

Cam Hopton C of E Primary School

'Life in all its fullness'





Headteacher Recruitment Pack
November/December2026







Cam Hopton C of E Primary School

'Life in all its fullness'

Hopton Road
Upper Cam
Dursley
Gloucestershire
GL11 5PA
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www.camhopton.gloucs.sch.uk

Dear Applicant

Thank you for your interest in the Headship of Cam Hopton VA Church of England Primary School.

On behalf of the Governing Board, I am delighted to invite applications for this exciting opportunity to lead our school into the next stage of its journey. We are seeking a strong leader who shares our ambition for every child to flourish academically, socially, emotionally and spiritually within a nurturing Christian environment.

At the heart of our school is our theologically rooted Christian vision:

Guiding with love, inspiring to flourish: experiencing 'Life in All Its Fullness'.

Inspired by Jesus the Good Shepherd, who came so that all may have *"life in all its fullness"* (John 10:10-11), Cam Hopton is a safe, inclusive and joyful community where individuals are cherished,, guided and empowered to flourish in mind, body and spirit.

Our Christian vision shapes our relationships, curriculum, decision-making and aspirations for our school community. We seek to ensure that every child is known, valued and cared for, inspired to discover and fulfil their God-given potential, and equipped to grow and make a positive difference in the world.

As a Church of England school, we live out our Christian vision through inclusion, care, aspiration and service. Our strong partnership with St George's Church enriches children's spiritual development through collective worship, services, shared celebrations and support from clergy and the church community. Together, we help every child thrive and experience the fullness of life Jesus promises.

Our new Headteacher will play a pivotal role in bringing this vision to life each day. We are looking for a leader who will inspire excellence, champion inclusion, nurture strong relationships and work in partnership with governors, staff, parents, the Diocese and the wider community.

You will inherit a school with an experienced and committed staff, full and supportive governing board, enthusiastic children and strong community relationships. Our governors are ambitious for the future of Cam Hopton and are committed to supporting, challenging and working with our next Headteacher as they lead the school through its next stage of development.

If you are a reflective, compassionate and ambitious leader who is motivated by the opportunity to serve a thriving Church school community, we would be delighted to receive your application.

We encourage prospective candidates to visit the school and experience first-hand the warmth, care and sense of purpose that make Cam Hopton such a special place to learn and work.

To arrange a school visit, contact the school office by email at admin@camhopton.gloucs.sch.uk or by telephone on 01453 542763.

Yours sincerely,

Nicky Yudin
Chair of Governors
Cam Hopton VA Church of England Primary School



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APPOINTMENT OF HEADTEACHER

Information for Candidates

Cam Hopton VA Church of England Primary School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

Date of Appointment 12 April 2027

Salary Individual School Range: L12 – L18

Estimated Number on Roll 210

Teaching Establishment Headteacher + 9.57 FTE teaching staff

Management Structure Headteacher, Deputy Head Teacher, SENDCO

Support Staff

Job Description	Posts
Admin Officer	1
Finance Officer	1
Teaching Assistants (General)	6
Teaching Assistants (SEN)	6
Teaching Assistants (HLTA)	2
ELSA/FSW	1
Midday Supervisors	7
Site Manager	1
Cleaner	2

Location

The school is located in the semi-rural setting of Upper Cam near Dursley Gloucestershire. Cam lies on the edge of the Cotswolds between Bristol and Gloucester, with easy access to the surrounding countryside and the facilities of neighbouring Dursley.

The school has good road links to Bristol, Cheltenham and Gloucester via the A38 and M5.

Accommodation

Cam Hopton Primary School has served the community of Cam since 1730, when Frances Hopton established an endowment to provide education for local children. Founded on the belief that every child should have access to learning, regardless of their background, the school continues to uphold those values today.

Originally located within what is now Hopton School House, the school has evolved over almost 300 years to meet the needs of successive generations of pupils. Today, Cam Hopton is a thriving

one-form-entry primary school operating from an eight-classroom, two-storey site that blends historic character with modern facilities.
The main school building accommodates five classrooms, the school hall, administrative offices and *The Den*, which is a recently developed inclusion classroom that provides additional support for pupils with a range of needs. A further two classrooms are located in separate Elliott Medway buildings, which offer well-established learning environments. Together, these facilities provide flexible teaching spaces that support high-quality learning across the school.

Alongside its indoor facilities, the school boasts extensive outdoor provision, set against the distinctive backdrop of the conical Cam Peak hill. These include, two playground areas, a playing field, a trim trail, adventure fort, outdoor classroom, a dedicated Early Years outdoor learning and play environment, and a wooded area that provides rich opportunities for outdoor learning and exploration,

Today, the endowment provided by Frances Hopton in 1730 continues to support the education of the children of Cam. The Hopton Trustees are still responsible for the upkeep of the 'School House' building. Although no longer the home of the Cam Hopton Head Teacher, it is now leased to the 'Hopton School House' registered charity, which uses the facilities to provide a Breakfast and After-School Club, and a Playgroup. Cam Hopton also has use of storage and meeting room space in the house.

