Ysgol Gynradd Overmonnow Primary School

"Every Child Matters, Every Moment Counts"

Rockfield Road, Monmouth, Monmouthshire, NP25 5BA
Email ~ overmonnowprimary@monmouthshire.gov.uk
Website ~ www.overmonnow.monmouthshire.sch.uk

HEADTEACHER APPOINTMENT

Overmonnow Primary School

An inclusive, ambitious and child-centred school community

Are you an inspirational and reflective leader ready to shape the next chapter of our school?

The Governing Body of Overmonnow Primary School invites applications from experienced educational leaders for the post of Headteacher. This is an exciting opportunity to build on the school's strengths, realise its potential and lead a welcoming community in which **Every Child Matters, Every Moment Counts** and has the opportunity to thrive.

Appointment and Application Details	
Salary:	Leadership Scale L18-L24 £80,080 - £92,754
Post ID:	L23040001
Hours:	Full time – 32.5 hours
Location:	Overmonnow Primary School
Work Pattern:	Monday to Friday in accordance with the School Teachers' Pay and Conditions Document
Disclosure and Barring Service (DBS) Check	Appointment to this post is exempt from the Rehabilitation of Offenders Act and is subject to and Enhanced with Children Barred List Check
Welsh Language:	Welsh language skills are desirable

Appointment and Application Details	
Closing Date:	Monday, 23rd November 2026 (midday)
Shortlisting Date:	Friday, 27th November 2026
Interview Dates:	Monday, 14th and Tuesday, 15th December 2026
Start Date:	1st May 2027

Our School

Overmonnow is a mainstream primary school with an integral Specialist Resource Base (SRB). Inclusion is central to our ethos: specialist expertise is shared across the school so that all learners can participate, progress and flourish.

The Opportunity

We are seeking a Headteacher who will provide clear strategic leadership, develop a shared long-term vision and place pupils' wellbeing, learning, progress and experiences at the heart of every decision. Working collaboratively with governors, staff, pupils, families, the Local Authority and professional partners, you will sustain high expectations and secure the school's continued improvement.

As Headteacher, you will:

- ✓ lead high-quality teaching and learning and the continued development of Curriculum for Wales;
- ✓ develop an ambitious, inclusive curriculum that enables every learner to make strong progress;
- ✓ strengthen collaboration between mainstream and SRB staff and embed inclusion in everyday school life;
- ✓ promote safeguarding, wellbeing, attendance and positive behaviour;
- ✓ develop staff through professional learning, trust, appropriate autonomy and shared leadership;
- ✓ use self-evaluation, evidence and improvement planning to secure sustainable improvement;
- ✓ build strong relationships with governors, families, the wider community and external partners; and
- ✓ manage the school's financial, human and physical resources responsibly.

The Person We Are Looking For

You will be an experienced, reflective and inspirational educational leader with a proven record of contributing to school improvement. You will bring a strong understanding of the Welsh education context, Curriculum for Wales, inclusion and additional learning needs, together with experience of working with specialist provision and external partners.

You will communicate clearly, build trusting relationships, inspire and empower others, and make balanced and decisive judgements. Resilience, integrity, empathy, emotional intelligence and an unwavering commitment to safeguarding and professional learning are essential.

What We Can Offer

- ✓ The opportunity to shape the future of an inclusive school with significant potential;
- ✓ Dedicated staff committed to pupils' learning, wellbeing and success;
- ✓ A valued SRB and a strong whole-school commitment to inclusion;
- ✓ Engaged pupils, families and community partners; and
- ✓ A supportive and proactive Governing Body committed to working in partnership with the new Headteacher.

Overmonnow Primary School is seeking a leader who can combine strategic ambition with an inclusive, child-centred approach.

Child and Adult Protection are key priorities for the School and Council and Governing Body. We aim to support children and adults at risk to be as safe as they can and to fulfil their potential. You are responsible for playing your part in the well-being, safety and protection of children and adults at risk. You will have a responsibility to participate in training to the appropriate level of safeguarding and have a duty to fulfil your personal responsibilities for safeguarding.

