

Woodbridge Junior School

Happy Children Inspired to Learn

Headteacher Recruitment Pack



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Welcome from the Chair of Governors

21st January 2026

Dear Applicant

The Governors and I thank you for the interest you have shown in our school and the key post of Headteacher. We believe that this is an exciting opportunity and that the successful applicant will be joining a happy, thriving and welcoming school.

The Governing Body is seeking to appoint a Headteacher who will build on current good practice and also take our school to the next level, outstanding in all areas. Our school is at a significant stage in its development as it was judged as 'Good' in June 2022.

Woodbridge Juniors is a special, unique school that needs a special person to take it forwards. We are a warm and friendly school with a child centred approach that runs through the whole school from the Caretakers and Cleaners and other support staff, through to all of the Teaching staff, leadership team and beyond.

Transition arrangements are good from both the local infants and to the secondary schools. Making these transitions smooth has been something that is important to our school, and we have good relationships with the schools. Woodbridge is an important part of the Alfreton community where it engages with other schools and community organisations at events held in the town throughout the year. Such as a summer concert at St Martins Church and the Christmas Lights event.

A Job Description and Person Specification are included, which provide more details about the role, and candidates are encouraged to visit the school and meet the staff and pupils.

When writing your letter of application, please include your reasons for applying for the Headship of our school. Your letter should be no more than three sides of A4 paper using Arial font, size 12.

Applications through Derbyshire County Council website.

The closing date for applications is midnight on Sunday 1st March 2026. Shortlisting of candidates for interview will take place on 5th March 2026 and interviews will be held on 11th and 12th March 2026.

I would like to thank you again for your interest in the post and I look forward to receiving your application.

Yours sincerely

David Taylor
Chair of Governors

Our School Council View

We asked our school council to tell us what they would like from our new Headteacher



Good sense of humour



Someone who makes a few changes but not too many



Treats everyone equally



Listens to us especially if we have worries.



Brings new ideas and knows what to do to make our school better



Honest and trustworthy



Kind, caring and helpful



Firm but fair



Makes good decisions



Efficient and organised

INFORMATION FOR CANDIDATES

Woodbridge Junior School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment

Date of Appointment	1 September 2026
Salary	Individual School Range: L13 – L19
Estimated Number on Roll	223
Teaching Establishment	Head + 10
Head teaching commitment	0
Management Structure	Head + Deputy Head, Upper School Leader, SENDCo, School Business Manager and Pastoral Lead

Support Staff	Job	Posts
School Business Officer		1
Teaching Assistants/Support Staff		20
Apprentice Teaching Assistants		3
Midday Supervisors		13
Caretaker		1
Cleaners		2

Location

The school is located in the town of Alfreton, just off J28 of the M1 motorway with excellent access to major road and rail networks. It is a historic market town in Derbyshire, is set in the heart of the Amber Valley, close to the beautiful **Peak District National Park**. With its rich industrial heritage, charming character, and convenient location near some of Derbyshire's top attractions, Alfreton offers a great mix of history, culture, and countryside exploration.

Accommodation

The school is located in one well-maintained building dating back to 1953. The building houses 8 classrooms, a hall, a staff room, a library, a servery kitchen and offices.

Outdoors there is a hard surface play area with markings, outdoor gym equipment, trim trail, canopies, seating, grassed playing field and forest schools area.

Midday meals are served on the premises by the Derbyshire County Catering Service.

Secondary Education

Most pupils that attend Woodbridge School from the normal area transfer to David Nieper Academy School, an 11 to 18 Comprehensive School.

OFSTED Inspection

The school was inspected in June 2022 and was judged to be a 'Good' school.

Financial Budget 2025/26

The school's basic school budget for this financial year is £1,320,66.

Applications

Candidates should submit applications **online** on a DCC Teacher Application Form, together with a supporting statement letter matching their skills and experience to the headings in the Job Description and Person Specification. The letter should be no longer than 1500 words (please include word count). CVs should not be attached.

If preferred, **postal application forms** are available from Call Derbyshire on 08456 058058, quoting the job reference number attached to this post. Completed applications should be sent to Derbyshire County Council, Recruitment Section, County Hall, Matlock, Derbyshire DE4 3AG, allowing sufficient delivery time to meet the deadline for applications.

In order to comply with the safer recruitment requirements candidates must fully complete the application form including the section on references. It is not acceptable to substitute parts of the form with your own version. All gaps in employment should be accounted for and explained.

References

Open testimonials are not accepted for this post, and it is intended that the Local Authority will take up a professional reference from your **existing employer** and one other professional reference of your choice. *If you are not currently working with children, references will be requested from a previous employer where this was the case. You are, therefore, requested to supply contact details for this organisation and also to alert all referees to expect a request, should you be shortlisted.* References from relatives or people writing solely in the capacity of friends will not be accepted.

Security Checks

Due to this post having access to children and/or vulnerable adults, candidates will be required to undertake a Disclosure and Barring Service check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided. Candidates who are foreign nationals, or a UK national who has lived abroad at any point in their adult life, MUST provide a Certificate of Good Conduct prior to taking up an appointment.

