

Head Teacher Recruitment Pack

THATCHAM PARK Church of England Primary School



Thatcham Park C of E Primary and Nursery School Spring 2026



"Therefore encourage one another and build each other up, just as you have been doing" (1 Thessalonians 5:11)



**Thank you for your interest in our role.
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Welcome

A letter from our Chair of Governors



Dear Applicant,

Thank you for your interest in the headteacher position at Thatcham Park CE Primary and Nursery School. On behalf of the governing board, I am delighted to introduce you to our vibrant and forward-thinking school, which sits at the heart of our local community.

At Thatcham Park, we pride ourselves on being a nurturing and inclusive learning community, rooted in our Christian faith and values. We aspire to nurture and develop the extraordinary potential of every member of our school family staying true to our vision 'to encourage one another and build each other up' striving always to be the very best we can be. (1 Thessalonians 5:11)

We are seeking an inspirational and ambitious leader who will build on the school's many successes and drive us forward into the future. The ideal candidate will have the vision and determination to ensure that our pupils, staff, and wider school community continue to flourish in an ever-changing and sometimes challenging educational landscape.

Significant investment is currently being made in our buildings and infrastructure, particularly to enhance our nursery provision. This development will provide new classrooms and additional multi-use facilities, available during, before, and after the school day. These improvements present an exciting opportunity for our new headteacher to lead the school into its next phase, where strong financial management and strategic growth will be key.

We are fortunate to have a thriving and supportive PTFA, and our close relationship with the Church of England in Thatcham is further strengthened by our special partnership with St Barnabas Church, whose congregation meets in our school most Sundays and some Saturdays. This unique connection deepens our ties with the local community and benefits from the committed support of the clergy.

If you are shortlisted for interview, we will be keen to hear how you would build upon our achievements so far, and how your own experience has raised standards and inspired children, staff, parents, and the wider community to engage fully in the life of the school.

Above all, we hope you share our enthusiasm for Thatcham Park and that you will convey this passion throughout the selection process.

We warmly encourage you to visit us, meet our staff and pupils, and experience our school first-hand. To arrange a visit, please contact the school office to book an appointment.

We look forward to receiving your application.

Regards,

Rachael Lorman

Chair of Governors

About our school (i)

Our school sits in the heart of the thriving Thatcham community, serving families with a commitment to "encourage one another and build each other up."

As a larger-than-average Voluntary Controlled Church of England school and Nursery, we offer a vibrant and inclusive environment for children aged 2 to 11. Unlike smaller settings, our size allows us to offer extensive resources and a broad, ambitious curriculum, while our "family feel" ensures that every individual child is known, valued, and supported to flourish.

We pride ourselves on an ethos driven by "faith, respect, and a spirit of enquiry". Following our successful Ofsted inspection in May 2024, which judged the school to be Good in all areas, we have a strong platform to build upon. Inspectors noted that "positive behaviours exist across the school" and that we are a "cohesive community where pupils flourish" thanks to exceptional pastoral support.

Outdoor learning is central to our approach. We make the most of our expansive grounds, which include a dedicated Nature Garden for exploring wildlife and our "Mini Woodlands" where younger children enjoy an outdoor kitchen and construction areas. These spaces allow us to offer a curriculum that is not only academic but also nurtures creativity and resilience.

We are currently in an exciting phase of development, with a major investment project underway to expand our Early Years provision, further enhancing our ability, from Spring 2026, to give our youngest learners the best possible start.

Our connection to the community is deep-rooted. We maintain strong links with St Barnabas and St Mary's churches, and our pupils are proud to volunteer in local initiatives like "Vintage Adventure," supporting the elderly in our community.

We are ambitious for every child. Whether through our focus on reading and oracy or our wide range of enrichment activities, we want our pupils to leave us as confident, curious citizens who are well-prepared for the next stage of their education.



