

West Thornton Primary School



Transforming children's lives through
partnership and collaboration



Inspire
Partnership



Rob Carpenter
CEO Inspire
Partnership
@robcarpenter

Welcome

Thank you for expressing an interest in applying for the role of Assistant Headteacher at Inspire Partnership Academy Trust of West Thornton Primary School.

We are an ambitious and growing multi-academy trust of ten schools situated in Croydon, Greenwich and Medway, serving diverse and aspirational communities of learners.

We have a track record of excellence and a national reputation for sustainable school improvement, focused on our Partnership Values:

- Collaboration matters
- Excellence in everything
- Community first
- Equity for everyone
- Continuous growth

As a partnership, we always strive to attract the most creative and committed staff who share our belief that success is gained by developing a growth mindset; one which values effort and believes anything is possible

Working for our partnership will provide exciting opportunities for candidates who believe in excellence for all and enjoy working collaboratively.

Our professional development offer is of the highest quality; we are engaged in a range of research projects that are shaping education policy and have an extensive network of schools and organisations we work with.

We work with amazing young people who value strong relationships with adults, are creative and want to learn.

Our curriculum is dynamic, connects learning with global themes, and provides children with opportunities to flourish.

This is an exciting time to join the Inspire Partnership as we build on the achievements of our schools and build on these foundations as we grow.

The successful candidate will play a crucial role as Assistant Headteacher at our Canterbury Road site, shaping the next chapter of the school's achievements for its pupils, staff and the communities it serves.

We look forward to hearing from you soon.



**Donna Callaghan
and Clare Dennis**
Co-Headteachers



West Thornton Primary School

West Thornton Primary School is part of the Inspire Partnership Trust family of schools. The school comprises of two sites, one on Canterbury Road and the other on Rosecourt Road, both in Croydon. We serve a diverse community and have just under 1000 pupils on roll.

West Thornton Primary School is a vibrant learning community, where we offer children a fully rounded education, which includes an exciting creative curriculum and a highly inclusive, supportive environment.

We educate children from Reception to Year 6, on 2 sites, working closely with our partner schools in the Inspire Partnership as well as schools in our wider local community.

Partnership with parents and carers is at the centre of everything we do. Through regular newsletters, workshops, coffee mornings and celebration events, families and staff work hand in hand.

Parents are learners too and our vision extends to providing a range of adult learning experiences that will transform and regenerate our community beyond recognition. Together, everyone achieves more.

We look forward to working in partnership with you to ensure every pupil at the school achieves the best possible outcomes, enjoys their learning and aspires to be the best.

In October 2024, Ofsted judged the school as OUTSTANDING for Behaviour and Attitudes, Personal Development, Early Years Provision and Leadership and Management and GOOD for the Quality of Education.





We promote independence, resilience and teamwork so that all children are prepared to be informed, purposeful citizens in the 21st Century.

If you are an enthusiastic and committed candidate who is passionate about providing our young people with the very best learning experiences, we want to hear from you. Your application should highlight and provide evidence of your strong leadership strengths, as well as your commitment and alignment to the Inspire Partnership ethos and values.

This rewarding role also offers a fantastic career opportunity for the successful candidate to develop their networks and strategic leadership across the Partnership and beyond.

By working closely with leadership teams across our family of schools, you will be influential in fostering cross-school initiatives, driving trust-wide improvement strategies, and contributing to the development of shared best practices.



The Role

The successful candidate will:

- Be an excellent teacher with the ability to ensure high standards across the school
- Have a strong knowledge of teaching and learning, curriculum and inclusion
- Be relentless in the pursuit of achieving an excellent quality of education for our children
- Be committed to children enjoying and engaging in their learning whilst being challenged
- Be an instrumental part of the senior leadership team and make a significant contribution to the strategic development and direction of the school
- Have experience of leading people, developing expertise and holding to account, making the best use of individual skills to inspire and motivate staff to do their best for the children of the school

Our benefits include:

- Being part of an ambitious and outward facing Trust with a commitment to staff workload and wellbeing ([Trust Relational Charter](#))
- Ongoing professional development and opportunities to work across the partnership and within other school settings
- Trust-Wide Innovation Hubs and opportunities to collaborate with colleagues across the Partnership, focusing on specific areas of educational development
- Enhanced Family Friendly Pay
- Access to Confidential Employee Assistance Programme
- Electric Car Scheme
- Eyecare Voucher Scheme

