



Delapre Primary School

Headteacher Application Pack

February 2025



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Letter from the Chair of Governors

Dear Applicant,

On behalf of everyone, Pupils, staff and Governors at Delapre Primary School thank you for expressing an interest in the post of Headteacher upon the retirement of our current Headteacher at the end of this academic year.

Delapre is a popular three form entry primary school with a stable teaching staff and support team, located near the centre of Northampton and is a member of the Heart of Northampton Partnership of schools.

The school received a complimentary report from OFSTED in 2023 when the behaviour and attitude of the children was judged to be outstanding and overall, the school sits at the higher end of the Good Ofsted rating with areas of excellence.

The school serves a lively and diverse community whose children enjoy the opportunities and school environment that the school provides to enhance their lives and maximise their academic potential and life skills as a 'Delapre Child'.

The school ethos is based on firm, traditional discipline for all pupils of any age, mixed with both love and humour. In this manner a good work ethic develops throughout the school.

Teachers and non-teaching staff alike are dedicated and hardworking and are open to new ideas to enable them to enhance the successes of the school. The governing body works closely with the leadership team to support them and to ensure their accountability.

The governing body is looking for someone who has a proven and strong record of success and has the confidence, enthusiasm, ability and energy to understand the needs of the whole school community and be able to demonstrate high level skills in strategic planning and management, team building, curriculum design and development and communication skills.

Our new Headteacher will also be able to build on and develop further the school's ethos of nurturing and developing both current and new links with parents and the wider community and must work in partnership with the key stakeholders to recognise the good we do at Delapre and to assess where appropriate and considered change is required.

All the details you need to apply for this post are contained within the pack but please do not hesitate to contact me at cgibbins@delapre.northants.sch.uk should you have any further questions, or require any additional information

Finally, this application pack can only really give you a flavour for our wonderful school. To fully appreciate it, I warmly invite you to visit the school and see the children and staff at work. Members of the Governing Body will also be on hand for a cup of tea and to answer any questions you may have. Details of visit dates are shown on page 19 but let us know if these dates aren't convenient and we will endeavour to arrange an alternative date. I look forward to receiving your application and welcome applications from all backgrounds.

Richard Warr Chair of Governors
On behalf of Delapre Primary School Board of Governors



Our School

Delapre Primary School is a warm, friendly, well established primary school for 4 to 11 year olds in the Far Cotton area of Northampton. Our school was originally built in 1935 and many parents and even grandparents of present pupils attended the school themselves as children. We offer a popular, safe and caring environment for the children from Far Cotton and the neighbouring area. Although the school is a large primary school, people often comment that they are surprised at the size of our school as it has such a friendly family feeling.

Our maximum number of children on roll now stands at 630 making us one of the largest primary schools in Northamptonshire. We are a 3-form entry school with an average of 30 children per class.

The school employs 85 people consisting of the Head, two Deputy Heads, four Phase Leaders with a focus on curriculum, behaviour and pupil progress, a SENDCo, Family Support Workers, Teachers, Teaching Assistants, specialised SEN Teaching Assistants, Lunchtime Supervisors, Kitchen staff. The Business Admin side of the school consists of two Office Managers and three Admin assistants. We are a PFI funded school supported by Amey who employ two site supervisors and five cleaners.

The school is proud to hold many awards and achievements including the Healthy Schools, Eco-School Bronze Award, Northamptonshire Music Education Hub, Artsmark Silver Award, Music Mark School Member, Green Tree Award and Mighty Creative Award.



As a school we are responsible for managing our own finances and payroll. We have robust systems in place and with prudent financial management we have retained a healthy reserve.

The Headteacher and the Senior Leadership Team work collaboratively with the governing body. In addition to teaching staff our governing body consists of partnership, community, LA and parent governors with diverse backgrounds offering a wide variety of skills to enable them to take an active role supporting the development of the school.



Purpose with Care

At Delapre we have collectively agreed that, together we will strive to ensure that all we do upholds our school motto of **"Purpose with Care"**.

