



Bradshaw
Primary School

APPLICATION PACK

ACADEMY:	Bradshaw Primary School
ROLE:	Deputy Headteacher
START DATE:	September 2025
SALARY:	Leadership Scale L5- L9 £54,939 - £60,644
CONTRACT:	Permanent

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MESSAGE FROM THE TRUST

Dear colleague

We are delighted that you are considering applying for a role at Bradshaw Primary School, a fabulous one-form entry primary school and the newest member of our Trust. Your interest comes at an important and exciting time in the development of the trust. We are a small trust with a balanced blend of five primary and two secondary schools, but are poised for growth as we drive towards our four key strategic aims. At the heart of our strategy we aim provide the best school experience possible for every child, and to be the best employer we can be.

Omega Multi-Academy Trust was formed in 2018. We serve wonderfully diverse communities across the metropolitan borough of Warrington and the City of Liverpool. Our schools are firmly rooted in their communities and respond to their individual needs with local knowledge and understanding, retaining their unique identities. We strongly believe in the power of genuine collaboration and school-to-school support, so as a trust, we exploit every opportunity to embrace the sharing of best practice, celebrating our many strengths , learning and growing together.

We pride ourselves on nurturing a culture of inspiring education which emphasises the knowledge, skills and experiences that will enable pupils to be resilient and aspirational. We invest in our staff and embed innovative, high-quality teaching and learning into our curriculum whilst keeping the best interests of our students at the heart of everything we do.

In my role as Chief Executive Officer, it is a privilege to witness the drive and determination of our colleagues who have welcomed our strategic vision with such enthusiasm and drive. The Trust's new Impact Strategy, as well as having a necessary focus on inclusive education and continuous school improvement as standard, includes an important focus on you, and your wellbeing, ensuring we care for the people who help and support our children and young people to stay safe and to thrive.

If we are successful in our mission, we will have ensured our schools provide:

- World-class teaching that promotes exceptional learning.
- Bespoke pastoral care that nurtures our students' aspirations.
- Inspiring learning environments, where our students can make mistakes and overcome them to become the best version of themselves.
- Industry-leading professional development for all colleagues, investing in our teams to support them in fulfilling their personal and professional ambitions.

The hard work is paying off and whilst we know our work is far from complete, we are proud to have reached some key milestones. Outcomes at our primary schools are now amongst the best in the country, with strong outcomes in Early Years, Key Stages 1 and 2 in almost all of our schools. Where outcomes are not as strong, they are improving at pace.

Our dedicated staff and committed team of Trustees and Governors are relentless in their aim of creating truly world-class schools. Our Headteachers are empowered to create schools that reflect the communities they serve, yet we encourage our schools to be externally focused, obsessive in their quest to learn from the very best, never leaving opportunities for improvement to chance.

We see vacancies such as this as an opportunity to attract new talent, bringing the best practice into our trust. By joining us, you become a crucial part of the team that will deliver our vision. Together, we will transform lives.

If successful in your application, you will be joining a highly collaborative, supportive and committed team of Senior Leaders who will share their practice and offer unwavering support, advice and guidance to each other; an invaluable network of support for you as you embark on this fabulous challenge in your new school.

Thank you once again for your interest in this exciting opportunity at Bradshaw Primary School. I look forward to welcoming you to our team.

Yours faithfully



Mr Christian Wilcocks
CEO Omega Multi-Academy Trust

MESSAGE FROM THE EXECUTIVE HEADTEACHER

Thank you for showing an interest in the role of Deputy Headteacher at Bradshaw Primary School. We have been at the heart of our local community since 1966 and we hope that you will be able to spend some time finding out more about our wonderful community focused school.

Our school motto is 'Proud of who we are and proud of what we achieve', we celebrate the successes of our children and encourage them to take risks in a safe and warm environment. All the staff work hard to offer the children an interesting and varied curriculum, which links to their own lived experiences but also opens the door to the wider world, allowing them to develop their knowledge and understanding. By working with colleagues across Omega Trust, we are able to participate in a number of CPD opportunities, from Maths and English moderation events, to subject leader days. Each training event is designed not only to improve our curriculum delivery but colleague's pedagogy, in a supportive and collaborative way.

Here at Bradshaw, our children participate in a range of exciting additional clubs and activities including fencing, archery and girl's rugby. We also provide various school trips and residential, each designed to enhance the curriculum. These opportunities has been introduced with the purpose of 'Making School Unmissable'.

