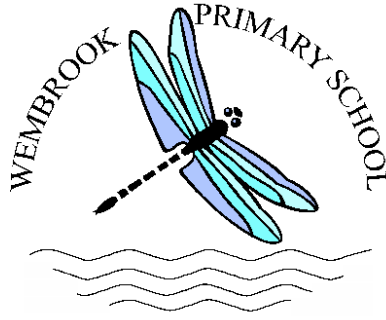
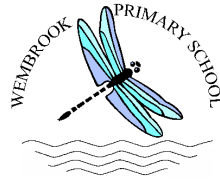




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Headteacher

Required From: 1st September 2026

Salary: Scale: L21-28 depending on experience

Closing Date: Monday 19th January 2026 at 12 noon

As our Headteacher is retiring at the end of this academic year, the pupils and governors of Wembrook Primary School are seeking to appoint an experienced Headteacher who will continue to inspire and lead our school community. We are looking for someone to share our vision and build upon the achievements of this happy and successful school. With the support of an excellent staff team and hardworking motivated pupils, this represents a wonderful opportunity for a dedicated and inspirational leader to take our school forward.

We are looking for a Headteacher who:

- is passionate about making a difference to the lives of children through education and wider opportunities
- values all pupils as individuals and can create an environment where every child has a sense of belonging
- can nurture, inspire, challenge and motivate pupils and staff alike
- is an excellent communicator who will lead the school strategically to maintain and strengthen our collaborative partnerships with staff, pupils, parents, carers and the wider community
- has high expectations of attainment, attendance and behaviour

In return we can offer you:

- a warm and welcoming school community with supportive parents
- motivated pupils who demonstrate positive attitudes towards learning and behaviour
- dedicated, talented and hardworking staff who are fully committed to further developing the life of the school
- an effective and active governing body

How to Apply Details

Visits to the school are actively encouraged and can be arranged by telephoning the School Business Manager on 02476 382961 or by emailing admin2629@welearn365.com

The application forms and an information pack are available to download below. Completed forms should be returned to the School Business Manager at admin2629@welearn365.com by 12 noon on Monday 19th January 2026.

Shortlisting: Monday 26th January 2026

Interviews: Monday 9th February and Tuesday 10th February 2026

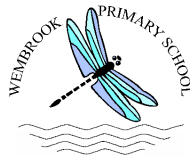
Wembrook Primary School
Avenue Road
Nuneaton
Warwickshire
CV11 4LU
Tel: 02476 382961
Email: admin2629@welearn365.com
<https://www.wembrook.warwickshire.sch.uk/>

Additional Information

Wembrook Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an Enhanced DBS Disclosure.

Please note, for shortlisted candidates only, an online search may form part of this recruitment process following recommendations from Keeping Children Safe in Education (KCSIE).

Shortlisted candidates will be contacted via email and references will be sought prior to interview.



Dear Applicants,

On behalf of the Governing Body, I am delighted to thank you for your interest in the position of Headteacher at Wembrook Primary School. We have a fantastic school which we are very proud of. We hope that this information will encourage you to apply and learn more about our vibrant and caring school community.

Wembrook is a large three-form entry community primary school located in the heart of Nuneaton. Our pupils are kind, caring and have a genuine thirst for learning. We are proud of the energetic and nurturing environment we have built at Wembrook to help them thrive both academically and personally. It genuinely has the family feel of a small village school whilst having the size of most secondaries!

We are seeking a dedicated, visionary leader with the experience, energy and compassion to lead our school into the next chapter of its development. The successful candidate will be someone who can inspire and motivate staff, pupils and families, and who will build on our strong foundations to ensure that every child receives the best possible start in life.

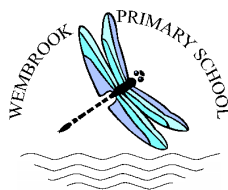
We have a strong and supportive Governing Body that are fully committed to working collaboratively with our Headteacher and staff team. We offer support, challenge and encouragement in equal measure and are deeply invested in the continued success of the school. Community is at the heart of Wembrook and we welcome the opportunity to embrace a new Headteacher who will feel at home in that environment and is excited by the chance to shape our school's future.

Visits to the school are warmly encouraged - we would love to welcome you in person, if practical, so that you can experience the positive atmosphere and strong relationships that make Wembrook so special.

Please find enclosed the application pack which contains further details about the school, the role and the recruitment process. Should you have any questions or wish to arrange a visit, please contact Jo Webb, School Business Manager.

