Children's Letter

Dear Candidates,

We would like to welcome you to our respectful, loving school.

Barton is a special school because:

- Love is at the heart of our community.
- Everyone is encouraged to try their hardest.
- We have outstanding pupils who put themselves forward for every opportunity and enjoy taking part in competitions.
- Every student and teacher brings a unique talent to the school that they can share in Friday collective worship to parents.
- Safety comes first and bullying is not tolerated.
- We have fair teachers and great values including our vision 'Do to others whatever you would like them to do to you.'
- We are encouraged to play an instrument, read lots, and get to go on residential in Year 5 and 6, building our independence and life skills.
- We have a helpful parent community who run events like cake sales.
- The younger students have buddies in Year 6 who look out for them and help them gain confidence in their first year at school.
- We have good quality, healthy food with excellent, enthusiastic cooks.

We would like the new head to:

- Be strict, but fair and considerate of all.
- Not pick favourites and appreciate other people's achievements.
- Be kind-hearted.
- Treat everybody fairly and be open to all ideas.
- Display others' work.
- Be confident.
- Build upon Mrs Martin's work.

Kinds regards

**Lara, Bo, Isla, Lyra, Toby, Noah,  
Ada, Isabella**

**House Captains 2025-26**





# Co-chairs' Letter

Dear prospective candidate,

Thank you for taking an interest in the position of Headteacher at Barton Church of England (Voluntary Aided) Primary School. This post is available from 1 September 2026.

We are a small, popular village primary school in the heart of our local community. Our school has a warm and nurturing family environment with dedicated staff, devoted community volunteers, supportive parents and enthusiastic pupils who work hard and give their best.

Our Headteacher has been with us for almost six years and is retiring from headship at the end of the Spring Term due to family health issues. During her time with us, she has led our school forward with warmth, positivity and creativity at all levels and we are well-prepared for the next stage of our development.

The vacancy provides an opportunity for a new Headteacher who relishes the challenge of leadership in a small school. We are seeking to appoint a Headteacher with demonstrable leadership skills, an enthusiasm for teaching and learning and solid experience across the primary age range. We are looking for an inspirational, forward-thinking, strategic leader who will continue to lead the school with innovation, fulfilling our vision of giving pupils the widest range of enriching learning experiences by expert educators.

Our chosen candidate will share and sustain our voluntary aided school's Christian vision and ethos and support, uphold and embed the Christian values which underpin school life, preserving and developing the religious character of the school.

Barton maintains a positive and supportive working environment for our staff where we focus on teamwork, creative solutions, professional development and the imaginative use of resources to ensure excellent outcomes for all. Staff feel happy and proud to work at Barton and the wellbeing of the Headteacher, staff and all members of our school community is under constant review as a high priority.

Our Governing Body is active and experienced, with the skills to work closely with the Headteacher to ensure consistently high standards across all areas of school life. We are also part of a strong professional network of local schools providing support to Headteachers and other groups of school leaders.

Please do look at our website at [bartonprimary.org.uk](http://bartonprimary.org.uk) to find out more about us or email us at [chair@barton.cambs.sch.uk](mailto:chair@barton.cambs.sch.uk) if you have any further questions. We warmly invite you to visit our school and have set aside the week beginning 23 February for this. Please contact the School Office to make arrangements.

With best wishes

**Caroline Parsons and Katie Norman**  
Co-Chairs of Governors





# Outgoing Headteacher's Letter

Dear Applicant,

I am delighted that you are interested in applying for the position of Headteacher at Barton CE (VA) Primary School.

I have been Head at Barton Primary since September 2020 and I can truly say that my time here has been some of the best years in my almost 40-year career in Education. Barton Primary is a very special place, part of a supportive and caring community, where together we work to give and achieve the best for our pupils, their families, for staff and for governors.

Relationships are truly valued in our school, the triangulation between home, pupil and school is so appreciated and necessary in a child's learning journey. Barton is more than just a place to learn – at Barton it feels like family, we connect and are known, valued and appreciated.

