



**Perrymount Primary School**

Growing together, learning forever.

Perrymount Primary School  
Sunderland Road  
Forest Hill  
London  
SE23 2PX

T: 020 8699 4522

F: 020 8291 9502

# Headteacher Recruitment Pack

**Perrymount Primary School**

**January 2027**



Dear Applicant,

Thank you for your interest in the role of Headteacher at Perrymount Primary School.

Perrymount is a welcoming and inclusive single form entry school based in Forest Hill. At the heart of Perrymount is a strong sense of community which is one of the school's most valued and defining characteristics. We are proud of the positive relationships between our pupils, families, staff and governors, which create a nurturing and supportive environment where children thrive both academically and personally.

Our current Headteacher has been in post since 2009 and has successfully led the school with dedication, stability and a deep commitment to the community. As we look to the future, we are seeking an inspirational leader who will continue to build on these strong foundations while leading the school with vision, confidence and purpose.

At Perrymount, we are committed to ensuring every child feels valued, supported and challenged to achieve their full potential. We are deeply committed to inclusion and supporting the needs of all learners. Our established Rainbow Room provides a calm and nurturing space each morning for pupils with EHCPs and those with sensory needs, ensuring they are well supported and ready to engage positively in school life. We are looking for a Headteacher who is passionate about primary education, committed to inclusion and wellbeing, and able to foster strong partnerships with pupils, staff, parents, governors and the wider community.

The successful candidate will be approachable, reflective and strategically minded, with the ability to motivate and inspire others. You will lead a dedicated staff team and continue to nurture the warm and ambitious ethos that makes Perrymount Primary School such a special place to learn and work.

This is an exciting opportunity for an outstanding leader to join a caring and rewarding school community and shape the next stage of its journey with energy, compassion and integrity.

Yours faithfully,

Mrs R Clarke  
Chair of Governors



**We aim to create** a safe, welcoming and caring environment, where all are respectful and work together as a community, for the children their families and the staff. We teach all to **value different communities** and **religions** and to respect and understand people's lifestyles and background.

We as a school aim to challenge all to develop to their full potential by engaging children with a creative curriculum which reflects our diverse wider community. Children develop academic and life skills and understand that learning does not stop at the school gate and is a lifelong process.

### **Our vision**

- To provide a kind, safe and stimulating environment in which to educate each child so he/she can reach their full potential.
- To create a happy, healthy school in which everyone feels valued.
- To ensure teaching is of a very high standard, enabling children to make good progress across the curriculum.
- To have high aspirations and expectations for all children in behaviour and achievement.
- To provide equality of opportunity for all.
- To encourage children to be self-motivated, positive learners with enquiring minds so they can apply themselves to tasks with increased self-discipline, and have responsibility for their actions.
- To provide an inclusive, diverse curriculum, which is balanced and differentiated to each child's needs and ability.
- To have an ethos in which all children co-operate with each other, to show respect and tolerance towards others.
- To involve parents and carers in their children's education.

We achieve all this under our banner 'Respect'.

### **Perrymount School Mission Statement**

- **Racial harmony**
- **Exceeding expectations**
- **Success for all**
- **Proud to be at Perrymount**
- **Equality of access**
- **Community working**
- **Together!**

### **School Office 020 8699 4522**

General

Enquires: [admin@perrymount.lewisham.sch.uk](mailto:admin@perrymount.lewisham.sch.uk)

Attendance: [attendance@perrymount.lewisham.sch.uk](mailto:attendance@perrymount.lewisham.sch.uk)

Admissions/Wraparound

Care: [info@perrymount.lewisham.sch.uk](mailto:info@perrymount.lewisham.sch.uk)

All general enquires are dealt with by Ms Gambier,  
School Business Manager  
Perrymount Primary School,  
Sunderland Road, Forest Hill,  
London, SE23 2PX

Headteacher – Perrymount Primary School  
Location: Forest Hill, London (SE23)  
Start Date: January 2027  
Salary: L15 (£82,888) - L21a (£93,556)  
Contract: Full-time, Permanent

### **We're looking for a Headteacher to lead Perrymount Primary School into its next chapter.**

Being a Headteacher is a massive job. It takes resilience, sharp strategic thinking, and a lot of heart. But at Perrymount, you won't be doing it alone. If you're an experienced school leader who wants to make a visible, daily difference in a school that feels like a family, we'd love to meet you.

