



St Andrew's Church of
England Primary School

Headteacher Applicant Pack

At St. Andrew's C.E Primary School, we aim to bring children to a place where they can realise their full potential.

Our Christian values are the foundation of all we do and each one is a facet of the central value, love, which 'always protects, always trusts, always hopes, always perseveres'.

[1Corinthians 13:7]





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Letter from the Chair of Governors

Dear Applicant

On behalf of the pupils, staff and governors, I would like to thank you for your interest in the Headteacher role at St Andrew's C.E. Primary School.

We are a thriving two-form entry school in the village of Chinnor, South Oxfordshire, serving children aged 4–11. Our commitment is to deliver outstanding education within a nurturing environment, guided by a strong Christian ethos. Our school vision of love, which 'always protects, always trusts, always hopes, always perseveres' shapes our values and daily practice. These core values are delivered in partnership with the local church, our friends and families, and the wider community.

Our dedicated and professional teaching and support staff, governors and parents of St Andrew's work collaboratively to ensure every child receives the highest quality education in a safe and supportive environment. Our recent Ofsted inspection (Oct 2024) highlighted that not only has the school, "high ambitions for all pupils, including those with special educational needs" but also provides a "calm and purposeful learning environment". Our SIAMS inspection (Mar 2023) rated the school as 'Excellent' in all categories; both these fantastic outcomes recognise many years of effort to consistently provide the best all round and extra curricula education for our pupils. St Andrew's C.E. Primary School also plays host to a Communication and Interaction Resource Base, and a newly acquired preschool serving 3-4 year olds.

We invite you to visit our school to experience for yourself our positive atmosphere and engaged pupils. The successful candidate will be expected to build on our strong foundations, articulate a clear vision, and drive continuous improvement in partnership with staff, parents and governors. Strategic leadership, effective communication and commitment to inspiring and motivating others are essential to this role.

This is an amazing opportunity to lead an exceptional Church of England school; this opportunity is perfectly summed up by our own pupils later in this pack, so do please read on. To arrange a visit, please contact the Headteacher, Mrs Annette Mashru on 01844 351353. We look forward to meeting you.

Best regards

Mrs Rachel Reynolds
Chair of Governors





School Profile

St Andrew's C.E. Primary School in Chinnor is recognised as one of Oxfordshire's most respected primary schools, with a history dating from 1850. Guided by our vision statement of love which 'always protects, always trusts, always hopes, always perseveres', and reflecting our core ethos, the senior leadership team, staff, parents and governors have all worked diligently and collaboratively to ensure the school consistently meets and exceeds expectations for all stakeholders. Our commitment to innovation and continuous improvement has resulted in the school being consistently oversubscribed each year.

Our leadership structure reflects the physical geography of our site and comprises of a headteacher, two assistant heads responsible for the individual key stages, and an Early Years Lead. This structure allows for the best possible management of our dedicated and hardworking staff. Over the last nine years, under the leadership of our current headteacher, the school has seen substantial growth and investment, driven by an ambitious programme of accreditations and site enhancements.



We are proud to be one of the first Microsoft Showcase schools in Oxfordshire, an accreditation that has not only enhanced our teaching facilities but also enriched the overall experience in the classrooms. For many years, we have been recognised as a UNICEF Rights Respecting School with a current Gold Medal status, and have actively participated in the Show Racism the Red Card initiative. Alongside this, we have also earned accolades such as the British Council International School Award (2025-28), our Values Based Education

accreditation and are now enroute to our Young Carers Silver Award. These achievements reflect our ongoing dedication to giving every pupil the best possible start in life.

From an educational perspective, our outward focus and passion for continuous improvement, positions our teaching team in key leadership roles within the Thame Partnership - a collaboration of nine primary and secondary schools dedicated to enhancing educational outcomes, advancing professional development and optimising operational facilities. This year has also seen the successful merger of Ladybird's Preschool into our school community, an addition that has enabled the school not only to broaden our Early Years scope but also secure the provision of high-quality preschool education in an ever growing community.





School Profile (cont.)