The school is located on a site that is fortunate to have substantial grounds, providing various outdoor areas for the children to enjoy. We are currently looking to develop this further, with the introduction of a forest school planned.

Bradshaw School is currently going through a period of transition, and it is an exciting time to be joining our evolving team. But what does remain constant, is the positive engagement and behaviour of our children. Their attitudes to learning are exemplary, and whether it be through our pupil councils or when representing the school, for example in sporting events, the children are a credit to the school and the wider community.

We have an active Parent Teacher Association (PTA) who offer a range of different fund-raising activities throughout the year and have helped to provide many resources for school that have been a real benefit to our children. This organisation represents our parents, who also play a full and active part in school life. Whether it be through whole-school events such as the International Women's Day football session, our class learning showcases or supporting with trips, we welcome and encourage our parents to come into school and be involved their child's education.

Bradshaw Primary School joined Omega Multi-Academy Trust in April 2024 and see the next stage of our journey as an exciting one. The Trust aims to offer the best education for all children and to be the best employer for its staff. This ethos mirrors our own, and we feel that the opportunities for children and staff to develop their skills and knowledge is enhanced by being part of Omega Multi-Academy Trust. This includes aligning our policies and procedures with those established across the trust, especially in terms of our Attendance and SEND charters.

One significant benefit of being part of a trust, is the opportunity to enhance the provision with our school building. Here at Bradshaw, we have been able to upgrade a number of different parts of our school, overhauling the EYFS provision, introducing a sensory room and 'The Hive' small learning community. These projects have been developed to provide each of our children with a supportive and vibrant learning environment. As a one-form entry primary school, we would not have been able to complete these projects without the support of the trust.

In joining Omega Multi-Academy Trust you will be joining a forward thinking, reflective and driven organisation whilst working within a community-based primary school. If you are keen to develop in your career as you work with all our colleagues, parents and the wider community and are passionate about all pupils achieving their true potential then the role of Deputy Headteacher at Bradshaw Primary School is a wonderful opportunity.

Mr. Jason Heatley



Interim Executive Headteacher

JOB DESCRIPTION

Academy:	Bradshaw Primary School
Job Title:	Deputy Headteacher
Accountable to:	Headteacher
Closing date:	Friday 25 th April 2025, 9am

Purpose

To provide overall strategic leadership and, alongside others, lead, develop and support the strategic direction, vision, values, and priorities of the school, whilst ensuring Omega Multi-Academy Trust's strategic direction, vision and values are reflected in the school.

We can offer:

- A vibrant and inclusive community of schools
- A committed and dedicated team of staff
- A strong, supportive Trust Executive Team
- Leadership that values and promotes the professional development for all
- A strong focus on staff well being

General duties

- Working with the Headteacher to ensure the safe and effective operation of the school.
- Be a leading figure in your designated area of strategic responsibility.
- Implementing, upholding and demonstrating model adherence to all school policies and procedures.
- Attending and contributing to all meetings of the staff cohort and the SLT.
- Planning and chairing meetings where necessary.
- Cultivating and sustaining effective positive relationships with all staff, pupils, parents, governors and stakeholders.
- The Deputy Headteacher will undertake teaching responsibilities commensurate with the scope and scale of their leadership responsibility. The Deputy Headteacher will be provided with sufficient leadership time to enable the colleagues to fulfil the requirements of their role.

The details contained within this job description reflect the content of the job at the date it was prepared. However, it is inevitable that over time, the nature of the job may change. Existing duties may no longer be required, and other duties may be gained without changing the general nature of the post or the level of responsibility entailed. Consequently, Omega Multi-Academy Trust will expect to revise this job description from time to time and will consult the postholder at the appropriate time.

Strategic direction and school development

- Contributing to the development of the school's vision, ethos, values and strategic direction.
- Contributing to the formulation, monitoring and implementation of the school's Strategic Development Plan.
- Supporting staff members to understand and adhere to the school's strategic direction.
- Keeping fully up to date with education policy, including relevant legislation, statutory guidance and good practice recommendations within the sector.
- Contributing to decisions on all aspects of policy in the school.
- Providing advice and support to the governing body to aid it in conducting its strategic responsibility.
- Contributing to annual budget planning and monitoring.

