



BECK PRIMARY SCHOOL

HEADTEACHER

RECRUITMENT PACK





INTRODUCTION

From the CEO

Dear Applicant

I am delighted that you are interested in finding out more about the position of Headteacher at Beck Primary School, one of our academies which forms part of Cascade Multi Academy Trust. Choosing the right school and Trust to work with is a very important decision. We would recommend that you visit the school and take a tour before submitting your application to understand the vision and values of our Trust.

The Headteacher position at Beck Primary School offers the successful applicant an exciting opportunity to lead Beck Primary School, within a wider organisation where collaboration and partnership working are believed to be the key to success.

Who we are?

Cascade is a Trust of collaboration, challenge and support to achieve the best possible outcomes for the children and communities we serve.

We are four primaries situated in the North of Sheffield. Our Schools include Beck, Hucklow, Owler Brook and Whiteways Primaries. All our schools have been graded Good by Ofsted. Two new schools are joining us in April 2026.

We are committed to professional development for all our staff. We work with Sheffield College, Hallam University, SCITT, The Teaching School Alliance and The National College to offer a wide range of qualifications to enable staff to develop further in their professional career. We have a proven track record of training teaching assistants to become HLTAs and teachers as well supporting staff into leadership positions.

We care about the wellbeing of all our staff and hope they feel happy to come to work each day because they feel valued and supported. We offer a wellbeing package for all staff, which includes Westfield Health, access to The Listening Service and private counselling.

If you would like to know more about us please visit our website www.cascademat.co.uk and come have a look round to meet the team.

Thank you for showing an interest in working with us.

Sue Bridges
CEO Cascade Multi Academy Trust





INTRODUCTION

From the Chair of Trustees - Pam Smith

Thank you for showing an interest in the role of Headteacher at Beck Primary School.

Beck Primary School is one of 4 schools within Cascade Multi Academy Trust, situated in the North of Sheffield. Cascade MAT has the highest aspirations for its pupils, parents, and staff members. We work hard to ensure that every child receives the very best education from the early years to the end of Key Stage Two. We aim for our pupils to transition into Key Stage Three secondary ready with a love of learning.

We have an active and engaged Trust Board and Governing Body whose members take their responsibilities seriously. We have a passion for learning and our community. We work collaboratively and constructively with our CEO. We are united in our commitment to our schools and the responsibility we share for each school's long-term success. We are an exciting team who work well together, bringing different skills and sharing the values and vision of the Trust.

Working within Cascade MAT will mean you will be given continued opportunities to challenge and develop your skills, working with a variety of experienced and skilled colleagues.

If you have the ambition for yourself, the staff and children in our care, you will enjoy working with us.

We trust that after exploring our pack and visiting Beck Primary School, you will feel inspired to apply. Should you be appointed, I very much look forward to welcoming you to our team and collaborating closely.

