

glover recruitment
consultancy



Thornhill Primary School

Information for headteacher candidates



A message for candidates

Dear applicant

Welcome, and thank you for your interest in the post of Headteacher at Thornhill Primary School. We envisage that the successful applicant will contribute significantly to the strategic direction of the school over the coming months and years.

I hope you find the information in this pack helpful, and that it gives you an insight into our popular, multicultural and inclusive school. Our dedicated team of staff and governors are a friendly, closeknit family, who enjoy strong and positive relationships with our children, their families and the wider community.

We are looking forward to welcoming a new headteacher to our school who will work with our senior leadership team in leading our existing body of skilled, conscientious and committed staff. You will be supported by a passionate board of governors who have the highest aspirations for the school, its values and ethos, and who will work alongside you in attaining the best possible outcomes for staff and children.

As a school, we have been committed to developing our own broad, bespoke and enriched curriculum, which meets the needs, ethos and cultural diversity of our school. We are looking for an inspirational headteacher with the enthusiasm, purpose and commitment to both maintain and build upon the excellent achievements and high standards we have already seen with our tailored curriculum. We look forward to seeing the additions you implement to enhance it, whilst maintaining the emphasis of high attainment alongside the development of our pupils' and staff members' holistic health and wellbeing. You will be a skilled, empathetic communicator and be able to demonstrate the ability to nurture and cultivate long-term connections with all our stakeholders, including our wider learning community of schools.

Your focus will be to attain the best possible outcomes for our children, whilst championing cultural diversity, inclusivity and respect for all. This will require you to develop an understanding of the individual needs of our students, staff and governors so as to ensure that there is fairness and equity throughout all levels of our school.

We hope that you share our school's vision and ethos, and we look forward to hearing of how your experience, creativity and ambition will take Thornhill to the next level.

Kind regards

Heidi Cooper and Mezzmel Hussain
Co-Chairs of Governors, Thornhill Primary School



Headteacher

Thornhill Primary School, Clough Bank, Rotherham, S61 1TD

**L16–L22 (£75,049 – £86,803), starting point dependent on experience
To start Easter 2026**

Tel: 01709 335999
Email: thornhilloffice@thps.org.uk
Website: www.thornhillprimary.org.uk
Group 3 NOR 332

Every child, every lesson, every day

Thornhill Primary is a warm, friendly, multicultural school at the heart of a vibrant and supportive community.

We provide a bespoke curriculum designed to give all our pupils the skills and knowledge they need to flourish. We introduce our children to the world around them, building their awareness of their place and role in the local, national and global community. We nurture an appreciation of diversity and teach our children to respect difference while also celebrating our shared commonality. Our dedicated and closeknit team has the highest academic aspirations for all pupils, but we also place a strong emphasis on physical wellbeing, alongside social and emotional development. We provide pre- and post-school provision to support our children and their families. We use this to extend and complement our curriculum and to further develop our children's capital.

We believe that every child should be given the opportunity achieve their full potential, whatever that looks like. To enable this, we provide a safe, nurturing and stimulating learning environment to spark children's curiosity.

We are looking for a friendly, inspirational and forward-thinking school leader who:

- has a demonstrable record of delivering whole school improvement in a senior leadership role.
- will be outward-facing and highly visible, recognising the integral role of Thornhill Primary in the local community.
- recognises, celebrates and promotes diversity and has a clear understanding of what it means to be a headteacher in a multicultural school
- is committed to the physical and mental wellbeing of pupils and staff alike, ensuring that the school remains a happy, safe and rewarding place in which to learn, work and play.
- acknowledges and builds upon Thornhill's existing successes, while bringing new ideas to develop the school further.
- will delegate responsibility and leadership across the school while working positively and strategically with governors and external partners.
- has an inclusive approach to education and

shares our commitment to ensure every child achieves.

In return, we can offer you:

- the opportunity to lead an enthusiastic, passionate and dedicated staff team.
- the support of our families, friends and the wider community.
- the governing body's commitment to your wellbeing and ongoing professional development.

Visits to Thornhill Primary are warmly encouraged. You can arrange a visit, or an informal discussion with the current Headteacher, by contacting the school office in 01709 335999.

