



Headteacher

Application Pack



'Roots to grow and wings to fly'



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‘Roots to grow and wings to fly’

Welcome from the Chair of Governors

Welcome to Crudwell Church of England Primary School and thank you for your interest in leading our friendly, inclusive, vibrant community of children and staff.

Our school vision is to ensure that everyone has the '**roots to grow and wings to fly**'. It is inspired by Psalm 1 and Isaiah 40:30-31. Roots and wings. We need them both. The roots of our community that nurture and help us grow to be the best possible versions of our ourselves. The wings of faith that allow us to soar freely into the future.

Our school values, based on Christian teaching, are **Respect, Responsibility, Perseverance, Trust, Teamwork and Creativity**. Through these values we strive to develop character and inspire everyone to achieve in a happy, fun and safe environment. This journey is summarised in our school motto: '**Learn, Create, Laugh, Grow**'.

Our vision and values are at the core of everything we do. We support, encourage and nurture everyone to aspire to be the best possible versions of themselves so that they realise their full potential; both in their learning and in their relationships.

The Governing Body is seeking to appoint a new Headteacher with the enthusiasm, energy and leadership skills to help our school to continue to flourish. They will be building on the excellent work done by the experienced staff team and our current Headteacher who is moving onto a larger school after a tenure of six years.

Our school prides itself on its inclusive and caring ethos and culture, where everyone is valued and encouraged to realise their full potential. We believe in providing a holistic education that goes beyond academic achievement to develop the 'Whole Child'.

In 2022 Ofsted confirmed our school as GOOD, commenting that:

"Pride and respect are the cornerstones of this school. Pupils show an understanding of kindness, responsibility and concern for others in everything they do. Parents and carers feel similarly. They appreciate the school being a focus in the community. They value leaders' attention to developing their children into well-rounded citizens of the future."

The school serves a varied rural community and also attracts many children from other catchment areas. The village of Crudwell has a population of approximately 1,000 and is situated in the northwestern corner of Wiltshire, close to the border with Gloucestershire, in a conservation area at the foot of the Cotswolds. The catchment area also includes the hamlets of Chedglow, Chelworth, Eastcourt, Murcott and West Crudwell. Crudwell itself is 4 miles north of Malmesbury and 7 miles south of Cirencester with easy access to the M4 and a mainline railway station at Kemble.

The school has spacious grounds with a Forest School, an abundance of sporting opportunities and clubs, and tuition available in music, art, dance and speech and drama. We have developed an exciting and engaging curriculum, and have a recently refurbished library filled with high quality books to promote a love of reading.

You are warmly invited to visit the school to get a feel for our happy learning environment at first hand. Please call the school office on 01666 577357 to make an appointment and a member of staff will be available to show you around. We are confident that you will find our school a rewarding place to work – one where you will be supported to achieve your professional goals. Should you wish to discuss the role of Headteacher further you can contact me at mhills@crudwell.wilts.sch.uk.

Kind regards,

Mark Hills
Chair of Governors

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The School

Crudwell School was founded in 1670 and is now a Voluntary Controlled school.

At present the NOR is 132 and the school is organised into five classes, and for the 2025-26 intake the school received more 1st choice applications than places available. The school benefits from an excellent team of experienced and dedicated teachers along with the TAs and other support staff.

There is extensive parental support and we are fortunate to have a very active PTA (the Friends of Crudwell School) which provides extra resources for the school. Inter-school activities are mainly based in the Malmesbury cluster of small primary schools sharing resources, training and sporting events.

We work collaboratively through the Hobbes Alliance, a local cluster of six primary schools, to share information and insights focusing on continuous improvement for the benefit of our children.

Wiltshire Council offers resources and coaching, enabling you to continue your professional development as a Headteacher. The school also enjoys a strong relationship with our local parish Church, All Saints Crudwell, and the support of the Bristol Diocese.

Facilities

The original Victorian part of the main building was erected circa 1857 and extended and modernised in 1970 and 2006. Within the main building there are two classrooms, a multipurpose hall with a kitchen attached, a school office, a dedicated Headteacher's office, and a library (refurbished 2023).

