



Stratford-upon-Avon  
Primary School

# Headteacher Candidate Information

Stratford-upon-Avon Primary School



Broad Street, Stratford-Upon-Avon, CV37 6HN  
[www.stratfordprimary.co.uk](http://www.stratfordprimary.co.uk)



# A message from our CEO

Thank you for your interest in the opportunity to lead Stratford-upon-Avon Primary School. I hope this pack provides you with a clear sense of our school, our trust and the values that underpin our work.

Stratford-upon-Avon Primary School is a valued member of the Community Academies Trust. Originally established as The Polesworth School Academy Trust, the trust became the Community Academies Trust following a partnership with Birchwood Primary School in 2012. Since then, it has grown to include 3 secondary schools and 14 primary schools across Warwickshire, Staffordshire and Telford.



We remain proud of our community-school roots. Our schools work closely together within local hubs, sharing expertise, resources and effective practice.

Our trust is values-driven and believes strongly in the potential of every child. We are committed to ensuring that local communities have access to exceptional schools, and we have a strong track record of school improvement. As Headteacher, you would play a key role in shaping the next stage of the school's journey whilst contributing to the wider leadership of the trust. Our schools are united by a shared commitment to:

- achieving excellent academic, personal and social outcomes for children
- working collaboratively to improve education across our communities
- supporting one another with integrity, ambition and shared accountability.

We are equally committed to the development of our staff. As part of our team of Headteachers, you will benefit from a strong culture of professional learning, collaboration and coaching. Through our professional networks and trust-wide Institute of Education, we invest in leadership development and create opportunities for colleagues to grow.

Thank you again for your interest, and I wish you every success with your application.

**Philip Hamilton OBE**  
**Chief Executive Officer**

*“As the old man walked the beach at dawn, he noticed a young man ahead of him picking up starfish and flinging them into the sea. As he caught up with the youth, he asked him why he was doing this. The answer was that the stranded starfish would die if left until the morning sun. The old man said that there were millions of starfish, and how could he possibly make a difference. The young man looked at the starfish in his hand and threw it into the waves to safety “it makes a difference to this one” he said.”*

**For us, the message is simple, children and staff thrive when they are truly known, supported and encouraged to succeed.**





*“ Education is for improving lives and for leaving your community and world better than you found it. ”*

## **Our Values and Vision**

Our values can be thought of as our ‘non-negotiables’ - they are the beliefs, expectations and standards that underpin how we work with the young people in our care, and the community we serve. We believe that if we work in the context of these values, pupils will achieve more than they ever thought possible. They are also values that have evolved following a sustained period of success for our schools. We value three main types of achievement for our young people, and the vision for our schools is that we ensure our pupils are empowered to achieve to a consistently outstanding level.



## 01 Achievement – Academic

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We believe all young people have the potential to achieve great things. Intelligence can be developed regardless of emotional and social background, given appropriate teaching and bespoke, individualised support. Young people should be encouraged to develop autonomy (learn what to do when they don't know what to do) so that they gain inspiration from learning. They should be equipped with a crucial sense of possibility based on a well developed self awareness and ambition – ambition not only for themselves but for the communities in which they live and work.

## 02 Achievement – ‘Letting your light shine’

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All young people achieve things they can be proud of every day in addition to academic success and outside our schools planned curriculum. We have a vital role in ensuring individuals develop their own talents and interests and have responsibility to instil in them a sense of pride in who they are and what they achieve. We must recognise and celebrate these achievements.

## 03 Achievement – Relationships

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Excellent relationships for learning are a prerequisite for all other achievements. Relationships that result in mutual respect between young people and all other members of our school's community will ensure learning can be fun in a disciplined and caring environment where the highest expectations are the norm.

# A message from the Co-Chair of Governors

Stratford-upon-Avon Primary School is seeking an exceptional, forward-thinking Headteacher to lead our outstanding, inclusive, and ambitious school into its next chapter. This is a rare opportunity to continue driving forwards a well-established community school located in the historic town of Stratford-upon-Avon.

We are a single-form entry, oversubscribed, primary school with 218 pupils from Early Years Foundation Stage to Year 6. We have been part of the Community Academies Trust since 2016, benefitting from its training and support, as well as its wider professional networks.

