



Head Teacher Recruitment Pack



Welcome

“On behalf of the Governors at The Rackham Church of England (VC) Primary School and Pre-School I would like to thank you for expressing an interest in the position of Head Teacher. This role presents an exciting opportunity to join a dynamic, warm and caring school at the heart of a thriving village community.

In this recruitment pack you will find information about our school and community which we hope will inspire you to apply to become our next Head Teacher.

We warmly thank the current Head Teacher, Miss Turner, for her hard work, dedication and service over

recent years. She leaves The Rackham in a strong place.

It is an exciting time to join our wonderful school! The village of Witchford has grown over recent years with several new housing developments and this has resulted in the school being granted planning permission to extend. Building works are due to commence this academic year.

Our school is a vibrant and welcoming place. If appointed, you will lead a team of hardworking and highly committed staff in providing exceptional learning experiences for our community of enthusiastic and motivated children, supported by an active and engaged Governing Body.

The Rackham is at the heart of a supportive community. Parents tell us they chose our school because of the high level of care shown for each child; our carefully planned curriculum; impressive facilities and exceptional pastoral support.

If you are passionate about providing the greatest learning opportunities that will give our children the best start in life, we very much hope to hear from you.”

Hayden Watson

CHAIR OF GOVERNORS

The Rackham Church of England (VC) Primary School and Pre-School

**Therefore encourage one another and build each other up.
*1 Thessalonians 5.11***

Working together to be the best we can possibly be.

Our School Vision

At The Rackham C of E Primary School and Pre-School our aim to inspire all children to see learning as a journey, a route to experiencing enjoyment and fulfilment. We want our pupils to develop a lifelong love of learning; to be curious and passionate about discovering new things; to take genuine ownership of their learning and achievements; and ultimately to flourish. Our school vision and guiding principle ensures pupils feel supported and part of a team where everyone shares the same inclusive commitment, to ‘work together to be the best we can possibly be’.

With a focus on excellence, holistic educational experience and challenge, we nurture and celebrate individual talents and interests, emphasising high expectations and the importance of always trying your best in every situation. Providing a holistic educational experience enables our pupils to flourish academically, socially, emotionally, physically and spiritually, so that they develop not only the knowledge and skills to succeed, but also the character, confidence and values to live well.

As a Church of England School founded by the Reverend Hanworth Rackham in 1844, Vicar of Witchford, we have a strong Christian ethos. We work closely with St Andrew’s Church in Witchford and the Diocese of Ely. Our recent SIAMS Inspection (October 2026) confirmed how embedded our Christian vision, values and guiding principle are within the day to day life and running of The Rackham.

The Rackham is a mainstream school with 1.5 form entry, for pupils aged 2 to 11, which serves the community of Witchford and outlying villages. Our youngest pupils attend the Rackham C of E Pre-School which was incorporated into the main school in September 2024. We currently have 301 pupils in the main school with 47 pupils at the pre-school.

The Rackham team provides guidance and support to pupils to enable them to develop a love of learning through achievement. We engage, motivate and learn through a variety of approaches and opportunities. A range of clubs and after school activities enable our pupils to try new things and follow interests.

The Rackham is an inclusive school where everyone is valued. We are proud that our children enjoy attending each day, knowing learning, belonging and flourishing is at the centre of everything they do.

Ofsted Inspection Report 2024

"This is an inviting school where everyone receives a warm welcome."

"Pupils listen to one another's ideas and are respectful of different opinions."

"The school prides itself on its inclusivity and diversity."

"The school community is extremely positive about how everyone works together to ensure they achieve the school's aims."

SIAMS Inspection Report 2026

"Care and nurture are grounded in the inclusive ethos and the high priority given to wellbeing. People feel included, valued and that they belong to a deeply kind and welcoming school."

"A deeply embedded Christian vision drives decision making. It is intentionally acted upon, so that pupils feel encouraged and supported to be the best versions of themselves."

