



Headteacher Recruitment Pack

June 2026

Islamia Primary School, 129 Salusbury Road, London, NW6 6PE. T: (0)2073722532 www.islamiaprimary.org.uk



I

Inspiration

We inspire all to be motivated, reflective and self-directed with the moral values and qualities to make a positive contribution to our school and community.

S

Safety

We ensure everyone is safe, happy and has fun as we learn, keep healthy and enjoy school within a harmonious and caring environment.

L

Learning

We harness the power of faith and belief in God to nurture a love of life-long learning.

A

Achievement

We achieve the highest standard possible whatever our starting points.

M

Mastery

We provide opportunities for adventure, discovery and creativity, thinking deeper, further and wider.

I

Inclusion

We include, challenge and support everyone on their individual journey to success.

A

Aspiration

We have high aspirations for all at our school, and we challenge everyone to achieve their best.



Message from Chair of Governors

Dear Applicant - Assalamu alaykum,

Thank you for your interest in the role of Headteacher at Islamia Primary School.

Founded in 1983 by Yusuf and Fowzia Islam and rooted in the heart of our community, Islamia Primary School was the first Voluntary Aided Muslim school in the UK – granted this status in 1998. We are a vibrant, nurturing and values-driven environment where children are encouraged to grow academically, spiritually and personally. We are blessed with enthusiastic pupils, supportive families, committed staff, a dedicated leadership team and a proactive governing body – all working together to provide an education that nurtures excellence and character.

We are seeking a Headteacher who is an inspirational and principled leader, able to lead with Ihsaan, wisdom and clarity of purpose. The successful candidate will be passionate about high standards in both education and Tarbiyah, and will possess the vision, resilience and interpersonal skills needed to build strong relationships with pupils, staff, parents, governors and the wider community.

The role requires a leader who can confidently drive school improvement whilst preserving the caring, inclusive and faith-centered environment that makes our school special. You will be expected to think strategically, lead with integrity and ensure that every child is supported to thrive academically, spiritually and emotionally.

You can expect to work within a supportive and ambitious environment where professional growth is encouraged and where collaboration is highly valued. The Governing Body is committed to supporting the successful candidate whilst providing the appropriate challenge needed to ensure continuous improvement in that we do at the school.

This is a unique and rewarding opportunity to lead a school where faith, character and educational excellence are at the center of all that we do. We are looking for an exceptional individual who will wholeheartedly embrace our vision and values and lead the school with sincerity, passion and ambition for the future.

If the above inspires and motivates you, then please get in touch. The closing date for this opening is **9th July 2026**. Shortlisted candidates will be invited to interviews on **14/15th July 2026** and a final round on **16/17th July 2026**.

Please submit your queries and applications via email to jjolil@islamia.brent.sch.uk

Wassalam.

Isa Abdul Jolil
Chair of Governors

About Our School

Vision and Mission

To strive to provide the best education within a secure Islamic environment through the application of the Qur'an and Sunnah.

Islamia Primary School – where Academic Excellence, Character Education & Islamic Values, based upon the life of our Prophet Muhammad (SAW), and a love for learning all come together.

Key School Information	
Type of School	Voluntary Aided Islamic Faith School
Age Range	4-11
Local Authority	Brent
Number of Pupils on Roll	420
School Capacity	420
Entry	Two form
Average Class Size	30
Ofsted Rating	Expected Standard (April 2026) https://reports.ofsted.gov.uk/provider/21/101574

At Islamia Primary School we welcome students from all backgrounds and hope to enrich their lives through academic study and a values-laden curriculum enriched with a strong Islamic ethos which promotes excellent character.

Islamia Primary School expects excellence for our students and from our staff. Ofsted recognised the school as at the Expected Standard (April, 2026) and commented *that “pupils are well prepared for the next stages of their education, developing both the knowledge and personal attributes they need to succeed.”* Our academic curriculum provides students with a pathway to achieve excellent SATs results and academic achievement; and develop as exceptional young Muslims.

In addition to studying the National Curriculum or EYFS Framework, we also have excellent subject specialists to teach Deen (Faith), disciplines such as Islamic Studies, Seerah, Quran, Nasheed and Arabic language.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all successful candidates.

Headteacher

Start date: September 2026/negotiable

Salary: Salary Range Group 3, L15-L23 inner London

We are looking for an enthusiastic, child-centred and an aspirational leader, committed to inspiring and supporting pupils, staff and the wider school community to build on our past and shoot for the moon.

What you will bring to our school

- Experience and ability to lead, inspire and challenge a skilled and committed staff team to deliver excellent educational and pastoral outcomes for the pupils of Islamia Primary School.
- Substantial leadership experience at senior level, including Headship, Deputy Headship or equivalent leadership experience within education.
- Successful experience of teaching within the mainstream education system beyond initial teacher training and teaching practice.
- A strong commitment to promoting the vision, ethos and Islamic values of Islamia Primary School, ensuring that every child and member of the community feels valued, respected and able to flourish.
- A commitment to continuous professional development and ongoing Islamic self-development, modelling lifelong learning and reflective leadership.
- The ability to build positive relationships with pupils, staff, parents, governors and the wider community, fostering a culture of trust, collaboration and excellence.

