



Recruitment Brochure

Head Teacher

Mowden Infant and Junior Schools



Northern Arch
LEARNING PARTNERSHIP

Contents

The Vacancy	3
Job Advert.....	3
Role Summary.....	3
Welcome to Our Schools	4
Job Description	5
Purpose.....	5
Key Responsibilities	5
Strategic Leadership	5
Quality and Expectations.....	6
Sustainability, Effectiveness and Curriculum Innovation	7
Financial and Resources Management and Efficiency	7
Other Duties	8
Review Arrangements	8
Person Specification	9
a. Qualifications	9
b. Experience.....	9
c. Leadership.....	9
d. Teaching, Learning & Curriculum Innovation	10
e. Personal Qualities	10
Northern Arch Learning Partnership	11
Our Academies	12
Trust Structure.....	13
Vision and Values.....	14



The Vacancy

Job Title

Head Teacher

Mowden Infant and Junior
Schools

Pay Scale

L21-27

(£81,441 - £94,332)

Contract

Full time, permanent

Deadline for Applications

Friday 21st March 2025

Interviews to be held

1st & 2nd April 2025

Start Date

1st September 2025

The Federation of Mowden Schools, consisting of Mowden Infant School and Mowden Junior School, joined Northern Arch Learning Partnership on the 1st March 2025.

Mowden Schools are situated in the west end of Darlington, occupying a large site in the heart of an estate of private housing and catering for 500 children from 4 years up to 11 years of age from the local community and other parts of the town and local villages.

Due to the retirement of the current postholder, we are looking to appoint an inspirational, ambitious Head Teacher to join our dedicated and enthusiastic team.

Are you passionate about making a difference at a senior level? Want to work in a forward-thinking school and trust and be part of an innovative and successful Senior Leadership Team? Then we want to hear from you!

How to apply:

Please complete your application using our online form at <https://nalp.face-ed.co.uk/vacancies>

Please also upload a covering letter outlining your experience and vision for the role.

For more information, or to arrange a visit, please contact Sam Kochaniec, HR Manager, on schoolshr@nalp.org.uk



Welcome to Our Schools

Mowden Infant & Junior Schools

The post of Head Teacher covers both Mowden Infant School and Mowden Junior School. We became an academy trust in June 2012 and very recently (1st March 2025) have formally joined, Northern Arch Learning Partnership. Whilst situated in separate buildings, both the infant and junior schools are on the same large site and so we consider ourselves one school, with one Head Teacher, local governing body and staff working closely together to achieve the best education for our children.

Following the retirement of the current postholder in the summer, the new Head Teacher will take up position from September 2025. We are looking for a keen, talented leader to continue the good work of the school and its strong reputation locally. National results are above average and these combined with a cohesive, progressive curriculum mean that Ofsted has consistently graded both schools as good through various frameworks. Parents hold us in high regard too, so a new Head Teacher will ensure that our schools continue to develop and strengthen.

We are proud of our site, with school buildings which include spacious halls, computer suites and large, light classrooms. The outdoor space is fantastic for children to learn and play in, with a large field connecting the two schools and plenty of playground space too. With capacity for three forms, we are currently coming towards the end of a planned roll reduction back to two form entry, which will have reached year 4 by September 2025. This reflects the wider population decline in Darlington and the Tees Valley and we have managed this with success and minimal disruption.

Mowden Infant School opened first in 1970, with the juniors following two years later. 2025 marks another milestone in our history as we joined the Northern Arch Learning Partnership. This collaboration has very much been a coming together of choice; for example, with both institutions in the same trust, we are able to be involved in many of our children's longer term educational journey as they reach the Queen Elizabeth Sixth Form. The new Head Teacher will be able to help shape the direction of our school and also the wider trust. You will have a successful pedagogical record, strong personal principles and really enjoy working with children.



Job Description

Collaborative **Passionate** **Inspirational**
Ambitious **Empowering** **Inclusive**
Innovative

Purpose

The role of Head Teacher is to provide purposeful, inspirational leadership and direction to the Mowden Schools (Infant and Junior). The postholder will work closely with the CEO, Local Governing Body and members of the Trust Executive Team to develop the curriculum, ensure high quality teaching and learning and carry out all statutory duties associated with the post. Generating a supportive, safe and ambitious culture, in which all staff and pupils can flourish, is central to the role. The Head Teacher will work closely with an experienced senior team to achieve this. They will also be expected to contribute positively to the Trust Executive Team and be committed to the vision and values of the Partnership, contributing to strategic decision making and the success of Northern Arch Learning Partnership.