Our Curriculum



At The Rackham C of E Primary School, we offer a knowledge based curriculum that builds on prior learning, knowledge, understanding and skills of all children, whatever their starting points so ensuring progression through each Key Stage.

We offer a broad and balanced inclusive curriculum that promotes spiritual, moral, cultural, mental and physical development to prepare our children for the opportunities, responsibilities and experiences of life. We promote community cohesion and embed British values.

The curriculum incorporates the statutory requirements of the National Curriculum (2014), experiences and opportunities to best meet the learning and developmental needs of all learners.

The staff and Governing Body aim to:

- Provide a broad, balanced inclusive curriculum, relevant to the needs of each child and which considers the developmental stage a child has reached.
- Encourage the effective use of linguistic and mathematical skills.
- Equip each child with scientific, historical, geographical and social skills that will enable him/her to begin to understand and care for the world in which we live.
- Encourage the physical, artistic and creative growth of each child.
- Encourage shared participation.
- Develop awareness and appreciation of the needs of others including personal, social, moral, spiritual and religious values.

Inclusion:

Teachers set high expectations for all pupils. They will use appropriate assessment to set ambitious targets and plan challenging work for all groups, including:

- More able pupils
- Pupils with low prior attainment
- Pupils from disadvantaged backgrounds
- Pupils with SEN
- Pupils with English as an additional language (EAL)

Teachers will plan lessons so that pupils can study every National Curriculum subject and ensure that there are no barriers to every pupil achieving.

Opportunities for learning beyond the classroom are rich. These include adventurous residential trips in Year 4 and Year 6, a wide variety of extracurricular clubs at lunchtimes and after school and many inspiring visits from our local community and beyond. We also offer Forest School as part of our curriculum to all pupils over the course of the academic year.

Our School Vision and Values



The Rackham C of E Primary provides pupils and staff, all faiths and none, with opportunities to explore the significance of the Christian faith and values in relation to their own lives and those facing people locally, nationally and globally. We are committed to ensuring that the learning, social and personal needs of all our pupils are met by our curriculum and extra-curricular activities.

Our vision:

As a Church school The Rackham is a place where we learn how to love God, one another and ourselves. This is achieved through Collective Worship, Religious Education and the application of Christian values to relationships within the school. A rich and varied curriculum enables us to discover the wonders of God's creation and the worth of other people. Learning in an atmosphere of excellence and enjoyment enables us to grow in confidence and self esteem.

Our values:

Faith	We value all faiths and none as a multicultural and inclusive school; teaching pupils' acceptance and respect for all. At The Rackham we learn to be the best that we can be through the teachings of Jesus Christ and the stories told in the Bible.
Hope	With hope we learn self-belief and self-worth, learning to be the best that we can be. Hope is not always spontaneous or easy. At The Rackham, we teach children that it is normal to make mistakes and it is from our mistakes that we learn. We must develop the quality of steadfastness of character, and trusting God can support us with this.
Love	At The Rackham we describe ourselves as a family, where each individual member is special and nurtured to be the best they can be. Through a rich curriculum, with God's love at the centre, our aim is to enable every member of our community to flourish.

Our Environment



The school grounds offer a pleasant and well-resourced working environment with fabulous outside space.

The school benefits from two playgrounds and a large playing field. Our Foundation and Key Stage One children enjoy safe and secure outdoor areas for learning and play, and an outdoor classroom is well used by classes across the school.

We are very fortunate to also have a forest school area and outdoor swimming pool funded by the PTA. We have an all weather pitch which is due to be refurbished as part of the building works.

Our school is located in the thriving village of Witchford, three miles west of the cathedral city of Ely.

The growing village has a wide range of facilities including Witchford Rackham Pre-School, Witchford Village College, church and a number of successful local businesses. With many green spaces, community spaces and sign-posted footpaths, the village is a peaceful yet thriving place to live and work.

Witchford boasts good transport links with access via the A10 south to the university city of Cambridge and north of the historic King's Lynn. By train, Cambridge is just 15 minutes and the direct service to London is just over an hour. The spectacular Norfolk coast is also within easy reach.

