



# **Smitham Primary School and Nursery**

**Headteacher  
Candidate Pack**



***Do you have the vision and passion to lead our school and drive forward our high ambitions for the future?***

Thank you for your interest in the headship at Smitham Primary school.

Smitham Primary School and Nursery is a vibrant and successful primary school in Coulsdon, London Borough of Croydon, where our pupils are encouraged to reach their full potential in all areas of their lives. As a learning community, we feel a deep responsibility to nurture happy, responsible, and confident children. We never underestimate the important role we play in a child's life and strive to make each day the best it can be.

Smitham is a welcoming and popular school for our community. The school received a 'Good' Ofsted judgement in 2023, and this role offers an opportunity to lead a dedicated and talented body of staff to continue our upward trajectory. Together we've put Smitham firmly on the path to excellence, but our ambitions for the future mean there is much more to do for the next Headteacher of the school. For the right leader, this is quite the opportunity.

As our new Headteacher, you will bring with you experience of high-quality teaching and learning which ensures that the school is a hub of the fantastic local community that we are so proud to serve. You will be dedicated to inclusive practice and have the highest expectations for an outstanding education for all children aged between 3 and 11, regardless of need or starting point. We are looking for a visionary and visible leader, with a strong moral purpose and the gravitas required to take our school to the next level. You could be a Deputy Headteacher looking for your first Headship or a serving Headteacher looking for a new challenge - what matters is that you share our belief that every child can discover and then achieve their true potential.

In return, we can offer you exceptional support and an exciting career within a nurturing and thriving school. If you are a dedicated and driven senior leader, then do get in touch. We strongly recommend, if you can do so, that you visit the school before completing your application. Please contact the school to arrange a visit. If you cannot visit then, for an informal (and confidential) conversation, please also contact the school and ask to speak to our existing headteacher Mrs Garner.

We look forward to receiving your application.

Yours sincerely,

A handwritten signature in black ink that reads 'Simon Smith'.

Simon Smith



## Chair of Governors

Please note:

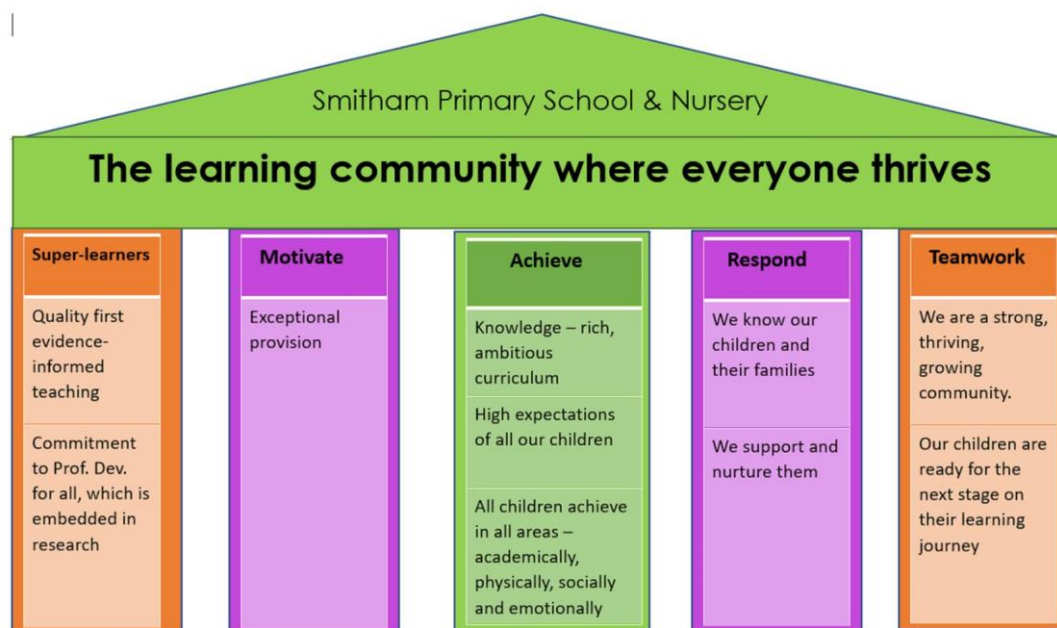
The school has a commitment to safeguarding and promoting the welfare of children. This role is not exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. All shortlisted candidates will be subject to online checks, they will also be asked to complete a criminal records self-disclosure form and successful candidates will be subject to Disclosure and Barring Service (DBS) checks along with other relevant employment checks.

