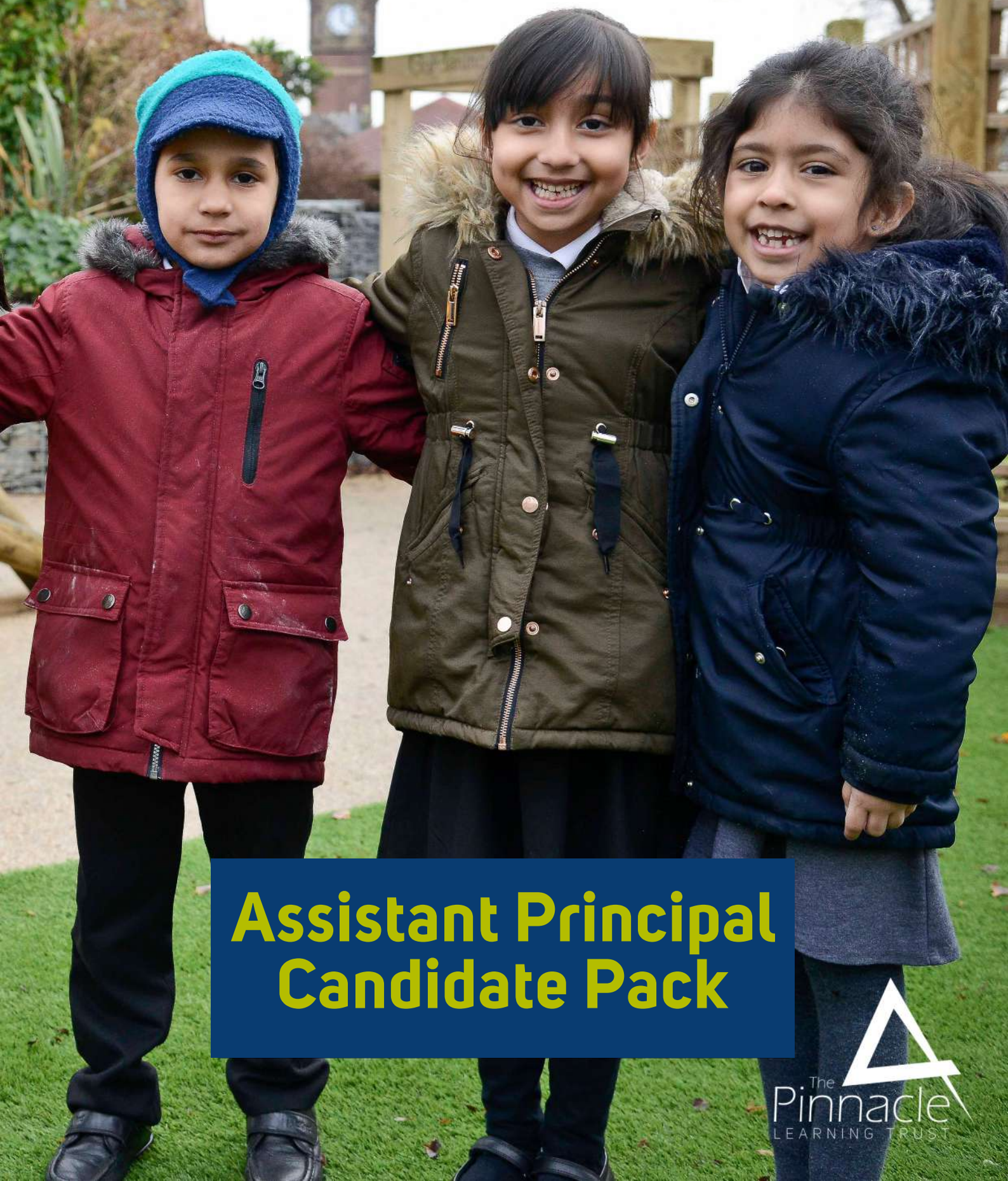




Assistant Principal Candidate Pack

Dear applicant,

Welcome to Werneth Primary School.

