



Headteacher Recruitment

Nurturing Potential, Growing Success

Welcome

Thank you for considering the role of headteacher at North Kidlington Primary School, a vibrant and inclusive school at the heart of the Oxfordshire community.

Our values, which the whole school helped create, are to be kind to ourselves, kind to others, and kind to the environment. Because our children played such an active role in shaping these principles, they have truly taken them to heart, demonstrating them in their everyday interactions and experiences. This ethos can be seen across the school in the supportive relationships among pupils, the care they show for their surroundings, and the respect they give to their own and each other's well-being. By uniting us around these simple but powerful ideas, our values ensure that kindness remains at the core of everything we do.

We are a school that celebrates individuality and nurtures every child's unique potential. Our ethos revolves around fostering a love for learning, encouraging creativity, and developing resilience in a supportive and inspiring environment. We believe that education is a journey of discovery and growth, where curiosity and exploration lead to success.

At North Kidlington, we believe that strong relationships form the foundation of a successful school. We work closely with parents, carers, and the wider community to ensure every child's well-being and progress. Our school promotes open communication, trust, and a shared commitment to excellence.

We are looking for a headteacher who embodies kindness, fairness, and enthusiasm, someone who will take the time to listen, understand, and support our pupils, creating a safe and inclusive environment where they can thrive. The ideal leader will be very collaborative in how they engage and work with staff, encouraging ambition, inspiring confidence, and making learning engaging and enjoyable, fostering a sense of happiness and well-being across the school community. They will champion our engaging and creative curriculum, which not only supports the national curriculum but also provides every child with opportunities to try activities like DT, Cooking, and Music, an approach highly valued by children, parents, and staff alike. By leading with positivity and compassion, they will uphold the school's values and ensure that North Kidlington continues to be a place where every child is empowered to reach their full potential.

North Kidlington Primary School offers a unique opportunity for a passionate and dynamic leader to make a lasting impact. Our well-equipped facilities, dedicated staff, and enthusiastic pupils create an environment where innovation and excellence can thrive.

If you are ready to lead a school that values collaboration, creativity, and community, we would love to hear from you. Join us in shaping the future of our pupils and ensuring they have the best possible start in life.

To arrange a visit to our school, please contact office.2357@north-kidlington.oxon.sch.uk

Schedule:

- Applications close - 28th February 2025 at 5pm
- Successful applicants notified - 7th March 2025
- Interview date - 17th March 2025

Community

Kidlington, often described as one of England's largest villages, is a well-connected community located just north of Oxford. With convenient transport links, including regular bus services and the nearby Oxford Parkway railway station providing connections to London, it offers residents and visitors good accessibility.

The village has a range of facilities, such as Exeter Hall, which hosts events and serves as a base for the Parish Council. Sports facilities, including playing fields and clubs for football, cricket, and bowls, support a variety of activities for local residents.

North Kidlington Primary School maintains close ties with the community. Pupils engage in local events and educational visits, and the school's choir often performs at village functions, reflecting its commitment to fostering community connections.

Overall, Kidlington provides a mix of accessibility and community engagement. North Kidlington Primary School values its role within the village, contributing to and benefiting from the opportunities available.



Job Specification

Post: Headteacher

Pay Range: L15-21

Number on Roll: 294

Responsible to: The Governing Board and Local Authority

At North Kidlington Primary School, our mission is to nurture every child's potential and inspire a lifelong love of learning. We are seeking a passionate and visionary headteacher to lead our school community, champion our core values of respect, integrity, and perseverance, and ensure all pupils flourish in a supportive, inclusive, and stimulating environment.

Main Purpose of the Job:

- To provide inspirational leadership, promoting the school's ethos of curiosity, creativity, and community engagement.
- To safeguard the welfare of children and staff while maintaining high expectations for achievement, behaviour, and professional practice.
- To lead the school's strategic direction in partnership with the Governing Body and local stakeholders.

Whole School Organisation, Strategy, and Development:

- Shape and deliver the strategic vision, values, and priorities of the school, ensuring alignment with its mission to foster confident, lifelong learners.
- Develop and implement clear, evidence-based improvement plans that drive excellence in teaching, learning, and resource management.
- Promote creativity, innovation, and the effective use of new technologies to enhance educational outcomes.
- Strengthen partnerships within the community to enrich the educational experience and ensure the school's positive contribution to local life.