### **About Perrymount:**

We are one of the smallest primary schools in Lewisham, and we see that as our superpower. Because of our size, we achieve a genuine sense of belonging and care. Everyone knows everyone here.

Based in the heart of Forest Hill, Perrymount is a safe, inclusive space where children from all backgrounds and abilities thrive. Our 'Values-Based Education' approach means teaching the high academic standards you'd expect, right alongside deep empathy, justice, and sensitivity. We don't just prepare children for secondary school; we prepare them for their future place in the world.

Perrymount benefits from a stable, experienced and skilled staff team. Staff demonstrate a high level of commitment to the school community, and they have confidence in teaching quality and classroom practice, with a consistent and effective approach to behaviour management. We're really proud that we've successfully 'grown our own' over time, with several ECTs starting at Perrymount and progressing to more senior teaching roles.

We're regularly successful at securing additional external grants as well as non-financial support. As a small school, even in challenging times, we have a full reception class for 2026/27.



## What we're looking for:

We're looking for an established Headteacher or a highly proven Deputy Head or Senior Leader looking for their first headship. We aren't looking for a distant figurehead; we're looking for a visible leader who rolls up their sleeves and is willing to get stuck in.

You'll be a great fit if:

- **You're passionate about every child's learning.** Whether it's a breakthrough in reading for a child who has been struggling, or a quiet student speaking up in assembly, you understand that small wins add up to massive differences. You have the determination to ensure all pupils achieve their full potential.
- **You are an inspirational educator.** You have a deep understanding of what an exciting, inclusive curriculum looks like.
- **You build bridges.** You know how to connect with parents, empower a dedicated staff team, and champion the diverse, multicultural community we serve.
- **You have a 'can-do' attitude.** You navigate the ups and downs of school leadership with optimism, emotional intelligence, and a calm head.
- **You understand the importance of and have a track record of developing talent.** You are committed to developing and supporting staff and nurturing talent.
- **You have good financial management skills.** You show excellent financial awareness and make prudent, well-considered decisions about the use of resources. You understand the importance of securing the best value from available funding and ensuring that every pound is used effectively to support high-quality provision for pupils and staff, particularly within the constraints of a small school.

## What you will get out of this role

We want you to do great things, so we'll make sure you are supported to do them.

