

BROADSTONE HALL PRIMARY SCHOOL

HEADTEACHER RECRUITMENT

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This document contains:



Letter to Applicants



Advertisement



Job Description



Person Specification



Broadstone Hall Primary School

Broadstone Hall Rd South, Heaton Chapel, STOCKPORT, SK4 5JD, 0161 432 1916 Headteacher@broadstonehall.stockport.sch.uk
www.broadstonehallschool.co.uk

Letter to Applicants

Dear Candidate

Thank you for your interest in the post of Headteacher at Broadstone Hall Primary School which has arisen due to the retirement of our current Head, a committed leader who has worked at the school for over 25 years.

I hope you find the advert, job description, person specification, and information on the school website useful in helping you decide to apply for this role.

We are a large, diverse school with a 2.5 form intake. We have over 500 children on roll, from nursery through to Year 6. 10% of our children are on the SEND register and 20% qualify for the Pupil Premium grant. Our team of teachers and support staff is a strong, committed, and loyal one, who work incredibly hard for all our children. Both pupils' and staff's resilience and skills have been tested like never before over the last 2 years, and we are all so proud of how everyone at the school has proven themselves to be part of an inspiring, driven and strong team.

The successful candidate for this role will be supported by a full-time non-teaching Deputy Headteacher, as well as a strong Senior Leadership Team, Teaching Team, Finance Team, Support Team and Administrative Team. Our Governing Body works closely with the Head and Senior Leadership Team and is made up of a team of parents/carers, community representatives and staff with a wide range of skills, strengths and experience.

The last 2 years have been a difficult time for everyone involved in education in the UK. School leaders have undoubtedly had a very trying period to navigate. As we move forwards and look at the future, we will be recruiting a new Head Teacher with a strong vision and high aspirations for the school, our pupils and community. If you believe this could be you and you think the school ethos and values meet your own, then we would be delighted to hear from you.

I look forward to receiving your application and would like to wish you the best of luck.

Kind Regards

Laura Thomas
Chair of Governors

Advertisement

Position: Headteacher
Required for: April 2022
Salary Range: £61,166 to £74,295

Broadstone Hall Primary School is committed to safeguarding and promoting the welfare of our students and all staff and volunteers are expected to share this commitment. Shortlisted candidates will be expected to complete a Disqualification Declaration. The successful applicant will be required to undertake appropriate pre-employment checks which will include references from previous employers, confirmation of the right to work in the UK and appropriate DBS and prohibition checks.

The governors are seeking to appoint an inspirational Headteacher with the enthusiasm and vision to build upon the successes and reputation of our thriving and vibrant school.

We are looking for a Headteacher who:

- Is a confident leader, committed to sustained improvement within a growing school
- Is passionate about teaching and learning and believes in developing the true potential for each of our children
- Is an exemplary role model with strong leadership and organisational skills
- Can nurture, inspire, challenge and motivate pupils and staff alike
- Has the ambition, desire and dedication to maintain and strengthen links with parents, governors and the wider community

We can offer you:

- A welcoming friendly school with a 40-place nursery
- Positive, happy, confident children who enjoy learning and achieving well
- A dedicated team of talented and caring staff
- A fully supportive and active governing body
- An attractive extended building

We encourage you to visit the school and can arrange this by calling 0161 432 1916, or visit our website: www.broadstonehall.stockport.sch.uk. Applications must be completed on the application form provided using Microsoft Word only please, and submitted electronically to hrrschools@stockport.gov.uk. Please note that Day 1 is expected to be in school with Day 2 taking place at an external venue and will include a presentation.

Closing Date: Monday 1st November 2021 12.00 noon
Shortlisting: Wednesday 3rd November 2021
Interviews: Monday 8th and Tuesday 9th November 2021

Job Description

Job Title: Headteacher

Directorate: Services to People

Department: Broadstone Hall Primary School

Salary Grade: £61,166 to £74,295

Post Reports to: Broadstone Hall Primary School Governing Body.

The Headteacher will carry out his or her professional duties in accordance with, and subject to, the National Conditions of Employment for Headteachers and Education and Employment legislation.

The Headteacher is accountable to the Governors for the standards achieved and the conduct, management and administration of the school, subject to any policies which the Department for Education and Skills and the Governors may make.

Core Purpose of the Headteacher

The core purpose of the Headteacher is to provide professional leadership and management for the school. This will promote a secure foundation from which to achieve high standards in all areas of the school's work.