At Barton Primary, we pride ourselves in being a 'school of choice.' Inspired by our vision, "Do to others whatever you would have them do to you," we want our pupils to make good choices academically and socially, to become creative and independent thinkers, evidencing a love for learning and a thirst for knowledge. In developing our creative curriculum and seeking to provide a variety of enrichment activities for our young people, we want our children to make positive memories of their learning journey at Barton. These opportunities and experiences might include trips, visitors/ workshops in school, concerts, plays and productions, playing in Wind band, being a Worship Leader, being a playground buddy, competitions or

participating in sporting events.

Just after the Easter holidays last year we were delighted to welcome two colleagues from the Ofsted Inspection Team to our school. On 23rd April 2025 we were judged as having taken action to maintain the standards of a good school. We were delighted with this outcome and the very positive comments as detailed in the inspection report.

Following our inspection, we continue to focus on the progression of writing across school, with a particular focus on The Writing Framework, July 2025. We continue to work closely with the LA and English Advisers.

Over these past 6 years we have established and developed our School Vision and Christian Ethos in line with Matthew 7:12. We have worked with our young people to agree and implement 'Living Out Our Barton Values' and as a result, we had a very successful SIAMS inspection on 30th April 2025, just one week after our OFSTED visit. During our inspection our Collective Worship was held in high regard.

Our Y5 Worship Leaders led our time together with confidence and competence, evidencing a special time of day when we come together to Learn, Reflect and Respond.

Following our SIAMS Inspection, we continue to focus to develop the extent to which the RE curriculum supports pupils' understanding of Christianity as a world-wide faith. This will enable our pupils to appreciate the rich variety of Christian beliefs, practices and worship.

As a CofE (VA) Primary School, we have a close and purposeful working relationship with colleagues from Ely Diocese. They supported us in preparation for our SIAMS Inspection and in developing our RE Curriculum. The Diocese have also been most generous in supporting and funding necessary works to improve the fabric of our school. This year we received funding to facilitate an upgrade to our heating system and funding towards a new perimeter fence around our school.

I have had the privilege to serve as Headteacher at Barton for almost 6 years now. During my time here I have worked with some amazing professionals. Our current staff team, our FOBS parent group (who have greatly supported us in fundraising and organising numerous fantastic events) and our current Governing Body, are all incredibly hard working and committed to our school and to each other. Barton truly is a place where relationships are valued 'A People Place' where we all 'learn and grow,'

## *A People Place*

If this is not a place where tears are understood,  
Where do I go to cry?  
If this is not a place where my spirits can take wing,  
Where do I go to fly?  
If this is not a place where my questions can be asked,  
Where do I go to seek?  
If this is not a place where my feelings can be heard,  
Where do I go to speak?  
If this is not a place where you'll accept me as I am,  
Where can I go to be?  
If this is not a place where I can try to learn and grow,  
Where can I be just me?

by William J. Crocker

As Barton Primary turns the page, ready to write the next chapter of life here at Barton, with a new headteacher, you may be that someone who will face many challenges, but who will also have much to celebrate. If that is you, I wish you much success and many blessings as headteacher at Barton CE (VA) Primary School.

Regards,

**Mrs Julie Martin**  
Headteacher



# Process & Dates

The vacancy for a Headteacher is to start on 1st September 2026.

The starting salary will be in respect of: L8 to L14.

Your application form should be completed with reference to the Job Description and Person Specification. CVs will not be accepted. The selection panel will take into consideration the qualifications and skills of each applicant as well as experience and personal attributes.

### Key Dates:

The closing date for applications will be 9am on Monday 9th March 2026.

Shortlisting of Applicants will be on Monday 9th March 2026.

Interviews will be held on Wednesday 18th and Thursday 19th March 2026.

Visits to school are warmly welcomed during the week commencing 23rd February 2026. To arrange a visit, please contact the School Office on [office@barton.cambs.sch.uk](mailto:office@barton.cambs.sch.uk) or 01223 262474.

For further information please feel free to contact our Co-Chairs of Governors, Mrs Caroline Parsons and Mrs Katie Norman, at: [chair@barton.cambs.sch.uk](mailto:chair@barton.cambs.sch.uk) and refer to our website: [bartonprimary.org.uk](http://bartonprimary.org.uk).