Assistant Headteacher

**Permanent and Full-Time
Leadership Scale Points 5-10**

**Salary - £61,249-£68,798
per annum (Outer London)**

2026 Start

How to apply

- Further information about our Trust is available at: <https://www.inspirepartnership.co.uk> or to discuss this opportunity, please contact Mrs Clare Dennis, Co- Headteacher at cdennis@inspirewestthornton.co.uk.
- Visits to our school are essential. To arrange a visit please contact Clare Dennis directly on cdennis@inspirewestthornton.co.uk
- Deadline for applications: **12 noon - Wednesday 14th January 2026**
- Interview date: **Week commencing Monday 26th January 2026**
- [Application Form](#) - [Link to MyNewTerm Website](#)
- [Applicant guidance](#)
- The Inspire Partnership Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an Enhanced DBS check. The Inspire Partnership is an equal opportunities employer and welcomes applications from men and women of all ages from any background and from candidates with disabilities.

Job Profile

Job Title/Post: Assistant Headteacher

Tenure: Full-Time and Permanent

Responsible to: The Headteacher

Responsible for: Strategic and operational leadership of Inspire Partnership schools

Job purposes

The Assistant Headteacher is required to meet the teachers' standards as set out in the DfE Teachers Standards guidance and to demonstrate consistently high standards of principled and professional conduct.

The Assistant Headteacher has a key role, assisting the Headteacher, other school leaders and the Trust executive team to develop our schools in accordance with our shared values and School Development Plans by providing leadership to various aspects of school life.

Key responsibilities

The role responsibilities comprise **core responsibilities** and **key responsibilities**. **Core responsibilities** are consistently applied in the role and **key responsibilities** will vary from time to time.

The **key responsibilities** for the role will be identified as part of the annual performance management process and will include a range from the list below:

1. Achievement
2. Curriculum
3. Teaching and Learning
4. Community, equality, diversity, and inclusion
5. Safeguarding and health and safety
6. EYFS

CORE RESPONSIBILITIES

Core Leadership responsibilities

1. Work with the Headteacher and other school leaders to provide effective organisation and leadership of the school to ensure it reflects the Trust values and operates effectively and efficiently.
2. Work collaboratively and co-operatively as part of the school and wider Trust leadership team and to support the roles of colleagues in the team.
3. Develop effective relationships and communications which underpin a professional learning community that enables everyone in the school to achieve.

4. Develop effective team communication to ensure staff involvement in the school's development plan and ensure they are kept informed of key priorities and developments.

5. Ensure individual staff accountabilities are clearly defined, understood, and agreed.

6. Contribute to the creation of an inspiring, professional work environment consistent with the Partnership's values and aspirations.

7. Work with the Headteacher, other school leaders and the Trust Executive team to ensure the school meets its statutory responsibilities.

8. Lead Trust-wide projects to support the development of excellent and consistent practice across all Inspire Partnership schools.

9. Ensure every child has access to high quality teaching and learning through modelling, coaching, and sharing good practice across the school and wider Trust.

10. Serve as a role model with exemplary good practice in both teaching quality and wider leadership of learning.

11. Provide inspiration and strategic leadership to ensure the school delivers the highest standards of learning.

12. Ensure curriculum provision is in line with the Inspire Partnership curriculum model.

13. Manage any budgets associated with areas of responsibility.

14. Provide professional leadership and management of a key area of the School Development Plan as agreed, on an annual basis, with the Headteacher and Deputy Headteacher.
15. Work closely with senior leaders by taking an active role in the management of appropriate ongoing training and development of all staff in the context of school development.
16. Have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by the Trust and its schools.

Core General Responsibilities

1. Participate in the performance and development review process, taking personal responsibility for identification of learning, development, and training opportunities in discussion with the line manager.
2. Publicly support all decisions of the senior leadership team, Trust Executive Team and Governing Body.
3. Ensure that all duties and services provided are in accordance with the Trust's Inclusion, Equality and Diversity Policy.
4. Comply with the Data Protection Policy when handling personal data in the course of employment including personal data relating to any employee, pupil, or other parties of the Trust.

Achievement

1. Ensure that effective assessment practices support and further improve the quality of teaching and learning and in turn, raise standards.
2. Provide specific leadership for all year groups, supporting planning the quality of teaching, challenging, and supporting policy and practice, as necessary.
3. Ensure the pupil, key stage and whole-school targets are sufficiently challenging.
4. Co-ordinate strategies to achieve school and pupil targets.
5. Line manages key post holders who hold management responsibilities related to any of the above areas (subject leadership).
6. Lead professional development through example and support and co-ordinate the provision of high-quality professional development for all staff in relation to areas of responsibilities.
7. On behalf of the school, attend relevant partnership meetings to promote collaboration and develop shared expertise.