Our curriculum provides pupils with opportunities to:

- engage in a range of enrichment activities which supplement and support our planned curriculum coverage
- access learning opportunities which balance learning knowledge and skills in a structured and cohesive way
- be creative and curious: using their imaginations to problem solve whilst leading and managing their own learning
- nurture high aspirations through their personal understanding of metacognitive processes and their view of themselves as active learners

About our school (ii)

Most Recent Ofsted Inspection

Inspection date: May 2024

Inspection type: Full inspection

Inspection outcome: The school was judged to be Good in all areas.

Inspectors found that:

- Leaders have established a positive culture where pupils feel safe, supported and valued.
- The school offers a broad and ambitious curriculum, supporting pupils' learning and wider development.
- Behaviour and attitudes are positive, underpinned by strong relationships and clear routines.
- Pupils benefit from opportunities to take responsibility and contribute to school life, supporting their personal development.
- Early Years provision provides a secure foundation for children's learning and development.
- Safeguarding was found to be effective.

Inspection Strengths

The report highlights:

- Strong leadership and a clear sense of direction
- An inclusive ethos that supports pupils' wellbeing and engagement
- Positive behaviour and calm learning environments
- A curriculum that supports both academic achievement and personal development

These strengths provide a secure platform for continued improvement and future development under the revised Ofsted Education Inspection Framework (from November 2025).

What this means for the next stage of School Leadership

Governors are seeking a Headteacher who will:

- Ensure the school's Christian vision continues to shape improvement and daily practice
- Build on the school's Good inspection outcomes
- Further strengthen curriculum implementation and impact
- Continue to embed inclusion as a golden thread
- Sustain high standards of behaviour, attendance and safeguarding
- Continue to maintain the school's reputation for excellent pastoral care
- Lead the school confidently through future Ofsted and SIAMS inspections
- Ensure the effective, ethical and sustainable use of financial and physical resources

Our Vision & Values

Our vision:

Thatcham Park provides an inclusive learning community based on our Christian faith and values.

Together we aspire to nurture and develop the extraordinary potential in every member of our school family.

Faith, respect and spirit of enquiry drives us forward in our journey together.

Our values are:

Thankfulness
Endurance
Respect

Compassion
Community
Wisdom

"Therefore encourage one another and build each other up, just as you have been doing" (1 Thessalonians 5:11)

"Therefore encourage one another and build each other up, just as in fact you are doing."

