



HEADTEACHER RECRUITMENT PACK

March 2026



“Our Family School where all are equally valued”



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ABOUT GROVE ROAD PRIMARY SCHOOL



Grove Road Primary School is a one form entry state maintained primary school, situated in the heart of Hounslow with excellent transport links

Grove Road Primary School is a happy, welcoming, diverse school where we pride ourselves on having a family feel, with real family values. We create an atmosphere where all of the children are known and supported by our dedicated staff, and we provide an educational experience which is both challenging and fun.

We are fortunate to have an 18-place Autism Spectrum Condition Centre that enables us as a school to meet the very individual special needs of these children in a mainstream environment. The Centre is very much part of life at Grove Road Primary School, and the children share all the experiences of their peers.

This supportive and nurturing environment enables children to fulfil their potential and become confident, independent lifelong learners across all areas of the curriculum. The children at Grove Road learn the value of commitment to successful learning and in addition to this, they develop discipline and a sense of responsibility. Throughout the school, it is evident that we have pupils who are well adjusted, global young citizens.

We strongly believe in forming partnerships with parents and parents are actively encouraged to be involved in their child's education, so that together we can enable all of the children to reach their maximum potential.

If you would like to know more about the school, please have a look at our website via <https://groveroadprimary.co.uk> where you will be able to learn more about the school, our academic and pastoral ethos, our creative curriculum and the range of extra-curricular activities. To have first-hand experience of the wonderful learning taking place and to get a true feeling of the school, we urge you to organise a tour of the school by contacting the school office.

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LETTER FROM THE CHAIR OF GOVERNORS

Dear Applicant,

Thank you for expressing an interest in the position of Headteacher at Grove Road Primary School.

Grove Road Primary School is a one-form entry school with a nursery and SEN Centre. Parents value the family feel of the school and it is very popular. We are a school that embraces the diverse population within the local community. We have high expectations for every person in our school community and believe each individual has an important contribution to make to the success of the school.

Safeguarding is an area of high focus, and an identified strength for the school. Governors are fully committed to effective safeguarding for all of our children, staff and visitors.

Grove Road prides itself in being a place where everyone learns together and has high aspirations. The school has an experienced, and supportive Governing Board that holds the Headteacher to account and helps drive improvement. The school's budget has been well managed and is balanced at present. We are well staffed with a blend of experienced and newly qualified teachers. We have just gone through an Ofsted Inspection and the work preparing for the next one starts now.

We are looking for a Headteacher who is dynamic, and adaptable at pace, someone who is visible, and understands how children of all ages learn and develop a love of learning.

Our new Headteacher will:

- have excellent and inspirational leadership skills.
- have excellent motivational skills.
- want to ensure all stakeholders are engaged in a positive way.
- embrace the splendid features of our school and the challenge of moving us forward.
- demonstrate enthusiasm at the prospect of working at our school.
- Improve the quality of teaching

These are challenging times for all school leaders, and we are therefore seeking someone who is well read and has a good understanding of the current political climate and how this is affecting State education and schools such as ours.

In addition to completing the application form, Governors ask for a Letter of Application that addresses the Person Specification and shows how you will build on the successful work of the current Headteacher. If you are inspired by this opportunity, you are warmly invited to come and see the possibilities for yourself by visiting the school prior to application.

Ken Emerson
Chair of Governors

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GROVE ROAD SKILLS AND VALUES

School life is an important journey, but it is not just about the academic subjects. Children need to learn key life skills and values in order to become healthy and respectful citizens.

All parts of school life are equally important and thus we have chosen our key skills and values to underpin all experiences at Grove Road School.

Initiative

This is when we demonstrate our independent skills and know when to just get on and do!

Resilience

This is when we show that we never give up!

Empathy

This is when we understand that there are consequences to the choices that we make.

Self-confidence

This is when we try new things and push ourselves to be better.

Curiosity

This is when we show an interest in our learning and the world in which we live.

Creativity

This is when we want to inspire and show off our creative side when learning.



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WHAT OUR CHILDREN SAY ABOUT OUR SKILLS AND VALUES

Initiative

You don't have to see the whole staircase, to take the first step.

Resilience

It's the courage to continue that makes you a winner.

Empathy

Empathy is putting yourself in another's shoes

Self Confidence

Believe in yourself and you can fly with the unicorns.

Curiosity

When you are curious, you always push for new answer.

Creativity

If you have an idea, make it happen.

