

**Riversdale Primary School**

## **Headteacher Recruitment Pack**



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## Welcome to Riversdale School

Dear Applicant

Thank you for your interest in the role of Headteacher at Riversdale Primary School. Following the retirement of our Headteacher in December 2025, we seek a new leader with vision and drive to build on our many successes.

Riversdale is a two-form entry maintained primary school for children aged 3-11. We have an established nurturing ethos and belief in inclusivity for all our children and staff. This is exemplified in our highly valued resource base provision for children with ASD and SEMH. In part due to this SEND work, Riversdale Primary School is an accredited Flagship School for the Inclusion Quality Mark.

I am proud to be the Chair of Governors. In July 2023 Ofsted judged Riversdale as requires improvement with some aspects graded as good. Since that time, leaders and governors have worked openly and robustly with different Wandsworth teams, with teaching school partners and our local community. We have embraced and acted upon feedback from governor reviews, SEND reviews, LA support and challenge and uplevelled the curriculum, teaching and learning through many creative opportunities and focused professional development. Our strategic aims for the coming years are to strengthen governance and leadership, market ourselves effectively in the local community, enhance our base expertise and improve SEND and disadvantaged pupil outcomes against the national levels.

Leaders and governors have taken robust and, at times, difficult decisions since July 2023. Riversdale is a stronger organisation than it was two years ago, whilst not a perfect school yet, we are well on the way to achieve this ambition! We await our imminent inspection positively and we are keen to demonstrate the significant progress we have made.

We welcome and expect all applicants to visit Riversdale and see what a fantastic community awaits the right candidate. Please make an appointment and one of the governors will be delighted to show you round.

All key information about the school is in this information pack or on our website. Please contact me at [governors@riversdale.org.uk](mailto:governors@riversdale.org.uk) with questions. I very much look forward to meeting you and receiving your application.

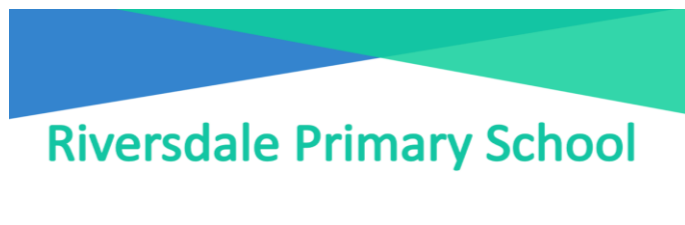
Sue Burke

**Chair of Governors of Riversdale Primary School**



## Context

- Riversdale Primary School currently has 325 pupils on roll, including a 26 place FTE Nursery, situated in Southfields, Wandsworth, South-West London.
- Our Resource Base, 'The Gems', opened in 2018, for 30 pupils with Autistic Spectrum Disorder and/or Speech Communication and Language Needs, all with EHCPs. In Gems pupils receive individualised teaching and support from a skilled interdisciplinary team. Many pupils access mainstream classes through the planned integration strategy.
- We are a marvellously multicultural school. Minority ethnic groups comprise 68.9% of the roll. 41.2% have English as an Additional Language. Across the school 42 different languages are represented. Staff backgrounds reflect the diverse nature of the pupil cohort.
- Pupil mobility; 25.9% of our pupils join or leave at various times during the year. This is due to the school being a known place of refuge and welcome for families new to the UK. Thus, some pupils do not benefit from their whole primary education at Riversdale. However, their progress can be remarkable.
- Riversdale pupils come from a range of socio-economic circumstances. The percentage of pupils eligible for Pupil Premium is 26.22%. Pupils with SEN Support is 19.95%, and those with an EHCP 12.77%. Parents recognise the strong SEND work we offer in the resource base and in classrooms. This results in a high number of SEND pupils applying for a school place.
- The school has a learning mentor, play therapy team and our teams work effectively with a range of external agencies, such as Educational Psychology, Wandsworth Literacy and Numeracy Service, NHS Speech and Language and Occupational therapists.
- As part of our Resource Base provision, we have a Speech and Language therapist and Occupational therapist onsite for 3 days a week. Riversdale's facilities include several therapeutic spaces, including 2 soft play areas, a sensory room and two play therapy rooms.
- We value staff wellbeing and there is access to onsite counselling and coaching.



