



Headteacher Recruitment Pack

Peppard C of E Primary School
Peppard, Oxfordshire

Welcome From The Governors

Dear Prospective Headteacher,

On behalf of the Board of Governors, thank you for your interest in the position of Headteacher at Peppard C of E Primary School. We believe that our school is a vibrant community where every child is encouraged to thrive, and we are seeking a dynamic leader who shares our vision that every child will have the best opportunities and learning experiences.

Peppard Primary is known for its welcoming atmosphere, community feel and commitment to providing high-quality education. We nurture a culture of learning and inclusivity, and we pride ourselves on fostering a supportive environment where both staff and pupils can flourish. Our small but dedicated team of educators work collaboratively with parents and the community to ensure that every child feels supported and empowered to reach their potential. We are a small school with a big heart.

We are a Church of England school that welcomes all who are entitled to an education under British law, including pupils of any faith or none! Our ethos and Christian values are integral to creating a positive and supportive environment.

As our new Headteacher, you will play a pivotal role in leading our school's continued success. We are looking for someone who is not only an exceptional educator but also a compassionate leader who can inspire and motivate staff, pupils, and the wider community. Your vision for the future of Peppard Primary will be crucial in steering us through the challenges and opportunities that lie ahead.

We encourage you to review the enclosed information carefully, which outlines our school's achievements, values, and the key responsibilities associated with the Headteacher role.

We are excited about the possibility of you joining our team and look forward to your application. If you have any queries regarding the information in this pack, or would like to make an appointment, please contact Fiona Hilton on 01491 628 354.

Thank you for considering this opportunity. We look forward to potentially welcoming you to our school community.

Warm regards,

Shenan Swanwick

Chair of the Board of Governors



“Encourage one another and build each other up”

A Closer Look At Peppard

At Peppard Primary, we are proud to create a vibrant, nurturing environment where every child is empowered to thrive. Our school is more than just a place of learning; it is a close-knit community that celebrates and supports each child's unique potential. We focus on fostering academic excellence, personal growth, and emotional well-being, inspiring our pupils to be confident, curious, and compassionate individuals, ready to take on the world. At Peppard, each child is at the heart of everything we do.

The small class sizes at Peppard Primary allow for strong relationships, where everyone knows one another and feels like part of an extended family. This close community dynamic fosters a warm and welcoming atmosphere, ideal for both academic and personal growth. Our dedicated staff work tirelessly, always going above and beyond to ensure that each individual child and family is supported and encouraged. Whether it's perfecting lessons, organising memorable events, or inspiring one another, our staff's unwavering commitment to teamwork and care creates a truly special place to lead, learn, and grow.

We aim to consistently deliver a curriculum that inspires excellence, with the goal that pupils continually achieve expected levels of learning and performing above the national average in reading, writing, and maths. Our approach is both engaging and well-rounded, ensuring that every child is given the support they need to succeed academically, while also fostering a lifelong love of learning.

From the very beginning of their journey with us, our early years children thrive through outdoor learning at Forest School, where nature becomes their classroom. This hands-on approach to learning is continued throughout the school, with regular school trips to places such as the Henley Literary Festival, the Science Museum in Oxford, and the exciting annual five-day residential trip to Pembrokeshire for Year 5 & 6. Additionally, pupils have opportunities to compete in various competitions, from maths challenges and science days to sports events like hockey, football, rugby, and cross-country, further promoting teamwork and personal development.



“Encourage one another and build each other up”

A Closer Look At Peppard

The common is the heart of our school, providing children with the space to explore, play, and connect with nature during break and lunch times. Every summer, the common is transformed into the site for our annual Sports Day, a beloved event that brings the entire community together in celebration. Friends of Peppard School (FOPS) run a BBQ while parents are watching their children compete, making it a day of fun, camaraderie, and unforgettable memories.

Our commitment to community extends beyond the school grounds, with regular church services at All Saint's Church, where we celebrate events throughout the year. The highlight of the year is the magical Christingle service at the end of the Autumn Term, a time of reflection and joy for all.

At Peppard, we also believe in giving our children responsibilities that empower them and teach leadership. Pupils can be voted by their peers into important roles, such as Team Captains, Worship Council, and School Council. These roles help develop a sense of responsibility, teamwork, and leadership, giving each child the opportunity to be an active participant in the life of our school.