Both the school and curriculum vision were born from this motto. There are specific attributes that have been chosen to **"drive"** our curriculum, that feed into our overall ethos. These **"drivers"** are threaded through all we do at Delapre Primary School.

Being **"Hardworking"** and **"Resilient"** form the basis of our school vision, while being **"Thoughtful"**, **"Knowledgeable"** and **"A Communicator"** represent the vision of the curriculum.

In summary, the ethos of Delapre Primary School shows the children the importance of hard work and the benefits it can bring. Children are taught in a caring environment, whilst learning themselves what being caring means and looks like.

We encourage the children to be respectful, polite and tolerant of others, regardless of differences and to show kindness to themselves and others.



RESILIENT



THOUGHTFUL



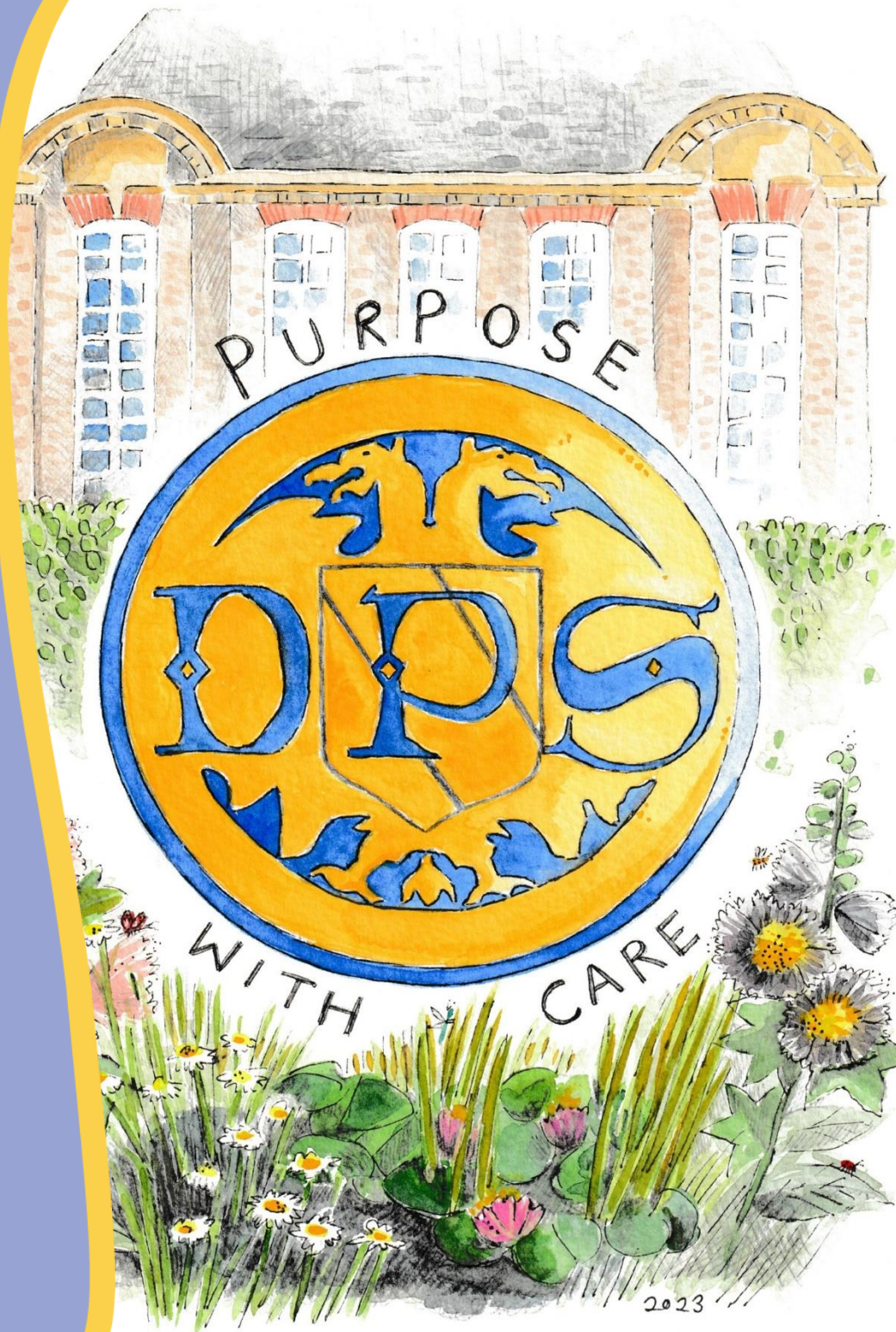
HARDWORKING



A COMMUNICATOR



KNOWLEDGEABLE



Our Curriculum

Our curriculum is based on the Early Years Framework in Reception and the National Curriculum for Key Stages 1 and 2. It is all the planned activities that we organise in order to promote learning, personal growth and development. It includes not only the formal requirements of the National Curriculum but also what the children learn from the way they are treated and expected to behave.

At Delapre, we recognise and value the role that a broad and creative curriculum has on children's overall achievement and well-being. We give our children as many diverse opportunities as we can to take part in activities that build self-esteem, confidence, resilience and develop positive relationships.

English is an essential and exciting part of our daily school curriculum. At Delapre, we understand that English underpins the primary curriculum and is the gateway to effective learning across all subjects. We are passionate about developing confident readers, writers, speakers and listeners, with the aim of ensuring our children are equipped with the skills they need to be successful in the future.

Our English lessons follow the Ready Steady Write scheme of work which exposes the children to a vast range of high-quality books. The books chosen cover a variety of themes, a range of texts, fiction and non-fiction and celebrate representation and diversity.

We follow White Rose for our approach to maths in school. The set of sequences we use to plan children's learning is designed by subject experts, rooted in research, covering the entire mathematics curriculum from Early Years to Year 6.

