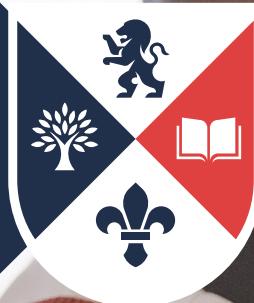


Saint Jérôme

Headteacher Candidate Pack



Building a unique tradition

Saint Jérôme

Welcome

Thank you for considering the role of Headteacher at Saint Jérôme Church of England Bilingual School as the next stage in your career. Saint Jérôme School offers pupils a truly unique educational experience. Since its founding by a group of parents and teachers in 2016 the school has grown from strength to strength, achieving results which are consistently above national and local averages and delivering on an ambitious vision of bringing bilingual education into the state school system, and putting the Christian faith into action by making this accessible to as many pupils as possible.

The position of headteacher represents an exciting opportunity for a dynamic and ambitious leader to build on the efforts of the founders and now lead the school through its next phase of growth and academic development.

The love of languages is central to life at the school. The teaching of French is purposefully woven through all aspects of school life, and the universal languages of music, mathematics and art are actively promoted, providing an ambitious curriculum that extends beyond the national curriculum.

The School has achieved significant academic success, being named in December 2023 as the highest ranked school in Harrow for overall performance at KS2, and in the top 1.2% of schools nationally, with an Ofsted rating of 'Good' across all inspection areas.

We are seeking a leader who is passionate about academic development to build on these achievements, who has a track record of success and who will bring energy and enthusiasm to role, supported by a knowledgeable, engaged governing body eager to see the school and its pupils thrive.

This role offers an opportunity to shape the future of a thriving, values-driven school founded on a Christian ethos and operating at the heart of a diverse community. If you share our passion for nurturing every child's potential and leading with integrity, vision and faith, we would be delighted to receive your application.

Ian Fernandes

Chair of Governors

Saint Jérôme Church of England Bilingual School



About Saint Jérôme

Our Aims

We are proud to be different; founded with a vision to provide outstanding academics, embracing the benefits of a bilingual curriculum and rooted in Christian values.

At Saint Jérôme we offer an ambitious partial immersion bilingual curriculum experience. We deliver the National Curriculum for England with the opportunity to develop a love and confidence in French speaking, listening, reading and writing. Aspects of the curriculum are learnt in French and cultural awareness and experiences are gained all through the year. Our ambitious aims extend beyond national curriculum requirements with the aim of harnessing the educational & cultural benefits of second-language integration.

Saint Jérôme

Our Achievements

Our academic attainment scores are consistently above national averages. Many pupils achieve Diplomas of French Language Studies DELF PRIM, organised by the French Ministry of Education and recognised worldwide. The creator of our bilingual curriculum, Mme Nadine Chadier, was made a Chevalier de l'Order des Palmes Académiques: a prestigious honour bestowed by the French government for exceptional contributions in the field of education and learning. Our next Headteacher will be keen to develop new & existing educational partnerships, such as those with Cambridge University Linguistics & Eurostar which were influential in recent years. As an LDBS school, we are proud of our consistently strong SIAMS inspection results. Staff have spoken at conferences and hosted training events, sharing best practice in specialist areas such as having acted as a centre of excellence for the 'Godly Play' curriculum. Through inspiring leadership, our new Headteacher will continue to promote outstanding teacher development & outcomes, enabling all pupils contribute confidently to society.



Our Vision

Our core values are aligned with our founding ethos: to provide a rigorous and outstanding academic curriculum in a Church of England context and offering unique bilingual provision. We are highly ambitious for each and every one of our pupils and dedicated to the holistic flourishing of each child.

We expect high standards of behaviour, effort and achievement from all our pupils and have a strong focus on traditional moral values. We believe these robust foundations provide the stability and framework for each child to fulfil their fullest potential.

Our Christian values develop character, resilience and a desire to contribute to the wider world. Our academic rigour promotes a curiosity, love of learning and readiness to continue a life-long journey of education. Our partial bilingual immersion technique offers up the well-documented benefits of learning an additional language for child development, from increased empathy, critical thinking skills, creativity and flexibility of mind.

