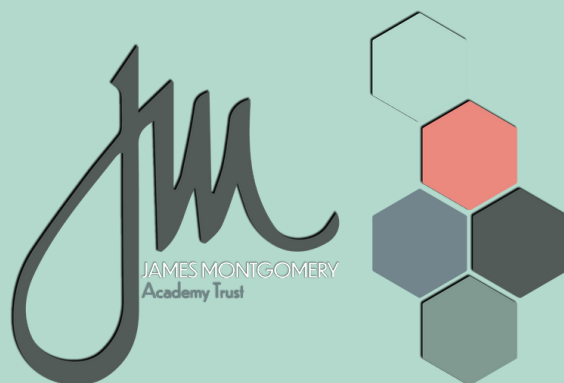


# Brampton 'The Ellis' C of E Aided Primary School

*Respect, Resilience, Responsibility*

## Headteacher Recruitment Information Pack



November 2023



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# Letter of welcome from our Chief Executive Officer



Dear Applicant,

Thank you for your interest in this exciting role at Brampton 'The Ellis' C of E Aided Primary School, part of the James Montgomery Academy Trust.

We have 18 schools in our Trust, with an additional three soon to convert. Our Trust vision is to ensure that our schools are child-centred, inclusive and distinctive, delivering excellence in education, sharing best practice and building aspiration. This demonstrates our commitment to put inclusion at the heart of our Trust and we aim to achieve this through supporting and developing the highest quality practice in our schools. The successful candidate will join the school team as their new headteacher and work in collaboration across the wider Trust.

As a Trust, we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual schools to flourish with real identity and distinctiveness, whilst also ensuring a strong ethos of support and collaboration across our schools.

Employees within JMAT belong to a community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. JMAT provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike. I hope you are as excited by this proposition as we are and if so, we look forward to meeting you.

*Mr David Silvester*



# Advertisement

**School:** Brampton 'The Ellis' C of E Aided Primary School  
**Post:** Headteacher  
**Salary:** L18-24  
**Number on roll:** 465  
**Age range:** 3-11  
**Required for:** September 2024

## *Information about the post and school*

Are you ready to embark on a remarkable journey, leading Brampton 'The Ellis' C of E Aided Primary, a school that has been at the heart of our local community since 1866?

James Montgomery Academy Trust (JMAT), the local governing board, The Ellis Trust and Diocese of Sheffield invite you apply for the post of Headteacher to continue the legacy of our retiring headteacher in driving excellence at our popular split-site school.

Our school has a strong Christian ethos and effective links exist between the school, local churches and the wider community. We pride ourself on our caring, supportive ethos, encouraging everyone in our school community to thrive. Working across two distinct sites, we foster a collaborative environment that embraces diversity, encourages curiosity, and nurtures every child's unique potential.

Building on our strengths and achievements, our new headteacher will be an excellent practitioner, be able to lead curriculum development and those who deliver it, constantly seeking ways to raise achievement and standards. They will be an excellent motivator of staff and will have the ability to delegate and monitor effectively. The successful candidate will also promote the care, health and well-being of all our staff and children.

We are in search of an inspiring individual who shares our commitment to academic excellence, moral guidance, and community engagement.



# Advertisement

*We are looking for someone who will:*

- Build on the visionary leadership of the school community that reflects our vision and values, setting high expectations for academic achievement, inclusion and well-being.
- Be a forward-thinker who can build upon our existing successes, while bringing fresh perspectives to shape the future of our school.
- Have unwavering belief in the transformative power of education to change lives and contribute positively to society.
- Demonstrate a desire to strengthen our links with the local community, forging partnerships that enrich the educational experience for all.
- Show dedication to creating a nurturing and inclusive environment where every child feels valued, respected, and empowered to thrive.
- Support effective continuous professional development providing guidance, mentorship and opportunities for growth to all staff members.
- Bring an understanding and appreciation of our school's Christian ethos, and a commitment to upholding our core values.
- Manage resources effectively to meet the needs of all children, maintaining a well-equipped and stimulating learning environment.
- Embody the JMAT vision and work in collaboration with others.

*What we can offer you:*

- Happy and enthusiastic children who love learning.
- A popular split site school with a welcoming, caring atmosphere and ethos.
- Established, skilled, dedicated and supportive staff.
- Effective SEND support at Trust level.
- A school that is at the heart of the community with extensive grounds and excellent resources.
- A broad range of professional development, both within the Trust and beyond.
- Support for your wellbeing to ensure your success as a leader.
- A local governing board, The Ellis Trust and Diocesan team that are dedicated to school improvement, offering excellent support and challenge.



