



Headteacher Recruitment Pack – Marcham C of E Primary School

Dear Applicant,

On behalf of the children, parents, staff and governors, thank you for your interest in the headteacher position at Marcham Church of England Primary School.

We are seeking a strong, dedicated, and energetic leader to guide our school following the retirement of our headteacher, who has served with distinction for 17 years. This is an exciting opportunity to bring your experience and vision to further our school's journey into the 21st century and uphold what our children call "the BEST school in the world."

Rated as a GOOD school by Ofsted in June 2023, we are ambitious about our continued growth. Our staff and governors are passionate about delivering the best for our children and embrace meaningful initiatives that make a real impact.

We are looking for a headteacher committed to our vision, *"Living and Learning with Faith, Hope and Community,"* and our core values of friendship, respect, compassion, responsibility, perseverance, and courage. These values are deeply embedded within our inclusive and diverse village school.

Marcham plays a massive role in its wider community, fostering connections through initiatives like our children's' involvement with the community café and partnerships with the on-site Pre-school. As headteacher, you will have the opportunity to develop creative approaches to meet the needs of our growing village and provide outstanding opportunities for all children.

Whether this is your first headship or a step forward in your career, we offer a supportive environment with a dedicated team, a caring school community, and a forward-thinking governing body. We value collaboration and innovative ideas to help our school reach its full potential. We are proud of our Outstanding SIAMS report and our active Christian ethos, which you will be expected to uphold and nurture.

We warmly invite you to visit our school to see first-hand what makes Marcham special. To arrange a visit, please contact our Business Manager, Jane Jefferies, via the contact details below:

E-mail: office.3235@marcham.oxon.sch.uk

Phone: [01865 391448](tel:01865391448).

We look forward to receiving your application.

Best wishes,

Jackie Sebire, Chair of Governors.



**Marcham C of E
Primary School**

Letter from the Governors

Marcham's School Vision

At Marcham School, our vision is **Living and Learning with Faith, Community and Hope.**

Based on the story of Noah's Ark, we have embraced the themes of the story.

As a school community, we want everyone to feel that they belong and they matter. All our classes have animal names. We are all different but we work and live together through our school's Christian vision for the benefit of everyone and for the common good.

At Marcham, we work to contribute positively to the future. In all we do, our hope is to nurture our children so that they can make the world a better place.



Faith:
Achieving
beyond
expectations

Community:
Living together
through our
Christian values

Hope:
Making the
world a better
place



Our Values

Marcham School's staff, parents, and children created six core values as follows:

- Friendship,
- Respect
- Compassion,
- Responsibility
- Perseverance
- Courage

Our school values are at the core of everything we do. They reflect the welcoming Christian nature of our school, underpin our teaching and learning, and provide an environment which nurtures our children to be confident, happy citizens.

Friendship

Respect

Compassion,

Responsibility

Perseverance

Courage



Marcham C of E
Primary School

Key school information

Type of school:	Voluntary Controlled Church of England Primary School Group 2
Age range:	4-11
Location:	Marcham, Abingdon, Oxfordshire
Leadership structure:	Headteacher, Deputy Headteacher, SENCo
Number of teaching staff:	9 class teachers, 14 TAs
Number of children on roll:	181
Class capacity:	30
Average attendance:	95.9 %
SEN:	14.9%
EHCP Children:	4.9 %
EAL:	11.6 %
Ever FSM:	17.7%



Three year SATs results

KS2 SATs results

Test Results / Teacher Assessment	% of pupils working at the Expected Standard + (incl, at Greater Depth)						% of pupils working at Expected Standard (incl. at Greater Depth) RWM Combined					
	2022	national	2023	national	2024	national	2022	national	2023	national	2024	national
English Reading	91%	75%	70%	73%	83%	74%	74%	59%	61%	59%	25%	61%
English Writing (TA)	78%	69%	74%	71%	25%	72%						
Mathematics	78%	71%	78%	73%	58%	73%						
SPAG	83%	72%	78%	72%	58%	72%						

End of KS1 results

Teacher Assessment	% of pupils reaching the Expected Standard and at Greater Depth						% of pupils reaching Greater Depth					
	2022	national	2023	national	2024	National	2022	national	2023	national	2024	National
English Reading	83%	67%	68%	68%	64%	71%	23%	18%	18%	18%	21%	19%
English Writing	70%	58%	55%	60%	54%	62%	3%	8%	0%	8%	0%	8%
Mathematics	77%	68%	73%	70%	60%	70%	13%	15%	9%	15%	21%	16%



Children's wishes

Understands
and uses
computers well

Share their
faith with us

Approachable

Likes PE and helps
us win more
sporting awards!