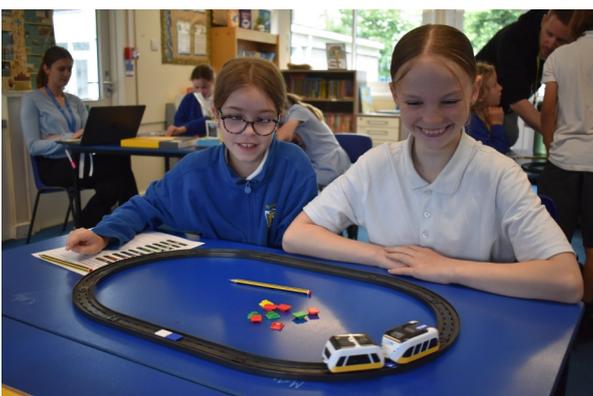
We are pleased to provide a comprehensive Train to Teach programme, which has been further strengthened by our recent partnership with Reading University. This initiative provides valuable opportunities for both our current staff and student teachers, supporting the development of professional skills and allowing for greater flexibility across key stages and year groups. Our senior leadership team is committed to fostering an environment in which staff and student teachers can achieve their highest potential. Over recent years, many past student teachers have pursued rewarding careers, with several now contributing to the outstanding team at St Andrew's.



Our site has undergone substantial investment and development in recent years, most notably with the construction of our state-of-the-art Year 6 block, the 'Heritage Building'. This new facility has established a dedicated space for Year 6 students and enabled us to optimise the remainder of the campus for our ever-expanding school community. In addition, we have been able to provide more breakout spaces to facilitate one-to-one provision and extracurricular activities.

Our goal is to ensure every pupil and their family receives outstanding support tailored to their individual needs. This commitment is reflected in our excellent SEND provision, which consistently sets and achieves ambitious goals for students with special educational needs. For many years we have been able to provide wrap around care for our families; a service that has proven to be highly successful and allowed flexibility for those who require this vital provision.

We take pride in our extensive programme of extra-curricular activities. From team sports, music lessons, science clubs, art clubs and many more, our ever-creative staff, with the addition of some external providers, are able to offer our children a variety of enriching opportunities that foster both physical and academic growth.



Building on our established success, the incoming headteacher will be responsible for guiding our unique school community into its next exciting chapter. The Governors invite applications from motivated and innovative professionals who have demonstrated the ability to lead and inspire students, staff, and parents collaboratively, with a commitment to realising our school's vision for every pupil and making a meaningful contribution to our parish, local community and beyond.



School Vision and Ethos

The prominence given to our vision on the front of this application pack and on the school website reflects its central importance to the life of St Andrew's CE Primary School. It is the first thing visitors encounter because it expresses who we are and why we exist.

Our vision is rooted in the Christian understanding of love, drawn from 1 Corinthians 13:7, which describes love as that which 'always protects, always trusts, always hopes, always perseveres.'

This is not simply a description of emotion; it provides a clear statement of how love is enacted through action, character and relationship. It offers a practical framework that shapes how we teach, learn, lead and care for one another within the school community.

We believe that every person is created in the image of God and is called to flourish and live life in all its fullness. Therefore, whether as pupils or members of staff, we seek to create a community in which every individual is known, valued and enabled to grow.

We understand "realising full potential" is not just academic attainment, but is a broader, holistic formation. Human flourishing involves realising our true potential and embracing who we are meant to be. In our school community, values such as compassion, forgiveness, justice, peace and service, are central.

Our ethos therefore seeks to create:

- A safe and nurturing environment where every child feels protected and valued
- A culture of trust in which children are encouraged to take risks in their learning
- A community grounded in hope, where aspirations are high and potential is recognised
- A resilient mindset that encourages perseverance and growth

This vision informs both strategic leadership and daily practice. It shapes our curriculum design, behaviour policy, pastoral care and partnerships with parents, governors and the wider community. It ensures that high expectations and academic ambition are held together with compassion and care.

Our close relationship with St Andrew's Church portrays our core values through worship, prayer and meaningful engagement.

At St Andrew's, we do not aim for our vision to be an abstract idea, but instead a lived reality. It permeates all that we do, enabling every child to flourish academically, socially and spiritually within a community committed to always protect, always trust, always hope and always persevere.





