

Ainslie Wood
Primary School



Headteacher Candidate Pack



Welcome

Dear Candidate,

Thank you for your interest in the Headteacher position at Ainslie Wood Primary School. After leading the school for over 13 years our current Headteacher is moving on to new, exciting challenges. She is leaving Ainslie Wood in an exceptionally strong position. The school gained a strong Ofsted last year; results are outstanding, it is heavily oversubscribed and most importantly it is a happy vibrant place to learn and work.

We are looking to appoint an inspirational Headteacher to further develop the whole school community, whilst keeping our fundamental values at its core.

These are:

- * Everyone is an individual, and so we base everything we do around learning about individuals (children and adults), what they like, what they dislike, what they know and what they need to learn, and we try to provide them exactly that.
- * Providing a holistic curriculum which provides ample opportunity, and a trusting, safe and secure environment in which our children and staff have the freedom to make choices and take risks. All learning will be relevant and focus on developing real life skills in real life contexts in a bid to ignite passions, create experts and develop future leaders.
- * Ainslie Wood will be the central point in the community which supports, engages and works with its members in a range of ways. We will remain the first-choice school as parents recognise us as an environment which creates valuable, contributing members of the local and global community, and which actively promotes equity and anti-racist practises while cherishing and cultivating the potential in everyone.
- * Inspirational leaders, Aspirational learners.

We are looking for someone who recognises the importance of a collaborative relationship between governors, staff, parents and children. If your values align with ours and you have the strength of character, resilience, collaborative leadership skills, sense of humour and the ability to innovate we would welcome an application from you. Visits to the school are strongly recommended.

We look forward to meeting you.

Bruce Roberts

Chair of Governing Board,
Ainslie Wood





About us

Back in 2013, we set a vision which was summed up by our aim: **To Inspire Active Learning and Exceed Expectations.** By the time we reached 2017, we were able to look back at the whole of the vision which included; the school focusing on adult development and improving our practice by working closely together and using research so we could give our children active and personalised learning opportunities in order for them to exceed the national rates of progress and attainment. **Guess what? We did it.** We achieved everything we set out to do back then and so our school motto is now: *Inspiring Active Learning and Exceeding Expectations.*

I'll bet you're wondering, now that we've achieved all of that, what on earth could we be working on next? Well, it starts with what we believe...

We believe:

That our school is a central point in our community and our children should be prepared to become valuable, contributing members of that community. We work to the principle that no one knows what anybody's full potential is and so we aim to just keep reaching higher and higher for everyone.

We know that everyone is an individual and so we base everything we do on learning about individuals (children and adults), what they like, what they dislike, what they know and what they need to learn, and we try to provide them with exactly that.

We know that learning should be engaging and fun and while we know that challenging learning is not always comfortable, it is always supported in a way which grows our skills and confidence.

These beliefs are incorporated into our new vision and aims which were put together by our children, parents, staff and governors.





Our Vision

Our vision, values and principles are at the core of everything we do. In September 2023, we launched our six key principles that underpin our strategy, our leadership, our teaching and our learning, and provide an environment which prepares our pupils as confident, happy citizens. They are:

- **Independence**
- **Experience**
- **Collaboration**
- **Aspiration**
- **Connection**
- **Belonging**

So our vision is to achieve this...

Inspirational Leaders : Aspirational Learners

Here's some more detail about what we aim to do to make that happen...

Our aim is for Ainslie Wood to be a **world class centre of excellence** in creating and delivering a **truly child centred, age specific, whole education** which continues to **Inspire Active Learning and Exceed Expectations**. Practice will be **continuously developing** as we learn through a range of **trials, collaborations and world class sources** and we will be **regularly sharing our findings and practice with others**; locally, nationally and internationally.

The **continuous development of all staff** will be **facilitating the growth of inspirational leaders** who support **aspirational learners** through a **holistic curriculum** which provides ample opportunity and a trusting, safe and secure environment in which our children and staff have the freedom to **make choices and take risks**. All learning will be relevant and focused on developing **real life skills, in real life contexts** in a bid to **ignite passions, create experts and develop future leaders**.

Our school will be proud to be a **central point in the community** which supports, engages and works with its members in a range of ways. We will be the **first choice school** for our local community as they recognise us as an environment which **creates valuable, contributing members of the local and global communities** and one which and one which actively promotes equity and anti-racist practices while cherishing and cultivating the potential in everyone.