Curriculum

1. Ensure the curriculum is engaging, exciting and gives learners the best outcomes.
2. Develop, review, and evaluate curriculum maps to ensure a development of skills and consistent coverage across the school.
3. Ensure there is a high-quality extended provision that compliments the curriculum.
4. Participate in and leads aspects of trust-wide working groups to continually develop the curriculum.
5. Research and keep abreast of changes in curriculum requirements and ensure these are fed back into the Inspire Partnership curriculum as appropriate
6. Support the work of the Trust in promoting the Inspire Partnership curriculum beyond Trust schools into the wider education sector.

Teaching and Learning

1. Work with the Headteacher and senior leaders to raise the quality of teaching and learning and pupil learning, setting high expectations and monitoring and evaluating effectiveness of outcomes.
2. Provide regular feedback for colleagues in a way which recognises good practice and supports their progress against professional and performance management objectives resulting in a tangible impact on pupil learning.
3. Maintain a continuous and consistent focus on pupils' learning using research and evidence to monitor progress.
4. Engage staff in new teaching and learning initiatives and ensure learning is innovative and creative.
5. Set high expectations and challenging targets for staff so that they make progress in improving learning for pupils. Challenge poor performance.
6. Secure and allocate resources to support effective learning and teaching within subject areas.
7. Share effective practice and innovation across partnership schools and beyond.
8. Work with the Executive Leadership team to lead school reviews e.g., Challenge Partners reviews in other schools to bring ideas back for the Inspire Partnership.

Community, diversity, and inclusion

1. Contribute to a school culture that takes account of the richness and diversity within the school's community.
2. Contribute to strategic planning and curriculum planning to ensure it takes account of the diversity, values and experience of the school and the local community.
3. Work with the Headteacher, senior leaders and the Trust to develop positive and supported relationships with parents and the wider community.
4. Lead the facilitation of extended school activities including a range of community-based learning experiences and collaboration with parents and external agencies to ensure pupil and community needs are met.

Safeguarding and Health & Safety

1. Take a lead role in safeguarding and promoting the welfare of children and young people and developing and embedding the child protection procedures adopted by the Trust and its schools.
2. Support the Designated Safeguarding Leader for the school.
3. Coordinate staff induction and INSET to ensure best practice in safeguarding.
4. Review the application of the safeguarding policy across the school and review procedures annually to ensure compliance. Produce a safeguarding action plan.
5. Ensure the safety of all staff and pupils by co-ordinating risk assessments, planned trips and visits and any school activities with risk potential. This includes ensuring all staff are aware of potential risk factors and school procedures for managing risk effectively.
6. Ensure the Health and Safety Policy is embedded across all aspects of the school and be responsible for ensuring all staff deploy best practice.
7. Ensure the safety of all parties whilst on site at the school including staff, pupils, and visitors.
8. Ensure staff receive appropriate training in relation to health and safety practice including risk assessment.

EYFS

1. Work with the Headteacher and senior leaders to raise the quality of teaching and learning and pupil learning in the Early Years, setting high expectations and monitoring and evaluating effectiveness of outcomes.
2. Provide regular feedback for EYFS colleagues in a way which recognises good practice and supports their progress against professional and performance management objectives resulting in a tangible impact on pupil learning.
3. Maintain a continuous and consistent focus on EYFS pupils' learning using research and evidence to monitor progress.

4. Ensure the EYFS curriculum is engaging, exciting and gives learners the best outcomes

5. Secure and allocate resources to support effective learning and teaching within subject areas.

6. Share effective practice and innovation across partnership schools and beyond.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to receipt of a satisfactory Enhanced DBS Disclosure.

Person specification

Category	Essential	Desirable
Qualifications and Experience	Qualified to degree level and above.	
	Qualified to teach in the UK.	
	Evidence of continuing professional development.	
	Outstanding primary teacher with several years' teaching experience.	
Strategic Direction and Development	Ability to work constructively in partnership with all stakeholders, establishing positive and effective collaborations with parents, governors, other schools, external agencies, and the local community.	
	Commitment to develop a positive, diverse, and inclusive school ethos which values each individual and challenges any form of discrimination.	
	Experience of raising attainment of all pupils.	
	Experience of school self-evaluation and School Improvement Planning in order to secure effective teaching and learning and raise standards.	
Leadership and Management	Excellent classroom practitioner able to lead by example.	
	Ability to set high expectations which inspire, motivate and challenge pupils.	
	Knowledge of the curriculum for Foundation Stage, KS1 and KS2.	
	In depth knowledge of curriculum development and effective pedagogy.	
	Sound understanding of assessment, recording, and reporting.	
	Knowledge of how effective use of data and targets can drive improvement.	
	Understanding of strategies for school improvement.	
	Up to date knowledge of current educational issues.	

