



ST. EDWARD'S ROYAL FREE

ECUMENICAL MIDDLE SCHOOL



HEADTEACHER RECRUITMENT PACK

WELCOME



“Leaders have cultivated a school community that values many forms of success. They have placed the development of well-rounded individuals at the centre of their school. Pupils’ positive contributions to wider school life are encouraged and celebrated equally, alongside their academic successes.”

Ofsted



CONTENTS

*Welcome letter from
Co-Chairs of Governors*

*School Vision,
Values & Ethos*

*School Context and
Key Information*

Head Teacher Advert

Recruitment Timeline

Job Description

Person specification

Pupil Letter

*Ofsted and SIAM
Inspections*

Thank you for your interest in the position of Headteacher at St Edward's Royal Free Ecumenical Middle School.

This is an exciting opportunity to lead a highly distinctive and successful school with a strong reputation for academic achievement, personal development and inclusive Christian education. As an ecumenical school serving both Anglican and Roman Catholic traditions, St Edward's Royal Free Ecumenical Middle School occupies a unique place within the local community. Our vision, Learning Together in Christ, underpins all that we do and creates a culture in which every child is known, valued and encouraged to flourish.

We are seeking an exceptional leader to build on the considerable strengths of the school and to shape the next stage of its development. The successful candidate will inherit a school characterised by strong relationships, a talented and committed staff team, engaged families, and pupils who are enthusiastic, respectful and eager to learn.

Recent external validation has recognised the significant progress the school has made in recent years (July 2026). Inspectors noted the school's commitment to developing well-rounded young people, celebrating success in its many forms and providing an extensive range of opportunities that support pupils' personal growth and wider development. The quality of teaching, the breadth of the curriculum and the positive culture for learning were all recognised as important strengths. [*STERF Ofsted 2022*](#)

Our most recent SIAMS inspection praised the way our vision unites Anglican and Roman Catholic traditions, enabling both pupils and adults to flourish. Inspectors highlighted the school's "powerful culture of service and character development", describing dignity and respect as the hallmarks of relationships throughout the school. They also recognised our exceptional commitment to inclusion and the richness of opportunities available to all pupils. The report went on to state: "In our school everyone is welcome, everyone is valued and everyone has the opportunity to flourish." [*SIAMS Report 150724*](#)

This reflects the ethos that lies at the heart of St Edward's Royal Free Ecumenical Middle School and which we are determined to preserve and strengthen.

Our next Headteacher will have the opportunity to work with a supportive Governing Body, dedicated staff, and a vibrant community to continue raising aspirations and outcomes for every child. We are looking for a leader with a clear educational vision, a commitment to excellence, and the ability to inspire others through their faith, integrity and ambition.

We hope this information encourages you to consider joining our community and we look forward to receiving your application. The closing date is 9.00am Friday 9th October 2026. Please include a letter of no more than two sides of A4 setting out your vision for the school's next chapter. We would like to hear your priorities, the opportunities you would pursue, and how you would work with pupils, staff, families, and the wider community to support the school's continued growth and success.

Interviews will take place on Thursday 15th October and Friday 16th October 2026.

We welcome visits to the school by arrangement on Friday 18th September between 9am – 12pm, Friday 25th September between 12pm – 4pm, Tuesday 29th September between 12pm – 4pm or Wednesday, 30th September between 9am – 12pm. Please contact Mrs Karen Mottram / Ms Nav Amar-Choil on 01753 867809.

Yours faithfully,

Louise Corfe and Kate Long
Co-Chairs of Governors
St Edward's Royal Free Ecumenical Middle School

SCHOOL VISION, VALUES AND ETHOS

**Underpinning our theologically rooted vision
is the parable of the mustard seed.**

*“The kingdom of heaven is like a mustard seed,
which a man took and planted in his field.
Though it is the smallest of all seeds, when it
grows, it is the largest of garden plants
and becomes a tree so that the birds
come and perch in its branches.”*

MATTHEW 13



Service Excellence Respect Faith

In our school everyone is welcome, everyone is valued and everyone has the opportunity to flourish. Each child grows in our school community and in turn is nurtured by that same community.



St Edward's Royal Free Ecumenical Middle School is a distinctly Christian learning community where every individual is valued and supported to flourish spiritually, emotionally, mentally, academically, and physically. Rooted in Christian values, our school provides a nurturing and inclusive environment in which pupils and adults are encouraged to grow in character, confidence, and faith.