We use a range of concrete and pictorial representations to introduce new learning. Each lesson includes a variety of tasks designed to deepen and extend mathematical thinking for all learners. Children at Delapre Primary School have a broad and balanced curriculum. In addition to the core subjects of English, Maths and Science, children are also taught History, Geography, Art, Design and Technology, Music, Religious Education, PSHE, Computing, PE and French (KS2 only). These subjects have been carefully mapped throughout each year group to ensure the children progress in their knowledge and skills of the subject area. Specific skills are discreetly taught and practised so that they become transferrable.



Beyond our Curriculum

We are very proud to be an Artsmark School. This allows us to offer many diverse opportunities to our children at no extra cost. The children will learn a musical instrument, learn to dance, take part in productions and concerts, attend residential trips and complete art and design projects.

We use our close partnerships with Northampton University, Northampton Music Partnership Trust, Northamptonshire Sport and Junior Strictly Come Dancing to support access to this wider curriculum for our children.

We offer a wide range of extra-curricular activities for our children. There are numerous sports clubs and other activities offered both after school and during lunch breaks. These include cross country, basketball, football, music, gardening, board games and fitness clubs. These are run either by staff or external organisations. In addition, we are opening a fee-paying breakfast and after school club (Delapre Den) run on site for children within the school from March 2025.

We have an active School Council with elected representatives from each class from Year 4 onwards. This group has a genuine impact within the school getting involved with projects such as surveying their peers, recommending improvements to school facilities and showing prospective parents round the school on Parents Evenings. The highlight of any Governors Day is meeting with the School Council as they are not shy with their opinions, recommendations and love for the school!



Our Location, Buildings & Grounds

Delapre Primary School is located in the Far Cotton area of Northampton. Far Cotton is due south of the town centre, beyond Cotton End and just south of the River Nene. Far Cotton is a heavily populated area with a mix of family and student housing due to the proximity of Northampton University.

As well as the primary school, education facilities in the area include two secondary schools and Northampton University. The community benefits from a good number of shops and food outlets. St Marys Church which was built in 1885 is close to the school.

