



HEADTEACHER RECRUITMENT PACK

February 2025



‘Let Your Light Shine’

(Matthew 5:16)

Flourishing Together in a Christian Community

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Welcome from the Co-Chair of Governors

Dear Applicant,

On behalf of the governors at Isleham Church of England Primary School thank you for your interest at our school and for considering applying to lead our dedicated team as Headteacher. Our school motto 'Let Your Light Shine' (Mathew 5:16) reflects our mission statement to discover and develop to the full the divinely entrusted talents of everyone within a secure, caring Christian community.

The village of Isleham is on the Cambridgeshire/Suffolk border and the school serves a catchment area based on the village of Isleham and the neighbouring village of Chippenham. We are a Voluntary Controlled Church of England school 'flourishing together in a Christian Community'. We currently have 209 pupils on roll and are committed to ensuring that all our children enjoy learning within a caring and stimulating environment, where everyone is valued and respected. Personal achievement and happiness are nurtured through a wide range of opportunities. We take pride in all we do and will do everything in our power to make every child's time with us as successful. All at Isleham Church of England Primary School are committed to equality of opportunity and to safeguarding and promoting the welfare of our children.

Having taught at our school for thirteen years, with the last two years as our Head, our present Headteacher will be leaving us in July to pursue a new adventure. The school is ready for an exciting new chapter. We are seeking an inspiring individual to provide professional vision and leadership for Isleham C of E Primary School, continuing its success and improvement and ensuring high-quality education for all our pupils. 'Let your light shine' is at the heart of everything we do, and we expect the successful candidate to create and foster an environment in which the whole school community can thrive. Your letter of application should address how you will endeavour to achieve this.

We plan to appoint our new Head Teacher for the autumn term 2025. The closing date for applications is 9.00 am on Friday 14th March. Short-listing will take place on Tuesday 18th March 2025 and candidates will be contacted shortly afterwards. Interviews are scheduled for Tuesday 25th March and Wednesday 26th March.

We hope the information in this pack encourages you to apply for this role. We are here to help you; if you need any more details, please contact the school office for further information or to arrange a visit. We look forward to receiving your application.

Yours Sincerely,

Heather Davis and Karen Foster
Co-Chair of Governors



Advertisement

Isleham Church of England Primary school is seeking to appoint an outstanding Head Teacher to lead our thriving village school from September 2025.

We are looking for someone who is passionate about children's learning and welfare, with proven leadership and management skills, and the ability to coach others and lead by example.

We are a friendly one form entry school set in the attractive village of Isleham, on the Cambridgeshire/Suffolk border, approximately 30 minutes away from Cambridge. We pride ourselves on providing our children with a broad curriculum with exciting challenges and opportunities for learning, both in and out of the classroom. The school has high expectations of itself and of the children and benefits from being at the heart of the village community, with supportive parents, staff, and governors.

We are seeking an individual who will support our vision for the school and enhance the already strong relationships with the local community. The successful candidate will be energetic and ambitious and will lead the school in its continuing improvement journey.

Visits warmly welcomed, please contact Mrs Gill Dunbavin or Mrs Lisa Dennis to arrange a mutually convenient time.

Vacancies at Isleham Primary School are accessed via 'MyNewTerm' and applications need to be completed via their website. This vacancy is also advertised with EPM Ltd [School Jobs & Vacancies in Education | EPM](#).

The Closing date for applications is 9.00 am on Friday 14th March 2025

Interviews to be held on Tuesday 25th March and Wednesday 26th March 2025

Salary Range: L8 to L21

We are committed to safeguarding and promoting the welfare of our children and expect all staff to share this. The successful candidate will be subject to an enhanced DBS disclosure.

ISLEHAM CHURCH OF ENGLAND PRIMARY SCHOOL

Malting Lane, Isleham, Cambridgeshire, CB7 5RZ.

Tel: 01638 780336

Email: office@isleham.cambs.sch.uk Website:

<http://www.isleham.cambs.sch.uk/website>



The Diocese of Ely, centred on its magnificent cathedral, covers a diverse area of some 1,500 square miles. Its growing total population is more than 650,000 and there are over 300 parishes and 325 churches. The Diocese includes the Cambridgeshire fens, the western part of Norfolk, the southern part of Peterborough City, the communities either side of the A1 down to St Neots as well as the city of Cambridge and its surrounding villages.