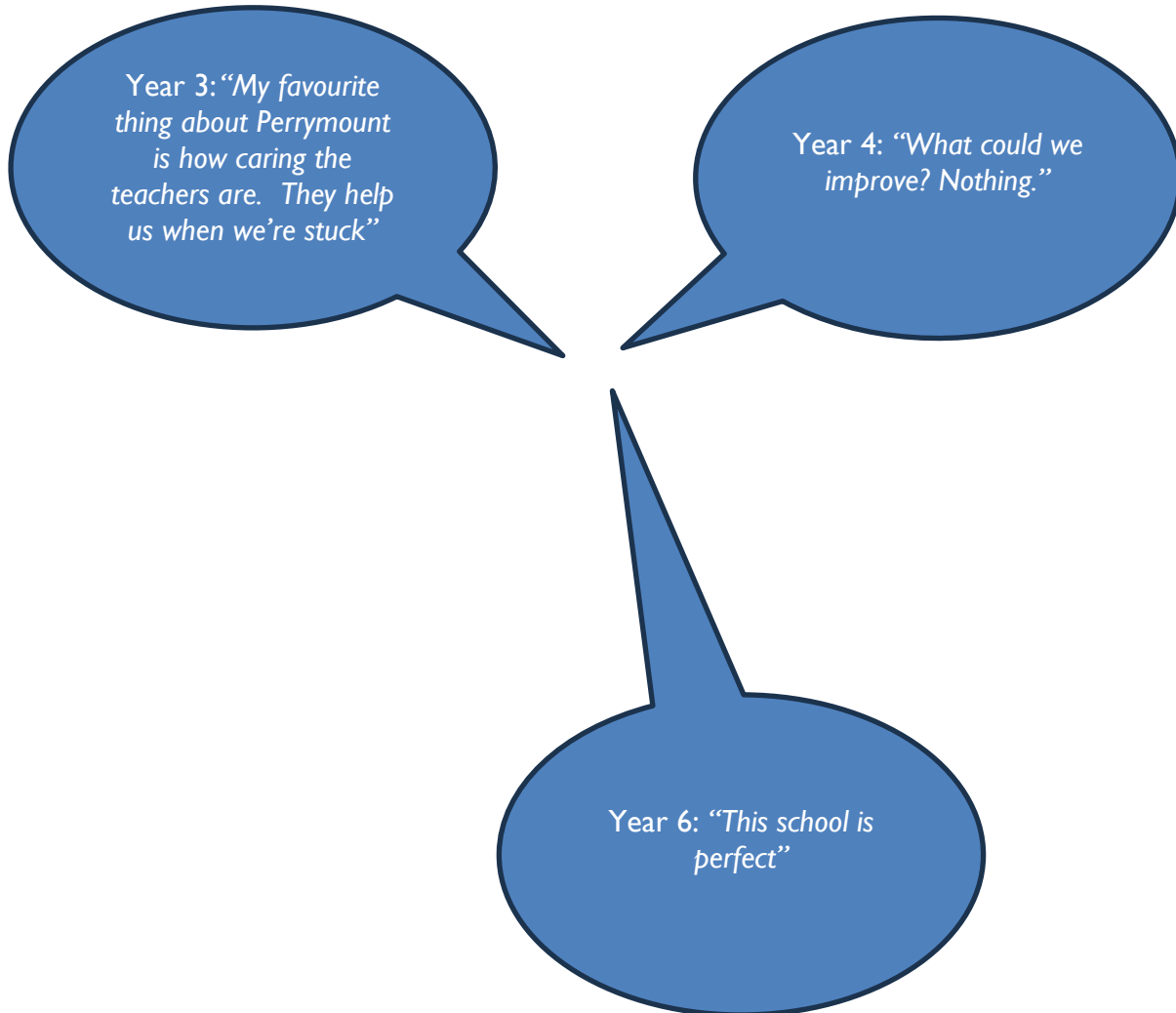
- **Being a part of a welcoming community:** You'll lead a school that is genuinely loved by its pupils, staff, and parents.
- **Autonomy and support:** You'll have the freedom to shape the vision and future of Perrymount, backed by a supportive and engaged Governing Body. A dedicated School Business Manager and supportive school office team are in place to handle operational and general enquiries, allowing you to focus on leading teaching, learning, and culture.
- **Professional growth:** Continuous investment in your leadership journey and well-being.
- **The Forest Hill factor:** Working in a brilliant, creative part of South East London with excellent transport links.



## What parents and children say about Perrymount:

In our May 2026 survey of Perrymount's parents and carers, 95% of respondents said they'd recommend the school to other families. Parents and carers told us they appreciate the personalised support for emotional regulation, SEND needs and wellbeing and they value the school's emphasis on emotional literacy, resilience, kindness and confidence alongside academic learning.