# Advertisement

As our new Headteacher, you will lead a dedicated team of staff, eager children, and supportive families. You will have the opportunity to leave an indelible mark on the lives of young learners and the broader community. Additionally, you will be supported by a committed, Trust, The Sheffield Diocese, local governing body and a network of passionate stakeholders.

Please contact **Helen Nield** (School Business Manager) for further information about the post or to arrange a visit to the school: [school@be.jmat.org.uk](mailto:school@be.jmat.org.uk) or **01709 760370**

Closing Date: **27-11-23 (09:00)**

Shortlisting: **27-11-23**

Interview Dates: **11-12-23** and **12-12-23** (provisional dates)

Completed application forms should be returned to:

Michele Finney - Trust lead for recruitment: [mfinney@jmat.org.uk](mailto:mfinney@jmat.org.uk)



# Safeguarding

James Montgomery Academy Trust is committed to safeguarding and promoting the welfare of children and relevant safeguarding checks will be conducted in line with guidance and Keeping Children Safe in Education 2023.

All school posts involve working with children and therefore the successful candidates will be required to apply for a disclosure of criminal records at an enhanced level. Further information about the Disclosure Scheme can be found at [www.gov.uk/disclosure-barring-service-check](http://www.gov.uk/disclosure-barring-service-check)

As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), James Montgomery Academy Trust complies fully with the code of practice and undertakes to treat all applicants for positions fairly. James Montgomery Academy Trust undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.

James Montgomery Academy Trust is committed to the fair treatment of its staff and potential staff, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background. We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records.

Having a criminal record will not necessarily bar a person from working in school. This will depend on the nature of the position and the circumstances and background of the offence(s).

If shortlisted, you will be asked to complete and return a Criminal Records Declaration Form prior to interview. At interview, or in a separate discussion, James Montgomery Academy Trust and HR ensures that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.

Failure to declare a relevant conviction, caution or pending police action, will disqualify the applicant from appointment or result in summary dismissal if the discrepancy comes to light later.

All appointments will be subject to:

Two written references (one from the most recent employer) confirming professional and personal knowledge, skills and abilities and with a positive recommendation from the current employer.

*Christian Values underpin our determination to ensure that every child can be the best they can, in order to take their place as a valuable citizen within our world.*

# Brampton 'The Ellis' C of E Aided Primary School

Type of school: Mainstream based across two sites

Age Range: 3-11

Number on roll including F1: 465

Pupils with an EHCP: 1.5%

Pupils with SEN support: 14.4%

Pupils eligible for pupil premium: 17.6%

Pupils with English as an additional language: 1.5%





# All about us



## Our School Vision and Values

Brampton 'The Ellis' C of E (aided) Primary School is a happy, safe and exciting place of learning. We strive to make strong relationships and genuine partnerships with our families and the wider community to support our children on their journey in life.

Christian Values underpin our determination to ensure that every child can be the best they can, in order to take their place as a valuable citizen within our world.

We focus on the 3 R's: Respect, Responsibility and Resilience which have been adopted by the School Council. In addition, they have developed an acronym linked to how the school is commonly known in the community 'BEP' - Believe, Enjoy, Persevere.

The School Council chose 'Believe' both as a direct link to our church school status and also in terms of the importance of self-belief in becoming a resilient learner. They state that every child has the right to 'Enjoy' their school experience and that any visitor to school would see children enjoying their learning. 'Persevere' shows how no-one gives up at BEP.

The children feel strongly that the way the learning is structured with both challenge and choice leads to self-motivation.



# All About Us



## Christian Vision Statement

We aim to:

- Create and live within a Christ inspired culture of respect and responsibility.
- Follow Christ's command to love, inspiring and exercising compassion.
- Inspire the hope and horizons of our children.
- Express a passion for the word, and for enlivening reading.

## SIAMS Inspection 2020

**The distinctively Christian vision and values promote a school community in which pupils and adults flourish, where there are good attitudes to learning, and pupils have a growing spiritual awareness.**

- School leaders, including governors, are effective in guiding the school's progress as a Church school. As a result, pupils are progressing well academically and spiritually, and relationships are good.
- Collective worship is inclusive and engaging. It enables pupils and adults alike to participate and experience worship. It affirms the school values.
- RE contributes well to pupils' understanding of spiritual matters and supports the school values.



# James Montgomery Academy Trust

Our Trust has officially been in existence since 2016 and we have, in that time, grown from an initial group of 5, to now be working across 18 converted schools. All our schools are in the primary phase, encompassing primary, infant and junior, and are all based in South Yorkshire.

The Trust Board is determined to see a high performing and successful Multi-Academy Trust that delivers the very best educational experience for the pupils attending our schools. Our schools play a key role in the community supporting our families and offering our children opportunities to grow and thrive, academically, socially and emotionally. We want our children to be confident and resilient.