We work in close partnership with our parents and families. We encourage parents and carers to play a highly active role in their child's education and join our strong and vibrant community, which offers a wide range of co-curricular activities and family engagement opportunities.

Academic & co-curricular enrichment is something in which we revel. Positioned in the suburbs of London, we have access to a wealth of museums and cultural interests, while the annual Year 6 residential trip to Paris enhances the linguistic aspects of our curriculum. Harrow Music Service recently recognised us as the most active primary school in the borough with our orchestras and choirs. These are further enhanced by the Harrow School partnership offering musical and French opportunities. Our after-school sports clubs are very well attended with girls & boys competing in inter-school football, gymnastics & cross country.

Every child, no matter their background, has the opportunity to thrive and develop their skills and talents at Saint Jérôme, underpinned by high educational achievement.



Our Values

Aspiration – striving to do our best in all things, from our academic ambitions to our physical and mental well-being to our personal interactions. Our pupils will recognize excellence and realise that it is attainable.

Courage – to embrace new challenges confidently, to stand firm by our values, to speak up when it is the right thing to do.

Resilience – to respond to setbacks with determination and resolve.

Love – to express God's love in all our actions and ensure that each member of the school feels valued, supported and encouraged.

Respect – for each member of our community, for ourselves and for our pursuit of excellence.

Hope – to envision a better future through providing service to others.

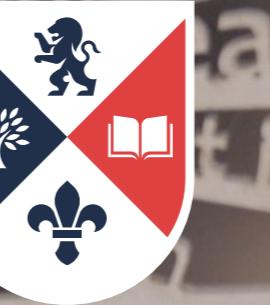
Joy – in learning and flowering in our potential and being active participants in our community, in society and in the wider world.

Peace – in our hearts and in our relationships with others, bringing compassion and understanding to conflict.

Justice – equality of opportunity for all to grow and flourish and fulfil their potential.

By the end of Year 6 we aim to ensure that all pupils will...

- Leave with the skills and desire to be active life-long learners, curious about the world and ready to think critically.
- Have an outstanding foundation in reading, writing and maths, ready for their next stage in life and beyond.
- Have a solid grounding in the French language, and love and knowledge of global Francophone cultures.
- Have a broad and far-reaching grounding in and appreciation of the arts, including music, theatre and painting.
- Be emotionally literate and have the skills to nurture themselves and each other.
- Understand and embody the core values of our Christian faith.
- Have the strong foundations to become outward looking citizens with a desire to give of themselves for the betterment of others.



Job Description

Job Purpose

- To promote, strengthen and maintain the vision and ethos for the school and provide clear strategic direction
- To ensure high academic standards
- To promote the Christian ethos and values which underpin all aspects of school life
- To promote the bilingual uniqueness of the school and language learning
- To champion and promote the uniqueness of what the school provides across multiple disciplines as a beacon of what is possible in inner-city state schools
- To work effectively with and be accountable to the Governing Board
- To ensure Safeguarding is effective
- To promote creativity and creative thinking across all aspects of the curriculum and co-curricular activities
- To ensure all policies are up to date and actioned
- To oversee the operational maintenance of the building

Job Title	Headteacher
Salary:	Excellent

Leadership and Management

- Recruit and maintain a high-quality leadership, teaching and support staff team
- Develop and review the School Strategic Plan underpinned by sound financial planning
- Create a motivating, collaborative learning culture
- Manage change and incorporate new ideas and plans
- Promote professional development and a good work-life balance for themselves and for colleagues
- To promote a whole school culture which is joyful, caring and highly ambitious



Job Description

Teaching, Learning and Standards

- Ensure the school provides an enjoyable, aspirational and engaging learning environment with a broad curriculum which enables all children to achieve and thrive
- Create a learning culture of challenge and support
- Ensure high standards of learning, behaviour and attendance are maintained
- Monitor, track and report on progress and attainment

