



Headteacher

Pinner Wood

School



Information for Applicant



Welcome from our Chair of Governors

Dear Candidate,

Thank you for your interest in the position of Headteacher at Pinner Wood School. We recognise that preparing an application for headship is a significant commitment, and we sincerely appreciate the time and thought you are giving to considering our school.

Pinner Wood is a consistently oversubscribed primary school with over 670 pupils on roll, including a nursery, serving a diverse and vibrant outer London community. Our extensive grounds and well-resourced environment support a broad and ambitious curriculum. Families choose our school because of the care, aspiration and opportunity we provide, and we are proud of the trust they place in us.

In December 2023, Ofsted judged the school Outstanding in all areas. This reflects the strength of our teaching, leadership, behaviour and personal development. Oracy sits at the heart of our curriculum and culture. We are recognised for our leadership in Oracy and as a Centre of Excellence for Oracy we work with other schools developing their practice. Inclusion is equally central to who we are. Our ARMs provision and our wider pastoral work ensure that every child is valued, supported and challenged to succeed.

Pinner Wood is a collaborative school. Staff work closely together and are committed to continual improvement through research informed professional development and shared leadership. We are ambitious for our pupils and equally committed to their wellbeing, creativity and character.

We are seeking a Headteacher who will sustain what is strong, while guiding us confidently into the next phase of development. Our next leader will provide clarity of vision, inspire and develop others, and ensure that high expectations remain at the centre of school life. They will understand the importance of partnership with families, governors and the wider community, and will see inclusion and opportunity as fundamental, not additional.

The successful candidate will inherit a committed staff team, enthusiastic pupils and a governing board that understands its responsibility to provide both support and appropriate challenge. This is an opportunity to lead a high performing and outward facing school, to build on a secure foundation and to shape its next chapter with integrity and ambition.

We warmly encourage visits to the school and welcome conversations with prospective applicants. We very much look forward to receiving your application.

Yours sincerely,
Tuli Palit
Chair of Governors



HEADTEACHER ADVERT

Full Time, Permanent

Leadership Spine: L20 - L27, £86,764 to £101,200 per annum (dependent upon experience)

Start date: September 2026 or January 2027 (for the right applicant)

Are you ready to lead an Outstanding, ambitious and outward facing primary school into its next chapter?

Pinner Wood School is a large, highly regarded and oversubscribed primary school of approximately 682 pupils. Judged Outstanding in all areas by Ofsted in December 2023, we are proud of our academic outcomes, inclusive ethos and strong community partnerships.

Oracy sits at the heart of everything we do. We are recognised for our leadership in Oracy education and as a Centre of Excellence for Oracy we support other schools developing their practice. Our commitment to inclusion is reflected in our ARMs provision and in our belief that every child can flourish. The Governing Board now seeks to appoint a Headteacher who will build on these strengths and lead the next phase of the school's development.

We are seeking a Headteacher who will:

- Sustain and build upon our Outstanding standards
- Champion our values and inclusive culture
- Provide clear, strategic and ethical leadership
- Inspire and develop staff at all levels
- Strengthen partnerships with families and the wider community

In return, we can offer you:

- A supportive leadership team, who listen and embrace new ideas
- A first-class learning environment and well-resourced school
- Wonderful children who love to learn
- A supportive and friendly staff team
- A commitment to supporting your well-being

We welcome applications from experienced Headteachers and strong, ambitious Deputies who can demonstrate whole school impact and readiness for headship. This role offers a genuine opportunity to lead a high performing school with confidence, shape its future direction and make a lasting difference to children and families.

Visiting our school:

Visit to the school are warmly encouraged. If you are interested in applying and would like a tour, please contact the school on [020 8868 2468](tel:02088682468) or email: office@pinnerwood.co.uk to make an appointment with Miss Sarah Marriott, the Headteacher.