Universal free education in England began when the Church of England introduced schools in every parish - more than 50 years before the provision of state education. Two hundred years later, church schools continue to serve their communities, are popular with parents and they provide an inclusive education with a strong Christian ethos. Both legally and historically, church schools, whatever their category, are bound to their diocese more fundamentally than to the political authority that 'maintains' them. The



significance of this is increasing in present times as the school landscape changes rapidly. Church schools are committed to being distinctive and inclusive and rooted in the local communities they serve. They are community schools with Christian character serving those of all faiths or none according to the Church of England Vision for Education of 'deeply Christian, serving the common good'.

There are more than 80 Church Schools in our diocesan family serving 15,000 pupils in Cambridgeshire, Norfolk and Peterborough, all but one in the primary sector. About one third currently are Voluntary Aided (VA), two thirds Voluntary Controlled (VC); half are academies (both stand alone and members of the Diocese MATs, namely DEMAT and ACT) .

The Diocese of Ely offers support, training and resources including an annual conference, as well as a website presence www.elyeducation.org. A particular feature of our direct school's support is our team of experienced Ely Diocese Regional Advisers (EDRAs) who visit maintained schools on a termly basis, offering support and guidance for Headteachers. Additional bespoke support is offered for governors and staff for Section 48 inspection (SIAMS) and Religious Education. The Diocese of Ely does not operate a Service Level Agreement (SLA) system with its schools and therefore most services are provided at no cost to schools. The Diocese also works with key stakeholders across the Diocese to provide fully funded CPD and support to our VA, VC and SAT church schools.

All church schools have a church presence on the governing body and are underpinned by the common Ethos Statement written into their constitution ('Instrument of Government').

Recognising its historic foundation, the school will preserve and develop its religious character in accordance with the principles of the Church of England and in partnership with the Church at parish and diocesan level. The school aims to serve its community by providing an education of the highest quality within the context of Christian belief and practice. It encourages an understanding of the meaning and significance of faith and promotes Christian values through the experience it offers to all its pupils.

The Diocese of Ely Education Team promotes close collaboration between local parishes and their church school to support with Christian character, collective worship, spirituality and governance. This is captured with the Parish School Covenant.

We are delighted that you are interested in working with us in one of our Church schools and look forward to welcoming you to the Diocese of Ely family of schools.



Cambridgeshire Local Authority

Cambridgeshire is the fastest growing county in the country and one of the main economic drivers for the UK.

The 0-19 population of Cambridgeshire is expected to increase by 18.5% between 2016 and 2036, although not evenly across the county. Cambridge City is expected to grow by 12.3% over this period, while South Cambridgeshire is facing an increase of 29.4%.

There are around 137,800 children and young people under the age of 18 years living in the county, which represents 21% of the total population. The levels of free school meals is lower than the national averages. Nationally 14.5% of primary pupils and 13.2% of secondary pupils are eligible; across Cambridgeshire the levels are 9.8% and 8.3% respectively.

Children and young people of school age from minority ethnic groups account for 12.2% of primary pupils and 9.4% of secondary pupils - compared with 31.4% and 27.9% respectively for the country as a whole. Locally the largest minority ethnic group is Asian (3.8% of school-aged children). Travellers of Gypsy Roma and Irish heritage account for 0.7% of the school age population compared with a national average of 0.4%.

Cambridgeshire is a relatively prosperous county. Our children generally have above average health, educational attainment, and life chances. However, there are pockets within the county where deprivation levels exceed or equal the national average, particularly in parts of Wisbech, Huntingdon North and the northeast of Cambridge City. A particular feature of Cambridgeshire is that deprivation is spread widely across the county. 65% of children living in low-income families live in our more affluent areas.

Cambridgeshire County Council's Equality Pledge

"We believe in the dignity of all people and their right to respect and equality of opportunity. We value the strength that comes with difference and the positive contribution that diversity brings to our community. Our aspiration is for Cambridge and the wider region to be safe, welcoming, and inclusive."

Cambridgeshire County Council's Equality Objectives

Promote equality and inclusion with our workforce

- Support employee and Member support networks
- Improve the diversity of our workforce to reflect the communities we serve

Promote and celebrate diversity across the Council

- Raise the profile of equality and diversity through communications campaigns

Job Description

The Governing Body, the Local Authority and the Diocese of Ely believe that the Headteacher of a Church of England School is fundamental to the happiness and spiritual growth of the children and the success of the school.

