




**Salary:** £78,343 - £89,811 (TEFAT L21-27 plus additional TEFAT % uplift available)  
**Permanent, full time**  
**Application deadline:** Wednesday 19th April 2023

 **UB3 1PG**

# Principal job pack Pinkwell Primary School





# Welcome from Hugh Greenway, Chief Executive Officer

The Elliot Foundation is a successful, charitable multi-academy trust specialising in primary academies. We consist of 32 schools spread across 3 different regions in the UK (London, East Anglia and the West Midlands) and a Head Office based in central London.

The simple fact that you are considering a job in primary leadership makes you one of the good guys. On behalf of the thousands of children currently in Elliot Foundation schools and those children yet to join us, thank you. Without people like you, there would be no future for our society or our world. You can play a pivotal role in growing a multi academy trust which supports schools to develop not just children's skill sets but their lifelong attitudes to learning and even their moral compass.

Working with The Elliot Foundation, you will be given continuous opportunities to challenge and develop your skills and work with a variety of experienced and skilled colleagues. If you have the ambition for yourself and the staff and children in our care, we will take you as far and sometimes further than you believed possible. I look forward to working with you.





# Elliot Foundation



# Elliot Foundation values



**Put children first**



**Be safe**



**Be kind & respect all**



**Be open**



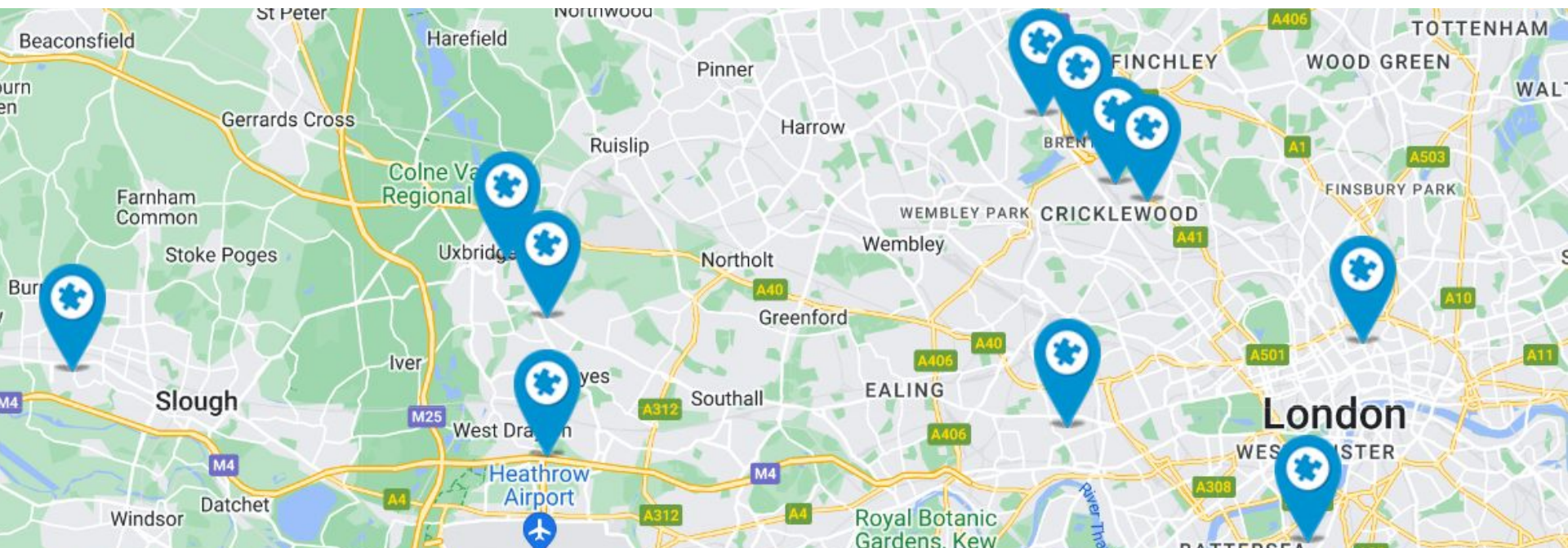
**Forgive**



**Make a difference**

# Our London cluster of schools

To view an interaction map, or view all our schools, click [here](#).



