



Innsworth Schools

Innsworth Schools Federation

**APPLICATION PACK FOR THE
POST OF EXECUTIVE HEAD
TEACHER**



About Innsworth Schools Partnership

This is a federation of an Infant and Junior school which has a single Governing Board overseeing them.

They are both friendly, happy schools with a wide mix of language and cultures from both the local area and from the strategic NATO base which is home to the ARRC (Allied Rapid Reaction Corps).

Both schools have a strong tradition of nurture and inclusive provision provided by a cohort of passionate and experienced staff across the partnership, providing the best outcomes for all levels of attainment, whether going on to elective or local secondary schools.

They are both at the heart of their community which, as many suburban areas, is growing and dynamic.





Why Innsworth?

Innsworth stands apart. Its diverse intake, shaped by military families from around the world, growing local estates, and pockets of deprivation, creates both challenge and exceptional opportunity. This rich mix makes the school a place where the impact of strong leadership is felt deeply and seen daily.

The loyalty and long service of its staff speak to a united, supportive, and purpose-driven culture. For the right leader, the greatest satisfaction comes from knowing that their work transforms children's lives, supports families from all backgrounds and from all over the world, and strengthens a team that is truly invested in the school's future.



What are we looking for in our new Executive Head Teacher?

To be successful in this role, candidates must show that they cannot only embody the Partnership's ethos but also carry its journey forward; championing its values with confidence, nurturing its community with approachability, and inspiring others through genuine warmth.

We seek a leader who can continue to unite the partnership, whilst valuing each school's unique context, creating an inclusive journey for every child during their time with us. This requires forward-thinking leadership; individuals who can anticipate and navigate current demands while preparing confidently for the challenges ahead.





We are looking for:

- A deep commitment to sustaining and continually enriching the school's caring, nurturing ethos; honouring the journey so far while ensuring the welfare of children and staff remains at the heart of every decision.
- A child-centred practitioner with a proven ability to drive exceptional outcomes for all learners, championing their growth and celebrating their potential.
- A visionary leader who continues to motivate and inspire others, guiding the school community forward with clarity, purpose, and optimism.
- A relationship-builder who forges strong, trusting connections across the school and beyond.
- A visible, approachable presence who embodies the school's values and provides steady, reassuring leadership for every member of the community.



What we can offer:

This is an opportunity to lead and further develop a well-established Partnership, one rooted in strong values and a deep commitment to children.

At the heart of the school's success is a dedicated, loyal staff team whose passion, professionalism, and care shape the experience of every learner.

Their drive to remain reflective, current, and responsive to the needs of children in an ever-changing world is central to the Partnership's continued growth. This commitment is evident in the empowered, supported staff who contribute meaningfully at every level of the organisation.

Wider links with a rapidly growing local community, including a significant military presence coming from all of the NATO countries. Excellent partnership working with over 30 schools in the area providing information sharing good practice and good sources of development. Good working relationships with the local authority at many levels.

To build a strong and forward-thinking leadership team, we expect all leaders to actively participate in ongoing CPD. Such as coaching and mentoring, further academic work or study, enabling leaders to refine their practice, build confidence, and support others effectively.

Our Governing Board plays an active and supportive role, providing constructive challenge and fostering a strong partnership with the Headteacher to ensure the school is led effectively. Guided by this approach, the wellbeing of all staff—along with that of the Executive Headteacher—remains a key strategic priority.



The Local Area:

Innsworth, offers a suburban lifestyle that balances quiet residential life with excellent access to the nearby hubs of Gloucester and Cheltenham. The area is currently undergoing significant transformation, evolving from a smaller village with a military presence into a thriving residential suburb.

Nestled in a highly desirable part of the country, our school enjoys exceptional connections to a range of vibrant and characterful towns. Cheltenham and Gloucester are just moments away, offering a rich mix of culture, award-winning dining, and excellent shopping. Nearby Tewkesbury, Stroud, and Cirencester add to the area's unique charm, each providing a fantastic quality of life.

