



Ramsbury
Primary School



Head Teacher Candidate Pack

Home of the Ramsbury English Hub -
supporting schools across Wiltshire, Swindon, Dorset
and the Cotswolds

*A*CADEMICIS

Welcome from the Chair of Governors



Dear Applicant,

Thank you for your interest in the position of Head Teacher at Ramsbury Primary School. This is a headship with two dimensions, and we want to be clear about that from the outset.

Ramsbury Primary is a thriving, high-performing village school at the heart of its community, judged Outstanding in all areas at our last Ofsted inspection in February 2023. It is also the designated English Hub for Wiltshire, Swindon, Dorset and South Cotswolds, funded by and accountable to the Department for Education, through which we support schools across the region to deliver excellence in reading and literacy. Our next Head Teacher will lead both.

The Hub is now entering a significant period of expansion where we will provide support to secondary schools as well as primary schools across local counties. For an ambitious leader this is an unusual opportunity: to shape the teaching of early reading well beyond your own school gates, to work directly with the Department for Education and regional partners, and to build a national profile for the school and for yourself. We are looking for someone who finds that prospect genuinely exciting.

Within school, children are at the heart of everything we do. We combine strong academic results with a nurturing ethos, so that each child flourishes. Expectations are high, relationships are strong and learning is joyful.

A role of this breadth cannot be led alone, and we would not want it to be. We are seeking an inspirational, strategic and compassionate leader who works with and through others: someone with the warmth to build trust quickly, the generosity to delegate real responsibility, and the confidence to hold a talented team to account supportively rather than by direction. Our enthusiastic and engaged governing body brings a broad depth of experience and will act as a strategic and supportive partner to the Head Teacher, SLT and wider school.

I warmly encourage prospective applicants to visit the school, meet our pupils, staff and governors and experience us first hand.

To arrange a visit, please contact Alpha Parish, our retained consultant at Academicis, on 01223 907979.

With best wishes

Steve Sherman

Chair of Governors

Discover Ramsbury: Our School and Community

Ramsbury is a vibrant Wiltshire village of some 2,000 residents, equidistant from the market town of Marlborough to the west and Hungerford, in Berkshire, to the east. The school has one class per year for pupils aged 4–11, with 183 children on roll.

We are fortunate to be at the centre of village life. Families are engaged partners; local organisations collaborate closely with us and community events connect generations. We have exceptional school grounds and access to additional facilities within the village. Outdoor learning, sport and music are integral to daily school life and form an important part of the rich experience we offer our pupils.

Our Ethos and Values

The school's core culture is rooted in respect and kindness.

Our Golden Rules are simple and powerful:

- Be gentle
- Be kind
- Work hard
- Show respect and look after property
- Listen to people
- Be honest



Ramsbury English Hub: National Reach, Village Roots

Ramsbury Primary School is one of a small number of schools nationally designated as an English Hub by the Department for Education. We support schools across Wiltshire, Swindon, Dorset and the South Cotswolds to deliver excellence in early reading, phonics and Literacy - with our role now expanding to support even more schools and phases across the region.

What the Hub does

- Cross-phase collaboration between primary and secondary partners
- Leadership conferences and networks
- Reading reviews for partner schools
- Medium and intensive-level support programmes
- Open self-referral for both primary and secondary schools

We are governed by a strategic board drawn from key regional stakeholders, and are funded by and accountable to the Department for Education.

A significant expansion

The Hub is entering a significant new phase, with its remit broadening from primary support to include secondary schools as well.

This is the single biggest strategic development facing the school over the next few years. It brings greater reach, a larger Hub team, a more visible national role - and with them, the responsibility to grow the Hub while sustaining the strong standards, culture and care that define Ramsbury Primary School.

Why this matters for our next Head Teacher

The next Headteacher of Ramsbury Primary School will lead a thriving village school while also helping to shape the continued development of a nationally recognised English Hub.

They will have significant strategic oversight, enabling the Hub's leadership and staff to deliver high-quality support and intervention across the region.

This means influence over how early reading is taught in schools far beyond Ramsbury, a seat at the table with the Department for Education and regional partners, and the professional profile that comes with system leadership.

It is a role that requires breadth, judgement and careful prioritisation.

