

Ramsbury Primary School

Leading an Outstanding School. Shaping its next chapter.



Head Teacher
Recruitment Pack
March 2026



Welcome from the Chair of Governors

Dear Applicant,

Thank you for your interest in the position of Head Teacher at Ramsbury Primary School.

We are proud to lead a thriving, high-performing village primary school, where children are at the heart of everything we do. Our school combines exceptional academic results with a nurturing ethos, ensuring that each child flourishes.

Ramsbury Primary School prides itself on being a school where expectations are high, relationships are strong and learning is joyful. In the last three inspections, we have been judged Outstanding in all areas by Ofsted, most recently in February 2023.

Alongside this, we are the designated English Hub for Wiltshire, Swindon, Dorset and the Cotswolds; a nationally recognised role through which we support schools across the region to deliver excellence in reading. This work is a central and celebrated part of our identity, and we are seeking a Head Teacher who will champion, strengthen and lead this important national responsibility.

We are an enthusiastic and engaged governing body with a broad depth of experience to assist the school as a strategic and supportive partner, and delight in the achievements of the staff and pupils.

We are seeking an inspirational, strategic and compassionate leader to build on our strong foundations and guide the school confidently into its next phase of development. This is a rare opportunity to shape the future of our wonderful school at the heart of a thriving community.

We warmly encourage prospective applicants to visit the school, meet our pupils, staff and governors and experience us first hand in action.

To arrange a visit, please contact Keelin Mathias at sbm@ramsbury.wilts.sch.uk or on 01672 520244.

With best wishes

Steve Sherman



Discover Ramsbury: Our School and Community

Ramsbury is a vibrant Wiltshire village of some 2000 residents, equidistant from the market town of Marlborough to the west and Hungerford, in Berkshire, to the east. The school has one class per year for pupils aged 4–11, with 186 children on roll.

We are fortunate to be at the centre of village life. Families are engaged partners; local organisations collaborate closely with us and community events connect generations. We have exceptional school grounds and access to additional facilities within the village. Outdoor learning, sport and music are not add-ons; they are embedded into daily life of the school.

Our Ethos and Values

The school's core culture is rooted in respect and kindness

Our Golden Rules are simple and powerful:

- Be gentle
- Be kind
- Work hard
- Show respect
- Listen to people
- Be honest





Ofsted Outstanding – Exceptional in Every Area

We are proud that, at the last three inspections Ofsted judged Ramsbury Primary School to be Outstanding in all areas. It was noted that ‘pupils thrive at this warm and nurturing school’ and ‘share their joy of learning in everything they do’.

These judgements reflect a culture of high expectations, strong leadership, and a relentless focus on doing what is right for the children.

Strong Academic Outcomes

Our pupils achieve highly across subjects and key stages. Outcomes include:

- 81% achieving the expected standard in reading, writing and maths combined, on average, over the past three years (well above national averages)
- High proportions achieving greater depth in KS2 SATs
- PSC 2025 97%
- GLoD 2025 79%

For our next Head Teacher, this means leading a school with both local strength and national reach.

Ramsbury English Hub: Our National Impact

Ramsbury Primary School is proud to be a government-designated English Hub, recognised for its excellence in early reading and phonics. Ours is one of only 34 such hubs in the country and the only one in Wiltshire. This places Ramsbury Primary School at the forefront of literacy education and enables us to support schools across the region, sharing best practice and delivering professional development in reading.



Learning Without Limits – An Ambitious Curriculum

Our curriculum is ambitious and carefully sequenced to deliver continuity and progression across the year groups.

It is designed to spark curiosity and secure deep knowledge while developing character and resilience.

Our experienced members of staff use their expertise to expand on the National Curriculum and provide a purposeful learning environment that fosters a love of learning and enables our children to become confident, independent learners.



Key features include:

- Outstanding teaching in phonics using Unlocking Letters and Sounds
- Strong foundations in early reading that encourages a love of literature, with a substantial library stocked with books recommended by our specialists and our pupils
- A broad and balanced curriculum across all subjects which is interwoven to create a seamless learning journey for our children
- First hand experiences to enrich learning with visitors, experiences, events and both day and residential trips
- Specialist subject-lead teachers enable high quality teaching
- Inclusive provision for children with SEND and for disadvantaged pupils
- Specialist French teacher delivering cultural enrichment and language skills for all year groups including EYFS
- Teaching Assistant provision enabling all class teachers to deliver both a high-quality education and support individual pupil needs



We believe outstanding outcomes are secured when:

- Expectations are uncompromising
- Teaching is evidence-informed
- Pupils feel confident and inspired
- Staff feel trusted
- Partnerships are strong





Inclusion at the Heart

Ramsbury Primary School is fully inclusive, committed to meeting the needs of every learner. Pupils who are not reaching their potential are identified early and given individual support. We are committed to disadvantaged learners and vulnerable learners, so that all children can access the opportunities available. No child misses out on learning and extra-curriculum activities.

