



## Executive Headteacher Recruitment Pack

The Governors of Titchmarsh, Warmington and Nassington Schools would like to invite applications for this role from candidates who meet the criteria in the attached job description.

This pack offers information on:

- The Schools within the Unity
- The Post

For further information please contact the Chair of the Recruitment Panel; Jane Davies  
[jdavies@warmington.northants.sch.uk](mailto:jdavies@warmington.northants.sch.uk)





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**Titchmarsh, Warmington and Nassington Schools** are a strong Unity whose purpose is to secure and enhance the educational experience offered to children by small, rural schools

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Through working together, **the Unity provides leadership, support and curriculum opportunities** which standalone schools would not be able to provide

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The Governors are looking to recruit an **Executive Headteacher to support the Unity's vision of a strong structure to provide a sustainable future**

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The successful candidate will inherit three schools with **excellent reputations, successful Ofsted and in addition for Titchmarsh as a Church School, a positive SIAMS inspection within the last three years**

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As our prospective Executive Headteacher, **you will have a commitment to the continuing success of small village schools and will be wanting to achieve the very best outcomes for all pupils**

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In addition, you will be **committed to supporting staff development** and enhancing their already impressive range of skills even further

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The **Executive Headteacher has strategic overview of all three schools with each school having a Head of School for day to day operations, its own Office Manager and Governing Boards**

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**Closing date for applications – 14<sup>th</sup> March 2025, Invitation to visit schools – 24<sup>th</sup> February to 7<sup>th</sup> March 2025 , Shortlisting – 20<sup>th</sup> March 2025, Interviews – 25<sup>th</sup> & 26<sup>th</sup> March 2025, Required start date – 1<sup>st</sup> September 2025**

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## Pupils

There are expected to be **101 pupils on roll at Titchmarsh CE Primary School September 2025**

There are expected to be **80 pupils on roll at Warmington School September 2025**

There are expected to be **76 pupils on roll at Nassington Primary School September 2025**

### Titchmarsh CE Primary

Owlets (Reception).....15  
 Barn Owls (Years 1&2).....29  
 Tawny Owls (Years 3&4).....26  
 Eagle Owls (Years 5&6).....31  
 PAN.....15

### Warmington Primary

Hedgehogs (Reception).....12  
 Foxes (Years 1&2).....22  
 Badgers (Years 3&4).....22  
 Red Kites (Years 5&6).....24  
 PAN.....15

### Nassington Primary

Oak (Reception).....10  
 Willow (Years 1&2).....20  
 Silver Birch (Years 3&4).....20  
 Rowan (Years 5&6) .....26  
 PAN.....15

**Governing Body** – Each school has their own Governing Board who meet as individual boards once a term and, in addition, there are twice yearly full Unity meetings. There are statutory and managerial committees as necessary.

**Parents and Community** – Each school has its own Parent and Friends Association which actively raises funds to support their schools and engage with the local community.



Titchmarsh CofE Primary School  
School Lane  
Titchmarsh  
NN14 3DR  
Phone : 01832 732874



**Titchmarsh  
CE Primary School**  
Building Friendships, Inspiring Confidence, Creating Futures, Nurturing Faith



# About Us

Titchmarsh CE Primary School is located in the small rural village of Titchmarsh, 10-15 minutes to the market towns of Thrapston and Oundle and with proximity to the A14.

Titchmarsh was a founder member of the Unity in 2013 and has established itself as a strong school with a strong reputation.

Year-on-year, the school is oversubscribed, and demand has regularly exceeded the available spaces.

Our Church school values live through our work in school and also through our links with the wider community. Our school is next to the Church of St. Mary the Virgin in Titchmarsh, where we have fortnightly Church Collective Worship.

# Our Ethos & Values

Building friendships, inspiring confidence, creating futures and nurturing Faith - this is our motto and very much our vision for our school.