Fair

Kind and caring

Hardworking

To be cheerful and
have a good sense
of humour

Will organise even
more trips for us!

Understanding

Likes to spend
time outdoors

A leader who
tries new things
and challenges
us

Respectful and reliable

Believe in all
of us



Staff wishes

An understanding of the needs of all children and dedication to creating and maintaining a nurturing learning environment

Promotes a work-life balance and supports families

Kind, friendly, compassionate

Believes in their staff and supportive of them

Team player

Time efficient

Open door policy

Good sense of humour

Good communicator

To support growth and development of staff

To be proactive and supportive with behaviour

To give positive feedback



Parents' wishes

A headteacher who is fair and will continue to implement a behaviour policy which is supportive of the whole school

A visionary and inspired leadership approach, where parents can feel they have made the right choice sending their children to Marcham school

Good awareness of SEN. Supporting these children appropriately, with compassion

Someone who has a passion for working with children

A passion for education and enthusiastic support for children's joyful development and learning.

Someone kind and gets involved in having fun with the children

Someone who will uphold and promote the Christian values of the school

Someone who is hands on and ensures each class is being given the best educational experience possible

An inspirational leader who will bring children, team and wider community together

A holistic outlook to education, where music, drama, art and sport/PE are seen as important aspects of a child's education



Headteacher job description...

SAFEGUARDING

- To ensure that the school is a place where the safeguarding and welfare of children is of prime importance, and that the school works effectively to comply with all statutory requirements, guidance, procedures and agencies, as part of the duty of care.

LEADERSHIP

- To work as a part of the Governing Body, clearly articulating the school's vision and ethos to all stakeholders and to lead its implementation operationally.
- To formulate, implement and monitor a clear school improvement plan and provide evidence to the Governing Body of its implementation.
- To implement the school's policies and provide evidence of such to the Governing Body.
- To ensure that the school upholds its Christian ethos and promotes its relationship with the Church.
- To communicate effectively and clearly, and to inspire and lead the whole school community.
- To promote an inclusive culture and practices that enables all children to access the curriculum.
- To model self-care and respect for one's own welfare. To balance the competing demands of professional and private life and to undertake professional development that supports and improves capacity to lead the school.



Headteacher job description continued...

TEACHING AND LEARNING

- To sustain and motivate high-quality teaching across the curriculum and develop innovative and effective approaches to teaching and learning.
- To ensure that the curriculum remains broad, structured and coherent and is developed both within and beyond the school day, creating a rich set of opportunities for every child.
- To ensure that there is a consistent focus on children' progress, and to effectively use data and benchmarking to monitor and improve the quality of teaching and learning.
- To have ambitious expectations for all children with SEN and disabilities and ensure the school works effectively with parents, carers and professionals to identify additional needs, providing support and adaptation where appropriate.
- To ensure that the school effectively manages teaching and learning with respect to the role of technology in the lives of children and the wider community.

WORKING IN PARTNERSHIP

- To build a collaborative learning culture in the school and to create an environment of active engagement with parents, governors, the LA, the Church, other local schools and the local community.
- To work with all stakeholders to implement the school's vision.
- To spend time with staff and children, and to be highly visible in and around the school.
- To promote positive and respectful relationships across the school community.



Headteacher job description continued

MANAGEMENT

- To recruit, retain and deploy staff appropriately, so as to best deliver the school's vision.
- To manage all teaching and non-teaching staff, including implementation of effective Performance Management procedures carried out according to the school's Pay and Appraisal policies.
- To ensure that all new staff are appropriately inducted and that there are sufficient opportunities for appropriate professional development.
- Using strategic financial planning, budgetary management and principles of best-value, to manage financial resources effectively to deliver the school's priorities.
- To manage and organise the school environment to ensure that it meets the needs of the curriculum, safeguarding and health and safety and is also an inclusive and inspiring space that reflects the school's vision.

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 do other duties appropriate to the level of the role. Applicants should refer to the range of duties and responsibilities for headteachers set out in the current School Teachers' Pay and Conditions.



Headteacher specification...

QUALIFICATIONS

Essential

- Qualified teacher status.
- Evidence of a commitment to continued professional development over time eg. NPQH, financial training, performance management.

EXPERIENCE

Essential

- To have held a senior leadership role for at least two years.
- Experience of working in more than one school.
- Appropriate experience of the primary age range.

Desirable

- Experience of working in a Church of England school.
- Experience of working in all three primary stages (Early years, KS1, KS2)
- Experience of devising strategies for ensuring inclusion, diversity and access for all.

SAFEGUARDING

Essential

- Can demonstrate a thorough understanding of outstanding safeguarding.
- Committed to outstanding nurture provision that supports the welfare of all children.

