

Brinsworth Howarth Primary School

Headteacher Recruitment Information Pack



Growing Together



May 2025

Contents

- Letter of welcome from our Chief Executive Officer
- Letter from the Chair of Governors
- Advertisement
- Safeguarding
- James Montgomery Academy Trust
- Trust Profile
- All about Brinsworth Howarth Primary School
- Job Description
- Person Specification
- Application Process



Letter of welcome from our Chief Executive Officer



Dear Applicant,

Thank you for your interest in this exciting role at Brinsworth Howarth Primary School, part of the James Montgomery Academy Trust.

We have 20 schools in our Trust, with an additional one 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.

David Silvester



Letter of welcome from our Chair of Governors

Hello and thank you very much for your interest in the position of Headteacher at Brinsworth Howarth school.

I am Mel, Chair of Governors at Brinsworth Howarth, which is a role I have been privileged to hold for the past 12 years.

I am a member of Brinsworth's community and take great pride in Howarth school and its many achievements and successes.

I play a proactive part in school, visiting regularly and conducting "whole school" walks as well as chairing and participating in our governing board meetings. I work very closely with the Headteacher, which is something which will not change going forward.

Our governing board is both supportive and pragmatic in our approach to Howarth, which is something I am immensely proud of.

We challenge where necessary, but always have the interests of our school and especially our children at heart.

I would encourage you to visit us as part of your application, and experience the "family feel" to our school - it is one I have not felt anywhere else, despite having held governor roles in other local schools.

I wish you every success in your application.

Regards

Mel



Advertisement

School: Brinsworth Howarth Primary School
Post: Headteacher
Salary: L11-17
Number on roll: 200
Age range: 3-11
Required for: January 2026



Information about the post and school:

Brinsworth Howarth Primary School prides itself on having a warm and welcoming environment where children feel happy, safe, and secure, and where a genuine love of learning grows. The school is committed to nurturing the whole child and recognising individual strengths. Its carefully designed curriculum promotes academic achievement while offering rich, creative, and varied learning experiences. Personal development is a key focus and runs as a continuous thread throughout the curriculum, from the Early Years through to Year 6, supporting children to grow into confident, well-rounded individuals.

The Role:

Brinsworth Howarth Primary School, a proud member of the James Montgomery Academy Trust (JMAT), is seeking an exceptional Headteacher to lead our vibrant and inclusive school community. This opportunity arises as our esteemed Headteacher, Mrs Maxine Crawford, prepares for her well-deserved retirement after years of dedicated service.

The ideal candidate will:

- Demonstrate a passion for education and a commitment to improving the life chances of all children.
- Has a proven track record of successful senior leadership in a primary school setting.
- Is an excellent communicator, able to build strong relationships with children, staff, parents, and the wider community.
- Is committed to developing an inclusive and nurturing environment where every child feels valued and empowered to thrive.
- Can lead curriculum development and inspire continuous improvement in teaching and learning.
- Embodies the values and vision of Brinsworth Howarth Primary School and the James Montgomery Academy Trust.
- Manage resources effectively to meet the needs of all children, maintaining a well-equipped and stimulating learning environment.
- Further build a culture of continuous professional development providing guidance, mentorship and opportunities for growth to all staff members.

Advertisement

We are looking for someone who will:

- Provide visionary leadership to the school community that reflects our vision and values, setting high expectations for academic achievement, inclusion and well-being.
- Ensure that our school operates with a strong commitment to inclusive practices.
- Foster a culture of continuous professional development providing guidance, mentorship and opportunities for growth to all staff members.
- Collaborate with families and external agencies to create a supportive and welcoming school environment.
- Ensure school continues to be part of the wider culture of the Brinsworth Howarth community.
- 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 school with a welcoming, caring atmosphere and ethos.
- A dedicated and caring staff team committed to academic and personal development.
- A wide and creative curriculum with exciting learning experiences.
- Strong partnerships with parents and carers.
- Supportive governance and collaboration within the JMAT network.
- Opportunities for professional development and career progression.
- Support for your well-being to ensure your success as a leader.

Why Join Us?

- Lead a school with a strong sense of community and a commitment to excellence.
- Work with a dedicated and passionate team of staff and governors.
- Opportunity to make a significant impact on the lives of our children and the wider community.
- Effective Trust level support.



Please contact **Mrs Maxine Crawford (Headteacher)** for further information about the post or to arrange a visit to the school via 01709 828613 or via email at school@howarth.jmat.org.uk

Closing Date: 12-06-25 (09:00)

Shortlisting: 12-06-25

Interview Dates: 19-06-25 and 20-06-25 (**provisional dates**)

Completed application forms should be returned to:

Michele Finney - Trust lead for recruitment: mfinney@jmat.org.uk or complete the online application via the DfE Teaching Vacancies Portal.

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 2024.

All school posts involve working with children and therefore the successful candidate 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

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.



