



# St Peter's School

## KETTERING



# Headteacher

Required for September 2026

**Application Pack**



# Welcome from the Chair of Governors

Dear Applicant

Thank you for your interest in the position of Headteacher at St Peter's School.

I am looking to appoint someone that is keen to bring their leadership experience to benefit our excellent school. This role is deliberately designed for leaders that enjoy the challenge of creating rapid but sustainable impact.

I became a Governor seven years ago and I am extremely pleased of the achievements we have made in that time. We have been able to make significant investment into our facilities with the development of the Cedar Hub; an Art and DT teaching space as well as wrap around care facility. Driven by our School values; **Curiosity** – a love of learning with open minds, **Creativity** – the freedom to explore and challenge, **Confidence** – gaining independence and responsibility, and **Community** – children who care for others and the world around them; we adopt a child-centred approach to everything we do.

As Headteacher, you will be able to fully focus on curriculum, teaching and learning and provide the highest quality provision for our young people in the communities that we serve.

You must be an exceptional and inspirational leader who can motivate all those around you. Developing positive and proactive relationships with school-based staff will play a key part to this role being highly successful.

You must be comfortable being visible and outward facing with the whole of the school and wider local community.

You will find further information in the applicant pack and on the school website. Informal discussions and visits to meet us would also be welcomed.

With best wishes

**Symon Dawson**  
**Chair of the Governing Board**





**St Peter's School is a successful, non-selective co-educational independent day school located in a secure walled campus in a leafy suburb of Kettering in Northamptonshire. Children join us either in Preschool or in Reception Class, leaving at age 11 to go on to independent or maintained secondary schools; they leave us well prepared for both.**



We currently have 15 children in our popular Preschool, and 89 children spread across Reception, Key Stage One and Key Stage Two.

St Peter's School was founded in 1946 as a charitable trust in the former Victorian home of the Timpson family. Since then, the school has grown within its secure grounds to incorporate an Early Years Foundation Stage and Key Stage One building, as well as our Cedar Hub eco building which incorporates an Art/DT teaching space and wrap around care facility.

We are proud of the reputation we have built for excellence in education coupled with a caring, supportive and nurturing ethos to enable our pupils to grow in confidence and discover their own talents. Our latest educational quality inspection report commends St Peter's School on the excellent quality of the pupils' academic and other achievements as well as their personal development.

Due to our current Headteacher stepping down at the end of this academic year, we are seeking a dynamic Headteacher to lead St Peter's School into its next chapter. The successful candidate will be an enthusiastic visionary leader with a passionate commitment to providing a nurturing and enriching experience for every child. The Headteacher leads the school, is the DSL and the key contact for both current and prospective parents and therefore must be an excellent communicator, an ambassador for the school and a strong leader of people.

We can only give you a flavour of our School here, but if you think you can fulfil this very special role, we can offer you

- A competitive remuneration package;
- A happy, secure and vibrant working environment;
- Happy, well behaved enthusiastic pupils who enjoy their learning, coupled with supportive parents;
- A strong sense of community and job satisfaction;
- An incredibly supportive Governing Body and Bursar.

Interested candidates should contact Symon Dawson, Chair of Governors [s.dawson@st-peters.org.uk](mailto:s.dawson@st-peters.org.uk) by email or Maria Capps, Bursar on 01536 512066 or by email [hr@st-peters.org.uk](mailto:hr@st-peters.org.uk) to arrange a confidential discussion.

**The closing date for applications is 5pm on Wednesday 18<sup>th</sup> February 2026.**

We welcome you to visit the School before submitting your application by appointment.



## St Peter's School

# Vision

St Peter's School seeks to offer a safe yet challenging environment, where boys and girls between the ages of three and eleven may receive the benefits of an education based on best theory and practice.

St Peter's School recognise the right of all of its pupils to receive opportunities that develop their full intellectual, aesthetic, emotional, physical and moral potential.



## Our School aims to...

- educate the whole child so that they may take their place with **confidence** in a rapidly changing world;
- instill a love of learning, **curiosity**, and the pursuit of excellence;
- foster an atmosphere of mutual respect that will provide a rich, diverse and enjoyable, **creative** educational experience for the enhancement of all pupils, parents and members of staff;
- promote through friendship and **community** an atmosphere of tolerance and respect for others so that as members of society, pupils can make a positive contribution to all aspects of their environment and daily life;
- further develop essential human values that include honesty, trustworthiness, kindness and loyalty.