Many thanks for your interest in the post of Assistant Principal at Werneth Primary School and in The Pinnacle Learning Trust. This is a great opportunity to support the Senior Leadership Team to lead a committed and hard-working team of staff in our happy and improving school, supporting our wonderful pupils to achieve great outcomes both in and beyond the school. Werneth Primary joined our Trust in February 2019 and is fully committed to achieving excellence for all pupils, in the context of the Trust's mission to improve the lives and life chances of young people in Oldham and the local area. The Trustees and I are confident that the school will succeed on its journey from Requires Improvement status to Good. There is positive progress being made and scope to build a fantastic partnership of pupils, staff and parents working in the context of a very capable and supportive senior team, Local Governing Body and Trust.

Our vision for Werneth Primary School and the Trust is to provide outstanding educational provision for our pupils, in a caring and supportive environment, with a consistent emphasis on high standards and excellence. We want our pupils to grow morally, socially and culturally and to foster in them a lifelong love of learning.

We are looking to appoint a new Assistant Principal who has the highest of aspirations for our pupils; someone who will provide excellent leadership, enabling staff and pupils to achieve the highest of standards. As our previous Ofsted report attests, the school is improving, and our new Assistant Principal will provide a passion for effective education, ambition and pace together with a strong track record in school improvement and a clear strategic vision.

If you share our vision for our children and their community, we would love to hear from you. Please contact either of us for an informal discussion and to arrange a visit to the school.

Yours faithfully,



Jonathan Bell
Principal



Suzannah Reeves
Chair of the Local Governing Body

Application Closing Date: 12 noon 26th February 2021

Provisional Interview Dates: Wednesday 3rd March and Thursday 4th March 2021

Please send your completed application form and application to the HR department at hr@osfc.ac.uk.



Assistant Principal at Werneth Primary School

Salary L3 – L7 £44,331 -£49,019

Start Date 1st September 2021

The successful candidate must have a passion for ensuring that all children make the best possible progress, both academically and personally.

Werneth Primary School is a rapidly improving school, where staff have high expectations of all children. Leaders acknowledge and understand that challenging socio-economic circumstances can create additional barriers to learning for pupils. We also know that multiple factors of deprivation, including language deprivation, can create further barriers for pupils to overcome. However, we are clear that the impact of these barriers to learning can be reduced through high quality classroom teaching and additional support, where necessary.

We believe that high quality professional development can enable all teachers to provide high quality classroom teaching that will support pupils to overcome barriers to learning and succeed. We believe in developing the whole child; equipping them with the key skills to succeed in education and in later life as well as creating well-rounded pupils whose schooling is enriched with first-hand cultural experiences that support personal development. Where pupils cannot access these opportunities at home, we aim to provide these opportunities through a rich, broad curriculum enhanced by first hand experiences.

What Are We Looking For?

- Someone who is a successful leader and has proven school improvement experience within a primary educational setting.
- Someone with integrity, who inspires and influences others, and has a passionate belief in the value of education.
- Someone with a clear understanding of the Werneth Primary School vision and values.
- Someone who has proven ability to lead whole school initiatives, that have had a positive impact on pupil outcomes
- Someone who has a clear vision of excellence in teaching and learning across the whole primary school phase
- Someone who will be a high-profile member of the Senior Leadership Team, who sets, meets and sustains high expectations of themselves, colleagues and all children
- Someone who is ambitious and can play an integral role in school improvement.
- Someone who has experience of supporting colleagues to improve the quality of planning, teaching and learning beyond their own classroom/key stage.
- Someone who has the enthusiasm, knowledge and excellent interpersonal skills to inspire and motivate others.
- Someone who is committed to supporting and leading developments throughout Werneth Primary School.
- Someone who can demonstrate their commitment to collaboration, professional development and working with a wide range of partners to achieve the best possible outcomes for pupils.

This is an exciting opportunity for an outstanding practitioner, who is highly motivated and has a strong track record of teaching and school improvement.

As a school, we can offer you:

- The opportunity to play a significant role in the continued development of the school.
- Dedicated colleagues and a leadership team that are committed to school improvement.
- A highly supportive and proactive leadership team within school and across The Pinnacle Learning Trust
- Parents/carers who have high aspirations for their children.
- Bright, well-behaved and curious children, who are eager to learn.



We are excited to share this with potential new leaders who will join our team.

The position is class based with appropriate leadership release time.