Warm regards,

Felicity Fowler
Chair of Governors
Wembrook Primary School



Job Description

Role and Purpose

At Wembrook Primary, our core values of kindness, courage, empathy, honesty, respect and resilience shape every aspect of school life. We are seeking a Headteacher who will embody these values and lead our vibrant, inclusive community with integrity and vision. Our new Headteacher will champion a culture where every child feels valued, supported and inspired to achieve their very best, while nurturing a school environment rooted in compassion, aspiration and mutual respect.

The Headteacher will:

- Lead in the development and implementation of the school's strategic vision and priorities, in collaboration with governors, staff, parents and the local authority.
- Ensure the highest quality of teaching and learning by leading a creative, ambitious curriculum that enriches the lives and experiences of all pupils.
- Lead a professional learning community, developing leadership capacity and staff wellbeing across the school.
- Ensure the school runs efficiently and effectively, providing a safe and well-organised environment that supports learning.
- Establish a culture of accountability and transparency, ensuring all members of the school community understand their responsibilities.
- Build positive and respectful relationships across the school community.

Duties and Responsibilities

School culture and behaviour

The Headteacher will:

- Create a culture where pupils experience a positive and enriching school life.
- 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.

Leading Teaching and Learning

- Lead the continued development of an engaging and progressive curriculum, informed by research and best practice.
- Oversee the implementation of a broad, balanced and inclusive curriculum that develops both knowledge and transferable skills.
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum.
- Ensure that all children, including those with SEND, PPG, EAL or from vulnerable groups, are appropriately supported and challenged.
- Maintain rigorous systems of monitoring, assessment and data analysis to drive progress and attainment.
- Foster a culture where creativity, oracy and independent thinking are integral to teaching and learning.
- Ensure excellent transition arrangements within the school and to the next phase of education.
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities.

Developing Self and Working with Others

- Lead by example: modelling integrity, resilience and a commitment to personal development.
- Promote a culture of mutual respect, openness and high expectations.
- Maintain a strong, collaborative Senior Leadership Team and distributed leadership structure.
- Implement effective systems for performance management and staff development.
- Support career progression through coaching, mentoring and high-quality CPD.
- Encourage reflective practice and the sharing of expertise across the school.
- Promote staff wellbeing and a healthy work-life balance.

Managing the Organisation

- Implement policies and procedures that meet statutory requirements and promote a positive school culture.
- Ensure financial management is appropriately robust, transparent and aligned with educational priorities.
- Oversee the maintenance, development and safety of the school site and resources.
- Lead the adoption of digital technologies to support teaching, learning and school operations.
- Ensuring appropriate supervision and support for staff including undertaking induction, safeguarding training and reviews of practice.

Safeguarding

- Take on the statutory role of Designated Safeguarding Lead (DSL), ensuring robust safeguarding policies, practices and staff training across the school.
- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of a duty of care.
- Ensure rigorous approaches to identifying, managing and mitigating risk.
- Operating clear whistleblowing procedures.
- Operating safer recruitment practices.

Additional and Special Educational Needs and Disabilities (SEND)

- Promote a culture and practices that enables all pupils to access the curriculum.
- Have ambitious expectations for all pupils with SEN and disabilities.
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate.
- Make sure the school fulfils statutory duties regarding the SEND Code of Practice.

Professional development

- Keep up to date with developments in education.
- Ensure staff have access to appropriate, high standard professional development opportunities.
- Ensure training and continuing professional development is effectively planned, delivered and evaluated.
- Make sure professional development opportunities draw on experts both within and beyond the school.

Governance, accountability and working in partnership

- 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.

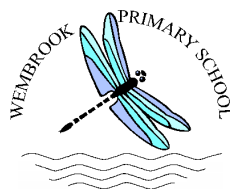


Person Specification
Headteacher - Wembrook Primary School

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria within the National Standards for Headteachers. Whilst all the below characteristics are assessed throughout the recruitment process, it is indicated where each dimension is most likely to be assessed.

