



George Fentham Endowed School

www.georgefenthamschool.co.uk

Headteacher recruitment pack contents:

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Advert

Headteacher from 1 September 2026

The governors are seeking to appoint a committed and enthusiastic individual with a proven track record of inspirational leadership who can build on the achievements of the school as it enters an exciting new phase of its development.

George Fentham is an oversubscribed, one form entry school that is Church of England by usage. The school has a strong Christian ethos and a great sense of community. We achieved 'Outstanding' ratings from Ofsted in four out of five areas in January 2025. We offer an enriching learning environment in a beautiful rural setting. We are a school where every individual child is of the utmost importance. Our children love the school and are fully engaged in their learning. We have an excellent team of staff, governors and parents.

We are looking for somebody who will:

- Uphold and promote the Christian ethos and values of the school
- Provide inspirational, strategic and professional leadership
- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive, respectful and collaborative relationships across the school and wider community
- Demonstrate resilience, integrity and clarity in decision-making
- Serve in the best interests of all pupils in the school

In return, we can offer:

- An inclusive school with amazing, diverse, well-motivated pupils who have a thirst for knowledge and learning and a respect for their peers and adults alike.
- A committed and supportive Governing Body that is open to new ideas
- Sound finances and buoyant pupil numbers
- A caring and supportive environment inspired by our strong Christian ethos
- A welcoming, friendly, hard-working, highly cohesive staff team who are dedicated to making a difference to the children in their care

We strongly encourage visits to the school prior to application to see just how special our children are and meet our team. Visits are offered in the weeks beginning 30 March and 13 April 2026, please contact office@george-fentham.solihull.sch.uk to arrange a visit.

The application closing date is **5.00pm on Friday 17 April 2026**.

Please return your completed application to: applications@george-fentham.solihull.sch.uk

Shortlisting will take place on Monday 20 April 2026, with interviews taking place on Monday 27 and Tuesday 28 April 2026. If you have any questions, please contact the school office.

George Fentham is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The offer of employment is subject to the satisfactory completion of all necessary pre-employment checks.

Letter from Chair of Governors

Dear applicant,

Thank you for your interest in the position of Headteacher at George Fentham Endowed School in Hampton-in-Arden. We are looking for the right person to lead the school into an exciting new chapter following the departure of our Headteacher after nearly 20 years.

George Fentham Endowed School is Church of England by usage. The school is situated at the heart of a thriving rural village just outside Solihull with great transport links. George Fentham is an outstanding school and Ofsted agrees. Ofsted rated the school outstanding in four out of five areas after its most recent inspection in January 2025. We think this provides not only a fantastic opportunity but also time for a new Headteacher to make their mark and build on the strong foundations in place.

Our children are an amazing and diverse group with a thirst for knowledge and learning and a respect for their peers and adults alike. They are rightly proud of their school. Our staff team works tirelessly for our children and their families, and the daily life of our school reflects a shared belief that every child has unique potential and the capacity to make a positive difference in the world.

You will be joining a dedicated team of extremely talented staff, a committed and supportive Governing Board and a network of loyal partners including the George Fentham Trust, Church and local community. The Governing Body looks forward to seeing how the newly appointed Headteacher will implement new ideas and practices within an evolving educational landscape to ensure that every child achieves and thrives.

If you share our conviction that schools can transform lives and communities, we would be delighted to receive your application.

Your sincerely,

Andrew Knight

Chair of Governors

Pupil voice

We asked some our pupils what they would like in a new headteacher and why you would enjoy being their headteacher. This is what they said.

What would you like in a new headteacher?

- *Enthusiastic*
- *Kind, caring and helpful*
- *Good at explaining*
- *Someone who wants to be in school*
- *Brave, confident and outgoing*
- *Responsible*
- *Challenging*
- *Concerned about us as individuals and knows our names*
- *Someone with a big smile on their face*

Why our pupils think you would enjoy being their headteacher

- *We're kind*
- *We're smart*
- *We do our best*
- *We're respectful and have good manners*
- *We would make you welcome with cards and posters*
- *All the teachers are kind*
- *Everyone is nice*
- *We are a community of friends*

George Fentham Endowed School

Job description: Head Teacher

Job details

Salary: Group 2 L11 – L17 (£66,368 to £76,772 pa)