We use a clear, structured approach to children with SEND and to disadvantaged learners.

This includes:

- Early identification
- Targeted, research-led methods
- Regular review and monitoring, with close parental communication and regular updates throughout the year

Collaboration with the Local Authority and other external agencies to secure the right support for every child.

Supporting Each Other

We believe that all children at Ramsbury Primary School have something unique to offer and we strive to build their interpersonal skills through a range of opportunities.

Our School Council provides children with a platform to represent their peers, as do our many responsibilities the children have.



A much anticipated 'buddy system' operates between Year 6 and the Reception class. Children are paired between the two year groups, with Year 6 pupils supporting and helping new Reception children settle into school life. Younger children benefit from having a friendly face to welcome them each morning and to look out for them during break times, creating a sense of belonging.





Music: Every Child a Musician

Music pulses through school life. From singing in their very first Parent assembly in Year R, to the soaring harmonies of our choirs and orchestra, all children are encouraged to discover their musical voice. Pupils in Classes 2, 3, 4, 5 and 6 are given the opportunity to learn a range of musical instruments through our Whole Class Instrumental Music Tuition programme. In addition, we aim for over 90% of our Key Stage 2 pupils take individual lessons to learn an instrument. Children participate in choirs, orchestras and ensembles.

Our school rings with performances, including assemblies, concerts, the annual Eisteddfod, 'Ramsbury's Got Talent', and community celebrations. Children take music exams, join jazz bands and ensembles, and are inspired by visiting musicians.

Our achievements include:

- Sing Up Platinum Award
- Music Subject Lead named as Wiltshire Primary School Music Teacher of the Year



Sport: Teamwork, Challenge and Joy

We recognise the importance of outdoor active play. Our dedicated playground areas, including a new Reception class outdoor learning space, provide opportunities for daily physical activity, backed by our broad PE curriculum, led by our dedicated specialist PE teacher.

Ramsbury Primary School holds the School Games Platinum Award in recognition of our commitment to sport. Pupils participate in a wide variety of sports including athletics, dance, netball, cricket, tag rugby, swimming and orienteering. Competitive success is celebrated, but participation is equally valued. Ramsbury village has an active sporting culture, and we are lucky to have access to the expansive recreational centre, which includes football and cricket pitches, tennis courts and acres of green space.



Enrichment and Wraparound Care

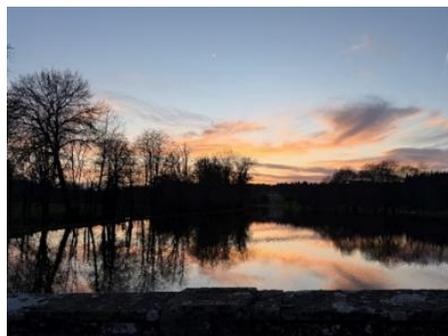
Our Breakfast Club and After School Club provide safe, welcoming environments that support families and enrich children's experiences.

A wide range of clubs spanning sport, arts and seasonal activities ensures pupils can discover new passions and deepen existing interests.

Community Partnerships: The Village Spirit

The school has strong partnerships with local organisations and groups such as Ramsbury Manor, Ramsbury Estates, Ramsbury Holy Cross Church and Marlborough College. We have a close relationship with Ramsbury Preschool, which sits adjacent to our primary school, enabling a smooth transition for children moving up from the pre-school into Reception.

Ramsbury School Development Trust (RSDT) helps the school financially through a number of fundraisers and events. Parents and the local community are active partners in school life through the PTA and activities such as in-school reading support, workshops and assemblies.



Job Description and Requirements for the Role of Head Teacher



Our new Head Teacher will provide strategic leadership and take operational responsibility for the school, working in partnership with the SLT, governors, staff, pupils, parents and the wider community.