Person specification

Category	Essential	Desirable
Leadership	Experience as a leader in school, promoting a subject area and/or motivating and managing staff.	
	Experience of school improvement planning to secure effective teaching and learning to raise standards.	
	Excellent relationships and interpersonal skills when working with children, staff, parents/carers, and governors.	
	Ability to positively influence others.	
	Ability to implement change strategically.	
	Understanding, analysis, and interpretation of school performance data.	
	Ability to prioritise, work under pressure and meet deadlines.	
	Effective problem-solving skills.	
	Effective administration and organisation skills.	
	Outstanding communication skills to a variety of audiences both verbally and in writing	
Management Behaviours	High expectations of oneself, the team, and the pupils.	
	A genuine passion and belief in the potential of every child.	
	Act as a role model to staff and children.	
	Flexibility and resilience under pressure.	
	Able to adapt to changing circumstances and new ideas in a positive and creative manner.	
	Excellent attendance, punctuality and time keeping.	
	Possess personal impact and presence.	
	Show real enthusiasm and commitment for school led development and improvement.	

The Inspire Partnership

Information about the trust



About us

The Inspire Partnership is passionate about transforming the future for our children through partnership and collaboration. Placing children at the centre of all we do, we aim to create a climate where excellence flourishes as a result of outstanding leadership, engaging teaching and high quality learning.

This comes from a desire to create a coalition for change in all of our schools, building a legacy where pupils are able to fulfil their true potential as learners.

At the Trust's inception, we recognised each of our founding schools required an alternative approach to improvement which focused more on relationships, connectedness and interdisciplinary approaches to learning.

This is why collaboration is central to our mission. It binds schools together as communities, reminding us that we exist in the People Age. The emphasis on transformation exists because our schools have all required rapid systemic improvement in practice.

Partnership and collaboration benefit us all and help school communities become stronger.

Our values

Collaboration matters because this creates shared agency amongst staff, pupils and our wider communities. We are stronger together and can achieve more through working in partnership.

Excellence in everything because we believe learning is an artform, measured best through the journey and the quality of the outcome. Excellence is inclusive because it creates a shared expectation in everyone to achieve.

Community first connects our mission to transform lives with our vision to ensure pupils have the skills, qualities and attitudes to achieve the very best. Leadership behaviours for everyone are rooted in serving communities, especially those who need us most.

Equity for everyone exists to ensure we are fair, enact ethical leadership and strive to remove barriers to learning wherever they exist.

Continuous growth applies to us as leaders of learning as much as children discovering the joy of learning. We all have the capacity to grow new skills, learn knowledge and gain new experiences. We grow best in a climate of trust, reciprocity and connectedness.

Our story so far



In 2013, the partnership was formed from 3 primary schools in Greenwich - Foxfield Primary School, Rockliffe Primary School and Woodhill Primary School. We established a common curriculum framework, a suite of professional development training and networks of excellence shared between our staff.

Within 2 years, all 3 schools had improved provision and outcomes for pupils and were judged to be good or outstanding by Ofsted and external partners.

The partnership had established a mature framework for school-to-school support programmes, delivered both locally and across the country.

In 2017 we were invited by Medway to support Maundene and then Elaine primary schools, both underperforming with declining standards and pupil outcomes way below national expectations.

Within a year of joining the Trust, each school had demonstrated rapid improvement.





In 2020, we began a new journey with 4 schools joining the Trust. Delce Academy joined us in March 2020, followed by Forest Academy, West Thornton Primary School and Woodside Primary School in April 2020.

Despite the challenges of lockdowns and the pandemic, as a family of 9 schools we have continued to serve and strengthen relationships in our communities and to achieve our mission of transforming children's lives through partnership and collaboration.

In 2022, Forest Academy, Elaine Primary School and Maundene Primary School received inspections from Ofsted and we were proud to share the vastly improved positive transformation of the schools which were reflected in the good outcomes of all three reports.