**Barton CE (VA) Primary School is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. Appointment to this post is subject to an enhanced Disclosure and Barring Service check as well as other pre-employment checks and references outlined in Keeping Children Safe in Education 2025. Applicants should note that written references will be taken up at the shortlisting stage prior to interview.**



# Key Information





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# Key information

Barton CE (VA) Primary School is a small, friendly, successful village school, serving children from the catchment villages of Barton and Grantchester, as well as attracting families from Cambridge and the surrounding areas. The current roll is 117.

Although we are a small school, our vision is to give our pupils the biggest opportunities. We aim for a balanced, broad and exciting curriculum, engaging pupils with the exploration of different topics in depth. We pride ourselves on our inclusive family atmosphere, and on our ability to combine the excitement of learning with high expectations for all. We have strong links to the Church and local community, which warmly welcome our involvement.

Our recent GOOD Ofsted in April 2025 stated "Pupils thrive in this calm, inclusive school where care and curiosity go hand in hand. The school's values shape daily life, helping children feel safe, seen and proud of who they are. The school offers a broad, rich curriculum. It captures pupils' interests and prepares them well for their future learning. Teachers have high expectations and pupils speak with confidence about their learning. They enjoy opportunities to explore ideas, solve problems and express themselves."

Our recent SIAMS inspection in April 2025 recognised that we are living up to our foundation as a Church school, enabling pupils and adults to flourish. Inspectors noted that "the school has a positive climate for learning in

which members of the school treat each other as they would wish to be treated. This enables pupils to fulfil their potential." And that "Pupils are able to fulfil a range of responsibilities as they grow through the school. This enables them to understand how their actions can make a positive difference to themselves and others."

We provide enrichment activities above and beyond the provision required in the core and foundation curriculum. At least one educational trip and one visitor each term is organised for each year group linked to our themes and topics. Visits include musicals in London, O2 Young Voices, Cambridge Arts Theatre pantomime, numerous sporting competitions and outdoor activities, residential at Grafham Water and West Runton, West Road Concert Hall, Sedgwick Museum and Fitzwilliam Museum. As part of our RWE curriculum the whole school visited Ely Cathedral and the associated stained glass window museum. Our two-year rolling RWE programme includes physical tours of a variety of places of worship. As part of our Spiritual Moral Social and Cultural provision, pupils have visited our chosen charity East Anglian Children's Hospice (EACH), Jimmy's Night Shelter and our local Food Bank, Cambridge Sustainable Food.

We benefit greatly from our collaboration with the CB23 Network of schools. This provides opportunities for joint training, support and moderation for both staff and governors. The Network also provides a number of enriching experiences for our pupils. We have a wide range of extra-curricular activities on offer and a particular strength in musical performance. Our

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inclusive choir, bringing together pupils from Year 1 to Year 6, performs at West Road Concert Hall as well as other musical performances throughout the year for our local community. Our Year 5s and Year 6s learn music through our very own Wind Band. We continue to build on our competitive sports with teams entering netball and cross-country competitions. Other clubs which take place in our school include dance, sport, science and arts and crafts.

Recent visitors include author and illustrator Catherine Barr, author Pippa Goodhart, African Drumming (Education Workshop), History off the Page, musician and composer Douglas Coombs, Cambridge Science Centre, Donarbon Recycling Outreach, Viking boat building and theatre groups.

We have close links with Stepping Stones breakfast and after school club which operates out of the neighbouring Village Hall supporting families to give their children a nurturing start and finish to their school day.

## Location

Barton is a compact village, about three miles west of Cambridge with excellent transport links to the M11 and A14. We have the best of both worlds, the countryside on our doorstep and the culture of Cambridge with all the extraordinary learning opportunities encompassed in its museums and colleges.

The neighbouring church has an orchard area with a pond which we can use in common with other members of the community. Burwash Manor Farm is next to the school and the Countryside Restoration Trust runs education projects so that pupils can learn more about the science and geography of our countryside, farms and wildlife. Cambridge City Centre is easily accessible. The rich heritage and history that lie here enable us to make the most of our geography and history projects as well as our science and RWE.

## Learning Environment

For the last two years we have had the good fortune to operate a five-class structure and we plan to revert to a four-class structure in September 2026.