HEADTEACHER – Preferred start Easter 2027, open to September 2027 start, Grade: L15 - L21 Salary: £75,664 - £87,664

- Do you want to work in a school with engaged pupils and supportive parents, where every child is known, valued and encouraged to flourish?
- Are you looking to lead a school with a genuine focus on staff and pupil wellbeing, high aspirations and an exciting future?
- Are you seeking an opportunity to build on strong foundations and shape the next chapter of a thriving school?

The Rackham C of E Primary School and Pre-School are seeking a Headteacher to join our friendly and dynamic team. The Rackham is a well-resourced and well-regarded rural school in Witchford, easily accessible just three miles from Ely. We prioritise the wellbeing of our pupils and staff and have strong links with the community.

What we can offer you:

- The opportunity to lead a successful and expanding school full of eager and independent children who our proud of their school
- A welcoming, knowledgeable and effective Governing Body and supportive parents with high expectations
- Long-standing, mutually beneficial collaboration and partnerships with local cluster schools
- A dedicated, skilled and enthusiastic team of colleagues across all areas of the school
- Support for your continuing professional development and wellbeing
- A pleasant and well-resourced working environment with fabulous outside space
- A genuinely caring school where everyone strives to be the best they can possibly be.

The skills and experience we are looking for:

- An exceptional and inspirational leader able to motivate and inspire staff and pupils
- Commitment to providing the highest quality of education and outcomes for all children
- The personal skills, knowledge and qualities to provide an environment where children enjoy learning and flourish emotionally, socially and academically
- An ability to recognise and utilise the talents and contributions of all members of the school community
- The enthusiasm to lead effective teams and empower others to plan and deliver strategic developments that drive continuous school improvement

Discover school life via our website: www.rackhamprimaryschool.com

Visits to the school are strongly encouraged. If you are curious about leading our Ofsted rated 'Good' school, please contact the school office to arrange a visit with Jenny Adams.

Tel: 01353 662436, email: hr@rackham.cambs.sch.uk

Application closing date: 12 noon on 25th November 2026.

Interviews: Monday 7th December 2026.

The Rackham C of E Primary School and Pre-School is committed to the welfare and safeguarding of its pupils and expects all its staff, volunteers and visitors to share this commitment. The appointment is subject to an enhanced DBS check, satisfactory references and a right to work check.

Candidates are advised that, if shortlisted for interview, they will be subject to an online search of information in the public domain.

This post comes under the requirements of the Childcare (Disqualification) 2009 Regulations and the successful application will be required to complete a declaration form to establish whether they are disqualified under these regulations.

The Person

The following criteria will be assessed during the application process.

Assessment Key: (A) = Application Form, (I) = Interview

	Our Head Teacher will:
Qualifications and Experience	Be educated to degree level and hold Qualified Teacher Status (A) Hold or be committed to achieving the National Professional Qualification for Headship (A) Have significant and successful senior leadership experience in primary school settings (A) Demonstrate commitment to pursuing continuing professional development and being a lifelong learner (A)
Personal Qualities and Knowledge	Lead our school in the next phase of its development with integrity, creativity and resilience (A) (I) Demonstrate optimistic personal behaviour and a strong commitment to the delivering the school's equality priorities, especially in respect of disadvantaged pupils (A) (I) Foster positive relationships and attitudes towards pupils and staff, parents, governors and members of the local community (A) (I) Help children to develop their potential as fully as possible, and to grow in a holistic way towards maturity (A) (I) Be committed to the Rackham Primary School's strong educational philosophy, values and upholding the Christian ethos of the school (I) Show resilience, creativity and adaptability to changing circumstances and new ideas (A) (I) The ability to lead whole school change, especially with reference to assessment frameworks, to analyse data and use it to improve outcomes (A) (I)
Safeguarding Children	Have recently undertaken safeguarding training and be fully aware of the statutory duties articulated in 'Keeping Children Safe in Education' (Sept 2016) https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/550511/Keeping_children_safe_in_education.pdf (A) (I) Demonstrate a commitment to the highest standards of safeguarding and promoting the welfare of children (A) (I)
Pupils and Staff	Demonstrate an unswerving commitment to aspirational targets and outcomes for all pupils and staff (A) (I)