The successful candidate will need the strategic range to grow the Hub, the discipline to protect the school's own standards while doing so, and the ability to build and trust a leadership team capable of carrying much of this work with them.

This is an exciting challenge, and we are looking for a leader who recognises and welcomes that opportunity.



Ofsted – Outstanding in Every Area

We are proud that in our last inspection in 2023 Ofsted judged Ramsbury Primary School to be Outstanding in all areas. It was noted that ‘pupils thrive at this warm and nurturing school’ and ‘share their joy of learning in everything they do’.

These judgements reflect a culture of high expectations, strong leadership, and a relentless focus on doing what is right for the children.

Strong Academic Outcomes

Our pupils achieve highly across subjects and key stages. Outcomes include:

- 81% achieving the expected standard in reading, writing and maths combined, on average, over the past three years (well above national averages)
- High proportions achieving greater depth in KS2 SATs
- PSC 2025 97%
- GLoD 2025 79%



Learning Without Limits – An Ambitious Curriculum

Our curriculum is ambitious and carefully sequenced to deliver continuity and progression across the year groups.

It is designed to spark curiosity and secure deep knowledge while developing character and resilience.

Our experienced members of staff use their expertise to expand on the National Curriculum and provide a purposeful learning environment that fosters a love of learning and enables our children to become confident, independent learners.

Key features include:

- Outstanding teaching in phonics using Unlocking Letters and Sounds
- Strong foundations in early reading that encourages a love of literature, with a substantial library stocked with books recommended by our specialists and our pupils
- A broad and balanced curriculum across all subjects which is interwoven to create a seamless learning journey for our children
- First hand experiences to enrich learning with visitors, experiences, events and both day and residential trips

- Specialist subject led teachers enable high quality teaching
- Inclusive provision for children with SEND and for disadvantaged pupils
- Specialist French teacher delivering cultural enrichment and language skills for all year groups including EYFS
- Teaching Assistant provision enabling all class teachers to deliver a high-quality education while supporting individual pupil needs

We believe outstanding outcomes are secured when:

- Expectations are uncompromising
- Teaching is evidence-informed
- Pupils feel confident and inspired
- Staff feel trusted
- Partnerships are strong



Inclusion at the Heart

Ramsbury Primary School is fully inclusive, committed to meeting the needs of every learner. Pupils who are not reaching their potential are identified early and given individual support. We are committed to disadvantaged learners and vulnerable learners, so that all children can access the opportunities available. We work hard to remove barriers so that every child can take part in learning and extra-curricular activities.

We use a clear, structured approach to children with SEND and to disadvantaged learners.

This includes:

- Early identification
- Targeted, research-led methods
- Regular review and monitoring, with close parental communication and updates throughout the year
- Collaboration with the Local Authority and other external agencies to secure the right support for every child

Supporting Each Other

We believe that all children at Ramsbury Primary School have something unique to offer and we strive to build their interpersonal skills through a range of opportunities.

Our School Council provides children with a platform to represent their peers, as do the many other positions of responsibility the children hold.

A much anticipated 'buddy system' operates between Year 6 and the Reception class. Children are paired between the two year groups, with Year 6 pupils supporting and helping new Reception children settle into school life. Younger children benefit from having a friendly face to welcome them each morning and to look out for them during break times, creating a sense of belonging.



Music: Every Child a Musician

Music pulses through school life. From singing in their very first Parent assembly in Reception, to the soaring harmonies of our choirs and orchestra, all children are encouraged to discover their musical voice. Pupils in Classes 2, 3, 4, 5 and 6 are given the opportunity to learn a range of musical instruments through our Whole Class Instrumental Music Tuition programme. In addition, we aim for over 90% of our Key Stage 2 pupils to take individual lessons to learn an instrument. Children participate in choirs, orchestras and ensembles.

Our school rings with performances, including assemblies, concerts, the annual Eisteddfod, 'Ramsbury's Got Talent', and community celebrations. Children take music exams, join jazz bands and ensembles, and are inspired by visiting musicians.

Our achievements include:

- Sing Up Platinum Award
- Music Subject Lead named as Wiltshire Primary School Music Teacher of the Year

Sport: Teamwork, Challenge and Joy

We recognise the importance of outdoor active play. Our dedicated playground areas, including a new Reception class outdoor learning space, provide opportunities for daily physical activity, backed by our broad PE curriculum, led by our specialist PE teacher.

