



## Head Teacher Application Pack

### Resilience

*Love*



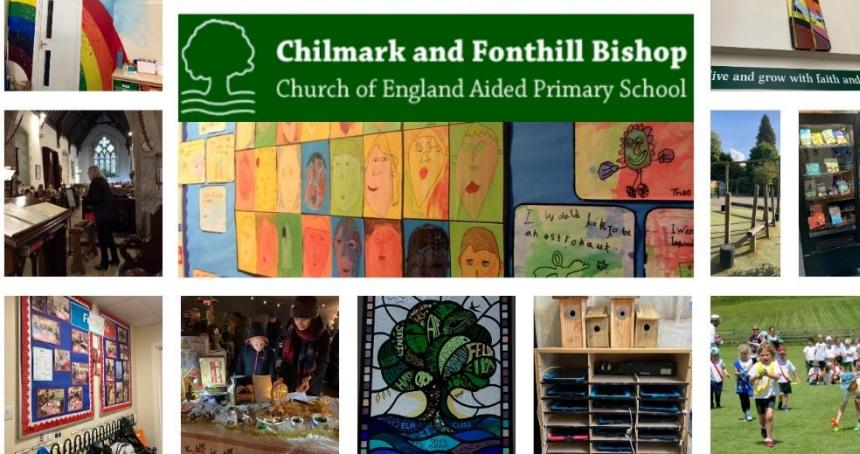
*Friendship*

*Kindness*



*Faith*

*Respect*



*Hope*

### Resourcefulness

**'Let your light shine before others, that they may see your good deeds, and glorify your Father in Heaven'**



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## A Letter from the Chair of Governors

Dear Applicant,

Thank you for your interest in the Headteacher position at Chilmark and Fonthill Bishop Primary School. We are excited to be looking for an ambitious and inspirational leader to join us and help shape the next chapter of our school's journey. We are seeking a Headteacher who will relish leading a small school: teaching alongside staff, building close relationships with pupils and parents, and working collaboratively with governors and the wider community. This role offers a rare opportunity to make a meaningful difference - shaping the educational experience of every child while sustaining the unique character of our school. One of the great joys of leading a small school is that every child, family and member of staff is truly known and cared for.

Our school is a small, happy and nurturing place where every child is encouraged to shine their light and be the very best version of themselves, both in and beyond the classroom. We have high aspirations for all our pupils and work hard to provide a broad, stimulating and engaging curriculum that sparks curiosity and builds a lifelong love of learning. Our Christian values, words of power and vision run through everything we do, supporting children to develop not only academically, but also socially, emotionally and spiritually, so they leave us confident and well prepared for the next stage of their education.

Chilmark and Fonthill Bishop Primary School sits at the heart of a vibrant village community. Volunteers and local residents regularly spend time in school, enriching children's experiences, and the Church plays an important role in school life. Our bass-guitar-playing vicar is a familiar and much-loved presence, often leading collective worship. The Headteacher is well supported by a committed, collaborative governing body and a lively and enthusiastic Friends Group.

We are proud of our school with its warm family atmosphere where children feel safe, valued and confident to be themselves. We would love the opportunity to show it to you in person. Please contact Mrs Tracey Rennard in the school office on 01722 716348 or email [admin@chilmarkfonthillbishop.wilts.sch.uk](mailto:admin@chilmarkfonthillbishop.wilts.sch.uk) to arrange a visit. We look forward to meeting you and sharing what makes our school so special.

Caroline Marking

Chair of Governors

Chilmark and Fonthill Bishop Church of England Primary School



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## Our School

Chilmark School was originally established in 1783, with the current school building dating from 1860. We pride ourselves on being a happy, family-centred community that encourages caring, considerate and respectful attitudes in everyone through our strong Christian ethos, embodied in our mission statement:

**“We shine.”**

*“No one lights a lamp and puts it under a bowl. Instead it is put on its stand, and it gives light to everyone in the house. In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven.”*

**Matthew 5:15–16**

We live out this vision through our **Christian Words of Power**: *love, faith, kindness, hope, friendship, respect and resilience*. These values run as golden threads through our curriculum, shaping how we learn together, treat one another and support every child to flourish academically, emotionally and spiritually.

Our aim is that every child will shine - receiving a high-quality, nurturing education that equips them with the skills to become lifelong learners and develop

Christian values that enable them to play a positive role in their communities.

We value a rich and broad curriculum. Pupils take part in a Forest School programme, a range of sporting activities with other schools, and nationally recognised awards including **Healthy Schools**, **LEAF Education** and **RHS Five-Star Gardening School**.



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## What the Children Say

- “School is fun and you learn things to help you in the future.”
- “At school council we can share our ideas, and teachers act on them if they are good ones.”
- “We all know each other and care about each other. It’s like a big family.”
- “School makes me feel safe.”