## *Trust Vision and Values*

Our schools are child-centred, inclusive and distinctive, delivering excellence in education, sharing best practice and building aspiration.

## *Trust Core Principles*

Together we will:

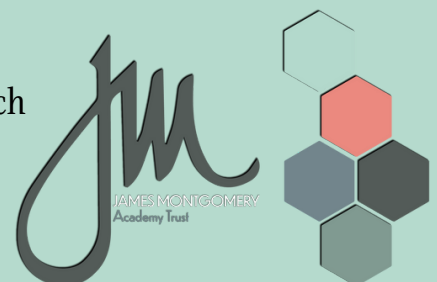
- Consistently put children at the heart of decision making
- Champion school individuality
- Continually improve through innovative and research driven practice

## *School Improvement Strategy Goal*

The school improvement strategy of JMAT aims to create a self-improving school led system through collaboration, support and challenge.

Together we will promote and secure:

- Individuality
- Good levels of achievement for all
- High quality teaching and inclusive practice underpinned by research
- Aspirational leadership and governance
- Access to high quality CPD
- Best practice across the Trust and wider partnerships
- Value for money
- Safe schools



# Trust profile

School	Local Authority	Date Joined Trust	Age Range	Ofsted Grade
Anston Hillcrest Primary School	Rotherham	May 2021	3-11	Outstanding December 2013
Brampton Cortonwood Infant School	Rotherham	June 2017	2-7	Good November 2021
Brampton 'The Ellis' C of E Primary School	Rotherham	April 2017	3-11	Outstanding October 2013
Brinsworth Howarth Primary School	Rotherham	December 2019	3-11	Good July 2016
Ferham Primary School	Rotherham	October 2021	2-11	Special Measures February 2020
Harthill Primary School	Rotherham	April 2020	4-11	Good June 2018
Highfield Farm Primary School	Rotherham	January 2023	3-11	Requires Improvement January 2019
Hooton Pagnell All Saints C of E Primary School	Doncaster	April 2018	4-11	Good September 2022
Kiveton Park Infant School	Rotherham	December 2018	3-7	Good April 2023
Kiveton Park Meadows Junior School	Rotherham	December 2019	7-11	Good June 2017
Laughton Junior and Infant School	Rotherham	October 2018	3-11	Good January 2023
Mexborough St John The Baptist C of E Primary	Doncaster	December 2016	3-11	Good October 2019
Meadow View Primary School	Rotherham	December 2021	3-11	Requires Improvement December 2019

# Trust Profile Continued . . .

School	Local Authority	Date Joined Trust	Age Range	Ofsted Grade
St Ann's Junior and Infant School	Rotherham	October 2020	3-11	Pending release of inspection report
Thurcroft Infant School	Rotherham	February 2021	3-17	Outstanding November 2014
Wath C of E School	Rotherham	March 2017	3-11	Good February 2020
Wath Central Primary School	Rotherham	March 2017	3-11	Good May 2022
Wath Victoria Primary School	Rotherham	June 2017	2-11	Good November 2021



# Job Description



Post Title: Headteacher  
School: Brampton 'The Ellis' C of E Aided Primary School  
NoR: 465  
Salary: L18-24  
Reporting to: JMAT / Local Governing Board  
Position: Permanent  
Start Date: September 2024

## Core Purpose

To provide professional leadership and management for the school, subject to the Conditions of Employment for Head Teachers contained in the current School Teachers' Pay and Conditions Document (STPCD)

The following represent the main purpose, qualities, duties and responsibilities of the headteacher and are based on the Headteachers' Standards (DfE, 2020).

## Main Purpose

The headteacher will:

- Establish and sustain the school's ethos and strategic direction together with the Trust, governing board, Diocese of Sheffield 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 school improvement strategies are effectively implemented and monitored for impact.
- Monitor progress towards achieving the school's aims and objectives.
- Allocate financial resources appropriately, efficiently and effectively, ensuring best value for money.

## Qualities

The headteacher will:

- 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.



# Main Duties and Responsibilities



## School Culture and Behaviour

The headteacher will:

- Create a culture where all pupils experience a positive and enriching school life.
- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life.
- Ensure a culture of staff professionalism.
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school.
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy.

## Teaching, Curriculum and Assessment

The headteacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence.
- Ensure teaching is underpinned by subject expertise.
- Effectively use formative assessment to inform strategy and decisions.
- Ensure the teaching of a broad, structured and coherent curriculum.
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities.
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum.
- Ensure the use of evidence-informed approaches to reading so that all pupils are taught to read.

## Additional and Special Educational Needs and Disabilities (SEND)

The headteacher will:

- Promote a culture and practices that enable all pupils to access the curriculum.
- Have ambitious expectations for all pupils with SEN and disabilities including those accessing the integrated resource.
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfils statutory duties regarding the SEND Code of Practice.