In everything we do, from fostering academic success to nurturing emotional well-being and leadership, Peppard Primary is committed to creating a space where every child can grow, thrive, and become the best version of themselves.

Hear from our children,
about what makes our
school special:



“Encourage one another and build each other up”

Our School Vision & Values

“At Peppard Church of England Primary School, children develop a lifelong love of learning and strong self-belief within an inclusive nurturing environment, rooted in Christian values”

We will do this through providing diverse opportunities and experiences for all, both within the classroom and beyond. We strive to develop children who are independent thinkers, resilient and curious about the world in which we live. We set high expectations that children will be kind, caring, thoughtful members of a Christian school and local community. Our curriculum is broad, balanced, stimulating, and creative, so our pupils become enquiring, creative, courageous problem solvers. Our environment is safe and nurturing, where all children and their families can thrive.

Distinct Christian Values

School life at Peppard is underpinned by the following distinct Christian Values: compassion, humility, thankfulness, courage, forgiveness, and perseverance.

We emphasise **Compassion** by encouraging pupils to take action to help others in need. **Humility** is fostered by teaching respect for all individuals and valuing their stories. We promote **Thankfulness** to help pupils recognise their blessings and cultivate joy through gratitude. **Courage** is instilled by encouraging pupils to stand up for what is right, even in challenging situations. We teach **Forgiveness** as a vital part of our community, reminding pupils of the importance of both giving and seeking forgiveness. Lastly, **Perseverance**, to inspire pupils to remain committed and resilient in the face of difficulties. These values reflected throughout the school, in the teaching, the behaviour of the children and in collective worship.



Listen to our Worship council bringing our values to life:



“Encourage one another and build each other up”

Key Information

Type of school: Church of England

Voluntary Controlled School

Age range: 4 - 11

Location: Peppard, Oxfordshire

Number of staff: 12

Number of children on role: 71

Average year group size: 12

Average attendance: 96.5%

SEN: 11%

EAL: 0%

PP: 5%

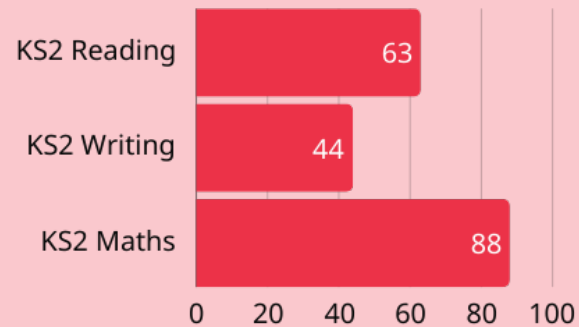
Latest Ofsted Report: <https://shorturl.at/XluKU>

Latest SIAMS Report: <https://shorturl.at/csjvm>

KS1 Results 2023/24



KS2 Results 2023/24



“Encourage one another and build each other up”

Children's Wishes For A New Headteacher



"To make work so interesting and fun and to be helpful to us in the classroom and to help us to learn."

"I would like them to join in with us on the common"

"I think the new head should not just know your name but also know you personally too."

"I would like you to play sports with us on the common and to be kind."



"To be kind and caring when we're sad or hurt."

"I'd love for them to give us the determination to keep going and reach our goal, no matter what it is."



"I hope our new head helps us to have fun and encourages us to learn and work hard"

"I think that our new head teacher should be someone that will interact with us on the common and our parents after school. I hope they will be friendly, approachable and kind to students and teachers alike."

"I would like our head to take part in everything that they can and learn all the songs like 'It was on a starry night'"

"To be kind, grateful and respectful."