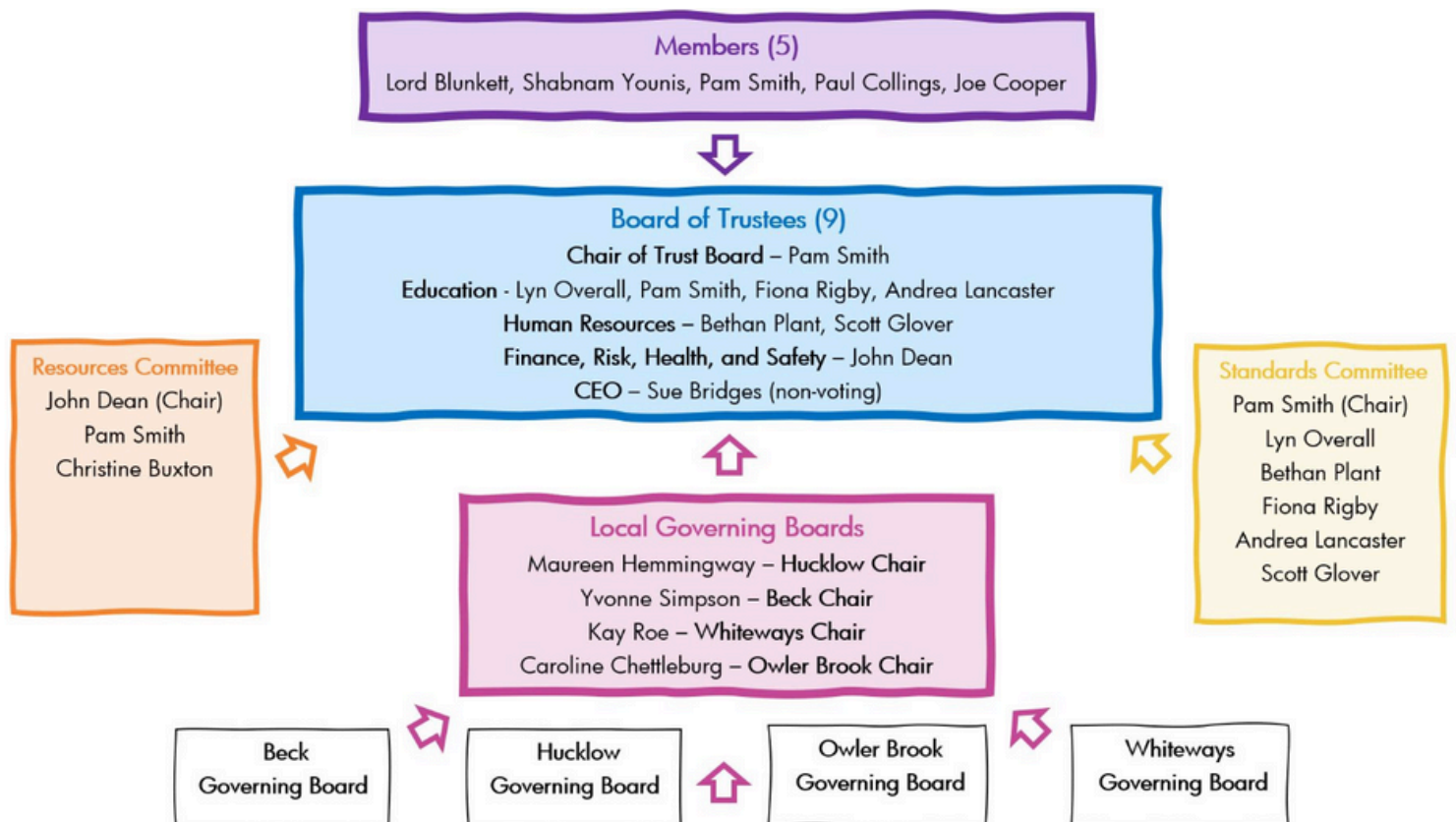
Pam Smith
Chair of Cascade Trust Board



Joining in 2026



GOVERNANCE



OUR VISION



To transform the life-chances of our children by ensuring an increasing number of pupils are secondary ready.

To ensure safe and secure learning environments by constantly improving our facilities on an annual cycle

To create inspirational places for our staff to work in and to effectively recruit and retain high quality staff

To be an influential part of our local communities finding ways to contribute to their health and wellbeing

As our Multi Academy grows our Trust will enjoy the benefits of: -

- A shared focus on education, which raises achievement across all schools to the highest levels.
- A shared business platform which makes best use of resources and benefits from economies of scale.
- A shared ethos within which the unique identity and character of each school can flourish.

OUR PRINCIPLES



In our schools we will ensure that

An Enriched and Exciting Curriculum

- Children enjoy their learning and want to come to school to learn. Enjoyment of learning is crucial to success.
- Learning is real, purposeful, exciting and relates to the world the children live in and will contribute to as they grow up.
- Educational visits and visitors, enrich children's education experience on a regular basis.
- Our learning environments will enhance the learning and curriculum opportunities we provide.
- Specialist teaching ensures all children have opportunity to learn a musical instrument, take part in sporting competitions and learn to swim.
- Community involvement is part of the life of our schools and the children impact on the life of the community.
- Equal opportunities through the curriculum, inspire all children to succeed.

High Quality Provision

- High quality teaching and learning in the all subjects leads to the acquisition of the best set of life and learning skills for every child.
- Early identification of need leads to intervention which supports and challenges children to access all of the curriculum.
- Rigorous assessment, tracking and expert teaching promotes accelerated progress.
- Continual process of School Self Review/Peer Review and evaluation as we strive to provide outstanding provision.
- Behaviour and reward systems which promote exemplary behaviour.

A shared ethos of Care and Respect

- Understanding and celebrating diversity.
- Include and nurture everybody.
- Celebrate and encourage everybody.
- Provide opportunities and success for everybody.
- An understanding of how we can contribute to and shape the world around us on a local and global scale.
- A curriculum which enhances the health, safety and wellbeing of all our school communities.
- Our children are well prepared for learning in the next stage of their educational journey.

We believe that everyone is a Leader

- Pupils are leaders of their own learning and have opportunity to develop their interests and become experts.
- We offer our communities opportunities to take on leading roles within our schools.
- We will support and champion family learning and learning together.
- We value every member of staff and will develop them through high quality training and an investment in their professional development.
- Our leadership teams keep learning at the heart of their work, recognising the uniqueness of each and every learner.
- We become an organisation of evidence-driven experts.