	Lead creativity and innovation in curriculum development that excites pupils and delivers engaging and stimulating learning (A) (I) Pupils and Staff Have the ability to create the conditions under which all staff are motivated and supported to develop their professional skills and knowledge (A) (I) Demonstrate the ability to empower staff and pupils to excel by articulating a strong vision and aims and creating strong leadership across the organisation (A) (I)
Systems and Processes	Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society (A) (I) Systems and Processes Establish and sustain rigorous, fair and transparent systems and measures for managing the performance of all staff (A) (I) Welcome strong governance, actively supporting the Governing Body to understand and carry out their responsibilities (A) (I) Exercise strategic, curriculum-led financial planning (A) (I)
The Self Improving School System	Develop further our professional partnerships with our local cluster of schools, the Diocese of Ely and other agencies and organisations to drive school improvement (A) (I) The Self Improving School System Develop highly effective relationships with parents, families and the wider community to secure high academic and social outcomes that prepare all for lifelong learning in 21st century Britain (A) (I) Improve upon our Good OFSTED inspection (2024) and SIAMS inspection 2026 The inspection findings indicate that the school is living up to its foundation as a Church school.

The Position

Job Description: Head Teacher

The Rackham C of E Primary School and Pre-School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment

The Headteacher will carry out their professional duties in accordance with and subject to the National Conditions of Employment for Headteachers and the School Government Regulations.

The Headteacher will be responsible to the Governors for the conduct, management and administration of the school, subject to any policies adopted by the Governing Body and legislation introduced by the Department for Education. The job description is subject to annual review.

Duties and Responsibilities	
Safeguarding The Headteacher, working with the Governing Body, will ensure that the school upholds and promotes the highest standards and practice to safeguard all members of the school's community and will:	Contribute positively to ensuring that the school is a safe and protective environment for all Carry out the role of Lead Designated Person for Child Protection Be aware of your duties and responsibilities to ensure that the school is a safe and protective environment for all Recognise that Child Protection is everyone's responsibility and is an important part of the daily life of the school Be aware of the signs of abuse and take appropriate action in line with our Safeguarding Child Protection Policy
Strategic Direction and Development of the School The Headteacher, working with the Governing Body, will develop a strategic vision for the school within the local, national and international context, and will:	Lead by example, providing inspiring and purposeful leadership for the staff and pupils Work in partnership with the Governing Body, staff, parents, Cambridgeshire LA and the Diocese of Ely to maintain and continue to develop the ethos and values which underpin the school Formulate the overall aims and objectives for the school Create and implement a Development Plan that is underpinned by sound financial planning, identifies priorities and targets for ensuring pupils achieve high standards and make progress, delivers high quality teaching and secures school improvement Ensure that all those involved in the school are committed to its aims, motivated to achieve them and are involved in meeting long, medium and short term objectives and targets that secure the school's continued improvement.

	Ensure that the management, finances, organisation and administration of the school supports its vision & aims Ensure that policies and practices take account of national, local and school data including inspection and research findings and the outcomes of school self review Monitor and evaluate the performance of the school and respond and report to the Governing Body as required. Monitor, evaluate and review the effects of the school's policies, priorities and targets and take action if necessary.
Teaching, Learning and Assessment The Headteacher, working with the Governing Body, will secure and sustain high quality teaching, learning and assessment throughout the school and will:	Monitor and evaluate teaching, learning and assessment, setting challenging targets for pupils' outcomes Lead by example in having high expectations of learners, promoting quality first teaching, good behaviour and discipline Set the school curriculum and framework for assessment to ensure that: - They meet with statutory requirements are relevant to the needs of all pupils - Fulfil the Headteacher's duties under the 1988 Education Act and any subsequent revisions, - In relation to the National Curriculum and Religious Education - Lead to improved educational provision and outcomes Maintain and develop effective links with the local community, the parish and the wider community, to extend the curriculum and enhance teaching and learning Create and maintain an effective partnership with parents and friends of the school to support and improve pupils' achievement and personal development Ensure that improvements in Reading, Writing and Maths are priority targets for all pupils, especially pupils who are disadvantaged, have SEN or a disability and more able. Determine, organise and implement a policy for the personal, social, spiritual and moral development of all pupils in the school Determine and implement policies which promote: - Safeguarding for pupils - Self-discipline and regard for authority and the law - Good conduct and behaviour in accordance with the Christian ethos and values of the school, and the prevention of all forms of bullying