Key School Information

Type of school: Voluntary Controlled School

Location: Chinnor, Oxfordshire

Age range: 4-11 with a newly acquired preschool

Gender: Mixed

Published Admission Numbers: 60

Number of Pupils on roll: 415 with the addition of a day capacity of 25 in the preschool.

Leadership Structure: Headteacher, two Assistant Headteachers – one for each key stage and Early Year Lead.



Staffing Structure:

Headteacher	
Benton Building	Manser Building & Heritage Building
Assistant Headteacher & Early Years Lead	Assistant Headteacher
7 Teachers (incl. EY Lead)	8 Teachers
14 Teaching Assistants	15 Teaching Assistants
1 Student Teacher	4 Student Teachers
Working Across the Site	
School Business Manager, Two SEND Leads, ELSA TA, MFL Teacher, 7 DSLs, Family Support Worker	

Average Attendance (September 2025 – December 2025): 97.1%

Percentage of Pupil Premium Pupils: 8.05%

Budget: In surplus

Ofsted: The school was judged 'Good' overall and 'Outstanding' in Personal Development (Oct 2024).



Job Description

Position:	Headteacher	Reports to:	Chair of Governors
Line Manages:	All staff	Grade:	Group 3 Salary Range L15 – L21
Responsible to:	The governing body, OCC and the Oxford Diocese		

Purpose of the job

- To deliver dynamic, professional leadership that builds on the school's achievements and progress, while ensuring a high standard of education so that every student can realise their full potential.
- To develop and manage the school effectively and efficiently, providing a clear vision with positive, inspirational leadership which reflects the restless nature of the school. Setting an ambitious educational direction for the school and creating a collaborative working environment that allows staff and pupils to flourish and participate in that shared journey.
- To act as an effective outward-facing ambassador, upholding the school's reputation and capable of communicating effectively with all stakeholders.
- To ensure the highest possible quality of education, range of opportunities and standards of attainment for all pupils. Ensuring a well-rounded education for all children and the best possible start to their learning.
- To promote and safeguard the welfare of all children.
- To maintain the Christian ethos and values of the school.

Statutory Requirements

The Headteacher is required to be familiar with, and carry out, the statutory duties, professional responsibilities and ethical conduct as laid out in the following documents which should be read in conjunction with this job description:

- The Headteacher Standards (DfE 2020), including Section One: the Nolan Principles
- The School Teachers' Pay and Conditions Document – Part 7
- Keeping Children Safe in Education (DfE 2026)

We expect our Headteacher to:

- Develop a strategic vision for our school and steer the school through its next exciting phase as we continue the integration of Ladybirds Pre-School into St. Andrew's School.
- Develop with relevant stakeholders, strategic and operational plans in an expanding village for securing the vision and direction of the school.
- Work with the Governing Body and other key stakeholders to ensure the school's vision is clearly articulated, understood and acted upon effectively by all.



Job Description (cont.)

- Ensure that all school policies and procedures are implemented and regularly reviewed and updated and that staff and governors are involved in this process.
- Commit to promoting a culture of inclusion, respecting diversity and complying with the school's equality policies and the Equality Act 2010.

Establish, lead and manage our school

- Demonstrate the school's Christian values and ethos in everyday work and practice and promote high standards of professionalism.
- Work with the leadership team, staff and governors to rigorously evaluate progress towards targets and outcomes.
- Lead and inspire all stakeholders to be committed to the aims and involved in meeting the short-, medium- and long-term objectives and targets.
- Formulate, implement and continually review the School Development Plan with all stakeholders, reviewing the school's self-evaluation with staff and governors and use it to inform the School Development Plan.
- Liaise frequently with the Chair of Governors and communicate effectively with the Governing Body, reporting on relevant matters and highlighting key issues and to liaise with Oxfordshire County Council (OCC) and the Oxford Diocese as necessary.
- Determine, manage and monitor the school's budget in accordance with OCC guidelines, working with the School Business Manager and the Governing Body.
- Ensure compliance with statutory regulations and requirements.
- Ensure that the school buildings, contents and grounds are safe, secure and well-maintained and utilised to their full potential, identifying future needs and opportunities.
- Continue to build a collaborative learning culture within the school and actively engage with other schools, locally, nationally and internationally, the Thame Partnership and other agencies to build effective learning communities.
- Ensure effective transition from primary to secondary school.
- Have overall responsibility for pupil behaviours and discipline.