Although a small school, we have a well-stocked library, hall, and use our limited spaces well, to allow for break out spaces and a quiet reflection area. We appreciate the value of learning outside of the classroom and embrace opportunities to use our outdoor facilities to their best effect. We have extensive grounds with a hard standing play area, large playing field, climbing play structures, wooden gazebo, garden and wildlife area. We have a reading shed and our own outdoor, heated swimming pool.

## Staff

Our current team comprises a Head Teacher, one Senior Teacher (part-time), five class teachers (to be four in September) and eight Teaching Assistants (all part time). Visiting Spanish, Music and PE teachers provide specialist lessons. We are supported by two Office Staff, a Caretaker and Kitchen staff.

We highly value CPD for our staff and we support and encourage both internal and external training. PPA is covered in a variety of ways including Spanish and PE teaching and HLTAs. We currently have staff undergoing SEND training and Dyslexia training.

Our ethos includes treating our pupils with respect and integrity at all times and this is upheld by our staff. Our approach is one of kindness and clarity of expectations.

## Pupil Voice and Relationships

We place great value on our pupils' opinions and their input into the school. We encourage them to think independently and we listen to their views. Our School Council is made up of pupils elected by their classmates and provides valuable input and perspectives on the school experience.

# Key information cont.

Recent projects initiated by the school council, include their research and presentation to the Chair of FOBS to request funding for outdoor den building equipment for KS1 and KS2. The council also took on a Loneliness in Old Age project inviting older members of the local community in to school for tea, cake and reading.

At Barton, we use a House System to foster a sense of community and develop leadership skills in students. We find that Houses promote teamwork, healthy competition, and a positive school culture. Children are randomly allocated to a House when joining Barton School. Our Houses are named after the four classical elements: Earth - Water - Air - Fire. Houses provide an incentive for children to work hard, both for their House as well as themselves, as they are able to earn House points for good work or behaviour. A friendly rivalry exists between the Houses with the cumulative points total announced in Collective Worship on Friday each week. A number of activities take place in Houses including Sports Day.

We have a hugely popular 'Buddy system' in place to welcome and support our new Reception pupils, with our Year 6s helping the children to ease in to school life, to support and guide them, strengthening relationships among all year groups. Our Year 6s are excited every year to meet their 'buddy' and take huge pride in supporting and welcoming Reception pupils on their Barton journey.

## Collective Worship

Collective worship is held daily, led by the Head Teacher and members of staff and supported by a team of local clergy and ministers.

Friday is celebration assembly, well supported by our parent community, where recent academic and extra-curricular successes are celebrated.

## Finances

We manage our finances prudently so that they have the greatest impact on our pupils' learning. Recent projects have included the installation of new heating across the school and new perimeter fencing, entitled to School Condition Allowance from the Diocese of Ely to fund capital projects. We are also supported by trusts such as the Church Schools of Cambridge.

## Working with others

Our "Friends of Barton School" group (FOBS) makes a significant contribution to the school not only through its fundraising activities but also in providing social activities for the school community. In 2024-2025 FOBS raised almost £100,000 from fundraising activities and donations from parents and the local community. Funds raised by FOBS are used for a variety of highly beneficial projects including purchasing new equipment, licence fees for Chrome Books, funding Mother's Day breakfast, Year 6 Leavers parties and gifts and much more.

We also benefit from the skills of our local and parent community with a large team of dedicated volunteers coming into school in various capacities, from listening to readers, running extra-curricular clubs and helping to look after the school by painting, gardening and sprucing up the outdoor spaces.





# Our vision, values and ethos

Barton School is a Christian foundation and our approach to the education that we provide for our pupils is based on the beliefs and values exemplified in the life and teaching of Jesus Christ. The school's **Christian ethos** is formally described in the Instrument of Governance as follows:

*"Recognising its historic foundation, the school will preserve and develop its religious character in accordance with the principles of the Church of England and in partnership with the Church at parish and diocesan level. The school aims to serve its community by providing an education of the highest quality within the context of Christian belief and practice. It encourages an understanding of the meaning and significance of faith and promotes Christian values through the experiences it offers to all its pupils."*

Our **Christian vision** is based on Matthew Chapter 7 verse 12: "Do to others whatever you would like them to do to you." This scripture-based school vision has been created and reviewed in conjunction with all stakeholders over the course of several years and is the foundation of all our decision making.