You will:

- Provide leadership, inspiration and direction
- Lead on improvements in the quality of education across the Mowden Schools
- Generate a supportive, ambitious culture in which all staff and pupils can flourish
- Promote and safeguard the welfare of all children in the schools

Key Responsibilities

Strategic Leadership

- Embed the vision and values of the Schools and Partnership into all aspects of school life
- Create strong, effective and harmonious relationships with the Local Governing Body, Directors and Senior Leaders across the Partnership, providing information, support and advice to support their work
- Generate a culture in which all colleagues are motivated and supported to develop themselves and others



- Be chief ambassador for the Schools, leading on reputation management and developing key relationships with stakeholders and other providers in the interests of the pupils and their families
- Translate the vision into policy and practice that embodies the strategic intent of the Partnership and Schools
- Lead with integrity and empower others to lead
- Nurture and develop colleagues, building technical and leadership capacity and capabilities in a supportive and empowering culture
- Ensure that risk processes and procedures are followed and that the Schools' risk registers are maintained and shared with the local governing body and key colleagues including Partnership Directors and Trust Executive Team members
- Be visible, open and accessible to staff, students and stakeholders, ensuring strong internal and external communications
- Play an active role in the Trust Executive team, taking on Partnership-wide leadership responsibilities as agreed, collaborating with other academies and contributing to the design and delivery of Partnership strategy

Quality and Expectations

- Develop and implement quality assurance processes that bring robust positive improvements, involving all staff and local governors
- Ensure that quality processes are consistent with, and contribute to, the Partnership's expectations
- Engage actively with stakeholders to create accurate assessments of the Schools' performance and share these with the Partnership, Directors, local governors, school staff and others
- Take responsibility for appraisal and review processes for colleagues, complying with the Partnership's requirements
- Regularly review own performance and practice in collaboration with the CEO to ensure productive personal and professional development
- Set and maintain high standards for colleagues but always balance these with appropriate management of workloads and an appreciation of the importance of work life balance
- Ensure that data is used accurately and purposefully within the Schools and the Partnership and that information and data is shared appropriately with other agencies and authorities as required
- Manage staff performance fairly and transparently, addressing underperformance, supporting colleagues to improve and ensuring good practice is acknowledged and shared



Sustainability, Effectiveness and Curriculum Innovation

- Ensure creativity and innovation in teaching, learning and assessment, based on evidence, research and a knowledge of best practice
- Ensure that the curriculum design is inclusive and ambitious, enabling all children to aspire and succeed
- Identify and implement solutions to overcome disadvantage and actively promote equitable provision
- Review and refine the curriculum on a regular basis to ensure that opportunities for learning and personal development are maximised for all, always taking account of the wellbeing of all pupils and colleagues
- Oversee management of provision to meet the needs of all children, including the use of outside agencies and key stakeholders wherever appropriate
- Actively share practice and innovation within the Partnership, making use of existing systems and structures and creating new approaches
- Collaborate with other members of the Partnership to share best practice, improve sustainability and promote the success of the Schools and the Partnership
- Anticipate changes and developments in the external environment, identifying implications for the Schools and ensuring that appropriate plans are in place to respond
- Ensure that the Schools have in place effective and compliant strategies for admissions and the transition of pupils
- Identify and utilise opportunities for technology to improve the learning experience for pupils and support colleagues in their work

Financial and Resources Management and Efficiency

- Create and maintain a safe, inspiring and supportive environment within the Schools, utilising resources effectively and efficiently
- Collaborate with members of the Trust Executive Team to plan and deliver capital projects that enhance the learning environment for all users
- Together with Trust Executive Team members, ensure that the Schools are compliant with all statutory requirements relating to health and safety, including risk assessments and first aid
- Work closely with Trust Executive Team members to ensure that the curriculum is efficiently resourced and staffed
- In collaboration with the CEO and CFO, ensure that physical and financial resources are efficiently utilised, public funds are safeguarded and value for money achieved
- Utilise IT, data and management systems to improve processes and practices, as well as reducing workloads



- Working within the remit of the Scheme of Delegation, and in conjunction with the Partnership HR Professional, be responsible for key aspects of the appointment, appraisal and discipline of staff at the Schools

Other Duties

- In addition to the above, the postholder will ensure that safeguarding arrangements and the promotion of young people's welfare are of paramount importance

Review Arrangements

- This job description is a guide to the major responsibilities of the post holder. Other duties may be added at the reasonable request of the CEO and the job description itself may be revised from time to time (after discussion with the CEO) as the needs of the Trust change.



