



Headteacher Candidate Pack

Start date: September 2026
Salary: Surrey Fringe L15-L21
Location: Hindhead, Surrey



A welcome from Rebecca Neeves



Rebecca Neeves
Headteacher
Beacon Hill School



Thank you for taking the time to explore this opportunity and to learn more about our school. As I prepare to retire after my happy and fulfilling years as Headteacher here, I am delighted to welcome you – virtually, for now – to a very special community. This school has been my professional home for the last five years, and it has been a privilege to serve its children, families and staff. As a single form entry primary, we are small enough to know one another well and large enough to offer rich experiences, strong professional dialogue and genuine scope for leadership. Relationships matter here: between adults, with our children, and with the wider community we serve.

Our children are at the heart of every decision. They are curious, kind and proud of their school. They benefit from committed staff who know them as individuals and who share a deep belief that every child deserves to be challenged, supported and celebrated. The school's ethos is lived daily, not laminated on the wall, and visitors often comment on the calm, purposeful atmosphere and the warmth of the welcome they receive.

You would be joining a dedicated and skilled team who care deeply about the school and its future. Staff are reflective, collaborative and open to new ideas when these are grounded in what is best for children. Governors are supportive, thoughtful and ambitious for the school, offering both challenge and encouragement in equal measure. Parents are engaged and invested, valuing open communication and the strong sense of partnership that has been built over time.

The school is in a secure position, with many strengths to be proud of and clear opportunities for the next phase of its journey. This is not a school standing still. It is ready for fresh leadership, new perspectives and the energy that a new Headteacher will bring. While you would be building on solid foundations, there is genuine scope to shape the future direction of the school and to leave your own mark.

Stepping into headship is both a professional challenge and a personal commitment. It is also an extraordinary privilege. Leading this school has been the most rewarding role of my career, and I leave it with great affection and confidence in what lies ahead. I am excited to think about the person who will take the school forward, and I sincerely hope that, as you read this pack, you can begin to imagine yourself here.

Thank you for your interest and for considering becoming part of this community. Whoever is appointed will be taking on a role that truly matters, in a school that is deeply valued by those it serves.

With every good wish,

Rebecca Neeves



We have a strong sense of
community and a commitment
to all of those who work and
learn with us



A welcome from our Chief Executive Officer



John Winter
Chief Executive Officer
Weydon Multi Academy Trust



Thank you for showing an interest in the post of Headteacher at Beacon Hill Primary School, and for considering joining the Weydon Multi Academy Trust as one of our valued leaders.

This position is available due to the retirement of the current Headteacher and is a fantastic opportunity to lead a warm and welcoming primary school. There is an enthusiastic school team passionate about ensuring every student progresses academically and thrives socially, with a strong emphasis on wellbeing for the whole school community.

If you feel our values of being aspirational and ambitious for all; being restless in the pursuit of being better; being people focused; positive and inspiring built through trusting relationships, matches with your own ideals then we hope that you will decide to apply.

The Trust prides itself on being a great place to work. We are proud to be an employer of choice in the areas our schools serve. Our annual staff engagement and experience surveys tell us that our pay and benefits frameworks, conditions of service and wider elements of professional development leading to a variety of career opportunities across our Trust, are a source of high employee satisfaction and a strength of our organisation.

The information within this pack can be supplemented by visiting the Beacon Hill Primary School website www.beacon-hill.surrey.sch.uk and the WMAT website www.weydonmat.co.uk

Visits to Beacon Hill Primary School are encouraged and welcomed. For full information and to arrange your visit please contact our **Recruitment Partner, Charlotte Cuthbert** of **Cuthbert Colvill** on charlotte@cuthbertcolvill.co.uk

Thank you once again for your interest in this important position for the school and the Trust.

Yours sincerely

John Winter
Chief Executive Officer Weydon Multi Academy Trust



Visions and Values



At WMAT, our vision is:

Stronger together, transforming lives, creating memories which are celebrated for a lifetime.