Our pupil community has proportions of EAL, disadvantaged, and SEND cohorts that are all below national averages, however we maintain a strong commitment to early identification and inclusive practice. Attendance continues to outperform national figures, and academic outcomes exceed both local and national benchmarks.

Pupils and staff are proud of our school. Central to our ethos is a creative and nurturing environment where we want children to develop the skills and confidence to broaden their life chances. Guided by our one school rule of 'Respect', we work in partnership with pupils, families, carers and the wider community to enhance our curriculum.



The School Standards Committee (SSC) is committed to supporting the school. Governors are approachable and provide constructive challenge to drive improvement, whilst caring about the wellbeing of staff.

We are looking to appoint an inspirational Headteacher who shares our ethos and vision. The school's new leader will bring warmth, compassion, and resilience, with a deep commitment to primary education and a genuine desire to make a meaningful difference in the lives of the children.

Visits are warmly encouraged and will give you a strong sense of our school community.

**Rachel Dallimore**  
**Interim Co-Chair of Governors**

# Job description

*The responsibilities outlined are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.*

*The person undertaking this role is expected to work within the policies, ethos and aims of the Trust and to carry out such other duties as may reasonably be assigned by the Line Manager. The post holder will be expected to have an agreed flexible working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, contractors and community members.*





## **Primary Headteacher – Stratford-upon-Avon Primary School**

*Contract: Permanent, full-time*

*Closing Date for applications: 2.00pm, Friday 12<sup>th</sup> June 2026*

*Start Date: January 2027 (potential for earlier start date)*

*Group Size 2*

*Headteacher Group £73,105 – £84,699 (L15 – L21) depending on experience plus Teachers' Pension and a coaching payment in recognition of your role as a Community Academies Trust Professional Peer Coach, £5,450pa.*

### **Purpose**

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To lead the school so that it provides excellent schooling for the families who live in the community it serves. To be an advocate for the children and the wider Stratford community. To contribute to the trust wide approach to school improvement as a peer coach.

### **Responsible to**

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The children, parents and wider local community, the local School Standards Committee, Community Academies Trust Trustees.

### **Responsible for**

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The role carries overall responsibility for leading, developing and growing Stratford-upon-Avon Primary School. It involves working closely with Community Academies Trust Trustees, the CAT senior leadership team and the local School Standards Committee to establish a strong ethos that ensures success. The role also requires full adherence to all current statutory requirements, as well as local and national policies and guidance relating to safeguarding and the promotion of children's wellbeing.



# Strategic direction

Drawing on experience and best practice the Headteacher will work with our trust, the school standards committee and senior leaders to build a strong strategic direction and focussed and aspirational learning plan which:

- Identifies priorities and targets that support high standards enabling pupils to make progress and maximise achievement
- Supports continuous improvement in the school environment and teachers' effectiveness and secures continuing school improvement
- Ensures the management, finances, organisation and administration of the school and supports its vision and aims
- Is underpinned by sound financial planning
- Contributes positively to school collaboration
- Encourages all those involved in the school to be committed to its aims, to be motivated to achieve them and involved in establishing the short, medium and long term objectives and targets which will secure educational success
- Stipulates that policies and practices take account of national, local and school guidelines and reflect best practice
- Monitors, evaluates and reviews the effectiveness of the school's policies, priorities and targets

# Leadership

## *The Headteacher will:*

- Lead by example – with integrity, creativity, resilience, and clarity – drawing on their own knowledge, expertise and skills, and that of those around them
- Be highly visible and approachable to all members of the community
- Demonstrate those leadership behaviours which positively impact relationships and attitudes towards pupils, staff, parents, governors and members of the community
- Hold and articulate clear values and moral purpose
- Champion the relationship with children, parents and the wider local community, the local School Standards Committee and Community Academies Trust Trustees
- Be an active and collaborative leader within the local Community Academies Trust hub of schools
- Develop, inspire, and lead a highly effective team with enthusiasm and a continuous drive towards excellence
- Identify and nurture talent to enable effective leadership development and succession planning
- Maximise the contribution of staff and ensure effective working relationships are in place throughout the school
- Implement and sustain effective systems for management of staff performance, incorporating the trusts' approach of 'growing great people' for all staff, ensuring those for classroom staff relate to pupil achievement
- Develop successful links with local schools and academies and consider other opportunities to ensure the school's reputation for excellence and best practice
- Act as a peer coach for Headteacher colleagues from other CAT schools.