Hours: FTE

Contract type: Permanent

Main Purpose

The Headteacher, under the direction of the Governing Body, will take overall strategic responsibility for:

- Formulating and articulating the vision, aims and objectives of the school
- Establishing and implementing policies to achieve these aims and objectives
- Leading and managing all staff and resources across the school
- Monitoring and evaluating progress towards the achievement of the school's aims and objectives
- Ensuring the school fulfils all statutory and contractual responsibilities

The Headteacher will provide inspirational leadership so that every member of the school community can fulfil their true potential. The postholder will ensure that the school continues to deliver high-quality education within a Christian ethos reflecting fairness, equality of opportunity and the values of the Church of England.

The Headteacher will fulfil the professional responsibilities of a headteacher as set out in the School Teachers' Pay and Conditions Document (STPCD) and will be accountable to the Governing Body for the performance of the school.

Qualities

The Headteacher will:

- Uphold and promote the Christian ethos and values of the school
- Provide inspirational, strategic and professional leadership
- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive, respectful, collaborative and compassionate relationships across the school and wider community
- Demonstrate resilience, integrity and clarity in decision-making
- Serve in the best interests of all pupils in the school

Duties and Responsibilities

Ethos and Vision

The Headteacher will:

- Work closely with the Governing Body to promote a culture of encouragement, challenge and support to achieve the highest possible standards
- Ensure the school's vision is clearly articulated, shared and understood by the whole school community
- Promote an inclusive culture that values diversity and ensures equality of opportunity
- Safeguard and promote the welfare of all pupils
- Ensure pupils' academic, spiritual, moral, social, emotional and cultural development is prioritised

Leadership and Management

The Headteacher will:

- Provide strong, strategic leadership across the school
- Develop, motivate and lead all staff to achieve the highest professional standards
- Ensure clear organisational structures, roles and accountability systems are in place
- Lead effective performance management systems for all staff
- Recruit, retain and deploy staff effectively, managing workload appropriately
- Develop the skills and capacity of the senior leadership team, including the Deputy Headteacher and SENDCO
- Lead and manage change effectively to sustain continual school improvement
- Play a full role in any future strategic developments, including consideration of possible future academy status

Teaching, Curriculum and Standards

The Headteacher will:

- Lead the development and implementation of a broad, balanced and inspiring curriculum across the school
- Ensure consistently high standards of teaching and learning
- Monitor, evaluate and review the quality of teaching and initiate improvement strategies where necessary
- Ensure effective use of assessment data to set, monitor and evaluate pupil progress
- Challenge underperformance at all levels and take corrective action
- Promote exemplary standards of behaviour and attendance
- Ensure high-quality pastoral care for all pupils
- Promote the effective use of emerging technologies to enhance learning

Additional and Special Educational Needs and Disabilities (SEND)

The Headteacher will:

- Ensure the school fulfils all statutory duties under the SEND Code of Practice

- Promote inclusive practices so that all pupils can access the curriculum
- Maintain ambitious expectations for pupils with SEND
- Ensure effective systems are in place for identifying and supporting pupils with additional needs
- Work effectively with parents, carers and external agencies to secure the best outcomes for pupils

Organisational Management and School Improvement

The Headteacher will:

- Establish and sustain the school's strategic direction with the Governing Body
- Ensure effective systems, processes and policies are in place
- Ensure robust safeguarding systems and a strong culture of vigilance
- Manage school finances effectively and in line with statutory and local authority requirements
- Ensure health and safety compliance across the school
- Oversee the maintenance, security and effective use of buildings and resources
- Identify barriers to school effectiveness and implement realistic and timely improvement strategies
- Ensure delegated responsibilities from the Governing Body are carried out effectively

Professional Development

The Headteacher will:

- Promote a culture of continuous professional development across the school
- Ensure staff access high-quality professional learning opportunities
- Maintain their own professional development
- Develop leadership capacity at all levels

Governance, Accountability and Partnership Working

The Headteacher will:

- Work in close partnership with the Governing Body, providing professional advice and regular performance information
- Welcome and support effective governance and accountability
- Ensure compliance with all statutory and regulatory frameworks
- Build and maintain strong relationships with parents, carers, the Church, the George Fentham Trust, local businesses, the PTFA (Parent, Teacher and Friends Association) and the wider community
- Maintain effective transition arrangements with pre-school and secondary providers
- Work collaboratively with other schools and external partners to improve outcomes

Safeguarding

The Headteacher will:

- Promote and safeguard the welfare of all children and young people
- Ensure safeguarding policies and procedures are robust, up to date and effectively implemented

- Ensure safer recruitment practices are followed
- Maintain a strong safeguarding culture across the school

Financial Responsibility

The Headteacher will:

- Take overall responsibility for the financial management of the school
- Ensure budgets are managed efficiently and effectively
- Work closely with the Governing Body to secure best value and high-quality educational provision

Other Areas of Responsibility

- Provide strategic oversight of leadership structures within the school, including the Deputy Headteacher and SENDCO
- Lead on future school development
- Undertake any other duties reasonably required by the Governing Body commensurate with the role

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Headteacher will carry out. The postholder may be required to undertake other duties appropriate to the level of the role.

Signature of employee:

Signature of Chair of Governors:

Date:

George Fentham is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The offer of employment is subject to the satisfactory completion of all necessary pre-employment checks.

George Fentham Endowed School

Person Specification: Headteacher

| Qualifications and Training | Essential | Desirable | Assessed by: Application Reference Interview |
|---|------------------|------------------|---|
| Qualified Teacher Status (QTS) | | | A |
| Substantive experience as a Senior Leader in a primary school | | | A |
| Evidence of sustained, relevant professional development at senior leadership level | | | A |
| Up-to-date safeguarding training at DSL level | | | A |
| NPQH | | | A |
| Up to date Safer Recruitment training | | | A |
| Experience, Skills and Knowledge | Essential | Desirable | Assessed by: Application Reference Interview |
| Proven track record of successful whole-school leadership with measurable impact on outcomes; Demonstrable success in leading sustained school improvement and raising standards | | | AI |
| Deep understanding of curriculum design, sequencing and implementation across EYFS, KS1 and KS2; Strong understanding of effective teaching and assessment | | | AI |
| Strong understanding of assessment and performance data, Ofsted framework and accountability measures; Experience of tracking underperformance and implementing corrective action | | | AI |
| Proven financial management experience including budget planning, resource allocation and workforce planning | | | AI |
| Experience of working effectively with governing bodies; Strong knowledge of statutory duties, safeguarding responsibilities and regulatory frameworks | | | AI |
| Experience of leading and developing teams; Proven ability to lead change strategically and sensitively | | | ARI |

| | | | |
|---|------------------|------------------|---|
| Evidence of leading a strong safeguarding culture; Commitment to inclusion and equality of opportunity | | | ARI |
| Evidence of building strong partnerships with parents, church, local authority and external agencies | | | AI |
| Experience of leadership in a school with a Christian vision | | | AI |
| Experience of leadership through a SIAMS inspection | | | AI |
| Experience of leadership in a Voluntary Aided school | | | AI |
| | | | |
| Personal Qualities | Essential | Desirable | Assessed by: Application Reference Interview |
| Clear moral purpose focused on improving life chances for all pupils; Commitment to promoting and strengthening the Christian ethos of the school | | | AI |
| Visible, credible and inspirational leader; Demonstrates integrity, transparency and accountability | | | ARI |
| Emotionally resilient, calm under pressure and confident in making difficult decisions in the best interests of pupils | | | ARI |
| Highly effective communicator; Strong collaborative leadership style that empowers others | | | ARI |
| Committed to continual self-improvement and maintaining high professional standards | | | ARI |
| Demonstrated commitment to system-wide improvement; Active involvement in church-school partnerships | | | AI |
| Coaching or mentoring qualification | | | A |

Equal opportunities

We are an equal opportunities employer and are committed to creating an inclusive environment where diversity is valued and respected.

Professional expectations

All staff are expected to:

- Uphold the values and ethos of the school
- Maintain high standards of professionalism and conduct
- Work collaboratively with colleagues, pupils and families
- Engage fully in professional development

Flexibility and review

This job description and person specification are subject to periodic review and may be amended in consultation with the postholder to reflect the evolving needs of the school.

Safeguarding

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