WHO WE ARE



Cascade Multi Academy Trust is a Trust of collaboration, challenge and support to achieve the best possible outcomes for the children and communities we serve. We believe that by working together, we can provide shared expertise, resources and opportunities for everyone within the MAT. We are a Trust where commitment, participation, involvement and achievement are expected of all.

Cascade is currently a Trust of four primaries situated in the North of Sheffield. Our focus is one of partnership working to continually improve the educational offer for our children and their families. We aim to create opportunities for all our children regardless of their needs and strive help them fulfil their potential.

As a Trust, we are a developing vibrant community in which all children and staff are able to thrive. Our strategic vision is to move this Trust forward by retaining a complete commitment to our ethos, our community and the principles of a comprehensive education.

Beck Primary School

We offer provision for pupils from 2+ in Early Years up to age 11 in Year 6. Our aim is to provide a high-quality education for all with a broad and balanced curriculum. We want children to be excited about their learning and to enjoy coming to school.

Hucklow Primary School

Our aim is to provide a high-quality education for all with a broad and balanced curriculum. We want children to be excited about their learning and to enjoy coming to school. We recognise that we cannot achieve our aims in isolation and therefore we value the involvement of parents as partners in the education of their child.

Owler Brook Primary School

We pride ourselves on providing an environment where children feel safe and happy. We celebrate diversity and creativity, recognising the skills that every child has. We warmly welcome parents into the life of the school and work with the whole school community to instil a sense of belonging and ownership and guide our children to be responsible citizens of the future.

Whiteways Primary School

We are committed to building strong links with the local community and services to ensure we work holistically for our children. We provide unique learning opportunities through a bespoke curriculum that fosters children's interests, and challenges them to become the best that they can be.

Beck is a big school with a big heart and big ambitions!

What does this mean?

- Beck is built on love: love for learning, love for our community and love and respect for each other.
- Beck is filled with fun and laughter. We aim to give our children a place where they feel safe and welcomed and we also aim for this for all our staff.
- Beck cares: leaders care about all our children and staff. We care about providing the best learning for our children that we can and ensuring all of our staff have a working environment where they feel valued, developed and purposeful.
- We are resilient, brave, ambitious and aim high in all we do.

Beck Primary School is a large primary school in Sheffield. There are three classes in each year group from Foundation Stage 2 (Reception) to Year 6, a large nursery, a 2-year old provision called Little Beck, and an Integrated Resource for children with an Education Health Care Plan for social communication needs.

We had a very successful OFSTED inspection in June 2024 which identified many strengths. We are proud of the opening paragraph:

‘Beck Primary is a special and welcoming school where pupils are happy. The school truly lies at the heart of its community. For example, it supports pupils and their families to overcome the challenges faced by the community. The school certainly is ‘a big school with a big heart’.’

Everyone linked to Beck describes our school as one big family. We take very seriously the trust our families have placed in us, by choosing Beck as their child’s primary school. We believe every child achieves more when we work in partnership with our whole staff team and our parents and carers.

Beck Primary School’s ethos is focussed around a set of core values;

- Be ambitious: Aim high
- Be enthusiastic
- Be safe
- Be respectful
- Be honest
- Be team players
- Have your say

To be able to demonstrate these values in everyday life we support children to develop as responsible members of the school community and alongside our PSHE curriculum we provide a clear behaviour policy for children and staff, so that children feel nurtured, but are also able to meet the high expectations we have of them in a safe and purposeful environment. Staff and children thrive when leaders ensure behaviour systems support excellent behaviour. Beck staff are hardworking, have a fantastic sense of humour and are determined to ensure the very best outcomes for the children we serve. Working in our school will be demanding as well as very rewarding.

ABOUT THE ROLE



Headteacher

Permanent

Full-time

Group size 4 L20 - L26: £82,654 - £95,735

Headteacher

You will:

- Be a dynamic leader with a proven track record of leading school improvement for a minimum of three years
- Be able to lead a school to ensure the children continue to thrive and reach their full potential in a fully inclusive environment
- Be positive, driven and committed to providing children with the best possible education
- Be passionate and relentless in improving educational standards, providing high quality leadership, management and inspiration, driving forward change to shape the future direction of the school
- Be able to empower staff to ensure the smooth day-to-day running of the school
- Build positive relationships and be ready to work in collaboration with the community and with other schools within the Multi Academy Trust

We can offer you:

- Delightful children
- A happy and friendly school that is held in high regard by the community it serves
- A nurturing working environment with a focus on wellbeing
- Strong partnerships with our family of schools
- Excellent professional development and career opportunities
- An experienced and committed leadership team
- A thriving Early Years with practice regarded as exceptionally strong
- A committed Governing Body that will support and guide the new appointee
- An attractive salary and benefits package including funded CPD opportunities
- Ongoing support from the Trust's Central Team

ABOUT THE ROLE

Headteacher



Cascade MAT is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share in this commitment. Our Safeguarding policy and Safer Recruitment policy can be found on Cascade's website.