Leadership and management - Supporting the Headteacher

- Assisting and supporting the Headteacher in all functions of their role.
- Deputising for the Headteacher in their absence.
- Undertaking duties as delegated by the Headteacher.
- Working with the Headteacher to ensure and uphold a clear system of task delegation and devolution of responsibilities for all staff.

Leadership and management - School performance

- Working with the Headteacher to set targets, aims and objectives on termly basis.
- Supporting staff to understand and meet the school's targets, aims and objectives.
- Evaluating the school's performance in relation to its targets, aims and objectives and working with the Headteacher to adjust the school's practice in line with findings.

Leadership and management - Staff management

- Line managing staff as identified by the Headteacher.
- Participating in the recruitment process for new staff members.
- Motivating staff in their roles and supporting them in aspects of their roles as necessary.
- Contributing to the performance management process of staff as necessary, including evaluating performance and challenging underperformance.
- Working with the Headteacher to ensure staff access CPD opportunities and supporting staff to access such opportunities.
- Contributing to audits of staff skills and training needs.
- Working with the governing body and Headteacher to secure and provide effective training for staff members, e.g. through INSET days.

Leadership of the Quality of Education

- Ensure all children benefit from a broad, balanced and ambitious curriculum
- Monitor standards of teaching and learning in the school to ensure the highest quality of education for all pupils.
- Ensure reliable processes are in place when assessing pupils' knowledge and understanding of the curriculum.
- Ensure that resources are managed and appropriately allocated across the school to support effective teaching and learning.
- Contribute to creating a culture of high attainment and performance where high standards are held for all pupils from all backgrounds, abilities and needs.
- Work with the Headteacher to ensure that the curriculum effectively supports all pupils with SEND to thrive academically.
- Work with the Headteacher to monitor, evaluate and review classroom practice and promote improvement strategies.
- Work with the Headteacher to implement systems for recording pupils' progress.
- Contribute to the establishment and monitoring of systems to keep parents informed about the curriculum and their children's performance.

Training and professional development

- Actively engaging in CPD to ensure professional skills are up to date.
- Undergoing training as necessary to ensure that all aspects of the role can be effectively conducted.
- Working towards consistently meeting government 'Headteachers' standards.
- Ensuring pupil wellbeing and safeguarding training and knowledge is up to date.
- Taking a lead role in managing pupil behaviour across the school.
- Take responsibility for promoting and safeguarding the welfare of pupils and supporting the DSL, as the Deputy DSL, in conducting their duties.
- Contributing to a school culture which prioritises pupil wellbeing and mental and physical health.
- Being an approachable and professional authority figure for pupils to come to with any issues they may have.
- Contributing to the creation of an enriching and positive culture which impacts school life and ensure a positive and respectful attitude amongst pupils and staff in the school.

PERSON SPECIFICATION

Academy: Bradshaw Primary School

Job Title: Deputy Headteacher

You should be able to demonstrate that you meet the following criteria which are all essential:

E= Essential D=Desirable

Measured by:

A=Application Form

T=Test/Exercise

P=Presentation

I=Interview

R=Reference

You will be required to safeguard and promote the welfare of children and young people. Candidates failing to meet any of the essential criteria will automatically be excluded.

PRE-EMPLOYMENT CHECKS		
E	Positive recommendation from all referees, including current employer	R
E	DBS Clearance post appointment	
QUALIFICATIONS		
E	Qualified Teacher Status	A
E	Educated to Degree level	A
D	A relevant leadership qualification or willingness to undertake this	A
E	Knowledge of current issues in Education	A
E	Has successfully undertaken appropriate "safer recruitment" training or has a commitment to do so before taking up post/ within 3 months of taking up post.	A

KNOWLEDGE & UNDERSTANDING

E	An understanding of how to empower pupils and staff to excel	A/I
E	A clear understanding of what makes good and outstanding teaching through a deep understanding of how pupils learn, and the ability to develop a culture where striving for outstanding teaching and learning is central to the school's work	A/I
E	A clear understanding of and commitment to promoting safeguarding pupils	A/I
E	Excellent communication skills and proven ability to listen to, understand and work effectively with the school community	A/I
E	Knowledge and understanding of the statutory frameworks which set out their professional duties and responsibilities.	A/I

SKILLS & EXPERIENCE

E	At least one year of proven successful leadership and management experience in a school	A
E	A strong track-record of school improvement, with demonstrable impact	A/I
E	Experience of working throughout the primary age range	A
E	Experience of analysing data and using it to inform future practice	A
E	Experience of line managing other members of staff	A/I
E	Experience of leading whole school initiatives	A/I
E	Evidence of demonstrating strategic leadership	A/I
D	Experience of raising standards that have impacted positively on pupils and teaching and learning	A/I
D	Experience of making effective use of funding and other resources	A/I