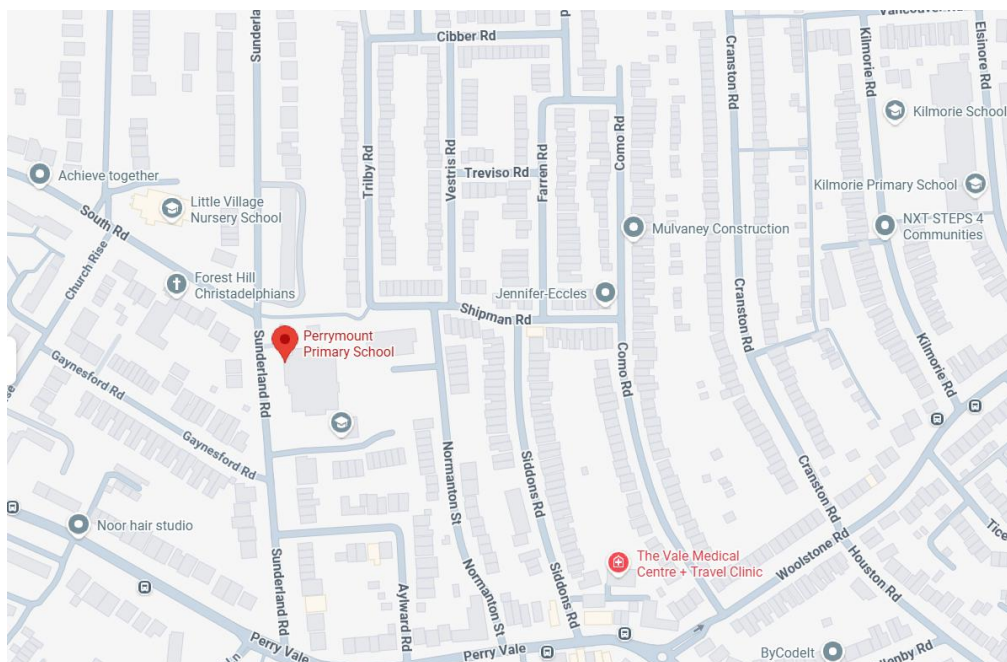
Most importantly, the voices of children at Perrymount show that we're doing really well:



[Watch this video to hear from pupils, parents and staff about life at Perrymount.](#)

## Interested? Please get in touch.

We'd love for you to come and see Perrymount in action. To arrange an informal chat or a visit to the school, please contact Sara Gambier, School Business Manager, at [s.gambier@perrymount.lewisham.sch.uk](mailto:s.gambier@perrymount.lewisham.sch.uk) or call 020 8699 4522.



## Application and Assessment:

The full job description and person specification sets out more detail about the role and the experience and skills required.

Please apply via the Lewisham Council jobs website or download an application pack from our school website

<https://perrymount.lewisham.sch.uk/about-us/vacancies/>

**Application Closing Date: Tuesday 23<sup>rd</sup> June at midday**

**Interview Date: Wednesday 8<sup>th</sup> July**

**PLEASE NOTE:** CVs will not be accepted. Applications can be emailed to [s.gambier@perrymount.lewisham.sch.uk](mailto:s.gambier@perrymount.lewisham.sch.uk) or handed in to the school office for the attention of Sara Gambier, School Business Manager. We look forward to receiving your completed application form. We regret we are only able to contact shortlisted applicants.

## Safeguarding & Compliance:

*Perrymount is committed to safeguarding and promoting the welfare of our pupils. We are exempt from the Rehabilitation of Offenders Act 1974. Therefore, the successful candidate will be required to undertake a criminal record check via the Disclosure and Barring Service (DBS) as well as qualifications and reference checks.*

*Original evidence of right to work within the United Kingdom will be required prior to commencement of employment e.g. National Insurance Number, work permits or Indefinite Leave to Remain. We also conduct online safer recruitment screening in line with current statutory guidance.*

**Perrymount School Achievement Outcomes 2024/25**

**EYFS**

Percentage of children achieving a Good Level of Development (GLD)\*

	Perrymount Primary School		National	
	2023/2024	2024/2025	2023/2024	2024/2025
GLD	61%	74%	67%	68%