## What the children want in a Headteacher:

- Someone who listens
- Someone who knows us well and notices when we try our best
- Someone who helps us look after each other
- Someone who makes school fun and interesting
- Someone who has good rules and is fair, kind and caring



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## The Appointment Process

- **Salary Range:** L6–L12
- **Closing date for applications:** 12 March
- **Shortlisting:** 24 March
- **Interview dates:** 21–22 April
- **Expected start date:** 1 September 2026

We warmly encourage prospective applicants to visit the school. Please contact the school office to arrange a visit:

 [admin@chilmarkfonthillbishop.wilts.sch.uk](mailto:admin@chilmarkfonthillbishop.wilts.sch.uk)  
 01722 716348

**Address:**

The Street, Chilmark, Salisbury SP3 5AR

 [www.chilmarkfonthillbishop.wilts.sch.uk](http://www.chilmarkfonthillbishop.wilts.sch.uk)



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## General Information

- **Planned Admission Number:** 10 per year group
- **Number of classes:** 3
- **OFSTED (2023):** Good
- **SIAMS (2018):** Good

**Diocese of Salisbury**  
[www.salisbury.anglican.org/schools](http://www.salisbury.anglican.org/schools)

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## Pre-School Nursery

We have an on-site pre-school, **Golden Acorns**, which also provides a breakfast club and after-school club for families within the school community.

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## Safeguarding and Safer Recruitment

The school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

We follow safer recruitment procedures in line with **Keeping Children Safe in Education (2021)**. The successful applicant will be subject to an enhanced Disclosure and Barring Service (DBS) check before appointment.

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## The Role of the Headteacher

The Headteacher role encompasses three key areas:

### Culture and Ethos

You will provide clear, compassionate leadership rooted in Christian values, creating a nurturing and inclusive environment where every child is known, valued and supported to flourish academically, socially and spiritually.

### Curriculum and Learning

As a teaching Headteacher, you will be a visible, hands-on leader who models high-quality practice. You will set a clear vision for learning and school improvement while sustaining the school's distinctive Christian character.

### Organisational Effectiveness

You will build strong relationships with pupils, staff, parents, governors, the church and the wider community. Through thoughtful leadership, effective use of resources and a strong commitment to safeguarding and wellbeing, you will ensure the school remains a welcoming, caring and ambitious place for all.

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## Essential Requirements

- Qualified Teacher Status
- Readiness for headship (NPQH or equivalent experience)
- Successful primary teaching experience
- Recent, relevant professional development, including safeguarding
- Suitability to work with children and promote their welfare
- Ability to support the Christian development of a Church school
- Knowledge of current OFSTED and SIAMS frameworks
- Strong partnership working with all stakeholders
- Ability to inspire, motivate and challenge staff, parents and governors.
- Aspiration to drive the school forward from its current Good OFSTED status

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## Desirable Experience and Skills

- Experience in a small primary school
- Leadership and teaching responsibilities
- School self-evaluation and improvement planning
- Mixed-age class teaching and curriculum planning
- Working effectively with governors and parents
- Inclusive practice, SEND and pupil wellbeing
- Coaching and developing staff
- Budget and resource management in a small-school context
- Strong organisation, approachability and a good sense of humour





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## Key Areas of Responsibility

### School Culture

- Sustain a distinctively Christian ethos
- Promote a nurturing, inclusive and aspirational culture
- Foster strong relationships across the community
- Ensure pupils' spiritual, moral, social and cultural development
- Create a positive, reflective staff culture that supports wellbeing

### Teaching and Learning

- Model high-quality teaching and coaching
- Maintain high expectations for all pupils
- Monitor teaching through proportionate systems
- Ensure effective learning in mixed-age classes
- Use evidence-informed practice to improve outcomes

### Curriculum and Assessment

- Lead a broad, balanced and ambitious curriculum
- Reflect Christian vision, local context and national requirements
- Oversee effective assessment and statutory requirements
- Use data intelligently without increasing workload

### Behaviour

- Promote high standards through relationships and restorative practice
- Apply behaviour policies consistently and fairly
- Ensure pupils feel safe, listened to and supported

### SEND and Inclusion

- Ensure early identification and effective provision
- Champion equity and high aspirations for all learners
- Work with SENDCo and external professionals
- Meet all statutory SEND duties

### Professional Development

- Support staff development and wellbeing
- Manage performance linked to school priorities



- Develop leadership capacity within a small team

## Organisational Management

- Manage day-to-day operations alongside teaching
- Ensure safeguarding excellence
- Maintain clear communication systems
- Ensure statutory compliance

## School Improvement

- Lead the School Development Plan
- Use self-evaluation to drive improvement
- Balance strategic and practical leadership
- Preserve the school's unique character

## Working in Partnership

- Build strong relationships with families and community
- Work closely with the church, diocese and clergy
- Engage with local schools and networks

## Governance and Accountability

- Work collaboratively with governors
- Provide clear information for effective decision-making
- Ensure compliance in safeguarding, finance and SEND
- Maintain professionalism, integrity and transparency





**'Shine Your Light'**

February 2026