Person Specification

Job Title: **Head Teacher**, Mowden Infant and Junior Schools

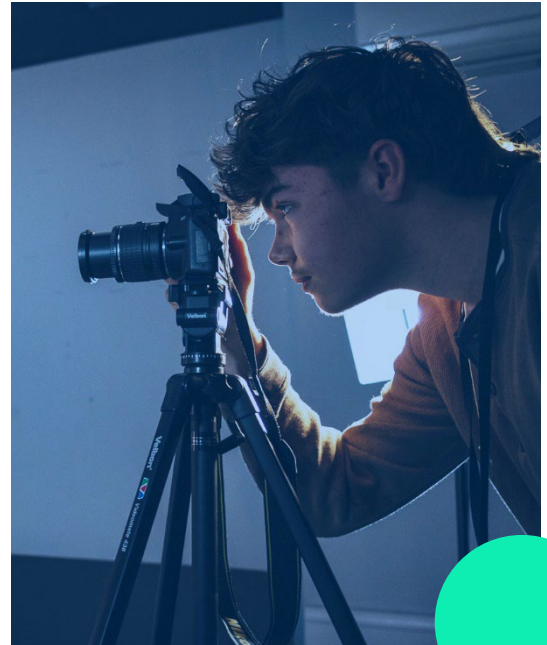
Criteria	Essential	Desirable
Qualifications		
Educated to degree level or equivalent		
A teaching qualification		
Evidence of continuing professional development		
NPQH (or equivalent) achieved or underway		
Experience of		
Successful and substantive experience at senior management level within a primary school		
Successfully leading teams and facilitating collaboration		
Leading and managing whole school change initiatives, including de-implementation of ineffective practices		
Leading a team to further improve a school setting		
Leading the effective professional development of colleagues		
Effective financial and resource management		
Ensuring safe and inspiring learning environments		
Leading and reviewing effective safeguarding practices in a school		
Leading and delivering high quality SEND provision		
Leading and delivering high-quality, innovative and child-centred Early Years provision		
Leadership		
Ability to think strategically and deliver a clear vision for the future of the Schools, which aligns with that of the Trust		
Ability to gain the trust and confidence of colleagues and stakeholders		
Ability to promote and develop leadership at all levels throughout the Schools		
Ability to play a key role in an executive leadership team		
Ability to act as an ambassador for the Schools, building and maintain purposeful relationships with partners		

Teaching, Learning and Curriculum Innovation		
Extensive and successful curriculum leadership experience		
Track record of curriculum innovation and improvement		
Understanding of evidence-based approaches to teaching, learning and assessment		
Clear understanding of strategies to improve pedagogical approaches		
Understanding of quality first teaching methods		
Personal Qualities		
Commitment to the vision and values of Mowden Infant and Junior Schools and Northern Arch Learning Partnership		
Commitment to shared and distributive leadership		
Highly sophisticated communication skills		
Ability to create positive and constructive relationships		
Strategic, analytic and innovative thinking processes		
Strong negotiating and influencing skills		
Sound judgement and compassion in dealing with others		
Ability to investigate, resolve problems and make decisions		
Ability to manage a complex and demanding workload		
Resilience and motivation to meet challenges and maintain strategic direction		
Commitment to inclusion and the achievement of equality and diversity		
Commitment to the safeguarding of all students and staff		
Commitment to own personal growth and development		
Openness, honesty and integrity		