Our school **Christian values** focus on developing pupils' moral, spiritual, social and cultural understanding. These are woven, like a golden thread, into every aspect of school life. Our six core values of **Love, Respect, Integrity, Justice, Determination, and Thankfulness** are displayed on the School Values Cross.

All children and adults understand the key values that we teach and expect to be seen in everyday life and in our dealings with each other. These are embodied in our Barton Bs that are the bedrock of our daily school life: Be safe, Be respectful, Be learners.

Through our ethos, vision and values:

- We aim to create a happy, welcoming school community where we recognise, affirm, and develop the unique gifts and talents of each individual.
- We work together to help and support each other to believe, nurture, grow, and flourish together in our learning and in our relationships.
- We want our pupils to make good choices academically and socially, to become creative and independent thinkers, evidencing a love for learning and a thirst for knowledge.
- We triangulate our approach with staff, governors and families sharing an understanding of priorities, keeping children at the centre.
- We believe that positive relationships with all are fundamental and this drives our words and actions every day.
- Regular communication is essential; we prioritise being generous with our time to be active listeners, responding practically to issues arising.
- Our school culture is based on the whole community feeling confident they will be heard, supported and respected no matter their faith or background.
- We are constantly seeking ways to make our school an inclusive, democratic community in which everyone has a voice.





## Key Statistics

Age range: 4-11

Gender of pupils: Mixed

**Type of school:** Voluntary Aided

Number of children on roll: 117

**Staff:**

Headteacher

Senior Teacher (part time)

Class teachers x5

Teaching assistants x8 (all part time)

**School Business Manager**

Office assistant (part time)

Caretaker (part time)

Kitchen staff x2

## Classes:

### Robin (30): EYFS and Year 1

Kingfisher (20): Year 2

Swallow (28): Year 3 and Year 4

Skylark (16): Year 5

Owl (23): Year 6

**Attendance:**

2024/25: 95.8%

2025/26 (to December 2025): 96.5%

Number of EHCPs: 3

**% of children with SEN: 12%**

% of children with EAL: 26%

% of pupil premium: 7%

## National test results 2024-25

**EYFS Good Level of development: 92.3%**

Year 1 phonics: 94.7%

**KS2 SATS 2024/25:**

	Expected standard	Greater depth
Reading	95%	54%
Writing	68%	18%
Maths	82%	27%
SPAG	82%	40.5%
RWM combined	68%	18%



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## WHAT WE WANT FROM A HEADTEACHER

CREATED BY ROBIN,  
KINGFISHER AND SKYLARK  
CLASSES.





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# What parents and staff are looking for

## What our staff are looking for in a new Headteacher:

- **Strong, confident leadership** – A decisive and strategic leader, who is well organised, able to delegate effectively, and capable of setting a clear vision while leading the school forward with confidence and purpose.
- **Excellent communication and visibility** – An approachable, visible presence in school who communicates clearly and openly, listens carefully to staff voice, and leads with warmth, encouragement and a positive sense of humour.
- **A leader who values and supports staff** – Someone who actively prioritises staff wellbeing through meaningful action, consistently supports and backs staff and creates a culture where people feel trusted, respected and valued.
- **Values-led and committed to development** – A headteacher who leads by example, lives out the school's vision and values, and is committed to developing others by encouraging professional growth and access to high-quality CPD for all staff.

## What our parents are looking for in a new Headteacher:

- **A kind, visible leader who knows every child** – A headteacher who genuinely cares, takes time to know each child as an individual, and prioritises children's emotional, spiritual and personal wellbeing alongside their learning.
- **High expectations with warmth and fairness** – Someone who is kind but firm, sets high standards for behaviour and achievement, leads by example, and creates a calm, safe and respectful environment where all children can thrive.
- **A clear vision rooted in inclusion and community** – A leader who values and protects the school's special community, champions inclusion, celebrates every child, and ensures learning is engaging, joyful and accessible to all.
- **An inspiring and trusted role model** – A positive, approachable and respected leader who inspires staff, supports children's resilience and self-belief, and is deeply committed to children's welfare.