Appoint, lead and develop our staff

- Demonstrate excellent and inspirational leadership skills in developing and motivating the leadership team, so that they achieve their personal goals whilst developing their skills, knowledge and expertise.
- Make sure every employee can access occupational health resources and mental health first aiders, so they receive strong support and are set up to thrive.
- Oversee and coordinate performance management of all staff in accordance with current legislation.



Job Description (cont.)

- Ensure that students and ECTs are appropriately trained, monitored, supported and assessed in relation to the appropriate standards.
- Liaise with governors in the recruitment and selection of teaching and support staff.
- Work in collaboration with the University of Reading to provide continued support for the St. Andrew's Training Alliance, ensuring the successful training of student teachers.

Ensure effective learning and teaching

- Ensure that learning is at the heart of strategic planning and resource management.
- Promote an innovative, rich, cross-curricular and exciting curriculum that meets the broader needs of all learners.
- Monitor, evaluate and review the quality of learning and teaching to improve outcomes for our children.
- Inspire, support and challenge our learners to further enhance their excellent educational outcomes and personal development.
- Continually develop high quality assessment procedures and systems for tracking pupil progress and forming appropriate teaching strategies.
- Ensure that all children are enabled to access a broad, balanced and relevant curriculum.
- Ensure that the curriculum and pastoral care of the school is appropriate to the children's differing experiences, interests, aptitudes and backgrounds.
- Ensure the school environment, including each classroom environment, reflects and supports high quality learning.
- Create a culture and ethos of challenge and support where all children can achieve success, have an appropriate layer of challenge and become engaged in their own learning.
- Maintain a consistent and continuous focus on children's progress and attainment, making sure that assessment for learning is of a high standard throughout the school and that all teaching staff use data effectively.
- Ensure the school fulfils the SEND Code of Practice, and work alongside the Local Authority, Health Professionals and community organisations to ensure the most appropriate support for pupils in the school's care.
- Demonstrate and articulate high expectations and set stretching targets for the whole school community.
- Encourage new developments in the curriculum and capitalise on local and national initiatives.
- To keep abreast of educational thought and development in order to further good practice.
- Continue to provide a broad and balanced range of extra-curricular activities and learning experiences.
- Promote and maintain a high standard of behaviour.



Job Description (cont.)

Be accountable:

- Be accountable for the efficiency and effectiveness of the school to the Governing Body, OCC, the Diocese, all stakeholders and the wider community.
- Provide information, objective advice and support to the Governing Body to enable it to meet its responsibilities for securing effective teaching and learning and good standards of achievement and for achieving efficiency and value for money.
- Develop a culture in which all governors and staff recognise that they are accountable for the success of the school.
- Present a coherent and accurate account of the school's performance in a form appropriate to a range of audiences, including parents, governors, OCC, the Diocese, the local community, OFSTED and SIAMS.
- Ensure that the whole school is committed to safeguarding and promoting the welfare of children and ensuring all the school practices, policies and procedures reflect this commitment.
- Take overall responsibility and accountability for compliance with all applicable Health and Safety legislation.

Work in partnership with our parents, carers, community and the Church

- Establish partnerships between parents, carers and our school to support and encourage participation in their children's learning.
- Promote community cohesion by developing our school's relationship with key stakeholders, local businesses and the wider community. Securing the commitment of parents, carers and the wider community to the vision and direction of our school and its strategic plan for development.
- Continue to work with the Diocese of Oxford and St Andrew's Church to support, maintain and develop the spiritual leadership of the school, Religious Education, Collective Acts of worship and the spiritual, moral, social and cultural development of children according to the legal requirements of C.E. guidelines, whilst incorporating a respect for other world views.
- Contribute to the working of the wider education system by sharing effective good practice, working in partnership with other schools and promoting innovative initiatives.
- Develop and encourage mutually supportive working relationships with relevant agencies and businesses.
- Promote equal opportunities and ensure community cohesion
- To maintain the support of SASA, the parents fund raising association.