Beautiful countryside surrounds us — from the rolling landscapes of the Cotswolds to the ancient woodlands of the Forest of Dean — giving endless opportunities for recreation and wellbeing. Despite this idyllic setting, the area remains superbly connected, with easy access to major cities including Birmingham, Bristol, Cardiff, Oxford and London. It's a place where you can enjoy both professional fulfilment and an exceptional lifestyle.



Governors Vision

Together we can... Enjoy, Achieve, Aspire.

The Governors' vision for Innsworth Schools' Partnership is to nurture and sustain an integrated environment across both schools—one in which children feel safe, confident, and empowered to share their thoughts, explore ideas, and engage positively with their learning. Serving a wonderfully diverse community, including many military families and children with English as an additional language, the Partnership is committed to ensuring that every child's needs are met with equal care and ambition. The Governors recognise that creating a truly inclusive and positive school environment—both inside and beyond the classroom—requires a deep understanding of the unique makeup of our community. This diversity is a strength, enriching the children's experience and helping them develop an appreciation of the wider multicultural society in which we live.

We aspire to create a nurturing environment where children can form lasting friendships, develop resilience, and build the strategies they need to face challenges with confidence—preparing them not only for secondary school, but for life beyond it.

Our aim is for every child to move on to the next stage of their education with a positive attitude to learning and a strong sense of the world around them. We want them to grow into responsible, compassionate members of their community. Above all, we want every child to enjoy their learning, achieve their full potential, and feel inspired to reach beyond their expectations.





Thoughts from our staff:

- Approachable, visible, and a genuine listener
- Caring and empathetic, with strong relationships at the heart of leadership
- Committed to staff well-being and maintaining a manageable workload
- Trusting of staff as professionals, allowing some autonomy and freedom
- Consistent and confident in leadership, supporting staff when needed
- Understanding of our community, our children, and what already works well
- Child-centred, inclusive, and thoughtful about the impact of change
- A collaborative leader who leads by example and is present in school life



Thoughts from our children:

As Innsworth's head teacher, we would like you to be kind and respectful so children can be ready to talk to you. You should comfort them by being friendly and fun so they feel like they aren't alone.

**READY
RESPECTFUL
SAFE**

ARE YOU THE HEAD TEACHER WE ARE LOOKING FOR???

The children of Innsworth School have requested more trips and as head teacher we would like you to take responsibility for fun events, interactive activities and rewards for well-behaving individuals.

Can you create a gentle, nice environment so children will come to school? If so then you are perfect for the job.

You can organise more educational competitions where everyone gets a turn and children can take part.

Also, you can spend more time with children by taking them outdoors to help our community, which will benefit their mental health and make it more fun.

The ability to understand and empathise with a child will be necessary if you would like to take on this role.

The job includes following the school rules. We would like you to visit classes and spend time with us.



Our school values:



Vision, Aims & Values

Together we can...

- ...show care and respect
- ...feel safe and be healthy
- ...enjoy our learning
- ...share changes and challenges
- ...celebrate our differences

Vision, Aims & Values

Vision – Enjoy, Achieve, Aspire

- To feel safe to share thoughts and ideas
- To engage positively with learning
- To develop strategies to face challenges
- To be responsible members of the community



INNSWORTH
JUNIOR SCHOOL





Innsworth Partnership Highlights of the Last 2 Years:

- Creation of a new curriculum and approach to teaching in the Infant School, in response to the needs of our children
- Redrafting of the curriculum at the Juniors to reflect the high mobility within the school
- The creation of staff teams who are committed, hard-working and genuinely enjoy spending time with our children
- Numbers have grown, particularly at the Junior School allowing for single year classes across Key Stage 2
- Subject Leaders are empowered to champion their areas and work effectively with their colleagues in our partner school
- Implementation of The Nest and The Rookery for children for whom a mainstream classroom is too challenging
- Reestablishment of a parent fundraising group
- Development of a leadership model which promotes a 'one school, two sites' approach
- Creation of a strong approach for children with EAL
- Positive relationship with the Local Authority, who understand the school's unique context and the resulting areas of challenge and opportunity
- Both schools judged Good at their most recent Ofsted inspection