1 Thessalonians 5:11



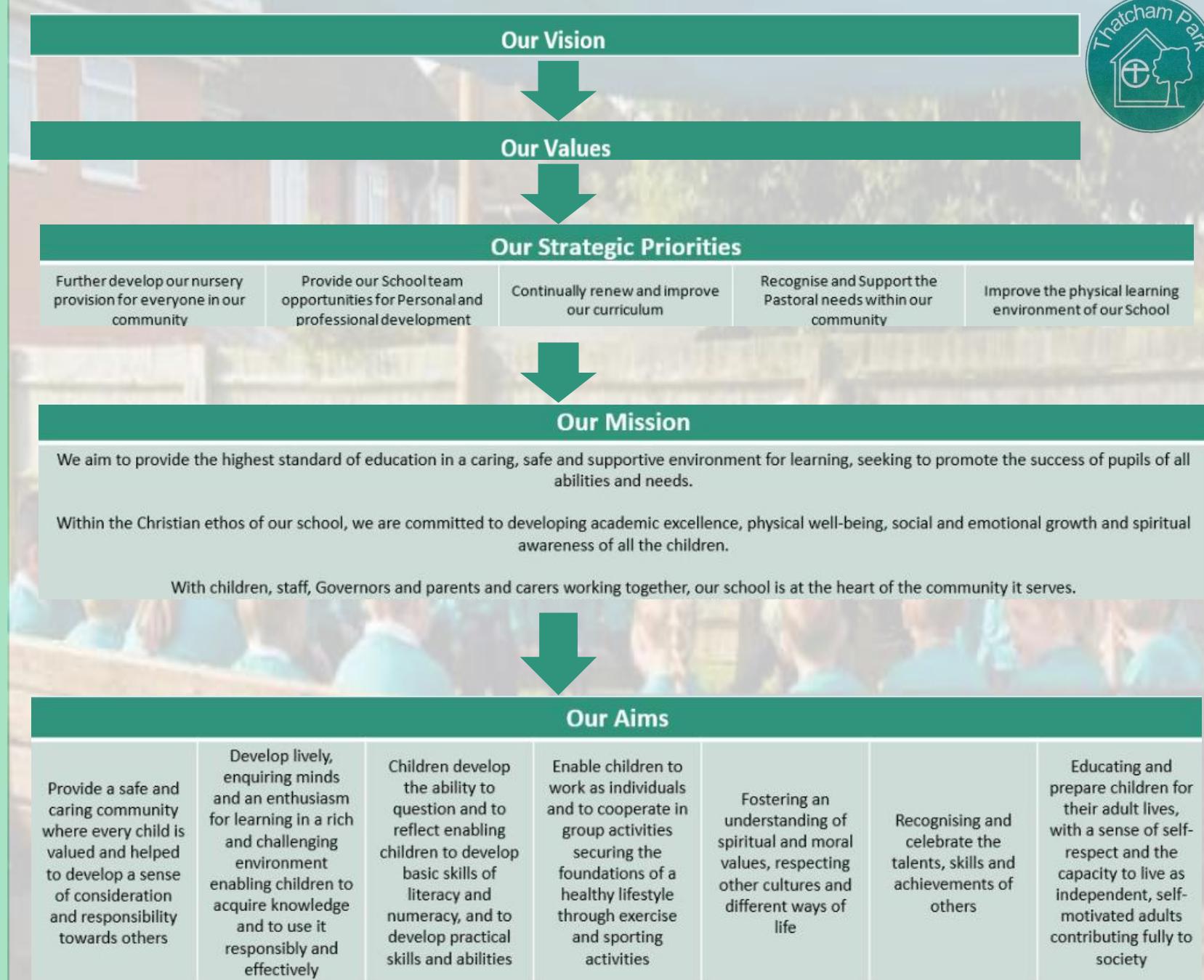
Our strategic priorities

Our vision and values form our strategic focus. Our Governing Board's first core function is strategic leadership which involves setting the school's overall strategic framework, including its vision and strategic priorities.

The strategy framework below sets out the priorities needed if the school is to achieve its vision. These priorities were draw up by the Whole Governing Board, working with Senior Leaders, and align with the School Development Plan.

Progress against the School Development plan is on Governor's agendas at least three times a year.

"Therefore encourage one another and build each other up, just as you have been doing" (1 Thessalonians 5:11)



Thatcham Park C of E Primary and Nursery School

Type of school:

Church of England (CofE),
Voluntary Controlled (VC)



Good

Age Range:

2-11 Yrs
Nursery – Y6

Number on
Roll:

400



Located in
Thatcham,
West Berkshire

Quality of education: **Good**
Behaviour and attitudes: **Good**
Personal development: **Good**
Leadership and management: **Good**
Early years provision: **Good**



Statutory Inspection of
Anglican & Methodist Schools
National Society for Education

Good
2022

EAL
9%

SEND
18%

FSM
21.7%

Pupil
Premium
22%

Attendance
96%

Other key facts and figures 2024-2025



Size of school	2 form, capacity 420 pupils + nursery
Average class size	25
Leadership structure	Headteacher, Deputy Headteacher, Assistant Headteacher, EYFS lead, School Business Manager
Apprentice teachers	2
GLD	70%
Year 1 phonics screen	77%
Multiplication check	74%
KS2 results 2024-2025	Reading: 74% Expected; 21% Greater Depth Writing: 64% Expected; 2% Greater Depth Maths: 69% Expected; 13% Greater Depth RWM: combined 49% Expected; 2% Greater Depth

Our Location

Thatcham Park Primary School is located in the market town of Thatcham in West Berkshire, an area well served by excellent transport links and local amenities. The school is close to the A4 and within easy reach of the M4 (Junction 13), making it conveniently accessible from surrounding towns.

Thatcham railway station is nearby, providing direct services to Reading, Newbury and London Paddington, which supports easy travel for families and visitors.