The Governing Body, Local Authority and the Diocese actively offer their support and encouragement to the Headteacher, providing positive challenge as well as a committed partnership.

Details of the role and professional responsibilities of the Headteacher are given in the DfE's National Standards of Excellence for Head Teachers. While the Headteacher is expected to meet those requirements the Governing Body and Diocese are looking for a Headteacher who will regard the following as priorities in all their dealings with the school.

Leadership and Strategic Direction

Ensure that the school continues to reflect on and develop its vision and that this is clearly articulated. Ensure that the vision is accessible to all stakeholders, including children, parents and all staff and the wider village community, and that all actions by the school reinforce the core values identified in the vision.

Engage Governors and staff in development of the School's Improvement Plan and ensure its implementation through continuing engagement, monitoring, and oversight of the staff. Be responsible for the School Improvement Plan becoming embedded in the ethos of the school and is reflected in all we do.

Develop, lead and work closely with a well-motivated, collaborative, and supportive staff team, whose talents are valued, shared, utilised, and celebrated for the benefit of the school. Lead by example in prioritising continual improvement in the standards of teaching offered to our children.

Lead the School in providing an excellent education, based on a strong Christian Ethos.

Lead the school in collective worship providing opportunities to reflect and develop pupils spiritually, morally, socially and culturally.

Learning and Teaching



Work with others to provide a safe, happy, and non-judgmental environment in which all learners may reach their potential.

Foster excellent practice and high expectations across the full range of ages and abilities.

Champion the recognition of additional needs and the timely involvement of external partners and the implementation of internal additional help, to ensure all children are helped to access the curriculum and reach their potential.

Make effective use of collection and monitoring of strategic data in a consistent format to inform development of the Improvement Plan, and to share with governors to enable consistent monitoring.

Ensure the successful implementation of the developing curriculum requirements through support of staff for the benefit of all learners. Encourage staff to be creative and innovative in their interpretation of the curriculum to inspire and enthuse children.

Where appropriate, teach classes to support the learning of pupils and demonstrate your commitment to both the teaching and learning of the school. Teaching classes as a means of sharing best practice and modelling expected behaviours from colleagues.

Develop and maintain a strong programme of extra-curricular activities, making connections with local providers and helping the school benefit from the outreach activities offered locally.

Management and Accountability

Accurately and consistently evaluate the school's performance, identify priorities, and means of improvement. Communicate the data obtained effectively and in a timely manner to Governors and the Diocese as appropriate.

Share the data with all staff as a means of identifying areas requiring improvement and to celebrate positive results. Use data as an opportunity to share good practice and explore ideas for improvement.

Lead and manage the annual planning, monitoring budgeting and evaluation procedures in partnership with Governors and Staff.

Ensure efficient day to day management of the school in conjunction with others.

Ensure that clear suitable and effective accountability procedures are in place. Use accountability procedures as appropriate to support the effective performance of the school.

Through robust performance management lead the school in improvement in the teaching and interventions offered.

Be responsible for Safeguarding and Health and Safety issues within school and all extended services

Development

Encourage, support, and ensure effective staff development and training. Provide opportunities for the professional and personal growth of staff and facilitate the sharing of development and training for the overall benefit of the school.

Demonstrate commitment to your own development, both personal and professional. Share the development undertaken and the results achieved to inspire and lead by example.

Using the current development of and changes to the curriculum to encourage new ideas about the exploration and delivery of subject matter. Encourage the use of the curriculum as a starting point for continuous development of teaching and learning.

Use Information and Communications Technologies actively to support the school's management systems, information sharing and communications both internally and externally.

Working with others

Nurture and further develop the strong relationships which exist with parents, Governors, the Diocese, the Local Authority, the wider community, and the agencies which support the school.

Actively engage with other schools to build effective learning communities, capitalising on the extensive networks already developed.

Represent the school positively at external events and meetings.