QUALIFICATIONS AND TRAINING	Essential	Desirable	Assessment Application Interview References
Qualified Teacher status	X		A R
Evidence of gaining NPQH	X		A R
STRATEGIC DIRECTION AND DEVELOPMENT OF THE SCHOOL	Essential	Desirable	Assessment Application Interview References
Ability to provide clear educational vision and direction and lead by example	X		A I R
Ability to formulate aims, policies and plans and monitor, evaluate and review the impact of these	X		A I R
Ability to work in partnership with the Governing Body	X		A I R
Evidence of introducing effective strategies for improvement	X		A I R
EXPERIENCE	Essential	Desirable	Assessment Application Interview References
Successful primary school teaching experience	X		A I R
Successful experience of leading, managing and motivating the whole school community	X		A I R
Successful experience of workforce development, that includes performance management and the supervision of staff wellbeing and workload	X		A I R
Successful experience of data analysis and the ability to use data to set targets and identify weaknesses	X		A I R
Experience with whole-school organisational management ensuring systems, processes and policies are effectively developed and implemented	X		A I R
Evidence of communicating and working effectively with staff, governors and other key stakeholders in school and externally	X		A I
Experience of implementing professional development strategies for staff to ensure quality provision and outcomes for pupils	X		A I R
Experience of an Ofsted inspection at a leadership level		X	A I R
Successful experience of monitoring, evaluating and improving the quality of teaching and learning	X		A I R
Proven experience of promoting the personal, social, moral, cultural and spiritual development of pupils	X		A I R

EXPERIENCE continued	Essential	Desirable	Assessment Application Interview References
Successful experience of creating and maintaining effective partnerships with parents and the wider community	X		A I R
Experience of fulfilling the statutory role of Designated Safeguarding Lead	X		A I R
SKILLS AND KNOWLEDGE	Essential	Desirable	Assessment Application Interview References
Knowledge of current educational developments	X		A I R
Knowledge of statutory requirements applicable to the leadership and management of schools, e.g. Child Protection, the SEND Code of Conduct, Inclusion and Health and Safety	X		A I
An excellent understanding of outstanding curriculum design and implementation	X		A I
Knowledge of a range of effective communication strategies, including those for developing and maintaining high standards of attainment, behaviour and attendance appropriate for the setting	X		A I R
Understanding of school budgets and robust financial management	X		A I R
Up-to-date knowledge of research relating to education and of current and emerging Ofsted policy and practice	X		A I
SAFEGUARDING: Demonstrate a secure commitment to safeguarding and the welfare of children and young people	X		A I R
SAFEGUARDING: Form and maintain appropriate relationships and personal boundaries, demonstrating and maintaining appropriate authority	X		I R
SAFEGUARDING: Secure knowledge of current statutory safeguarding guidance for schools and understanding of the strategic and operational management of safeguarding to protect the health and wellbeing of children and young people, and staff	X		I R
PERSONAL QUALITIES	Essential	Desirable	Assessment Application Interview References
Ability to inspire, challenge, motivate and empower teams and individuals to achieve high goals	X		A I
Highly motivated, well-organised, able to manage time effectively and meet deadlines using delegation when needed	X		A I R
Ability to build and maintain quality relationships with all staff	X		I R
Demonstrates personal and professional integrity	X		I R
Ability to think analytically and creatively and demonstrate initiative in solving problems	X		I
Ability to relate to all children and to demonstrate a warm and caring approach to children, families and staff	X		I R
Demonstrates a significant presence and is confident and able to inspire and motivate our children, staff and wider community	X		I R



The Wow at Wembrook

Our School Context

Wembrook Primary School is the largest primary school in Warwickshire and is situated in the centre of Nuneaton. It is a thriving and inclusive learning community and offers a safe, stimulating, and nurturing environment where all children are encouraged to flourish both academically and personally. The school caters for children from Reception to Year 6 with 90 pupils per year group; there is also a large onsite Nursery. Additionally, the school has a well-attended and popular wraparound provision.

The school takes pride in fostering a strong sense of belonging, celebrating diversity, and promoting positive relationships. Our school motto of 'Believe and Achieve' is embedded in all that we do. Our children come from a range of cultural backgrounds, including pupils speaking English as an Additional Language. The range of languages and religions represented in our school community is something we value deeply, and we regularly celebrate this diversity.

The school catchment area covers a wide area comprising of council, housing association and privately owned houses. The Index of Multiple Deprivation informs us that 17% of our pupils live in the highest 10% most deprived SOA's nationally; with 60% of our pupils living in the top 30%, most deprived SOA's nationally (January 2023).

The number of pupils who come from minority ethnic groups is broadly in line with the national picture. The proportion of pupils who speak English as an additional language is also broadly in line with national data.

There are a significant number of pupils at Wembrook who do not necessarily grow up with the same life and school chances as other pupils. Wembrook Primary is passionate about making a difference for all these pupils. The school has adopted various different strategies to try and ensure all pupils have the education and experiences they deserve. Our aim is that all pupils, irrespective of their back story, make good progress across all subject areas.