Through our core values of **Service, Excellence, Respect, and Faith**, we enable every member of our community to realise their potential and make a positive contribution to the lives of others. Our vision is inspired by the Parable of the Mustard Seed (Matthew 13), reflecting our belief that, when nurtured with care, even the smallest seed can grow and flourish. In the same way, we are committed to enabling every member of our community to develop their unique gifts, thrive, and achieve their God-given potential.

How are pupils supported to flourish and achieve their full potential at STERF?

- A wide range of enrichment opportunities that enhance learning and personal development.
- Meaningful leadership responsibilities that promote confidence, responsibility, and independence.
- Adaptive teaching and personalised support to meet the individual needs of pupils with SEND.
- A varied programme of extra-curricular clubs that develops pupils' interests, skills, and talents.
- A broad and balanced curriculum delivered by specialist teachers with subject expertise.
- A therapeutic approach to behaviour that fosters positive relationships, emotional regulation, and wellbeing.
- Opportunities for pupils to take ownership of their learning, developing independence and resilience.
- Consistently high expectations for all pupils, enabling them to achieve their best academically, socially, and personally.



How are adults supported to flourish and grow at STERF?

- High-quality continuing professional development (CPD), with opportunities to gain further qualifications and access specialist training.
- A compassionate and supportive approach to staff absence, recognising the importance of health, wellbeing, and work-life balance.
- Practical initiatives that enhance the working environment, including air-conditioned classrooms and electric vehicle charging points.
- A strong culture of wellbeing, actively promoted and championed by governors and clergy.
- A collaborative staff culture built on mutual support, professional trust, and the sharing of expertise.
- Access to a comprehensive staff wellbeing package, including a confidential 24/7 GP service and additional wellbeing resources.
- Staff are not routinely required to provide sickness or absence cover, allowing them to focus on their core teaching and professional responsibilities.
- Ongoing initiatives to reduce workload and improve efficiency, including revised homework expectations and streamlined reporting systems.
- Leadership and governance that place staff wellbeing at the heart of decision-making, supporting professional growth, job satisfaction, and long-term staff retention.



COLLECTIVE WORSHIP

Collective worship is an important part of daily life at St Edward's Royal Free Ecumenical Middle School. It is inclusive and reflects the religious and educational needs of everyone in our school community. It provides an opportunity for all pupils and staff to participate, reflect, and grow together.

CONTEXT OF THE SCHOOL AND KEY INFORMATION: JULY 2026

St. Edward's Royal Free is a voluntary aided, ecumenical middle school in The Royal Borough of Windsor and Maidenhead. It is supported by the Dioceses of Portsmouth (Catholic) and Oxford (Church of England). It was founded when two Windsor middle schools, one of each denomination, merged in 1986. It has a PAN of 120, with the main entry point at Year 5. Pupils leave the school at the end of Year 8.

**Numbers in brackets are compared to end of last term.*

YEAR GROUP COUNT	FORM GROUP	GENDER		GRAND TOTAL
		MALE	FEMALE	
Year 5	5/1	15	15	30
	5/2	14	16	30
	5/3	14	16	30
	5/4	16	15	31
Year 5 total		59	62	121
Year 6	6/1	14	16	30
	6/2	16	14 (-1)	30 (-1)
	6/3	16	14	30
	6/4	16 (-1)	14	30 (-1)
Year 6 total		62 (-1)	58 (-1)	120 (-2)
Year 7	7/1	14	17 (+1)	31(+1)
	7/2	18 (+1)	13	31(+1)
	7/3	18	12	30
	7/4	17	13	30
Year 7 total		67 (+1)	55 (+1)	122 (+2)
Year 8	8/1	15	16 (+1)	31(+1)
	8/2	15	14 (-1)	29 (-1)
	8/3	19	11	30
	8/4	17	13	30
Year 8 total		66	54	120
Grand total		254	229	483

NUMBERS OF PUPILS IN THE FOLLOWING GROUPS:

Children in Care (CLA): 3 Adopted from care: 3 Pupil Premium: 61 Free School Meals: 49 (+1) Service Children: 6

PUPILS WITH AN EHCP OR WHO ARE SEND SUPPORT

YEAR GROUP YEAR	EHCP	SEN SUPPORT (SENK)	TOTAL
Year 5	6	15	21
Year 6	1	18	19
Year 7	8	12	20
Year 8	10	10	20
Whole School Total	25	55	80

JULY 2026 OUTCOMES

TEST	NATIONAL MEETING THE STANDARD	STERF PUPILS MEETING THE STANDARD	STERF MEETING THE HIGHER STANDARD
Maths	75%	77%	37%
Reading	75%	89%	50%
SPAG	74%	81%	33%

**Numbers in brackets are compared to end of last term.*

TEACHER ASSESSED GRADES

We are delighted that **75% of our pupils achieved the expected standard in Writing**, exceeding the national average of 73%. **In Science, 88% of pupils met the expected standard**, significantly above the national average of 82%.