Ramsbury Primary School holds the School Games Platinum Award in recognition of our commitment to sport. Pupils participate in a wide variety of sports including athletics, dance, netball, cricket, tag rugby, swimming and orienteering. Competitive success is celebrated, but participation is equally valued. Ramsbury village has an active sporting culture, and we are lucky to have access to the expansive recreational centre, which includes football and cricket pitches, tennis courts and acres of green space.



Enrichment and Wraparound Care

Our Breakfast Club and After School Club provide safe, welcoming environments that support families and enrich children's experiences.

A wide range of clubs spanning sport, arts and seasonal activities ensures pupils can discover new passions and deepen existing interests.

Community Partnerships: The Village Spirit

The school has strong partnerships with local organisations and groups such as Ramsbury Manor, Ramsbury Estates, Ramsbury Holy Cross Church and Marlborough College. We have a close relationship with Ramsbury Preschool, which sits adjacent to our primary school, enabling a smooth transition for children moving up from the pre-school into Reception.

Ramsbury School Development Trust (RSDT) helps the school financially through a number of fundraisers and events. Parents and the local community are active partners in school life through the PTA and activities such as in-school reading support, workshops and assemblies.



Job Description & Requirements for the Role of Head Teacher



Our new Head Teacher will provide strategic leadership and take operational responsibility for the school, working in partnership with the SLT, governors, staff, pupils, parents, and the wider community.

Key Responsibilities

- Lead the school with vision, warmth and integrity
- Secure the school's strategic direction and lead the development, implementation and evaluation of the School Improvement Plan
- Champion high-quality, evidence-informed teaching, ensuring that this is achieved across the whole curriculum
- Build and maintain effective and positive working relationships within the school and with parents and the wider community
- Oversee the school's budget and finances, ensuring robust processes for financial management and accountability
- Recruit, retain and manage the highest quality staff

Leading the English Hub

- Provide clear strategic oversight to the English Hub, enabling its leadership and staff to deliver high-quality support and intervention to partner schools across Wiltshire, Swindon, Dorset and the South Cotswolds
- Lead the Hub through its next phase of expansion, ensuring growth in reach is matched by quality of provision
- Maintain the school's accountability to the Department for Education and work effectively with the Hub's strategic board and regional stakeholders
- Empower and develop the Hub leadership team, delegating operational delivery while retaining strategic ownership
- Represent Ramsbury nationally as a system leader in early reading and literacy
- Ensure the demands of the Hub strengthen, and never compromise, the education of Ramsbury's own pupils

Teaching and Curriculum

- Safeguard the integrity and ambition of the curriculum, while being open to the latest developments in educational research and technologies
- Secure excellence in early reading and phonics
- Ensure that pupil progression is monitored effectively and early intervention is implemented where appropriate



Job Description & Requirements for the Role of Head Teacher - *continued*

Staff Development

- Inspire and motivate staff and enable professional development and high-quality CPD opportunities to enhance the staffing needs and career aspirations
- Champion staff wellbeing by nurturing a supportive, collaborative workplace culture
- Build leadership capacity by providing support and constructive feedback to staff
- Foster a positive, high-performing culture
- Delegate effectively and with trust, giving colleagues genuine ownership of their areas and the support to succeed in them
- Lead collaboratively, listening to and consulting staff, governors and the school community before decisions are made

Community Engagement

- Strengthen partnerships locally and nationally by sharing best practice methods
- Continue building strong relationships with parents, governors, local schools, village groups and the wider community

Safeguarding, Governance and Compliance

- Maintain the highest standards of safeguarding
- Ensure statutory and financial compliance, balancing day to day needs with a long-term strategic outlook
- Ensure the school remains compliant with all statutory and Ofsted frameworks, while protecting the culture, vision and ethos of the school
- Work in close partnership with the governing body to champion accountability, transparency and the implementation of the strategic outlook



The Person We Seek

We are looking for a leader with clarity, credibility and integrity — and with the warmth to carry people with them. The scope of this role, spanning both a thriving village school and an expanding national English Hub, means that leadership style is not a secondary consideration for us. Our next Head Teacher will need to lead through a strong team rather than around it.