Our core purpose is transforming lives, and our values underpin everything we do:

- Aspiration and ambition for all
- Trusting relationships
- Restlessness in the pursuit of being better
- Positive and inspiring
- People-focused

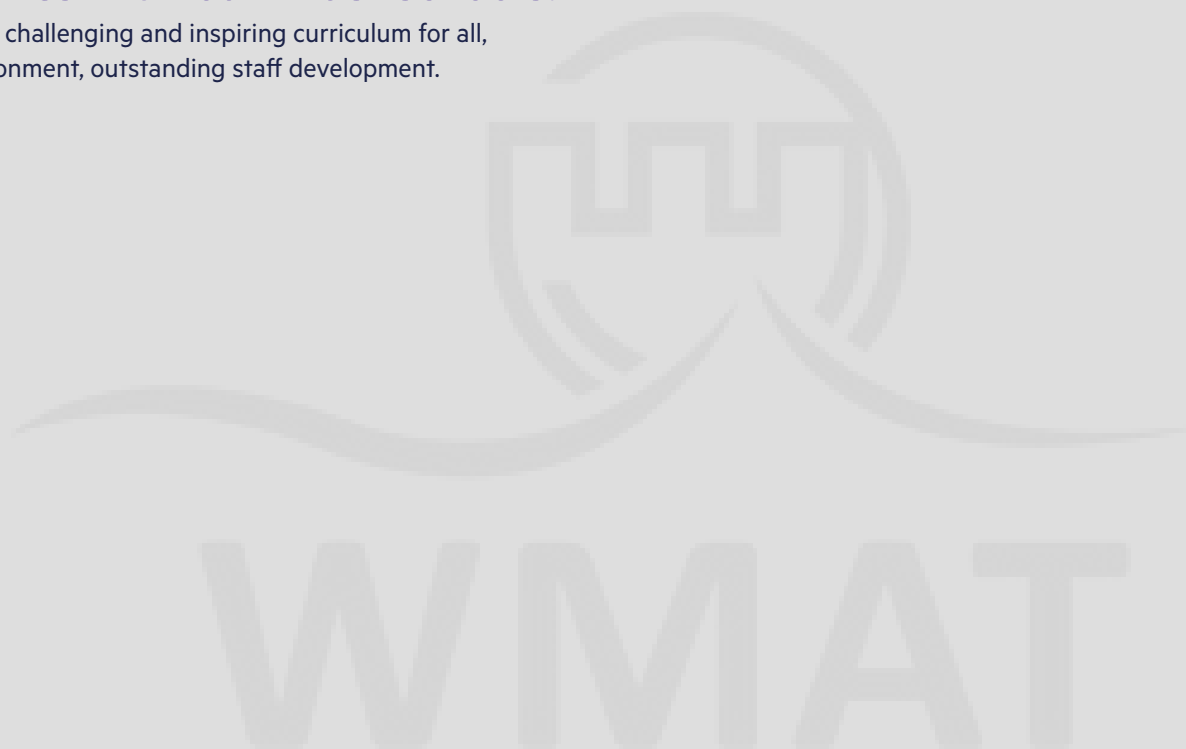
Vivid Description

We believe passionately that by working together as a community of colleges and schools, we can achieve more than any college or school could in isolation. Each retains its unique identity while benefiting from the strength of a shared culture and collaborative approach.

Our Trust is excellent for everyone and in everything we do. We are ambitious and aspirational for staff and students, developing system leaders and inspirational teachers. We are the schools of choice for everyone in our community. We have big dreams transforming lives through excellence for all; maximising students' understanding of the world, enriching their lives and shaping their futures; creating memories which are celebrated for a lifetime. Stronger together, our ideals are achieved. An organisation built on a Trust founded on kindness, respect and integrity. Our schools' excellence will define their communities much like the great universities across the world. As a result the Trust will help define the Nation's education system.

Common Features in all our Trust schools:

Flow learning, scholarship, challenging and inspiring curriculum for all, exceptional learning environment, outstanding staff development.



Visions and Values



Beacon Hill School's Vision Statement

'Every child will experience success in every lesson'

At Beacon Hill Primary School, we are dedicated to creating a welcoming, nurturing, and stimulating environment where every child feels valued, safe, and inspired to learn. We celebrate achievements and foster a culture of respect, inclusion, and encouragement.

We believe that happiness is key to success. Our aim is for every child to enjoy their learning, reach their full potential, and develop into confident, independent, lifelong learners. Our vision and values are embedded in all aspects of school life, shaping our teaching and learning approach while preparing pupils to become responsible, engaged citizens.

With a broad, enriching curriculum delivered by highly trained staff, we strive to ensure that every child exceeds their expectations in a supportive and dynamic setting. Beacon Hill Primary School is a wonderful place to learn, and we are confident that all children will thrive here.

Wider School Values

Throughout the school years at Beacon Hill, children and adults focus on the key values embedded in our school vision and consider the ways in which they can be embraced so that our everyday lives are positively impacted.