PERSONAL TRAITS		
E	Able to demonstrate optimistic personal behaviour	I/R
E	Able to build positive relationships rooted in mutual respect	I/R
E	Committed to valuing, supporting and encouraging the professional development of all staff	I/R
E	Able to build and nurture a strong, positive and collaborative team culture that enables all staff to carry out their roles to the highest standard and for all staff to work together to deliver school improvement	A/I/R
E	Committed to building and maintaining effective and positive relationships with parents, governors, and the wider school community	I/R
E	Able to inspire and influence others, within and beyond the school, to believe in the fundamental importance and value of education in young people's lives	I/R
E	Able to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level	I/R
E	Able to show tolerance and respect for the rights of others, recognising differences and cultural diversity, while upholding the fundamental British values	A/I/R
E	Able to ensure that personal beliefs are not expressed in ways which exploit their position, pupils' vulnerability	A/I/R
ADDITIONAL REQUIREMENTS		
E	An enhanced DBS certificate with barred list check	A
E	Evidence of previous leadership experience in a school	A
E	At least two valid professional references	R

THE SELECTION PROCESS

HOW TO APPLY:

Thank you for taking time to read and digest our information. If you wish to apply for this post with Omega Multi-Academy Trust then you should:

- If you would like to discuss this role or arrange a visit to the school, then please email office@bradshawprimary.co.uk with your request.
- Download and complete the Omega Multi-Academy Trust application form.
- Complete the application form fully, ensuring all details are accurate and all declarations are signed. Please ensure you enclose two professional referees, one being your current employer (with name and email addresses if possible). The supporting statement should be clear, concise and related to the specific post. There must be no unexplained gaps in your career history.
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the person specification, along with details of the unique contribution that you could make to the future success of Bradshaw Primary School. CVs cannot be accepted.
- Email completed application forms to recruitment@omegamat.co.uk by the deadline below

PLEASE NOTE THE REQUIREMENT TO ATTACH YOUR APPLICATION FORM AS A SEPARATE DOCUMENT TO YOUR EQUAL OPPORTUNITIES FORM WHEN EMAILING YOUR APPLICATION TO US.

TIMETABLE FOR THE SELECTION PROCESS

Closing date for applications: Friday 25th April 2025, 9am

Interview Date: WC 5th May 2025

Start date: September 2025

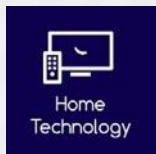
STAFF WELLBEING & BENEFITS

Omega Multi-Academy Trust is committed to attracting, developing and retaining top talent to achieve high performance across all school communities. Vital to pursuing this aim is the recognition of employees for exceptional performance, behaviour and achievements. Our offer encourages such recognition of individuals and teams through a range of formal and informal methods. We are committed to encouraging positive work environments that promote the physical and mental wellbeing of our staff. The capability, capacity and comfort of our colleagues is a priority for us.

Omega MAT Plus+ is an exclusive suite of benefits that is on offer to every colleague across the Trust. This is a gateway to a huge range of exciting benefits, including an Employee Assistance Programme. There is 24/7 health and wellbeing support available for everyone, as well as fabulous discounts against big brands and many high street stores.



Discounts against big brands and high street stores including supermarkets, holidays, leisure activities, cinemas and restaurants



An offer to purchase home technology and personal electronic devices by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes



An offer to purchase a cost effective way to get new cycling equipment and bicycles by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.



Discounted corporate memberships access to 3700 gyms, health clubs and leisure centres across the UK

STAFF WELLBEING & BENEFITS



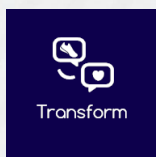
Access to the Health Assured Health Portal. Containing an online library of wellbeing information, including articles, videos, and self-help guides to provide support on a range of health and advisory issues to aid your physical and mental health.



Video or phone consultation with a GP at a time that suits you.



Legal, money advice and personal support and guidance.



Transform brings together a carefully created suite of wellbeing tools, including hundreds of workout classes, motivational messages, mental health support, healthy recipes, tools for a better night's sleep and stress management techniques.



Free on-site parking at all school locations.



Bradshaw Primary School

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