Approximate distances:

Newbury – 3 miles

Reading – 10 miles

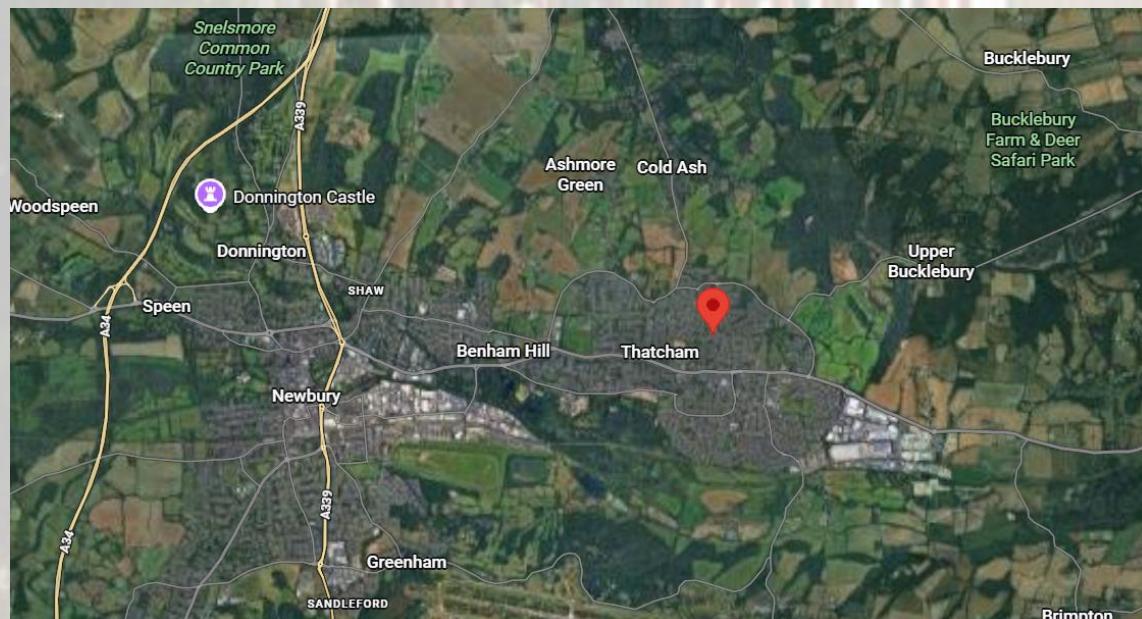
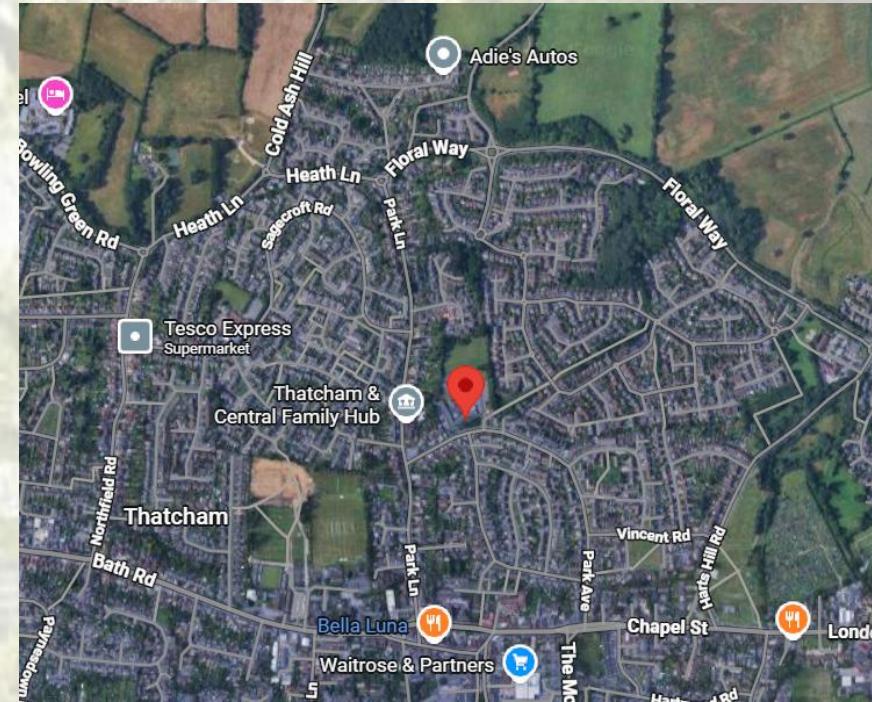
Basingstoke – 18 miles