The area has a varied ethnic mix with the school having children with over thirty different languages attending. There are many active clubs and societies in the area covering a wide range of sports, amateur dramatics and craft groups. For young people there are popular clubs such as Beavers, Brownies, Guides, Rainbows, Boys' and Girls' Brigade and Delapre Dragons football club.

The school itself has been a part of the community since 1935 and was originally a middle school with Delapre Primary School opening in 2003. The school was refurbished to incorporate the extra rooms required for a three-form entry school. The school consists of a host of different building styles ranging from the 1930's to the present-day extension that is hidden away at the rear of the school. Most visitors to the school are amazed by its size and complexity. The school is surrounded by secure fencing, hedges and trees with plenty of outdoor space and a large playing field.

We pride ourselves on a welcoming and friendly atmosphere that supports an ethos of traditional education. Our parents come to us expecting firm discipline mixed with love and humour. It is a fine balance but worth the effort.



Working in Partnership

At Delapre we know how important a strong relationship between the school and home is to children's well-being and progress.

To support this, Delapre works in close partnership with parents and carers, and we are very lucky that they want to have an active involvement in their child's education. We operate an open-door policy which means that parents/carers can speak to the school without an appointment. This means concerns can be dealt with straight away before they become a problem.

Delapre understands that 21st Century family life is busy so they offer as much support and flexibility as they can so that parents/carers can be involved in their children's school life. This includes twice yearly parent-teacher meetings, yearly written progress reports, use of Tapestry for EYFS and regular 'X' (Twitter), Facebook and Instagram updates.

We have an active PTA, FODPS - Friends of Delapre Primary School. We appreciate the support that they provide in running events and organising other fundraising activities throughout the year such as Christmas and Summer Fairs, film nights, Mother's and Father's Day pop up shops to name a few. The efforts by this group are astounding and allow us to purchase additional equipment which benefit the whole school community.

The school has close links with the other four schools within the partnership and are seen as a leading school for best practice. There are regular meetings attended by the Headteacher, Deputy Headteachers and teaching staff, as relevant, to discuss best practise. The partnership shares professional development.