We are determined to ensure that our pupils get the very best we can give them and that they leave us with a wide and deep range of skills and achievements that will set them up for successful lifelong learning. As a Church School, we have chosen the Parable of the Good Shepherd (Luke:15) as our core value - everyone in our community matters and we all work together to ensure that each and every child with us gets the most from their time with us. We know all of our children as individuals and we go to great lengths to ensure they all flourish and succeed.

# Extra-Curricular

Titchmarsh School offers a range of supporting elements to the curriculum such as:

- Breakfast and After-School Clubs
- School Clubs Programme offering Latin, Tennis, Soccer, Hot Shots (Basketball) and Music
- It is important for our children to appreciate their role as part of a community. We support a range of charities in our local area, nationally and globally. The Church and School Councils work with staff, governors, parents, pupils and our Parish Church to identify worthy causes to support such as;
  - Thrapston Foodbank
  - Children in Need
  - MacMillan Coffee Mornings

# What is Special?

Following our Ofsted Inspection in April 2022, where we were judged as GOOD, we were assessed by SIAMS as an effective Church School in September 2024.

The 2024 SIAMS report stated: 'Driven by the vision, staff work to ensure pupils are provided with everything they need to succeed. Pupils enjoy attending school because the adults know and care for them as individuals. Relationships between members of the school community are supportive, enabling all to flourish. Leaders develop strong relationships with families meaning that in this close-knit community, staff and parents truly work together.'

Comment from Ofsted; 'Parents and carers are overwhelmingly supportive of the school. One comment from a parent, typical of many - 'I couldn't wish for a better school for my children. They have all flourished here.'



Warmington School,  
School Lane  
Warmington  
Peterborough  
PE8 6TA  
Phone : 01832 280420



**Warmington School**  
"Igniting imagination, inspiring confidence, realising potential"

# About Us

As a founder to the Unity, Warmington School is a small school with a big heart, set in the pretty Northamptonshire village of Warmington, 10 mins from the A1(M) and 10 mins from the beautiful market town of Oundle.

It has a strong reputation for inclusion, openness and close and effective links with its families and the community.

Warmington School provides a safe, caring atmosphere in which children, parents, families, friends, governors and staff, are welcomed and valued as equal partners in education.

# Our Ethos

To enable each individual, with their own needs, talents and abilities, to reach their maximum potential. We achieve this by:

- Making learning exciting, enjoyable, challenging, whilst accepting and learning from mistakes
- Preparing them to become valuable members of society by encouraging good manners, a healthy lifestyle and mutual respect for each other and their environment
- Building links with the local community and other schools in order to allow the children to develop a feeling of global citizenship

# Extra-Curricular

Warmington School offers a range of supporting elements to the curriculum such as:

- Breakfast and After-School Clubs
- Life inside the school is busy and engaging for the children. Outside they can let off steam and learn team skills on a super pirate ship, a playhouse, tyre park, climbing wall and trim trails, as well as a playing field for sport and games and the quiet space of the The Zen Den
- School Clubs Programme offering Street Dance, Latin, Rugby and Football
- French lessons from Reception onwards
- Variety of school trips including overnight residentials

# What is Special?

Warmington was inspected by Ofsted at the start of October 2023, and we are delighted to report that we are, again, a GOOD school

Warmington School has flourished since becoming part of the Unity with Titchmarsh. Its Ofsted report in October 2023 said; 'Pupils are happy at this small and welcoming school. Parents and carers are proud that their children attend this school. A comment, typical of many, stated ' This is a nurturing and supportive school for both children and parents. This school makes our school years, years of joy.'



Nassington School,  
School Lane  
Church Street,  
Nassington,  
PE8 6QG  
Phone 01780 782743



# About Us

Nassington Primary School is located in the small village of Nassington, close to Yarwell, Fotheringhay and Woodnewton with good access to the A1(M).

Nassington School joined the Unity in September 2021 and has been a welcome addition to the Unity family. With its value of 'Where children love to learn', Nassington prides itself on being an inclusive, family-oriented school where staff work tirelessly to achieve the very best for all pupils.