In line with Keeping Children Safe in Education advice, the Trust will carry out online searches for shortlisted candidates.

Shortlisted candidates are required to complete a self-declaration criminal history form prior to interview and any disclosures will be discussed with candidates at the interview stage.

The successful candidate will be required to complete an enhanced DBS prior to employment commencing.

How to apply:

For further information about this role please contact Sue Bridges, CEO via sbridges@cascademat.co.uk or on 0114 6987158. Visits to the school prior to applying for the position are encouraged.

If you wish to visit the school, please contact Rachel Bagshaw, Business Support Manager via rbagshaw@beckprimary.co.uk.

You can download the word version of the application form from Cascade's website.

Please do not use Sheffield City Council application form

www.cascademat.co.uk

Please send completed application forms to hr@cascademat.co.uk

Closing date: Thursday 15th January 2026

Shortlisting: Friday 16th January 2026

Assessment Centre/Interview date: Wednesday 28th & Thursday 29th January 2026

Start date: April 2026

JOB DESCRIPTION



Headteacher

The role of the Headteacher:

Headteachers are leading professionals and role models for the communities they serve. Their leadership is a significant factor in ensuring high quality teaching and achievement in schools and a positive and enriching experience of education for pupils. Together with those responsible for governance, they are custodians of the nation's schools.

Parents and the wider public rightly hold high expectations of headteachers, given their influential position leading the teaching profession and on the young people who are their responsibility.

The headteachers' standards set out how headteachers meet these high expectations. The standards are an important benchmark not only for headteachers and those who hold headteachers to account, but also for those who train and develop school leaders.

(Preamble: The Role of the Headteacher, from the National Standards for Headteachers 2020)

Main purpose

The Headteacher will:

- Establish and sustain the Trust's ethos and strategic direction together with the Trust Board, CEO, Governing body and through consultation with the school community
- Establish and oversee systems, processes and policies so the school can operate effectively
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented
- Monitor progress towards achieving the Trust/School's aims and objectives
- Allocate financial resources appropriately, efficiently and effectively
- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the school community
- Serve in the best interests of the school's pupils

JOB DESCRIPTION

Headteacher



Duties and responsibilities, aligned to Headteacher Standards 2020

School Culture

The Headteacher will:

- establish and sustain the Trust/School's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community
- create a culture where pupils experience a positive and enriching school life
- uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life
- promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment
- ensure a culture of high staff professionalism

Teaching

The Headteacher will:

- establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn
- ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains
- ensure effective use is made of formative assessment

Curriculum and Assessment

The Headteacher will:

- ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught
- establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
- ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading
- ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum

JOB DESCRIPTION

Headteacher



Behaviour

The Headteacher will:

- establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils
- ensure high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy
- implement consistent, fair and respectful approaches to managing behaviour
- ensure that adults within the school model and teach the behaviour of a good citizen

Additional and special educational needs and disabilities

The Headteacher will:

- ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities
- establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively
- ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate
- ensure the school fulfils its statutory duties with regard to the SEND code of practice

Professional Development

The Headteacher will:

- ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs
- prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development
- ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning

JOB DESCRIPTION

Headteacher



Working in Partnership

The Headteacher will:

- forge constructive relationships beyond the school, working in partnership with parents, carers and the local community
- commit their school to work successfully with other schools and organisations in a climate of mutual challenge and support
- establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils

Governance & Accountability

The Headteacher will:

- understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility
- establish and sustain professional working relationship with those responsible for governance
- ensure that staff know and understand their professional responsibilities and are held to account
- ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the headteacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.

All the above duties and responsibilities to be carried out in accordance with Cascade Multi Academy Trust Policies, Academies Financial Handbook and current legislation with an emphasis on Safeguarding, Customer Care, Equal Opportunities, Data Protection and Health and Safety.

PERSON SPECIFICATION



Headteacher

All candidates should demonstrate how well their qualifications and experience, personal qualities, skills, professional knowledge and understanding and knowledge of safeguarding meet the requirements of the person specification. All candidates are expected to support the vision for the school/Trust.