Although Cam Hopton Primary School does not have a catering kitchen on site, pupils are able to enjoy a nutritious hot meal each day. Freshly prepared lunches are delivered daily from a nearby school and served on site, ensuring children have access to a healthy, balanced meal as part of the school day.

The school works closely with its catering provider to offer a varied menu that meets national food standards and caters for a range of dietary, medical and cultural requirements. Alongside hot meal options, pupils may also choose to bring a packed lunch from home.

The Edge Partnership

The school is a key member of The Edge partnership of local authority schools who work together with a shared purpose of developing their leaders, staff and children to be the best they can be. The partnership offers strong wellbeing support for leaders and an annual shared CPD plan for staff. This is currently supported by Melhoria Education who work with the school on school improvement and safeguarding Quality assurance.

OFSTED Inspection

The December 2024 Ofsted inspection confirmed that the school had taken effective action to maintain the standards identified at its previous inspection, when it was judged Good. The report highlighted pupils' enjoyment of learning, regular attendance, positive behaviour and achievement. It recognised the effective, well-sequenced curriculum and enriching experiences that support pupils' wider development. An area for improvement was providing more opportunities for pupils to apply their knowledge across the curriculum, ensuring that learning is consistently challenging.

SIAMS Inspection

The school was inspected in May 2019 SIAMS inspection and judged to be Good overall.

Financial Budget

The school's basic school budget for this financial year is £1,310,309

This includes: £36,380 Pupil Premium
£44,260 High Needs Top-Up
£8,905 Sports funding.

Applications

Candidates should submit applications **online** on a GCC Teacher Application Form. CV's should not be attached.
Applications should be submitted to the school office admin@camhopton.gloucs.sch.uk.
Applications should be marked '**confidential' for attention of the chair of governors.**

To comply with the safer recruitment requirements candidates must fully complete the application form including the section on references. It is not acceptable to substitute parts of the form with your own version. All gaps in employment should be accounted for and explained.

References

Open testimonials are not accepted for this post, and it is intended that the school will take up a professional reference from your **existing employer**, and another professional reference of your choice**.** Governors of a Voluntary Aided School give particular consideration to your application on the grounds of your religious commitment. We would be grateful if you could provide the name and address of your Vicar, Rector or Minister, or another suitable person who could offer a reference on these matters.

If you are not currently working with children, references will be requested from a previous employer where this was the case. You are, therefore, requested to supply contact details for this organisation and also to alert all referees to expect a request, should you be shortlisted.
References from relatives or people writing solely in the capacity of friends will not be accepted.

Security Checks

Due to this post having access to children and/or vulnerable adults, candidates will be required to undertake a Disclosure and Barring Service check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided. **Candidates who are foreign nationals, or a UK national who has lived abroad at any point in their adult life, MUST provide a Certificate of Good Conduct prior to taking up an appointment.**

Interviews

It is intended that interviews will take place on:
Monday18 January & Tuesday 19 January 2027.

Candidates selected for interview will be contacted by telephone. Unsuccessful candidates will also be contacted and given the opportunity for feedback.

The Governors will be advised by representatives from GCC, The Diocese of Gloucester and Melhoria Education.

Closing Date 12noon, Monday 4 January 2027

Appointment of Headteacher

Job Description

This job description is subject to the general conditions of service for a Headteacher as set out in the current School Teachers' Pay and Conditions Document and the DfE National Standards for Headteachers.

Responsible to: The Governing Board of the School

Responsible for: All staff, pupils and visitors to the school

DUTIES & RESPONSIBILITIES

- provide the vision and the professional leadership of the school to maintain its success, to ensure high quality education for all its pupils and continue to raise standards of achievement
- maintain and develop the Christian ethos and vision of the school
- promote the aims of the school through implementation of the policies of the Governing Board
- manage the resources and building so as to promote and secure the achievement and wellbeing of both pupils and staff
- provide an environment in which staff and pupils are enabled to achieve their full potential
- have a strategic view of successfully developing and improving the school
- advise the Governing Board on the formation of its policies and their implementation
- work in co-operation with all relevant external agencies
- deliver on all areas of the School Improvement Plan
- promote and safe guard the welfare of all pupils in line with all safeguarding policies and Keeping Children Safe in Education 2026
- promote high expectations for all learners with particular regard to SEND and other vulnerable pupils
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TEACHING AND LEARNING

- provide vision and direction to secure effective teaching, successful learning and achievement by all pupils ensuring their spiritual, moral, cultural and physical development
- ensure that a system for monitoring and developing the quality assurance of teaching and learning is in place
- ensure that statutory requirements for the National Curriculum are met
- promote the effective management of pupil behaviour
- ensure that there is an effective assessment, recording and reporting system of pupil progress
- monitor and evaluate the curriculum
- encourage new developments in the curriculum in the context of local and national initiatives

LEADING AND MANAGING STAFF

- liaise with the Governors in the recruitment and selection of teaching and support staff
- maximise the contribution of all staff to improving the quality of education provided and standards achieved

