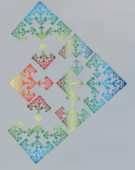




Ridgeway
Education
Trust



All Saints Church of England Primary School
HEADTEACHER VACANCY PACK

WELCOME

Thank you for your interest in the role of Headteacher at All Saints Church of England Primary School, a school within Ridgeway Education Trust (RET). We are looking for an exceptional school leader to join us from September 2025 to lead a talented and committed team of staff, engaged and enthusiastic children and supportive parents and governors, as we continue to grow from strength to strength.

“If you have faith as small as a mustard seed you can say to this mountain move from here to there and it will move. Nothing will be impossible for you.”

(Matthew 17:20)

All Saints CE Primary School is a thriving, successful two-form entry primary school located on the Ladygrove Park estate to the North of Didcot. The school is vibrant and increasingly diverse, welcoming children of all faiths and of none. We provide a caring and nurturing environment in which children are valued as individuals and partnerships with parents and families are prioritised.

“Adults are committed to providing an inclusive and nurturing environment. Pupils work happily alongside each other. They are proud of their achievements and recognise where they need to grow”

SIAMs inspection, October 2024

TOGETHER WE ASPIRE, BELIEVE, EXPLORE, ACHIEVE

Our vision has been carefully chosen to enable all who are part of All Saints life to achieve through loving relationships, belief in themselves, hope for the future, and the aspiration and belief that they can make a positive difference. This vision is deeply woven across all of the work of the school.

“The school is a calm and harmonious environment because pupils are polite, respectful and friendly to each other. They are proud of their school and value the high quality of support and teaching they receive”

Ofsted inspection, April 2019

All Saints joined Ridgeway Education Trust (RET) in November 2023. The trust provides a range of support including:

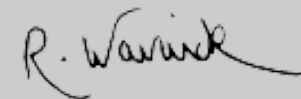
- Ongoing leadership development including trust headteacher networks and leadership coaching
- Support for school improvement from the Director of Primary Education
- Central team support for finance, premises, HR, IT and catering
- Trust support for safeguarding, reading for pleasure, and curriculum development, including English, Maths and Music

We are proud of our school and the children, staff, families and governors who make it so special. The retirement of our current headteacher provides an exciting opportunity for a leader to join us to guide our ongoing development, building on the strong foundations that are already firmly in place.

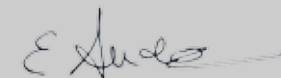
If you would like to find out more about this position or arrange to see All Saints for yourself, please contact [Paul Shaughnessy](#), RET Director of Primary Education, for an initial discussion.

Applications from candidates interested in flexible models of school leadership, such as co-headship, are welcomed. We very much hope that, after reading this pack, talking to us and seeing our school in action, you will choose to apply for this exciting role.

with best wishes



Rachael Warwick
Ridgeway Education Trust, CEO



Elisabeth Anderson
Chair of Governors

OUR TRUST

The values of ambition, integrity and leading for legacy are at the heart of Ridgeway Education Trust. They provide the compass that guides our decision making and ensure that children and young people are at the centre of this process.

Our mission is to create excellence through high quality education for three-to nineteen-year-olds with powerful collaboration at its heart. We believe that school improvement is most successful when underpinned by deep collaboration at all levels so that best practice is shared. High levels of professional trust sustain a healthy balance of support and challenge which in turn drive a culture of creativity and innovation. We value our people and take seriously our responsibility to support their wellbeing.

To find out more about us please refer to our [website](#), the [RET Charter](#) and the [RET Staff Charter](#).

Ridgeway Education Trust is at an exciting time in its development. Our sixth primary school joined us in November 2024, taking us to a Trust of eight schools educating over 4000 children and young people.

A mixture of Church of England and community schools, two secondaries and six primaries, we embrace our diversity whilst recognising the strength of our close geographical proximity.

The Trust operates a School Centred Initial Teacher Training (SCITT) programme in liaison with the national charity, Teach First, which creates an opportunity for Trust schools to train their own teachers for the future.

Primary schools within the Trust benefit from:

- Positive, collaborative relationships between heads and schools, including termly Primary Headteacher meetings.
- CPD networks for Maths, English, inclusion, safeguarding, Early Years and Senior Leaders.
- Trust leaders in Maths, Music, safeguarding and Reading for Pleasure.
- School improvement support from Paul Shaughnessy, Director of Primary Education.
- Outward-facing opportunities to visit and learn from other schools and trusts.
- A common Management Information System, Arbor, facilitating information- and data-sharing and analysis.
- Access to an annual capital budget with premises project management from the Chief Operating Officer and her team.
- Central team support for finance and HR, with optional IT and catering services.
- Support, including clerking, from our in-house Governance team.

Our schools:

- Didcot Girls' School
- St. Birinus School
- All Saints CE Primary School, Didcot
- Carterton Primary School
- Hagbourne CE Primary School
- Long Wittenham CE Primary School
- Stephen Freeman Primary School
- Sutton Courtenay CE Primary School



ALL SAINTS CE PRIMARY SCHOOL

The headteacher at All Saints is supported by a talented Senior Leadership Team, including an experienced Deputy Headteacher who is also currently SENCo; an Assistant Headteacher who leads on curriculum; and experienced leaders for English, Maths and Early Years. An experienced, committed Local Governing Body (LGB), effectively supported by a RET Governance Professional, offers a healthy balance of support and challenge and, within the wider trust structure, works with the headteacher and senior team in retaining oversight and accountability for standards, safeguarding, SEND and stakeholder engagement.