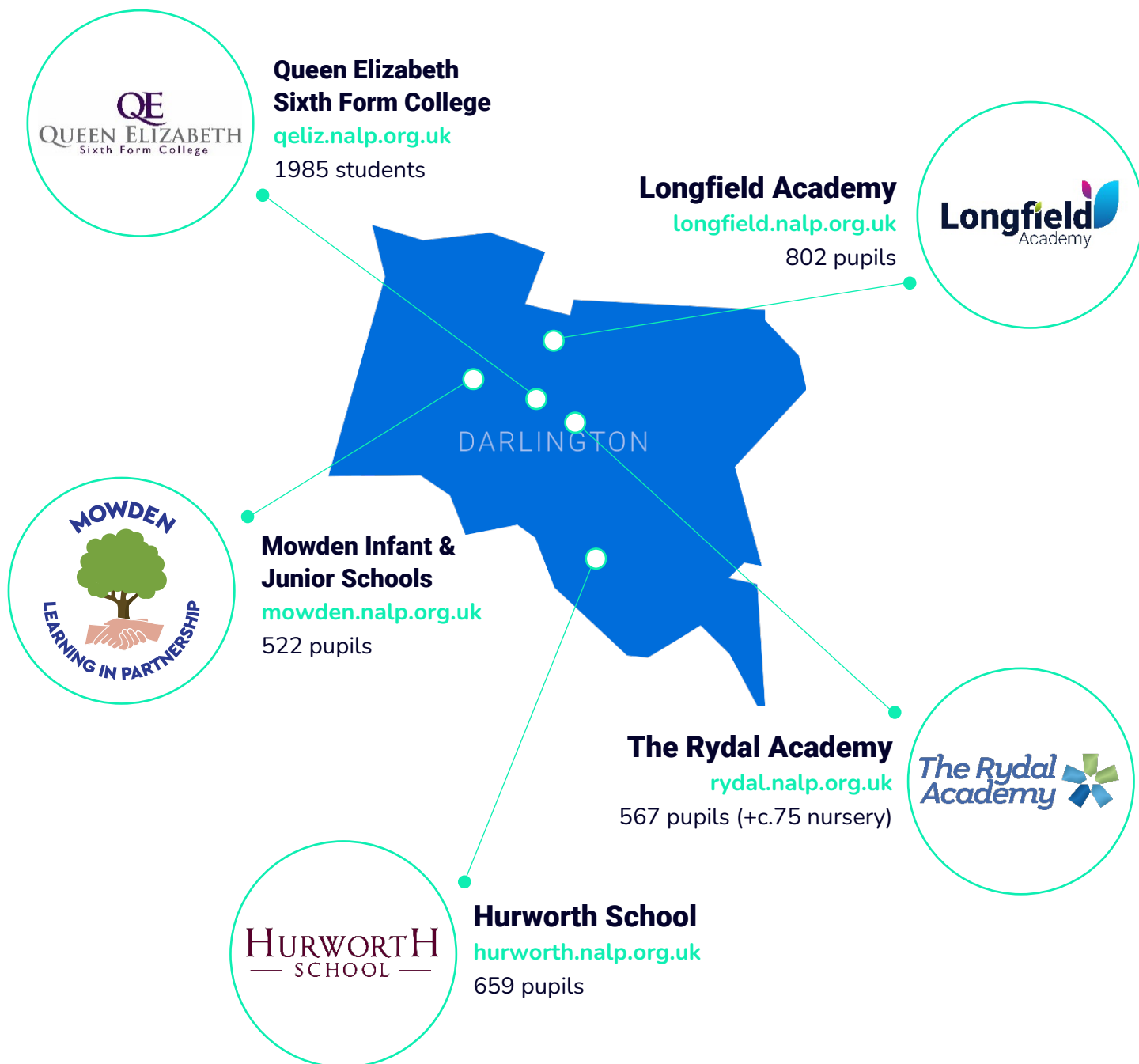
Northern Arch Learning Partnership

Northern Arch Learning Partnership is a Multi Academy Trust bringing together partners from early years, primary, secondary and post-16 sectors to deliver our vision for a happy, healthy and successful learning community. At the heart of Northern Arch Learning Partnership is the belief that by working together we can utilise our collective skills, knowledge and ingenuity to positively impact the futures of the young people we serve.