## Our Vision, Values and Accreditations

Respect Individuality Value Entrust Reflect Share  
Democracy Aspire Love Empathy

### Rights Respecting at Gold Standard level

This is a level achieved by only a small number of other schools and our work to uphold human rights permeates our whole curriculum.



### Flagship School for the Inclusion Quality Mark

The school's exceptional work around inclusion is widely recognised and we are very proud to have achieved this award.



### Sports Award Platinum Standard

Riversdale has recently attained the platinum standard after having the gold standard for 6 consecutive years. Our pupils represent Wandsworth at the London games. Our very inclusive ethos benefits all our children and our RIVERSDALE values and ethos imbue our work with both ambition and care.



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### What pupils say about Riversdale

*"I like the way adults in the school treat me."*

*"I know what I need to do to make progress in class."*



### What new parents hope for their children at Riversdale

*"Keep stretching my child, use social skills to be a good person in the real world"*

*"Find friends and be happy and confident and enjoy being around others"*

*"Value differences among us"*

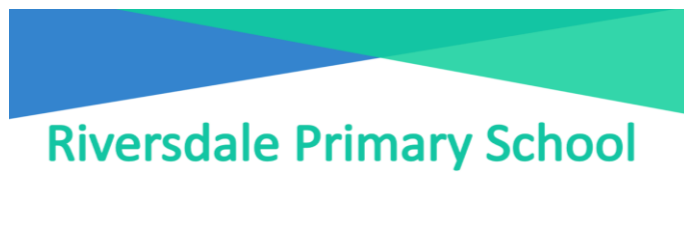
*"Unlocking their potential and to enjoy being at school"*

### What parents say about being at Riversdale

*"Riversdale is a happy place for my child"*

*"The staff make my child feel safe and behaviour is good"*

*"I would strongly recommend Riversdale to other parents. It is a welcoming and caring school"*



## Ofsted

*'Pupils are rightly proud to be a part of this inclusive, welcoming and kind school. Staff have consistent expectations for behaviour, and these are understood by pupils, who exemplify the Riversdale values each day. '(Ofsted 2023)*

The school was last inspected in July 2023 and despite many strengths being identified in our work, we were given an overall judgement of 'Requires Improvement'. We took this as a learning opportunity and have strengthened many areas since the last inspection, including three areas identified in our report.

1. Our Curriculum has been significantly enhanced and is now consistent across all subjects. Pupils develop a deep body of knowledge and produce work of good quality across the board.
2. Our phonics programme, Little Wandle Letters and Sounds, encourages pupils to make rapid progress from low starting points, so that they become much more confident, fluent readers. As such, Phonics outcomes are improving, thus demonstrating further progress at a pupil level.
3. Governors have excellent oversight of our priorities for improvement and our progress towards achieving these.





## Curriculum



Our school Values of: Respect, Individuality, Value, Entrust, Reflect, Share, Democracy, Aspire, Love and Empathy are recurring themes throughout the curriculum.

At Riversdale, we want our curriculum to be a place where children are inspired to learn and to believe they can make a difference. We aim to provide a fully inclusive curriculum that makes excellent use of our pupils' needs and takes full account of our pupils' social and cultural context.

Our curriculum's strength is in its simplicity. It is always under review and is re-visited regularly by SLT, and subject leaders. The present iteration of our curriculum has continued to evolve since our last inspection, having undergone thorough evaluation and enhancement. We worked conscientiously to ensure the curriculum is well sequenced across every subject. Leaders now ensure that expectations for pupils' learning is explicit and pedagogy and delivery is consistent. The strong outcomes of our pupils, both in their academic progress and in their personal development are testament to its success.

### Curriculum Intent

Our bespoke curriculum is designed around Riversdale's principles of Head, Hand and Heart. These principles ensure pupils not only acquire the relevant knowledge as outlined within the National Curriculum (Head), but that they develop the necessary skills to access the world around them (Hand), and foster an ability to build positive and healthy relationships, around a foundation of empathy and love (Heart).