We look forward to welcoming committed aspirational leaders who will add value to our school community. If you feel you could make a positive contribution, we would be pleased to receive an application from you.

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

For further information relating to school and The Pinnacle Learning Trust, please visit our websites:

www.wernethprimary.org.uk and www.pinnaclelearningtrust.org.uk

Application closing date: 12 noon 26th February 2021.

Provisional interview dates: Wednesday 3rd March and Thursday 4th March 2021.

The Pinnacle Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All post holders are subject to an Enhanced Disclosure and Barring check.

JOB DESCRIPTION

Post Title: ASSISTANT PRINCIPAL, WERNETH PRIMARY SCHOOL

Salary: Salary range L3 – L7 £44,331 -£49,019

Hours: Full-Time

Purpose of Post

- To be an outstanding classroom practitioner.
- To assist the Principal and SLT in providing professional leadership and management of the school in partnership with the Governors and staff.
- To work with the leadership team in ensuring that the standards of teaching, learning and pupil achievement continue to improve.
- To promote effective education for pupils within the framework of school and MAT policies.

Key Responsibilities:

To undertake the professional duties of an Assistant Principal, as set out in the current School Teachers' Pay and Conditions Document. To promote, through personal example, high expectations of both pupils and staff in school.

Main duties:

- To be an exemplary class teacher having high expectations of achievement and behaviour and providing a good role model of high-quality teaching and learning in a well-managed and happy classroom.
- To lead staff in the development of key school improvement initiatives.
- To work as a leader of Werneth Primary School to ensure the highest quality experience for all students.
- To assist in the strategic development of the school.
- To support and where necessary deputise for other members of the Senior Leadership Team.
- To support and develop school policies and systems to promote the highest quality teaching and learning and assessment and ensure robust quality assurance, evaluation and monitoring systems are in place to ensure the high outcomes.
- To lead and develop staff, creating a culture of high expectation, self-review and continuous improvement to enable staff to fulfil their potential.
- To be an SLT link for a curriculum area.
- To promote equality and diversity to maximise the life chances of everyone that attends Werneth Primary School.
- To promote a positive culture at Werneth Primary School, conducive to effective study and learning.
- To promote the school as a healthy and safe environment that is attractive place for everyone that uses it.
- To organise or support the organisation of school events and attend such events, as required.
- To be involved in school and MAT partnership events, as required.
- To assist in the financial management of the school to ensure financial security and get best value from all available resources.

Specific Responsibilities:

To take a lead and be accountable for specific key areas of responsibility as determined by the Principal. (The specific nature of these responsibilities will vary from time to time to meet the needs of the school).

Requirements of all Staff:

- To promote and uphold the school mission statement, values and strategic aims objectives.
- To comply with school's policies and procedures, including those relating to health and safety, safeguarding, welfare and security.
- To attend briefings and staff meetings as required.
- To participate in the school Performance Management Review scheme and undertake professional development and training as required.
- To be a positive role model and to take responsibility for promoting good standards of behaviour and conduct.
- To undertake other duties that are in accordance with the purpose and grade of the post as agreed with the Principal or Vice Principal.

RESPONSIBLE TO: Principal and Vice Principal

SPECIAL REQUIREMENTS: An enhanced DBS

Person Specification

	Essential	Desirable	Method of Assessment
Experience			
Proven school improvement experience within a primary educational setting.	✓		Application/Interview
Successful experience of working on whole school initiatives.	✓		Application/Interview
Experience of analysing data to monitor and report on student and staff performance.	✓		Application/Interview
Experience of Managing a budget		✓	Application/Interview
Successful experience of managing change	✓		Application/Interview
Experience of delivering a creative and effective curriculum that is appropriate to the needs and interest of students, the local area and the national agenda.		✓	Application/Interview
Experience of building partnerships with other educational institutions and/or industry professionals.	✓		Application/Interview
Skills and Knowledge			
Proven Leadership and Management skills and ability to inspire, challenge and empower others.	✓		Application/Interview
Effective communication and well developed written and oral skills.	✓		Application/Interview
Sound organisation skills and ability to prioritise own work and the work of others.	✓		Application/Interview
Up to date knowledge and understanding of educational developments relevant to the primary curriculum	✓		Application/Interview
Education and Qualifications			
Strong academic background in specialist subject(s).		✓	Application
Good Honours Degree.	✓		Application
Qualified Teacher Status.	✓		Application
Attitude and Personal Qualities			
Commitment to the school values, mission, culture and ethos	✓		Application/Interview /References
Willingness to support the SLT in the management of the school.	✓		Application/Interview /References
Ability to think creatively and respond flexibly to new challenges and opportunities.	✓		Application/Interview /References
Excellent interpersonal skills and ability to establish and maintain good working relationships with others.	✓		Application/Interview /References
Confidence in own abilities to deal with problems as they arise in a professional manner.	✓		Application/Interview /References
Ability to take difficult decisions and present these openly and honestly staff.	✓		Application/Interview
A proactive approach and willingness to contribute to school improvements/initiatives.	✓		Application/Interview /References
Ability to multi-task, work under pressure and meet deadlines.	✓		Application/Interview /References