## Schools:

[Childs Hill Primary School](#)

[Claremont Primary School](#)

[The Cippenham School](#)

[Greenside Primary School](#)

[Griffin Primary School](#)

[Hillingdon Primary School](#)

[The Hyde School](#)

[John Locke Academy](#)

[Parkfield Primary School](#)

[Pinkwell Primary School](#)

# Our approach

We create the environment that helps schools succeed. We ensure schools thrive by keeping them safe, solvent, legally compliant and educationally enriching.

Within these constraints, we encourage schools to develop an educational vision that meets the needs of their children and their respective communities. Curriculums across our schools differ and we resist a one-size-fits-all approach.

We'll support you every step of the way to create a school you can be proud of.



# We support you



## **Educational Support**

Principals are supported by the Regional Director, the Director of Curriculum and Virtual School, and the Regional Innovation Lead. They provide support, challenge and strategic guidance to build school improvement.



## **Legal and Governance**

We offer day to day support to our academies in relation to all legal matters, governance, policy, admissions, complaints, GDPR, SEND and all other statutory arrangements.



## **Finance Support**

We help principals with management accounting, financial analysis, budgeting, forecasting, statutory reporting and other ad hoc finance related needs. You'll be supported by a Head Office team and regional staff.



## **HR Support**

Transactional HR work, HR related admin and payroll is undertaken at academy level by school personnel with the support of a central HR Administrator and HR and Payroll Systems Assistant. You'll be supported by a designated HR Business Partner who provides strategic leadership and support on HR matters.



## **Estates Management**

We help principals to manage buildings and estates and comply with health and safety. This specialist support ensures capital strategy, asset management and project management are effective and legally compliant.



## **Programme and Projects Support**

A Programme Director supports strategic projects to help the organisation run more effectively.