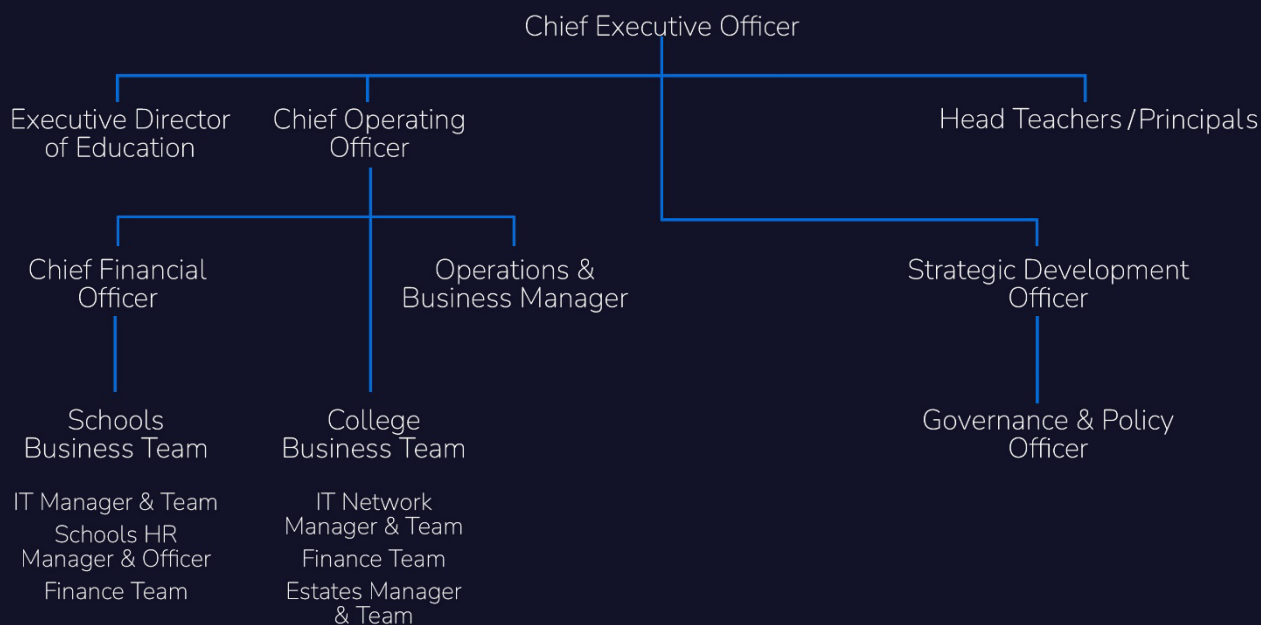


Our Academies

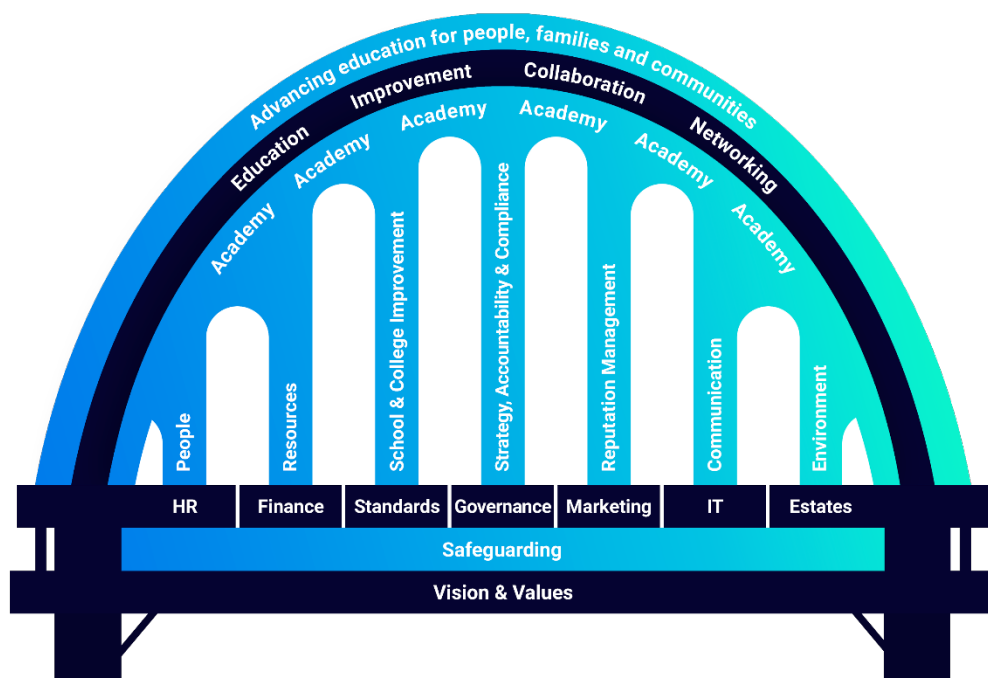
Northern Arch currently comprises six academies all within the Darlington Local Authority area. Numbers on roll at each are as follows:



Trust Structure



The Trust Executive Team and Central Services are regarded as integral to relationships and activities across the Trust rather than being a separate entity. This inter-dependent relationship is represented in the illustration below, each pillar and arch providing strength and support to the structure as a whole.



Our Vision & Values

Our vision for Northern Arch Learning Partnership

To build a learning community that shapes young people's development into happy, productive, independent adults.

Whilst the character and individuality of each academy is celebrated within Northern Arch, we share collective values through our commitment to:

Aspiration

We are determined that all of our people aim high and we strive for educational excellence in all that we do.

Inclusion

We care for every individual, value diversity and respect each other.

Collaboration

We work co-operatively and constructively as a team to serve our local and wider communities.

Empowerment

We believe in building every individual into a confident, capable and healthy citizen.