Job Specification

Management of Staff and Resources:

- Motivate and inspire the school's workforce, fostering a shared culture of collaboration, well-being, and professional growth.
- Lead staff performance appraisal processes and provide opportunities for continuous professional development.
- Manage financial, human, and material resources efficiently to support the school's goals.
- Cultivate harmonious relationships with staff, parents, and external organisations, ensuring an inclusive and supportive school culture.

Professional Development and Working with Others:

- Promote a culture of professional learning and development, encouraging all staff to pursue excellence in their roles.
- Celebrate achievements across the school community, fostering an environment of mutual respect and high morale.
- Engage in self-reflection and professional development to lead by example and model lifelong learning.
- Ensure that every individual in the school community is treated equitably and with dignity.

Leading Teaching and Learning:

- Lead by example in demonstrating high-quality teaching and learning practices.
- Embed a culture of aspiration, challenge, and support to enable all pupils to achieve their best.
- Champion a broad, balanced, and creative curriculum that meets the needs of every pupil, fostering both academic and personal growth.
- Regularly monitor, evaluate, and enhance classroom practices to ensure continuous improvement.

Accountability and Communication:

- Foster a collaborative school ethos that encourages shared knowledge, celebrates success, and takes collective responsibility for outcomes.
- Provide clear and accurate information to the Governing Body, staff, and parents, empowering them to contribute to the school's success.
- Represent the school effectively to external audiences, promoting its achievements and securing its reputation within the wider community.
- Maintain strong partnerships with external professionals and organisations to enhance opportunities for pupils and staff.

This is a unique opportunity to lead a school that values curiosity, resilience, and community engagement at its core. If you are committed to making a transformative impact on children's lives and shaping the future of our school, we look forward to hearing from you.

Safer Recruitment

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.

Personal Specification

	ESSENTIAL	DESIRABLE
Education/Training	<ul style="list-style-type: none"> • B Ed. /T Cert./PGCE/QTS • Evidence of continuing professional development through course attendance • Management and Leadership Training 	
Relevant Experience	<ul style="list-style-type: none"> • Recent active teaching experience • Recent experience of being part of a successful Senior Management Team • Understanding of the importance of school self-evaluation and self-evaluation practices • Experience and understanding of using data to support learning • Capacity to understand and provide for the whole range of pupils' needs and abilities • Understanding of, and ability to manage, a delegated budget • Safeguarding/Prevent training 	<ul style="list-style-type: none"> • Teaching experience across the whole primary range • Experience of effective working with Governors • Health & Safety management training • Safer Recruitment Training • Leadership at senior level
Relevant skills and attributes	<ul style="list-style-type: none"> • Ability to build on success and make a good school better • Ability to promote achievement, good behaviour and discipline • Outstanding teacher and accomplished mentor • Effective team leader, able to motivate and develop commitment among teaching and non-teaching staff • Effective team leader who understands the importance of personal development for all colleagues • Ability to work under pressure and make difficult decisions when required • Highly effective communication skills, oral and written, to a variety of audiences • Good interpersonal skills • Sensitivity to the importance of the school in a large village community • Ability to foster links with the local community, and with other schools, locally, nationally and internationally • An understanding of and commitment to promoting and safeguarding the welfare of pupils 	
Knowledge	<ul style="list-style-type: none"> • Knowledge of major issues and best practice in teaching and learning, curriculum development, care and welfare of pupils. • Knowledge of current trends in educational development and management 	<ul style="list-style-type: none"> • Knowledge of appropriate educational legislation including Equal Opportunities
Personal Qualities	<ul style="list-style-type: none"> • Ability to create, inspire and promote a culture of high achievement for all. • Ability and enthusiasm to promote the school's vision and values and its achievements to all stakeholders • Integrity, commitment, enthusiasm, energy to persevere and succeed. • Ability and willingness to relate to all pupils in order to motivate them to achieve their potential. 	<ul style="list-style-type: none"> • Commitment to continuing personal development • Creativity and the ability to engage in critical reflection.