

Headteacher

Bayton CE Primary School

An opportunity has arisen for an effective and inspirational school leader to become our new Headteacher from September 2026 and to continue to drive the school's strategic leadership, focusing on providing an outstanding education for all our pupils.

Bayton Primary School is a vibrant half-form entry school with a capacity of 105 pupils and a small nursery for 3+ year olds.

Our most recent Ofsted Report (Oct 2024) stated that -

'Leaders have redesigned the curriculum to make it sufficiently ambitious for all pupils. Leaders set high expectations for pupils.

Leaders have been highly successful in striking a balance between making significant improvements while maintaining a reasonable staff workload balance. Everyone who responded to the staff survey was appreciative of this.

All said they enjoy working in the school. Parents and carers say that the school is much better now. All who responded to the survey said they would recommend the school to another parent.'

Our recent SIAMs (October 2025) stated that -

- *School leaders and staff are deeply committed to serving their community. Consequently, the Christian vision is realised as seeds of goodness and aspiration grow and people flourish.*
- *Collective worship enables pupils to understand how the vision and values can be lived out. They learn to make wise choices based on biblical narratives and experience fulfilment.*
- *People thrive within a strong, nurturing culture of respect, acceptance and responsibility. This enables the Christian vision to be deeply apparent.*
- *Enthusiastic school leaders ensure that there is a carefully considered curriculum for religious education (RE). It enables pupils to progress in their core understanding of religious and non-religious worldviews.*
- *Devoted and innovative leaders are resolute about creating a curriculum that enables individuals to develop holistically. As a result, pupils are determined to be their very best.*

The Governing Body are seeking to appoint an inspirational and charismatic individual whose vision and enthusiasm will build on the existing success of our school, take the school further, and seek new opportunities.

We seek an individual who...

Is passionate about learning and teaching, is an inspirational individual with a clear vision for high-quality education rooted in Christian values, and who will champion the well-being and development of every child, lead with integrity, and inspire staff and families alike.

Is committed to providing excellence in education to ensure that all pupils reach their full potential.

Can maintain and develop the Christian ethos of the school in relation to the Church and local community and ensure that these values remain at the heart of school life and decision-making.

Has the leadership skills and ability to lead the school in its next phase of development, and to manage school business well, and is confident, resilient and flexible, and able to manage competing priorities effectively.

Can demonstrate a sense of vision and skills necessary to see projects through to their conclusion and is able to work collaboratively with other school leaders, the whole staff and the governing body.

Is keen to embrace creativity and innovation in all aspects of the curriculum. Be willing to undertake a small teaching commitment.

The school offers....

An opportunity to lead a successful and thriving school in which the Headteacher can get to know each child well.

A dedicated, committed, hard-working and positive staff,

A supportive, experienced Governing Body

Enthusiastic and well-mannered pupils.

The Selection Process...

This appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions as they relate to headteachers. **Pay Scale will be L10-15.**

Applications

All applications must be made on the Worcestershire County Council application form. CVs will not be accepted.

Please email office@baytonpri.worcs.sch.uk for an application pack or call 01299 832393

Closing date for applications: **23rd February 2026, before 9am**

Dates for interview: **11th and 12th March 2026**

We would love to show you around our school: Call **01299 832393** or **head@baytonpri.worcs.sch.uk**

Thursday 5th February **9.00 - 11.00 am**

Thursday 5th February **1.00 - 3.00pm**

Friday 6th February **9.00 - 11.00am**

Friday 6th February **1.00 - 3.00pm**

Or by agreement for other times with the present Headteacher or a member of the Governing Body.

Job Description: Headteacher

Reporting to: The Governing Body

Main Purpose: To drive the strategic leadership of the school, focusing on providing an outstanding education for all of our pupils.

KEY TASKS & RESPONSIBILITIES

A. Strategic Direction and Development of the School

- Lead by example and provide inspiration and motivation to the school community.
- Generate vision, Christian ethos and policies for the school which promote high levels of achievement.
- Create and implement a strategic school development plan, underpinned by sound financial planning, within the national and local context, which identifies priorities and targets for ensuring that pupils achieve high standards and that teaching is highly effective.
- Communicate the school's vision effectively and drive its strategic leadership whilst empowering all children and staff to fulfil their potential.
- Ensure that the management, finances, organisation and administration of the school support its vision and aims.
- Monitor and evaluate all aspects of progress, attainment, targets and policy in accordance with national and local priorities and take any necessary action.

