



Five Acres Primary School  
Headteacher Mr Darrell Wood  
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Tel: 01869 253193



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www.fiveacres.org.uk

**Position:** Headteacher

**Contract Type:** Full-time, Permanent

**Start Date:** 1<sup>st</sup> September 2025

### Job Description:

Five Acres Primary School is seeking an outstanding, dynamic, and passionate leader to join our dedicated team as Headteacher. This is an exciting opportunity for a leader who can inspire and drive excellence across our school community, ensuring the best possible outcomes for our pupils. We are committed to fostering a supportive and inclusive learning environment where every child is given the opportunity to flourish.

As Headteacher, you will lead the school in all aspects of its development, ensuring a high-quality education underpinned by respect, inclusion, and community. You will be responsible for shaping the strategic direction of the school, fostering a culture of high aspiration, and ensuring that all students are given the tools they need to succeed.

### Key Responsibilities

**Leadership and Management:** Lead the school's strategic direction in line with its vision, values, and objectives. Build and maintain a culture of trust, accountability, and high expectations within the school. Manage resources effectively, ensuring financial stability and the best use of funds to support student outcomes.

**Curriculum and Teaching:** Ensure a high-quality, broad, and balanced curriculum is delivered. Promote innovative and effective teaching practices. Monitor and evaluate the quality of teaching and learning across the school to ensure all pupils make good or better progress.

**Safeguarding and Welfare:** Promote a strong, positive ethos around safeguarding and the welfare of pupils. Ensure all statutory safeguarding requirements are met, and the school environment is safe and supportive for all pupils.

**Accountability and Outcomes:** Use data effectively to drive improvement, set clear goals for pupil outcomes, and hold staff accountable for progress. Work with the governing body and external agencies to evaluate the school's effectiveness and identify areas for development.

**Community Engagement:** Build and maintain effective relationships with parents, carers, and the wider school community. Represent the school positively in all external relationships, and act as a figurehead for the school in local, regional, and national contexts.

**Staff Development:** Promote the continuous professional development of staff, ensuring that all members of the school community have opportunities to develop and grow. Foster a culture of collaborative work, support for innovation, and personal accountability.

**Financial Management:** Oversee the school's financial management, ensuring the effective allocation of resources to improve teaching, learning, and pupil outcomes. Develop and implement plans to ensure the school operates within its budget while maximizing its impact.

## Person Specification

### Vision & Leadership

1. **Education and Leadership:** Qualified Teacher Status and significant Headteacher leadership experience in a primary school.
2. **Vision-** Ability to effectively articulate and implement an inspiring school vision.
3. **Strong Leadership** – Demonstrates inspirational leadership, development a clear strategy and guiding staff and students with vision and integrity. *(From the Parent/Carer and Staff Feedback)*
4. Strong leadership, fostering a culture of inclusion, ambition, and high expectations.
5. **Forward-Thinking Approach** – Adopts innovative and progressive strategies to enhance learning and school management. *(From Parent/Carer and Staff Feedback)*
6. **Hardworking and Resilient** – Displays dedication, perseverance, and a strong work ethic in managing the school effectively *(From Parent/Carer and Staff Feedback)*

### Teaching, Learning and Integrity

7. **Curriculum knowledge and experience** - Deep understanding and experience in developing broad and exciting curriculums.
8. **Commitment to Inclusivity** - Deep understanding of diverse pupil needs, including SEND, and experience in creating an inclusive education and school environment that is welcoming and inclusive of all pupils, regardless of background and demographic. *(From Parent/Carer and Staff Feedback)*
9. **High Standards** - Commitment to high standards for all pupils.
10. **School Improvement** – Significant experience in school improvement and raising educational standards.
11. **Encourages Academic Excellence** – Challenges pupils to reach their full potential through a rigorous and supportive learning environment and can drive teaching excellence and improve learning outcomes for all pupils. *(From Parent/Carer and Staff Feedback)*
12. **Focus on Life Skills Development** – Encourages the teaching of essential life skills alongside academic education. *(From Parent/Carer and Staff Feedback)*
13. **Encouraging Holistic Student Growth** – Supports extracurricular activities such as plays, after-school clubs, and dances to enhance student development. *(From Parent/Carer and Staff Feedback)*
14. **Commitment to Student Development** – Drives student achievement by fostering a culture of high expectations and continuous improvement. *(From Parent/Carer and Staff Feedback)*

### Management & Accountability

15. **Resource Utilisation** – Experience in the effective deployment of staff, resources, and school environment management to ensure the biggest impact on pupils.
16. **Performance management** – Experience in effective performance management of staff to ensure a culture of high-performance and professional development.
17. **Strategic decision-making** – Experience in using wide range of data and stakeholder insights to inform decision-making
18. **High Standards of Behaviour** – Experience in implementing behaviour expectations consistently across the school. *(From Parent/Carer and Staff Feedback)*

### Partnerships & Community Engagement

19. **Relationships** - Experience in building strong relationships with governors, parents, staff and external partners.
20. **Community Cohesion** - Commitment to collaboration within and beyond the school.
21. Ability to enhance the school's role in the wider community.
22. **Engagement** – Engages openly with pupils, staff, and parents, demonstrating strong communication skills, empathy, and active listening. Makes decisions in the best interest of pupils, ensuring fairness and inclusivity without bias. *(From Parent/Carer and Staff Feedback)*

## Safeguarding & Wellbeing

23. **Designated Safeguarding Lead and Culture** - Experience as a Designated Safeguarding Lead (DSL) and creating a strong safeguarding culture.
24. **Wellbeing** Commitment to pupil and staff wellbeing and experience in building a culture of wellbeing for the whole school community.
25. **Zero-Tolerance for Bullying** – Implements and enforces a strict anti-bullying policy to maintain a safe learning environment. *(From Parent/Carer and Staff Feedback)*

## Professional & Personal Development

26. Stay updated on national education policies, legislation, major educational initiatives and best practices and invests in self-reflection and own professional development.
27. Resilient, adaptable, and emotionally intelligent with strong communication skills.

## Personal Attributes (From the Pupil Feedback)

28. Encouraging
29. Good sense of humour
30. Thinks play is important
31. Is chilled and relaxed
32. Nice and kind to everyone (caring)
33. Joyful and cheerful
34. Interacts with the children
35. A bit strict (but happy and fun)

**Approved by the Headteacher Appointment Panel: 10<sup>th</sup> March 2025**

Signed



**Kevin Moyes**

**Chair of Headteacher Appointment Panel and Chair of Governors**