Active participation in continuous professional training and development.	✓		Application/Interview
Commitment to the school's Teaching and Learning Strategy.	✓		Application/Interview /References
Patience and ability to remain calm.	✓		Application/Interview /References
Suitability to work with children.	✓		Enhanced DBS clearance/References
Commitment to equality of opportunity and anti-discriminatory practice.	✓		Application/Interview
Sensitivity to community issues.	✓		Application/Interview
Awareness, knowledge and understanding of roles, responsibilities and duties relating to safeguarding	✓		Application/Interview



Vegetable

Harvest	Sow	Planting	Vegetable
June - Sept	April - April	March - April	Potatoes
July - Sept	Various	April	Tomatoes
Aug - Sept	Various	Various	Cabbages
Sept - Oct	Various	Various	Beans
Oct - Nov	Various	Various	Carrots

Growing tips

- Add a light sprinkling of peat based compost to the top of the seed bed.
- Water well and plant in a 10cm deep trench and plant in a 10cm deep trench.
- Use the plants in the seed bed.
- On the 1st of June, add a 10cm deep trench.
- Use the plants in the seed bed.
- On the 1st of June, add a 10cm deep trench.

Step 02



Turn the compost once a week. It will be ready to use in 12 weeks.

Only if you want to add some soil.

compost is to half way and mix it to soil.



Strapline

Together we succeed

Mission

Our mission is to improve the lives and life chances of young people in Oldham and the local area. In order to achieve this we are committed to continuing to raise aspirations and achievement across all our academies through the development of outstanding practice based upon partnership.

Vision

Our vision is to:

- Create a family of outstanding academies within a caring and supportive environment.
- Be consistent in our emphasis on high standards and excellence
- Establish a culture of high aspirations and promote a commitment to lifelong learning
- Provide and nurture an ethos in which students learn by example and grow morally and socially

Values

Our purpose is to provide excellent academies for our children and young people based upon the following values. We aim to:

- **Celebrate the uniqueness of all students**, and through outstanding pastoral care, inspirational teaching and academic challenge, support each student to flourish and become responsible and successful citizens who make a positive contribution to the communities they serve
- **Generate positive and challenging learning environments** which allow students and staff to grow and develop through a range of opportunities
- **Develop outstanding leadership** at all levels that delivers maximum achievement
- **Celebrate the diversity of our community** by encouraging an understanding of our communities, faiths and cultures; locally, nationally and internationally



Wellbeing and Benefits

- Teachers' and support staff pension schemes.
- On site free car parking facilities (subject to availability).
- Cycle to Work scheme
- Occupational Sickness benefits for both teaching and support staff.
- Excellent working environment which includes staff kitchens.
- Long service awards after 15 and 25 years service.
- Wellbeing group to improve staff wellbeing
- Wellbeing day – a range of activities for staff to promote health and wellbeing
- Work Life Balance Policy which offers the opportunity for staff to balance their working lives with their personal needs and responsibilities.
- OSFC and Hathershaw College have on-site multi gyms that can be used by any Trust employee.
- Free flu vaccinations offered to all staff
- Eye tests and a contribution towards glasses for those who are classified as DSE users and hearing tests.
- Health and Safety training is provided through an online training package.
- Telephone Counselling Service for staff via an independent company.





Werneth
Primary School



The
Pinnacle
LEARNING TRUST