Whilst headline figures provide an important measure of attainment, they do not tell the full story. They cannot fully reflect the significant progress made by many pupils who may not yet have reached the expected standard but have made substantial gains in their learning and moved considerably closer to achieving it. **At St Edward's Royal Free Ecumenical Middle School, we believe that every pupil's journey is unique and that success is measured not only by attainment, but also by the progress each child makes from their individual starting point.** This year's outcomes reflect our unwavering belief in every pupil's potential, our consistently high expectations, and our commitment to enabling every child to flourish academically, personally, spiritually, and emotionally. We are immensely proud of the progress our pupils have made and of the dedication and resilience they have shown throughout their learning journey.



HEAD TEACHER

This is an exceptional opportunity for an ambitious, values-driven leader to become the next Headteacher of St Edward's Royal Free Ecumenical Middle School.

We are seeking an inspirational and compassionate leader who is committed to educational excellence and shares our vision of enabling every member of our community to flourish. Building on our strong Christian ethos and established success, you will have the opportunity to shape the next chapter of our school's journey, leading a dedicated staff team and inspiring our pupils to achieve their full potential.

If you are an experienced leader with the vision, integrity, and determination to make a lasting difference, we would be delighted to hear from you. We welcome applications from individuals who are passionate about developing both people and potential, and who are excited by the opportunity to lead a thriving and inclusive Christian school where Service, Excellence, Respect, and Faith are at the heart of everything we do.

We strongly encourage prospective applicants to visit the school to experience first-hand our warm, welcoming community and to meet the pupils and staff who make St Edward's such a special place to learn and work.

St. Edward's Royal Free Ecumenical is a distinctively Christian school in which we as individuals achieve and thrive with dignity, knowing we are loved by God. In our supportive and exciting environment, we are given opportunities to grow and learn; to aim for excellence in all we do and develop enquiring minds.

Following 27 years of dedicated service to education, our Headteacher has been presented with an exciting new opportunity to work with the National Society for Education, the organisation leading the national educational work of the Church of England and the Church in Wales and supporting thousands of church schools, academies, and chaplaincies. Over the past six years, she has successfully led St Edward's Royal Free Ecumenical Middle School, providing strong leadership, a clear vision and a deep commitment to the continued development of our school community. We are delighted that she has been offered this new opportunity and wish her every success in this next chapter of her professional journey. As we look ahead, we are seeking to appoint an experienced, enthusiastic, and highly motivated leader who can build on the strong foundations established over recent years and inspire our pupils, staff, families and wider school community in the years to come.

For January or April 2027

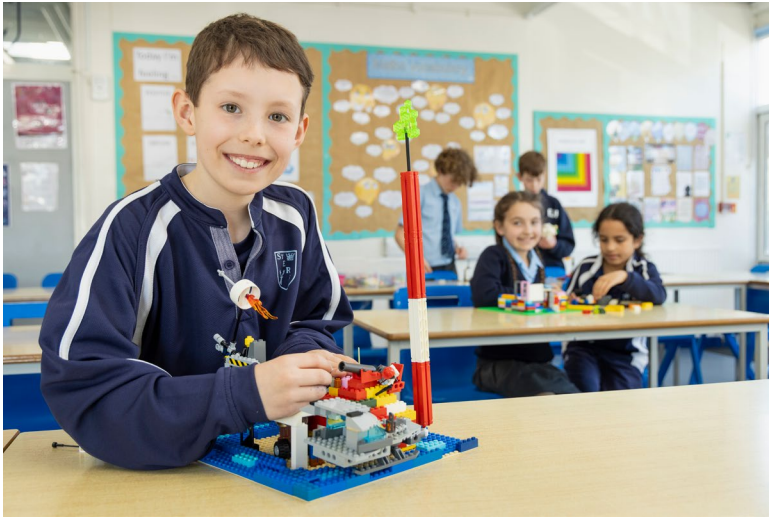
Contract Type: ——— **Full Time**

Contract Term: ——— **Permanent**

Leadership Group 4: — **L18 £80,133 –
L27 £98,549
(pay award pending)**

Closing date: ——— **9.00am Friday 9th
October 2026**

Interviews: ——— **Thursday 15th October
and
Friday 16th October 2026
St Edward's Royal Free
Ecumenical Middle School
– Windsor**