In 2024 Delce Academy and West Thornton Primary School were inspected by Ofsted and we were delighted to have the schools' hard work validated with good and outstanding outcomes. Both schools had been judged as inadequate before joining the partnership.



In 2025 we will welcome Chattenden Primary School, Medway, into the partnership as we continue to grow our Trust.

Working with us

Our mission to transform children's lives through partnership and collaboration comes from a desire to create a coalition for change in all of our schools, building a legacy where pupils are able to fulfil their true potential as learners.

Our core terms and conditions of employment are in line with other local schools and we recognise national and local agreements relating to the fair and equitable management of school staff.

What sets us apart is the opportunity for you to work at the cutting edge of educational thinking and practice.

Regardless of your role, you will have the chance to develop your knowledge with access to the best training and development opportunities at each stage of your career, take part in ground breaking research projects and be actively encouraged to work collaboratively with some of the most talented and innovative colleagues, both at a local and national level.

If we create a culture where every teacher believes they need to improve, not because they are not good enough but because they can be even better, there is no limit to what we can achieve. - Dylan Williams

Terms and conditions

We recognise the Conditions of Service for School Teachers in England and Wales (the 'Burgundy Book'). We also recognise the framework for teachers pay set out annually in the School Teachers' Pay and Conditions Document.

Similarly, we recognise the support staff terms and conditions that are set out by the National Joint Council for Local Government Services National Agreement on Pay and Conditions (the 'Green Book')

Pay and pensions

You will be paid monthly into your nominated bank account and you will be able to access your payslips online. You will be automatically enrolled into either the Teachers' Pension Scheme or the Local Government Pension Scheme through our admitted body status. Both schemes offer an attractive range of benefits.

Continuous service We recognise continuous service in line with the Redundancy Payments (Continuity of Employment in Local Government etc.) Order 1999.



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Our benefits

Within our partnership, we want to ensure that whilst supporting our wonderful pupils and communities, you feel valued as a colleague, and that your important contribution is fully recognised and appreciated.

As a values-based organisation, we want to ensure that your lived experience at work is rewarding, enriching and supports you to reach your goals both personally and professionally.

As a colleague of the Trust here are some of our great benefits:

Collaboration - We don't just talk about it, we live and breathe it in everything we do. As a member of staff you will experience a range of activities which allow you to work closely with colleagues not only in the Trust but across a variety of networks and partnerships as you share ideas and best practice. We are a Trust where innovation and new ideas are welcomed and encouraged.

Workload and Wellbeing - We have pledged our support to the DfE's Wellbeing Charter and as an ambitious and outward facing Trust we go beyond this through our commitment to staff workload and wellbeing as outlined in our Trust Relational Charter).

This includes the opportunity to provide feedback on matters that directly relate to you and your workload and wellbeing through a variety of mechanisms. As well as support from wellbeing champions and Mental Health First Aiders, you and your family will have 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance.

Employee recognition - We value the contribution of all staff across the partnership and take every opportunity to thank them for this as well as celebrate local and Trust-wide achievements through shout-outs in school briefings, our Partnership Press and the annual Trust Awards.

Professional development - You will be provided with ongoing professional training, development and opportunities tailored to your learning needs throughout your career. Including Trust-Wide Innovation Hubs and opportunities to collaborate with colleagues across the Partnership, focusing on specific areas of educational development.

Pay progression - No matter what role you do, pay progression is offered.

Pension schemes - All staff have access to two of the most attractive national pension schemes - Teachers' Pensions Scheme and Local Government Pension Scheme.

Electric car scheme - Eligible staff can access this scheme through salary sacrifice, making electric cars more affordable.

The Inspire Partnership ***Wellness and Workload Commitment***

***Our pledge to staff wellness and fair workload
takes focus on:***

- Values and Principles
- Working Practices
- Health
- Social and Collective
- Personal Growth

Scan to read
the full pledge
in our Wellness
and Workload
Charter:



 **Inspire**
Partnership

Our schools

Greenwich



Foxfield Primary School

Co-Headteachers:
Megan Minnett and Tatum
Ward
Telephone: 020 3260 7500
Find out more:
www.foxfield.org.uk



Woodhill Primary School

Headteacher:
Martha Holder
Telephone: 020 8854 5055
Find out more:
www.woodhillschool.co.uk



Rockliffe Manor Primary School

Headteacher: Nancy Cook
Telephone: 0208 854 4785 Find
out more:
www.rockliffemanor.co.uk

Medway



Elaine Primary School

Head of School:
Emma Baldwin
Telephone: 01634 294817
Find out more:
www.elaine.medway.sch.uk