Oxford – 28 miles

London – 55 miles

The local community offers a range of opportunities for educational visits, including parks, nature areas, libraries and community facilities, helping to enrich the curriculum and strengthen links between the school and its surroundings.

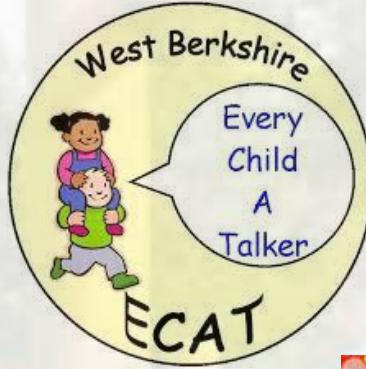
"Therefore encourage one another and build each other up, just as you have been doing" (1 Thessalonians 5:11)



What we're proud of



Every month, a group of Year 5 volunteers, accompanied by a member of staff, join members of Churches Together in Thatcham and guests of Vintage Adventure, a dementia-friendly group for the young at heart, for an afternoon of connection, worship, activities, tea, and cake.



The school community collects gifts throughout the year that some of our children can choose to give to a special grown up



Our partnership with Ufton Court allows us to offer a wide and varied enrichment program



Part of the West Berkshire EBSA pilot



Part of the pilot for the West Berkshire "Belong" project (from the Virtual School, and focuses on relational practice and relational leadership)

But don't take it from us...



Pupils are proud advocates for their inclusive school. They are eager to attend and participate in all that is on offer to them.

As one pupil said, 'We welcome and care for everyone here at our amazing school.' Ofsted 2024

The school embodies a Christian vision which is based clearly on biblical teaching and the example of St Barnabas. This vision, embraced by everyone at the school, fosters a strong sense of community. SIAMS 2022

All school leaders want the best outcomes for pupils. They are working to improve the curriculum even further. Staff feel valued and recognise the efforts to support their well-being and workload.
Ofsted 2024

The impact of collective worship is exceptional. The skilled and dedicated leader ensures that it is a clear expression of the vision. The close partnership with the local churches is enriching the worshipping lives of all pupils and adults. SIAMS 2022

Governors are very supportive and play an active part in school life through frequent visits. They encourage staff development and are mindful of nurturing future leaders.
SIAMS 2022

One pupil said endurance helped him to finish his maths which he was finding difficult, because he told himself, 'Don't give up, you can do this'. SIAMS 2022

Staff offer exceptional pastoral support to pupils that is highly personalised. This results in pupils developing trusting relationships with their peers and teachers. Ofsted 2024

Pupils understand the values of compassion, endurance, thankfulness, respect, wisdom and community. They relate how these values influence their thoughts and actions. SIAMS 2022

There is a clear moral ethos of nurturing every pupil to help them achieve. This culture permeates across the school, resulting in a cohesive community where pupils flourish. Ofsted 2024

From the governors

'Having worked for the school as a Pastoral Support Assistant before becoming a Priest, as a staff member, I experienced the nurturing vision of the school, as well as being a part of the nurturing ethos that all staff members show the pupils.'

'Thatcham Park has tremendous vision and values, and as a governor, I am immensely proud to be a part of the Thatcham Park family.' Foundation Governor Reverend Leanne Fowler

'Whenever I visit, I am consistently struck by the quiet sense of purpose and the inclusive spirit that flows through our classrooms. It is a privilege to see our values in action; the staff don't just deliver a curriculum, they truly understand what makes every child tick. Being part of the Thatcham Park governing body is a constant reminder that we aren't just managing a school—we are stewarding a nurturing community where every individual is empowered to thrive.' Emma Gillespie, Local Authority Governor

'Thatcham Park has always had a passion for the pastoral care of pupils, working hard to make sure that the challenges of life do not get in the way of children growing and thriving in education and in life. Our Christian faith has been integrated into the life of the school not only in what is taught and the stories that are told, but also into the values and ethos we live by. The school lives at the heart of its community and has a special relationship with St Barnabas Church, which meets in the school hall.'