Headteachers:

- Effectively manage teaching and learning
- Promote excellence, equality and high expectation for all pupils
- Provide vision, leadership and direction
- Evaluate school performance and identify priorities for continuous improvement
- Deploy resources to achieve the school's aims
- Carry out day-to-day management, organisation and administration
- Secure the commitment of the wider community
- Create a safe and productive learning environment which is engaging and fulfilling for all pupils
- Work effectively with the school's Governing Body

Qualities and Knowledge:

- Hold and articulate clear values and moral purpose, focused on providing a world-class education for the pupils they serve
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community
- Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development
- Work with political and financial astuteness, within a clear set of principles centred on the school's vision, ably translating local and national policy into the school's context
- Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel

Pupils and Staff:

- Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.
- Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being.
- Establish an educational culture of 'open classrooms' as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis.
- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- Hold all staff to account for their professional conduct and practice

Systems and Process:

- Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.
- Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.
- Welcome strong governance and actively support the governing board to understand its role and deliver its functions effectively – in particular its functions to set school strategy and hold the Headteacher to account for pupil, staff and financial performance.
- Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements and the school's sustainability.
- Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.

The Self-improving School System:

- Create outward-facing schools which work with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all pupils.
- Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.
- Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improving schools.
- Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
- Model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability.
- Inspire and influence others - within and beyond schools - to believe in the fundamental importance of education in young people's lives and to promote the value of education.

This Council is committed to safeguarding and promoting the welfare of children and young people and expects all staff within this area to share this commitment and to have understanding of the common core skills and knowledge. To work positively and inclusively with colleagues and customers so that the Council provides a workplace and delivers services that do not discriminate against people on the ground of their age, sexuality, religion or belief, race, gender or disabilities. To fulfil personal requirements, where appropriate, with regard to Council policies and procedures, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities. To work flexibly in the interests of the service. This may include undertaking other duties provided that these are appropriate to the employee's background, skills and abilities. Where this occurs there will be consultation with the employee and any necessary personal development will be taken into account.



Person Specification

Attributes	Competency	SCORE				Essential or Desirable
		0	1	2	3	
RELEVANT EXPERIENCE	Record of successful Headteacher or Deputy Headteacher experience within the primary phase including EYFS					Essential
	Successful teaching experience in the primary phase					Essential
	Successful leadership experience in the primary phase in more than one school					Desirable
	Excellent classroom practitioner					Essential
	Proven track record of raising educational standards					Essential
	Experience of leadership in school development planning, self-evaluation and monitoring					Essential
	Experience of building links, and working with, parents/carers and the wider community					Essential
	Experience of holding staff members to account					Essential
	Knowledge and experience of financial budgeting and expenditure in school and securing best value					Essential
	Experience of promoting the professional development of school staff					Essential
	Experience of recruitment and selection processes					Essential
	Experience in the use of a range of tools and evidence including performance data to support, monitor, evaluate and improve all aspects of school life					Essential

Attributes	Competency	SCORE				Essential or Desirable
		0	1	2	3	
RELEVANT EXPERIENCE: CONT'D	Experience of working with other professional bodies in the development of teaching and learning					Essential
EDUCATION & TRAINING	Qualified Teacher Status					Essential
	Evidence of recent training including leadership, management skills and other relevant professional development					Essential
	NPQH or equivalent					Desirable
KNOWLEDGE OF:	All Key Stages within primary education including EYFS					Essential
	A high-quality curriculum that meets the needs of all children					Essential
	The principles of effective teaching, learning and assessment					Essential
	The principles of funding within a maintained Primary School					Desirable
	EYFS and primary curriculum development					Essential
	The legislation and requirements relating to the safeguarding of children and other legal issues					Essential
	Effective school governance					Essential
	The benefits of working with other agencies for the well-being of all pupils					Essential

Attributes	Competency	SCORE				Essential or Desirable
		0	1	2	3	
KNOWLEDGE OF: CONT'D	The use of appraisal in promoting and sustaining whole school improvement					Essential
SKILLS & QUALITIES:	Lead by example with integrity and clarity					Essential
	Show resilience, perseverance and optimism in the face of difficulties and challenges					Essential
	Proven inspirational leadership and management skills					Essential
	Effective communication and delegation skills					Essential
	Competent in the use of IT communication					Essential
	Promotion and development of distributed leadership					Essential
	Expertise in performance data to support school improvement for progress of all pupils					Essential
	Strong inter-personal skills with all stakeholders					Essential
	A commitment to maintain and develop dynamic relationships with parents, carers, governors and the wider community					Essential
	A commitment to maintain the school's vision and values					Essential
	A commitment to working with other schools, educational partners, including agencies within the wider community					Essential

Attributes	Competency	SCORE				Essential or Desirable
		0	1	2	3	
SKILLS & QUALITIES: CONT'D	To understand and support Stockport Council's Equality and Diversity Statement					Essential
	To meet Stockport Council's standard of attendance					Essential