Delce Academy

Headteacher: Julie North
Telephone: 01634
845242
Find out more:
www.delceacademy.co.uk



Maundene School

Headteacher: Joanne Capes
Telephone: 01634 864721
Find out more:
www.maundene.medway.sch.uk



Chattenden Primary School

Headteacher:
Vicky Diddams
Telephone: 01634 250861
Find out more:
www.chattenden.sch.uk

Croydon



West Thornton Primary School

Co-Headteachers:
Donna Callaghan and Clare Dennis
Telephone: 020 8684 3497 Find out more:
www.westthornton.croydon.sch.uk



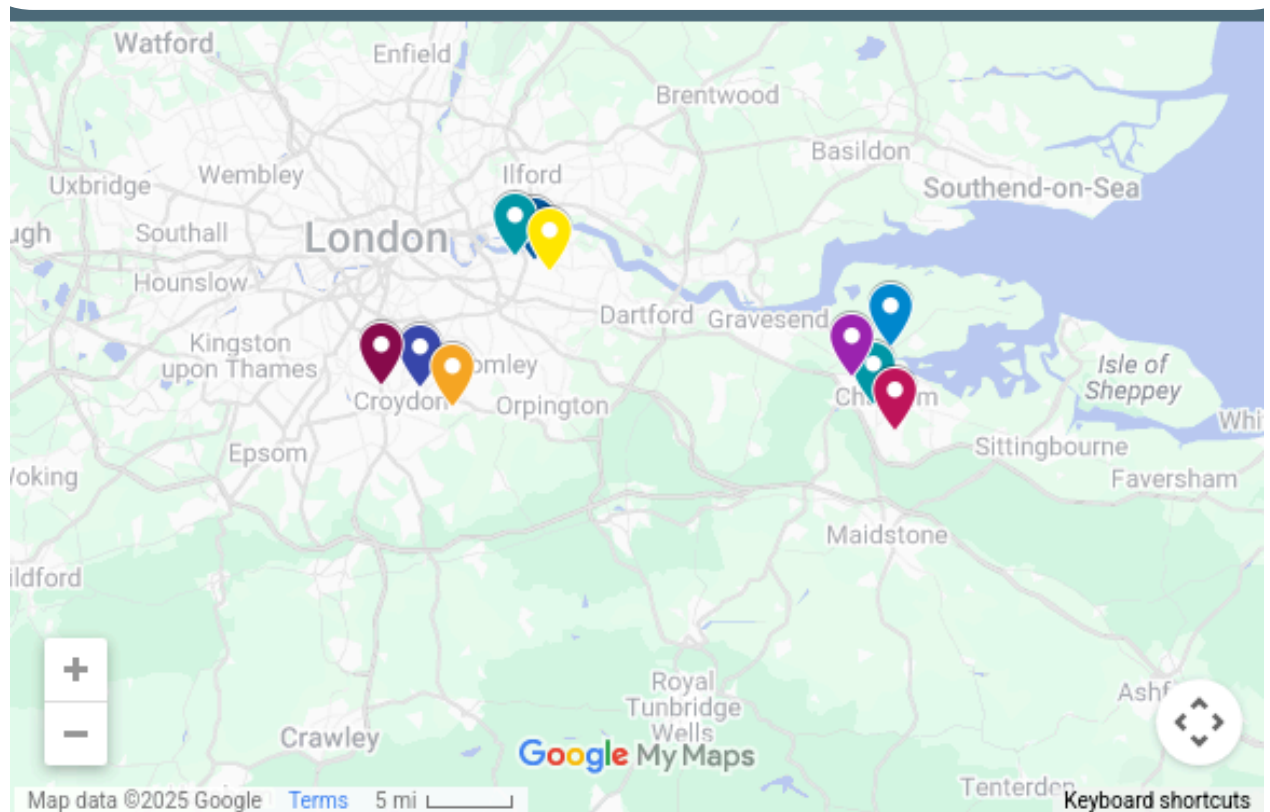
Woodside Primary School

Headteacher: Iman Atwal
Telephone: 020 8654 5333
Find out more:
www.westthornton.croydon.sch.uk



Forest Academy

Headteacher: Swabra Lloyd
Telephone: 020 8777 2808
Find out more:
www.forestacademy.org.uk



Links

[Privacy Statement](#)

[Inspire Partnership](#)

[Curriculum Showcase](#)

[Professional Learning](#)

[Applicant Guidance](#)

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