



Application Pack for

ASSOCIATE HEADTEACHER

The Welldon Park Academy

"Striving Together To Success"

A PART OF The Pegasus Partnership Trust
"Children First"



Striving Together to Success

Welcome to The Welldon Park Academy

Our Values



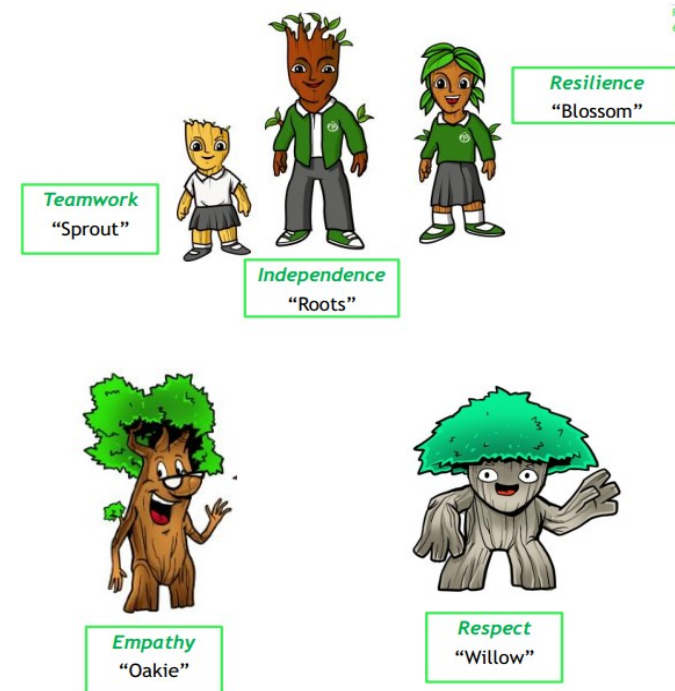
Introduction Sash Hamidi, Executive Headteacher & CEO

“Welcome to The Welldon Park Academy, a part of The Pegasus Partnership Trust.

We are delighted to invite candidates to apply to be a part of an exciting, diverse and passionate community.

The Welldon Park Academy, newly formed since 1st March 2019, is a hub of energy, commitment and dedication, ensuring all children, regardless of barriers they may face in life, are able to thrive and be successful learners, confident individuals and responsible citizens.

We seek candidates who see children as the heartbeat of a community and value every staff member as part of the Welldon family. If this is you, we warmly welcome an application from you!”



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About Our Academy

The Welldon Park Academy is now establishing itself as a **key community school** in South Harrow, which has high levels of deprivation as identified through IDACI.

The academy is split over two sites:

- The **Kingsley** site for Nursery and Infants has a “village” school feel with **Forest School** at the heart of its curriculum.
- This develops and evolves further into the **Wyvenhoe** site a few metres away, where children build on their character with outdoor learning opportunities and a curriculum focused on a relevance to them and the community they live in, with an aspiration to be the best they can be.



The intent of having a strong **character** education ethos through every curriculum area and the way The Welldon Park Academy empowers and enables children is at the core of our values.

We have **creative leaders** who are excited by the curriculum, embedding a culture of **safeguarding** throughout the short, medium and long term plans for Welldon.

English as an additional language is a significant factor for our **communities** - our families speak over 40 different languages between them and staff work with them closely to achieve best outcomes for all children.



Similarly, we have a **rising number** of children with SEND and vulnerable children as well as disadvantaged.

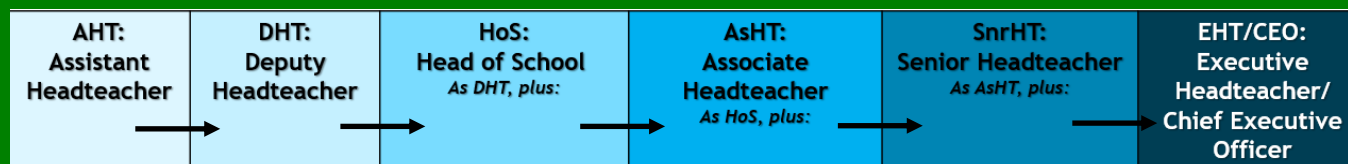
We are a 2FE academy, however there are currently two 3FE year groups passing through the academy over the next three years. Decreasing pupil numbers is a significant factor affecting our funding. With surplus spaces across our part of Harrow affecting local schools alike, we are exploring **opportunities** to best use the sites we have for children and learning (including outdoor learning), generating income, **supporting the locality** and the local community.

Above all else, The Welldon Park Academy focuses on the child, **their mental health and wellbeing**, their academic acceleration and providing them with **opportunities** to achieve whatever they aspire to achieve in the future.