# Learning and Teaching

*The Headteacher will:*

- *Create and maintain an environment which promotes and secures outstanding teaching, effective learning, and high standards of achievement, behaviour and a passion for learning*
- *Work with others to develop a rich curriculum that engages all children and sustains effective teaching and learning throughout the school*
- *Routinely assess, monitor and evaluate in order to identify effective teaching and ensure it is evidenced across the full curriculum with a comprehensive programme of monitoring, evaluation and continuous assessment in place*
- *Will spend time in classrooms to model good practice*
- *Monitor and evaluate the standards of learning and achievement of all pupils across the school, in order to set challenging and realistic targets for achievement*
- *Use benchmarks and evidence based best practice to set targets for service delivery and improvement*
- *Develop and maintain effective links with wider education institutions and the local community, to extend and enhance the curriculum with economic, social, moral, and cultural experiences*
- *Establish effective partnerships with parents and carers that support and encourage pupil achievement, personal development and the closing of attainment gaps in specific groups*

- Recruit staff of the highest quality, complying at all times with best and safer recruitment practices.
- Create an effective staff structure to facilitate the development of high quality education
- Set appropriate parameters for expenditure and the allocation of funds in order to safeguard effective administration and control in line with the Academies Financial Handbook to meet the short, medium and long term plans of the school
- Set and review budgets that maximise pupils' potential for learning and achievement
- Organise the school environment efficiently and effectively to ensure the needs of the curriculum and statutory requirements are met at all times
- Analyse data in order to formulate education objectives, benchmarking the school's performance
- Provide information, objective advice and support to the multi academy trust and School Standards Committee to ensure it effectively meets its responsibilities for securing excellence in teaching and learning and the highest standards of achievement, efficiency and value for money
- Guarantee the compilation, maintenance and auditing of accurate and up-to-date records to satisfy legal, operational and strategic governance requirements including those relating to safeguarding
- Ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation
- Make certain that pupils and parents/carers are well informed about the curriculum, attainment and progress and also the contribution they make to the school's achievements.



<b>Key Competencies Qualifications, Experience and Personal Qualities</b>		<b>Essential (E)</b>	<b>Application (A)</b>
		<b>Desirable (D)</b>	<b>Interview Process (I)</b>
<b>Qualifications and training</b>			
<b>1</b>	Honours degree or equivalent	E	A
<b>2</b>	Qualified Teacher Status	E	A
<b>3</b>	Relevant higher degree or equivalent	D	A
<b>4</b>	Evidence of continuous professional development relating to school leadership and management and curriculum/teaching and learning	E/D	A
<b>5</b>	A relevant qualification in coaching	D	A
<b>Shaping the future</b>			
<b>1</b>	Substantial, successful teaching experience	E	A/I
<b>2</b>	Successful recent strategic leadership experience likely to have been gained as a Senior Leader of an 'outstanding' primary school	D	A/I
<b>3</b>	Successful experience of raising standards for all with measurable outcomes	E	A/I
<b>4</b>	Proven track record of managing successful school self-evaluation and accountability and the school improvement process	E	A/I
<b>5</b>	Proven track record in leading and managing staff including building and developing a successful team, delegating effectively and implementing and managing change	E	A/I
<b>6</b>	Has experience of creating staffing models which build the organisation, and encourage individual staff to grow and realise the potential for all pupils	E	A
<b>7</b>	Experience of working in collaboration and/or partnership with local and hub governors, internal and external stakeholders, other educational bodies and the wider community to develop positive relationships and achieve strategic objectives	E	A/I
<b>8</b>	Proven track record of establishing effective communication mechanisms to enable the school standards committee to fulfil their statutory responsibilities at the highest level	E	A/I
<b>9</b>	Experience of effective leadership in aspects of collaborative work with parents and families	E	A/I
<b>10</b>	In-depth knowledge and understanding of the wider educational agenda including current national policies and education issues	E	A/I

