Head Teacher
Abbotswell School

Candidate pack





Welcome

Thank you for your interest in the role of **Head Teacher at Abbotswell School** and for considering Aberdeen as a place where you can use your knowledge, experience and passion to make a difference.

Abbotswell School and ELC is a welcoming, inclusive learning community situated in Kincorth on the south side of Aberdeen. The school currently serves approximately 216 children across ten primary classes, from Primary 1 to Primary 7, alongside an Early Learning and Childcare setting with capacity for 40 children. The school is set within extensive grassy grounds, which support the continued development of outdoor learning and play.

The school has a strong, nurturing ethos, rooted in positive relationships, children's rights, wellbeing and equity. Staff know children and families well and work hard to create calm, caring and inclusive environments where children feel safe, respected and ready to learn. Abbotswell's shared vision, 'Learning to Grow, Growing to Learn', reflects its aspiration for everyone in the school community to feel happy, safe and secure; care for themselves, others and their environment; and enjoy learning through motivation, challenge and success.

The school's distinctive MEERKAT family values of Motivation, Enthusiasm, Empathy, Respect, Kindness, Achieving, Teamwork and Success provide a shared language across the school and ELC. These values guide relationships, learning and improvement and contribute to a strong sense of community and belonging. Children's achievements are recognised and celebrated, helping them to grow in confidence and take pride in their contribution to school life.

The school and ELC benefit from positive partnerships with parents, carers and the wider community. The Parent Council works alongside the school to support improvement, represent families' views and organise social and fundraising activities. Children benefit from a wide range of community learning experiences that enrich the curriculum and strengthen their understanding of the local environment and the role they play within it.

As part of the Lochside Associated Schools Group, Abbotswell works with Lochside Academy and its partner primary schools: Charleston, Greyhope, Kirkhill, Loirston and Tullos. Children take part in shared projects, events and transition activities designed to support a positive and successful move from Primary 7 to secondary education.

Aberdeen is a vibrant place to live and work, offering a unique combination of energy, ambition and opportunity. The Education Service benefits from the passion and commitment of a collaborative group of Head Teachers who support one another to drive positive change. We would welcome applications from experienced senior leaders who are keen to help shape the futures of our children and young people.

Eleanor Sheppard
Executive Director – Families and Communities

About Aberdeen

Aberdeen lies at the heart of a region recognised for its quality of life. It's a city which effortlessly combines the benefits of metropolitan life with a range of sporting activities and outdoor pursuits as well as easy access to the stunning scenery of Royal Deeside and the beautiful North East coast.



Arts and Culture

Along with a fantastic range of first class shops, hotels and restaurants, the city has a varied cultural scene, so you're sure to find something to interest you. We have an exciting calendar of events throughout the year including our award winning festival of light 'Spectra'; street art festival 'Nuart'; and 'TrueNorth' music festival - to name a few! His Majesty's Theatre and the Music Hall attract a range of West End shows and famous names and our art gallery and museums hold some of the finest collections in Scotland.



Sports and the Outdoors

If you enjoy sports and the great outdoors, there are a number of sporting facilities within the city, including Aberdeen Sports Village, Beach Leisure Centre, Transition Extreme and Aberdeen Snowsports Centre. And if golf's your game, there are a great variety of golf courses both within and around the city.

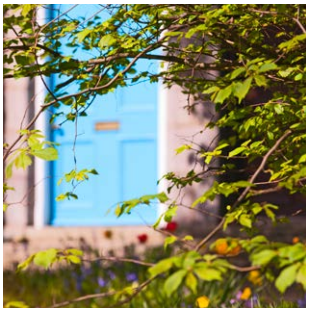
Our parks and gardens are second to none and if you venture further afield, you'll find we're an easy drive to the Cairngorm Mountains for walking or skiing, while Royal Deeside, the North East coast and whisky and castle trails are just as accessible.



Schools and Universities

Aberdeen has an excellent range of educational facilities from nursery, primary and secondary schools to further and higher education institutions. We are proud to offer two of Scotland's most successful and well-respected universities. The University of Aberdeen is Scotland's third oldest university. It is located in the picturesque and historic area of Old Aberdeen and attracts students from around the world, whilst the Robert Gordon University is described as modern and dynamic and is consistently ranked amongst the UK's top universities. North East Scotland College, one of Scotland's largest and most successful colleges is a key partner in completing our top-class city offering.





Living in Aberdeen

We have a variety of housing options within the city centre, suburbs and rural areas with a choice of properties ranging from traditional granite flats and townhouses to new-build properties or unique cottages and farm steadings. For more information, please visit www.aspc.co.uk



Transport

Aberdeen is fortunate to have an excellent transport network as well as a high standard of accessible public transport services across the city and to the surrounding areas of Aberdeenshire. The city is also well served by frequent bus and train links south to Edinburgh, Glasgow and beyond, as well as north to Inverness and the Highlands. Aberdeen International Airport is just a 15-minute drive from the city centre and offers extensive domestic and international flights.



Image courtesy of NHS Grampian

Health

We're proud to offer first rate healthcare provision - within Foresterhill, Europe's largest Health Campus; NHS Grampian's largest hospital, Aberdeen Royal Infirmary; a new Emergency Care Centre; the state-of-the-art Royal Aberdeen Children's Hospital; Aberdeen Maternity Hospital and the University of Aberdeen's School of Medicine and Dentistry.



The Role

Head Teacher – Abbotswell School and ELC
Salary: £83,268 per annum

The Head Teacher of Abbotswell School and ELC will provide the strategic direction for learning, teaching and the curriculum to deliver improved and equitable outcomes for children. The successful candidate will lead continuous improvement through rigorous self-evaluation, effective use of data and evidence, and a sustained focus on high-quality learning, teaching and assessment.

The school's leadership structure includes a Depute Head Teacher and a Principal Teacher. The Head Teacher will continue to build leadership capacity across the school and ELC, enabling staff to lead change and share effective practice.

The Head Teacher will work in close partnership with children, staff, families, partner agencies and the wider Kincorth community. They will also contribute to improvement across the Lochside Associated Schools Group and the wider local authority through collaboration with Head Teacher colleagues and the central education team.

Are you the person for this role?

We are seeking an experienced, resilient and compassionate senior leader with a strong record of securing improvement through effective self-evaluation. The successful candidate will provide clear, values-led leadership and articulate an ambitious strategic vision for Abbotswell School and ELC as an inclusive community of learning. They will have the capacity to build on the school's strengths while ensuring that improvement priorities result in sustained, measurable benefits for children.

They will demonstrate a relentless commitment to equity, wellbeing and inclusion, ensuring that barriers to participation and learning are identified and addressed. They will value the school's nurturing, rights-based ethos and maintain high-quality safeguarding and GIRFEC practice, while strengthening the consistent use of wellbeing, attainment and participation information to evaluate impact over time.

The Head Teacher will foster a culture of professional trust, collaboration and shared leadership. They will work positively with staff, children, families and partners, using the school's MEERKAT values to sustain a culture where people feel respected, included and empowered to contribute. They will build on Abbotswell's strengths in relationships, learner leadership, outdoor learning, partnership working and wider achievement, ensuring every child is supported to be all that they can be and achieve success in all that they do.



How to Apply

We hope that you have found the information in this pack useful and informative and that we have inspired you to make your application.

If you would like to discuss the role, please contact:
Caroline Johnstone, cjohnstone@aberdeencity.gov.uk

Selection Timetable

Closing Date:	Shortlisting:	Selection process:
Midnight 4 December 2026	w/c 7 December 2026	w/c 14 December 2026