"Make school fun and exciting"



Thank you,
Peppard pupils

"Encourage us to push ourselves and be a good role model"



"Encourage one another and build each other up"

Staff Wishes For A New Headteacher

“Has a clear vision of where we’re heading”

“They are approachable to the children”

“Proactive”

“Experience of managing people”

“A good communicator”

“Someone with a good understanding of a small rural school”

“Offers structured leadership and manages parent expectations”

“Understanding of mixed age classes”

“Flexibility within their role, can turn a hand to many things”

“An in-depth understanding of SEN”

“Understands the importance of good results, but not too data driven”

“Someone that balances the needs and views of staff”



“Encourage one another and build each other up”

Parent's Wishes For A New Headteacher

“An active listener with the ability to convey ideas effectively”

“Organised and a proactive thinker”

“Strong leadership”

“Willingness to get involved in all areas of school life”

“A strategic thinker”

“Someone who is ready to get stuck in, with a can-do attitude”

“A passion for the school and for learning, getting the best education for our children”

“Someone who is community minded”

“Inspiring to the children”

“Excellent communication skills”

“Someone who is firm but fair”

“Has a like-minded ethos to Peppard”



“Encourage one another and build each other up”

Job Description & Personal Specification

JOB DESCRIPTION

Job purpose:

We are seeking an enthusiastic and dedicated Headteacher to lead our primary school as well as be involved in some classroom teaching. Peppard is a small, nurturing, Church of England village primary school with a strong sense of community. We aim to foster a nurturing environment where children grow academically, spiritually, and emotionally, grounded in Christian principles; and where staff and families work together to ensure the best possible outcomes for all students.

Principal accountabilities:

Peppard is looking for an inspiring leader who puts the children at the heart of all they do. The successful candidate will be responsible for the overall management and leadership of the school, ensuring that pupils receive the highest standard of education in a safe and welcoming environment. This is a unique opportunity to make a significant impact on both the educational and social development of our children, as well as to become an integral part of the village community.

Curriculum and Teaching Job description:

- Leading the strategic direction of the school's curriculum, ensuring it is broad, balanced, and inclusive, reflecting the school's Christian values.
- Encourage innovative and creative teaching approaches to engage students and foster a love of learning.
- Monitor and evaluate the quality of teaching and learning, ensuring it meets the needs of all children, including those with additional learning needs.
- Be involved in a number of hours of classroom teaching across the school.
- Ensure the professional development of staff through regular training, mentoring, and performance management.
- Promote a culture of continuous improvement, encouraging innovation and a growth mindset among all staff.
- Administering resources effectively and managing the budget, including making difficult decisions to balance it.
- Work with the governing body to ensure the strategic direction of the school aligns with its values and goals.



“Pupils quite simply love being part of school community.”

- Ofsted 2021



“Encourage one another and build each other up”

Job Description & Personal Specification

Student Welfare and Safeguarding job description:

- Promoting a safe, supportive, and inclusive environment for all students and staff.
- Ensure that the school complies with all safeguarding and child protection policies, maintaining the highest standards of pupil welfare.
- Act as the key point of contact for parents and the local community, maintaining positive relationships and open communication.
- Maintaining strong relationships with the parish church, clergy, and other local faith groups.

PERSON SPECIFICATION

Qualifications and experience:

Essential:

- Qualified Teacher Status [B Ed/Cert Ed/PGCE/QTS] and substantial experience in primary education.
- A proven track record of leading improvements in an educational setting, ideally at a senior leadership level.
- Knowledge and experience of effective safeguarding practices and promoting the welfare of children.
- Sound understanding of current educational policy, national curriculum, and assessment systems.
- Evidence of commitment to personal and professional development in educational leadership.
- Experience in managing school budgets, resources, and staff effectively;

Desired:

- National Professional Qualifications for Headship [NPQH].
- A proven track record of school improvement and raising standards of teaching and learning.
- Evidence of building respectful working relationships with all staff, with care for their wellbeing.
- Experience of working in a rural or village school setting.



“Strong values based on support, tolerance and respect.”

- SIAMS 2016



“Encourage one another and build each other up”

Job Description & Personal Specification

Professional skills:

Essential:

- Strong leadership skills, with the ability to inspire, motivate, and support staff, pupils, and the wider school community.
- Excellent communication skills, both written and verbal, with the ability to build positive relationships with all stakeholders.
- A deep understanding of the primary curriculum and assessment frameworks, including knowledge of current educational policies and best practices.
- A clear vision for primary education, with a focus on raising achievement and improving outcomes for all children.
- Ability to analyse data to and key indicators of performance, identify areas for improvement, and implement effective change.
- Strong organisational and time-management skills, with the ability to prioritise tasks and manage competing demands.
- Strong problem-solving and decision-making skills, with the ability to adapt to changing circumstances.
- Sound knowledge of safeguarding procedures and a commitment to ensuring the safety and well-being of all pupils.
- A passion for learning beyond the classroom, developing creativity and wider skills through enrichment activities that support the holistic development of children.