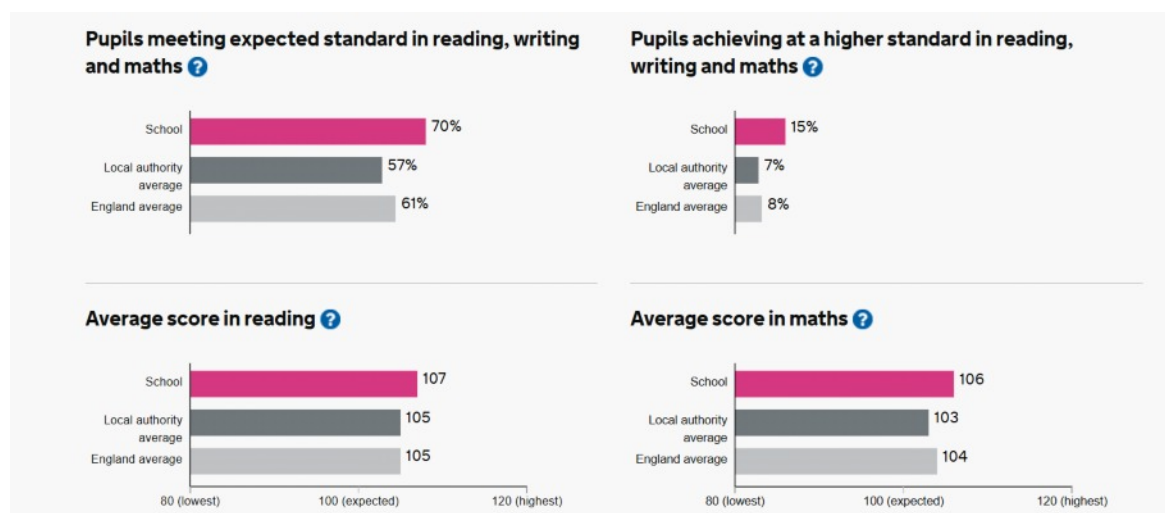
In addition, there is a double mobile building that houses a further two classrooms, a separate, newer, classroom, and a separate staff room. All areas are well maintained and to a high standard. Our school grounds, of around three acres, include two tarmac playgrounds, extensive playing field, wild area and a peace garden.

A catering partnership with two other local primary schools uses our kitchen facilities to produce school lunches for all three schools with all costs shared between the schools.

Pupil outcomes

Our pupils perform well in KS2 SATs with the results from 2024 illustrated below.

We were particularly pleased that our Year 1 Phonics result for 2024 was 100%. A great achievement.



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Our inclusive ethos and Christian distinctiveness

Crudwell Church of England Primary School is a primary school within the parish of Crudwell, Malmesbury and the Diocese of Bristol.

We seek to provide a Christian environment which will enable pupils to become aware of and reflect upon their own experiences and those of others; and to discover meaning and value in such experiences which might reveal the love and presence of God.

We maintain strong links between our school and the local church, All Saints, Crudwell and the school is subject to a Statutory Inspection of Anglican and Methodist Schools (SIAMS) approximately every five years.

We are committed to the development of the 'Whole Child' which includes valuing all children equally and as individuals. We believe that our approach to our pupils' spiritual, moral, social and cultural development is fully inclusive and therefore nurturing and appropriate for all pupils, those of any faith and those of no faith.

We take account of diversity and value and respect freedom of religion and beliefs. We encourage children to share their own views, traditions, beliefs and understandings across a wider range of issues and subjects within the curriculum with each other in ways which are accepting, tolerant and respectful of others.

For more information:

[School website](#)

[Ofsted report September 2022](#)

[SIAMS report December 2021](#)

[Performance data](#)

[School Location](#)



'Roots to grow and wings to fly'

Headteacher – the person and the role

The children, staff, parents/carers and Governors of Crudwell Church of England Primary School are looking for a new Headteacher with the vision, enthusiasm and leadership skills to help to shape the next stage in our journey.

We are keen to welcome:

- A passionate Headteacher who will be an active part of the school, engaging and communicating with all members of the school and wider community. They will provide interactive leadership to the staff, taking advantage of their experience, knowledge and commitment to do the best for the children in their care.
- A visionary Headteacher who can recognise the opportunities brought to the school and staff through sharing resources, sharing experiences and sharing expertise.
- An enthusiastic Headteacher who is seeking to develop themselves in the role, bringing new ideas and fresh thinking and encouraging others to share their own. Someone who will create an inclusive culture of continuous development and improvement within the school.
- A collaborative Headteacher who will work closely with members of the Governing Body to deliver our vision for the school, embodying our ethos and shared values.

