



Five Acres Primary School



Headteacher Candidate Pack

Welcome Letter



Five Acres
Primary School

Dear Candidate,

Thank you for your interest in becoming the next Headteacher of Five Acres School. As our current Headteacher retires after 17 successful years, we are seeking another exceptional leader to continue to build on our school's success and guide our us forward for the benefit of our pupils and whole school community, ensuring we are achieving of our mission: to nurture the potential of every child in a secure, happy and inspiring environment.

Five Acres Primary School is situated 2 miles from Bicester, is a vibrant and inclusive school dedicated to providing a high-quality education in a supportive and welcoming environment. With a strong focus on fostering creativity, academic excellence, and personal growth, our school serves a diverse community of children from various backgrounds, empowering them to reach their full potential.

At Five Acres Primary, we pride ourselves on our nurturing atmosphere, where every child and adult are valued and supported to thrive. Our dedicated team works together to inspire a love of learning and encourage students to develop strong academic and social skills foundations a testament to this our 2024 SATs results which are above both Local and national levels for RWM.

We offer a range of extracurricular activities to support the development of well-rounded individuals and maintain strong relationships with families, ensuring a collaborative approach to each child's education.

We are proud to be a diverse and inclusive school, with a high number of service and refugee families who are active members of our school community.

Our 'Good' Ofsted rating in 2022 demonstrates our success as a school with the report noting:

- Pupils love being part of this welcoming and supportive school community.
- Leaders have high expectations for all pupils. They work hard to enable pupils to reach their potential.
- Pupils develop into responsible and considerate citizens who demonstrate care for their world and for each other.
- Pupils are friendly, inclusive and keen to learn. They enjoy learning about the wider experiences of forces families and other pupils who have lived overseas.
- Pupils behave well.
- Classrooms are happy places where everyone can concentrate on their learning.
- Pupils who need extra help to manage their feelings are given the support they need.
- Leaders take any incidents of unkind behaviour, including bullying, seriously. They act promptly to investigate and resolve problems.
- All pupils access a broad curriculum. They have memorable experiences and lessons that they enjoy.
- All staff at Five Acres are passionate about reading. This infectious enthusiasm is passed on to pupils who often choose to read during their break times.... The reading curriculum is sequenced carefully and there is logical progression in terms of gains in knowledge and the development of skills. This helps pupils remember and apply what they have been taught. Throughout the school, there is a strong focus on reading comprehension. This is carefully planned and monitored so that pupils discuss texts thoughtfully and, increasingly, make links from other books and their own life experiences. Leaders have clear expectations of the types of books that pupils should experience and read.

The successful candidate will be a forward-thinking, inspirational compassionate leader driven by the opportunity to join a dynamic, forward-thinking school community and making a difference to the lives of young learners and inspiring our committed team as well as fostering strong relationships across our school community.

We warmly invite you to visit us and see for yourself - the school governors, our talented, enthusiastic team and our amazing pupils look forward to welcoming you soon!

Enjoy • Persevere • Improve • Create



Five Acres
Primary School

Headteacher Job Description

Job Description: Headteacher
Five Acres Primary School
Bicester, Oxfordshire

Position: Headteacher

Contract Type: Full-time, Permanent

Start Date: 1st September 2025

Five Acres Primary School is seeking an outstanding, dynamic, and passionate leader to join our dedicated team as Headteacher. This is an exciting opportunity for a leader who can inspire and drive excellence across our school community, ensuring the best possible outcomes for our pupils. We are committed to fostering a supportive and inclusive learning environment where every child is given the opportunity to flourish.

As Headteacher, you will lead the school in all aspects of its development, ensuring a high-quality education underpinned by respect, inclusion, and community. You will be responsible for shaping the strategic direction of the school, fostering a culture of high aspiration, and ensuring that all students are given the tools they need to succeed.



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Headteacher Job Description

Key Responsibilities

- **Leadership and Management**

Lead the school's strategic direction in line with its vision, values, and objectives. Build and maintain a culture of trust, accountability, and high expectations within the school. Manage resources effectively, ensuring financial stability and the best use of funds to support student outcomes.

- **Curriculum and Teaching**

Ensure a high-quality, broad, and balanced curriculum is delivered. Promote innovative and effective teaching practices. Monitor and evaluate the quality of teaching and learning across the school to ensure all pupils make good or better progress.

- **Safeguarding and Welfare**

Promote a strong, positive ethos around safeguarding and the welfare of pupils. Ensure all statutory safeguarding requirements are met, and the school environment is safe and supportive for all pupils.

- **Accountability and Outcomes**

Use data effectively to drive improvement, set clear goals for pupil outcomes, and hold staff accountable for progress. Work with the governing body and external agencies to evaluate the school's effectiveness and identify areas for development.

- **Community Engagement**

Build and maintain effective relationships with parents, carers, and the wider school community. Represent the school positively in all external relationships and act as a figurehead for the school in local, regional, and national contexts.

