

Headteacher

**Sandhurst Primary School
Catford, Lewisham
Information pack**



Respect

Honesty

Fairness

Perseverance

Positivity

Kindness

Contents

Welcome from the Chair of Governors	3
About the school	
• Sandhurst at a glance	6
• What is special about the school	7
• Challenges and opportunities ahead	8
About the role	
• Advert	9
• Feedback from children and staff	11
• Job description	12
• Person specification	15
• How to apply	16



Welcome from the Chair of Governors

We are very pleased that you are considering applying for the role of Headteacher at our vibrant, creative and inclusive school.

The children are at the heart of what we do at Sandhurst Primary School - supporting them to achieve their best outcomes and providing them with wonderful experiences in a safe environment through our creative curriculum and the hard work of our brilliant staff team, as well as a committed Governing Board and Parent Teacher Association, known as SandALLS to reflect the whole school community.

We are proud of every child in our school, whether they joined us from our playgroup SandTots or came to us in Year 6, whether they have SEND needs or are supported with Pupil Premium, and we strive to ensure that every child makes the most progress they can - and attains the very best they can - with us here at Sandhurst.

As a prospective applicant for the role of Headteacher we hope you share this ethos, and will build on the strong and empathetic leadership of our retiring headteacher Rebecca Dove.

To finish, while this pack and our website will provide you with a lot of important information about our school, it is the people who make Sandhurst what it is. We hope therefore you will take the opportunity to visit our school on one of the dates in this pack to see for yourself - you will receive a warm welcome!

With my best wishes,

Sophie Smith

At Sandhurst Primary School we believe in excellent progress for all and excellent experiences for all in a safe and caring environment. We work hard to find each and every child's strength and build on those strengths so they leave us confident, happy and secure in the knowledge they have achieved the best possible academic outcomes they can.

About the school

- Sandhurst at a glance
- What is special about the school
- Challenges and opportunities ahead



Sandhurst at a glance

3-11
years

Age range



Location
Catford, Lewisham
London

87

Number of staff

50

Number of children in
Nursery

596

Number of children in
school R-Y6

630

Total roll for R-Y6

15.33%

Children on FSM

15.17%

Eligible pupils with SEN
support

13.31%

Pupil Premium

“ Leaders, including governors, are ambitious for all pupils to achieve well. The curriculum is engaging, aspirational and reflects the different backgrounds of pupils at this diverse school. ”
Ofsted 2024

What is special about the school

What is special about Sandhurst

Sandhurst isn't just a primary school – we're a centre of joy, learning and community spirit in Lewisham. A place with a heart. As a thriving 3-form entry school, we've earned our reputation as a school of choice through our genuine commitment to warmth, inclusion, and personal development.

- Rated 'Good' by Ofsted in 2024
- A vibrant, inner London school where diversity is celebrated
- Unique community initiatives that set us apart (SandTots, SandDads, SandAlls)
- We have a welcome fair in September which has been incredibly successful
- Strong collaborative networks with other schools and community partners
- Oversubscribed Early Years Foundation Stage provision

Strengths

- A united, stable and passionate team of staff members, who are supportive of each other
- A focus on vibrancy, engagement and inclusivity
- Excellent pupil behaviour and classroom management
- Building trust within the community, with excellent engagement
- SEND provision – Staff that are experienced in the EHCP application process
- An engaged Governing Board – everyone cares and values the school
- Our children's needs are at the core of everything we do
- Proud of our community engagement and proactive in expanding our reach
- We live our values of Respect, Honesty, Fairness, Perseverance, Positivity and Kindness

“

Pupils are taught to stay safe and to be respectful, caring members of the school community through their spiritual, social, moral and cultural curriculum. ”

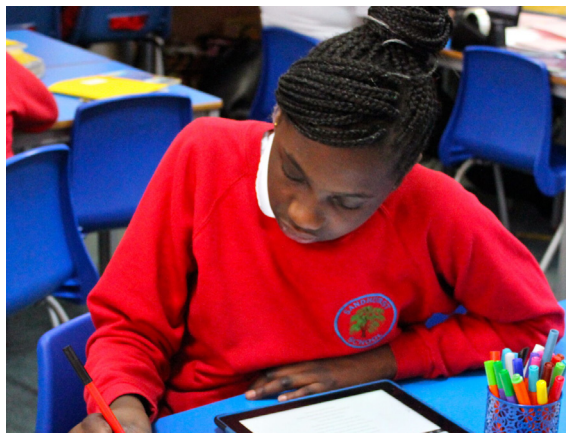
Ofsted 2024

Opportunities and challenges ahead

Opportunities

As Headteacher of Sandhurst Primary School you can look forward to:

- Leading an experienced and dedicated team
- Being a respected and central part of the community
- Offering an exciting portfolio of initiatives during and beyond the school day
- Building on a broad, balanced and ambitious curriculum
- Celebrating and building on the long tradition of creativity across the school
- Benefitting from effective communication and visibility with parents
- Harnessing the support, energy and skills of governors



- Building more collaborative practices within a school development group of 3 outwardly facing schools in Lewisham
- Widening ambition from pastoral to thriving in results.
- Having all the ingredients to hand to provide the best primary school experience for your pupils

Key challenges

- Managing a financial shortfall
- Delivering high quality provision with limited resources
- Running a large establishment
- Catering for a wide variety of needs

About the role

- Advert
- Feedback from children and staff
- Job description
- Person specification
- How to apply



Advert

Headteacher

Starting September 2025

L19-L25 (£86,967 - £99,241 pa)

Our story

Sandhurst isn't just a primary school – we're a centre of joy, learning and community spirit in Lewisham. A place with a heart. As a thriving 3-form entry school, we've earned our reputation as a school of choice through our genuine commitment to warmth, inclusion and personal development.

The opportunity

We're seeking an exceptional Headteacher who understands that the greatest achievements come from leading with both heart and vision. Following our recent 'Good' Ofsted rating, we're poised for the next chapter of our journey – and you could be the one to write it.

Why you'll love leading Sandhurst

- A vibrant, 3-form entry inner London school where diversity is celebrated
- Unique community initiatives that set us apart (SandTots, SandDads, SandAlls)
- A stable, passionate team eager to support your vision
- Strong collaborative networks with other schools and community partners
- A well-established foundation ready for your innovative touch
- The perfect stepping stone for experienced Leaders ready to lead a larger school

You're perfect for us if you:

- Keep doors open and create new opportunities
- See diversity as a strength to be embraced and elevated
- Have a passion for creating extraordinary primary school experiences

- Balance compassionate leadership with strategic thinking
- Bring the drive to maximise outcomes across all aspects of school life

What makes us extraordinary

Picture a school where:

- Every child feels seen, heard, and valued
- Community engagement isn't just an initiative – it's our way of life
- Staff collaboration creates magic in the classroom
- Innovation and tradition walk hand in hand
- Excellence is pursued with warmth and inclusivity

Advert

Join our journey

This isn't just a leadership role – it's an opportunity to shape the future of education in one of London's most dynamic communities.

At Sandhurst, you'll find the perfect blend of established success and untapped potential, ready for a leader who can take us from good to extraordinary.

Want to learn more?

We'd love to show you around our vibrant school community. Come see first-hand why Sandhurst is special and explore how your leadership could make it even more remarkable.

Contact the school on 020 8698 5810 to arrange a visit. The available visit dates are:

- Tuesday, 4 February 2025 (am)
- Wednesday, 5 February 2025 (am)
- Thursday, 6 February 2025 (pm)
- Tuesday, 11 February 2025 (am)
- Tuesday, 11 February 2025 (pm)

How to apply

To apply for the role, visit <https://teaching-vacancies.service.gov.uk/>.

Application deadline: 11:59 pm on Sunday, 23 February 2025

Interview dates: Thursday, 6 and Friday, 7 March 2025

Sandhurst school is an Equal Opportunities Employer. Our environment is diverse in character and in its student population and we aspire to reflect this diversity in our staff. We positively welcome applications from minority groups. We are committed to safeguarding and promoting the welfare of children. This is reflected in our rigorous approach to the recruitment and professional development of our staff.

In line with KCSIE 2024 and safer recruitment practices, the school will conduct an online search for all shortlisted candidates. The online search is part of our safeguarding checks and will seek publicly available information on candidates' suitability to work with children.

Shortlisted candidates will be provided with further guidance and will be asked to clarify their online presence.

**Are you ready to lead
a school where heart
meets ambition, where
community meets
excellence, and where
every child's future
begins?**

Feedback from children and staff

Key qualities for the next Headteacher - feedback from staff

We're seeking an exceptional individual who understands that the greatest achievements come from leading with both heart and vision.