The successful candidate

The successful candidate will be able to demonstrate that they have experience of senior leadership, either as a Headteacher, a Deputy/Assistant Headteacher or as a member of the leadership team. Ideally, they will have some affinity with the particular challenges of working in a small school, at the heart of a village community.

To fulfil the post of Headteacher they will have:

- the ability to support, challenge and inspire our children, encouraging them to achieve the best they can
- the expertise and capacity to lead and inspire an experienced, committed team
- the planning and organisational skills to make the best use of available resources
- the ability to lead and help shape the direction of the school
- excellent communication skills and the ability to celebrate and promote high-quality teaching and learning
- a positive and optimistic approach; be proactive and confident and able to build relationships quickly
- an open-mindedness about ways to improve educational outcomes for pupils and build the skills of staff
- a commitment to partnership, collaboration and sharing
- the ability to be a team player and leader who will go the extra mile to support children and families.

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Job description

Overall purpose of role

Subject to any overriding requirements and the professional duties specified in the conditions of employment of headteachers, the post holder will be responsible for the internal organisation, management and control of the school in consultation, as appropriate, with the Local Authority (LA), Diocese, Governing Body, staff and parents/carers, in accordance with the School Teachers' Pay and Conditions Document.

The post holder shall also carry out all responsibilities outlined within the 'Headteacher' section of the school's Scheme of Delegation.

Key tasks

- To prioritise safeguarding in all aspects of school life, ensuring the safety and well-being of pupils and staff are at the heart of all decision-making.
- To support all children in the school to develop holistically and realise their full potential.
- To provide positive leadership and communicate effectively with pupils, staff, parents/carers and all stakeholders in the school community.
- To foster a positive, inclusive, and respectful school culture that promotes the well-being and personal development of all staff and pupils.
- To model and uphold the school's core values, ensuring these are embedded throughout the school's ethos, behaviour, and curriculum.
- To oversee the implementation of the priorities outlined in the school development plan, ensuring alignment to the school's vision and values and strategic plan.
- To be responsible for the day-to-day management of the school, ensuring compliance with the policies and procedures of the Governing Body, the LA and the Department for Education (DfE).
- To fulfil a teaching commitment as specified by the Governing Body.
- To be responsible, with the Governing Body, for implementing the National Curriculum.
- To work closely with the Governing Body and manage relationships with all parts of the local community, sensitive to the Church of England ethos of the school and the unique role which a small school plays in a close-knit community.
- To support the professional growth of staff through coaching, mentoring, and providing access to targeted professional development opportunities.
- To manage the school's financial resources effectively, ensuring that budgeting and resource allocation are aligned with educational priorities and the overall school development strategy.
- To monitor and evaluate the effectiveness of school policies, practices, and initiatives, providing regular updates and reports to the Governing Body on pupil progress, staff performance, and financial status.
- To promote and ensure an inclusive and supportive school environment where diversity, emotional well-being, and mental health are valued, fostering an atmosphere in which all pupils feel safe, respected, and able to succeed.

Additionally

The post holder is expected to carry out any duties, additional to those listed above, to ensure the smooth running of the school.

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How to apply

The Application Form can be accessed at [Jobs at Wiltshire](#)

Please include a supporting statement (maximum two sides of A4 in Aptos 11pt font or equivalent) with your completed Application Form detailing why you have the qualities and experience needed to be our new Headteacher.

Applications should be made online via [Jobs at Wiltshire](#) by the application deadline given below.

We very much welcome school visits by prospective candidates. Please contact the school office on 01666 577357 or email: admin@crudwell.wilts.sch.uk.

References for short-listed candidates will be taken up prior to interview.

If you need any help with your application, i.e. due to technical difficulties, or if you require an adjustment to the application process, for example due to disability or a medical condition, please email us at admin@crudwell.wilts.sch.uk and we'll support you as best as we can.

If you would like to discuss the role informally before making an application, please contact Mark Hills, Chair of Governors at mhills@crudwell.wilts.sch.uk.

Application deadline:	Friday 6th June 2025 at 12 noon
Short-listing date:	Short-listed candidates will be informed on or before Friday 13th June 2025
Interviews:	Wednesday 2nd July and Thursday 3rd July 2025
Contract:	Full and permanent
Salary range:	L8 – L14
Preferred start date:	January 2026

Crudwell Church of England Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Our recruitment process follows the keeping children safe in education guidance.

All applicants will be subject to a full Disclosure and Barring Service check before appointment is confirmed.



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