Job Description (cont.)

Safeguarding

- Ensure that St. Andrew's School is safe for all pupils and staff.
- Actively promote the health and wellbeing of all pupils and staff, and require all staff and volunteers to share and demonstrate this commitment.
- Ensure that the school complies with any local safeguarding arrangements.
- Ensure that safeguarding policies and procedures are compliant with Keeping Children Safe in Education (KCSIE, DfE, 2026) and are implemented by all staff.
- Take the lead in working with staff, pupils and families to enhance awareness of safeguarding issues and ensure that systems are in place to ensure the needs of Children We Care For are met.

The successful candidate may also be required to undertake such additional duties as may be reasonably determined by the Governing Body from time to time. The job description is subject to annual review and the Governing Body reserves the right to change the job description to reflect upon changes in the demand of the post, in consultation with the post holder.



Person Specification

Selection Criteria	Essential	Desirable	Evidence
How this will be evidenced: A - Application form & Supporting Statement / I - Interview and selection tasks / C – Checks including references			
Qualifications and training			
Honours degree	E		A, C
Qualified Teacher status	E		A, C
Relevant Professional Qualifications		D	A
NPQH		D	A
Health and Safety training	E		A, C
A continued commitment to one's own professional development	E		A, I
Thorough understanding of SEND provision	E		A, I
Relevant experience			
Experience as a Senior Leader or Headteacher	E		A, C, I
Experience of working in a C of E church school		D	A, I
Experience of outstanding teaching across the primary age range and its assessment at all relevant key stages to meet educational needs to all pupils	E		A, C, I
Experience of identifying, developing and implementing strategic aims and action plans and generation of a school development plan	E		A, I
Experience of school self-evaluation <ul style="list-style-type: none"> • Knowledge and understanding of the Ofsted School Inspection Framework • Knowledge and understanding of the SIAMS Inspection Framework 	E		A, I
Experience of managing and improving the performance of others	E		A, C, I
Evidence of successful curriculum leadership and development	E		A, C, I
Evidence of a commitment to raising standards through the effective use of school performance data	E		A, I
Capacity to understand and provide for the whole range of pupils' needs and abilities	E		A, I
Understanding of, and ability to manage, a delegated budget	E		A, I
Experience of effective working with governors	E		A, I
Experience of maintaining key relationships with key external stakeholders	E		A, I
Experience of extended school provisions and delivering extra-curricular activities and experiences		D	I
Experience of dealing with the media		D	I



Person Specification (cont.)

Selection Criteria	Essential	Desirable	Evidence
Relevant knowledge, skills and attributes			
Ability to build on success through continuous improvement in all aspects of headteacher role	E		A, I
Highly effective communication skills, oral and written, to a variety of audiences	E		C, I
Ability to promote achievement, good behaviour and discipline	E		A, I
An effective team leader with the ability to recruit, inspire and develop excellent teaching and support staff	E		A, C, I
Ability to work under pressure and to make decisions in challenging circumstances	E		A, C, I
Understanding of current educational legislation and the ability to apply this, to deliver excellence at St. Andrew's	E		I
Knowledge of best practice in teaching, learning and curriculum support	E		I
Ability to demonstrate development of a school site to promote stimulating learning environments	E		A, I
Understands the roles of different agencies operating within the wider spectrum of Children's Services and has the ability to maximise the effectiveness of multi-disciplinary teams	E		A, I
Actively engages with parents/carers to support their child's learning	E		I
Appropriate ICT skills with a clear understanding of how to use ICT to enhance quality teaching and learning	E		A
Committed to working collaboratively with the church	E		A, I
Committed to maintaining links with other schools locally nationally and internationally	E		I
Committed to engaging with the wider school community e.g. SASA (PTA) and the wider village community		D	A, C, I
Safeguarding			
Committed to the safeguarding of vulnerable young people	E		A, I
Able to demonstrate a robust understanding of safeguarding principles and practice for safeguarding young people	E		A, I
Knowledge of the statutory requirements of KCSIE together with experience of Child Protection, Safer Recruitment and Safeguarding procedures	E		I
Ability to form and maintain appropriate relationships and personal boundaries with children	E		A, C, I
Be able to model and oversee the school's safeguarding training	E		I
Experience and training as a Designated Safeguarding Lead	E		A, I
Safer Recruitment trained	E		A
Experience of using of online monitoring systems		D	I



Person Specification (cont.)

