Northlands Primary School

One Community – Many Cultures – Achieving Together

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Job advert: Headteacher Northlands Primary School, Rugby.

Northlands Primary School is recruiting a

Headteacher

Required from 1st September 2026

Group 2 salary to be negotiated with candidate

The governors are seeking to appoint an enthusiastic and committed professional who can take Northlands on the next steps of its exciting journey.

We are looking for someone who:

- Has leadership experience preferably at deputy headteacher level.
- Is committed to improving children's life chances.
- Is able to lead and inspire others to do the same
- Can work with the governing board to develop a vision for the future of this amazing school and lead the staff in delivering this vision

We can offer:

- A chance to make a difference to the lives of our children, some of whom come from very disadvantaged backgrounds.
- A well run school (no areas of improvement in our last OFSTED inspection), but a staff and governing board who are keen to take the school to even greater heights.
- A supportive and knowledgeable governing body
- A sound finances and buoyant pupil numbers.
- Time to make your mark – our last OFSTED was less than a year ago.

We know that considering a headteacher role is a big decision. We welcome visits to the schools and conversations with our Chair of Governors (see below). We will give feedback on all applications and the interviews will take place over one day only.

The closing date for applications is 7th April at midday.

Completed applications should be returned to our HR manager, Debbi Porter at: admin2417@welearn365.com.

We strongly encourage visits to the school prior to application. Please contact Debbi to arrange. Conversations with our chair of governors, Ian Dewes, can be also arranged via Debbi.

Person specification

REQUIREMENTS	ESSENTIAL	DESIRABLE	Application or interview?	
			A	I
An understanding and commitment to good practice in child protection and safeguarding	✓			/
An understanding of the Headteacher's role in ensuring pupils are as safe as reasonably possible.	✓			/
Teaching experience of pupils in Foundation Stage/KS1/KS2	✓		/	
Experience in more than one school		✓	/	
Senior leadership experience as Headteacher, Deputy Headteacher or Assistant Headteacher.	✓		/	
Effective resource management (people, physical resources and finance)	✓			/
Qualified teacher status	✓		/	
Evidence of extended and appropriate professional development for a headteacher	✓		/	
NPQH qualification		✓	/	
Experience of leading professional development across a school		✓	/	
Ability to deliver the vision for the school set by those involved in the school's governance	✓		/	
Ability to create and implement a strategic school improvement plan reflecting appropriate priorities	✓			/
Ability to manage change effectively	✓		/	
Knowledge & understanding of the process of school self- evaluation	✓			/
Commitment to ensure the school at the heart of the community	✓			/
Knowledge and understanding of Foundations Stage, Key Stage 1 and Key Stage 2 curricula	✓			/
Knowledge of the principles of effective teaching	✓			/
Ability to ensure that all staff to maintain suitable work/life balance	✓			/
Ability to lead, inspire and performance manage staff	✓			/
Ability to develop appropriate links with parents and the wider community (including external agencies)	✓			/
Experience of school governance, either as a governor, or working with a governing board.	✓			/

Ability to form and maintain appropriate relationships and personal boundaries with children	✓			/
An ability to maintain high standards of school discipline and behaviour	✓		/	
Understanding of the responsibilities of the Headteacher in ensuring compliance with Health and Safety legislation		✓		/
Understanding of the national policy framework and current educational legislation and initiatives	✓			/
Ability to prepare the school for an OFSTED inspection	✓		/	
Experience of leading a school during an OFSTED inspection		✓	/	

Job description

Strategic Leadership

The headteacher will:

Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community

Establish and oversee systems, processes and policies so the school can operate effectively

Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context

Make sure these school improvement strategies are effectively implemented in a realistic, timely and appropriate manner

Monitor progress towards achieving the school's vision, ethos and aims

Allocate financial resources appropriately, efficiently and effectively

Ensure consideration for workload and wellbeing underpin all decisions

Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care

Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct

Serve in the best interests of the school's pupils

School culture and behaviour

The headteacher will:

Sustain the school's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community

Maintain a culture where pupils experience a positive and enriching school life

Foster the welcoming and supportive atmosphere of the school

Ensure that all principles of safeguarding and child protection are embedded within all aspects of the school

Promote high standards of attendance for pupils and staff

Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life

Ensure a culture of staff professionalism

Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school

Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy

Headteacher's Professional Development

The headteacher will:

Keep up to date with developments in education

Seek training and continuing professional development to meet needs

Engage in the statutory Headteacher Appraisal process, including securing external review

Governance, accountability and working in partnership

The headteacher will:

Understand and welcome the role of effective governance, including accepting responsibility

Ensure that staff understand their professional responsibilities and are held to account

Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties

Work successfully with other schools and organisations

Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

Finance and Resource Management

The headteacher will:

Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in use of public funds

Ensure that the school operates effectively and efficiently within the required regulatory frameworks and meets all statutory financial duties

Plan, manage and monitor curriculum intent, implementation and impact within the agreed budget, setting appropriate priorities for expenditure

Manage and organise accommodation and facilities efficiently and effectively to ensure that it meets the needs of the curriculum, our pupils and health and safety requirements

The appointment process

The appointment process is a two-way process; we have to decide if you will make an excellent headteacher for Northlands, whilst you have to decide if Northlands is the right school for you.

To aid this process please take note of the following:

Adverts & Information - We will ensure that applicants have access to information about the school to determine if the position is right for them. More information can be accessed through the school website; https://www.northlands-school.org.uk/

Application Forms – All applicants are required to fully complete the teacher application. Applications on any other form will not be accepted. Please write a statement based on the aspects of the person specification which are judged at the applications stage. Each criteria on the person specification needs only a brief amount of detail – around two or three sentences. You may also include a covering letter, but this is not required.

References - Applicants must enclose details of two references. These must be the two most recent employers. We ask that friends and relatives are not named to provide a reference. We will ask for references from all candidates who are shortlisted and require both references to be received prior to interview. We may contact any previous employer listed on your form to clarify any information. A confidential reference will also seek to ensure that you have a good health and attendance record.

Shortlisting – Shortlisting will be based on the applicants' suitability for the post linked to the person specification, please make sure your application matches these requirements.

Interview – Interviews will be held on a single day in the week beginning 13th April.

Feedback – We know it takes time to apply for a headteacher job, so the least we can do is give you feedback. If you are unsuccessful at application or interview stage, we will give feedback (if wanted) on what areas you can improve on.

Closing date for applications:	**7th April at midday**