The ideal candidate will:

- **Champion and further strengthen the school's distinctive Christian ethos**, ensuring it remains at the heart of all aspects of school life and decision-making.
- **Be an experienced and highly successful senior leader**, with a demonstrable track record of improving educational outcomes and raising standards within a primary or secondary school setting.
- **Provide inspirational, values-driven leadership**, fostering a shared vision and motivating staff, pupils, governors and the wider community to achieve excellence.
- **Articulate and deliver a clear strategic vision** for outstanding teaching, learning and curriculum provision that enables all pupils to thrive.
- **Demonstrate a deep commitment to inclusion, equity and excellence**, ensuring that every pupil is supported and challenged to achieve their full potential.
- **Possess exceptional strategic, organisational and operational leadership skills**, with the ability to lead effectively in a complex educational environment.
- **Have substantial experience of leading sustainable school improvement**, driving innovation and managing change successfully to secure long-term impact.
- **Demonstrate an uncompromising commitment to safeguarding**, promoting the welfare, wellbeing and safety of all children and young people.
- **Be an outstanding communicator and relationship-builder**, capable of working collaboratively with governors, staff, pupils, families, diocesan partners and external stakeholders.
- **Exhibit resilience, integrity and emotional intelligence**, with the capacity to navigate challenge, inspire confidence and lead with authenticity and professionalism.
- **Be passionately committed to education and lifelong learning**, empowering young people to become confident, successful, compassionate and responsible citizens who are well prepared for the future.

We Offer:

- **The opportunity to lead a highly successful and well-respected school**, renowned for its strong reputation, rich heritage and commitment to excellence.
- **Engaged, ambitious and well-behaved pupils** who are enthusiastic about learning and eager to achieve their full potential.
- **A talented, dedicated and highly committed staff team**, united by a shared passion for delivering outstanding educational experiences.
- **A supportive, experienced and forward-thinking Governing Body**, fully committed to the continued success and strategic development of the school.
- **A unique opportunity to shape the future direction of the school**, making a lasting and meaningful impact on the lives and outcomes of young people.
- **A strong culture of professional learning and leadership development**, with opportunities to grow, innovate and flourish as a school leader.
- **Excellent facilities and resources** across a well-maintained and attractive school site that supports high-quality teaching and learning.
- **A comprehensive staff wellbeing programme**, including access to a 24/7 GP service and a range of wellbeing support initiatives.
- **Convenient onsite parking**, including electric vehicle charging (EV) facilities.
- **A welcoming and supportive school community**, where collaboration, ambition and shared values underpin continued success.
- **A caring, inclusive and happy school community**, underpinned by a strong set of values and a distinctive Christian ethos that shapes relationships, supports wellbeing and inspires all members of the school to flourish.

This School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for all successful applicants. If you would like more information, please visit our website: www.sterf.org.uk or call 01753 867809

Please submit applications to Ms Nav Amar-Choi - Business Manager headteacher-vacancy@sterf.org.uk



RECRUITMENT TIMELINE

School Visits: Friday 18th September between 9am – 12pm,

Friday 25th September between 12pm – 4pm,

Tuesday 29th September between 12pm – 4pm or

Wednesday, 30th September between 9am – 12pm.

Please contact Mrs Karen Mottram / Ms Nav Amar-Choi on 01753 867809

Closing Date: 9am Friday 9th October 2026

Shortlisting: Friday 9th October and Monday 12th October 2026

Interviews: Thursday 15th October and Friday 16th October 2026

Start Date: January or April 2027 (A flexible start date is available for the right candidate.)

All appointments will be subject to appropriate pre-employment checks, including an enhanced Disclosure and Barring Service (DBS) check, references from previous employers, online searches and verification of qualifications.

HEADTEACHER JOB DESCRIPTION

Purpose of the Role

The Headteacher will provide inspirational, strategic and professional leadership for St Edward's Royal Free Ecumenical Middle School, ensuring that every aspect of school life is rooted in the school's Christian vision and values.

