



**St George's Church of England Primary School and Nursery  
Head Teacher Recruitment Pack**



## Welcome from the Chair of Governors

Dear Applicant,

On behalf of the Governing Board, thank you for your interest in the position of Head Teacher at St George's Church of England Primary School and Nursery. We are proud to be a warm, ambitious and faith-led school rooted in the Christian vision, 'Love each other as I have loved you.' This guides our work and shapes the caring, purposeful culture we value deeply.

St George's is a vibrant and highly regarded school at the heart of its community. With around 570 children on roll, our pupils demonstrate enthusiasm, curiosity and respect, living out our values of kindness, responsibility, honesty, friendship, perseverance, respect, happiness and forgiveness.

We are proud of our strong academic performance, including outcomes for disadvantaged pupils which place us in the top 25% nationally. These achievements reflect the hard work of our staff, the support of our families, and our strong partnerships with local schools, Lichfield Diocese, Telford & Wrekin Local Authority and a wide range of external partners.

The Governing Board is seeking an inspirational and child-centered leader who can build on our strong foundations and guide us through the next exciting stage of our journey. We are committed to working collaboratively, supporting our staff and ensuring the very best for our children.

Thank you once again for your interest. We hope you feel inspired to apply and join us in shaping a joyful, inclusive and high-achieving future for all our pupils.

With warm regards,

Mrs Maureen Horton

Chair of Governors

St George's Church of England Primary School and Nursery

## School Vision Statement

Jesus said: 'Love each other as I have loved you'. John 15:12

Our school motto, 'EVERYONE matters, EVERYONE achieves' is at the heart of everything we do and believe.

At St George's Primary School, we aim to prepare the children in our care to become well-rounded members of society on their journey through school life and beyond. We strongly believe that children learn best and can achieve their potential when they are happy and content. We endeavour to provide a safe learning environment with a warm, welcoming atmosphere which creates a sense of belonging amongst the children, the staff, the families and the community. We embrace their individuality and diversity, always encouraging respect and acceptance of each other as equal human beings and celebrating our differences.

We have high expectations of the children and we work hard to support them to become the best that they can be. For our children to flourish, socially and academically, we aim to provide an outstanding education that is both challenging and inclusive. All children are encouraged to embrace the many opportunities and the support school provides, so that they become curious learners who are motivated and resilient with a 'Can do' attitude. Our aim is to provide the children of St George's with countless positive experiences, along with happy lifelong memories, from their time with us. We also have high expectations of attendance. We encourage families to be at school every day and to arrive on time in order to not miss any learning.

Through our supportive and inclusive Christian ethos, we are proud to foster our school values of kindness, respect, friendship, honesty, happiness, perseverance, forgiveness and responsibility, embedding these within everyday life at school. We believe that the emotional health and wellbeing of the whole school community is fundamental to the ongoing success of our school.

We aspire to make our school a place of excellence where we educate, nurture and value everyone; that ALL children will enjoy learning and achieve their potential in the 'St George's Way.'

'Let us always meet each other with a smile, for the smile is the beginning of love.' Mother Teresa.



## St George's Church of England Primary School and Nursery

### School Overview

St George's Church of England Primary School and Nursery is a thriving, larger-than-average school serving a diverse and vibrant community. With approximately 570 pupils on roll, we operate as a three-form-entry school, despite being officially registered as 2.5 forms of entry, enabling us to deliver a broad, enriched curriculum and personalised support across each year group.

We are immensely proud that St George's was judged Outstanding in all areas in our most recent Ofsted inspection (October 2024). This recognition reflects the commitment, expertise and passion of our dedicated staff team, and the strong culture of ambition, care and excellence that runs through everyday life at our school.

Our Christian vision, *"Love each other as I have loved you,"* is at the heart of everything we do. It shapes our inclusive, nurturing ethos and inspires our pupils to live out our school values- kindness, responsibility, honesty, perseverance, respect, happiness, friendship and forgiveness.

We are also honoured to be an Attachment Research Community (ARC) Hub School, supporting schools locally and nationally in developing trauma-informed practice. This work strengthens our own provision while enabling us to share expertise, coaching and research-led approaches with a wide range of educational partners.

We are extremely proud of our high standards. Outcomes for disadvantaged pupils place us in the top 25% nationally, reflecting our unwavering belief that all pupils, regardless of background or need, can achieve highly and flourish. This commitment is supported by skilled teaching, a rich and well-structured curriculum and strong pastoral systems.