In return, we can offer you

- A unique opportunity to lead and shape a well-established Islamic primary school with a strong sense of community and purpose.
- Enthusiastic pupils with positive attitudes to learning and are hardworking, respectful and proud of their school.
- A dedicated and caring staff team, supportive governors and an engaged parent community committed to achieving the very best for all pupils.
- A nurturing Islamic environment in which to grow professionally, spiritually and personally.
- Ongoing opportunities for leadership development, collaboration and professional learning.
- A competitive salary reflecting your experience, expertise and the responsibilities of the role.

Completed application forms should be returned to: ijolil@islamia.brent.sch.uk

Closing date: **Thursday 9th July 2026, 12pm.**

Interviews: **First round interviews on 14/15th July 2026 and a final round on 16/17th July 2026.**

Visits are encouraged and welcomed. *Any offer of employment will be subject to good references, an enhanced DBS, qualifications, medical and other statutory checks being at least satisfactory. Please contact the school office to arrange a visit.*

Job Description

Job title: Headteacher

Salary: Leadership range

Contract type: Full time, permanent

Responsible to: Governing Body – Chair of Governors

Job Purpose: Overall responsibility for providing leadership for the school to secure its success and continuous improvement, ensuring high quality education for all its pupils and improved standards of teaching and learning incorporating the best of Islamic education.

This Job description reflects the Headteacher's Standards 2020. The appointment is subject to the current conditions of employment of Headteachers, contained in the Schools Teachers' Pay and Conditions document and all other current education, employment and health and safety legislation.

The Duties and Responsibilities

The National Standards of Excellence for Headteachers (2020) are reflected through four key domains:

- Qualities and Knowledge
- Pupils and Staff
- Systems and Process
- The Self-improving School System

These domains incorporate the ten Headteachers' Standards and reflect the expectations of leadership within an Islamic school context. The Headteacher is expected to uphold the highest standards of professional conduct, educational excellence and Islamic character, ensuring that the school provides a safe, nurturing and ambitious environment in which all pupils can thrive academically, spiritually and personally.

DOMAIN ONE – Qualities and Knowledge

1. Hold and articulate a clear vision and moral purpose rooted in Islamic values, promoting excellence, inclusion, integrity and service to others throughout the life of the school.
2. Demonstrate optimistic, professional and ethical leadership, fostering positive relationships with pupils, staff, parents, governors, trustees and the wider community.
3. Lead by example with honesty, humility, resilience and accountability, modelling the highest standards of professional conduct and personal character.
4. Maintain strong and current knowledge of education, curriculum development, assessment, safeguarding, SEND provision, behaviour systems and wider educational developments at local and national level.

5. Translate national policy, statutory responsibilities and trust expectations effectively into the school context, ensuring compliance whilst maintaining the school's Islamic ethos and vision.
6. Communicate compellingly and effectively with all stakeholders, inspiring pupils and staff to pursue excellence in learning, conduct, faith and personal development.

DOMAIN TWO – Pupils and Staff

1. Create a positive and ambitious school culture in which all pupils are known, valued and supported to achieve high standards of academic success, behaviour and character.
2. Secure excellent teaching through a strong understanding of curriculum design, pedagogy, assessment and how children learn most effectively, ensuring a broad, balanced and knowledge-rich curriculum.
3. Ensure effective systems for assessment, monitoring and pupil progress so that teaching responds accurately to pupils' needs and outcomes continue to improve.
4. Promote high standards of behaviour, conduct and attendance through consistent expectations, restorative approaches and strong relationships built upon mutual respect and Islamic values.
5. Ensure that pupils with additional needs, including SEND and disadvantaged pupils, receive appropriate support, intervention and equal opportunity to succeed.
6. Establish a culture of professional development in which staff are motivated, supported and challenged to continually improve their practice, leadership capacity and subject knowledge.

DOMAIN THREE – Systems and Process

1. Provide effective organisational leadership through clear systems, policies and operational procedures that support high standards across all areas of school life.
2. Ensure safeguarding remains central to the school's work, maintaining a strong culture of vigilance, accountability and child-centred practice in line with statutory guidance.
3. Lead the effective management of finance, staffing, premises and resources, ensuring sustainability, compliance and best value for the school community.
4. Use self-evaluation, educational research, data analysis and stakeholder feedback to identify priorities, evaluate impact and drive continuous improvement.
5. Work effectively with governors, trustees and external agencies, ensuring strong governance, accountability and compliance with statutory and regulatory responsibilities.
6. Develop efficient communication and administrative systems that strengthen relationships with families and enable the smooth and effective operation of the school.