Foundation Governor, and Vice-Chair, Reverend Canon Mark Bennet

'Thatcham Park has an incredible relationship with its community, it never ceases to amaze how well they know their families and are able to support many families individually to meet the needs of their children and the wider family unit. We are often recognised by external organisations to be the only school to engage in order to support our families in safeguarding or pastoral matters no matter when the ask is.'

'I am continually impressed by the level of detail and focus that goes into the curriculum and supporting all the children to help them reach their individual potential.' Co-opted Governor, and Chair, Rachael Lorman



From Parents

'The residential was brilliant, my daughter had a fabulous time and really expanded her horizons. She has been regaling us with stories of all the activities and experiences that she shared with her friends. The photos during the trip were exactly what parents needed to satisfy ourselves that our children were ok, it was such a thoughtful thing to do and very appreciated. The staff were so supportive before, during and after the trip and took the time to reassure both parents and pupils alike, as required.' Parent 2025.

'Our family joined Thatcham Park in 2021 after moving from Cambridgeshire. They supported us through lockdown learning and through 3 children on ASD and ADHD pathways. They have seen me, trusted me and supported me as a parent in a very compassionate and human way, and they have been there for my children – all 4 of them – celebrating their achievements, and always being there on the tough days. We are so grateful to be a Thatcham Park family.' Parent 2026.

'My 3 children have attended Thatcham Park over the last 8 years and I am very proud to say they go to school here. The school sets great, consistent standards enabling them to thrive, driven by a high standard of leadership, teaching and support staff. They love going to school, enjoy learning and homework and especially enjoy extra curricular activities from music and choir, to sports and residential. There always seems to be something exciting for everyone, partly thanks to the great activities planned by the PTFA.' Nick Hayes, Parent Governor

'As a teacher myself, I had a pretty clear idea of what sort of school I wanted my children to go to. As soon as I entered Thatcham Park, I knew it had everything I was looking for! Our children are now in year 3 and year 1 and have had such a positive experience. They are making great progress, are supported and cared for wonderfully, and have had so many opportunities to try extracurricular activities. We are very happy with Thatcham Park and think our children are having the best possible Primary experience.' Parent 2026.





About the role

With our wonderful Headteacher of 12 years retiring, Thatcham Park is seeking to appoint an inspirational leader who can drive the school forward strategically and build on the many strengths of this wonderful community school. Thatcham Park Church of England Primary and Nursery School is a two-form entry voluntary controlled school, with around 400 pupils on roll, including 70 in our beautiful, brand new, purpose-built nursery setting – opening Spring 2026.

Are you passionate about the life chances of children? Do believe that every child deserves access to the highest standard of education?

We invite applications from colleagues who can:

- Ensure the school's Christian vision continues to shape improvement and daily practice
- Build on the school's Good inspection outcomes
- Further strengthen curriculum implementation and impact
- Sustain high standards of behaviour, attendance and safeguarding
- Continue to maintain the school's reputation for excellent pastoral care, while continuing to embed inclusion as a golden thread
- Lead the school confidently through future Ofsted and SIAMS inspections
- Ensure the effective, ethical and sustainable use of financial and physical resources

In return, we can offer you:

- The opportunity to shape strategy and make a difference in the lives and learning of the whole school community
- Enthusiastic children who are hardworking well behaved and keen to learn and achieve
- A welcoming team of supportive professionals who are caring and committed to raising attainment
- A supportive and friendly team of Governors
- A commitment to professional development and a good work/life balance
- An ethos of valuing and caring for all members of our school community

Job description (i)



Position title: Headteacher

Responsible to: Governing Board

Salary: L18 – L24

Contract: Permanent, Full Time

Application closing date: 5pm, Friday 6th March 2026

Interview dates: Thursday 19th and Friday 20th March 2026

Purpose of the role: The Headteacher will provide inspirational, ethical and strategic leadership to Thatcham Park C of E Primary and Nursery School, ensuring that all pupils and adults flourish academically, personally and spiritually. The postholder will lead the school in a manner that fully meets the Headteacher Standards (2020), secures strong outcomes across all Ofsted EIF (November 2025) evaluation areas, and embodies the expectations of the SIAMS Inspection Framework, ensuring that the school's Christian vision is lived out and has a demonstrable impact on daily practice and long-term improvement.