## To these aims we strive to:

- Fulfil our Mission as a School founded on Christian values whilst welcoming all faiths.
- Provide a broad and high quality education for children of mixed ability which will lay strong foundations for a fulfilling and rewarding life.
- Prepare and educate each child for their appropriate first choice of senior school.
- Make St Peter's School a special place for children to begin their school journey through warm and caring pastoral care of the highest standard.

# Person Specification



Criteria	Essential	Desirable	Evidenced in
<b>Safeguarding</b>	Commitment to safeguarding and inclusion, including promoting the welfare of children and young people.	Current training as DSL/DDSL and hands on experience of the role in a school setting.	Interview References
<b>Qualifications</b>	Qualified Teacher Status (QTS) ideally in KS2 or lower.  Good degree level qualification or equivalent.	Further academic and professional qualifications e.g. Masters, NPQH qualification or studying towards.	Application Certification
<b>Experience, Knowledge and Understanding</b>	<p>Recent successful leadership as a Head, Deputy, School Improvement Lead or Senior/Middle Manager.</p> <p>Excellent knowledge of current teaching and learning pedagogy, school improvement and policy, including:</p> <ul style="list-style-type: none"> <li>• curriculum to KS2;</li> <li>• assessment;</li> <li>• data analysis and target setting;</li> <li>• pupil wellbeing;</li> <li>• intervention strategies.</li> </ul> <p>Taken an active role in school self-evaluation and development planning.</p> <p>Experience of working effectively with Governors, stakeholders, and external agencies.</p> <p>Experience of leading change, including implementing a strategic plan across the whole school, identifying priorities and monitoring the impact thereof.</p> <p>Understanding of current education performance measures and metrics, and the ability to explain these to a 'lay' audience.</p>	<p>Understanding of budget management and resource allocation.</p> <p>Knowledge and understanding of strategic financial planning and budgetary management and their contribution to school development and pupil outcomes.</p> <p>Working knowledge of policies and procedures of external agencies.</p> <p>Knowledge of the independent sector including the ISI Inspection Framework</p> <p>Recently undertaken safer recruitment training.</p>	Application Interview References





Criteria	Essential	Desirable	Evidenced in
<b>Leadership and Management</b>	<p>A positive role model for staff and pupils who leads from the front by example with the ability to adapt their leadership style to the situation as required.</p> <p>A deep understanding of effective leadership and management that focusses on impact and effect rather than activity.</p> <p>The capacity to recognise and build upon the successes of the school and formulate a vision for innovation and continuous improvement.</p> <p>Strong analytical ability which is used to inform school improvement practice.</p>	<p>Member of a professional body for leadership and/or specialism.</p> <p>Experience of responsibility in both pastoral and curriculum roles.</p> <p>Strong system development skills.</p> <p>Access to a network of professional contacts and sources of practice and ideas to challenge and promote continued professional growth.</p>	Application Interview References
<b>Personal Attributes</b>	<p>High expectation of self and others with the ability to inspire staff and pupils demonstrating integrity and commanding respect.</p> <p>Resilient, adaptable and determined with a high sense of optimism.</p> <p>An independent, creative and strategic thinker.</p> <p>Outstanding communication skills, confidently visible and very comfortable to be high profile and influential in the school and wider community.</p> <p>Well organised, meeting deadlines with the capacity for hard work with outstanding prioritisation skills.</p> <p>An astute and decisive decision maker who can listen to advice and feedback, taking responsibility and owning decisions.</p> <p>An open and approachable demeanour.</p> <p>A good sense of perspective and humour!</p>		Application Interview References
<b>Professional Development</b>	<p>Commitment to CPD for self and others.</p> <p>Experience of delivering CPD to others.</p>	<p>Undertaken leadership CPD.</p> <p>Experience of mentoring/coaching.</p>	Interview



## Description of the Role

The Headteacher will work in partnership with the Governing Body and Bursar to develop the shared vision and strategic plans which will shape the school, and inspire and motivate students, staff and all members of the School community to ensure that every child leaves St Peter's School well equipped for success.

### Purpose of the Role

1. To be responsible for the day to day operational running of the School incorporating the managing of staff and resources and including interactions with parents and all stakeholders.
2. To formulate the overall aims and objectives of the school and to provide overall strategic leadership working within the guidelines of the Governing Body.
3. Be responsible for monitoring and reporting progress towards the achievement of the agreed strategic aims and objectives.