Working in partnership with the Governing Body, staff, pupils, parents, the Portsmouth Catholic Diocese and the Oxford Diocese, the Headteacher will lead the continued development of a thriving ecumenical learning community in which every individual is encouraged to flourish spiritually, academically, emotionally and socially.

The Headteacher will be responsible for securing the highest standards of educational achievement, safeguarding, wellbeing and personal development, while ensuring effective stewardship of the school's people, resources and finances. The role will be undertaken in accordance with the Headteachers' Standards (2020), the School Teachers' Pay and Conditions Document (STPCD), statutory guidance and the school's Instrument of Government.



Shaping the Future

The Headteacher will:

- Provide clear, inspirational and values-led leadership that enables the school's Christian vision to be understood, embraced and lived by every member of the school community.
- Champion the distinctive ecumenical character of the school, fostering strong partnerships with the Roman Catholic Church and the Church of England while creating an inclusive community where all are welcomed, respected and valued.
- Lead the school with integrity, compassion and ambition, ensuring that every pupil is enabled to flourish, fulfil their God-given potential and become a responsible, confident and compassionate citizen.
- Translate the school's vision into a clear strategic direction, supported by ambitious priorities, measurable objectives and effective school improvement planning.
- Create a culture of excellence where high expectations, innovation and continuous improvement are embedded across all aspects of school life.
- Inspire staff and pupils to embrace creativity, curiosity and innovation, making effective use of emerging technologies to enhance teaching, learning and organisational effectiveness.
- Lead rigorous self-evaluation informed by evidence, data and stakeholder feedback, ensuring that improvement priorities have a sustained impact on pupil outcomes and the wider life of the school.
- Ensure strategic planning reflects the diverse needs, experiences and aspirations of the school community, promoting equity, inclusion and equality of opportunity.
- Promote environmental responsibility and sustainability, embedding these principles within the school's curriculum, operations and decision-making.
- Foster a collaborative culture in which staff are empowered to lead, share expertise and work together to secure the best possible outcomes for every pupil.
- Celebrate achievement in all its forms, recognising the academic, personal, spiritual and social development of every child while maintaining an unwavering commitment to excellence.



Working with Others and Developing Self

The Headteacher will foster a culture of collaboration, professional trust and continuous improvement, ensuring that all members of the school community are valued, supported and empowered to achieve their full potential.

The Headteacher will:

- Lead by example, modelling the school's Christian vision and values with integrity, humility and compassion in all aspects of school life.
- Nurture and promote the distinctive ecumenical character of the school, ensuring that its Roman Catholic and Church of England foundations are celebrated while creating an inclusive environment that welcomes and respects people of all faiths and none.
- Build and sustain a positive, inclusive and collaborative culture in which every individual is treated with dignity, fairness and respect.
- Inspire, motivate and empower staff, promoting a shared commitment to excellence, continuous improvement and the highest expectations for all pupils.
- Recruit, develop and retain a highly skilled workforce through effective induction, coaching, mentoring, professional development and performance management.
- Foster a culture of professional learning, encouraging innovation, reflective practice and the sharing of expertise within school and across local and national networks.
- Delegate responsibilities effectively, empowering colleagues to lead with confidence while ensuring clear accountability and high-quality outcomes.
- Recognise and celebrate the achievements and contributions of individuals and teams, promoting wellbeing, morale and a strong sense of belonging.
- Address underperformance with professionalism, fairness and integrity, providing appropriate support while ensuring accountability for high standards.
- Prioritise the wellbeing, workload and professional fulfilment of staff, creating an environment in which colleagues can flourish personally and professionally.
- Engage positively with pupils of all ages, building strong relationships that inspire confidence, aspiration and mutual respect.
- Maintain the highest standards of safeguarding, ensuring that safeguarding and the welfare of children remain central to all decisions and actions.
- Demonstrate a commitment to personal professional development by reflecting on practice, seeking feedback and engaging in ongoing learning to strengthen leadership and improve outcomes for the whole school community.
- Develop and maintain effective partnerships with governors, diocesan representatives, external agencies and educational partners to support the continued success of the school.

Managing the Organisation

The Headteacher will provide effective strategic and operational leadership, ensuring that the school's resources, systems and people are managed efficiently, responsibly and in line with the school's Christian vision and educational priorities.