We are looking for a Headteacher who:

- Is passionate and caring
- Has a clear vision for the school
- Recognises and understands workloads and the unique pressures of working in a school
- Actively listens and takes on staff views
- Provides positive feedback and validation to the whole school
- Promotes a culture of trust



Someone who is caring, passionate and listens to the whole school community



I want my new Headteacher to be kind, fun loving and caring. And also a little bit strict.

Key qualities for the next Headteacher - feedback from children

In a school where every child feels seen, heard and valued, our pupils have very high expectations for their next Headteacher.

They want someone who is:

- Fun, funny and welcoming
- Kind and generous
- Creative
- Understanding and fair - even a "little bit strict"
- Reliable
- Helpful and thoughtful - a Headteacher who would "bring their dog to school to help pupils"

Job description

This job description should be read alongside the range of duties and responsibilities of Headteachers as set out in the annual Teachers' Pay and Conditions Document. Candidates will be expected to have considered these in relation to Sandhurst Primary School.

Purpose

- To lead and manage within an agreed strategic framework so that the school is effective, self managing, self evaluating and self improving, with high achieving pupils and staff.
- To move the school forward within the framework of the published aims of the school, and to lead and co-ordinate the staff, to achieve those aims, in the context of the School Improvement Plan, and in full consultation with the governing body.

Safeguarding

- Maintaining a Safer Culture within the school and be committed to safeguarding

and promoting the welfare of children.

- To embrace and advocate the key aspects of safeguarding including protecting children from abuse and maltreatment, preventing harm to children's health or development, ensuring children grow up with the provision of safe and effective care, and taking action to enable all children and young people to have the best outcomes.
- To employ effective child protection strategies and procedures to safeguard children.
- Ensure all recruitment and selection systems, training, processes and procedures are examined and adhered to from a child/staff safeguarding focus.

Accountability

- To be accountable to the governing body and the Local Authority for the overall performance of the school and its day to day operation.

Relationships

- To establish, develop and maintain professional and productive working relationships with the governing body, staff, pupils and parents/carers, other schools, the Local Authority, businesses and community groups.
- To be responsible for the leadership and management of all school staff.
- To maintain the positive ethos in the school in which individuals feel valued, and where personal endeavour and responsibility are encouraged.

Strategy and leadership

- With the governing body and other key stakeholders, to develop an agreed strategic plan and vision for the school that includes short, medium and long term targets and which is based upon secure and robust financial/resources planning.
- To build lasting relationships across a range of different services.
- To manage complexity and multi-disciplinary approaches.

Job description

- To have a clear vision and high aspirations for the school and be able to motivate and empower others to take that vision forwards.
- Show a strong commitment to inclusion and expect from every child the best they can achieve.

Teaching and learning

- To implement and develop the whole curriculum agreed with the governing body.
- To adopt a broad cross-curricular approach which is child centred and provides access to real experiences.
- To develop, monitor, evaluate and improve the quality of teaching for all pupils.
- To ensure challenging and motivating targets are set, to improve achievement for individual pupils and the school.
- To harness the creative opportunities and expand the greater depth potential.

Staff management

- To facilitate and support teaching and learning through maintenance and development of a high quality physical and learning environment.
- To ensure all staff understand the mission, values and ethos of the school, its current aims and objectives and their role in making sure they are fulfilled.
- To develop, support and encourage staff to achieve the highest professional standards while holding them to account through effective performance management.
- To maintain an open and effective professional dialogue across all levels within the school thus raising staff morale and ensuring staff wellbeing.

Resources and management

- To be responsible for the financial management, which includes: the integration of financial planning and strategic and curriculum planning; the implementation and maintenance of

secure procedures and systems; and adherence to all financial regulations of the council.

- To recruit, retain, reward and motivate staff to achieve the objectives of the school.
- To develop and maintain effective partnership with other members of the school community and beyond.

Interpersonal Skills

- To develop a flexible leadership and management style that is consistent with the ethos and culture of the school.
- To exhibit excellent communication skills including compassion, diplomacy and openness.
- To be professional, passionate, supportive, innovative, practical and ambitious for the school so all stakeholders feel engaged, encouraged, challenged, accomplished and fully involved in the life of Sandhurst Primary School.