High-quality teaching is at the centre of this approach. In recent years, data clearly indicates that this approach ensures that the vast majority of pupils leave Wembrook achieving with at least age-related expectations. The data for the last few years indicates that, statistically, Wembrook PPG pupils outperform not only PPG pupils but all pupils at a national level.

What makes us special?

Wembrook Primary School is proud of its warm, welcoming atmosphere and strong family ethos. Our staff team is committed to creating a nurturing environment where every child feels valued, heard, and encouraged to achieve their best. It is a school with ambition - for its children, its staff, and its wider community - making it an exciting and rewarding place to lead and inspire.

What are we proud of?

Our children are kind, caring, and compassionate individuals with a genuine thirst for learning. They embrace opportunities to extend their knowledge, take part in a wide range of extracurricular activities, and develop talents that are celebrated both within and beyond the school.

Where possible, planning ensures that the children have first-hand 'Wow' experiences to support their understanding and learning. These include visits from the Royal Shakespeare Company, Great Fire of London drama company, live Dinosaur Company, local cricket, tennis and dance coaches plus visits to Warwick University to encourage future aspirations. All year groups also benefit from a range of curriculum trips designed to enrich and enhance their learning - recent trips include visits to the Space Centre, Tamworth Castle, Harry Potter Studios and The Birmingham Botanical Gardens.

Residential trips happen in Year 4 and Year 6. Year 4 pupils have the opportunity to visit Manor Adventure where they take part in a wide range of outdoor pursuits. Year 6 pupils visit Paris, where they undertake a range of cultural experiences and spend a day at Disneyland Paris.

Within school, we hold bi-annual talent shows, where pupils showcase skills ranging from dancing, singing, and piano playing to yo-yo tricks. Our sporting achievements are also a source of pride: we participate regularly in local sports competitions - netball, athletic and football and have been athletics champions over the course of many years.

Pupil Premium: Saturday Clubs

We support and enhance pupils' experiences outside of school in developing self-confidence and new skills through a range of activities in our Saturday Clubs, e.g. Sailing, Christmas Crafts, Archery, Go Ape and Golf. Last year 45 PPG pupils attended a Saturday Club.



Our school community is passionate about supporting charitable causes and each year we take part in a variety of fundraising events. These include Number Day for the NSPCC, Children in Need, the Royal British Legion Poppy Appeal, Jeans for Genes Day and Christmas Jumper Day for Myton Hospice or other local charities. We are also fortunate to have a Parent Teacher Association (PTA) which regularly organises events to raise essential funds for our school e.g. Christmas Bingo, Summer Fayre, School Discos etc.

Biannual Events play a major role within the school and the community

Wembrook at Hartshill Hayes

For one community event, over 350 adults and children turned up on a Sunday morning to map read, pond dip, den build, create clay sculptures and stick men, along with toasting marshmallows and eating jacket potatoes.



Every two years, the school shuts and over 850 children and adults spend a magical day at Wicksteed Park.

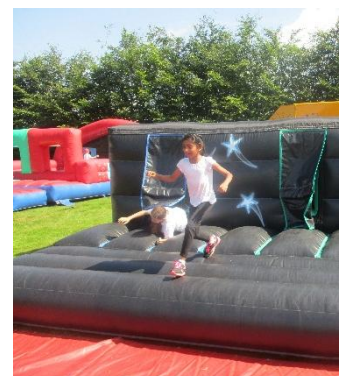
Sports and Extra Curricular

Last year, over 35 different, free after school clubs were run entirely by staff who generously gave up their time.



Wembrook is Different

Whether it be Channel Five News, theatre groups or the whole school having a bounce on the field, Wembrook is a fun place to be: fun for pupils, fun for the community, fun for staff and we want that to continue.



What do they say about Wembrook?

Parents Questionnaire December 2024: All quotes taken directly from parents' comments

The culture of the school is so welcoming and friendly. The children's wellbeing is at the heart of everything.

I can't believe how many trips take place every year!

The staff are amazing. Not just the teachers but the TAs, the office staff and the ladies at Kids Club.



Fantastic staff

Wide varied curriculum

Wide choice of extra curriculum clubs

Amazing opportunities for children to widen their horizons.

You are an inclusive school and are always welcome to new ideas. You have the children's best interests at heart, whatever you do.



The sense of community. The school has high expectations of all the children. The kind environment allows pupils to safely make mistakes.

I am so proud my son gets to attend Wembrook.

You feel part of the Wembrook family as soon as you walk through the gates.