4. To establish and maintain responsibility for policies and procedures for achieving these aims and being the responsible person for external agencies, legal bodies and the Independent School Inspectorate.
5. To lead by example and model best practice with regard to professional conduct, work load and personal development.
6. To represent the School externally being a model for the wider community.

### National Standards of Excellence for Headteachers

We believe that the principle responsibilities of the Headteacher should be based upon the four domains of the National Standards of Excellence for Headteachers. These have been expanded upon below to reflect a more comprehensive description of the requirements of the role at St Peter's School.





## National Standards of Excellence for Headteachers

### Qualities and Knowledge

1. To hold and articulate clear values and moral purpose, focused on providing an excellent education for all pupils.
2. To demonstrate optimistic personal behaviour, positive relationships and attitudes towards pupils, staff, parents, governors and the wider community.
3. To lead by example, with integrity, creativity, resilience and clarity drawing on their own scholarship, expertise, skills and experience and also that of those around them.
4. To develop and sustain wide current knowledge and understanding of education and school systems locally and nationally, and to pursue continuous professional development.
5. To work with political and financial astuteness, within a clear set of principles centered on the School's vision and having regard to translating local and national policy within the School's Independent School status and context.
6. Communicate the School's vision compellingly and drive strategic leadership, empowering all pupils and staff to excel.

### Pupils and Staff

1. To demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes by reference to the development of the School Improvement Plan, target setting and maintaining effective partnership with parents and staff.
2. To ensure excellent standards of teaching through an analytical understanding of how pupils learn and the core features of outstanding classroom practice and enriched curriculum design.
3. To establish a culture of 'open classrooms' as a basis for sharing best practice drawing on relevant research and robust data analysis.
4. To create an ethos in which all staff are motivated and supported to develop their own skills and knowledge, and to support one another.
5. To identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard leading to clear succession planning.
6. To hold all staff to account for their professional conduct and practice.



## **Systems and Processes**

1. To ensure that school systems, organisation and processes are well considered, efficient and fit for purpose upholding the principles of transparency integrity and probity.
2. Provide a calm, safe and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing exemplary behaviour in school and the wider community.
3. Ensure rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.
4. Welcome and empower strong Governance enabling the governing body to be strategic, a critical friend and accountable by providing all necessary information, advice and support.
5. Exercise strategic, curriculum-led financial planning through working with the Bursar to ensure the equitable deployment of resources in the best interests of pupils' achievements and the sustainability of the school.
6. Distribute leadership throughout the school, ensuring colleagues have distinct roles and responsibilities and hold each other to account.

## **The Self-Improving School System**

1. To lead an outward facing school which works with other organisation's as necessary to champion best practice within a climate of mutual challenge by building a collaborative learning culture within school.
2. To develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.
3. To challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulation and self-improvement.
4. To shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
5. To model entrepreneurial and innovative approaches to school improvement, leadership and governance.
6. To inspire and influence others to believe in the fundamental importance of education in your people's lives and to promote the value of education.



## Salary

L10: £64,691 to L18: £78,702

## Application Closing Date

5pm Wednesday 18<sup>th</sup> February 2026

## Interview Date

Week commencing 23<sup>rd</sup> February, 2026

## Start Date

September 2026

## Application Forms

Candidates should complete their application form and send it electronically with a covering letter outlining their reasons for applying addressed to:

**Mr. S Dawson, Chair of Governors, St Peter's School, 52 Headlands, Kettering NN15 6DJ**

There is no need to submit a separate CV.

## School Inspection

**Latest school inspection reports may be found here:**

[RCI Report 2018](#)



[FCI / EQI Report](#)

[Jan/Feb 2023](#)



[Progress Monitoring Report 2023](#)



St Peter's School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. You will be required to undergo appropriate Child Protection screening including checks with past employers and an enhanced DBS disclosure.



## Visiting the School

You are welcome to visit the School by appointment by contacting the School Office on 01536 512066.

Completed Application Forms should be emailed to [hr@st-peters.org.uk](mailto:hr@st-peters.org.uk)

To arrange to visit the School, please contact Maria Capps, Bursar at [hr@st-peters.org.uk](mailto:hr@st-peters.org.uk) Telephone 01536 512066

Please visit the School website at <http://www.st-peters.org.uk>