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# Job Description

This school is committed to safeguarding and promoting the welfare of children and young people, and expects all staff to share this commitment.

The Headteacher will carry out their professional duties in accordance with and subject to the national conditions of employment for Headteachers, the provisions of all applicable legislation, and any orders and regulations having effect under the applicable legislation.

The Headteacher will be responsible to the Governing Body for the conduct, management and administration of the school, subject to any rules, regulations or policies made either by the Governing Body on matters for which it is responsible, or by another authority with respect to matters for which the Governing Body is not responsible, or by Central Government.

This job description will be reviewed on an annual basis.

## 1. Principal Accountabilities

1. Whole School Organisation and Strategy
  - 1.1. Provide overall strategic leadership and direction. Collaborate with others to lead, develop and support the direction, vision, values and priorities of the school.
  - 1.2. Advise and assist the Governing Body in the exercise of its functions.
  - 1.3. Draft the school development plan for consideration by the Governing Body.
  - 1.4. Develop, implement and monitor the school's policies, practices and procedures.

## 2. Teaching

- 2.1. Lead and manage teaching and learning throughout the school, including ensuring, save in exceptional circumstances, that a teacher is assigned in the school timetable to every class or group of pupils.
- 2.2. Participate, to such an extent as may be appropriate having regard to other duties, in the teaching of pupils at the school, including the provision of cover for absent teachers.

## 3. Management of Curriculum and Pupils

- 3.1. Determine, implement and review the curriculum to ensure breadth, balance and relevance to all pupils whatever their abilities, aptitudes and needs.
- 3.2. Determine, implement and monitor systems for monitoring and improving pupils' attainment and progress.
- 3.3. Determine and implement standards of behaviour and discipline.
- 3.4. Promote and ensure the safety and well-being of pupils.

## 4. Management of Staff

- 4.1. Lead, manage and develop staff, including appraising and managing performance.
- 4.2. Establish an appropriate staff structure and define staff tasks, responsibilities and job descriptions. Organise and deploy staffing resources within the school.
- 4.3. Participate in and advise the Governing Body on the selection and appointment of high quality staff.
- 4.4. Develop and implement policies and procedures for staff development, appraisal and support.
- 4.5. Have a proper regard for staff well-being

# Job Description cont.

and legitimate expectations, including the expectation of a healthy balance between work and other commitments.

### 5. Professional Development

- 5.1. Promote the participation of staff in relevant continuing professional development.
- 5.2. Participate in arrangements for the appraisal and review of your own performance and, where appropriate, that of other staff.
- 5.3. Participate in arrangements for your own further training and professional development and, where appropriate, that of other staff.

### 6. Management of Resources

- 6.1. Take overall responsibility for the management of the school's financial, physical and information resources.
- 6.2. Determine short, medium and long term priorities for the school, having regard to any financial implications and the ability to meet these from foreseen income.
- 6.3. Ensure the development, maintenance, security and safety of the school buildings, grounds and equipment.

### 7. Communication and Collaboration

- 7.1. Consult and communicate with the Governing Body, staff, pupils, parents and carers.
- 7.2. Establish and maintain effective communication and relationships with colleagues and other relevant professionals within and beyond the school, including relevant external agencies and bodies, and organisations representing staff.
- 7.3. Represent the school to other groups and the local community, and promote links with other local schools.
- 7.4. Support and encourage the involvement of parents in the life and work of the school through the medium of the Parent Teacher Association and by other appropriate means.