Qualification and experience

Candidates must have:

Qualified Teacher Status (QTS)

Experience across the appropriate age range(s)

Evidence of recent successful senior leadership & management experience of at least 3 years, as a successful Headteacher or Deputy Headteacher in a large primary school that has contributed to school self-evaluation and the development of whole school priorities

A proven track record of leading whole school strategic improvement to improve pupil outcomes and enhanced standards in teaching & learning

Demonstrable experience of successful line management and staff development

PERSON SPECIFICATION



Headteacher

Personal qualities Candidates should:

Demonstrate a passion for teaching and learning

Communicate effectively and develop positive relationships with all stakeholders

Demonstrate excellent interpersonal skills

Be decisive, consistent and focused on solutions

Demonstrate the capacity to lead others, be reflective, resilient and adaptable

Be able to motivate and inspire others

Listen carefully and consider the views of others

Knowledge & Skills Candidates should be able to demonstrate:

Formulate a vision for the school, secure commitment to it from others and inspire others to contribute to that vision

Analyse and interpret data accurately to inform school improvement and to monitor pupil progress

Engage leaders at all levels in systematic and rigorous monitoring and evaluation

Effectively evaluate school performance and accurately identify priorities for improvement

Demonstrate significant experience of training, developing and empowering other leaders to improve teaching and learning across all phases

PERSON SPECIFICATION



Headteacher

Ability to build effective working relationships with all stakeholders

Work effectively with the governing body, enabling governors to fulfil their roles and meet their responsibilities

Work in collaboration with other schools, fellow professionals and external organisations to improve outcomes for all children

Drive improvement and challenge underperformance

Have excellent organisational skills, prioritising and managing time well under pressure, to meet deadlines

Professional knowledge and understanding **Candidates should:**

Be committed to securing equality of opportunity throughout the school

Understand national policy, curriculum and assessment developments and the statutory and legal framework within which a school operates, including the Ofsted Inspection Framework

Have secure knowledge of what constitutes highly effective teaching, its impact on the outcomes of all pupils with the ability to create a culture where striving for outstanding teaching and learning is central to the school's work

Maintain high standards of pupil behaviour and attitudes to learning

Have experience of multiagency working to support vulnerable children and families, and to promote excellent attendance

Understand effective financial management

Demonstrate a commitment to the continuing professional development of all school staff

PERSON SPECIFICATION



Headteacher

Safeguarding Candidates should have:

Knowledge of national and local safeguarding guidance

Experience of safeguarding and promoting the welfare of children and young people

A commitment to work with relevant agencies to protect children and young people

Knowledge of best practice and procedures in school for safeguarding children and young people

It is no longer mandatory for all first-time headteachers to have been awarded the National Professional Qualification for Headship (NPQH) before being appointed to the post. However, NPQH is a credible threshold qualification, which signals readiness for Headship.

THE APPOINTMENT PROCESS



These notes are intended to guide you when making an application

Application Form

Complete the application form neatly, fully and accurately, including exact dates. The form may be typed or handwritten but if you do write it by hand make sure that it is legible and that you use black ink. Indicate clearly on the front page, the post you are applying for and submit a concise application.

Education and Training

State your qualifications and any training you have undertaken relevant to the post.

Present Appointment

Make it clear what your present post is, which establishment you work in and who your employer is.

Previous Appointments

When completing this section, it is important that you offer a continuous record, or an explanation of any gaps to allow full account to be taken of your experience, for example, child raising, voluntary work. This is a requirement under our recruitment and safeguarding policies.

Referees

Suitable referees are people who have direct, recent experience of your work and who are in responsible positions. We may need to contact them at short notice so please be specific with regard to contact addresses, including emails and telephone numbers.



The Supporting Statement within your Application Form

The supporting statement is regarded as a very important part of your application. you should make statements that demonstrate how your qualification and experience match the requirements of the post. You should take particular care to demonstrate how you meet the person specification included this pack.

Please limit your supporting statement to two sides of A4 in size 11 font

Arrangements for Assessment

Shortlisted candidates will be contacted as soon as possible after the closing date.

Referees are contacted prior to the interview stage, unless you have specified in your application a reason not to do so.

A variety of assessment methods are used for different posts and candidates will be invited for an interview and task(s) associated with the role skills, knowledge and personal attributes, which are known collectively as competencies.

Feedback

Verbal feedback is offered to shortlisted candidates who were unsuccessful in securing the post following the assessment process.

Selection for Appointment

A conditional offer is made subject to 2 satisfactory references and satisfactory completion of pre-recruitment checks.

Completed Applications

When you have completed your application form and equal opportunities monitoring form, these should be returned via email by the closing date specified in the advert.

hr@cascademat.co.uk