The school is supported by an active PTA, the All Saints School Association (ASSA), run by parents and family members. This committed group works tirelessly to raise funds which directly benefit pupils at the school, organising a range of well-attended social events each year including bingo, discos and cake sales.

The All Saints curriculum is hands-on, child-centred and rooted in the locality. Carefully sequenced subject-specific knowledge and skills are drawn together through clear cross-curricular links, helping children connect their understanding across disciplines.

While the curriculum is well-developed, it remains ever-evolving in order to most fully meet the needs of all children. All teachers and support staff are committed to their professional learning and engage fully with the CPD offer from both the school and the trust.

The curriculum is enriched and enhanced through a range of extra-curricular events, visits and visitors to extend children's experiences and interests. These include residentials, author visits and day trips to the railway centre and local visits to the park, as well as trust events including a music concert and Science Day. There are a range of wider opportunities in music and sport, including those led by a full-time PE Coach.

Our well-maintained school is situated in spacious grounds which include a Forest School, large field and fitness trails. In the main school building, the look-out and the cove, as well as our sensory room, support our commitment to inclusion, providing break-out spaces and areas for 1:1 and small group work.

More information about the work of the school is available on the school website: <https://www.all-saints.oxon.sch.uk>.

| number on roll | number of teaching staff | % pupil premium | % SEND | % EAL |
|----------------|--------------------------|-----------------|--------|-------|
| 424 | 18 | 13% | 18% | 34% |

WHO ARE WE LOOKING FOR?



We are looking for a headteacher who will help us aspire, believe, explore and achieve by:

- Aspiring for the very best for every pupil and member of staff
- Embodying and further embedding our vision, values and distinctive ethos
- Leading our school with ambition, enthusiasm, kindness and understanding
- Continuing to develop the excellent, inclusive provision in place for every pupil
- Forming and maintaining strong relationships with our parents and carers and the wider school community
- Drawing on support provided through Ridgeway Education Trust to broaden opportunities for staff and pupils

In return we can offer you:

- Engaged and enthusiastic pupils who love coming to school
- A strong, supportive, talented and committed team of staff
- A strategically-focused and effective Local Governing Body
- Professional collaboration with other leaders across the Ridgeway Education Trust
- A comprehensive offer of support for ongoing school improvement
- High quality central services provided by our trust teams, including finance, premises, HR and IT



PERSON SPECIFICATION

| | | |
|---------------------------------|--|---|
| qualifications | <ul style="list-style-type: none"> • DfE Qualified Teacher status • Evidence of relevant, recent professional development that prepares for this post. | National Professional Qualification for Headteachers (NPQH) or Senior Leaders (NPQSL) or working towards this |
| knowledge and experience | <ul style="list-style-type: none"> • Substantial and proven successful primary teaching experience • An ability to demonstrate whole school impact • Significant knowledge and experience of primary education and the issues and challenges facing the sector • A broad understanding of the Ofsted framework and requirements · Up-to-date knowledge of safeguarding procedures and an understanding of the role's responsibilities with regard to safeguarding • Knowledge of the statutory frameworks and good practice for curriculum delivery and assessment • Experience of educating children with special educational needs within an inclusive classroom • Experience in more than one appropriate key stage • Experience of monitoring and evaluating performance and practice • High expectations of pupil behaviour and the effective use of behaviour management strategies • Knowledge and understanding of the context of a Church of England primary school and of Christianity alongside awareness of and respect for other faiths • An understanding of school finances and the principles of budget setting • Experience of leadership and management of change. | Experience of early years leadership Leadership experience in more than one school |
| skills | <ul style="list-style-type: none"> • Excellent ability to lead, manage, support and inspire colleagues, particularly through change • The ability to communicate clearly and confidently to children, staff, parents and the wider community • The ability to build effective relationships with a wide variety of people- staff, learners, senior leaders, trust leaders, governors, parents and the wider community • Ability to hold people to account and to challenge under-performance • Excellent analytical, problem solving, negotiating and decision-making skills • The ability to confidently analyse and use data to improve the quality of teaching and learning • The ability to create and implement a strategic school improvement plan, based on effective self-review which identifies priorities and targets ensuring that every child can be their best. | |
| personal qualities | <ul style="list-style-type: none"> • A great communicator, committed to working collaboratively with all stakeholders • Able to lead by example, seeking and acting on feedback to develop the highest quality provision for all pupils • Resilient and able to bring determination to driving school improvement • Aspirational and ambitious for the whole school community – themselves, staff, children and their families. | |

THE APPLICATION PROCESS

The closing date for applications is 9am on **27th February 2025**.

Interviews for shortlisted candidates will take place on **7th March 2025**.

All Saints CE Primary School, as a school within Ridgeway Education Trust, is committed to safeguarding children and young people. All post holders in regulated activity are subject to appropriate vetting procedures and a satisfactory Enhanced Disclosure and Barring Service (DBS) check. Online checks will be carried out to comply with Keeping Children Safe in Education (KCSIE).

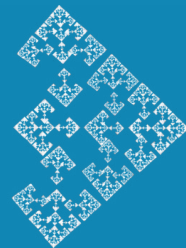
All schools in Ridgeway Education Trust are committed to equality, diversity and inclusion, and the safeguarding and wellbeing of children and young people across the Trust. The Trust expects all staff to share this commitment.

In line with GDPR legislation, the information you have provided will be stored on our secure database and will only be used to process your application. It will not be passed to any other organisation.





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www.ridgewayeducationtrust.co.uk