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Developing Leaders Across the Trust

Our Leadership Development model develops aspiring middle leaders through to the CEO. Each step increases responsibility and accountability for leading the community.



Main purpose of the Associate Headteacher

The Associate Headteacher will be expected to:

- Inspire, excite and innovate approaches to learning, by promoting and supporting the vision and direction of The Welldon Park Academy and The Pegasus Partnership Trust
- Model positivity, passion and show a commitment to going above and beyond for The Welldon Park Academy community, through day-to-day leadership which enables success
- Work with the Executive Headteacher, The Pegasus Partnership Trust Board of Trustees and Local Stakeholder Group to create and implement the strategic direction
- Be committed to teamwork through valuing all team members and being committed to effective communication, modelling and embedding equality and diversity, integrity and professionalism
- Lead the Leadership Team through professional leadership and management of the academy
- Share in the corporate responsibility for the well-being and behaviour of all children and ensure a positive learning behaviour is established throughout the academy, with Safeguarding being paramount in all decisions and actions
- Support, hold accountable, develop and lead the staff to ensure high quality teaching, effective use of resources and improved standards of learning and achievement across the academy
- To collaborate effectively and positively with the all Leaders, Staff, Parents/Carers and Stakeholders at The Welldon Park Academy and across The Pegasus Partnership Trust
- Maintain high standards of ethics and professional conduct

The Pegasus Partnership Trust:

As Associate Headteacher for the Welldon Park Academy, you will be a part of the **Central Team**, involved in strategic decisions for both Welldon and the Trust.

This will involve working with **Trustees** and sharing the excellent practice achieved within The Welldon Park Academy and in collaboration with leaders across the Trust.

Governance:

The Welldon Park Academy has a **Local Stakeholder Group** who focus on the Welldon community, outcomes, premium spends and inclusion and safeguarding. They are committed to Welldon and the local community.



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Associate Headteacher Job Description

1.0 With support from the Executive Headteacher, lead on:

SCHOOL CULTURE *(linked to Teachers' Standard 1)*

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

2.0 With support from the Executive Headteacher, lead on:

TEACHING *(linked to Teachers' Standards 2 and 4)*

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

3.0 With support from the Executive Headteacher, lead on:

CURRICULUM & ASSESSMENT *(linked to Teachers' Standards 3 and 6)*

- 3.1 ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught
- 3.2 establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
- 3.3 ensure that all children 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
- 3.4 ensure valid, reliable and proportionate approaches are used when assessing children's knowledge and understanding of the curriculum

4.0 With support from the Executive Headteacher, lead on:

BEHAVIOUR *(linked to Teachers' Standard 7)*

- 4.1 establish and sustain high expectations of behaviour for all children, built upon relationships, rules and routines, which are understood clearly by all staff and children and their families
- 4.2 ensure high standards of behaviour and courteous conduct from all children in accordance with the Trust and Academy's behaviour policy
- 4.3 implement consistent, fair and respectful approaches to managing behaviour ensure that adults within the academy, model and teach the behaviour of a good citizen in line with British Values

5.0 With support from the Executive Headteacher, lead on:

ADDITIONAL AND SPECIAL EDUCATION NEEDS & DISABILITIES *(linked to Teachers' Standard 5)*

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

6.0 With support from the Executive Headteacher, lead on:

PROFESSIONAL DEVELOPMENT *(linked to Teachers' Standard 4 and Part 2)*

- 6.1 ensure all staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of the Academy Development Plan, team and individual needs
- 6.2 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 and all staff
- 6.3 ensure that professional development opportunities draw on expert provision from beyond the Trust, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning

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Job Description and Person Specification

7.0 With support from the Executive Headteacher, lead on:

ORGANISATIONAL MANAGEMENT

7.1 ensure the protection and safety of children and staff through effective approaches to safeguarding, as part of the duty of care

7.2 prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds

7.3 ensure staff are deployed and managed well with due attention paid to workload establish and oversee systems, processes and policies that enable the academy to operate effectively and efficiently

7.4 ensure rigorous approaches to identifying, managing and mitigating educational and operational risks

8.0 With support from the Executive Headteacher, lead on:

CONTINUOUS ACADEMY & TRUST DEVELOPEMNT

8.1 make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit academy and Trust effectiveness, and identify priority areas for improvement

8.2 develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the academy's context including securing external funding for projects

9.0 With support from the Executive Headteacher, lead on:

WORKING IN PARTNERSHIP

9.1 forge constructive relationships beyond the academy, working in partnership with parents, carers and the local community

9.2 commit their academy to work successfully within the Trust as well as with other schools and organisations in a climate of mutual challenge and support

9.3 establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all children

10.0 With support from the Executive Headteacher, lead on:

GOVERNANCE & ACCOUNTABILITY

10.1 understand and welcome the role of effective governance through the Local Stakeholder Group (LSG), upholding their obligation to give account and accept responsibility

10.2 establish and sustain professional working relationships with those responsible for governance at both LSG level and the Board of Trustees

10.3 ensure that all staff know and understand their professional responsibilities and are held to account

10.4 ensure the academy effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties

The Associate Headteacher must always have a due regard for safeguarding and promoting the welfare of children and young people and to follow all associated child protection and safeguarding policies as adopted by the Trust.