Key Responsibilities

- Lead the school with vision, warmth and integrity
- Secure the school's strategic direction and lead the development, implementation and evaluation of the School Improvement Plan. Provide clear strategic oversight and professional leadership to the English Hub, enabling its staff and leaders to deliver high-quality, evidence-informed support and intervention to schools across Wiltshire
- Champion high-quality, evidence-informed teaching, ensuring that this is achieved across the whole curriculum
- Build and maintain effective and positive working relationships within the school and with parents and the wider community
- Oversee the school's budget and finances, ensuring robust processes for financial management and accountability
- Recruit, retain and manage the highest quality staff

Teaching and Curriculum

- Safeguard the integrity and ambition of the curriculum, while being open to the latest developments in educational research and technologies
- Secure excellence in early reading and phonics
- Ensure that pupil progression is monitored effectively and early intervention is implemented where appropriate

Staff Development

- Inspire and motivate staff and enable professional development and high-quality CPD opportunities to enhance the staffing needs and career aspirations
- Champion staff wellbeing by nurturing a supportive, collaborative workplace culture
- Build leadership capacity by providing support and constructive feedback to staff
- Foster a positive, high-performing culture

Community Engagement

- Strengthen partnerships locally and nationally by sharing best practice methods

- Continue building strong relationships with parents, governors, local schools, village groups and the wider community
- Champion the school's role as an English Hub, advocating for its continued designation and supporting its work through strong engagement with local, regional and national stakeholders

Safeguarding, Governance and Compliance

- Maintain the highest standards of safeguarding
- Ensure statutory and financial compliance, balancing day to day needs with a long-term strategic outlook
- Ensure the school remains compliant with all statutory and Ofsted frameworks, while protecting the culture, vision and ethos of the school
- Work in close partnership with the governing body to champion accountability, transparency and the implementation of the strategic outlook

The Person We Seek

Essential

- Qualified Teacher Status
- Significant leadership experience in primary education
- Proven impact on raising and sustaining high standards
- Strong understanding of curriculum, assessment and safeguarding
- Strategic financial and operational awareness
- Commitment to inclusion and community partnership
- Ability to inspire, challenge and develop others
- Alignment with the core values of the English Hub programme

Desirable

- NPQH or equivalent qualification
- Experience of improving practice with other schools

We are looking for a leader with clarity, credibility and integrity. Someone who can sustain excellence while shaping thoughtful, ambitious next steps.

What We Offer

- Enthusiastic, confident and articulate pupils that are proud of their school

- A talented and committed staff team
- A skilled, supportive and strategically focused governing body that supports the school community while recognising the demanding nature of the roles and responsibilities
- Strong parental and community engagement
- A nationally recognised English Hub environment
- Ongoing professional development and collaboration
- A beautiful rural setting with excellent facilities



Ramsbury in Brief

• **Location:** Back Lane, Ramsbury, Marlborough, Wiltshire, SN8 2QH

[Ramsbury Primary School website](#)

• **Type:** Community Primary School (ages 4–11)

• **Ofsted Rating:** Outstanding (February 2023)

[View Ofsted report](#)

• **Staff Team:** 10.7 teachers (FTE)
5.5 teaching assistants (FTE)
4.5 non-teaching staff (FTE)

• **Number on Roll:** 186 pupils

• **School Capacity:** 210 pupils

• **Attendance to date 2025/26:** 96.2%

• **Pupil Premium:** 4.1%

• **SEND Support:** 15%

• **EHCP:** 1%

24/25 Outcomes

EYFS – Good Level of Development: 79% (68% national average)

Phonics Screening Check: 97% (80% national average)

Key Stage 2 Reading EXS+: 89% (75% national average)

Key Stage 2 Writing EXS+: 81% (72% national average)

Key Stage 2 Maths EXS+: 89% (73% national average)

Key Stage 2 RWM: 78% (62% national average)



How to Apply

Salary: L15- L21

Application closing date: 17th April 2026 at 9am

Interviews will be held on: 23rd & 24th April 2026

Starting date: September 2026

Visiting

We warmly encourage prospective applicants to visit the school, meet our pupils, staff and governors and experience us in action. Please contact Keelin Mathias on 01672 520244 or at sbm@ramsbury.wilts.sch.uk to arrange a suitable time to visit.

Application Form

Using the standard application form provided, (CVs are not accepted) please complete all aspects of the form fully. Include your full work history with no unexplained gaps since leaving school education. Include all the training you have completed, particularly those in recent years which have helped to prepare you for headship.

Person Specification and Personal Statement

When writing your responses it is important you address each of the requirements in the person specification. Ensure you evidence additional aspects such as training, qualifications together with your background and experience within the personal statement.

Covering Letter

Please include a covering letter of no more than two sides of A4 paper.

References

Please make sure your referees are aware of your application and that they are able to provide a swift turn around. Preferred referees are your last two employers and you should provide their official organisation email address for us to contact. One referee is likely to be your last Head Teacher or Chair of Governors.

Identity Checks

Please be aware that if you are invited for interview, you will be required to present current photographic identification (a current passport or driving licence is applicable), original qualification documents and a current DBS.

Ramsbury Primary School is committed to safeguarding and promoting the welfare of children and expects all staff and visitors to share this commitment. All applicants will be subject to an enhanced Disclosure and Barring Service check before appointment is confirmed.