Interviews

It is intended that interviews will take place on 11th & 12th March 2026.

Candidates selected for interview will be contacted by telephone. If you have not been contacted within seven days of the proposed interview dates you should assume, on this occasion, that you have not been shortlisted for interview. Should you wish to make any further enquiries, please contact the Headship Recruitment Team on 01629 539455.

The Governors will be advised by a Local Authority HR Officer and Education Advisor.

Closing Date: Sunday 1st March 2026

Woodbridge Junior School

APPOINTMENT OF HEADTEACHER

Job Description

Post Title: Headteacher

Responsible to: The Governing Board of Woodbridge Junior School

Main Purpose: To carry out the duties of Headteacher in accordance with the Teachers' Pay and Conditions Act and other relevant statutory provisions

Shaping the Future

The Headteacher will work with the Governing Board and others to create a shared vision and strategic plan which inspire and motivate pupils, staff, and all other members of the school community.

The Headteacher will:

- Ensure the vision for the school is clearly articulated, shared, understood, and acted upon effectively by all.
- Work within the school community to translate the vision into agreed objectives and operational plans which will promote and sustain school improvement.
- Demonstrate vision and values in everyday work and practice.
- Motivate and work with others to create a shared culture and a positive climate.
- Ensure creativity, innovation, and the use of appropriate new technologies to achieve excellence.
- Ensure that strategic planning and the school culture and curriculum take account of the diversity, values and experience of the school and community at large.

Managing the Organisation

The Headteacher will provide effective management of the school and continuously seek to improve organisational structures based on self-evaluation.

The Headteacher will:

- Take responsibility for safeguarding and promoting the welfare of children.
- Create an organisational structure which reflects the school's values, and enables the management systems, structures, and processes to work effectively in line with legal requirements.
- Produce and implement clear, evidence-based improvement plans and policies for the development of the School and its facilities.

- Ensure that, within an autonomous culture, policies and practices take account of national and local circumstances, policies, and initiatives.
- Manage the school's financial and human resources effectively and efficiently to achieve the school's educational goals and priorities.
- Recruit, retain and deploy staff appropriately and manage their workload to achieve the vision and goals of the school.
- Manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.
- Ensure that the range, quality, and use of all available resources are monitored, evaluated, and reviewed to improve the quality of education for all pupils and provide value for money.
- Use and integrate a range of technologies effectively and efficiently to manage the school.

Leading Learning and Teaching

The Headteacher has a central responsibility for raising the quality of teaching and learning. This involves high expectations, maintaining and evaluating outcomes and establishing a successful learning culture which all impact on pupils' achievement.

The Headteacher will:

- Ensure a consistent and continuous school-wide focus on pupils' achievement, using data and benchmarks to monitor progress in every student's learning.
- Ensure that learning is at the centre of strategic planning and resource management.
- Establish creative, responsive, and effective approaches to learning and teaching.
- Ensure a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning.
- Demonstrate and articulate high expectations and set stretching targets for the whole school community.
- Implement strategies which secure high standards of behaviour and attendance.
- Determine, organise, and implement a diverse, flexible curriculum and implement Assessment for Learning.
- Monitor, evaluate and review classroom practice and promote improvement strategies.
- Take a strategic role in the development of emerging technologies to enhance and extend the learning experience of pupils.
- Challenge under-performance at all levels and ensure action is taken to secure improvement.

Developing Self and Working with Others

Effective communication and relationships are key to effective headship. The Headteacher needs to build a professional learning community which enables others to achieve.

The Headteacher will:

- Treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture.
- Build a collaborative learning culture within the school and actively engage with other schools to build effective learning communities.
- Develop and maintain effective strategies and procedures for staff induction, professional development, and performance management.
- Ensure effective planning, allocation, support, and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities.
- Acknowledge the responsibilities and celebrate the achievements of individuals and teams.
- Develop and maintain a culture of high expectations for self and for others.
- Regularly review own practice and achievements, set personal targets, and take responsibility for own personal development. Take account of feedback from others.
- Manage own workload and that of others to allow an appropriate work/life balance.
- **Securing Accountability**
- With values at the heart of leadership, the Headteacher has a responsibility to the whole school community and is accountable to a range of groups particularly pupils, parents, carers, Governors and the LA.

The Headteacher will:

- Take responsibility for establishing and monitoring the systems and culture of the school to promote and safeguard the welfare of young people.
- Fulfil commitments arising from contractual accountability to the Governing Board.
- Develop a school ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- Ensure individual staff accountabilities are clearly defined, understood, and agreed and are subject to rigorous review and evaluation.
- Work with the Governing Board (providing information, objective advice, and support) to enable it to meet its responsibilities for securing effective teaching and learning and improved standards of attainment and for achieving efficiency and value for money.
- Reflect on personal contribution to school achievements and take account of feedback from others.
- Develop and present a coherent, understandable, and accurate account of the school's performance to a range of audiences including governors, parents, and carers.

Strengthening Community

The Headteacher should engage with the internal and external school community to secure equity and entitlement and collaborate strategically and operationally with a wide range of partners to bring positive benefits.