B. Teaching and Learning

- Create an environment which secures effective learning for all pupils and promotes the highest standards of achievement and behaviour.
- Determine, organise, implement and monitor the curriculum and its assessment, ensuring that statutory requirements are met.
- Monitor the quality of teaching and pupils' achievement including the analysis of performance data.
- Develop and nurture strong relationships with all children, staff, parents, governors and the wider community.
- Create an outward facing school which fosters collaboration with other schools to champion best practice and secure achievement for every child.

C. Leading and Managing Staff

- Develop positive working relationships with and between all staff and governors.
- Implement and sustain effective strategies for the management of all staff.
- Plan, evaluate and support the work of groups of staff, delegate appropriately and clearly and assess outcomes.
- Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any underperformance, supporting staff to improve and valuing excellent practice.
- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge as well as supporting each other.

D. Effective Deployment of Staff and Resources

- Work with Governors and colleagues to recruit high quality staff.
- Welcome strong governance and actively support the Governing Body to fulfil its role and deliver its functions effectively.
- Deploy and develop senior staff to ensure the most effective management of the school.
- Manage and organise the efficient and effective use of school accommodation.
- Establish expenditure priorities and monitor the effectiveness of resource use.

E. Accountability

- Provide information and advice to the Governing Body so that it can meet its responsibilities and ensure proper accountability throughout the school.
- Ensure that the financial accounts of the school are maintained according to financial regulations and that the Governing Body is sufficiently informed to enable it to be appropriately accountable.
- Hold all staff to account for their professional conduct and practice.
- Account for the school's performance to internal and external agencies through the analysis of performance data and appropriate reporting: the use of such analysis to inform planning at all levels.
- Provide relevant information about all aspects of the school to parents, the community and other interested parties.
- Ensure that the school meets all legal requirements in relation to equality and diversity legislation.
- Ensure that the school complies with all statutory requirements relating to the provision of education and other relevant legislation.

Please note that this job description may be amended at any time following discussion between the Governing Body and the Headteacher and will be reviewed annually.



Person Specification: Headteacher

	Essential	Evidence	Desirable	Evidence
(A)pplication / (R)eference / (T)ask / (I)nterview				
Church School distinctiveness	Willingness to further develop the Christian character of the school.	A, T, I	Experience of church schools.	A,R,I
	Willingness to promote and embed Christian values.	A, T, I	Ability to demonstrate and articulate church school distinctiveness.	A,R,I.
			Recent experience of a SIAMS inspection at a Leadership Level.	A,R,I
Knowledge and Experience	Sustained experience of developing staff and systems in the whole Primary Phase as an experienced Senior Leader.	A, R, I	Recent experience of OFSTED Inspections at a Senior Leadership Level.	A, R, I
	Proven experience of delivering outstanding teaching and learning within the primary phase.	A, R, T, I	Evidence of giving feedback and using coaching skills successfully.	A, R, T, I
	Ability to inspire team members to be creative in the spiritual, moral, social, and cultural development of pupils.	A, R, T, I	Ability to provide feedback	A, R, T, I
	Knowledge and experience of school self-evaluation.	A, R, I	Experience of recruiting staff.	A, R, I
	Knowledge and application of systems to keep children safe.	A, R, I		
Qualifications & career development	Evidence of appropriate recent professional development.	A, I	NPQH awarded or has a willingness to undertake the NPQH.	A, I A, I
	Qualified Teacher Status.	A	Safeguarding Qualifications	
Skills	Be an outstanding teacher who can lead and develop others to be the same.	A, R, T, I	Highly developed skills in budget management.	A,R,I
	Ability to scan the educational landscape and prepare for the future.	A, I		
	Be an excellent communicator.	A, R, T, I		