Ready

Respectful

Safe



Job Description

Headteacher



Role Purpose	<ul style="list-style-type: none">• Lead the school with vision, integrity, and ambition, ensuring high quality education, strong outcomes, and a nurturing environment for all young learners. The Headteacher will work closely with the Trust to strengthen recruitment, retention, and long term sustainability, including contributing to the development of a proactive recruitment strategy that may involve establishing an on site nursery provision.
Key Responsibilities	Strategic Leadership <ul style="list-style-type: none">• Shape and communicate a clear vision for the school that reflects its rural context, community values, and the Trust's strategic priorities• Lead the development of a broad, rich, and inclusive curriculum that meets the needs of all young learners• Work collaboratively with Trust leaders to plan for long term growth, sustainability, and community engagement• Contribute to the Trust's strategic planning, offering insight into rural education challenges and opportunities• Promote the school building a positive reputation within the local community, maximising opportunities to market the school to ensure numbers on roll are positive and sustained

Job Description (continued)

Headteacher

Key Responsibilities (continued)

Recruitment, Staffing and Workforce Development

- Work closely with the Trust to design and implement a proactive recruitment and retention strategy tailored to the rural context
- Explore and support the development of a nursery provision as part of a long term strategy to strengthen early years engagement and future admissions
- Lead, motivate, and develop staff, fostering a culture of professional growth, collaboration, and wellbeing
- Ensure effective performance management and succession planning

Teaching, Learning and Curriculum

- Ensure consistently high quality teaching and learning across the school
- Use evidence based approaches to improve outcomes and close gaps for disadvantaged young learners
- Oversee curriculum design, assessment, and enrichment opportunities that reflect the school's rural identity and community links
- Promote high expectations for all young learners, including those with SEND

Safeguarding, Inclusion and Young Learner Welfare

- Ensure safeguarding is robust, proactive, and fully compliant with statutory requirements
- Champion inclusive practice and ensure that all young learners feel safe, valued, and supported
- Work closely with the Trust Director of SEND to ensure high quality provision for young learners with additional needs

Community, Partnerships and Rural Engagement

- Strengthen relationships with families, local organisations, early years providers, and the wider rural community
- Promote the school as a hub of community activity and lifelong learning
- Represent the school within Trust networks and local partnerships

Operational and Financial Leadership

- Work with the Trust's central team to ensure effective financial planning, resource management, and compliance
- Contribute to long term sustainability planning, including exploring nursery provision, wraparound care, and community based initiatives
- Ensure the school site is safe, well maintained, and conducive to learning

Governance and Accountability

- Provide accurate, timely information to the Trust Board and Local Governing Body
- Prepare the school for Ofsted and ensure continuous improvement across all areas
- Ensure compliance with statutory frameworks, Trust policies, and safeguarding legislation

Person Specification

Headteacher

Qualifications

- Qualified Teacher Status (QTS)
- Degree level qualification; postgraduate study desirable
- NPQH or equivalent leadership qualification (or willingness to undertake)
- Evidence of ongoing professional development

Experience

- Successful senior leadership experience in a primary setting
- Proven ability to raise standards and improve outcomes for young learners
- Experience leading staff, managing change, and building strong teams
- Experience working with or understanding the needs of rural communities (desirable)
- Experience of working with external partners, including Trusts, local authorities, or early years providers
- Experience preparing for and responding to Ofsted inspections

Knowledge and Skills

- Strong understanding of primary pedagogy, curriculum design, and assessment
- Ability to analyse data and use evidence to drive improvement
- Understanding of the challenges and opportunities of rural education, including recruitment and community engagement
- Ability to work collaboratively with Trust leaders on strategic initiatives, including recruitment and nursery development
- Strong communication, interpersonal, and relationship building skills
- Ability to lead safeguarding and ensure a culture of vigilance and care
- Understanding of SEND and inclusive practice

Personal Qualities

- Inspirational, values driven leader with a commitment to every young learner's success
- Resilient, reflective, and able to lead through challenge and change
- Warm, approachable, and able to build trust with staff, families, and the rural community
- Creative thinker with the ability to develop innovative solutions to recruitment and sustainability challenges

Additional Requirements

- Willingness to work closely with the Trust and contribute to wider Trust initiatives
- Commitment to the school's rural identity and community role
- Willingness to explore and support the development of nursery provision as part of a long term recruitment and sustainability strategy
- Ability to travel within the Trust as required



'Every child will experience success in every lesson'



For full details of this opportunity or to arrange a visit to Beacon Hill Primary School, please contact:

Charlotte Cuthbert
Cuthbert Colvill Education Recruitment
E: charlotte@cuthbertcolvill.co.uk/T: 07967 111228

Closing date: 9am Monday, 13th April 2026
Shortlisting: Tuesday, 14th April 2026
Interviews: Tuesday, 21st April 2026 & Wednesday, 22nd April 2026