The Associate Headteacher must uphold and demonstrate the Seven Principles of Public Life at all times. Known as the Nolan principles, these form the basis of the ethical standards expected of public office holders: Selflessness; integrity; objectivity; accountability; openness; honesty; leadership. This links to Teacher Standards Part 2.

ASSOCIATE HEADTEACHER

Person Specification

Candidates should effectively write to our person specification.

The supporting statement should be no more than three sides of A4 as a separate attachment to the application form. The supporting statement should demonstrate your potential to professionally develop as an Associate Headteacher or your substantive experience should you wish to start at a higher salary within the salary group.

Generic application letters/CVs will not be shortlisted.

References & an Internet Search will be taken up prior to interview

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Area to write to	Requirements	Essential or Desirable
1. Qualifications	Qualified Teacher Status and relevant degree first or second class degree and/or Masters	E
	NPQH or other professional/management qualification relevant to the post	D
	Advanced Safeguarding Certificate and/or experience of being a DSL	E
2. Professional development and Experience	Substantial and successful experience as an Assistant, Deputy or Headteacher for at least 3 years	E
	Evidence of undertaking and leading CPD and its impact on school improvement.	E
	Experience of delegating to, empowering and collaborating as a team	E
	Successful experience in relation to leading on change and understanding its impact including site development and reorganisation	D
3. Knowledge and skills	Proven experience of performance management and its impact on the school, staff and children	E
	Experience of building capacity and developing distributed leadership.	D
	Evidence of raising standards through excellent teaching, across each stage and for all children, including SEND, disadvantaged children and More Able children	E
	Experience of working with a Governing Body or Trustees	E
	Participation in school self-evaluation and development planning	E
	Ability to formulate objectives, policies and plans and monitor, evaluate and review their impact	E
	Demonstrate success in introducing effective strategies for improvement	E
	Understanding of the factors which create barriers to learning and the ability to implement appropriate strategies for reducing inequalities and promoting inclusion	E
	Ability to collect, analyse and use data on children's attainment and progress and secure best practice across the school	E
	A clear understanding of what makes good and outstanding learning and teaching in a Primary School including Early Years.	E
	Ability to engage children through an exciting, innovative, diverse and creative curriculum built on character, outdoor learning and an experiential approach	E
	Ability to create and develop a stimulating environment which promotes good behaviour and an eagerness to learn	E
	Successful experience of creating and maintaining productive partnerships with different stakeholders	E
	Ability to collaborate with other organisations in the wider community	D
4. Personal Qualities	Ability to set, interpret, monitor and manage a budget; planning for a sustainable future	D
	Ability to manage, monitor and review the use of available resources including procurement and tender projects	D
	Excellent communication skills both verbal and written	E
	A leader ready for more creative blue-sky-thinking, taking calculated risks to achieve aspirational targets	E
	Very approachable and enthusiastic to engage with the wider community	E
	Emotionally intelligent and resilient, robust and calm under pressure	E



Assessment Process

The process towards recruiting our new Associate Headteacher will include:

- Shortlisting through written application
- Informal meeting with the Executive Headteacher
- Range of tasks assessing skills including in-tray, role play, teaching and a presentation
- Panel interview including an interview led by children

APPLICATION DEADLINE:
10.00am Friday 30th April 2021

SHORTLISTING:
By 4pm Friday 30th April 2021

ASSESSMENT DAY:
Thursday 6th May 2021



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Contact us

Get in touch we are very proud of our academy and welcome the opportunity to show prospective candidates

WATCH OUR VIDEO HERE:

bit.ly/TWPAHeadApril2021

BOOK A TIME SLOT FOR A ZOOM MEETING OR A TOUR HERE:

bit.ly/3ma3iQO

(Individual time will be given to each prospective candidate)

The Welldon Park Academy:

Kingsley Site, Kingsley Road, South Harrow HA2 8LT

Wyvenhoe Site, Wyvenhoe Road, South Harrow HA2 8LS

Tel: 0208 864 9378

Queries to **KATIE YARABI** (PA to the Executive Headteacher):

KYarabi@theppt.co.uk



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