Person Specification

Criteria	Essential	Desirable	Assessment A – application I - Interview
Qualifications and CPD Record			
Qualified teacher status	X		A
First degree or equivalent	X		A
Senior Leadership experience as Head, Assistant Head Teacher or Deputy Headteacher at EYFS, KS1 and/or KS2	X		A, I
Evidence of further training in school leadership and management eg NPQH/NA SENCo		X	A
Substantial successful teaching experience in the age range	X		A
Previous experience of working in a CofE school		X	A
Substantial experience managing safeguarding as a DSL or DDSL	X		A
SENCo/ SEN Experience	X		A
Personal Qualities			
Inspirational – ability to inspire high expectations throughout the school community, leading by example	X		I
An effective communicator - including listening to and engaging children, staff, parents and the wider community	X		I
Ability to innovate, seek out best practice/new ideas and implement initiatives to completion	X		I
Drive to continue your own personal development and those of staff	X		I
Approachable, calm and empathetic - with the ability to be firm and robust when needed	X		I
Problem solver - Ability to identify and grapple with priority issues and be adaptable and responsive to circumstances and challenges.	X		I
Developing Talent - Proven ability in developing a high performing team	X		I
Demonstrate resilience and determination	X		I

Criteria	Essential	Desirable	Assessment A – application I - Interview
Accountability and Governance			
Evidence of successful school self-evaluation and development planning, and a strong track record of implementing and managing the delivery of sustained improvement	X		I
Experience of working with a range of evidence including performance data and external evaluations to improve aspects of the school	X		A
Understand the need for evidence-based reporting of results	X		A
Experience of working effectively with a school Governance System		X	A, I
Embrace and build upon the Christian ethos of our school	X		I
Leading and Managing the school			
Proven leadership and impact at SLT, with experience of managing teams in differing circumstances.	X		A, I
Understand and practice inclusion so that all can be the best they can be	X		I
Ability to inspire high teaching standards and professional behaviour	X		I
Experience of maintaining morale, addressing problems, and resolving conflict	X		I
Lead change and innovation so others can carry the vision forward. Experience of setting and achieving ambitious goals.	X		A, I
Evidence of strong performance management of staff with robust leadership to ensure the highest standards become embedded in teaching	X		I
High-level understanding and implementation of management structures and systems, with appropriate delegation, monitoring, and enforcement of accountability	X		I
Knowledge of strategic financial planning, budgetary management and application of the principles of best value. The ability to analyse and solve resourcing problems creatively when necessary	X		I
Ability to plan strategically for future expenditure to ensure the best outcomes for all pupils	X		I
Ability to create policies, through informed decision making, consultation and informed Judgements	X		A, I

Criteria	Essential	Desirable	Assessment A – application I - Interview
Leader and Management of Pupil Achievement, progress and safety			
Concerned about individual pupil needs. Ability to inspire high levels of performance in all pupils.	X		A, I
Understand the needs of pupils and a commitment to ensuring the best outcomes for all pupils. Experience of identifying and applying for additional help for those children who need it.	X		I
Successful track record in managing and deep appreciation of monitoring and evaluation techniques of pupil progress, translating into detailed plans with specific measurable targets.	X		A, I
Demonstrates understanding of the management of behaviour and attendance. Is committed to supportive behaviour management.	X		I
Knowledge and experience of safeguarding pupils. Able to demonstrate commitment to safeguarding and promoting the welfare of children and young people.	X		I
Leadership and Management of the Curriculum			
Proven ability to lead curriculum design and management: In depth of knowledge of the National Curriculum and sound experience of curriculum delivery, monitoring, and assessment	X		A, I
The ability to analyse complex curriculum issues and develop effective and creative strategies	X		I
A vision for building on curriculum development work already in place with ambition to improve and extend it	X		I
Stakeholder and the Community			
Evidence of effective communication with staff, parents, pupils, and governors	X		A, I
Evidence of the ability to establish a “standing” within the community		X	I
Be sensitive of the need to value and further develop links with the parish church and the diocese	X		I
Willingness to engage with community and school groups and maintain existing relationships	X		I
Willingness to engage with the local preschool so that the pupils have the optimum start in EYFS	X		I

Headteacher Qualities – Voice of our School

Our Children would like a Headteacher that is someone who:

- Is smart, funny and helpful
- Makes good decisions and is disciplined, working in a collaborative way
- Keeps with their word and maintains their promises
- Considers playtimes to be just as important as lessons
- Is not too strict and not too hard

Our teachers would like our new Headteacher to:

- Be approachable, fair and understanding. Be visible in the school and community, develop trust and create a sense of transparency and shared purpose with parents, staff, pupils and community members
- Involve senior leaders in research and decision-making stages of any new direction to allow the SLT to promote it successfully. Lead initiatives by example, with conviction, giving time and support for staff to embed properly
- Be organised with strong communication, including giving realistic time frames and as much notice as possible
- Prioritise staff well-being and work life balance by making the absolute best use of directed time and staff meeting time for maximum impact
- Want the very best for every single child. Have a good understanding of SEND processes and ensure the best support in school for SEND children
- Manage the school budget effectively, given the difficult challenges that exist
- Give acknowledgement and recognition to staff and children for their hard work. Be a good listener and where appropriate, make meaningful change based on the perspectives of staff and children
- To keep everyone safe in our school community

Our Support Staff are looking for a Headteacher who:

- Is respected and shows respect to all in the school
- Is approachable to staff
- Is supportive
- Is community minded
- Has a full understanding of the SEND system and the challenges faced with inclusion

Local Area Information

The rural village of Isleham is situated on the edge of the Fens in East Cambridgeshire close to the Suffolk border. The school serves a catchment area based on the village of Isleham and the neighbouring village of Chippenham. The majority of Year 6 pupils progress to the catchment secondary school of Soham Village College.

Within 10 miles of Ely and Newmarket and less than 20 miles from Bury St Edmunds and Cambridge, Isleham is a popular place to live with fantastic work and leisure prospects. Isleham has a population of c.2300 and Chippenham of around 500 people. Both villages support many societies, clubs, and social events, as well as a wide choice of exercise classes and sporting opportunities. The Beeches, a multi-purpose sustainable community centre in Isleham, was opened in 2013 and, is used daily by the local community for a wide range of events such as family fun days, farmers' markets, exercise classes, local group meetings tribute band nights and sportsman's dinners. The centre also serves as the sports pavilion for Isleham's numerous football and cricket teams. In addition, the recreation ground also hosts a multi-use games area, a bowls club, a skate park and a children's play area. The annual village Gala is a high point in the year and a real example of Isleham's fantastic village community.

The village of Isleham is well supported by a busy Co-Op, a part time Post Office, a Chinese take-away, a butcher and three pubs. There are three very active churches and the school's link to St Andrews is important to the school. The children visit the church at regular points through the school year.



The school is at the heart of the Isleham community, and many pupils have parents and grandparents who attended when they were children.



For more information about the school, and villages of Isleham and Chippenham please visit these websites:

<http://www.isleham.cambs.sch.uk/website>

<https://www.isleham-village.co.uk/>

School Information

Our school motto

“Let your Light Shine” (Matthew 5:16)

Here at Isleham Church of England Primary School we are committed to providing the highest quality education possible for all our pupils.

The recent SIAMS inspection stated:
“ Isleham Primary School has a clear Christian vision that reflects the school’s ambitions for its pupils and community. The biblical encouragement to ‘let your light shine’ inspires staff, pupils and governors alike. Effective leadership and supportive and knowledgeable governors have created a learning environment with its Christian vision at its heart. Members of this school community live by the vision and this enables pupils and adults to flourish”.



We promote resilience, excellence and discovery. Everyone can succeed and be the best they can be. We aim to provide an environment where all can flourish and let their light shine.

We ensure that our children enjoy learning within a caring environment where each individual is valued. Personal achievement and happiness are nurtured through a wide range of opportunities We take pride in all we do. Our mission statement is to discover and develop to the full the divinely entrusted talents of each individual within a secure, caring Christian Community.

General Information

We are a one form entry primary school with 209 pupils. We have a large site for a village school which includes a trim trail, sports field, school hall, nature pond and vegetable garden. The school has access to a local wooded area which supports our Forest Schools programme. Reception Class have their own enclosed play area. In the main play area there are a range of activities to stimulate the children such as a climbing wall. We are currently embedding the Little Wandle phonics programme. The school offers a Breakfast Club to families from 07:45. There is an after-school club which is run by a not-for-profit independent provider JLR Play CIC.



Staff Structure Overview

Headteacher	Mrs Deacon	
Deputy Headteacher	Miss Williamson	
Teaching Staff	Class Teacher	Learning Support Assistants
Reception	Miss Stanley	Mrs Dray & Miss Carter
Year 1	Miss Eatock & Mrs Clayton Smith	Mrs King & Mrs Norbury
Year 2	Ms Barnes Weston & Mrs Grove	Mrs Minshul
Year 3	Miss Simmons	Miss Taylor
Year 4	Mrs England & Mr Tull	Mrs Dunsmuir
Year 5	Mr Walker	Mrs Goldsack
Year 6	Mrs Gibbs & Miss Williamson	Mrs Dalton-Cole
SENCo	Ms Sikyta	
PPA	Mr Tull & Mrs Grove	
Finance Manager	Lisa Dennis	
Administrator	Mrs Dunbavin	

School Council

We have a very active school council who meet weekly to come up with ideas to help improve our school and make sure everybody has a voice.