This role has been identified as public facing in accordance with Part 7 of the Immigration Act, and therefore the ability to fulfil all spoken aspects of the role with confidence in English will be required.



## Our Vision

At Smitham we offer learners a strong, supportive community which enables them to become independent, enquiring, resilient, well-rounded individuals, with a thirst for learning and a desire and aptitude to reach their full potential. We believe that by working together, we can ensure our children achieve their full potential.



SMART	Principles of teaching and Learning
<b>Super-learners</b>	We are all outstanding learners We are resilient and reflective; we collaborate effectively and we continually challenge ourselves We have a thirst for knowledge and understanding and are problem solvers
<b>Motivate</b>	An exceptional environment and resources to support optimum learning
<b>Achieve</b>	Every pupil makes the best possible progress
<b>Respond</b>	Personalised and highly effective support for children and staff delivered through in depth and accurate knowledge of each individual and their needs
<b>Teamwork</b>	Working in partnership with our families and community as effectively as possible, via excellent communication and consultation



## **School Context**

Smitham is a large, over-subscribed primary school in Coulsdon, Surrey. It expanded to 3FE in Sept. 2019 and is currently 3FE in Yrs R-4 and 2FE in Yrs 5&6. Due to popular demand a second Nursery class was opened in Sept. 2022.

The expansion provided a catalyst for development. We effectively articulated our vision for being a LEARNING COMMUNITY, supporting our community and delivering a broad, balanced and ambitious curriculum for all our learners.

Our outstanding provision, both indoor and out, enriches the learning with a dedicated Art and Science workshop, music studio, ipad trolleys in every year group, two libraries, two halls, pond, amphitheatre, orchard/meadow and a large woodland area, in which every child learns through our Forest Schools programme. The large field, re-surfaced cage, climbing apparatus, construction hut and reading chalet ensure the children have 'happy and safe' play and lunch times. This provision also enables us to run a comprehensive programme of extra-curricular activities.

We are a diverse community with numbers of PP, EAL and SEND children roughly in line or just below national. We know our children and their families well; our open door policy ensures we work in partnership with all stakeholders.

We are committed to ensuring everyone in our community is a learner; all children and staff are supported and challenged to reach their full potential. Our data, at all key stages in all areas, is inline or above the national expectations.

We value stakeholder voice through Parent and Senior Leadership Forums, our seven pupil councils and our staff Well-being Forums. Each group has effected change within the school. Our approach to designing our bespoke Curriculum has empowered our staff and helped to foster a culture embedded in research and professional dialogue.

Our governing body are an integral part of our community, overseeing the development of the school, whilst providing effective support and challenge.

Our very active PTA achieve the right balance between fund-raising and community events. They also support our efforts to be eco-friendly.

Smitham is a wonderfully inspiring and nurturing school, with a very strong, supportive community.



## **Benefits of working at Smitham**

- **Commitment to Continuing Professional Development**  
Ensuring all staff have access to high quality training, including in-house, cluster, external providers and whole school subscription to the National College
- **Commitment to Staff Well-being and Mental Health**  
Robust policy and systems in place prioritising, promoting and supporting staff well-being  
Employee Assistance Programme provides free access to confidential advice and counselling
- **Strong Community – staff, families, Governors and Cluster**  
Providing community events within groups and across all groups to engender a cohesive community
- **Effective Governance**  
One body, who attend all meetings, ensures clarity and transparency enabling governors to be very supportive and insightful 'critical friends'
- **Strong and stable staff across the whole school**  
Teachers, teaching assistants, kitchen and site staff
- **Excellent facilities to enhance quality first teaching**
- **Good transport links and designated space in staff car park**