Overmonnow Primary School is committed to safeguarding and promoting the welfare of children. The successful candidate will be subject to the appropriate pre-employment and safeguarding checks.

Visits and Enquiries

Prospective applicants are strongly encouraged to visit the school. Visits will take place on the 20th October at 9.45 am and 3.30 pm. To arrange a visit or an informal conversation, please contact Sian Adams, Chair of Governors via email at: Sian.adams616@gmail.com or by telephone on: 07966 096266.

Other Details

All posts are open to job-share unless stated otherwise.

Monmouthshire County Council is:

- an equal opportunities employer and welcomes applications from all sections of the community.
- a disability-confident committed employer.
- an Armed Forces friendly employer.
- Autism aware and committed to removing barriers to employment
- committed to supporting young people who leave our care to access new opportunities and gain experience.

Monmouthshire County Council's Values

Our purpose is underpinned by a clear sense of who we are as an organisation. We expect people who work with us to share a strong value set and expect that these are evident in the ways in which we work and engage with our communities.

Teamwork: We will work with you and our partners to support and inspire everyone to get involved. We will make the best of the ideas, and resources available to make sure we do the things that most positively impact our people and places.
Openness: We are open and honest. People have the chance to be involved and tell us what matters.
Flexibility: We are flexible, enabling delivery of the most effective and efficient services. This means a genuine commitment to working with everyone to embrace new ways of working.
Fairness: We provide opportunities for people and communities to thrive. We will always try to treat everyone fairly and consistently.
Kindness: We will show kindness to all those we work with, putting the importance of relationships and the connections we have with one another at the heart of all interactions.

This role will work with Monmouthshire to achieve these.

How to Apply

To apply for this post please complete an application form via Eteach:
www.eteach.com/jobs-in-monmouthshire-schools

Please note that we are not able to accept CVs.

- Applications may be submitted in Welsh, and an application submitted in Welsh will not be treated less favourably than an application submitted in English.
- This post requires registration with the EWC - Education Workforce Council.
- The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.

Job Description

POST IDENTIFICATION

Post Title:	Headteacher
Grade:	Leadership L18-24
Directorate:	Education
Division:	Schools
Location:	Overmonnow Primary School

INTRODUCTION

This job description complements the standards, values and dispositions identified in the Professional Standards for Teaching and Leadership 2018. The Headteacher will align to, demonstrate and promote the overarching values and dispositions defined within the Professional Standards of:

1) Professional entitlement
2) Welsh language and culture
3) Rights of learners
4) Literacy, numeracy and digital competence
5) The professional learner
6) The system role

The post holder is required to undertake the professional responsibilities of a Headteacher as specified in the School Teachers' Pay and Conditions Document.

JOB PURPOSE

To develop a clear vision for the school, in partnership with all school stakeholders, providing the professional leadership required to enable all staff to support learners achieve their full potential. This should be achieved in accordance with the policies of the governing body, and the priorities set out in both local and national education strategies.

