

Codnor Community Primary School

Church of England Controlled

"Let Your Light Shine" Matthew 5:16

Headteacher Recruitment Pack



Contents:

1. Welcome from Chair of Governors
2. Our School – Information for Candidates
3. Job Description
4. Person Specification



Codnor Community Primary School Church of England Controlled
Whitegates, Codnor, Ripley, Derbyshire DE5 9QD
Tel: 01773 742537

14 October 2026

Welcome from the Chair of Governors

Dear Applicant

Thank you for your interest in the position of Headteacher at Codnor Community Primary School Church of England Controlled. As Chair of Governors, I am delighted that you are considering joining our school community and leading the next stage of its development.

Our Christian vision, "Let Your Light Shine" (Matthew 5:16), reflects our belief that every child has something special to offer. We want every child to feel valued, nurtured and inspired to achieve their full potential, developing the knowledge, skills and confidence to flourish both at school and beyond.

As a Church of England school serving children aged three to eleven, our Christian character is central to our identity. We seek to provide a caring, inclusive environment where children and families of all faiths and none are welcomed, relationships are built on respect and kindness, and every child has the opportunity to contribute and succeed.

We are ambitious for our children and clear about the next steps in our school's journey. Our February 2026 Ofsted inspection identified priorities for improvement in early years, inclusion, and leadership and governance. These priorities give our next Headteacher an important opportunity to make a lasting difference: strengthening the quality of education, developing staff and ensuring that every child receives the support and challenge they need.

We are seeking an inspirational leader who shares our vision and brings the ambition, experience and judgement to lead our school's next stage of improvement. You will keep children at the heart of decision-making, build on the school's strengths and work in partnership with staff, governors and families to secure lasting improvements in education and outcomes.

Preserving and developing our nurturing Christian ethos will be an essential part of this work. We want a Headteacher who understands that strong relationships, inclusion and educational achievement belong together, and who will help every member of our community feel valued and able to play their part.

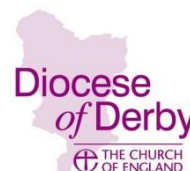
As Governors, we are committed to working in partnership with our next Headteacher, offering support and constructive challenge as we pursue our shared ambitions for the school. Together, we want our children to leave Codnor equipped with the knowledge, skills, values and confidence they need for the next stage of their education and throughout their lives.

If you are looking for an opportunity to lead a school with a caring Christian identity, a clear purpose and the ambition to improve, we would be delighted to hear from you. I encourage you to visit, meet our children and staff, and discover how your experience and leadership could help shape Codnor's future.

Thank you for considering this opportunity. We look forward to receiving your application and learning more about the vision and leadership you could bring to our school.

Yours sincerely

Melissa Eggleston
Chair of Governors



Codnor Community Primary School Church of England Controlled

APPOINTMENT OF HEADTEACHER

Information for Candidates

Codnor Community Primary School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

<u>Date of Appointment</u>	Easter 2027
<u>Salary</u>	Individual School Range: L14 - L20
<u>Estimated Number on Roll</u>	250
<u>Teaching Establishment</u>	Headteacher + 08.90 FTE
<u>Head teacher commitments</u>	None
<u>Management Structure</u>	Headteacher, two Assistant Headteachers, EYFS Lead and SENDCO

Support Staff

Job Description	Hours	Posts
School Business Manager	37.00	1 post
School Business Assistants	40.00	2 posts
Team Leaders HLTA	59.50	2 posts
Teaching Assistants (General)	199.75	8 posts
Teaching Assistants (SEN)	90.00	3 posts
Midday Supervisors	69.33	9 posts
Caretaker	37.00	1 post
Cleaner	55.00	5 posts

Location

The school is located near the town of Ripley, Derbyshire. The school is very close to all major motorways and easily accessible to Nottingham and Derby with the Peak District within a 30 minute drive away.

Accommodation

The school is a very large well maintained building dating back to 1912. The building houses ten classrooms, two halls, a staff room, a library, a servery and kitchen.

Outside there is an outdoor classroom, a snack shack, two playgrounds, a school field and an EYFS area and a school pond.

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

OFSTED Inspection The February 2026 Ofsted inspection recorded safeguarding standards as met. Achievement, attendance and behaviour, curriculum and teaching, and personal development and wellbeing met the expected standard. Early years, inclusion, and

leadership and governance were graded needs attention. The report identified priorities in early years teaching, identifying and meeting pupils' needs, evaluation of improvement, governance, handwriting and attendance analysis.

SIAMS Inspection The November 2024 SIAMS report found that the school was living up to its foundation as a Church school and enabling pupils and adults to flourish.

Financial Budget

The school's basic school budget for this financial year is £1,259,361.

This includes all Early Years Funding (nursery hours), Pupil Growth (KS1 funding) and SEN High needs funding.

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 01629 533190, 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.

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:

Monday 30 November & Tuesday 1 December 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 via Headship.recruitment@derbyshire.gov.uk or on 01629 539455.

The Governors will be advised by a Local Authority HR Officer and Senior Advisor for School Improvement.

Closing Date Sunday 15th November



Codnor Community Primary School Church of England Controlled

APPOINTMENT OF HEADTEACHER Job Description

Post Title: Headteacher

Responsible to: The Governing Board of Codnor Community Primary School Church of England Controlled

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 the Diocese 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.
- Develop a strong school Christian ethos which promotes teamwork, theological knowledge and understanding, celebrate diversity and inclusion.



Codnor Community Primary School Church of England Controlled

APPOINTMENT OF HEADTEACHER

Person Specification

Measurements: A = Application I = Interview R = Reference	
Qualifications - 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 - 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/Early Years/KS1/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: - Safeguarding children and young people - What constitutes a good 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	A, I I A, I A, I I I I A, I I
Roles and responsibilities of Governing Body, LA, the Diocese 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	I A, R I I

• Legal issues relating to school management • Experience of the SIAMs inspection process (desirable)	I A, I
Measurements: A = Application I = Interview R = Reference	
Personal and Professional Qualities	
• Commitment to the welfare and safeguarding of young people	I
• Strong personal motivation and drive	I, R
• 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	I
• The ability to inspire, motivate staff, students and the wider community and engage their active commitment to your vision	I,R
• Commitment to ensuring inclusion, addressing diversity and access	A, I
• Commitment to own personal and professional development and that of all staff	A,I
• High order analytical and problem-solving skills and the ability to make informed judgements	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
• A commitment to supporting and promoting the strong Christian ethos of the school	A, I