Resources and Finance

- Manage the school finances effectively: produce and manage a balanced budget
- Ensure premises are maintained and updated
- Seek additional financial and resource opportunities

Community

- To create an aspirational, joyful, celebratory and welcoming school community for our diverse pupils, parents, staff and governors, grounded in our Christian ethos and commitment to high standards
- Ensure effective liaison with London Diocesan Board for Schools and Borough of Harrow
- Develop and maintain positive links with the parish and wider community including other primary schools and secondary schools to which pupils may transfer

Communication

- Maintain high quality communication channels with all stakeholders



Person Specification

REQUIREMENTS (ESSENTIAL UNLESS OTHERWISE STATED)	ASSESSED AT EACH STAGE	
	APPLICATION	INTERVIEW
Qualifications and Experience		
Degree and Qualified Teacher Status	☒	
NPQH or working towards this or evidence of other successful professional study	☒	
Proven commitment to continued professional development	☒	☒
Evidence of dynamic and inspirational leadership in a primary school	☒	☒
Skills and Knowledge		
Demonstrate a commitment to maintaining the Christian ethos of the school	☒	☒
Understand the legal framework within which a church school operates, including national policy, curriculum developments, the OFSTED inspection framework and Safeguarding practices and procedures	☒	☒
Ability to identify and evaluate data critical to the assessment of the school's performance and take appropriate action in the best interests of the school		☒
Experience of effective financial planning, budgetary management and the use of resources to achieve the school's objectives	☒	☒
Understanding of the principles of excellence in teaching, learning and assessment	☒	☒
Knowledge and understanding of how to provide a broad and balanced education and the widest range of opportunities for ALL pupils to enable them to achieve their full potential	☒	☒
Ability to maintain high levels of behaviour to support children's learning and social and emotional development	☒	
Experience of leading high performing teams and maintaining effective personal relationships	☒	
Experience of working with and creating learning partnerships and networks	☒	

Person Specification

REQUIREMENTS (ESSENTIAL UNLESS OTHERWISE STATED)	ASSESSED AT EACH STAGE	
	APPLICATION	INTERVIEW
Leadership Skills		
Ability to demonstrate commitment to safeguarding and promoting the welfare of children, ensuring that all members of the school community share that commitment	☒	☒
Experience and ability to develop and communicate a clear strategic vision for the future development of the school in consultation with other stakeholders		☒
Experience of delivering the principles and strategies of whole school improvement by initiating, implementing and evaluating change and development	☒	☒
Ability to manage, motivate and support individuals and teams effectively showing commitment to accountability for pupil outcomes - this will include Performance Management of staff	☒	
Ability to build and maintain effective relationships with parents, carers, partners, and the community	☒	
Ability to lead in a joyful, caring and highly effective manner	☒	
Personal Qualities		
Fluent French speaker (Desirable)	☒	☒
High expectations of yourself and your staff		☒
Strong presentation in public and private speaking and writing skills	☒	☒
Excellent communicator with effective listening skills		☒
Courage and ability to tackle difficult issues, to avoid defensiveness and to convey outcomes clearly and sensitively		☒
Calm and organised under pressure	☒	
Caring and supportive of pupils and staff	☒	
A practicing Christian (Desirable)	☒	
A genuine desire to work with children, staff and parents to affect the best possible outcomes for each child in your care		☒



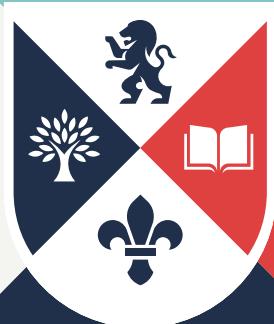
Arrange a Visit / Apply

If you wish to discover more about this exciting opportunity or to arrange a visit, please contact Ross Laird at Academicis (our recruitment partner):

rlaird@academicis.co.uk

07901 585959 | 01223 907979

Saint Jérôme



Closing date:

Monday 19th January 2026

Shortlisting:

Wednesday 21st January 2026

Interviews:

Tuesday 27th & Wednesday
28th January 2026