



**GUIDE FOR APPLICANTS  
for the position of  
Headteacher at Cambo First School**

Dear applicant,

Thank you for your interest in becoming the headteacher of Cambo First School. Our current headteacher is retiring and we are looking for a headteacher who will continue the work of providing an excellent education for all pupils. Cambo is a small rural first school located in the heart of the Northumbrian countryside, and it is at the heart of our community. Although small, we are a school with big ambitions, providing innovative and exciting opportunities for teaching and learning, in which all children are expected to reach their full potential. Our children are happy, confident and thrive in an environment in which they know they belong, both inside and outside the classroom.

The application pack, including this guide, job description and person specification has been provided to help you decide whether you wish to apply and, if so, to make an effective, high-quality application.

Please take some time to match your skills, experience and aspirations against those in the application pack when reaching your decision. Headteacher appointments are critical to the success of a school, and the governors are looking for candidates who have a good understanding of the context and uniqueness of Cambo First School and a clear and committed vision for its future success.

**The application form**

It is important that you complete all sections of the form and that you provide full and accurate information in each section. **Please do not send a CV as these cannot be accepted.**

Please note the requirement that you must not alter the design or layout of this form in any way. If you need this form in another format (in Braille, in large print etc), please contact Dave Cookson on 07342 059770.

As well as responding to the person specification in the 'Further details in support of your application' section, we would ask you to respond to the following question in no more than 500 words:

Cambo First School is a close knit and community focused school. How as the new headteacher would you begin to identify the school's strengths, challenges, and next steps in the short, medium and long term?

The closing date for the receipt of applications is noon on **Tuesday 10th March 2026**. Shortlisting is scheduled for **Friday 13th March 2026** and interviews will be held on **Thursday 26th March 2026**.

Please ensure that your application is returned to [headships@northumberland.gov.uk](mailto:headships@northumberland.gov.uk)