The Headteacher will:

- Develop and maintain an organisational structure that reflects the school's vision, values and strategic priorities, enabling effective leadership, accountability and collaboration at all levels.
- Ensure that the school's policies, procedures and practices comply with statutory requirements and reflect national and local priorities, while meeting the needs of the school community.
- Lead the effective implementation of the School Development Plan, ensuring that improvement priorities are evidence-informed, measurable and deliver sustained impact.
- Manage the school's financial resources with integrity and transparency, ensuring best value, long-term sustainability and effective stewardship of public funds.
- Ensure that staffing structures, recruitment and workforce planning support the school's strategic objectives, enabling the recruitment, retention and development of high-quality staff.
- Promote a positive working environment that values staff wellbeing, manages workload effectively and supports colleagues to achieve an appropriate work-life balance.
- Implement robust performance management processes that promote accountability, recognise excellence and support professional growth.
- Ensure that the school's premises provide a safe, secure, inclusive and stimulating environment that supports high-quality teaching, learning and wellbeing, and complies with all health and safety requirements.
- Oversee the effective deployment and evaluation of all physical, financial and technological resources to maximise educational outcomes and deliver value for money.
- Champion the strategic use of digital technologies to enhance teaching, learning, communication and the efficient management of the school.
- Ensure that safeguarding, health and safety, risk management and regulatory compliance remain central to all aspects of school leadership and organisational practice.
- Promote equality, diversity and inclusion throughout the school, ensuring that every member of the community is treated with dignity, fairness and respect.
- Lead by example, fostering a culture of professionalism, accountability and continuous improvement in which every individual feels valued, supported and empowered to flourish.



Securing Accountability

The Headteacher will establish a culture of transparency, accountability and continuous improvement, ensuring that all members of the school community are committed to achieving the highest standards of educational excellence and pupil wellbeing.

The Headteacher will:

- Provide clear, strategic leadership and fulfil all statutory and contractual responsibilities to the Governing Body, ensuring the school is led with integrity, professionalism and accountability.
- Work in close partnership with the Governing Body, providing accurate information, objective advice and professional guidance to support effective governance and informed decision-making.
- Foster a culture of shared responsibility in which all staff understand their individual and collective accountability for delivering the school's vision and achieving the best possible outcomes for every pupil.
- Ensure that roles, responsibilities and performance expectations are clearly defined, consistently communicated and subject to robust monitoring, review and evaluation.
- Lead rigorous self-evaluation and quality assurance processes, using evidence, data and stakeholder feedback to inform strategic planning and secure sustained school improvement.
- Monitor and evaluate the quality of education, including teaching, learning, the curriculum and assessment, providing effective support and challenge to drive continuous improvement and raise pupil achievement.
- Ensure that safeguarding is embedded across all aspects of school life, maintaining a strong culture of vigilance in which the welfare of every child is paramount and safeguarding responsibilities are fully understood by all.
- Promote high standards of behaviour, attendance and personal development through effective systems of monitoring, intervention and support.
- Ensure that parents and carers are well informed about the curriculum, their child's progress and the wider life of the school, fostering open, honest and effective communication.
- Present clear, accurate and accessible reports on the school's performance to governors, parents, diocesan partners and other stakeholders, celebrating success while identifying priorities for further improvement.
- Reflect on the impact of leadership, actively seeking feedback and demonstrating a commitment to continuous professional learning and organisational improvement.
- Ensure that the school's resources, policies and practices are regularly reviewed to secure compliance, promote excellence and deliver the best possible outcomes for pupils.

General Information

The Headteacher will carry out all duties and responsibilities in accordance with relevant statutory legislation, regulatory requirements, the school's Instrument of Government, agreed policies and procedures, and the professional expectations outlined in the **Headteachers' Standards (2020)** and the **School Teachers' Pay and Conditions Document (STPCD)**.

The Headteacher will uphold the highest standards of professional conduct, integrity and leadership, ensuring that all decisions and actions reflect the school's Christian vision, values and commitment to enabling every member of the community to flourish.

The Headteacher will work collaboratively with the Governing Body, staff, pupils, parents, diocesan partners and the wider community to secure the continued success and development of St Edward's Royal Free Ecumenical Middle School.

Strengthening Community

The Headteacher will nurture and strengthen the school community, ensuring that St Edward's Royal Free Ecumenical Middle School remains a welcoming, inclusive and outward-facing Christian community where every individual is valued, respected and encouraged to flourish.

