



Gwinear School

Inspiring our Future

Headteacher Recruitment Pack December 2025



Aiming for the
Stars

The Vacancy

Thank you for your interest in the vacancy for a full-time Headteacher at Gwinear School. A brief run-down of the key details:

Start Date

It is anticipated that the role will commence on 1st September 2026.

Pay Scale

Group 1 – L6 to L18

Teaching Commitment

There will be a teaching commitment, however, the details of this can be discussed with the successful candidate.

School Contact Details

Address: Gwinear Community Primary School, 40 Gwinear Lane, Hayle, Cornwall TR27 5LA

Telephone: 01209 831303

Email: School Secretary: secretary@gwinear.cornwall.sch.uk

Chair of Governors: chair@gwinear.cornwall.sch.uk

Website: <https://www.gwinear.cornwall.sch.uk/>



How to Find Out More?

If you would like to arrange a visit to look around Gwinear School with our Headteacher please contact our school secretary, Mrs B, by phone or email.

If you would like more information about the role, please email the Chair of Governors.

The school website is a wealth of information on the school, its curriculum, mission and values and its policies.

Safeguarding

Gwinear School is committed to ensuring that the children in our care are safe; their welfare is paramount. This role will be subject to safer recruitment checks which include an Enhanced Disclosure and Barring Service check, satisfactory references (one of which must be from your most recent employer), qualification verification, and eligibility to work checks.

How to Apply

Application packs can be downloaded from the school website, Cornwall Council website and the DfE Teaching Vacancies website. Applications should be prepared with reference to the Job Description and Person Specification and must be submitted on the correct application form, along with the requested supplementary forms, to headships@cornwall.gov.uk by **23.59pm on Monday 19th January 2026**.

We anticipate that interviews will take place on Friday 30th January 2026.



Introduction



The Governors of Gwinear School are seeking to appoint an enthusiastic and inspirational Headteacher to succeed our current Head who will be retiring this summer.

In our most recent Ofsted report, inspectors described Gwinear School as “a happy and supportive school” and commented that “leaders carefully weave the school’s strong ethos of outdoor learning throughout its work.” We believe this perfectly reflects our ethos, whereby we focus on enabling our children to enjoy a rich and varied curriculum through utilising our wonderful grounds and the local area to offer exciting opportunities and to enrich lessons. *Inspiring our Future* is our motto: this reflects our strong belief in providing skills for life, alongside providing excellent academic progress and achievement. Gwinear sits at the heart of a strong community in a beautiful rural Cornish setting. The pupils who attend the school are happy and are supported by an outstanding team of teachers and support staff.

We are looking for a talented teacher and leader: someone who has the vision and drive to build on our ethos; maintain and nurture the strong links between the school and the local community and ensure that the children in our care continue to foster a love of learning and to thrive. You will be supported by a passionate and established staff team and an enthusiastic Governing Body, as well as the wider school community.

Letter from the Chair of Governors

Dear Candidate,

On behalf of the Governing Body, thank you for your interest in the position of Headteacher at Gwinear School.

I am sure that you are keen to find out as much as possible about the school. I would suggest that you start with our website www.gwinear.cornwall.sch.uk/ which contains all of the usual information, as well as copies of our weekly newsletters which will give you an insight into the day to day activities of our very busy little school.

We are very proud of the vision and ethos of the school; it has been painstakingly crafted by our outgoing Headteacher with the support of the governors and staff team. We are, therefore, looking to appoint someone who shares our outlook and will continue to build on what we believe are very firm foundations.

Gwinear School is located equidistant between the villages of Gwinear, Carnhell Green and Reawla in a rural setting surrounded by open fields. We are fortunate to enjoy generous grounds, which include a large outdoor learning area for EYFS, a sports field, playground and various facilities which enable the children to keep active and have fun as well as undertake outdoor lessons. The grounds are well-used by all the classes - we are particularly proud of our focus on using outdoor education to enrich the curriculum, both on and off site.



The fabric of the school has been well-maintained and features three classrooms in the main building with a library designed to fire the children's imaginations, and a traditional school hall. To the rear is the brand-new Reception Class which was finished last year and features bi-fold doors to provide free-flow access to the outdoor provision, whatever the weather. Parents have often commented on the EYFS provision, as well as the unique ethos of the school, being a key decision-making factor in choosing Gwinear for their child.

We have 108 children on roll, spread across four classes: Reception, Years 1 and 2, Years 3 and 4, and Years 5 and 6. For the last few years we have had a waiting list

for the new intake, but we believe this four class structure to be the most manageable and sustainable.

One of the strengths of the school is the incredible staff team, which includes five teachers, eight support staff and the school secretary. Some of the Teaching Assistants are trained teachers and they all work extremely hard to maintain the high expectations that we have for provision at Gwinear; obviously this can be a challenge with mixed classes but it is a model that they are well experienced in managing. Currently, the Headteacher also teaches two days a week and it is expected that the new Head will take on a teaching commitment, although the actual form this takes is for discussion.



We strive to ensure that we are well-equipped and provide everything that the children need to enjoy the best experience at Gwinear School, helping to give them the very best start to their academic life. Whether this is the two minibuses to facilitate outdoor learning, trips and sports fixtures; a variety of technology to support learning; a wide range of wonderful library books or multifunctional outdoor facilities, we are committed to providing the breadth and wealth of resources required.

“Inspiring Our Future” is our motto and recognises that it is the children who will be responsible for making the world a better place in the future. We place just as much value on providing the children with the life skills they will need as we do the academic skills: this includes what we call the “4th R” - for example resilience, respect, reflection. We have high expectations of our children and are grateful to the parents and community who share the same vision and standards.

The community, both in school and wider, is very supportive. We have a thriving PTFA who organise events and activities to fundraise and help to provide the children with extra equipment and opportunities. They can’t do this without the support of our parents and extended families, who all contribute in lots of different ways to school life: some come into school to listen to young people read aloud, help on trips, support the PTFA, and volunteer to carry out the myriad of little tasks that constantly arise.

Our Governing Body is committed to providing our children with the best possible experience during their time here and have a wealth of knowledge and expertise that they are happy to share. Along with the staff team, the new Head will undoubtedly receive a warm welcome from a community invested in making the school as good as it possibly can be. Gwinear is a very special place to be: we believe our pupils to be happy, confident and thriving learners and wholeheartedly believe that a new Head will be able to share in our vision of continuing to develop the school and its ethos. We are a warm, caring and welcoming school, where real value is placed on developing the whole child.



Our ideal candidate will have exemplary teamwork and communication skills, patience, resilience and the ability and enthusiasm to make a real difference to the lives of the pupils in our school. The ability to maintain a sense of humour and sense of perspective during stressful times is highly desirable – as well as a commitment to leading and managing staff with enthusiasm, care and professionalism.

Gwinear School is dedicated to the safeguarding of children and young people – the protection of children in our care is a key priority for the school. We have robust safeguarding procedures in place and any concerns are dealt with efficiently and appropriately. Safer Recruitment Procedures will be adhered to during the recruitment process and the position will require a fully satisfactory enhanced DBS check.



The best way to understand our small but mighty school is to come and visit; we would love to show you just how special it is. If you would like to arrange a tour please contact Mrs B, our school secretary.

Thank you again for expressing an interest in the position; I trust that you will be in contact should you have any questions and wish you best of luck should you decide to apply!

Yours faithfully,

Cathy Woolcock

Cathy Woolcock
Chair of Governors

Thank you for your interest in Gwinear School – we look forward to receiving your application!



<https://www.gwinear.cornwall.sch.uk/>