Closing date: Monday 27th April 2026 at Midday

Interview date: Friday 8th May 2026

Previous applicants are welcome to reapply only if they can show strengthened experience, skills or qualifications that align more closely with the role's selection criteria.



About Our School:

Our Vision

Pinner Wood's vision is to be an exceptional school. We strive to be at the heart of our community, delivering a high-quality, broad, balanced, exciting and knowledge-based curriculum for all our children.

We are committed to providing an all-round education. We aim to inspire children's minds (with a love of learning and *academic knowledge*), hearts (enhancing their *well-being and character education*) and hands (developing *problem solving, critical thinking and practical skills*). We encourage children to think and 'dream big', to become life-long learners, ready to impact and make a positive contribution to our world.

We endeavour, as a whole school community, to instill a love of learning and a thirst for curiosity in our children, both in and out of the classroom, harnessing a variety of teaching techniques and approaches to stimulate, develop and nurture inquisitive minds.

We pledge to provide our children with a wealth of opportunities and unforgettable experiences throughout their journey with us to inspire and challenge. We encourage everyone to 'step up', take responsibility for their development and contribute to the community in which they belong.

Everyone at Pinner Wood embraces individualism and diversity, celebrates differences and shows respect, kindness, care and compassion for all.

A Pinner Wood learner will grow in confidence. Their curiosity and resilience will blossom, readying them for the next stage of their educational journey. They will develop lifelong transferable skills, important values and qualities in order to live a happy and fulfilling life.



Our awards





Pinner Wood School

Job Description

Job Title: Headteacher	Role Reports to: Governors Roles reporting to post: Deputy Headteacher, Assistant Headteachers, Key Stage Leaders, Teachers, and all Support Staff
Salary Range: L20 – L27	
Purpose of the Role To provide professional leadership and management for the school, securing its continued success and ensuring high quality education for all pupils, in line with the vision, values and ethos of Pinner Wood School. The Headteacher will build on the school’s Outstanding status and lead its next phase of development with ambition, integrity and inclusivity	
Key Responsibilities	
Strategic Leadership <ul style="list-style-type: none"> • Provide clear, ambitious and values driven leadership for the next stage of the school’s development. • Lead the development, implementation and evaluation of the School Improvement Plan. • Ensure strategic planning takes full account of the diversity, values and lived experience of the school and wider community, embedding equity and inclusion in all decisions. • Sustain and build upon the school’s Outstanding standards and strong reputation. 	
Quality of Education <ul style="list-style-type: none"> • Ensure a broad, ambitious and well sequenced curriculum for all pupils. • Sustain and further develop the school’s leadership in Oracy education. • Promote consistently high quality teaching, learning and assessment across the school. • Use evidence and data to inform improvement strategies and monitor impact. • Champion inclusive practice across the school, including ARMs provision. • Ensure safeguarding systems are robust and embedded in daily practice. • Promote pupil wellbeing, equity and high expectations for all. 	
Inclusion and Safeguarding <ul style="list-style-type: none"> • Champion inclusive practice across the school, including ARMs provision. • Ensure robust safeguarding systems and procedures are embedded and monitored daily, in line with statutory guidance. • Promote pupil wellbeing, equity and high expectations for all. • Maintain a safe and supportive learning environment for all children and staff. 	

Leadership and Management

- Develop leadership capacity at all levels and foster professional growth.
- Lead performance management and professional development for all staff.
- Ensure effective financial and resource management to support school priorities.
- Work constructively with the Governing Board, providing professional advice and accountability.

Accountability and Performance

- Support the Governing Board in meeting its statutory responsibilities for school performance.
- Oversee school performance management systems to improve teaching and learning.
- Report effectively on school performance to governors, parents and other stakeholders.
- Support and develop staff at all stages of their careers, from ECTs to Phase Leaders.