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 20 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 Grades
Anston Hillcrest Primary School	Rotherham	May 2021	3-11	Good April 2025
Bramley Sunnyside Junior School	Rotherham	February 2025	7-11	Good November 2024
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	Good July 2024
Brinsworth Howarth Primary School	Rotherham	December 2019	3-11	Good May 2024
Clifford All Saints C of E Primary School	Sheffield	March 2024	3-11	Requires Improvement October 2021
Ferham Primary School	Rotherham	October 2021	2-11	Good / Requires Improvement January 2025
Harthill Primary School	Rotherham	April 2020	4-11	Good / Outstanding October 2024
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	Requires Improvement April 2024
Laughton Junior and Infant School	Rotherham	October 2018	3-11	Good January 2023

Trust Profile Continued . . .

School	Local Authority	Date Joined Trust	Age Range	Ofsted Grade
Mexborough St John The Baptist C of E Primary	Doncaster	December 2016	3-11	Good January 2025
Meadow View Primary School	Rotherham	December 2021	3-11	Good October 2024
St Ann's Junior and Infant School	Rotherham	October 2020	3-11	Good September 2023
Thurcroft Infant School	Rotherham	February 2021	3-7	Pending Report April 2025
Wath C of E School	Rotherham	March 2017	3-11	Pending Report April 2025
Wath Central Primary School	Rotherham	March 2017	3-11	Good May 2022
Wath Victoria Primary School	Rotherham	June 2017	2-11	Good November 2021



All About Brinsworth Howarth

Primary

Located in the heart of Brinsworth, our school serves approximately 200 children aged 3 to 11. We are known for our welcoming atmosphere, where children feel happy, safe, and eager to learn. Our curriculum is broad and creative, emphasising core subjects while enriching learning through arts, sports, and STEAM activities. We value the personal development of each child, building respect and community spirit through our shared vision of "Growing Together."

Our vision for our curriculum is that it is inspirational, thought provoking, creative and soaked in memorable moments. In discussion with pupils, it is clear from their enthusiasm that they enjoy their learning. We are determined to enhance pupils' cultural capital. At Brinsworth Howarth creativity has always been at the heart of our curriculum. The arts are considered a valid means of expression and are intertwined with the core curriculum. Through our curriculum children are encouraged to develop their interpersonal skills, creativity and independence. Our curriculum is planned and delivered by a team of people who are passionate about providing opportunities for children to grow and make progress as individuals and as learners from whatever their starting points may be. Pupils think creatively about how to present and record information. The curriculum is structured to ensure that pupil's access, learn, practise and remember learning in all subjects. It helps pupils to research, revisit and recall learning. We have enhanced the learning experience as much as possible including meaningful visits and real visitors into school. The continued use of the artist, poet and musicians enhances the cultural offer.

As a school we are proud to work with The Royal Opera House and have recently performed the ballet Alice in Wonderland and the opera Hansel and Gretel. This year, our Y3 children will perform the opera Magic Flute. We aim to become a cultural champion school this academic year.

As a Children's University school, research shows the importance of after school activities and the link to resilience. We are proud of the number of children achieving Gold status. The school uses the primary physical education and sport premium funding effectively and provides a wider range of activities for pupils. This has contributed to a raised profile of sport and has seen an increase in pupil participation in after-school sport clubs. We have invested in our extra curricular offer and is supported through John Bell (Extended Services Partnership Officer Learners Trust) who arranges after school and holiday clubs. We link all of our after school and holiday clubs with Children's University as we believe in extending children's opportunities. We have a range of roles of responsibility for pupils in school including school council, sports leaders, mental health ambassadors and charity ambassadors.

Parents' support is welcomed and encouraged at every level and we can always rely on our parents to support with visits, resources, uniform (new to you uniform shop) and fund raising - we have a great Friends of Howarth Team. We love entertaining and open our doors to special events such as Sports day, Festivals, Performances and our very famous grandparents mince pie afternoon.

There is a strong sense of teamwork and respect amongst the senior leadership team, amongst the staff and amongst the pupils.

Children are at the heart of everything that we do.

All about Brinsworth Howarth Primary

Type of school: Mainstream

Age Range: 3-11

Number on roll: 200

Pupils with an EHCP: 2.5%

Pupils with SEN support: 18%

Pupils eligible for pupil premium: 13.5%

Pupils with English as an additional language: 9.5%



Job Description

Post Title: Headteacher
School: Brinsworth Howarth Primary School
NoR: 200
Salary: L11-17
Reporting to: JMAT / Local Governing Board
Position: Permanent
Start Date: 1st January 2026

Core Purpose

To provide professional leadership and management for the school and, 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 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.
- 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 assistant headteacher, deputy head or head teacher level	Yes		A,I,R
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
English as an additional language	Yes		A,I,R
School leadership and management	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



D – Personal Skills and Abilities	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

E – Other Requirements	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 Mrs Maxine Crawford (Headteacher) for further information about the post or to arrange a visit to the school via 01709 828613 or via email at school@howarth.jmat.org.uk
- The closing date for applications is: **12-06-25 (09:00)**
- Shortlisting will take place on: **12-06-25**
- Interviews will be held: **19-06-25 and 20-06-25 (Provisional Dates)**
- Please mark your application clearly with the vacancy reference and return all application forms by email to: **mfinney@jmat.org.uk** or complete the online application form on the DfE Teaching Vacancies Portal.
- Shortlisted candidates will be contacted via phone or email with further details about the interview process.
- Start date for the post is: **1st January 2026**



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

James Montgomery Academy Trust
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CEO: Mr David Silvester

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