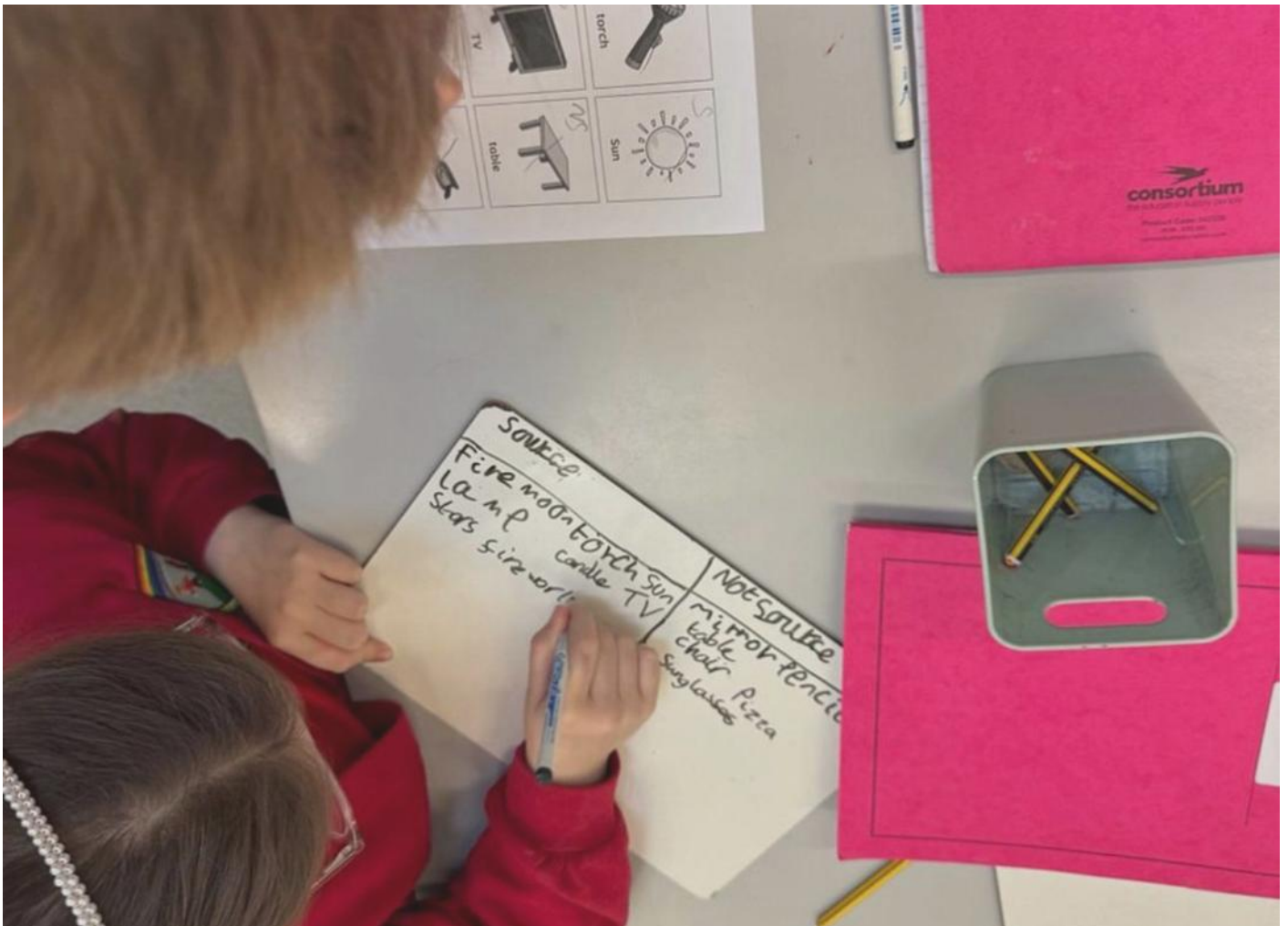
Completed applications, and any queries about the recruitment process, should be addressed to Scott Glover, Glover Recruitment Consultancy, at scott@gloverrecruitment.co.uk, or by calling him on 0776677 3682. Applications should be submitted using the attached Rotherham MBC application form (please contact Scott if you require this document in a different format). In line with Safer Recruitment guidance, CVs will not be accepted, nor will applications submitted using other forms.

Thornhill Primary School is committed to safeguarding and promoting the welfare and safety of children and expect all our staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974. All shortlisted candidates will be asked to disclose any cautions or convictions prior to interview. The amendments to the ROA Exceptions Order 1975 (2013 & 2020) provide that certain convictions and cautions are 'protected' and are therefore not subject to disclosure to employers. Guidance and criteria on the filtering of these cautions and convictions can be found on the Ministry of Justice website. Please also note that an online search will also be conducted for all shortlisted candidates prior to interview.