Selection Criteria	Essential	Desirable	Evidence
Leadership qualities			
Effective interpersonal and motivational skills	E		I
Willingness to trust staff and to delegate accordingly	E		I
Commitment to developing staff through a range of training, coaching and experience-based learning	E		A, I
Insistence on high levels of pastoral care within the school community	E		A, I
Ability to provide vision and purpose, communicating clear targets and performance standards	E		I
Relentless determination to inspire, challenge, motivate and empower others	E		I
Ability to anticipate, manage and lead change	E		A, I
Commitment to an open and inclusive style of management	E		A, I
Experience of working with outside agencies of all kinds		D	A, I
Personal qualities			
Determination, energy and resilience	E		I
A commitment to support the schools' theologically routed Christian vision and values	E		A, I
Determination to recognise, value and celebrate success in pupils and colleagues	E		A, I
Understanding of, and commitment to, equality, diversity and inclusion	E		A, I
Ability to create and sustain effective and constructive working relationships at all levels	E		A, C, I
High standards of personal and professional conduct	E		A, C, I
A sense of humour and perspective	E		I
Creativity and the ability to engage in critical reflection		D	I



What pupils want from the new Headteacher

We Are Looking for a New Headteacher!

Our pupils have shared what matters most to them in a Headteacher:

1. **Kind and caring**
Smiles, is friendly and makes children feel safe
2. **Fair**
Treats everyone equally and sticks to the rules
3. **Good listener**
Listens to children's ideas and takes them seriously
4. **Keeps us safe**
Deals with unkindness and makes school feel secure
5. **Calm and sensible**
Stays calm when solving problems
6. **Honest**
Tells the truth and explains decisions clearly
7. **Supports mental health**
Cares about children's feelings and wellbeing
8. **Celebrates differences**
Makes everyone feel included
9. **Works well with teachers**
Helps staff do their best
10. **Organised**
Makes sure school runs smoothly





SASA



SASA is the St Andrew's School Association; a dedicated group of parents and volunteers committed to enriching the school experience for every child and family in our community.

Throughout the year, SASA organises a wide range of much-loved events, including school discos, quiz nights, the Christmas Fayre and our ever-popular Summer Carnival. We also coordinate seasonal merchandise sales for Christmas, Mother's Day and Father's Day.

Together, these initiatives enable us to raise over £10,000 each year, which is formally presented to the school at our AGM in October.

Thanks to the exceptional generosity of our community and the success of last year's fundraising, we have committed £10,000 this year towards the purchase of additional playground equipment; an investment that will benefit all pupils. The strength of SASA lies in the willingness of parents to give their time, creativity and energy to deliver events that are both enjoyable and financially successful. Crucially, the support and enthusiasm of the headteacher play a vital role in this success. SASA enjoys tremendous encouragement from school leadership, and it is always appreciated when the headteacher joins us at key events such as the Christmas Fayre and Summer Carnival.

We look forward to working in partnership with our new headteacher to continue building a vibrant, supportive school community for the benefit of every child.

We look forward to meeting you.

Charlotte Minshell & Leila Scarborough

Co-Chairs, SASA





Governing Body - Strategic priorities Academic Year 2025-2026

The Governing Body is structured as follows:

Teaching and Learning Committee: This committee is chaired by Katherine Clarkson and has primary responsibility for school performance, achievement and standards and the wellbeing of the whole school community.

Ongoing key areas of focus include:

- **Quality of teaching, learning and assessment:** ensuring enquiry-based learning; tracking progression and skills in all pupils; moderation with partnership schools; development of staff through CPD.
- **Outcomes for pupils:** closely monitoring gaps in attainment; phonics; vulnerable children; good classroom practice.
- **Enriching experiences and personal development:** IT; Outdoor Learning; International Relations; Community Links and Extra Curricular provision.
- **Behaviour and welfare:** ensuring behaviour policy remains embedded throughout the school community; Pupil Voice; continue to provide pupils with roles of responsibility and leadership; well-being to be at the heart across the school.