Desirable

- Experience and training as a Designated Safeguarding Lead.
- Working knowledge of CPOMS or other online monitoring system.



Headteacher specification continued...

LEADERSHIP

Essential

- Committed to upholding the Christian values of the school.
- Ability to recognise and develop outstanding teaching in others.
- Effective and clear verbal and written communication.
- Experience of leading the implementation of school-wide strategies.
- Understands the importance of, and can clearly articulate, the school's vision and ethos to all stakeholders.
- Experience of leading the implementation of school-wide strategies.
- An understanding of the importance of school policies and how to implement them.
- An understanding of the importance of a healthy balance of professional and private life.

Desirable

- Understands what it means to lead a Church school

TEACHING AND LEARNING

Essential

- Understands, and can demonstrate experience of, the benefits of a broad curriculum.
- Experience of the development and implementation of successful strategies to create an inclusive curriculum that supports SEND and Pupil Premium children.
- Experience of monitoring children' progress, and the use of data and benchmarking to monitor and improve the quality of teaching and learning.

Desirable

- A rich understanding of current pedagogical thinking.
- An understanding of the far-reaching impact of technology on society and in the classroom.



Headteacher specification continued

WORKING TOGETHER

Essential

- Experience of successful collaboration with external agencies and/or stakeholders.
- Dedicated to spending time with staff and children, and being highly visible in and around the school.

MANAGEMENT

Essential

- Excellent ability to organise, prioritise and manage projects.
- Experience of formulating and implementing a school improvement plan.
- A sound understanding of the key drivers of school budgets and the key controls of expenditure.
- Ability to think imaginatively about use of facilities within the constraints of health and safety guidance, and finances.
- Experience of supporting staff in their professional development.
- Experience of the recruitment and deployment of staff.
- Experience of managing staff appraisals.



Headteacher

Required September 2025

Salary: L8 – L14

Marcham CE Primary School is a happy and inclusive school that is well regarded in the community.

Our current Headteacher will be retiring after 17 years leading the school. We are therefore looking to appoint a Headteacher who is an outstanding practitioner and will be able to continue to empower the children and enable them to reach their full potential in all areas of their learning and lives ensuring Marcham is the 'BEST school in the world'.

The successful candidate will:

- Be an inspirational educator who will support our distinctive and inclusive vision and ethos.
- Be an outstanding teacher who models excellence throughout the school community and works collaboratively with the senior leadership team; the staff; and the Governing Body.
- Be an innovative and strategic thinker with the commitment, drive and ability to add value to a dedicated leadership team, as well as being open to, and enthusiastic about change.
- Lead, motivate, challenge and inspire staff and children to have a love of learning and to achieve their best.
- An excellent communicator with outstanding interpersonal and organisational skills.

Marcham can offer you:

- A happy school with an engaged community.
- A warm, welcoming, inclusive environment with a friendly, enthusiastic and dedicated team of teachers and support staff.
- Children who are eager to learn; who have excellent behaviour and a positive attitude; and who enjoy coming to school.
- Supportive parents, Governors and Church.
- A learning environment where each child's educational, emotional and spiritual welfare are the top priorities for a hardworking team committed to doing their very best for every child.
- Opportunities to grow; to be stretched; and develop as a leader.



How to Apply

Safeguarding

Marcham School is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. This post is subject to an enhanced Disclosure and Barring Service (DBS) check. Reference checks will be performed prior to interview.

School visit

If you are interested in applying for this post you are encouraged to visit the school. Please contact Jane Jefferies at the school office on 01865 391448 to arrange a time. If you would like to discuss this post informally, please contact the Chair of Governors via marchamchair@outlook.com

The Application Pack can be downloaded from our school website by using this link: <https://www.marcham.oxon.sch.uk/vacancies/>
Submit your completed application to: recruitment@marcham.oxon.sch.uk

Closing Date: 24th February 2025 at 12pm
Successful applicants notification: 26th February 2025
Interview Date: 11th March 2025



Marcham

Marcham is a village about 2 miles (3 km) west of Abingdon, Oxfordshire. With a great many sports and social clubs on offer, access to outdoor activities, a village shop & post office, a range of local clubs and societies, a newly developed Marcham Centre which includes a Multi-Use Games Area (MUGA) and playing fields, as well as other useful amenities such as the nearby pub, lively church, a nursery and primary school, it's easy to see why Marcham is such a sought-after place to live. Marcham is considered a good place to live due to its vibrant and strong community spirit. The A34 is just 5 minutes away, connecting you to Oxford and the M4. Marcham is also ~10 – 15 min away from Didcot Parkway train station.

School Address:

Morland Road,
Marcham,
Abingdon
OX13 6PY

School Phone Number: 01865 391448

School Email: office.3235@marcham.oxon.sch.uk