Job description

Ethos

- To develop a positive ethos in the school in which individuals feel valued, and where personal endeavour and responsibility are encouraged.
- To develop high morale and confidence and professional pride, and to set an example of professional standards and leadership.
- To promote a suitable system of pastoral care for pupils and staff, including liaison with parents/carers/ guardians and outside agencies.
- To maintain good behaviour, supported by policies and practices which promote self-discipline and responsible attitudes.
- To foster and promote a sense of community within the school, including relationships with all pupils and parents/ carers/guardians, and to further develop the strong links between the school and its wider community.
- To promote and sustain effective management of the school

environment, its equipment site and buildings, to ensure that it offers a background which is safe and secure and conducive to learning.

- To promote and support the positive benefits of living within a culturally and ethnically diverse society, and to foster and sustain a positive approach to inclusion.

Inclusion

- To provide strategic leadership and continuous commitment to the inclusion of all children.
- To ensure the entitlement of all pupils to have equal opportunity and access to all aspects of the curriculum.
- To actively promote equality of opportunity in the appointment and promotion of all staff.

Strengthening Community

- To be able to build a school culture and curriculum which takes account of the richness and diversity of the school's communities.
- To create and promote positive strategies for challenging racial and other prejudice and dealing with racial harassment.
- To ensure learning experiences for pupils are linked into and integrated with the wider community.
- To ensure a range of community-based learning experiences.
- To co-operate and work with relevant agencies to protect children.

Person Specification

Qualifications and experience

1. Qualified Teacher Status in UK, NPQH and evidence of appropriate subsequent in-service training and professional development.
2. Substantial leadership experience in a senior post.

Knowledge

3. An up-to-date understanding of UK national policy, curriculum developments, and the statutory and legal framework within which a school operates.
4. Knowledge of what makes an effective school and strategies that can be deployed for school improvement.
5. Knowledge of what constitutes good teaching and an understanding of how to improve the quality of teaching and learning.

Skills

6. Leadership skills including the ability to carry out strategic planning, involve and motivate others and articulate a vision and direction for the school.
7. Management skills in respect of information and the use of performance data, finance and resources and people management – including delegation, monitoring and evaluating performance.
8. The ability to communicate effectively with the whole school community.
9. The ability to deliver a broad curriculum which is child centred and provides access to real experiences.
10. Effective skills and abilities to develop strategies and to manage a diverse school population.

Personal attributes

11. The ability to manage oneself, including time management, professional direction and development, and an ability to work effectively under pressure as part of a team.
12. Commitment to equality of opportunity, diversity, safeguarding and social inclusion.
13. The ability to deploy appropriate leadership and management styles and to act as a role model, establishing credibility with the governors, staff, pupils, parents/carers and the Local Authority.
14. The ability to develop partnerships and networks, realising tangible benefits.
15. To be approachable and fully involved in the daily life of the school.

Candidates are asked to demonstrate their ability to meet these selection criteria in their application form, their supporting statement and at the selection interview and any supporting exercises they may be asked to complete.

How to apply

Application deadline

Completed application forms must be received by 11.59 pm on Sunday, 23 February 2025.

Please apply online at <https://teaching-vacancies.service.gov.uk/>.

Completing your application

Candidates are asked to complete all the standard information required on the application form, and to submit a supporting statement, addressing all of the criteria identified at application stage.

If you have any queries about the application process, please contact Krasi Toneva, Recruitment Lead at 079 49032481.

Visits

Visits to Sandhurst are encouraged and can be arranged by contacting the School Office on 020 8698 5810.

The available visit dates are:

- Tuesday, 4 February 2025 (am)
- Wednesday, 5 February 2025 (am)
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Shortlisted candidates who are unable to visit the school before the closing date will have a chance to visit Sandhurst between shortlisting and interview dates.

Selection procedure

The selection process will take place on Thursday, 6 March and Friday, 7 March 2025 at Sandhurst School.

This will be conducted by a panel of governors, assisted by Lewisham School Improvement staff.

Shortlisted candidates will be given more details immediately after shortlisting has taken place.

References

Candidates are advised that references will be taken up immediately after shortlisting. The post will be offered subject to satisfactory completion of pre-employment checks.

Safeguarding children

Sandhurst school is an Equal Opportunities Employer. Our environment is diverse in character and in its student population and we aspire to reflect this diversity in our staff. We positively welcome applications from minority groups. We are committed to safeguarding and promoting the welfare of children. This is reflected in our rigorous approach to the recruitment and professional development of our staff.

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*At Sandhurst Primary School we believe in excellent progress
and experiences for all in a safe and caring environment.
Children are at the heart of all we do.*

Sandhurst Primary School
Lewisham

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Telephone: 0208 698 5810

<https://www.sandhurstprimary.lewisham.sch.uk/>