*\*Areas considered are: Self-Confidence & Self-Awareness, Making Relationships, Managing Feelings & Behaviour, Health & Self-Care, Moving and Handling, Listening & Attention, Speaking, Understanding, Reading, Writing, Numbers, Shape, Space & Measure*

**Year 1 Phonics Screening Check**

Percentage of children achieving the expected standard

	Perrymount Primary School		National	
	2023/2024	2024/2025	2023/2024	2024/2025
Y1	72%	83%	80%	80%
Y2 Rechecks	100%	78%	55%	50%

**Key Stage 1**

Percentage of children achieving the expected standard This is teacher assessed.

	Perrymount Primary School		National	
	2023/2024	2024/2025	2023/2024	2024/2025
Reading	73%	63%	As teacher assessed not available	
Writing	65%	66%		
Maths	73%	87%		

**Key Stage 2**

Percentage of children achieving the expected standard

	<b>Perrymount Primary School</b>		<b>National</b>	
	2023/2024	2024/2025	2023/2024	2024/2025
Reading (R)	72%	82%	74%	73%
Writing (W)	76%	77%	72%	72%
Maths (M)	69%	87%	73%	74%
RWM Combined	64%	67%	60%	63%
Grammar, Spelling and Punctuation	69%	67%	72%	73%

Percentage of children achieving the high level of attainment

	<b>Perrymount Primary School</b>		<b>National</b>	
	2023/2024	2024/2025	2023/2024	2024/2025
Reading (R)	21%	20%	28%	33%
Writing (W)	7%	17%	13%	13%
Maths (M)	10%	13%	24%	26%
RWM Combined	3%	3%	8%	8%
Grammar, Spelling and Punctuation	14%	10%	32%	30%

# PERRYMOUNT PRIMARY SCHOOL

## JOB DESCRIPTION

### HEADTEACHER

L15 (£82,888) - L21a (£93,556)



#### Responsible To

The Governing Body

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#### Core Purpose

The Headteacher is accountable to the Governing Body as the principal professional leader of the school for providing strategic leadership, educational direction and effective management to secure high standards of achievement, teaching and learning, behaviour and wellbeing for all pupils.

This job description should be read alongside the current School Teachers' Pay and Conditions Document, the Headteachers' Standards, the Education Acts, Keeping Children Safe in Education and all relevant statutory guidance.

The Headteacher will:

- Provide clear strategic leadership and vision for the school, ensuring the highest quality of education and outcomes for all pupils.
- Lead and inspire governors, staff, pupils, parents and the wider community, promoting a culture of high expectations, inclusion, collaboration and continuous improvement.
- Ensure high standards of teaching, learning and assessment throughout the school through effective monitoring, evaluation and professional development.
- Lead and manage all staff effectively, promoting accountability, professional growth and staff wellbeing.
- Ensure the school provides a broad, balanced, ambitious and inclusive curriculum that meets the needs of all pupils.
- Promote safeguarding and child protection as a fundamental priority across all aspects of school life.
- Ensure effective operational, financial and organisational management of the school.

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#### A. Leadership and Management

1. In consultation with the Governing Body, create, communicate, implement and review the strategic vision and development plan for the school.
2. Lead school improvement priorities to secure high standards of achievement, behaviour, attendance and personal development for all pupils.
3. Develop and maintain a positive, inclusive and aspirational school culture where all pupils and staff can thrive.
4. Ensure effective systems of self-evaluation, monitoring and review are in place and that improvement priorities are informed by accurate analysis of data and evidence.
5. Provide effective financial leadership and ensure resources are deployed efficiently and strategically to support school priorities.
6. Ensure compliance with all statutory responsibilities and regulatory requirements.