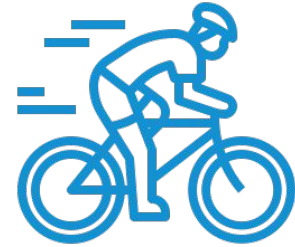
# Staff benefits



**Networking & collaboration opportunities**



**Free flu jab**



**Cycle and tech salary sacrifice schemes**



**Generous pension scheme**

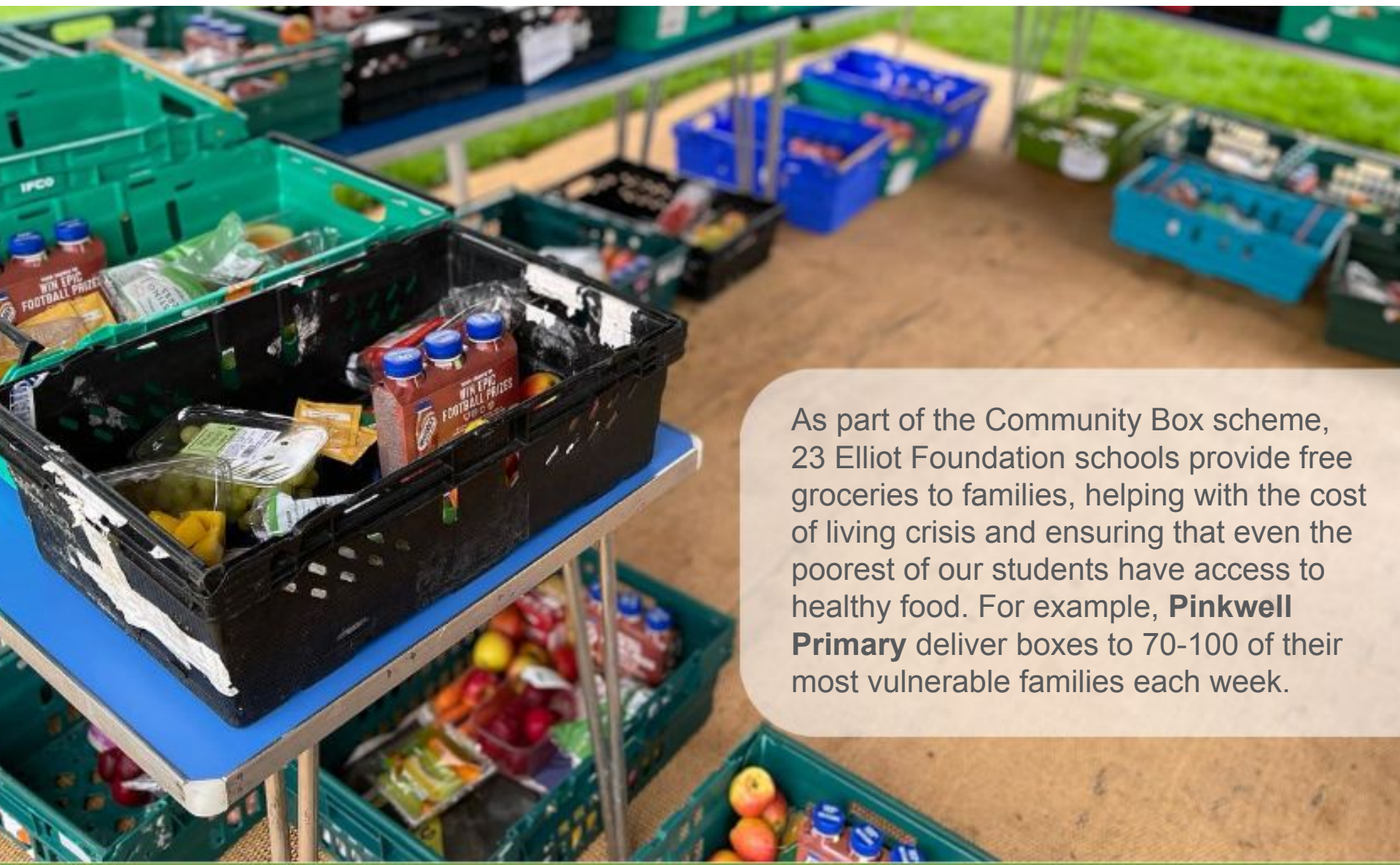


**Free eye tests**




**L&D opportunities**

# Our schools support communities




As part of the Community Box scheme, 23 Elliot Foundation schools provide free groceries to families, helping with the cost of living crisis and ensuring that even the poorest of our students have access to healthy food. For example, **Pinkwell Primary** deliver boxes to 70-100 of their most vulnerable families each week.