Essential — experience and expertise

- Qualified Teacher Status
- Significant leadership experience in primary education
- Proven impact on raising and sustaining high standards
- Strong understanding of curriculum, assessment, and safeguarding
- Strategic financial and operational awareness
- Commitment to inclusion and community partnership
- Awareness of the core values of the English Hub programme, and enthusiasm for leading its expansion

Essential — personal qualities and leadership style

- **Warmth and empathy.** Genuine care for children, staff and families, and the emotional intelligence to understand what colleagues need in order to do their best work
- **A collegiate, collaborative approach.** Leads with and through others; consults and listens before deciding; builds consensus rather than issuing instruction
- **The ability to delegate well.** Trusts colleagues with real responsibility and the authority to exercise it, then supports and holds them to account constructively. With a school and an expanding Hub to lead, this is essential rather than desirable
- **Visibility and approachability.** Present around school, known to children and families, and easy to bring a problem to
- **Openness to challenge.** Welcomes different views, including from governors, staff and parents, and is willing to change course in the light of them
- **Ability to inspire, challenge and develop others,** setting high expectations while remaining supportive in how they are pursued
- **Resilience and steadiness,** with the humour and perspective to sustain a demanding dual role

Desirable

- NPQH or equivalent qualification
- Experience of a successful 'outstanding' or 'strong standard with exceptional' Ofsted inspection
- Experience of school-to-school support, system leadership or partnership working beyond a single school
- Experience of leading a team or service through a period of growth

What We Offer

- Enthusiastic, confident and articulate pupils that are proud of their school
- A talented and committed staff team
- A skilled, supportive and strategically focused governing body
- Strong parental and community engagement
- **The opportunity to lead and grow an established English Hub at a point of significant expansion, with national reach and influence**
- Ongoing professional development and collaboration
- A beautiful rural setting with excellent facilities

Ramsbury in Brief



School Details

Location:	Back Lane, Ramsbury, Marlborough, Wiltshire, SN8 2QH Ramsbury Primary School website
Type:	Community Primary School (ages 4–11)
Ofsted Rating:	Outstanding (February 2023) View Ofsted report

Staff Team

10.7 teachers (FTE)

5.5 teaching assistants (FTE)

4.5 non-teaching staff (FTE)

School Key Statistics

Number on Roll:	183 pupils
School Capacity:	210 pupils
Attendance to date 2025/26:	96.2%
Pupil Premium:	4.1%
SEND Support:	4.1%
EHCP:	1%

2024/2025 Outcomes

EYFS – Good Level of Development:	79% (68% national average)
Phonics Screening Check:	97% (80% national average)
Key Stage 2 Reading EXS+:	89% (75% national average)
Key Stage 2 Writing EXS+:	81% (72% national average)
Key Stage 2 Maths EXS+:	89% (73% national average)
Key Stage 2 RWM:	78% (62% national average)

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 21st September 2026

Shortlisting: Wednesday 23rd September 2026

Interviews: Monday 28th September 2026

Visiting

We warmly encourage prospective applicants to visit the school, meet our pupils, staff and governors and experience us in action. Please contact Alpha Parish on 07436 971517 or at aparish@academicis.co.uk to arrange a suitable time to visit.

Application Form

Using the standard application form provided, (CVs are not accepted) please complete all aspects of the form fully. Include your full work history with no unexplained gaps since leaving full-time education. Include all the training you have completed, particularly those in recent years which have helped to prepare you for headship.

Person Specification and Personal Statement

When writing your responses, it is important you address each of the requirements in the person specification. Ensure you evidence additional aspects such as training, qualifications together with your background and experience within the personal statement.

Covering Letter

Please include a covering letter of no more than two sides of A4 paper. Please ensure that all statements within your application are supported by clear specific evidence of impact, including measurable outcomes where possible.

References

Please make sure your referees are aware of your application and that they are able to provide a swift turn around. Preferred referees are your last two employers and you should provide their official organisation email address for us to contact. One referee is likely to be your last Head Teacher or Chair of Governors.

Identity Checks

Please be aware that if you are invited for interview, you will be required to present current photographic identification (a current passport or driving licence is applicable), original qualification documents and a current DBS.

Ramsbury Primary School is committed to safeguarding and promoting the welfare of children and expects all staff and visitors to share this commitment. All applicants will be subject to an enhanced Disclosure and Barring Service check before appointment is confirmed.