- **Staff Development**

Promote the continuous professional development of staff, ensuring that all members of the school community have opportunities to develop and grow. Foster a culture of collaborative working, support for innovation, and personal accountability.

- **Financial Management**

Oversee the school's financial management, ensuring the effective allocation of resources to improve teaching, learning, and pupil outcomes. Develop and implement plans to ensure the school operates within its budget while maximising its impact.

Headteacher Person Specification

1. Vision & Leadership

- Education and Leadership: Qualified Teacher Status and significant leadership experience in a primary school.
- Vision: Ability to effectively articulate and implement an inspiring school vision.
- Strong Leadership: Demonstrates inspirational leadership, development a clear strategy and guiding staff and students with vision and integrity. (From the Parent/Carer and Staff Feedback)
- Strong leadership, fostering a culture of inclusion, ambition, and high expectations.
- Forward-Thinking Approach: Adopts innovative and progressive strategies to enhance learning and school management. (From Parent/Carer and Staff Feedback)
- Hardworking and Resilient: Displays dedication, perseverance, and a strong work ethic in managing the school effectively (From Parent/Carer and Staff Feedback)

2. Teaching, Learning and Integrity

- Curriculum knowledge and experience: Deep understanding and experience in developing broad and exciting curriculums.
- Commitment to Inclusivity: Deep understanding of diverse pupil needs, including SEND, and experience in creating an inclusive education and school environment that is welcoming and inclusive of all pupils, regardless of background and demographic. (From Parent/Carer and Staff Feedback)
- High Standards: Commitment to high standards for all pupils.
- School Improvement: Significant experience in school improvement and raising educational standards.
- Encourages Academic Excellence: Challenges pupils to reach their full potential through a rigorous and supportive learning environment and can drive teaching excellence and improve learning outcomes for all pupils. (From Parent/Carer and Staff Feedback)



Headteacher Person Specification

2. Teaching, Learning and Integrity - *Continued*

- Focus on Life Skills Development: Encourages the teaching of essential life skills alongside academic education. (From Parent/Carer and Staff Feedback)
- Encouraging Holistic Student Growth: Supports extracurricular activities such as plays, after-school clubs, and dances to enhance student development. (From Parent/Carer and Staff Feedback)
- Commitment to Student Development: Drives student achievement by fostering a culture of high expectations and continuous improvement. (From Parent/Carer and Staff Feedback)

3. Management & Accountability

- Resource Utilisation: Experience in the effective deployment of staff, resources, and school environment management to ensure the biggest impact on pupils.
- Performance management: Experience in effective performance management of staff to ensure a culture of high-performance and professional development.
- Strategic decision-making: Experience in using wide range of data and stakeholder insights to inform decision-making
- High Standards of Behaviour: Experience in implementing behaviour expectations consistently across the school. (From Parent/Carer and Staff Feedback)

4. Partnerships & Community Engagement

- Relationships: Experience in building strong relationships with governors, parents, staff and external partners.
- Community Cohesion: Commitment to collaboration within and beyond the school.
- Ability to enhance the school's role in the wider community.
- Engagement: Engages openly with pupils, staff, and parents, demonstrating strong communication skills, empathy, and active listening. Makes decisions in the best interest of pupils, ensuring fairness and inclusivity without bias. (From Parent/Carer and Staff Feedback)



Headteacher Person Specification

5. Safeguarding & Wellbeing

- Designated Safeguarding Lead and Culture: Experience as a Designated Safeguarding Lead (DSL) and creating a strong safeguarding culture.
- Wellbeing Commitment to pupil and staff wellbeing and experience in building a culture of wellbeing for the whole school community.
- Zero-Tolerance for Bullying: Implements and enforces a strict anti-bullying policy to maintain a safe learning environment. (From Parent/Carer and Staff Feedback)

6. Professional & Personal Development

- Stays updated on national education policies, legislation, major educational initiatives and best practices and invests in self-reflection and own professional development.
- Resilient, adaptable, and emotionally intelligent with strong communication skills.

7. Personal Attributes (From the Pupil Feedback)

- Encouraging
- Good sense of humour
- Thinks play is important
- Is chilled and relaxed
- Nice and kind to everyone (caring)
- Joyful and cheerful
- Interacts with the children
- A bit strict (but happy and fun)





How to Apply

If you would like to discover more about this exciting opportunity, need any further information or you wish to have an informal discussion, please contact our retained consultant at Academicis, Alpha Parish:
aparish@academicis.co.uk or 01223 907979 / 07436 971517

Closing date: Monday 7th July 2025

Interviews: Monday 14th July 2025

These dates may be subject to slight variation, of which you will be informed promptly if they are altered

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We have robust safeguarding procedures in place, including rigorous safer recruitment practices, thorough background checks (including DBS checks), and ongoing training for all staff. We are dedicated to creating a safe and nurturing environment where every child can thrive. All staff will be trained in child protection and will be expected to follow our clear procedures for reporting concerns. We will always act in the best interests of the child and consult with parents/carers when appropriate. This post involves working with children and is subject to an enhanced DBS check and barred list check.



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