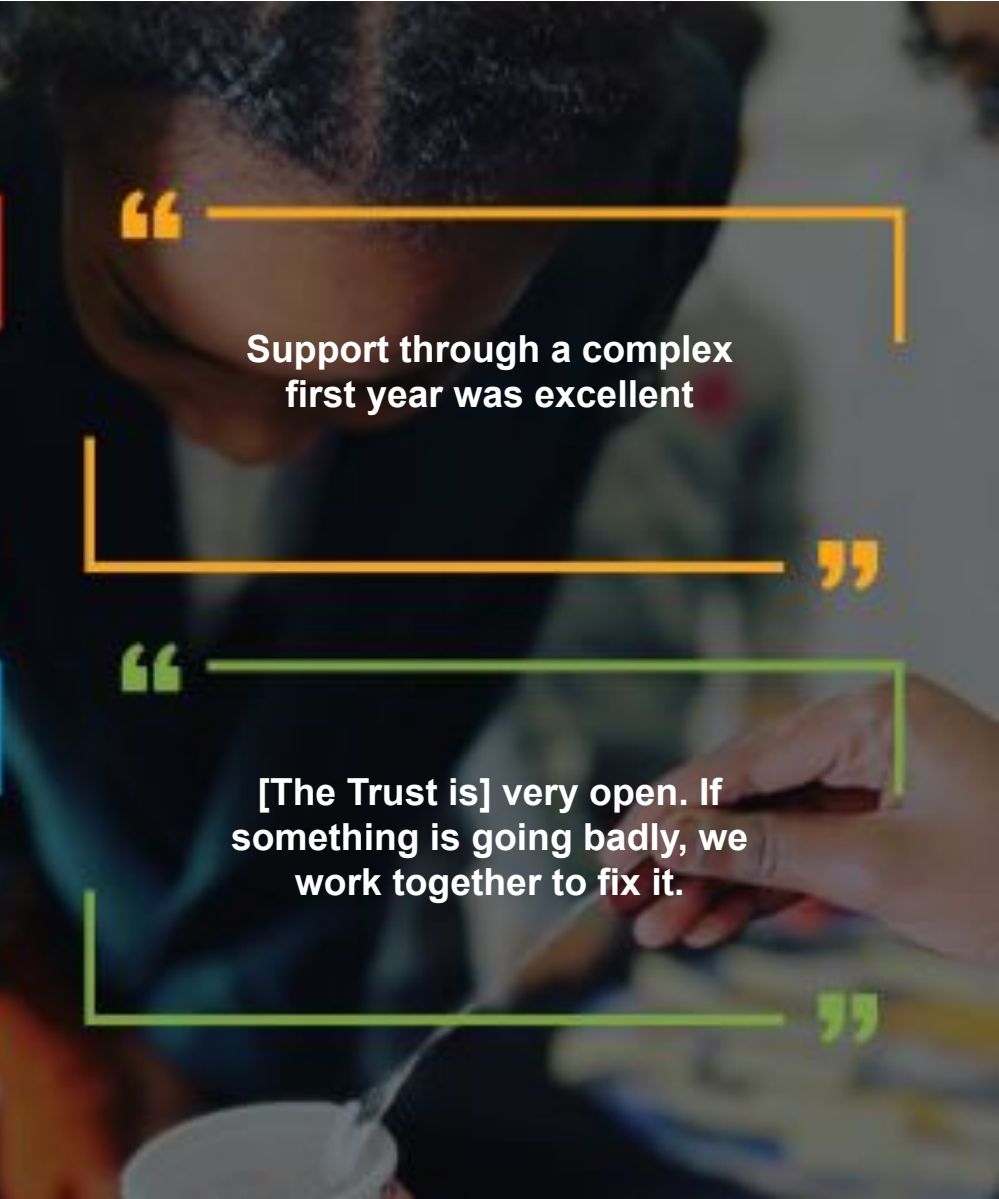
# From our annual principals' survey



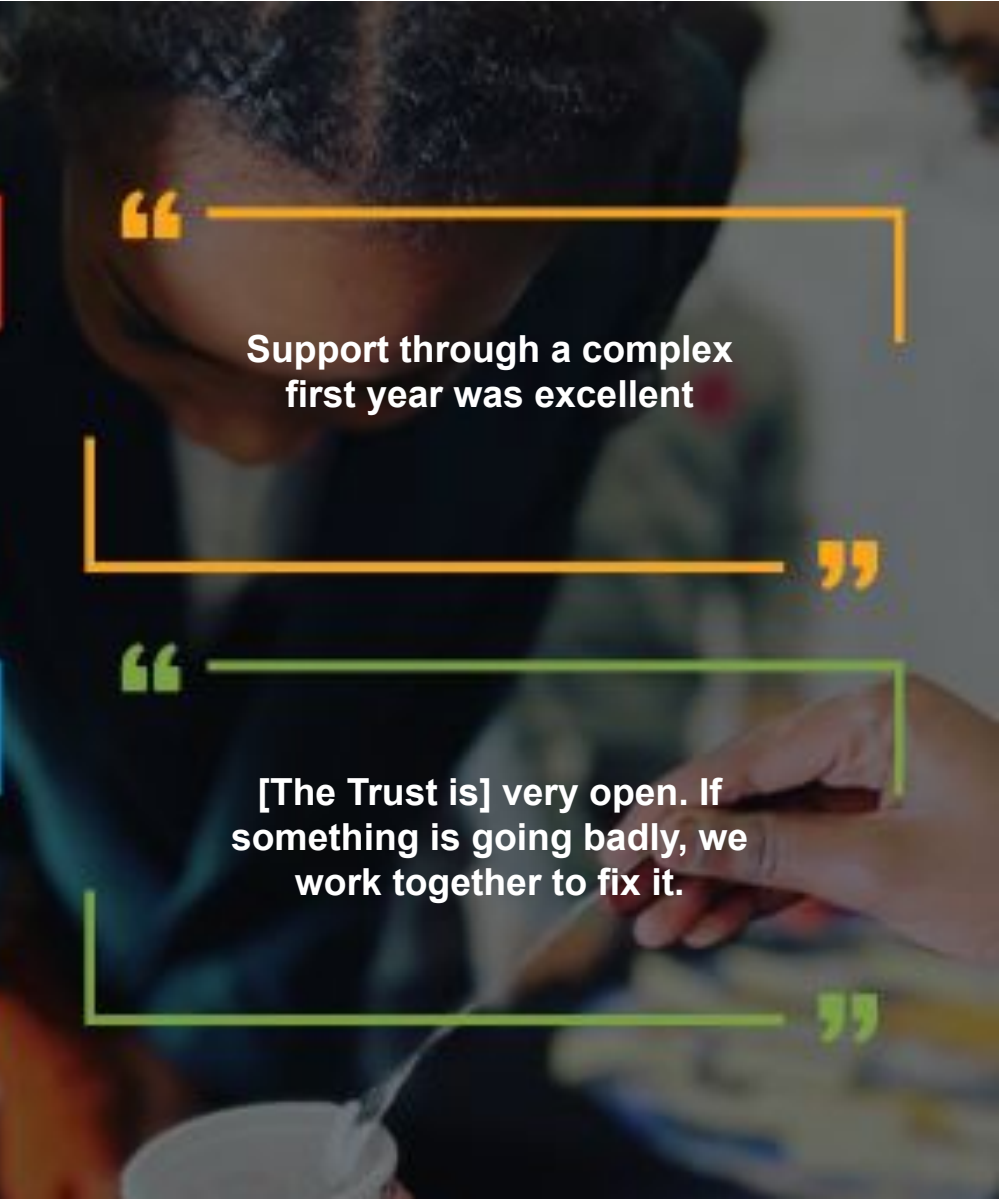
“ I’ve had both personal and professional support ”



“ I think we are part of a well-established, forward thinking and proactive Trust. I feel privileged to be part of the Elliot family. ”



“ Support through a complex first year was excellent ”



“ [The Trust is] very open. If something is going badly, we work together to fix it. ”



# Working at Pinkwell

We are motivated to think, question and respond through developing positive habits of mind

# Do you have ambition for all?

*We're recruiting a new principal*



**Up to 100 families**  
given essentials each week

**56 families**  
no recourse to  
public funds



Pinkwell  
Primary  
School

## The staff team:

Pinkwell is a three form entry Primary school with a nursery and a Specialist Resource Provision for children with speech, language and communication needs. The school's senior leadership team is made up of a Senior Vice Principal, two Vice Principals (one leading English and Curriculum and the other Inclusion and Safeguarding) and an Assistant Principal who leads on SEND. Year groups are supported by a middle leadership structure.

The school also have specialist teachers: EAL Leader, Computing Specialist Teacher and a PE/Sports Specialist Teacher.