There are two elected representatives in each class.

Recent Projects: Last year, the group planned a spotty day for Children in need. They also collected ideas from their classes and helped to choose play equipment for the trim trail as well as presenting at the harvest festival.

Clubs & Activities

We offer a wealth of clubs and extra-curricular activities each term for the children to choose to attend free of charge from ICT to Chess plus STEM, Tag Rugby, French, Netball, running & Music Clubs such as Rocksteady.

All after-school clubs run until 4pm. Children can be collected from the playground at the end of their club/activity.



School Games & Sport at Isleham Primary

The children at Isleham C of E Primary School enjoy a wide variety of sporting activities. We offer at least 2 hours high quality physical education each week in addition to lunchtime and playtime or extra-curricular club opportunities organised by our sports specialist coach and our trained group of pupil play leaders. We promote a healthy and active lifestyle for all of our children.



Children compete in local tournaments, matches and sporting events with neighbouring schools, including in football, multi-skills, cross country, and cricket. Many of these are run by the Witchford Schools Sports Partnership. We have a dedicated sports lead in Mr Tull which enables the school to maximise their sporting potential.



See our Sport Premium web page for details of how the Sport Premium grant is used at Isleham Primary School to support school sport and promote physical activity and healthy lifestyles: http://www.isleham.cambs.sch.uk/website/sport_premium/74657

School Dinners

The school kitchen is managed by the school, serving delicious, nutritious, healthy meals to the pupils. All meals are cooked from fresh ingredients every day, sourced locally and prepared on-site. Over the course of the academic year there are various theme days, activities and even staff recipes. We believe that Lunchtime should be one of the highlights of the day for everyone at Isleham Church of England Primary School. We want to help children gain a real appreciation for good quality food, where it comes from, how it's produced and why healthy food is important.

Together we offer children a wonderful choice of hot food, fresh vegetables, freshly baked bread, fresh fruit, yogurt, jacket potatoes... there really is something for everyone.

School Website

Please visit our website where you can find a raft of information about our school from what classes are learning each term to information about staff, clubs and the wider community:

[Isleham Church of England Primary School - Home](http://www.isleham.cambs.sch.uk)

We recognise the importance of a good website as a first point of contact between the public and our school in many situations and as such we are currently investing in and designing a new webpage due to be live in mid-February.

The Wider Community

Volunteers

We welcome the involvement of volunteers in school, and we value the many skills that they bring with them. Volunteers support school trips and offer help in the classroom.

PTFA (Parent, Teacher & Friends Association)

One of our school's key strengths is the well supported Parent, Teacher and Friends Association. The committee is made up of parents, carers & staff members whose primary aim is to raise money for the school, and offer additional events, resources, and experiences for both children, staff, and parents. The PTFA hold regular events such as the school disco, summer concert/fair, Christmas fair, tuck shops and fun sports such as skateathon.

The PTFA In 2024 the PTA raised £7584 and were able to fund, amongst other things, Year 6 leavers uniform, transport for trips, interactive whiteboards and 20 new iPads with safety software.

Isleham Charities partnership



As the sole school in Isleham, the primary school has been generously supported by the local Isleham Charities partnership each year, which ensures that funds are available for exciting opportunities such as brass & ukulele lessons for whole classes and the purchase of instruments, and that all children can be supported to attend residential visits and school trips in cases of financial hardship.

Community Groups

There are a variety of wider community groups that we are involved with, such as:- the Soham Cluster of schools (including Fordham, St Andrew's, Kennett, The Shade and The Weatherall's), Circle Schools, Isleham 'Under Fives' Pre-School (which is located on site but run by separate management), Locality parenting classes, Witchford Sports Partnership, St Andrew's Church, The Ark Church and Pound Lane Free Church & The Beeches social centre. The Head Teacher is also included in all Cambridgeshire local authority Head Teacher meetings and correspondence, and as a Church of England (VC) school, in all updates and support from the Ely Diocese Education board. The school has a dedicated school improvement advisor provided by the local authority and Ely Diocesan Regional Advisor who provide support and guidance to the Head Teacher, governors and staff team.