Core responsibilities:

1. Christian Vision Ethos and Strategic Direction

- Lead, articulate and sustain a clear Christian vision, rooted in theological understanding, that shapes the school's culture, curriculum and decision-making.
- Ensure the vision promotes dignity, justice, hope and wisdom, enabling pupils and adults to flourish.
- Translate the vision into a coherent and ambitious school improvement strategy, informed by robust self-evaluation and evidence of impact.

2. Leadership of Curriculum, Teaching and Achievement

- Ensure a well-designed, ambitious and inclusive curriculum from Nursery to Year 6 that meets statutory requirements and reflects the school's context and Christian vision.
- Secure consistently high-quality teaching through effective monitoring, professional development and support.
- Ensure pupils achieve well across all subjects, including Religious Education, with a particular focus on disadvantaged pupils and those with SEND.
- Ensure assessment data is used intelligently to inform teaching and demonstrate curriculum impact.

3. Developing Staff and Leadership Capacity

- Build leadership capacity at all levels through coaching, mentoring and distributed leadership.
- Create a culture of professional learning, reflection and continuous improvement.
- Promote staff wellbeing, retention and morale, ensuring accountability is fair, supportive and transparent.
- Model ethical, reflective and evidence-informed leadership

Job description (ii)



Core responsibilities continued:

4. Inclusion, Behaviour, Attendance and Routines

- Champion inclusion as a core leadership responsibility, ensuring that barriers to learning are identified early and addressed effectively.
- Ensure high expectations for behaviour, attendance and routines, creating a calm, safe and purposeful learning environment.
- Ensure policies and practice reflect equality, diversity and respect for all, in line with statutory duties and the school's Christian vision.

5. Personal Development, Spirituality and Well-Being

- Promote pupils' spiritual, moral, social and cultural development through the curriculum and wider school life.
- Ensure opportunities for reflection, service, leadership and character development are intentionally planned.
- Support staff to recognise, nurture and value spiritual development confidently and appropriately.

6. Collective Worship

- Ensure collective worship is inclusive, invitational and inspirational, reflecting Anglican tradition while respecting diversity.
- Monitor and evaluate worship for its impact on pupils' understanding of the Christian vision and their spiritual growth.
- Work effectively with clergy, staff and governors to sustain high-quality worship

7. Safeguarding and Pupil Welfare

- Ensure safeguarding is effective, robust and fully embedded in the school's culture.
- Maintain clear systems for child protection, early help and multi-agency working.
- Ensure all staff and governors understand and fulfil their safeguarding responsibilities.

8. Governance, Accountability and Community Engagement

- Work in close partnership with the Governing Board to ensure effective, vision-led governance.
- Provide governors with clear, accurate information to enable effective challenge and support.
- Foster strong relationships with parents, carers, the local church, the diocese and external partners.
- Act as the school's ambassador within the wider community

9. Operational, Financial and Organisational Leadership

- Ensure the effective, ethical and sustainable use of financial and physical resources.
- Lead workforce planning, performance management and risk assessment.
- Ensure compliance with statutory, regulatory and diocesan requirements