Desired:

- A working understanding of financial management.
- A commitment to develop an outward facing school.



“Peppard school is really very special, we are lucky to have the opportunity to be part of it.”

- Parent 2024



“Encourage one another and build each other up”

Job Description & Personal Specification

Working in a faith school:

Essential:

- A strong understanding of the Church of England's values and how they influence school life and ethos.
- A commitment to developing a positive and inclusive school culture that reflects Christian values.

Desired:

- Familiarity engaging with and leading faith-based education within a Church of England school.

For a full job description of the Headteacher role, please contact Fiona Hilton 01491 628 354.



“Pupils develop into thoughtful young citizens, well set up for the future in terms of confidence and self-belief.”

- Ofsted 2021



“Encourage one another and build each other up”

The Surrounding Area

Peppard Primary School is located in the charming village of Peppard, situated in the picturesque Oxfordshire countryside. The school lies just a few miles from the historic town of Henley-on-Thames, nestled within the rolling hills and woodlands that characterise this area of southern England.

We enjoy a rural setting, with lush fields, small woodlands, and quiet country lanes. Peppard itself is a small, residential village, known for its friendly community atmosphere with All Saint's Church in the heart of the village, all just a short walk from the school.

Nearby, the Chiltern Hills Area of Outstanding Natural Beauty offers plenty of opportunities for outdoor activities, such as hiking and cycling, making it an ideal location for those who enjoy nature and countryside living. The local area also boasts a number of traditional pubs and community spaces, contributing to the overall welcoming vibe of the village and its surroundings.

In terms of accessibility, Peppard is well-connected to larger towns and cities, including Reading to the south, and Henley-on-Thames to the north. The larger village of Sonning Common is 1.5 miles away which includes a host of shops, doctors, a dentist, primary school and secondary school.

Henley-on-Thames: 4 miles

Reading: 6.5 miles

Oxford: 24 miles



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The Selection Process

Safeguarding

Peppard is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. This post is subject to an enhanced Disclosure and Barring Service (DBS) check. Reference checks will be performed prior to interview.

Interviews

These will take place on Friday 14th February 2025. Shortlisted candidates will be advised on the range of tasks and activities that will make up the selection process.

Please confirm your availability to attend this date.

School Visit

We strongly recommend all applicants to visit the school prior to interview. Visits can be arranged by contacting Fiona Hilton, in our school office.

Appointment Timescale

Our current Headteacher is leaving at the end of this academic year. Our intention is that the newly appointment Headteacher will start in September 2025.

Applications

Please complete the application form which is available online, or contact the school office for a copy.

Salary

The pay for this position is L8.

Closing Date

Applications must be received by 12pm on Wednesday 5th February 2025.

Emailed applications should be sent to office@peppardprimary.co.uk. Shortlisted applicants will be informed on Friday 7th February.

Contact Information

Fiona Hilton
Peppard Primary School
Church Lane
RG9 5JU

01491 628 354
office@peppardprimary.co.uk
www.peppardprimary.co.uk



“Encourage one another and build each other up”

Why We Love Peppard



“The family feel.”

“Our wonderful common”

“The sporting opportunities and that the children take part in local inter-school competitions”

“The frequency of trips and learning that takes place outside the classroom”

“Friendly and supportive teachers”

“Confidence built by mixed classes”

“Our strong values and ethos”

“The kind and nurturing environment”

“Inclusivity of the community”

“It is a caring and safe environment for the children”

“The close relationships across all teachers and year groups”

“Pastoral care”

“Family orientated”

“Our Forest Camp site, which the children love!”

“Small school and class sizes”



“The brilliant buddy system where a reception and year 6 child are partnered to help new starters settle into school life, giving the older children the opportunity to take on new responsibilities.”



Watch a day in the life of a child in Peppard class:



“Encourage one another and build each other up”