KEY AREAS

Pedagogy

1. Be accountable for supporting the pedagogy of others by creating and sustaining the conditions to realise the four purposes for learners and achieve the best for them in terms of well-being, standards and progress.
2. Be accountable for developing strategies, structures and systems, with all school stakeholders, to ensure that the school is working effectively towards realising the school's shared vision and achieving sustained school improvement, to enable the achievement of the four purposes of learning, taking account of national and local circumstances, policies and initiatives.
3. Motivate and work with others to create and sustain a school ethos and learning environment conducive to effective learning.
4. Ensure the organisation and delivery of the curriculum and implementation of a range of pedagogic approaches within the school, to support high quality teaching and learning and the delivery of the curriculum in Wales.
5. Ensure a consistent and continual school wide focus on all learners' wellbeing, experience and achievement, establishing a culture that values learners' views in informing all stages of learning and school experience.
6. Be responsible for the development of policies and practices, in collaboration with the relevant stakeholders, that promote the Welsh language and culture and that develop learners' bilingual skills as appropriate.
7. Enable the development of the four purposes for learning through the creation of structures and systems that support planning and emphasise the disciplines of different areas of learning in context, to secure highly effective teaching and learning.
8. Develop and implement effective systems to monitor and evaluate the impact of learning experiences and learners' progress to bring about sustained improvement.
9. Demonstrate accountability for learner wellbeing and outcomes by working with all relevant stakeholders to ensure the wellbeing and achievement of all learners is valued and evident throughout the school.
10. Develop inclusive strategies, structures policies and systems, in collaboration with relevant stakeholders, that enable all learners to gain full access to opportunities to achieve and ensure their individual learning needs are met.
11. Promote and ensure equity in academic, vocational and experiential learning routes.
12. Develop and articulate a coherent, understandable and accurate account of the school's performance, to a range of partners, including parents and governors, ensuring this incorporates learner wellbeing and progress

13. Manage the effective communication and implementation of recommendations arising from reports, including the outcomes of school self-evaluation and external inspection by Estyn, in order to drive and sustain school improvement.
14. Collaborate with all school stakeholders to build a school climate and learning culture which reflects the richness and diversity of the school's community, including Welsh Language and culture.

* *Contribute, as appropriate, to the teaching in the school.*

Collaboration

15. Establish a climate of mutual support and effective collaboration both within and beyond the school to develop, enhance and share effective pedagogy.
16. Establish a collaborative learning culture within the school and actively engage with other educational establishments, to build effective learning communities.
17. Promote and facilitate effective collaboration with employers, business, government and other educational professionals to encourage innovative approaches and support and improve every day practice of the learning organisation.
18. Establish and build partnerships within school and across schools to share best practice and support school improvement for mutual benefit in terms of high quality and flexible support to develop professional practice.
19. Work with the governing body, so that it is able to meet its responsibilities in supporting effective learning and teaching and sustained school improvement.
20. Welcome strong governance and actively support the governing body to understand its role and deliver its functions effectively.
21. Establish effective and open relationships with parents, carers and the wider local community to actively engage them with learners' wellbeing, experience and progress and ensure the school plays a central role in the community.
22. Collaborate with other agencies, including the local authority, in providing for wellbeing of learners and their families.
23. Develop a school-wide commitment to continuous improvement and sustainable development through actively promoting and facilitating collaborative opportunities for all staff, accurately identifying areas of concern and taking appropriate action to support and secure improved performance.

Professional Learning

24. Create an environment in which professional learning is valued, has impact upon pedagogy and supports professional growth across the learning community within and

beyond the school.
25. Ensure sustained and focused professional learning for all staff, including self-framing professional growth within pedagogic practice, learner experiences and outcomes.
26. Develop a culture that supports growth and leadership at all levels by developing and nurturing leadership potential in others, and contributing to opportunities available, to build the leadership capacity of the school.
27. Establish professional networks and communities to enable the school to play an active role in the widest education community contributing to the training of future teachers and other adults who work with learners and developing practice orientated research.

Innovation

28. Coordinate innovation with all relevant stakeholders, to ensure the school embraces and benefits from evidence-based approaches to innovation aligned to the long-term vision for Wales.
29. Establish a long-term programme of evidence-based approaches to innovation that aim to meet challenges, manage change and take learning forward effectively to improve wellbeing and outcomes.
30. Create a culture where expertise, experience and pedagogical practice is continually developed and shared within and across schools.
31. Develop a culture where evidence derived from innovative practice is used to evaluate the impact of changes, both within and beyond the school community.