	- Positive strategies for developing good race relations and dealing with racial incidents - Preparation for life in modern Britain, including the promotion of the fundamental British values of democracy - Positive strategies and programmes for pupil support and clear guidance on exclusions and other disciplinary matters
Leadership and Management The Headteacher, working with the Governing Body, will lead, motivate, support, challenge and develop staff to secure improvement and will:	Lead and participate in the recruitment and selection of teaching and non-teaching staff Plan, allocate, support and evaluate work undertaken by groups, teams and individuals, ensuring clear distribution of and accountability for responsibilities in a manner consistent with conditions of employment Implement and sustain effective systems for the management of staff performance, incorporating appraisal and target setting Lead, co-ordinate and monitor the continuing professional development of staff, including the induction of newly qualified teachers, based on assessment of needs and in relation to the standards required to gain qualified teacher status (QTS), the career entry profile and standards for induction Ensure that professional duties are fulfilled, as specified in the Terms and Conditions of Service of Teachers, including those for Head teachers Arrange for a suitable person to assume responsibility for the discharge of the Headteacher's function at any time when absent from school
Efficient and Effective Deployment of Staff and Resources The Headteacher, working with the Governing Body, will deploy people and resources efficiently and effectively to meet specific objectives in line with the school's strategic plan and financial context and will:	Contribute to the formulation of policies and procedures of the Governing Body concerning the school's resource and asset management Set appropriate priorities for expenditure, allocation of funds and effective administration and control through effective management of the school's budget, rational allocation and monitoring of time, space and material resources and ensuring effective and safe arrangements for the siting and storage of material and equipment Manage and organise the accommodation efficiently and effectively to ensure it meets the needs of the curriculum and health and safety regulations Make arrangements for the security and effective supervision of the school buildings, contents and grounds

	Ensure maintenance, repairs or modifications are carried out promptly and in accordance with the delegation arrangements of the Governing Body Ensure effective working relationships with external agencies and services contracted to the school, to the Governing Body and Cambridgeshire LA Work with governors and senior colleagues to recruit and retain staff of the highest quality Manage, monitor and review the range, quality and use of all available resources in order to improve the quality of education, improve pupils' achievements, ensure efficiency & secure value for money
Accountability The Headteacher will account for the efficiency and effectiveness of the school to the Governing Body and school community, and will:	Create and develop an organisation in which all the staff recognise that they are accountable for the success of the school Present a coherent and accurate account of the school's performance in a form appropriate to the range of audiences, including governors, the LA, the Diocese of Ely, the local community, OFSTED, and others to enable them to play their part effectively Ensure that parents/carers and pupils are well informed about the curriculum, attainment and progress and about the contribution they can make in supporting their child's learning and achieving the school's targets for improvement

The Process

How to apply

To apply for the role of Head Teacher at The Rackham C of E Primary School and Pre-School please do this through My New Term. We will only accept application through this recruitment platform.

[The Rackham Church of England Primary School and Pre-School, Ely, Cambridgeshire | Teaching Jobs & Education Jobs | MyNewTerm](#)

Closing Date for applications: 12.00 noon on Wednesday 25th November 2026.

Interviews to be held: Monday 7th December 2026.

We warmly welcome you to visit the school prior to application.

To arrange a visit please contact Jenny Adams in the school office:

01353 662436 hr@rackham.cambs.sch.uk

We hope to hear from you soon!