Pinkwell is a large primary school serving a diverse community. There are currently 643 pupils on roll with 82% of our pupils with EAL and there are over 40 languages spoken. There is also a high number of SEND pupils with complex levels of need. The school has responded to these challenges by designing a curriculum and approach to teaching that ensures that every child feels safe; is happy; has access to learning and their needs are met.



# Our 4 Curriculum Drivers

**Effective communicators:** A pupil who can communicate effectively - explaining, reasoning, justifying, clarifying and summarising - with diverse audiences in both oral and written formats; who actively listens and who seeks and gives feedback constructive feedback.

**Creative and critical thinkers:** A pupil who has an 'I can' attitude, who thinks about their learning in multiple ways and who enquires, creates, invents and adapts concepts and ideas.



**Independent and interdependent learners:** A pupil who is able to learn alone and in collaboration; planning their learning, persevering with new challenges and supporting others.

**Adventurers and explorers:** A pupil who is curious, asks questions, experiments confidently with new experiences and ideas and seeks both to look after and understand themselves, their community and their world.

# Curriculum

## **A Brave, Bold, Bespoke 21st Century Curriculum for 21st Century Global Citizens**

Our curriculum is enquiry led with the pupils, their community and our global community at the heart of this enquiry. Our globally immersive curriculum uses a Project Based Learning approach. This is integrated with the teaching of Reading and Writing. Maths, Phonics and PE are taught as discrete subjects.

Pinkwell's curriculum is responsive to local and world events and each individual group of pupils. As such, Pinkwell's curriculum is a living, breathing, growing globally immersive curriculum but one which is grounded in carefully sequenced knowledge and skills and the fostering of cultural capital.



Pinkwell's vision statement of "Inspire, Motivate, Succeed" comes to life through our child centred approach to teaching and learning which encourages and supports children to become enthusiastic, positive and resilient learners. All staff share the same high ambition for all learners.



# An award-winning school:



“

Pupils really enjoy coming to Pinkwell Primary School. They said that the thing they like the most about their school is the learning. Staff set high expectations for pupils' learning and behaviour. Pupils like this. They work hard and achieve well.

”

“

Exciting things happen regularly at Pinkwell. For example, pupils get to take part in a variety of performances, look after the environment, create films and join different clubs, including gardening, climbing and drama.

”

# Quotes & stats from our community

“

88% of staff enjoy the work they do at Pinkwell Primary

**Staff survey**

”

“

The school [care] about my children's wellbeing and all the staff are doing a great job. [I'm] always at peace when I send my kids to school. They love their school!

**Parent**

”

“

Everyone is very friendly and look out for each other

**Parent**

”

“

We're striving to enhance many areas of our curriculum. For example, we're going for The Arts Mark, Science Award, Well Being Award and the continuation of the Sports Award and Inclusion Award.