Collaboration is a cornerstone of our work. St George's maintains strong professional partnerships with local schools, Lichfield Diocese, Telford & Wrekin Local Authority, and multiple external agencies. These relationships ensure that our pupils, staff and leaders benefit from high-quality support, shared expertise and ongoing professional dialogue.

St George's is a joyful, warm and aspirational school where children are enthusiastic learners, families are supportive, and staff are dedicated to providing the very best for every child.

## **Job Description: Head Teacher**

### **Core Purpose**

- Provide professional leadership and management to secure continued success and improvement.
- Uphold and champion the school's Christian vision and values.
- Ensure high-quality education for all pupils and lead with ambition, compassion and integrity.

### **Strategic Leadership**

- Provide clear, ambitious and values-led leadership.
- Lead the development and implementation of a shared strategic vision.
- Ensure continuous improvement in teaching, learning, achievement and wellbeing.

### **Educational Excellence**

- Ensure high-quality, inclusive teaching that secures excellent outcomes.
- Oversee a broad, balanced and challenging curriculum.
- Use data effectively to evaluate teaching and drive improvement.
- Champion disadvantaged and vulnerable pupils.

### **Safeguarding and Pupil Wellbeing**

- Ensure all safeguarding systems meet statutory requirements.
- Promote emotional, social and spiritual wellbeing.
- Ensure staff understand safeguarding responsibilities.

### **Staff Leadership and Development**

- Lead, motivate and inspire staff.
- Oversee appraisal, development and talent management.
- Promote a collaborative and supportive professional culture.
- Recruit, retain and develop excellent staff.

### **Organisational and Operational Management**

- Ensure effective day-to-day running of the school.
- Work with the SBM to ensure sustainable financial planning.
- Review policies, systems and processes regularly.

### **Community and Partnerships**

- Strengthen partnerships with parents, schools, Diocese, LA and agencies.
- Represent the school positively in the community.
- Communicate openly with all stakeholders.

## Christian Ethos and Culture

- Develop the Christian distinctiveness and ethos of the school to ensure that all flourish.
- Work with clergy, church and diocesan partners to develop the spiritual life of the school.
- Ensure that collective worship, re and ethos reflect the Church of England character of the school and current guidance.

## Person Specification: Head Teacher

### Qualifications and Training

- Qualified Teacher Status (Essential)
- Substantial senior leadership experience (Essential)
- Ongoing professional development (Essential)
- Safeguarding and safer recruitment training (Essential)
- NPQH or equivalent (Desirable)
- Experience in CE school settings (Desirable)

### Experience

- Track record of improving pupil outcomes (Essential)
- Experience leading and improving teaching (Essential)
- Whole-school leadership experience (Essential)
- Working with governors, parents and agencies (Essential)
- Leading safeguarding (Essential)
- Experience in larger schools (Desirable)
- Experience in faith settings (Desirable)
- Strong understanding of high-quality teaching (Essential)
- Ability to analyse and use data (Essential)
- Excellent communication skills (Essential)
- Strong SEND and inclusion knowledge (Essential)
- Strategic planning and organisation (Essential)
- Knowledge of SIAMS (Desirable)
- Experience of partnership working (Desirable)

### Personal Qualities

- Child-centred approach (Essential)
- Integrity, resilience and emotional intelligence (Essential)
- Commitment to Christian ethos (Essential)
- High expectations for all (Essential)
- Warm, approachable, able to inspire trust (Essential)
- Collaborative and reflective (Essential)

## Quotes About St George's

### Pupils

'We are a community, and we learn to help people who need help whether they are our best friends or not.'

'Everyday, every minute, every hour of school, all of my teachers and staff members in our school always care about us.'

'I enjoy going to school and I've made a lot of fantastic friends. All the teachers I have had have been kind, helpful and supportive.'

'It doesn't matter if you are different because everyone belongs at our school.'

'Our school values encourage us to be the best we can be. When we show our school values, we become a stronger team.'

'I am a St George's lunchtime helper and I have a responsibility to make sure the children in Reception and Year 1 walk sensibly down the corridor. I give them a smile or a sticker if they are walking nicely.'

'I know I belong at our school because if you're feeling down everyone supports you and if you've had an achievement everyone congratulates you.'

'I love maths because we keep going back to areas we haven't looked at for a while, so we keep learning – we don't stop!'

### Parents and Carers

'As my child has progressed through school, it seems that St. George's has upped its game too.'

'We couldn't be happier with our choice of primary school. Thank you for everything you do.'

'St. George's school is amazing. Everyone who works there is an asset to the team. So many amazing role models setting a high standard to truly help the children become the best version of themselves.'