Community and External Partnerships

- Sustain strong relationships with parents, carers and the local community.
- Lead the school as a collaborative partner, sharing effective practice with other schools.
- Promote innovation and outward facing partnerships.
- Contribute to policies and practices that advance equality, tackle discrimination, and support staff wellbeing.

Safeguarding

- Promote and safeguard the welfare of all children in accordance with statutory guidance and the school's policies.



Pinner Wood School Person Specification

Criteria	Details	Essential/ Desirable	Application/ Selection
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Good honours degree or equivalent • Significant senior leadership experience in a primary setting. • National Professional Qualification for Headship or equivalent 	E E E E	A A A/S A
Experience	<ul style="list-style-type: none"> • Evidence of successful whole school impact • Leadership of curriculum development and quality assurance • Experience leading and managing staff performance • Experience contributing to school improvement planning • Experience as a Headteacher or Deputy Headteacher • Experience in a high performing or Outstanding school • Experience in more than one school. • Experience leading whole school initiatives such as Oracy or inclusion 	E E E E E D D D	A/S A/S A/S A A A/S A/S
Knowledge	<ul style="list-style-type: none"> • Deep understanding of effective primary curriculum design and assessment • Strong knowledge of safeguarding and statutory compliance • Deep understanding of inclusive practice and the impact of diversity, equity and 	E E E	A/S A/S A/S

	<p>community context on strategic leadership.</p> <ul style="list-style-type: none"> • Understanding of inclusive practice and provision, including specialist support 	E	A/S
Skills and Abilities	<ul style="list-style-type: none"> • Strategic thinking and planning • Ability to inspire, motivate and develop staff • Excellent communication skills • Strong organisational and decision making skills • Ability to lead strategic planning that reflects the values, diversity and lived experiences of pupils, staff and families. • Ability to build effective partnerships with governors and stakeholders 	E E E E E E	A/S A/S A/S A/S A/S A/S
Personal Qualities	<ul style="list-style-type: none"> • Integrity and resilience • High expectations for all pupils and staff • Commitment to inclusion and equity • Visible, approachable and supportive leadership style • Commitment to professional growth and continuous improvement 	E E E E E	A/S A/S A/S A/S A/S
Safeguarding	<ul style="list-style-type: none"> • Demonstrate a commitment to safeguarding children and ensuring the welfare of children. • Be able to remain calm, empathetic and treat all students with dignity and respect. 	E E	A/S A/S

The Application Process

In addition to this candidate pack, further details about the school, its ethos and culture and the role are available on the school website: <https://www.pinnerwood.harrow.sch.uk> and the schools Social Media such as [Instagram](#)

To apply, please visit the Crinkle Recruitment website <https://crinklerecruitment.com/Job/headteacher-6680> and complete an online application form, including a personal statement, no longer than 2 sides of A4, which details how you meet the criteria outlined in the person specification. **CVs and incomplete applications will not be accepted.**

As part of the shortlisting process, we will carry out an online search as part of our due diligence on the shortlisted candidates to help identify any incidents or issues that may have happened, and are publicly available online, and which we may want to explore with candidates at interview.

The deadline for applications is Midday on **Monday 27th April 2026** with the shortlisting process expected to take place on **Thursday 30th April 2026**. Successful applicants will be contacted on Friday 01st May 2026.

Pinner Wood School reserves the right to close advertisements early or extend the deadline. Advertisements will therefore close at midnight either on the advertised closing date, or at the point the decision has been taken to close the advertisement early.

Safeguarding and Equalities Statement

Pinner Wood School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be subject to an enhanced DBS check, Children's Barred List check, pre-employment medical questionnaire, satisfactory reference checks and other pre-employment checks. Please refer to our Child Protection and Safer Recruitment policy on our [website](#) for more information.

Pinner Wood School is an inclusive, equal-opportunity employer that values diversity and welcomes applications from all suitably qualified candidates. We are committed to a supportive environment for all and provide reasonable adjustments for applicants with disabilities throughout the recruitment process.