Resources Committee: This committee is chaired by Giovanni Mule and oversees budget, staffing, premises and health & safety.

Ongoing key areas include:

- **Budget:** conducting quarterly budget reviews with the School Business Manager and Headteacher to ensure careful management of school funds.
- **Wrap Around Care (WAC):** ensure continued provision of successful wrap around care provision to support working parents.
- **Staffing:** ensuring all staff have access to occupational health and mental health support; supporting school leadership with recruitment and performance; ensuring appropriate staffing levels to manage high proportion of SEN pupils.
- **Premises:** conducting site walks to review condition of all facilities and identify areas for investment, repair and improvement.
- **Fundraising:** work with our PTFA (SASA) to identify opportunities for fundraising through local grants, events and awards.
- **Communication & Interaction Resource Base:** continued support for our staff, pupils and families currently attending Copper Class. Continue to integration and explore further opportunities for reverse integration.



Governing Body - Strategic priorities Academic Year 2025-2026 (cont.)

SIAMS Development Committee: This committee is currently chaired by Annette Mashru. Members include the Foundation Governors, the Oxford Diocesan Adviser, RE and Collective Worship leads.

Key areas include:

- Global Learning
- Rights Respecting School Award
- WOW Writing
- Big Questions Books
- RE provision
- Open The Book
- Space Makers

After successfully securing an Excellent rating in our latest SIAMS inspection, our focus is on continuing to support the above areas and ensuring our school's Christian ethos is embedded in all areas of the school community.

Full Governing Body (FGB): The FGB is currently chaired by Rachel Reynolds and the strategic priorities for the whole board are:

- **Pupil Achievement:** continually supporting staff in raising pupil achievement; all members of the FGB have a shared responsibility alongside staff, to set the strategic direction of all subjects and deliver the expected outcomes.
- **Policy Review:** Ensuring all policies are reviewed, relevant and understood.
- **Financial Planning:** maintain a track record of building a strong financial resource and foundation of the school and continually deliver improved outcomes and enriching experiences for our pupils.
- **Buildings and Maintenance:** maintaining our relationship with OCC to ensure adequate funding is available to review conditions of existing buildings while assessing for upgrades and additions.
- **Stakeholder Engagement:** continually look for ways to increase parental engagement; maintain the critical support of our parish and Rector; continue to increase opportunities for the school through partnerships and alliances with other community groups.



Information about the Diocese of Oxford / ODBE

St Andrew's Church of England Primary School is a Voluntary Controlled school. As such, it is state funded, follows the National Curriculum and is maintained by the Local Authority, while retaining its historic foundation and ongoing relationship with the Diocese of Oxford, which established the school around 1850. This partnership helps ensure that the Christian character of the school remains central to its life and work.

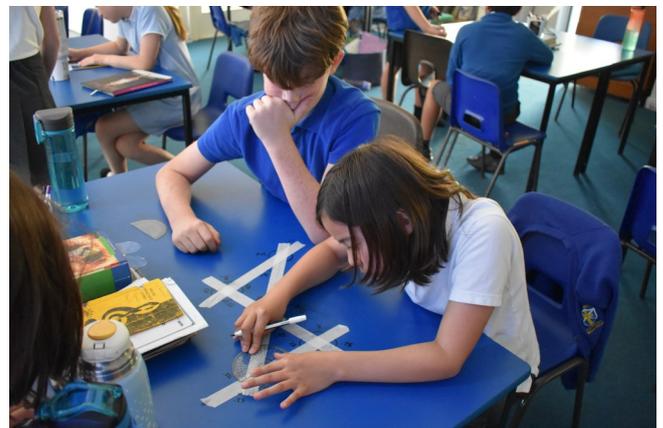


The Diocese of Oxford is the Church of England in Berkshire, Buckinghamshire and Oxfordshire. It sits between the Cotswolds in the west and London to the east, and extends from tiny rural communities to the vastly different cities of Oxford and Milton Keynes. There are 808 churches in the Diocese.