**Staff member**

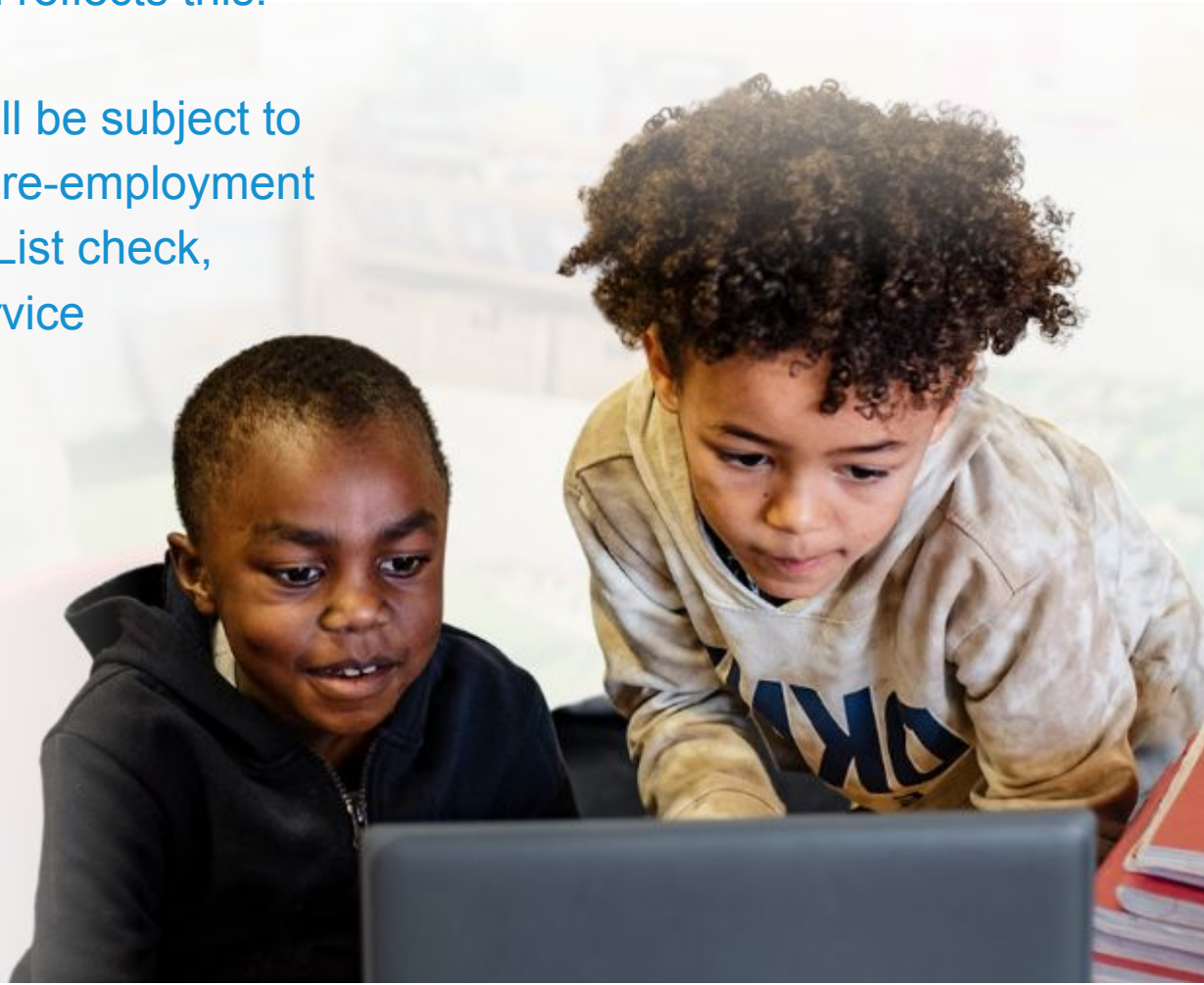
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# Safeguarding checks

We are committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to share this commitment and behave in a way which reflects this.

Appointment to this post will be subject to satisfactory safeguarding pre-employment checks including a Barred List check, Disclosure and Barring Service check, and references.

Please note, it is a criminal offence to apply for this post of employment if you are barred from working with children and young people.



# Application

## Before you apply:

Read the job description: [Please click here.](#)

Visit the Elliot Foundation website: [www.elliottfoundation.co.uk](http://www.elliottfoundation.co.uk)

Visit the school website: <https://www.pinkwellschool.co.uk>

For an informal discussion about the role and to arrange a visit to the school, please contact Kate Redman, Regional Director (London) via email at [kate.redman@elliottfoundation.co.uk](mailto:kate.redman@elliottfoundation.co.uk)

## Important dates:

**Application deadline:** Wednesday 19th April 2023

**Interview dates** 26th and 27th April 2023

## How to apply:

Please complete the [application form](#) and send this, along with a covering letter of no more than 2 sides of A4 setting out why you would like to join us, to Rida Begum, HR Administrator at [rida.begum@elliottfoundation.co.uk](mailto:rida.begum@elliottfoundation.co.uk)