Job Description

Job Title:	Headteacher	Salary:	£87,832 - £93,322
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MAIN PURPOSE

The Headteacher of Ainslie Wood Primary School will:

- Lead and nurture the school's ethos, vision, and strategic direction in partnership with the governing board, staff, pupils, and wider community, ensuring that all initiatives support a personalised, relationship-centred approach to learning.
- Develop, implement, and oversee systems, processes, and policies that allow the school to operate effectively while prioritising the wellbeing of both staff and pupils.
- Champion personalised learning for every pupil and foster a culture in which all staff are actively engaged in their own professional learning journeys, as well as understanding and supporting the individual learning journeys of their pupils.
- Identify challenges or barriers to school development and collaborate with staff and the community to design realistic, context-appropriate strategies for improvement that focus on depth of learning rather than test outcomes or rigid schemes.
- Ensure that improvement strategies are successfully embedded, making a tangible difference to learning experiences and pupil outcomes.
- Monitor progress towards the school's aims, celebrating achievements, reflecting on lessons learned, and adapting plans to maintain a culture of continuous, meaningful improvement.
- Oversee the school's resources, including financial planning, to ensure they are used responsibly, efficiently, and in ways that enhance learning and wellbeing.
- Carry out any additional responsibilities necessary to meet the unique needs of our school community.

Qualities

The Headteacher of Ainslie Wood Primary School will:

- Build positive, respectful, and collaborative relationships across the whole school community, valuing every member's contribution to learning and wellbeing.
- Make decisions and act in the best interests of the school's pupils, recognising their individuality, fostering curiosity, and supporting personalised learning journeys.
- Promote and protect a culture where staff are encouraged and supported as learners themselves, and where workload is carefully managed to ensure focus remains on meaningful, person-centred education.
- Uphold public trust in school leadership and maintain the highest standards of ethics, integrity, and professional conduct.
- Carry out any additional responsibilities necessary to support the ethos and aims of the school.



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DUTIES AND RESPONSIBILITIES

School Culture and Behaviour

The Headteacher of Ainslie Wood Primary School will:

- Champion equity, inclusion, and anti-racism in all aspects of school life, ensuring that interactions, curriculum, pedagogy, and recruitment actively address disproportionality and reflect the diverse identities of our community.
- Maintain very high standards across all areas of school life while balancing this with a strong commitment to the wellbeing of pupils, staff, and families, recognising that both are essential to sustained excellence.
- Champion ambitious educational standards while recognising that progress is individual and learning is personalised rather than measured solely by tests or schemes.
- Promote a culture of professionalism, collaboration, and continuous learning among staff, recognising and supporting their individual growth and wellbeing.
- Encourage high standards of behaviour through a calm, reflective, and relational approach, grounded in clear routines and expectations that are consistently modelled by all adults in school.
- Ensure that all pupils' personal development is actively nurtured, with opportunities for self-reflection, relationship-building, and the development of confidence, resilience, and curiosity.
- Apply fair, consistent, and restorative approaches to relationships and behaviour management, ensuring the school policy reflects our ethos of support, reflection, and equitable treatment for every pupil.
- Carry out any other duties necessary to maintain and enhance the school's distinctive, caring, and person-centred culture.

Teaching, Curriculum and Assessment

The Headteacher of Ainslie Wood Primary School will:

- Lead and sustain high-quality teaching across all subjects and phases, grounded in evidence, professional expertise, and a deep understanding of pupils' individual learning journeys while allowing flexibility to respond to pupils' interests, needs, and strengths.
- Promote the thoughtful and proportionate use of formative assessment and effective feedback to inform teaching, curriculum decisions, and personalised learning strategies, rather than for ranking or high-stakes accountability.
- Oversee the development and implementation of a broad, coherent, and inclusive curriculum that inspires curiosity, encourages deep understanding, and equips pupils with real-life skills through Project-Based Learning and authentic learning experiences.
- Develop curriculum leadership across the school, ensuring subject leaders have the expertise, support, and professional networks to lead effectively and continue growing as learners themselves.
- Ensure that all pupils develop strong foundational literacy skills through evidence-informed approaches to reading, alongside a rich diet of learning experiences that build knowledge, understanding, and practical, transferable skills.
- Foster a school-wide culture where pupils engage in meaningful learning that connects to the real world, develops problem-solving and collaborative skills, and encourages confidence and resilience.
- Carry out any additional duties necessary to maintain and enhance the quality, inclusivity, and personalised nature of teaching and learning in the school.