7. Develop strong partnerships with governors, parents, the local authority, external agencies and the wider community.
  8. Lead and manage change effectively to ensure continuous school improvement.
  9. Ensure effective communication systems operate throughout the school community.
  10. Promote equality, diversity and inclusion across all aspects of school life.
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## **B. Teaching and Learning**

1. Lead, monitor and evaluate the quality of teaching, learning and assessment throughout the school to ensure consistently high standards.
  2. Promote excellence in classroom practice and ensure high expectations for teaching and pupil achievement across the school.
  3. Establish and maintain effective systems for curriculum planning, assessment, recording and reporting.
  4. Ensure the curriculum is broad, balanced, ambitious and responsive to the needs of all pupils.
  5. Use pupil performance data effectively to monitor standards, identify priorities and drive improvement.
  6. Ensure that effective intervention and support strategies are in place to improve outcomes for all groups of pupils, including disadvantaged pupils and pupils with SEND.
  7. Lead the development of teaching and learning through coaching, mentoring, professional development and performance management.
  8. Ensure consistency and high expectations in behaviour management and classroom practice.
  9. Promote innovation and evidence-informed approaches to teaching and learning.
  10. Maintain a strong focus on raising standards in literacy, mathematics and the wider curriculum.
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## **C. Line Management and Staff Leadership**

1. Provide effective line management and leadership for all teaching, support, administrative and site staff.
  2. Lead, supervise and participate in arrangements for staff appraisal and performance management.
  3. Set high expectations for professional conduct, performance and accountability for all staff.
  4. Ensure all staff have access to high quality professional development, coaching and training opportunities.
  5. Lead staff recruitment, deployment and retention in partnership with the Governing Body.
  6. Promote staff wellbeing and maintain a positive and supportive working environment.
  7. Develop leadership capacity across the school and support succession planning.
  8. Ensure all staff understand and fulfil their safeguarding responsibilities.
  9. Promote collaborative working practices and effective communication between all staff.
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## **D. Pupils and Inclusion**

1. Ensure the highest standards of achievement and wellbeing for all pupils regardless of background, ability or need.
  2. Ensure all pupils have equality of access to a high-quality education and the full curriculum.
  3. Ensure effective provision for pupils with Special Educational Needs and Disabilities (SEND) in line with the SEND Code of Practice.
  4. Promote positive behaviour, attendance, personal development and pupil welfare throughout the school.
  5. Ensure robust safeguarding and child protection procedures are fully implemented and consistently followed.
  6. Promote pupils' spiritual, moral, social and cultural development and prepare pupils positively for life in modern Britain.
  7. Ensure effective systems are in place to support vulnerable pupils and families.
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## **E. Curriculum and Assessment**

1. Lead the development, implementation and evaluation of the curriculum across the school.
  2. Ensure effective systems of assessment, recording and reporting are in place.
  3. Monitor pupil progress and attainment to ensure high achievement and appropriate challenge for all learners.
  4. Ensure curriculum provision reflects statutory requirements and the school's vision and values.
  5. Promote enrichment opportunities, educational visits and wider curriculum experiences.
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## **F. Ethos and Community**

1. Promote and sustain a positive, inclusive and aspirational ethos throughout the school.
  2. Foster strong relationships with pupils, staff, governors, parents and the wider community.
  3. Promote high standards of behaviour, respect and professionalism across the school.
  4. Ensure parents and carers are well informed and actively engaged in their children's education.
  5. Promote the school positively within the local community and beyond.
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## **G. Governance**

1. Work in partnership with the Governing Body to support strategic leadership and accountability.
  2. Keep governors fully informed regarding school performance, priorities and statutory responsibilities.
  3. Advise governors appropriately to support effective governance and decision making.
  4. Attend Governing Body meetings and provide accurate reports and recommendations.
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## **H. Health, Safety and Safeguarding**

1. Ensure the implementation and regular review of health and safety policies and risk assessments.
2. Ensure the safety, wellbeing and security of pupils, staff, visitors and the school environment.
3. Promote safeguarding as a shared responsibility across the school community.
4. Ensure the school site and learning environment are safe, well maintained and fit for purpose.