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KEY SCHOOL DATA

Type of school	Primary
Provision	Nursery to Year 6
Location	London Borough of Hounslow
Type of establishment	State Maintained Community School
Co-ed. or single sex	Co-educational
Budget	
Last Ofsted inspection	February 2026
School Awards	TFL Gold Award, School Games Gold , IQM Centre of Excellence, Health schools Bronze,
Total Staff	33
Number of teachers	11
Number of TAs	13
Number of children	235
Average class size	30
Overall attendance	92.4%
% of pupils eligible for free school meals	16%
% of pupils on SEND support	25% All SEN 15% SEN support only
% of pupils with EHCP or statement of SEN	11%
% of pupils with EAL	65%
Number of previously looked after children	0

DATA – 2025/26

EYFS	GLD	Listening & Attention	SPEAKING	GROSS MOTOR	FINE MOTOR	READING (COMP)	WRITING	MATHS (NUMBER)		
	71%	77%	77%	87%	87%	74%	77%	71%		
KS1	YR1 PHONICS	YR2 PHONICS		YR2 RWM	YR2 READING	YR2 WRITING	YR2 MATHS			
Exp+	61%	+3 (50%) Y1 2024 81%								
GD										
KS2	RWM		READING		WRITING		MATHS		GPS	
	SCH	NAT	SCH	NAT	SCH	NAT	SCH	NAT	SCH	NAT
Exp+	43%	61%	46%	75%	57%	72%	43%	74%	46%	73%
GD	7%	8%	21%	33%	11%	13%	21%	26%	18%	30%

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JOB ADVERT



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HEADTEACHER

Start date: **September 2026**

Salary: **L20 – L26, £86,764 - £99,840 (Outer London) – 2026 Pay Award Pending**

The Governing Board of Grove Road Primary School is seeking to appoint a dynamic and inspirational new Headteacher to lead the school, which was rated ‘Good’ at its last Ofsted inspection.

Our new Headteacher will be supported by a talented and experienced senior leadership team and by a Governing Board committed to the school’s continued success.

Our vision for our children is that they be “Inspired to learn within a nurturing community in order to flourish throughout life”.

We want our new Headteacher to put children at the centre of everything they do; to be a strong, approachable and supportive leader; to be passionate and knowledgeable about the pursuit of teaching and learning; to build on what is currently excellent and ensure we continue to improve; to embrace the opportunities and challenges offered in a leading state maintained primary school.

Visits to the school are strongly encouraged. Please contact the school office to arrange a mutually convenient time to have a tour of the school.

Closing date for applications: Wednesday 15th April 2026 (Midday)

Recruitment Day: Tuesday 28th April 2026

Completed applications including a statement setting out how you meet the person specification criteria should be forwarded to Yvette Mayers, Head of Schools HR Traded Services via Yvette.Mayers@hounslow.gov.uk.

If you are passionate about education and are seeking an exciting career opportunity, Grove Road Primary School would welcome your application and offers you a rewarding and enriching role as Headteacher.

Grove Road Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check, satisfactory references and a check against the barred list for children is required for this post.

Job Description: Headteacher

The Headteacher will be responsible to the school's Governing Board.

The appointment is subject to the current conditions of employment for Headteachers contained in the current School Teachers' Pay and Conditions Document. This job description is based on the National Standards of Excellence for Headteachers (2020).

Statement of Purpose

To provide professional leadership for the school that builds on its success and improvement, ensuring high quality education for all its pupils in a happy and vibrant school and continually improving standards of learning and achievement for all pupils.

The Headteacher will uphold and demonstrate the Seven Principles of Public Life at all times. Known as the Nolan principles, these principles form the basis of the ethical standards expected of public office holders.

Key Responsibilities:

Shaping the Future

- 1) Ensure the vision for the school is clearly articulated, shared, understood and acted upon effectively by all.
- 2) Work within the school community to translate the vision into agreed objectives and operational plans, which will promote and sustain school improvement.
- 3) Demonstrate the vision and values in everyday work and practice.
- 4) Motivate and work with others to create a shared culture and positive climate.
- 5) Ensure creativity, innovation and the use of appropriate new techniques and technologies to achieve learning excellence.
- 6) Ensure that strategic planning takes account of the diversity, values and experience of the school and community at large.

Leading Learning and Teaching

- 1) Ensure a consistent and continuous school-wide focus on pupils' achievement, using data and benchmarks to monitor the progress of every child's learning and set challenging targets year on year.
- 2) Ensure that learning is at the centre of strategic planning and resource management.
- 3) Establish creative, responsive and effective approaches to learning and teaching.
- 4) Ensure a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning.
- 5) Implement strategies which secure high standards of behaviour and attendance.
- 6) Determine, organise and implement a diverse, flexible curriculum and implement an effective assessment framework.
- 7) Monitor, evaluate and review classroom practice and promotes improvement strategies.
- 8) Develop middle and senior leaders to support school improvement and develop a sustainable school.
- 9) Challenge underperformance at all levels and ensure effective corrective action and follow up.

Developing Self and Working with Others

- 1) Treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture.
- 2) Build a collaborative learning culture within the school and actively engage with other schools to build effective learning communities.
- 3) Develop and maintain effective strategies and procedures for staff induction, professional development and performance review.
- 4) Ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals.
- 5) Ensure that there is clear delegation of tasks and responsibilities.
- 6) Continue school external partnership working by being a proactive and committed member of the C8 partnership and HEP.
- 7) Acknowledge the responsibilities and celebrate the achievements of individuals and teams.
- 8) Develop and maintain a culture of high expectations for self and for others and take appropriate action when performance is unsatisfactory.
- 9) Regularly review practice, set personal targets and take responsibility for personal development.
- 10) Manage own workload and that of others to allow an appropriate work/life balance.