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Additional and Special Educational Needs and Disabilities (SEND)

The Headteacher of Ainslie Wood Primary School will:

- Foster a culture and practices that ensure all pupils, including those with SEND, can fully access the curriculum and thrive in their learning.
- Hold ambitious expectations for all pupils with SEND, recognising their potential and promoting achievement, independence, and personal growth.
- Work closely with parents, carers, and external professionals to identify pupils' additional needs, ensuring support and adaptations are timely, personalised, and effective.
- Ensure the school fulfils all statutory duties in line with the SEND Code of Practice, maintaining exemplary standards of provision and compliance.
- Promote an inclusive school environment where pupils with SEND are valued, supported, and celebrated as integral members of the school community.
- Carry out any additional duties necessary to maintain and enhance the quality of SEND provision and the school's person-centred ethos.

Managing the School

The Headteacher of Ainslie Wood Primary School will:

- Ensure the safety, welfare, and wellbeing of all pupils and staff through effective safeguarding practices and a strong duty of care.
- Manage, support, and lead staff in a way that values their professional growth, recognises their individual strengths, and carefully considers workload to maintain balance and wellbeing.
- Implement rigorous and proportionate approaches to identifying, managing, and mitigating risk, ensuring the school remains a safe, secure, and nurturing environment for all.
- Foster a positive and reflective school culture in which staff feel supported, listened to, and empowered to deliver high-quality, personalised learning.
- Carry out any additional duties necessary to maintain the smooth, safe, and effective operation of the school.

Professional Development

The Headteacher of Ainslie Wood Primary School will:

- Ensure that all staff have access to high-quality, personalised professional development opportunities that support their growth as educators and as reflective practitioners.
- Lead and champion a culture of leadership development across the school, where every member of staff is recognised as a leader and focused on their own professional growth, fostering distributed leadership and reflective practice at all levels.



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- Keep up to date with developments in education, pedagogy, and leadership, ensuring the school's approaches remain evidence-informed, innovative, and responsive to the needs of pupils and staff.
- Ensure that training and continuing professional development is effectively planned, delivered, and evaluated, drawing on the expertise of staff within the school, the Adult Development Team, and trusted external professionals.
- Promote a culture in which staff are actively engaged in their own learning journeys, recognising their expertise and supporting their continuous development.
- Carry out any additional duties necessary to maintain and strengthen a culture of continuous professional learning across the school.

Governance, Accountability and Working in Partnership

The Headteacher of Ainslie Wood Primary School will:

- Understand, value, and work in partnership with the governing board, welcoming the role of effective governance and accepting shared responsibility for the school's success.
- Maintain transparency in reporting to governors, providing clear, timely, and accurate information on school performance, progress, and key decisions to support informed oversight and strategic planning.
- Ensure that staff are supported to understand their professional responsibilities and are held to account in a fair, transparent, and constructive way, promoting a culture of reflective practice and continuous improvement.
- Ensure the school operates effectively and efficiently within all regulatory frameworks, meeting its statutory duties while maintaining the school's distinctive ethos of personalised, relationship-centred education.
- Build and sustain productive partnerships with other schools, organisations, and professional networks to share learning, resources, and best practice, enhancing outcomes for all pupils.
- Maintain strong professional relationships with colleagues across the education sector, fostering collaboration, mutual support, and shared commitment to equitable, high-quality education.
- Carry out any additional duties necessary to strengthen the school's governance, accountability, and collaborative partnerships.

Community Leadership and Parent Engagement

The Headteacher of Ainslie Wood Primary School will:

- Foster strong, positive relationships with parents, carers, and the wider school community, recognising the essential role they play in supporting pupils' learning and personal development.
- Promote inclusive, welcoming opportunities for families to engage with the school, participate in events, and contribute to decision-making where appropriate.
- Work closely with the Ainslie Wood Partnership (AWP) and other parent-led initiatives, supporting their efforts to enhance school facilities, experiences, and resources for pupils.
- Celebrate and encourage parent and community contributions, creating a collaborative environment where all stakeholders feel valued, listened to, and empowered to make a difference.
- Carry out any additional duties necessary to strengthen partnerships with families, staff, and the wider community, supporting the school's ethos of personalised, relationship-centred education.

The Headteacher of Ainslie Wood Primary School should embody and champion the school's ethos of personalised, relationship-centred education, ensuring that decisions, strategies, and actions reflect our commitment to equity, excellence, and the wellbeing of our whole community.