Nassington has led a number of innovations since joining the Unity including Senior Mental Health Lead Work and Mental Health Hubs, Literacy Tree for Writing and acting as a pilot school for FFT Success for All Phonics.

# Our Ethos & Values

Our mission statement is 'The Nassington Way'

This applies to everything we do, from the classroom to the playground, from academic accomplishments to peer to peer interactions that build the children's social engagement.

Nassington School is dedicated to providing children with the best available education in a safe and fun environment and will be more confident, social and ready to take the next step towards the rest of their lives.

Our values are:

Teamwork  
Inclusivity and Kindness  
Courage  
Independence  
Resilience  
Creativity

# Extra-Curricular

Nassington School offers a range of supporting elements to the curriculum such as:

- An out of school club which is provided by Country Kids who run clubs before and after school
- Many activities such as Zumba, Choir, Gardening, Library and Sports
- Enriching school trips for maths challenges, sports activities and singing to deepen topic understanding
- Residential trips are also offered to outdoor pursuit centres to help build confidence and support independence

# What is Special?

Nassington was inspected by Ofsted at the start of November 2023 and were again, a GOOD school.

The school has designed an ambitious curriculum. Each subject develops important skills and knowledge. It is sequenced well. The curriculum builds knowledge year after year, providing detail from early years to Year 6. What pupils need to know in each lesson is clear.

Pupils' broader development is a strength of the school. Pupils enjoy opportunities to join many clubs, including dance-based exercise, library, football and instrument tuition. They develop their leadership skills through the school council and sports leader roles. They learn about life in modern Britain. They are well prepared for secondary school.

Dear Prospective Applicant,

The Governors, Staff and Children of Titchmarsh CE, Warmington and Nassington Schools are seeking to appoint a new Executive Headteacher to provide strategic direction to a team dedicated to the education, wellbeing and holistic development of all of our children.

With all three schools having achieved a rating of GOOD in recent Ofsted assessments, and Titchmarsh being recognised as an effective Church School by SIAMS, the successful candidate will need to work alongside the Heads of School, Staff, Governors, Parents and Pupils to build on, and develop, the many strengths across the schools and ensure they continue to thrive in the heart of our communities.

Our vision of education is one of excellence, enjoyment, high expectation and inclusion of all children in a rich and diverse curriculum. The successful candidate will need to provide the drive and strategic leadership needed to offer the best education for all our children and hold overall accountability for the shared direction and unique identity of each of the three schools.

We are looking for a new Executive Headteacher, who is innovative and dedicated to nurturing our schools' family and is committed to leading in a way which reflects each of our school's ethos and values and of course in the case of Titchmarsh, their Christian ethos and values.

In summary, you will:

- actively seek and promote collaboration across the school sites which will involve travelling between sites throughout the week
- ensuring the safety, wellbeing and protection of staff and children regarding Keeping Children Safe in Education
- consistently strive for excellent communication skills between all staff, children, parents and the wider community
- be an inspirational and innovative leader of teaching and learning
- have a clear vision for our schools which will build on our many strengths
- have experience of school leadership
- have a strong commitment to outstanding classroom practice
- maintain an ethos of nurturing opportunities for all staff to grow within a rich programme of continuous professional development and a meaningful wellbeing offer, to create a self-sustaining model of distributed leadership
- demonstrate sound financial judgement to ensure compliance with all regulatory frameworks

We are committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.

You are strongly encouraged to visit one or more of the three school sites and will be most welcome between 24<sup>th</sup> February - 7<sup>th</sup> March. To arrange a visit, please contact Mel Skerritt [bursar@titchmarshprimary.co.uk](mailto:bursar@titchmarshprimary.co.uk)



For further information or queries, please contact myself, Jane Davies, (Chair of Governors Warmington School and Chair of the Recruitment Panel for this role)

[jdavies@warmington.northants.sch.uk](mailto:jdavies@warmington.northants.sch.uk)

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