The Headteacher will:

- Promote and protect the distinctive Christian and ecumenical character of the school, celebrating its Roman Catholic and Church of England foundations and ensuring that its values of Service, Excellence, Respect and Faith are lived out throughout the life of the school.
- Build a strong sense of belonging and community, where pupils, staff, families, governors and partners work together to support the academic, spiritual, moral, social, emotional and cultural development of all pupils.
- Develop and sustain positive relationships with the Portsmouth Catholic Diocese and the Oxford Church of England Diocese, ensuring effective collaboration and support for the continued development of the school's Christian vision and ethos.
- Create an inclusive culture that celebrates diversity, promotes equality and actively challenges all forms of prejudice, discrimination and inequality.
- Ensure that the curriculum and wider school experiences reflect the richness of the school community and provide opportunities for pupils to develop understanding, empathy and respect for others.
- Establish and maintain strong partnerships with parents, carers and families, recognising their vital role in supporting pupils' achievement, wellbeing and personal development.
- Develop meaningful links with local organisations, community groups, businesses and external agencies to enrich pupils' learning experiences and strengthen the school's contribution to the wider community.
- Work collaboratively with other schools, networks and educational partners to share effective practice, promote innovation and contribute to the wider development of education.
- Ensure that pupils have opportunities to engage with and contribute to the wider community through service, leadership and active citizenship, reflecting the school's Christian values.
- Work effectively with safeguarding partners and external agencies to ensure that children and families receive appropriate support and that pupils are kept safe.
- Encourage parents, carers and members of the wider community to play an active role in the life and development of the school.
- Promote a culture in which every member of the community feels welcomed, valued and empowered to contribute positively to the life and future of St Edward's Royal Free Ecumenical Middle School.

Additional Information

The Governing Body expects all employees to work flexibly within the framework of the duties and responsibilities outlined in this job description. The post holder may, therefore, be required to undertake other reasonable duties that are consistent with the purpose, responsibilities and expectations of the role.

This job description outlines the key responsibilities of the post but is not intended to provide an exhaustive list of duties. Responsibilities may be delegated appropriately to other members of staff, while the Headteacher retains overall accountability for the effective leadership and management of the school.

The Headteacher will be expected to respond positively and professionally to the changing needs and priorities of the school, demonstrating adaptability, resilience and a commitment to continuous improvement.

The job description will be reviewed annually as part of the performance review process, or at any other appropriate time determined by the Governing Body, to ensure that it continues to reflect the strategic direction and operational needs of the school.

The Governing Body is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The successful candidate will be required to undertake appropriate safeguarding checks, including an enhanced Disclosure and Barring Service (DBS) check.

All duties and responsibilities must be carried out with due regard to equality, diversity and inclusion, ensuring that every member of the school community is treated with dignity, respect and fairness.

HEADTEACHER PERSON SPECIFICATION

The successful candidate will be an inspirational, compassionate and strategic leader who shares our commitment to the Christian vision and values of St Edward's Royal Free Ecumenical Middle School. They will demonstrate the ability to lead a thriving learning community, inspire excellence, and enable every member of the school community to flourish.

CRITERIA	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications and Professional Development	• Qualified Teacher Status (QTS). • Successful experience of senior leadership within education including Key Stage 2 & or Key Stage 3. • Evidence of continued professional learning and commitment to personal development. • Understanding of current educational legislation, safeguarding requirements and national priorities.	• NPQH or equivalent leadership qualification. • Further qualifications or training relating to school improvement, coaching, governance or Christian education.	Application form Interview Reference
Leadership Experience and Vision	• Proven experience of effective leadership and management within a school setting. • Ability to articulate and deliver an ambitious vision that improves outcomes for all pupils. • Experience of leading sustainable school improvement through effective strategic planning and evaluation. • Ability to inspire, motivate and empower staff to achieve excellence.	• Experience of leading significant whole-school improvement initiatives. • Experience of working with governors, diocesan bodies or external partners.	Application form Leadership task Interview Reference