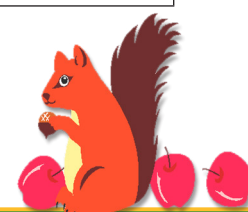
Person Specification

AREAS OF EXPERTISE	ESSENTIAL	DESIRABLE
Professional Qualifications and Experience		
Qualified Teacher Status	•	
Significant experience in senior leadership, with evidence of successful school improvement	•	
Proven track record of improving outcomes for pupils across diverse needs, including SEND, while maintaining a positive and inclusive school culture	•	
Experience of leading and sustaining high-quality teaching and curriculum design	•	
Experience of managing staff effectively, supporting professional development and wellbeing	•	
A willingness and commitment to lead the school's distinctive ethos, including Project-Based Learning and personalised approaches, even if not previously experienced in these models	•	
National Professional Qualification for Headship (NPQH) or equivalent leadership qualification		•
Experience leading a school recognised for outstanding personal development or pastoral provision		•
Experience of embedding whole-school leadership development and distributed leadership practices		•
Strategic Leadership and Management		
Ability to set a clear vision and strategic direction for the school in partnership with governors, staff, pupils, and the wider community	•	
Ability to develop, implement, and evaluate school improvement strategies that are evidence-informed, context-appropriate, and focused on personalised learning	•	
Proven experience of managing resources, including budgets and staffing, efficiently and responsibly	•	
Strong understanding of governance and accountability, with the ability to report transparently and work collaboratively with governors	•	
Experience in leading a school with non-testing, non-scheme-based approaches while achieving excellent outcomes		•
Experience of developing strong partnerships with other schools, organisations, or community groups		•
Teaching, Learning, and Curriculum		
Deep understanding of teaching and learning, with expertise in developing broad, inclusive, and coherent curricula	•	
Ability to sustain high-quality teaching across subjects and phases	•	
Ability to develop and support systems for effective, proportionate use of formative assessment to inform teaching and learning	•	
Commitment to promoting authentic, real-life learning opportunities that foster curiosity, problem-solving, and resilience	•	
Commitment to continuing Ainslie Wood's distinctive curriculum approach, including Project-Based Learning and personalised learning journeys	•	
Experience of embedding Project-Based Learning or similar approaches that develop real-world skills		•
Evidence of championing inclusive practices that ensure all pupils, including SEND, thrive		•



Person Specification

AREAS OF EXPERTISE	ESSENTIAL	DESIRABLE
Personal Development and Leadership of Staff		
Commitment to supporting staff as learners, with a track record of promoting professional development and reflective practice	•	
Ability to lead a culture of distributed leadership, recognising and nurturing leadership potential at all levels	•	
Experience in managing staff workload, wellbeing, and professional growth	•	
Experience of running or supporting a whole-school professional development programme such as an Adult Development Team		•
School Culture, Behaviour, and Inclusion		
Commitment to fostering an inclusive, respectful, and relationship-centred school culture	•	
Skilled in promoting positive behaviour through calm, reflective, and restorative approaches	•	
Strong understanding of equity, inclusion, and personalised learning for all pupils, including addressing disproportionality and ensuring high expectations for all	•	
Experience of working in schools with recognised excellence in personal development or pastoral care		•
Experience of embedding leadership and accountability across the staff body in a supportive, non-hierarchical way		•
Community and Parental Engagement		
Ability to foster strong partnerships with parents, carers, and the wider school community	•	
Experience of promoting inclusive opportunities for families to engage with the school and participate in decision-making	•	
Ability to support parent-led initiatives, partnerships, or fundraising efforts, ensuring they enhance the school experience	•	
Experience of working with active PTAs or similar school-community partnerships to support facilities, enrichment, or resources		•
Personal Qualities		
Demonstrates a warm, approachable manner that fosters trust and positive relationships across the school community, while being firm but fair in decision-making	•	
Inspirational and collaborative leadership style that models the school's ethos	•	
Excellent interpersonal and communication skills, with the ability to build trust and rapport across diverse stakeholders	•	
Reflective and innovative, with a commitment to continuous improvement for pupils and staff	•	
Integrity, resilience, and a commitment to ethical practice and public trust in school leadership	•	
Ability to balance strategic oversight with attention to detail and operational management	•	





How to Apply

If you wish to discover more about this exciting opportunity, need any further information or would like to have an informal discussion, please contact **Cressida Johns** at Academicis, our recruitment partner, on **cjohns@academicis.co.uk** or by phone on **07733 628155 / 01223 907979**.

CLOSING DATE:

Monday 10th November 2025

SHORTLISTING:

Wednesday 12th November 2025

INTERVIEWS:

Monday 17th November 2025



140 Ainslie Wood Road,
Waltham Forest,
London,
E4 9DD