Managing the Organisation

- 1) Create an organisational structure, which reflects the school's values, and enables the management systems, structures and processes to work effectively in line with legal requirements.
- 2) Produce and implement clear, evidence-based improvement plans and policies for the development of the school and its facilities.
- 3) Ensure that, within an autonomous culture, policies and practices take account of national and local circumstances, policies and initiatives.
- 4) Manage the school's financial and human resources effectively and efficiently to achieve the school's educational goals and priorities.
- 5) Recruit, retain and deploy staff appropriately and manage their workload to achieve the vision and goals of the school.
- 6) Implement successful performance management processes with all staff.
- 7) Manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.
- 8) Ensure that the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all pupils and provide value for money.
- 9) Use and integrate a range of technologies effectively and efficiently to manage the school.

Securing Accountability

- 1) Fulfil commitments arising from contractual accountability to the Governing Board.
- 2) Develop a school ethos, which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- 3) Ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation.
- 4) Work with the Governing Board (providing information, objective advice and support) to enable it to meet its responsibilities.

- 5) Develop and present a coherent, understandable and accurate account of the school's performance to a range of audiences including Governors, parents and carers.
- 6) Reflect on personal contribution to school achievements and take account of feedback from others.

Strengthening Community

- 1) Build a school culture and curriculum, which takes account of the richness and diversity of the school community.
- 2) Create and promote positive strategies for challenging racial and any other prejudice.
- 3) Ensure that learning experiences for pupils are linked into and integrated with the wider community.
- 4) Ensure that there are a range of community-based learning experiences.
- 5) Collaborate with other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of pupils and their families.
- 6) Create and maintain an effective partnership with parents and carers to support and improve pupils' achievement and personal development.
- 7) Contribute to the development of the wider education system by sharing effective practice and promoting innovation and partnership work.

Safeguarding

- 1) Responsible for promoting the welfare of all children and young people.
- 2) Keep up to date with all areas of Safeguarding responsibilities across the school.
- 3) Co-operate and work with relevant agencies to protect children.
- 4) Create an organisational culture which prioritises and monitors the safeguarding of children and young people.
- 5) Ensure that all paperwork and electronically held records are kept up-to-date and secure.
- 6) To be the school's Designated Safeguarding Lead.



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Person Specification: Headteacher

Key Criteria

Qualifications & Experience

UK Qualified Teacher Status

Proven successful recent senior leadership experience within primary education as a Headteacher, Deputy Headteacher or Head of School.

Successfully completed or part way through NPQH and any evidence of successful Postgraduate study (e.g., MA in Education), if held

A record of recent and relevant in-service and external training including safeguarding

Substantial and varied teaching experience across the primary age range

Experience of working within a diverse community

Experience of working effectively with the school community and external partners, including other school leaders and their institutions

Qualities & Knowledge

Knowledge of what constitutes good and outstanding teaching

Knowledge of how to develop and monitor teaching and learning to improve the quality

A proven track record of the ability to raise the academic and personal achievement of all pupils

To have a developed understanding of both the strategic role of the Headteacher and the importance of being a substantial presence in the daily life of the school

An up-to-date understanding of national policy, curriculum developments and the statutory and legal framework within which a school operates, including the OFSTED framework

Pupils and Staff

Is able to manage, inspire, encourage and empower staff

Is able to demonstrate strong and effective leadership and management skills

An ability to identify and promote excellence and challenge poor performance across the school.

Demonstrate a commitment to providing choice and flexibility in learning to meet the needs of every child and to ensure that every child achieves his/her potential

Understands about the relationship between managing performance, CPD and sustained School improvement

Ability to analyse and monitor assessment data to identify needs and trends in order to promote appropriate levels of challenge to all pupils

The ability to identify potential in both pupils and staff and to be insistent on their success as outstanding students and teachers

A proven commitment to inclusive education which addresses the needs of all the learners in a diverse community

Managing the Organisation

Evidence of a commitment to sustaining and developing a safe, secure and healthy school environment, in accordance with Child Protection and Safeguarding legislation

To understand fully what is required to lead a school efficiently, effectively and transparently for all, and understanding the importance of active challenge from governors and external agencies

Is able to manage the financial and human resources effectively and efficiently to achieve the school's educational goals and priorities

An understanding of managing finance efficiently in accordance with benchmarking, financial management and best value principles

Securing Accountability:

Have a commitment to the use of outcomes from regular self and peer review develop a high impact School Development Plan

Is committed to individual, team and whole school accountability for pupil learning outcomes.

Strengthening the Community:

Has a commitment to partnership with parents and the community to realise the distinctive vision and values of the school

Has a commitment to collaboration and networking with other schools to improve outcomes;

Has empathy towards and an understanding of a multicultural, diverse community such as ours and how it is an asset to the school



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