5. Ensure appropriate emergency and business continuity procedures are in place.
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### **Equal Opportunities**

The Headteacher will actively promote equality of opportunity, inclusion and anti-discriminatory practice throughout all aspects of school life.

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### **General**

The duties outlined in this job description may be modified by the Governing Body after consultation with the postholder to reflect or anticipate changes in the role, commensurate with the salary and responsibilities of the position.



## Head Teacher Person Specification

This document outlines the key skills and experiences we are looking for.

The selection panel will assess each candidate against the criteria, expecting candidates to demonstrate knowledge and understanding of each area and show evidence of having applied this knowledge and understanding in the school context.

The supporting statement should be no more than three A4 pages long.

Criteria	Essential or desirable	Determination from		
		Application	Interview	References
<b>Qualifications and Knowledge</b>				
Qualified teacher status with knowledge and experience of EYFS, KSI and KS2	E	✓		
Degree or Equivalent	E	✓		
<b>Professional Development</b>				
Evidence of appropriate professional development for the role of Headteacher	E	✓		
Evidence of recent leadership and management professional development	E	✓		
Has successfully undertaken appropriate Child Protection training/ Designated Senior Leader training	E	✓		
<b>Whole School Leadership and Management Experience</b>				
<b>A proven track record as a highly successful school leader</b>	E	✓	✓	✓
<b>Has taken an active involvement in school self-evaluation and development planning</b>	E	✓	✓	
<b>Experience of implementing a strategic plan across the whole school, identifying priorities and evaluating the impact</b>	D	✓	✓	
<b>Experience of leading change effectively and successfully</b>	D	✓	✓	

## Whole School Leadership and Management Experience (Continued)

<b>Understanding of strategic financial planning and budgetary management and their contribution to school development and pupil achievement</b>	E	✓	✓	
<b>Has had responsibility for whole school policy development and implementation</b>	D	✓	✓	
<b>Experience of building effective working relationships with all stakeholders, including staff, parents, governors and other stakeholders</b>	E	✓	✓	
<b>Absolute commitment to safeguarding</b>	E	✓	✓	✓
<b>Evidence of commitment to promoting health and safety and the welfare of children</b>	E	✓	✓	✓
<b>Absolute commitment to inclusion</b>	E	✓	✓	✓
<b>Knowledge and experience of working with children with specific needs, including behavioural</b>	D	✓	✓	✓
<b>Successful track record of developing the performance of staff</b>	E	✓	✓	
<b>Leadership Skills</b>				
<b>Ability to articulate a clear vision for the future</b>	E		✓	
<b>Proven record of inspiring, enabling and motivating others to succeed</b>	E	✓	✓	✓
<b>Able to delegate and empower staff members and effectively achieve outcomes and provide development opportunities for staff</b>	E	✓	✓	✓
<b>Excellent communication skills, including written and oral communication skills</b>	E	✓	✓	✓

## Personal Qualities

<b>A genuine passion for education, coupled with the ability and enthusiasm, to see every child fulfil their potential</b>	E	✓	✓	✓
<b>Leads by example with integrity and resilience, showing compassion in dealing with issues</b>	E	✓	✓	✓
Visible and approachable, empathetic and enjoys engaging with children, staff, parents and the wider community	E		✓	✓
A people person who actively enjoys communication with the different stakeholders in the school community (including listening to and inspiring children, staff, parents and the wider community)	E		✓	✓
<b>Flexible leadership style, being 'hands on' when required balanced with knowing when to delegate</b>	E	✓	✓	✓
Demonstrates a capacity for sustained hard work with energy and enthusiasm	E		✓	✓
<b>Able to take a dynamic approach to the changing needs of the school population</b>	E	✓	✓	✓