Person specification



Criteria	Essential (E) or Desirable (D)	Assessment Method	Criteria	Essential (E) or Desirable (D)	Assessment Method	Criteria	Essential (E) or Desirable (D)	Assessment Method
Qualifications & Professional Status								
Qualified Teacher Status (QTS)	E	Application	Secure understanding of curriculum design and sequencing	E	Application / Interview	Secure knowledge of safeguarding responsibilities	E	Interview
Relevant leadership qualification (e.g. NPQH or equivalent)	D	Application	Ability to evaluate teaching quality and impact	E	Interview / Task	Experience of leading safeguarding culture and systems	E	Interview
Evidence of continuous professional development	E	Application / Interview	Experience of leading Religious Education	D	Application	Safeguarding		
Leadership Experience & Impact			Track record of improving outcomes for vulnerable groups	E	Application / Interview	Experience of working effectively with governors	E	Interview
Successful senior leadership experience in a school	E	Application	Inclusion, Behaviour & Attendance			Ability to provide clear information for challenge and support	E	Interview
Proven impact on school improvement and outcomes	E	Application / Interview	Strong commitment to inclusive practice	E	Application	Experience of working with church, diocese or external partners	D	Application
Experience of leading across Early Years and Primary	D	Application	Experience of improving behaviour and attendance	E	Application / Interview	Operational & Financial Leadership		
Experience of leading in a church school	D	Application	Knowledge of SEND and statutory duties	E	Interview	Experience of managing resources and budgets	E	Interview
Vision, Values & Christian Ethos			Personal Development & Well-Being			Workforce planning and performance management experience	E	Interview
Ability to articulate and lead a clear, values-driven vision	E	Application / Interview	Understanding of pupils' spiritual, moral, social and cultural development	E	Interview	Personal Qualities		
Understanding of Christian vision and flourishing	E	Application / Interview	Commitment to pupil and staff wellbeing	E	Interview	Ethical, reflective and resilient leadership style	E	Interview
Commitment to dignity, justice, inclusion and hope	E	Interview	Ability to promote character, leadership and service	D	Interview	Strong communication and interpersonal skills	E	Interview
						Commitment to professional integrity and continuous improvement	E	Interview

Application Process



The position

We are looking for a primary school head teacher to start on the 1st September 2026. This is a full-time position and the salary will be in the range L18-L24 depending on the skills and experience of the successful candidate.

The school has an *Equal Opportunities Policy* for selection and recruitment.

Timetable

Closing date for applications:
5pm, Friday 6th March 2026.

Short-listing:

Tuesday 10th March 2026.

Assessment days:

Thursday 19th and Friday 20th March 2026.

Candidates selected for interview will be informed after short-listing. Full details of the tasks and activities that will make up the selection process will then be provided to shortlisted candidates.

School Visits

Visits to the school are warmly welcomed and encouraged. To arrange an appointment, please contact Reverend Leanne Fowler (Foundation Governor) via: leannefowler@thatchampark.w-berks.sch.uk

Preferred tour days are the afternoon of Monday 23rd February 2026 or all day on Monday 2nd March 2026. Other days are available on request.

Our retiring head is happy to discuss the role with interested applicants via teams. To arrange an appointment, please contact the Clerk to the Governors via gclerk@thatchampark.w-berks.sch.uk

Safeguarding

We are committed to safeguarding and promoting the welfare of children. We expect all staff and visitors to share this commitment. In accordance with our Child Protection and Safeguarding Policy, this post will require an Enhanced Disclosure and Barring Service Check (DBS) together with other relevant employment checks. All shortlisted candidates will be asked to complete a criminal records self-disclosure form and successful candidates will be subject to Disclosure and Barring Service (DBS) checks along with other relevant employment checks. This role is exempt from the Rehabilitation of Offenders Act 1974.

Applications

Please download an application form from our website <https://www.thatchampark.w-berks.sch.uk/westberks/primary/thatchampark/site/pages/schooloffice/vacancies> where it can be found alongside supporting information. Please complete the application form in full. CVs cannot be accepted.

Within the application form, please use your supporting statement to outline how you believe your experience to date meets the person specification. Completed application forms should be emailed to gclerk@thatchampark.w-berks.sch.uk by 5pm on Friday 6th March 2026.

Contact information:

Thatcham Park Primary and Nursery School,
Park Avenue, Thatcham, RG18 4NP

Contact information regarding the application:
gclerk@thatchampark.w-berks.sch.uk