	Proven ability to understand and lead successful and sustainable change across the Primary Phase.	A, R, I		
	Highly developed skills in reading and analysing data.	A, R, T, I		
Leadership and management	Demonstrate the qualities needed to be an inspirational leader with a clear vision for our school.	A, R, T, I	Demonstrate a commitment to the value of Continued Professional Development, supporting that process through personal and external support.	A,R,I
	Commitment to work pro-actively with governors and staff.	A, R, I		
	Ability to make and support difficult decisions.	A, I		
	Experience of strategic planning, implementation and continuous review.	A, R, I		
	Ability to promote high expectations of children and staff.	A, R, T, I		
Strengthening the community	Evidence of collaborating with other schools and educational providers.	A, R, I	Evidence of involvement with the Church.	A,R,I
	Evidence of valuing and welcoming parents and the wider community into school.	A, R, I	Experience in establishing wider networks	A,R,I
Personal Attributes	Demonstrate a passion for creating a rich learning experience where children develop a love of learning.	A, R, T, I		
	To demonstrate our values respect, forgiveness, trust, justice, generosity and aspiration.	T, I		
	Ability to prioritise	A, R, T, I		
	Self-aware, reflective and forward thinking.	R, I		
	Approachable	R, T, I		

Dear applicant,

I would like to thank you for considering applying for the role of Headteacher at Bayton Primary School.

I can promise you that should your application be successful, the team you will be leading is already highly motivated and committed to improving standards and outcomes for all our pupils. The children themselves are encouraged to be independent, mature and kind towards everyone they encounter at school, and we would expect our new Headteacher to continue to engender this spirit of learning and personal development when they join our team.

We would love to show you around our school as part of your application. Only then can you see for yourself the positive behaviour for learning and highly engaging teaching practices demonstrated in our classrooms, playground and fantastic outdoor spaces. It's a small team, and we expect strong ability to inspire every member of staff to remain highly effective.

As a Governing Body, we want to emphasise that, despite previously successful Ofsted inspections, we remain committed to improvement and look forward to seeing how the newly appointed Headteacher will implement new ideas and practices that positively impact the school community. Leading an already successful school has its own challenges, and we welcome innovative thinkers who can lead the school forward as we aim to be the best school we can be, working closely with the Governing Body to achieve this.

The Governing Body is seeking someone who can see past the tests and find the story behind every child, understanding our ethos of ***Nurturing, Growing and Thriving***. As a church school, we expect an understanding of the importance of Christian values while at the same time appreciating that these values can be shared by people of different faiths and none.

We hope that our ambition, balanced with a kindness of spirit, is self-evident and fits with your own ambition for the type of school you would like to lead.

I wish you all the best in your application and look forward to meeting you.

Yours sincerely

A handwritten signature in pink ink, appearing to read "Stu Meese".

Stu Meese

Chair of Governors.

Our Values and Vision

Bayton CE Primary School is situated in the very rural outskirts of Worcestershire, surrounded by fields bursting with crops that we witness growing and thriving each year.

In September, it is planted; the soil is worked down carefully and slowly, seeds are given the nurture that they need to germinate. Throughout the year, the crops begin to grow; they are maintained with the essential elements that will help them to flourish. Then finally, they are thriving and ready for harvest.

Just like the cycle of arable land, here at Bayton, we aim to give our pupils the opportunity to GROW; just as God wants us to.

"Planted in the house of the Lord, they shall flourish in the courts of our God" Psalm 92: 12-14



The Parable of the Sower from Matthew 13 inspires us to hear the word of God and respond positively after learning about what happens to each seed that falls or is planted.

"But the seed falling on good soil refers to someone who hears the word and understands it. This is one who produces a crop, yielding a hundred, sixty or thirty times what was sown." 13:23

The climax of the parable is the harvest. It is a bountiful, unexpected and wondrous harvest. Our mission at Bayton is to create an environment that is perfect for growth, where we can pursue academic excellence within our curriculum, alongside living by our three core values.

NURTURING – Be Respectful GROWING – Be Responsible THRIVING – Be Wise



Nurturing seeds of learning.	Growing our minds to flourish.	Thriving as unique individuals.
Be Respectful Appreciating the feelings, opinions, rights and achievements of others.	Be Responsible Taking ownership for your actions and promises and accepting the outcomes.	Be Wise The quality of having knowledge, experience and good judgement.