The Headteacher will:

- Build a school culture and curriculum which takes account of the richness and diversity of the school's communities.
- Ensure learning experiences for pupils are linked into and integrated with the wider community.
- Collaborate with other agencies in providing for the academic, spiritual, moral, social, emotional, and cultural well-being of pupils and their families.
- Create and maintain an effective partnership with parents and carers to support and improve pupils' achievement and personal development.
- Seek opportunities to invite parents and carers, community figures, businesses, or other organisations into the school to enhance and enrich the school and its value to the wider community.
- Contribute to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and promoting innovative initiatives.
- Co-operate and work with relevant agencies to protect children.
- Create and promote positive strategies for challenging racial and other prejudice and dealing with racial harassment.

Woodbridge Junior School
APPOINTMENT OF HEADTEACHER

Person Specification

Measurements: A = Application I = Interview R = Reference		
Qualifications		
<ul style="list-style-type: none"> • DfE recognised qualified teacher status/Qualified Teacher Learning and Skills (QTLS) status and registered with the Institute for Learning (IFL) • Appropriate leadership and management training, accreditation, or qualifications, which may include NPQH, are considered desirable 		A A, I
Experience		
<ul style="list-style-type: none"> • Significant recent and relevant experience as a Headteacher, Deputy, or Assistant Headteacher • A recent senior leadership post for at least 3 years • A proven track record of successful leadership • Successful experience of raising achievement • Working with and engaging the involvement of external partners and the local community • Successful teaching of pupils in the primary/KS2 phase • Planning, determining, and organising major curriculum areas 		A, I, R A, I A, I, R I, R A, I A, R A, I
Knowledge and understanding of current issues and best practice including:		
<ul style="list-style-type: none"> • Safeguarding children and young people • What constitutes a good/outstanding school • The process of strategic planning and school self-evaluation • Ways to communicate and translate a shared vision into practice • Leading the management of change • Application of new technologies to teaching, learning and management • Comparative data and performance indicators to establish benchmarks and set targets for improvements • National policy framework and current educational legislation and initiatives • Principles of effective teaching and assessment for learning • Roles and responsibilities of Governing Body, LA and of the requirements for accountability • School budget management and financial responsibilities • Strategies for fostering school improvement, including attendance and behaviour for learning • Equal opportunities and commitment to their pursuit • Legal issues relating to school management 		A, I I A, I A, I I I I A, I I I A, R I I I I I
Measurements: A = Application I = Interview R = Reference		
Personal and Professional Qualities		
<ul style="list-style-type: none"> • Commitment to the welfare and safeguarding of young people • Strong personal motivation and drive • A genuine enthusiasm for, and commitment to, the development of young people, and concern for the development of colleagues and members of the wider school community • The ability to inspire, motivate staff, students and the wider community and engage their active commitment to your vision • Commitment to ensuring inclusion, addressing diversity and access • Commitment to own personal and professional development and that of all staff • High order analytical and problem-solving skills and the ability to make informed judgements 		I I, R I I, R A, I A, I I

• Excellent communication skills in a variety of media to a range of audiences including students, parents/carers, colleagues and the wider school community	A,I
• The ability to project the school in a positive way and establish the school at the heart of the community	I
• The ability to engage parents and carers in supporting children's learning	I,R
• The ability to fill the role of lead professional in classroom practice	R
• Commitment to an open, collaborative style of management	I
• Evidence of collaborative working and networking with others, within and beyond the school to build and sustain a learning community	A,I
• The ability to understand and appreciate the school's current strengths and the ways in which these might be further developed	I
• The ability to form and maintain appropriate relationships and personal boundaries with young people	I,R
• The school welcomes / will consider applications for job-share or Co-Headship	
• A commitment to supporting and promoting the strong Christian ethos of the school	A, I

- There have been no significant changes since the last inspection
- The school uses one registered alternative provider
- Information about this inspection
- The inspectors carried out this inspection under section 5 of the Education Act 2005.
- This was the first routine inspection the school received since the COVID-19 pandemic began. Inspectors discussed the impact of the pandemic with school leaders and have taken that into account in their evaluation.
- Inspectors held meetings with the headteacher, curriculum leaders, the pastoral leader and the special educational needs coordinator.
- Inspectors carried out deep dives in four subjects: reading, mathematics, history and computing. To do this, they met with curriculum leaders, visited lessons, looked at pupils' work, listened to pupils read and met with teachers and pupils. Inspectors also looked at curriculum documentation for modern foreign languages, design and technology, geography, art and personal, social and health education.
- The lead inspector met with two representatives of the governing body. He also met with a representative of the local authority.
- Inspectors took account of the responses to the Ofsted Parent View survey, pupil survey and staff survey, along with written comments from parents. Inspectors spoke informally to parents outside the school.
- Inspectors met with safeguarding leaders. They reviewed school documents, including those relating to safeguarding, governance, behaviour, exclusions, the use of the pupil premium and attendance. They visited breakfast club.

Inspection Team

Mark Anderson, lead inspector Her Majesty's Inspector

Jon Brown Ofsted Inspector

Inspection report: Woodbridge Junior School

28 and 29 June 2022

The Office for Standards in Education, Children's Services and Skills (Ofsted)