### Curriculum Implementation

This curriculum would be nothing without our staff, and we are very fortunate to have an established, highly skilled, caring and happy mix of teaching and support staff in our school. This is reflected in staff feedback and in our strong staff retention. Staff are relentless in their drive to meet the needs of their pupils. They are very aware of pupils' abilities and are able to provide high challenge and support. Staff

## Riversdale Primary School

are skilled in delivering 'The Riversdale Way' through all their work. The quality of teaching is strong and effective, across the school and in line with the school's clear teaching and learning policy.

### Curriculum Impact

Our curriculum offer has been extensively developed over many years and has been re-structured since our last inspection. It is knowledge-rich, research-led and is now well embedded. The impact of our curriculum is two-fold; it both improves the academic outcomes of our pupils and also adds significantly to their personal development, giving them the knowledge and cultural capital to succeed at secondary school and beyond.







## Academic Performance

The headlines from our 2024-25 national tests demonstrate a strong and improving picture. This is testament to leaders' and teachers' commitment to raising expectations for children's achievement.

In 2025, the Year 6 Combined Read, Write, Mathematics score was 1% close to national norms.

All Year 6 outcomes improved by at least 15% from 2024 figures and the greatest increase was in Reading which improved by 23%.

This figure includes Y6 pupils from the Resource Base who were additionally successful in meeting their own EHCP outcomes and targets. The majority of Year 6 Base pupils will transfer to specialist provision.





## Our Community

### Staff

The current SLT is comprised of the Interim Headteacher and a Substantive Deputy Headteacher. In addition, there are three interim senior phase leaders. Subject leaders work within curriculum teams- Core Subjects/Foundation/SEND/Wider School and Mental Health and Wellbeing.

There are 24 full and part time teachers, 28 assistant staff and 5 administrative staff and one premises officer.

### Governing Board

The Governing Board is made up of the Headteacher, an LA Governor, two parent governors, one staff governor and seven co-opted governors. The Curriculum and Resources committees meet once per term, as does the Full Governing Board.

Despite the constraints on school funding and the complexity of the school population and Victorian Estate, governors have ensured a balanced budget in 2024-25 and are optimistic of the same for 2025-26 and 2026-27.

### Friends of Riversdale (formerly known as the PTC)

We have a long-established group of parents and supporters who organise events and raise money for the school.



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### Community

The school provides a weekly newsletter which keeps parents and carers updated on events in school, and celebrates achievements of the children. The school is involved in local events, such as the choir singing at the Christmas Lights switch on in Southfields.

To make a difference, the School Council launched the Riversdale River Project, raising money to support UNICEF water projects.



### Extra-Curricular Activities

We provide a number of school clubs which run at lunch time and after school. Careful consideration is given to those pupils with additional needs so that they are not disadvantaged from enhanced curriculum events or out of school activities.

### Wraparound Care

We provide breakfast and after school care covering 8am to 6pm daily. We also provide holiday clubs to cater for working parents.



## Riversdale Primary School

### Wellbeing

The school has invested in the Happy Minds programme for pupils. The programme promotes positive wellbeing and resilience to support pupils to develop lifelong habits and be able to thrive.



*Global Citizens*



# **RIVERSDALE HEADTEACHER JOB DESCRIPTION**

## **SUMMARY JOB DESCRIPTION**

The Headteacher will have overall responsibility for the strategic planning, staffing, budget, internal organisation, organisational procedures, personnel management, and day-to-day control of the school, ensuring that all relevant policies and procedures are followed.

The Headteacher will provide leadership, strategic direction and vision to ensure the achievement of the highest possible educational standards, safeguarding and positive behaviour within the school.

The Headteacher is accountable to the School's Governing Board and through the Director of Children's Services to the Local Authority (LA) and is responsible for pupils, teaching and support staff within the school.