11	Successful experience of effective strategic financial and resource management including setting priorities for expenditure, allocating funds and controlling costs	E	A
12	Proven track record of financial management against an agreed strategic plan in which educational priorities are met and value for money is ensured	E	A/I
13	Evidence of highly developed skills in performance management, recognising high performance, tackling under-performance through to resolution and supporting continuous professional development of colleagues	E	A/I
14	In-depth knowledge and experience of Child Protection, Safer Recruitment and Safeguarding procedures which promote emotional health and well-being	E	A
15	A commitment to and evidence of promoting diversity and equal opportunities within the school curriculum and employment practices	E	A
16	An understanding of the requirements and a willingness to provide for pupils with particular special educational needs and or disability	E	A/I
17	Good ICT skills	E	A
18	Experience of using coaching as a successful method in improving the practice of all staff	E	A

### **Leading teaching and learning**

1	A proven track record of ensuring the highest possible standards in teaching and learning with the ability to model excellent classroom practice	E	A/I
2	Sustained experience of managing, monitoring and evaluating student progress through robust data analysis to translate information into assessment for learning and effective intervention strategies	E	A/I
3	Successful experience of positive behaviour management, through the implementation of student focused, inclusive and effective learning environment so that behaviour and attendance are outstanding	E	A/I
4	Experience of sustaining positive outcomes and improved life chances for all pupils	E	A
5	Successful experience of outstanding curriculum development	E	A/I
6	Successful involvement in staff recruitment, appointment, induction and retaining staff	D	A/I
7	Experience of delivering excellence through a broad and balanced curriculum within a primary setting	E	A/I

<b>Personal Qualities</b>			
<b>1</b>	Is passionate about creating a rich inclusive learning environment where every individual member of the school community is known and valued	E	A/I
<b>2</b>	Is committed to leading the development of a distinctive community school	E	A/I
<b>3</b>	Is able to demonstrate creative and innovative thinking with evidence of recent success	E	A/I
<b>4</b>	Has high expectations and personal integrity with the ability to promote and sustain the values culture and ethos of Community Academies Trust	E	I
<b>5</b>	Is articulate and approachable with excellent interpersonal communication skills both in conversation and in writing	E	I
<b>6</b>	Can articulate the vision to inspire, motivate, encourage and support staff by creating a culture of aspiration and high expectations	E	I
<b>7</b>	Is able to prioritise and demonstrate personal organisation, time management and strong leadership skills especially under pressure	E	I





# Application Process

We actively encourage candidates to have a conversation about the role before making a formal application. This can be arranged with our Director of Schools (Primary), Allyson Brown, by emailing Rebecca Shakespeare ([rshakespeare@catschools.uk](mailto:rshakespeare@catschools.uk)). Visits to the school are highly recommended and you will be warmly welcomed. These can be arranged with Rebecca following your conversation with Allyson.

Completed applications are to be submitted by no later than **2.00pm, Friday 12<sup>th</sup> June 2026**.

Candidates shortlisted for interview will be asked to undertake a series of selection tasks and activities over two days. The proposed dates for our interview process are **Monday 22<sup>nd</sup>** and **Tuesday 23<sup>rd</sup> June 2026**. More information on the format and any preparation needed will follow after shortlisting has taken place on **Tuesday 16<sup>th</sup> June 2026**.

It is our normal policy to take up two references for Headteacher appointments. In the case of applicants who are currently employed as a Headteacher we expect these to be from:

- The Local Authority or Academy Trust where you are currently employed
- Your Chair of Governors

In the case of applicants who are not currently employed as a Headteacher, we expect referees to be:

- The Headteacher in your current or most recent school, or if you are not currently employed in a school, your current line manager
- Another referee who can attest to your professional skills, including leadership and management skills.

This role involves regulated activity with children and is therefore exempt from the Rehabilitation of Offenders Act 1974. The post is covered by Part 7 of the Immigration Act 2016, and the ability to speak fluent spoken English is an essential requirement.

For queries on the application process please contact a member of the Community Academies Trust Human Resources team on 01827 702216.



# Stratford-upon-Avon Primary School

Ensuring excellence.

**Community Academies Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks, online checks, and a willingness to demonstrate commitment to the standards which flows from Community Academies Trust vision and values.**

**Community Academies Trust supports Equal Opportunities Employment.  
Community Academies Trust Company Registration No. 0747273-6**