# Main Duties and Responsibilities



## Managing the School

The headteacher will:

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care.
- Manage staff well with due attention to workload.
- Ensure rigorous approaches to identifying, managing and mitigating risk.

## Professional Development

The headteacher will:

- Ensure staff have access to appropriate, high standard professional development opportunities.
- Keep up to date with developments in education.
- Seek training and continuing professional development to meet needs.

## Governance, Accountability and Working in Partnership

The headteacher will:

- Understand and welcome the role of effective governance, including accepting responsibility.
- Ensure that staff 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.
- Work successfully with other schools and organisations and across the Trust.
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils.

*Whilst every effort has been made to detail the main duties and responsibilities of the headteacher, the postholder may be required to undertake other duties appropriate to the role.*





# Person Specification

A - Training and Qualifications	Essential	Desirable	Source A- Application I - Interview R - Reference
Qualified teacher status	Yes		A
Degree	Yes		A
Recent participation in a range of relevant training (preparation for Headship in the last 3 years).	Yes		A,I

B - Experience of Teaching and School Management	Essential	Desirable	Source A- Application I - Interview R - Reference
Leadership experience at deputy head level or head teacher level.	Yes		A,I,R
Experience of working in a C of E school.		Yes	A,I
Experience of leading and managing a whole school initiative.	Yes		A,I,R
Significant experience working in the primary phase (minimum 5 years).	Yes		A,I,R
Experience of strategic financial planning, budget management and the principles of best value.	Yes		A,I,R
Experience of leading change, creativity and innovation.	Yes		A,I,R
New technologies – their use and impact.	Yes		A,I,R
Experience of monitoring and evaluating performance to inform school self-evaluation.	Yes		A,I,R
Experience of curriculum design and review.	Yes		A,I,R
Experience of working effectively with parents, governors and the wider school community.	Yes		A,I,R



C - Professional Knowledge and Understanding of:	Essential	Desirable	Source A- Application I - Interview R - Reference
Pupils' educational development.	Yes		A,I,R
SEND and inclusion.	Yes		A,I,R
School leadership and management within a C of E school.		Yes	A,I,R
Curriculum and assessment, including subjects and cross curricular aspects.	Yes		A,I
School improvement planning and self-evaluation strategies.	Yes		A,I
Effective teaching and learning strategies.	Yes		A,I
Local and national policies, priorities and statutory frameworks.	Yes		A,I,R
Governance.	Yes		A,I,R
Safeguarding arrangements.	Yes		A,I,R
Management of pupil behaviour and attitudes to learning.	Yes		A,I,R



<b>D - Personal Skills and Abilities</b>	Essential	Desirable	Source A- Application I - Interview R - Reference
Expert classroom practice in teaching and learning.	Yes		A,I,R
Think strategically and creatively to create a vision, goals and strategies for school improvement.	Yes		A,I,R
Inspire, motivate and challenge the whole school community.	Yes		A,I, R
Competent in the use of ICT.	Yes		A
Interpret and handle a range of data including performance and finance, to inform decisions.	Yes		A,I,R
Experience of working effectively with a range of external agencies.	Yes		A,I
Coaching skills to support staff appropriately.		Yes	A,I
Prioritise, plan and organise themselves and others.	Yes		I
Communicate effectively with all stakeholders of the school.	Yes		A,I,R
Delegate tasks and responsibilities and motivate others.	Yes		A,I,R
Develop self and others including by identifying and engaging in relevant CPD.	Yes		A,I

<b>E - Other Requirements</b>	Essential	Desirable	Source A- Application I - Interview R - Reference
Application forms should be completed in full.	Yes		A
Letters and any additional information should be clear, concise and must address the criteria identified in the person specification.	Yes		A

# Application Process



- Please contact **Helen Nield (School Business Manager)** for further information about the post or to arrange a visit to the school: [school@be.jmat.org.uk](mailto:school@be.jmat.org.uk) or **01709 760370**
- The closing date for applications is: **27-11-23 (09:00)**
- Shortlisting will take place on: **27-11-23**
- Interviews will be held: **11-12-23 and 12-12-23 (Provisional Dates)**
- Please mark your application clearly with the vacancy reference and return all application forms by email to: [mfinney@jmat.org.uk](mailto:mfinney@jmat.org.uk)
- Shortlisted candidates will be contacted via phone or email with further details about the interview process.
- Start date for the post is: **September 2024**



*Our schools are child-centred,  
inclusive and distinctive, delivering  
excellence in education, sharing best  
practice and building aspiration.*

James Montgomery Academy Trust  
Ellis House  
Brampton Road  
Wath Upon Dearne  
Rotherham  
S63 6BB

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X: @jmat schools

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CEO: Mr David Silvester

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