## **MAIN RESPONSIBILITIES**

Note: The current School Teachers' Pay and Conditions Document sets out the range of duties and responsibilities of a Headteacher and should be read in conjunction with this document. This job description is based on the National Standards for Headteachers.

## **SHAPE THE FUTURE**

- Share Riversdale's vision and values with pupils, staff, governors and parents and ensure that they are understood and acted on effectively by all.
- Ensure that Riversdale has a challenging and deliverable School Development Plan that results in continuous and sustained progress towards excellence.
- Communicate the plan effectively to staff, governors and parents, so that they are committed to sharing and working in partnership towards Riversdale's future ambitions.
- Lead the delivery of the School Development Plan, working effectively with staff, governors, the School Link Adviser and the LA, delegating specific activities appropriately and regularly monitoring, evaluating and reviewing the plan.
- Build and improve the standing of Riversdale amongst prospective parents and the local community.

## **LEAD TEACHING AND LEARNING**

- Ensure a continuous school-wide focus on raising and maximising pupils' achievement, as well as closing the attainment gap, using comparative data and local and national benchmarks to evaluate and improve the school's performance.
- Set ambitious targets and ensure there is effective assessment of every child's learning and careful monitoring and tracking of the progress and achievement of all groups and individual pupils, including English as an additional language (EAL), Special Educational Needs (SEN), School Action, Free School Meals and Children Looked After (FSM/ CLA), more-able and individual groups
- Monitor and develop the quality of teaching throughout the school so that it is consistently strong, or exceptional, and work with all classroom staff to ensure the highest standards of professional practice are achieved.





## **PUPILS**

- Identify and provide for each child's individual needs, ensuring equality of access to a broad and rich curriculum, including the National Curriculum, for all pupils.
- Ensure the highest standards of achievement for children at all levels of ability through showing high expectations, encouraging high aspirations and providing a curriculum designed to challenge and stimulate.
- Act as a role model for pupils by demonstrating care and responsibility for them and encouraging them to become good citizens in a multicultural community.
- Set and consistently uphold high expectations of behaviour and attendance, supported by the current school policies and practices that promote self-discipline, self-esteem and responsibility.
- Encourage confidence and independent learning in all pupils, including providing opportunities for self-expression and 'pupil voice' and encouraging initiatives that promote self-reliance.

## **CURRICULUM AND STANDARDS**

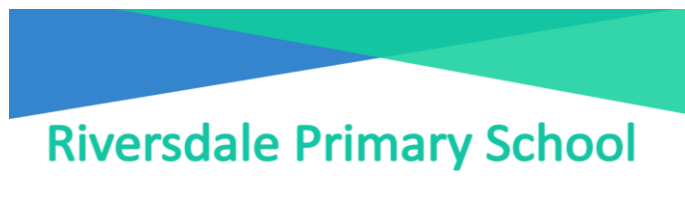
- Lead, develop and deliver, through regular monitoring and review, a broad, skills based and creative curriculum that is relevant to the needs and aspirations of pupils in a multicultural school and diverse urban community.
- Focus on improving standards and achievement, resulting in the consistent progress of pupils throughout their time with the school.
- Develop and maintain a broad range of extra-curricular activities across the school, including sports, music, language and performance arts.
- Maintain effective systems of planning, assessment and record keeping and communications with parents/carers, pupils and governors to ensure that individual progress is monitored and targets achieved.

## **MANAGE AND DEVELOP STAFF**

- Lead the selection and appointment of the highest quality staff, taking into account the school's equality and diversity aims and policies and safe recruitment requirements.
- Lead, motivate and maintain a strong and effective senior leadership and staff team that is focused on securing the highest standards of attainment and achievement for all pupils.
- Ensure that all staff have access to support, advice and professional development relevant to their needs and the school's goals set out in the School Development Plan.
- Manage their own workload and that of staff to allow an appropriate work/life balance.
- Seek and make effective use of opportunities for their own continuing personal and professional development.