The successful candidate will be required to complete an enhanced Disclosure and Barring Service check and a Children's Barred List check. Please note that it is a criminal offence to apply for this post if you have been placed on the Children's Barred List. Candidates are asked to read the school's safeguarding policy.

**Closing date for applications:
12 noon Wednesday 29th October 2025**

**Assessment centre and interviews:
Monday 17th and Tuesday 18th November 2025**



Information for candidates

Please use your personal statement to demonstrate how you meet each of the elements set out in the person specification. You should provide examples and, wherever possible, evidence of positive impact. Candidates will be shortlisted on their track record as a school leader and how well they demonstrate the attributes set out in the person specification.

The deadline for the receipt of applications is 12 noon on Wednesday 29th October 2025. Completed forms should be submitted directly to scott@gloverrecruitment.co.uk.

School visits are warmly encouraged and should be arranged by contacting the school office.

All candidates will be informed of the shortlisting outcome by 1.00pm on Tuesday 4th November.

Shortlisted candidates will be asked to attend the school on Monday 17th November for in-school activities. An assessment centre and interviews will take place on Tuesday 18th November.

The assessment centre will consist of a series of job-related exercises designed to give all candidates the opportunity to demonstrate the key competencies required for headship. Shortlisted candidates will be fully briefed at the beginning of the process.





Thornhill Primary School

Headteacher job description

Job details

Salary: L16-L22

Reporting to: The Governing Board of Thornhill Primary School

Responsible for: The teaching and support staff of the school and its children and young people

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the headteacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.

Main purpose

The headteacher will:

- Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community
- Establish and oversee systems, processes and policies so the school can operate effectively
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented
- Monitor progress towards achieving the school's aims and objectives
- Allocate financial resources appropriately, efficiently and effectively

Qualities

The headteacher will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the school community
- Serve in the best interests of the school's pupils

Duties and responsibilities

School culture and behaviour

The headteacher will:

- Create a culture where pupils experience a positive and enriching school life
- Uphold ambitious educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils, and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy

Teaching, curriculum and assessment

The headteacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum
- Ensure the use of evidence-informed approaches to reading so that all pupils are taught to read

Additional and special educational needs (SEN) and disabilities

The headteacher will:

- Promote a culture and practices that enables all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfils statutory duties regarding the SEND Code of Practice.

Managing the school

The headteacher will:

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of a duty of care
- Manage staff well with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk

Professional development

The headteacher will:

- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Ensure training and continuing professional development is effectively planned, delivered and evaluated
- Make sure professional development opportunities draw on experts both within, and beyond the school
- Seek training and continuing professional development to meet the needs of all staff members

Governance, accountability and working in partnership

The headteacher will:

- Understand and welcome the role of effective governance, including accepting responsibility
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Work successfully with other schools and organisations
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

Person Specification

All candidates should demonstrate how well their qualifications and experience, personal qualities, skills, professional knowledge and understanding and knowledge of safeguarding meet the requirements of the person specification. Evidence of positive outcomes should also be stated.

CRITERIA	QUALITIES
Qualifications and training	• Qualified teacher status • Degree • Evidence of recent appropriate leadership development training
Experience	• Successful leadership and management experience in a school • Teaching experience across the appropriate key stages • Involvement in school self-evaluation and development planning • Demonstrable experience of successful line management and staff development • Experience of devising and implementing measures to secure whole school improvement
Using skills and knowledge to secure positive outcomes	• Data analysis skills, and the ability to use data to set targets and identify weaknesses • Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve • Understanding of school finances and financial management (desirable) • Effective communication and interpersonal skills • Ability to communicate a vision and inspire others • Ability to build effective working relationships • Ability to promote and maintain the safeguarding of children as a senior leader
Personal qualities	• Commitment to uphold the 7 principles of public life (the <u>Nolan principles</u>) at all times • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position • Commitment to staff wellbeing and professional development

The Governing Board is committed to safeguarding and promoting the welfare of children and young people. The Headteacher must ensure that the highest priority is given to following guidance and regulations to safeguard children and young people.

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Queries about the application and recruitment process
should be addressed to scott@gloverrecruitment.co.uk or
by phoning 07766773682.