The Diocese of Oxford

Along with (approximately) 300 other Church of England schools, we are supported by the Oxford Diocesan Board of Education (ODBE), the Diocese's education service. The ODBE works alongside schools like ours, offering guidance, training and professional support to help sustain our Christian ethos and strengthen educational practice. Through this partnership, we receive support in areas such as leadership development, Religious Education and Collective Worship, ensuring that our founding Christian vision continues to shape the life and direction of the school.



contemplative | compassionate | courageous | collaborative



Living and working in Chinnor

Chinnor is a vibrant and welcoming Oxfordshire village, set at the foot of the Chiltern Hills Area of Outstanding Natural Beauty. It offers the rare combination of countryside tranquillity and strong community life, while remaining exceptionally well connected to nearby towns including Thame, Aylesbury, Oxford and High Wycombe.

The surrounding landscape provides outstanding opportunities for walking, cycling and many outdoor pursuits.

Restored lakes created from former cement works now form attractive green spaces enjoyed by the community and rich in wildlife. The wider Chiltern countryside offers space, beauty and a sense of perspective rarely found so close to London.



The village itself has plenty of amenities that mean many everyday needs are catered for. There are four grocery shops (including a Co-op with a petrol station), a traditional butcher, pharmacy, post office, cafés, hairdressers, barbers, drycleaners, a pet shop and a library. We have a range of eateries, including three traditional pubs, a sports bar, a wine bar, two Indian restaurants, a Chinese takeaway and fish and chip shop. These all contribute to a sociable and welcoming atmosphere, the village truly has a sense of “aliveness” about it.

Chinnor has a strong sense of belonging and participation. There are numerous clubs and activities for young people, while for older folks there is a thriving U3A community. There is also particularly strong sporting culture, including Chinnor Rugby Club and other local sports teams. Healthcare provision is well established with two GP surgeries.

Education continues beyond primary school through well-regarded comprehensive schools in Watlington and Thame. The restored Chinnor & Princes Risborough Railway adds further character alongside the Community Orchard, the Community Garden and the allotments.

Despite its rural setting, Chinnor offers excellent transport links, for example the M40 is just 10 minutes away. Nearby rail services provide direct access to London Marylebone in approximately 45 minutes, making it possible to enjoy the peace of village life while retaining easy access to the capital for professional or cultural opportunities.

Chinnor is a place where community, landscape and connectivity sit comfortably together, making it an attractive and enriching place to both live and work.





Job Advert and Application process

Job Advert

Employer:	Oxfordshire County Council	Reporting to:	The Governing Body
Contract:	Permanent and full-time	Start date:	1 st September 2026
Pay Scale:	Leadership Pay Scale, Group 3 Salary Range L15 – 21 (currently £73,105 - £84,699)		

To find out more about our school, please visit www.st-andrews.oxon.sch.uk.

Oxfordshire County Council and St. Andrew's School are committed to safeguarding and to promoting the welfare of children and young people, and expect all staff and volunteers to share this commitment. This post is subject to an enhanced disclosure and barring check (DBS). Reference checks and online searches will also be performed prior to interview.

Application process

To apply, please send a completed Application Form (CVs will not be accepted), along with your supporting statement to the School Business Manager, Mrs Jo Wootton for the attention of Rachel Reynolds, Chair of Governors by email to:

admin.3182@st-andrews.oxon.sch.uk.

Please ensure that all aspects of the form are fully completed as we will not otherwise be able to consider your application. Please include your full work history, and ensure that you provide an explanation where there are any gaps since leaving school.

Your supporting statement should be no longer than 2 Sides of A4 paper, font size 11, and should demonstrate how you meet the criteria in the Person Specification.

The closing date for applications is **12pm on Monday 16th March 2026**.

Shortlisted candidates will be notified on Thursday 19th March.

Interviews will take place on Tuesday 24th and Wednesday 25th March.

School visits are welcomed by appointment. Please contact the Headteacher, Mrs Annette Mashru on 01844 351353.