CRITERIA	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Christian Vision and Ethos	• A committed practising Catholic or Anglican with a clear commitment to supporting, promoting, and developing the Christian ethos and values of St Edward's Royal Free Ecumenical Middle School, and contributing actively to the spiritual and faith life of the school community. • Understanding of the distinctive nature of an ecumenical school and commitment to nurturing an inclusive Christian community. • Ability to inspire pupils and adults to live out the values of Service, Excellence, Respect and Faith.	• Experience of leadership within a Church of England, Roman Catholic or ecumenical school. • Knowledge of collective worship, Christian education and church school inspection frameworks.	Application form Interview Reference from Parish Priest
Teaching, Learning and Curriculum	• Strong understanding of excellent teaching, learning and assessment. • Commitment to high expectations and ambition for every pupil. • Experience of using evidence, data and evaluation to improve pupil outcomes. • Ability to lead the development of a broad, balanced and ambitious curriculum.	• Experience of curriculum innovation or leading developments in teaching and learning. • Understanding of educational technology to enhance learning.	Application form Leadership task Interview
Pupil Development, Inclusion and Wellbeing	• Strong commitment to safeguarding and promoting the welfare of children. • Ability to create an inclusive environment where every pupil is valued and supported to flourish. • Understanding of pupils' spiritual, moral, social, emotional and academic development. • Commitment to promoting positive behaviour, attendance and wellbeing.	• Experience of supporting vulnerable pupils or pupils with additional needs. • Experience of developing wellbeing initiatives.	Application form Interview Reference

CRITERIA	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Leading and Developing Others	• Ability to build positive relationships based on trust, respect and collaboration. • Experience of developing staff through coaching, mentoring, professional development and performance management. • Commitment to staff wellbeing and effective workload management.	• Experience of developing leadership capacity across a school or partnership.	Application form Interview Reference
Communication and Relationships	• Excellent communication skills and ability to engage effectively with pupils, staff, governors, parents, carers and external partners. • Ability to listen, build consensus and manage challenging situations sensitively and professionally. • Commitment to working collaboratively with families and the wider community.	• Experience of representing a school within local, diocesan or wider educational networks.	Application form Interview
Strategic and Operational Management	• Ability to manage resources effectively and ensure value for money. • Understanding of effective financial, staffing and organisational management. • Ability to balance strategic leadership with effective operational management. • Commitment to equality, diversity and inclusion.	• Experience of managing significant change, premises development or resource planning.	Application form Leadership task Interview

CRITERIA	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Personal Attributes	• Inspirational and approachable leadership style. • Warmth, compassion and emotional intelligence. • High levels of integrity, honesty and professionalism. • Commitment to continuous improvement and lifelong learning. • Passion for improving the lives and opportunities of children and young people.	• Ability to bring creativity, innovation and fresh perspectives to school leadership.	Application form Interview References
Safeguarding	• Demonstrates a clear understanding of safeguarding responsibilities and commitment to promoting the welfare of children and young people.	• Proven experience of leading safeguarding practice within a school, including fulfilling the responsibilities of the Designated Safeguarding Lead (DSL) or Deputy Designated Safeguarding Lead (DDSL).	Application form Interview References DBS checks

DEAR FUTURE HEADTEACHER

We are looking forward to meeting you and welcoming you to our very special school community. This is a place of genuine happiness where we enjoy learning together in Christ.

This school has been led by headteachers whose vocation it has been to help everyone grow emotionally, academically and spiritually (we are the mustard seeds). This journey of growth is at the centre of our school vision. The opportunities we are given to reach our full potential and the support we are given to be the best versions of ourselves are what set our school apart.

As a headteacher, we would like you to have these qualities:

- To be able to demonstrate and model our school values of Service, Excellence, Respect and Faith
- Someone whose Christian faith guides their actions and who helps us understand how the teachings of the Bible relate to our everyday lives
- A person who is always accepting of people's different religious views and supportive of each individual's faith journey
- Someone who will always keep us safe and puts our wellbeing above everything else
- Always being kind, caring and approachable, being willing to listen to what others feel strongly about and the things that worry them
- Someone who understands how we as pupils change during our time at middle school and factors this into the decisions they make
- A person who helps us understand why we make mistakes, helps us to learn from them and encourages us to approach challenges with a growth-mindset
- Knows the importance of giving us all the chance to succeed no matter what our starting points are
- Understands how important our school traditions are to us while helping us to make new ones
- Someone who celebrates our successes and is proud of everything we achieve both as individuals and as a school community

When pupils and staff move on from this school, they continue to feel part of our StERF family because this is the place where they were made to feel they belonged and were given every opportunity to thrive.

If you think you are the person we are looking for, please visit us as we would love to meet you.

From, **StERF Pupils**



WE LOOK FORWARD TO RECEIVING YOUR APPLICATION



St. Edward's Royal Free
Ecumenical Middle School
Parsonage Lane
Windsor
Berkshire
SL4 5EN

01753 867 809

www.sterf.org.uk

Please email applications to:
headteacher-vacancy@sterf.org.uk