## **PARTNERSHIPS**

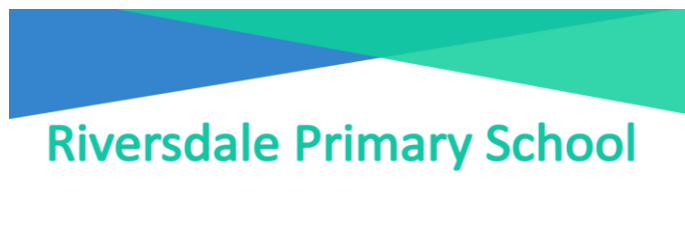
- Create and maintain an effective partnership with parents, carers, families, volunteers and the Friends of Riversdale (formerly known as the PTC) to support and improve children's achievement, strengthen the school community and develop wider community cohesion.
- Work closely with the Governing Board and its committees, involving and informing them to ensure they have all the access and information required to carry out their strategic and statutory responsibilities, allowing them to play an effective role in school evaluation and improvement.
- Build on and develop productive links with other local primary and secondary schools and global partnerships to enrich the curriculum and widen opportunities for pupils.



- Develop and foster cooperative relationships with local community organisations and Wandsworth LA so as to raise the profile of the school and its value to the wider community.

## **MANAGE FINANCE AND RESOURCES**

- Lead the formulation of the school budget, ensure it is managed effectively within a strong framework of financial control which meets current audit requirements and provide timely and appropriate financial reporting to the Resources Committee and other governors as required.
- Secure the effective supervision, maintenance and security of the school premises ensuring that all health and safety and safeguarding requirements are met.
- Ensure the continued development of the school buildings and any major alterations within the current Grade II listed building to ensure that the highest quality physical learning environment is provided for all the children in the school.
- Lead the continuing development and maintenance of an attractive environment within the school buildings and outside areas that stimulates learning and enhances the appearance and functioning of the school.



# **RIVERSDALE HEADTEACHER PERSON SPECIFICATION**

## **QUALIFICATIONS**

- Qualified Teacher Status (QTS)
- National Professional Qualification for Headship. (NPQH)

## **ESSENTIAL EXPERIENCE**

- Successful experience as a Headteacher or experienced Deputy Headteacher in an urban primary school.
- A proven track record of leading school improvement, raising standards and pupil attainment.
- Proven commitment to professional development in leadership and management.

## **KEY SKILLS AND COMPETENCIES REQUIRED FOR THE POSITION**

**The successful candidate should be able to demonstrate the ability to show the following:**

- Strong ability to lead, motivate and inspire all pupils and staff, displaying enthusiasm, dedication, empathy and resilience in the constant pursuit of excellence.
- The ability to manage change, be flexible and work under pressure.
- Plan and implement a wider community communication programme designed to raise and promote the school's image and profile.
- Passionate commitment to every child's achievement, attainment, growth, wellbeing and equality.
- Passion for high quality teaching ensuring that a clear and rigorous system is in place for performance review, self-evaluation, actions for improvement and monitoring of all staff.
- The ability to drive forward the highest level of progress, attainment and achievement of each child and all groups of children in our fully inclusive school.
- The ability to promote our positive and nurturing ethos and sustain our high standards and expectations of achievement, behaviour and attendance amongst children, staff, parents and governors.
- Communicate and implement strategies for school improvement to the highest level.
- Develop and maintain good relations with parents, governors, the LA, and all stakeholders and foster effective and productive partnerships with them.
- Work with governors in an inclusive way to strengthen their effectiveness and contribution to school improvement.
- Develop a robust management structure and a strong leadership team with clear responsibilities and accountability, delegating where appropriate which effectively deploys and develops staff.
- Analyse and use data for school self-review and evaluation to plan for improvement ensuring high quality teaching and learning and attainment for all pupil cohorts.
- Provide an engaging, rigorous, broad and rich curriculum which addresses the diverse needs and interests of the children.
- Commitment to keeping the school safe and have a full knowledge of safeguarding issues and legislation.
- Effectively utilise and manage the school's budget and resources through efficient and closely monitored systems and processes.
- Promote Riversdale as a diverse and inclusive school which celebrates equality and cultural diversity and has strong community links.