# Person Specification

Person Specification		Essential	Desirable
1	Qualifications		
1.1	Qualified Teacher Status	x	
1.2	Degree or equivalent	x	
1.3	Evidence of recent, relevant professional development related to leadership and management	x	
1.4	National Professional Qualification for Headship (NPQH)		x
2	Experience		
2.1	Proven successful whole school management and leadership experience in a Good school including staff development and leadership of CPD	x	
2.2	Successful and sustained track record as an outstanding classroom teacher with at least 3 years' recent experience of providing excellent teaching and with knowledge of both Primary Key Stages and EYFS	x	
2.3	Proven skills in strategic thinking, leading to effective planning and delivery against strategic improvement plans	x	
2.4	Working with staff and governors to develop the school's ethos, values, vision and objectives		x
2.5	Development of effective curriculum initiatives and whole school integration of these	x	
2.6	Securing excellent outcomes through an understanding of pedagogy, ensuring assessment of learning is accurate and informs planning	x	
2.7	Effective listener with excellent oral and written communication skills with pupils, staff, parents and governors	x	
2.8	Successful management of budgets and other resources using sound financial management practices to procure services and ensure best value of the school's resources		x
2.9	Experience of working collaboratively with other schools and organisations to secure improvement	x	
2.10	Experience of working as a school governor, supporting the Headteacher and governing body in setting strategy and holding the Headteacher to account		x



# Person Specification cont.

3	Knowledge and Skills		
3.1	Thorough understanding of safeguarding and proven experience of promoting and supporting pupils’ mental wellbeing with up to date DSL training.	x	
3.2	Understanding and commitment to inclusion and to the promotion of positive outcomes for pupils with SEND	x	
3.3	Strong understanding of effective approaches in managing individual behaviour needs within the whole school community	x	
4	Personal Qualities		
4.1	Resilient, robust and calm under pressure, showing creativity and imagination in response to changing circumstances with a positive, solution-focused approach	x	
4.2	Passionate about providing a broad, creative and rich learning environment and experience	x	
4.3	Approachable and enjoys being highly visible to pupils, staff and parents	x	
4.4	Display professional and personal reliability, integrity and respect, working well as part of a team and as an individual	x	
5	Leadership and Management		
5.1	Ability to communicate a clear sense of direction for this Church School and its development focusing on excellence, high standards and meeting the needs of all	x	
5.2	Commitment to supporting, promoting and developing the school’s Christian ethos and values across the curriculum and through all aspects of school life, in line with the Church of England’s vision for education	x	
5.3	An engaging leadership style with the ability to encourage, nurture and motivate others and to inspire pupils, parents, staff and the wider community around the vision for the school	x	
5.4	Value and develop a culture which celebrates success for all members of the school community	x	
5.5	Hold all staff to account for their professional conduct and practice; ensure areas for development are addressed and good practice is shared	x	
5.6	Model excellence in behaviour, professional conduct and relationships at all times and in managing workload and wellbeing	x	
5.7	Manage complaints, conflicts and divisions sensitively and constructively to achieve resolution	x	

# Support for new headteachers

Should the successful candidate be new to headship there will be a variety of support available for our new Headteacher. The Local Authority offers a “New Headteacher’s Induction Programme” including CPD, leadership forums and allocation of an experienced Headteacher as mentor. There will also be support from the local CB23 Network of schools. This is in addition to the support from the school’s allocated LA School Improvement Adviser and Ely Diocese Regional Adviser (EDRA).

Good luck!





## *A Poem by Swallow Class*

*A headteacher is thoughtful.*

*A headteacher is kind and fair.*

*A headteacher keeps us safe.*

*A headteacher brings hope and joy to the school.*

*A headteacher is encouraging.*

*A headteacher is organised.*

*A headteacher thinks thoughtfully about their pupils and themselves.*

*A headteacher is the boss of the school!*

*A headteacher always has a helping hand to lend.*

*A headteacher expresses our Golden Rule:*

*Do to others whatever you would like them to do to you.*

*A headteacher is loving and loved.*

*A headteacher is polite.*

*A headteacher is creative.*

*A headteacher is full of hope and will always listen.*

*A headteacher sorts things out efficiently.*

*A headteacher treats everybody the same.*

*A headteacher will understand your feelings.*

*A headteacher is always there for us.*

*A headteacher is willing.*

*A headteacher is someone we're not scared of.*

*A headteacher is sensible and the right amount of silly!*

*A headteacher is brave.*

*A headteacher always has a whisper of fun in their assemblies.*

*A headteacher always has a loving heart.*

*A headteacher is happy.*

*A headteacher is the heart of the school.*







Do to others, whatever you would like them to do to you.

**Matthew 7:12**