DOMAIN FOUR – The Self-improving School System

1. Lead strategic school improvement with clarity and ambition, ensuring that improvement planning is evidence-informed, measurable and focused on improving outcomes for pupils.
2. Foster a culture of collaboration, reflection and professional dialogue where staff share effective practice openly within and beyond the school.
3. Build leadership capacity at all levels, developing future leaders and creating opportunities for growth, responsibility and succession planning.
4. Engage actively with educational research, professional networks, partnerships and wider school communities to strengthen leadership and classroom practice.
5. Develop strong partnerships with parents, local organisations, mosques and the wider community, recognising the importance of working together to support pupils' education and wellbeing.
6. Champion the school's Islamic ethos and values within the wider community, ensuring the school remains a centre of educational excellence, strong character development and positive community contribution.

Person Specification – Headteacher

Candidates must demonstrate evidence of all the essential criteria in the application form and interview.

Criteria	Essential or Desirable	Determination from		
		Application	Interview	References
Commitment to Ethos, Safeguarding and Inclusion				
A practising Muslim who is committed to affirming and enhancing the Islamic ethos of the school with an active commitment to supporting and further developing the Islamic Studies provision.	E	✓	✓	✓
Commitment to promoting and upholding the Islamic ethos and values of the school	E	✓	✓	✓
A genuine passion for education, coupled with the ability and enthusiasm to see every child fulfil their potential	E	✓	✓	
Demonstrates a strong safeguarding culture and an unwavering commitment to keeping children safe	E	✓	✓	✓
Evidence of commitment to promoting health and safety and the welfare of children	E	✓	✓	✓
Absolute commitment to inclusion	E	✓	✓	
Experience of leading inclusive practice, including provision for pupils with SEND, disadvantaged pupils and those with additional needs	E	✓	✓	
Qualifications and Knowledge				
Qualified teacher status with knowledge and experience of EYFS, KS1 and KS2	E	✓		
Degree or Equivalent	E	✓		
NPQH or evidence of equivalent leadership development	D	✓		
Secure understanding of the current Ofsted Education Inspection Framework	E	✓	✓	
Substantial Islamic study, training or qualifications, demonstrating a secure understanding of Islamic sciences and the ability to lead and model an Islamic educational ethos	D	✓	✓	
Professional Development				

Evidence of appropriate professional development for the role of Headteacher	E	✓	✓	
Has successfully undertaken appropriate Child Protection training/ Designated Senior Leader training	E	✓		✓
Has successfully undertaken approved 'safer recruitment' training	E	✓		
Commitment to ongoing professional development for self and others through coaching and mentoring	E	✓	✓	✓
School Leadership and Improvement				
A proven track record as a highly successful school leader	E	✓	✓	✓
Proven track record of raising standards and improving pupil outcomes	E	✓	✓	
Ability to use assessment, attainment and progress data strategically to improve outcomes for all pupils.	E	✓	✓	
Experience of curriculum leadership and ensuring high-quality teaching and learning	E	✓	✓	✓
Has taken an active involvement in school self-evaluation and development planning	E	✓	✓	
Experience of implementing a strategic plan across the whole school, identifying priorities and evaluating the impact	E	✓	✓	
Experience of leading change effectively and successfully	E	✓	✓	
Ability to establish robust systems for monitoring, evaluation and school improvement	E	✓	✓	✓
Experience of establishing and maintaining high expectations for behaviour, attendance and punctuality	E	✓	✓	✓
Leading People				
Successful track record of developing the performance of staff	E	✓	✓	✓
Commitment to staff wellbeing, professional growth and positive organisational culture	E	✓	✓	
Proven record of inspiring, enabling and motivating others to succeed	E	✓	✓	
Able to delegate and empower staff members to achieve outcomes and develop professionally	E	✓	✓	✓
Excellent communication skills, including written and oral communication	E	✓	✓	
Ability to build strong partnerships with families and the wider community	E	✓	✓	✓
Experience of building effective working relationships with staff, parents, governors and wider stakeholders	E	✓	✓	✓

Governance and Organisational Leadership

Experience of working effectively with governors/trustees and understanding governance responsibilities	E	✓	✓	✓
Understanding of strategic financial planning and budgetary management and their contribution to school development and pupil achievement	E	✓	✓	
Has had responsibility for whole-school policy development and implementation	E	✓	✓	✓
Ability to think strategically while maintaining effective operational oversight	E	✓	✓	✓
Ability to articulate a clear vision for the future	E	✓	✓	

Personal Qualities

Leads by example with integrity and resilience, showing compassion in dealing with issues	E	✓	✓	✓
Warm, visible and approachable leader who builds positive relationships with pupils, staff, parents, governors and the wider community	E	✓	✓	✓
Flexible leadership style, being hands-on when required whilst knowing when to delegate	E	✓	✓	✓
Emotionally intelligent and reflective leader with strong interpersonal skills	E	✓	✓	✓
Responsive and adaptable to the evolving needs of the school and wider community	E	✓	✓	

E – Essential D – Desirable