The Governing Body

As Headteacher of Isleham Church of England Primary School you will be fully supported by an experienced, involved, and cooperative governing body. Our full governing body is 13 strong comprising:

- 2 Parent Governors
- 1 Local Authority Governor
- 1 Staff Governor
- 2 Foundation Governors
- Headteacher
- 6 co-opted governors

The full governing body form the sub-committees that enable us to focus on the key areas of pupil welfare and improving educational standards. A number of these committees meet termly; Health and Safety, Performance and Standards, and the Resources Committee, with the remainder being convened as required; Appeals, Complaints, Pupil Discipline, Staff Dismissal, Staff Grievance, Salary Review, Salary Appeals, and Head Teacher Performance Management. Representatives of the Governing body also attend the Local Authority termly briefings summarising and reporting back to the full governing body. Governors undertake regular training and play an active role in visiting the school to carry out learning walks and meet with staff and children

Our Governors bring experience to the school from the education, , training, medical pharmaceutical, construction, and finance fields.



School achievements

The school is proud of the achievements of all its pupils who 'work hard in their lessons' as identified by OFSTED in their January 2022 inspection of the school, retaining a 'Good' judgment.

The first paragraphs of the OFSTED report from the 12th and 13th January really sums up our school and its pupils, staff, and parents - there is a strong family focus.

Pupils enjoy attending this happy and welcoming school. They say, 'Everyone makes friends easily here.' Pupils enjoy positive and warm relationships with adults. This helps to create a caring environment where pupils feel safe. Pupils respond well to the school's Christian values. They are confident and get on well together.

Leaders have high expectations, ensuring that pupils do well at school. Nurturing pupils' talents and developing their interests are important. Pupils take part in a range of activities, such as learning to play the recorder or a brass instrument. Pupils have every opportunity to live the school motto 'Let your light shine'.

Pupils work hard in their lessons. They enjoy learning because teachers make it fun. They listen to what adults tell them and take pride in their work. Pupils understand the different forms bullying can take. They say that it is rare in their school. Pupils are reflective about their behaviour. They look for ways to make things better by being kind and considerate to everyone. Parents are happy. One parent, echoing the views of others, simply said, 'Just an amazing school.'



Performance Data Commentary

As the tables below indicate, numbers of pupils with SEND vary across the school. We know that national tests do not always capture the progress and attainment made by pupils with additional needs and so the Assess, Plan, Do, Review process is used to support them. All pupils, including those identified as SEND and those working at greater depth, are well catered for through careful planning by the school's class teachers and SENCo, as well as an experienced and dedicated team of learning support assistants. Small group intervention work is carefully planned each term to ensure strong progress for all. Currently, these include Little Wandle daily keep-up and rapid catch up, First Class @ Number, ELKLAN and ELSA sessions, as well as breakfast SATs booster support.

School Data Summary- January 2025

Year Group	No. of Pupils	Boys	Girls	Pupil Premium	SEND Pupils
Reception	28	15 (53.6%)	13 (46.4%)	4 (14.3%)	4 (14.3%)
Year 1	30	16 (53.3%)	14 (46.7%)	3 (10%)	8 (26.7%)
Year 2	29	15 (51.7%)	14 (48.3%)	2 (6.9%)	3 (10.3%)
Year 3	30	14 (46.7%)	16 (53.3%)	5 (16.7%)	3 (10%)
Year 4	28	17 (60.7%)	11 (39.3%)	6 (21.4%)	8 (28.6%)
Year 5	34	19 (55.9%)	15 (44.1%)	3 (8.8%)	9 (26.5%)
Year 6	30	17 (56.7%)	13 (43.3%)	7 (23.3%)	6 (20%)
Total	209	113 (54.1%)	96 (45.9%)	30 (14.4%)	41 (19.6%)

Performance data 2024 and predictions for 2025

	Isleham 2024	National 2024
EYFS GLD	70%	68%
Phonics Screening Check	82%	79%
KS2 Reading	81%	74%
KS2 Writing	71%	72%
KS2 Maths	71%	73%
KS2 Grammar, Punctuation and Spelling	71%	72%
KS2 Combined	71%	61%

	Targets 2025
EYFS GLD	62%
Phonics Screening Check	83%
KS2 Reading	80%
KS2 Writing	70%
KS2 Maths	70%
KS2 Grammar, Punctuation and Spelling	67%
KS2 Combined	67%