- manage effectively the deployment and performance of all staff
- ensure and encourage staff to take up appropriate CPD opportunities
- ensure that the requirements for Performance Management are fully in place
- create and maintain good working relationships amongst all members of the school community
- drive and sustain motivation
- ensure that all professional duties are fulfilled as specified in the School Teachers' Pay and Conditions document
- have a duty of care regarding staff welfare and well being
- encourage initiative and team work
- liaise with representatives of the Local Authority and teacher organisations where appropriate

EFFICIENT AND EFFECTIVE USE OF STAFF AND RESOURCES

- take responsibility for all aspects of school finances, resources and staffing
- advise the Governing Board on the formulation of the Annual Budget in order that the school secures its objectives
- plan, manage and monitor the curriculum with the agreed budget, setting appropriate priorities for expenditure, allocating funds and ensuring effective administration control
- ensure the regular monitoring of the Budget
- ensure that financial regulations are adhered to
- manage and organise accommodation efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety requirements
- ensure that the allocation and use of accommodation provides a positive learning environment that promotes the highest achievements for all
- monitor and evaluate value for money
- seek to secure adequate resources for the school

ACCOUNTABILITY

- work closely with the Chair of the Governing Board and committees as appropriate
- maintain a positive working relationship with the Governing Board
- provide information, objective advice and support to the Governing Board
- ensure that the school has a system for the collection and analysis of performance data to promote school improvement
- present a coherent and accurate record of the school's performance in a form appropriate to a range of audiences
- ensure that parents and pupils are well informed about curriculum attainment and progress and are able to understand targets for improvement
- develop and encourage working partnerships with parents and carers
- develop and encourage good relations between the school and other agencies including Social Services and Health Professionals

CHURCH AND COMMUNITY

- maintain and develop the partnership with St Georges Church, Upper Cam
- maintain an outward-looking perspective through creating learning experiences and learning enhancements for pupils within the wider community, locally, and nationally

SAFEGUARDING CHILDREN AND SAFER RECRUITMENT

- jointly ensure the policies and procedures relating to safeguarding and safer recruitment are adopted by the Governing Board and are fully implemented and followed by all staff
- ensure sufficient resources and time are allocated to enable the designated person, if not the Headteacher, and other staff to discharge their responsibilities in relation to safeguarding, including taking part in strategy discussions and other inter-agency meetings, as well as contributing to the assessment of children
- ensure all staff and volunteers feel able to raise concerns about poor, inappropriate or unsafe practice and that such concerns are addressed sensitively and effectively, in a timely manner and in accordance with agreed whistle-blowing policies

This school is committed to safeguarding and promoting the welfare of children and young people as required under the Education Act 2002 and KCSiE 2026 and expects all staff and volunteers to share this commitment. The Headteacher plays the lead role in this within the school. The Headteacher post is subject to an Enhanced DBS check with a check against the Children's Barred list.

Appointment of Headteacher

Person Specification

Category	Essential	Desirable
Qualifications & Professional Development	• Qualified Teacher Status • Evidence of ongoing professional development relevant to school leadership	• NPQH or equivalent senior leadership qualification
Leadership & Management Experience	• Previous experience as a Headteacher, Deputy Headteacher or Assistant Headteacher • Evidence of leading school improvement resulting in improved outcomes for pupils • Experience of strategic planning, self-evaluation and school development planning • Experience of leading and developing staff teams	
Teaching & Learning	• Thorough knowledge of the primary curriculum and assessment requirements • Proven record of raising standards and improving pupil outcomes • Ability to monitor, evaluate and improve the quality of teaching and learning • Commitment to high expectations and achievement for all pupils	• Experience of curriculum innovation and development • Experience of leading whole school initiatives recognised as best practice
Safeguarding & Inclusion	• Strong commitment to safeguarding and promoting the welfare of children • Knowledge of statutory safeguarding requirements • Commitment to inclusion, equality and diversity	• Designated Safeguarding Lead experience • Experience of leading inclusion provision across the school

	• Experience of supporting pupils with SEND and vulnerable learners	
Strategic Vision & School Improvement	• Ability to communicate a clear vision and inspire others • Strategic thinker with the capacity to lead change effectively • Ability to use data and evidence to inform decision making and driving improvement	• Experience of successfully leading a school through inspection or significant change
Financial & Resource Management	• Understanding of school budgeting and resource management • Ability to ensure value for money and effective deployment of resources	• Experience of setting and managing a whole school budget
Partnership Working	• Ability to build positive relationships with pupils staff, parents, governors, and the wider community • Strong communication and interpersonal skills	• Experience of working with external partners
Personal Qualities	• Integrity, resilience and professionalism • Commitment to the school's values and ethos • Ability to motivate, inspire and empower others • Strong organisational and decision-making skills • High levels of emotional intelligence and self-awareness	• Experience of contributing to wider educational networks or professional organisations
Church School Ethos	• Commitment to supporting and promoting the Christian values and vision of the school • Ability to lead and nurture the distinctive Christian character of the school	• Experience of leadership within a Church school setting • Understanding of SIAMS inspection expectations