Leadership

32. Work with the school community to bring coherence, clarity and a shared commitment to realising the pedagogical vision, learners, colleagues and the wider community in Wales.
33. Work with relevant stakeholders to ensure that strategic planning reflects the diversity, values, experience and context of the school and the community at large.
34. Ensure, with the support and input of the governing body, the school is compliant with all internal, local and national policies.
35. Create a culture in which others can grow professionally.
36. Develop and nurture leadership potential in others at all levels to build the leadership capacity of the school and inspire future leaders.
37. Develop, empower and sustain effective individuals and teams through distributed leadership, encouraging reflective practice.

38. Build effective networks to share professional knowledge, research and practical expertise that enables both the school and other schools to benefit through mutual collaboration.

Managing the school

39. Produce and implement clear, evidence-based improvement plans and polices for the development of the school and its facilities, in collaboration with the relevant stakeholders.
40. With the support of the governing body, manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.
41. Make effective use of the support and challenge provided by the local authority, regional consortium and other relevant bodies.
42. Work with the governing body to manage the school's financial and human resources effectively and efficiently to achieve the school's education priorities and goals.
43. Monitor, evaluate and review, in collaboration with the governing body, the range, quality and use of all available resources to improve the quality of education for all learners and to secure value for money.
44. Work with relevant stakeholders to develop and implement strategies that ensure a safe, calm and well-ordered environment for all learners and staff and secure high standards of behaviour and attendance, resulting in successful conditions for learning.

PERSON SPECIFICATION

S = Shortlisting criteria

Please note, shortlisting criteria may also be tested at assessment stage

	ESSENTIAL	DESIRABLE
QUALIFICATION	Qualified teacher status **(S) 1** NPQH for new Headteacher **(S) 2** Degree **(S) 3** Current EWC registration **(S) 4**	Further qualifications and/or professional studies relevant to the age-range. **(S) 14**
KNOWLEDGE and EXPERIENCE	Significant recent experience as a Headteacher or Deputy Headteacher of a Primary **(S) 5** Proven success in a range of strategic roles including, self-evaluation, data analysis and school improvement planning **(S) 6** Knowledge and understanding of the current Welsh Educational context and the National Mission **(S) 7** Knowledge of best practice and procedures for safeguarding children and young people Proven experience of monitoring, evaluating and reviewing performance in order to raise achievement for all groups of pupils. Up-to-date knowledge and understanding of what constitutes excellent teaching and learning and how to implement it **(S) 8** Knowledge of effective strategies and procedures relating to professional learning and performance review.	Experience of health and safety management

	ESSENTIAL	DESIRABLE
	Successful experience of managing change Experience of building effective relationships with governors, parents and the wider community**(S) 9**	
SKILLS	Ability to articulate and communicate a clear vision of high quality educational provision for the school **(S) 10** Strategic management ability including staff, financial and material resources and planning **(S) 11** Ability to lead, manage and motivate staff and pupils to achieve high standards Successful experience of providing for pupils with additional learning needs. Ability to build a strong network of collaborative relationships and partnerships with other schools, education professions and appropriate external organisations **(S) 12** Ability to communicate and develop links effectively, both orally and in writing with a range of audiences. **(S) 13** High level of personal skill in using and applying information and communication technology (ICT) Good organisational abilities and ability to delegate.	

	ESSENTIAL	DESIRABLE
PERSONAL ATTRIBUTES	The ability to be resilient under pressure and remain positive and enthusiastic. A commitment to continuous professional learning for both self and others A commitment to promote the wellbeing of all members of the school community A commitment to the promotion of the Welsh language and culture Ability to demonstrate sound and balanced judgement, decisiveness and flexibility Integrity, loyalty and empathetic	
OTHER REQUIREMENTS	This post is exempt from the Rehabilitation of Offenders Act (1974) and a comprehensive screening process will be undertaken on all applicants. This will include an enhanced with barred list check with the Disclosure and Barring Service (DBS). Appointment to this post will be subject to 2 suitable written references. Understand and demonstrate a willingness to promote positively the equal opportunities policy of The Council	