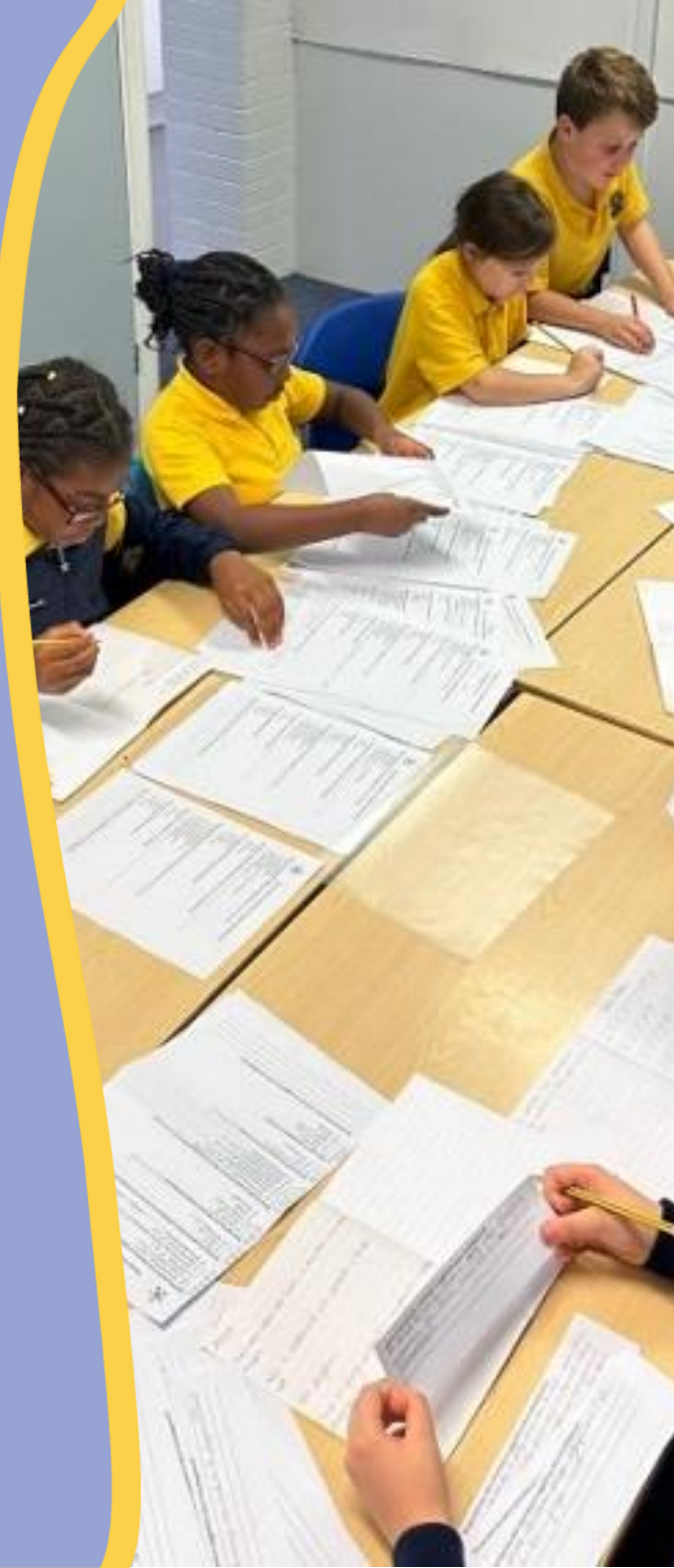
Our children are encouraged to support charitable events during the year and within school we have supported the Children in Need campaign as well as spending much time and effort on the Poppy Appeal and ensuring that the children have a good understanding of this.



Our Ideal Headteacher

We are looking for a new school leader who:

- **Is a competent, confident, compassionate, approachable and empathetic leader**
- **Has a proven track record of delivering improvements**
- **Is a strong team player who can lead and grow the school whilst maintaining the core ethos of the "Delapre Family" for the pupils and staff**
- **Has the vision, drive and ambition to build on the current high standards**
- **Has the passion and commitment to inspire the greatest standards of teaching and learning across the school**
- **Has the ability to engage, listen, collaborate with and build strong relationships with all stakeholders in the best interests of the school**
- **Has a commitment and equitable approach to maintain and nurture staff development to ensure outstanding teaching**



Our Ideal Headteacher

Our children would like a Headteacher who:

Likes
Animals

Is
friendly

Values
family and
community

Likes
Sports

Likes to
be
healthy

Is kind,
caring &
thoughtful

Listens
to the
children

Is
funny

Is
hardworking
and likes to
challenge
themselves

Is
peaceful

Follows
the
Delapre
Drivers



Job Description

The Headteacher is accountable to the Governors for the organisation, management and control of the school. This includes compliance with safeguarding legislation, the current School Teachers' Pay and Conditions Document, the policies of the Governing Body (including its annual budget) and applicable legislation, including Health & Safety. The Headteacher, working with the Governing Body, Senior Leadership Team and school staff will develop a strategic view for the school and will ensure accurate school self-evaluation to inform school improvement planning. This is a full-time non-teaching position. This job description will be subject to annual review as per the performance management cycle. The Headteacher will be required to undertake any such reasonable duties as the Governing Body may require.

Strategic Direction & Development

- Work with the Governing Body to shape the strategic direction of the school.
- Think strategically to develop a coherent and inclusive vision in a range of compelling ways, ensuring it is clearly articulated, shared and understood by the school community.
- Inspire, challenge, motivate and empower others to carry the vision forward.
- Review and implement the School Improvement Plan which, working with the school community, identifies appropriate priorities and targets to ensure that pupils achieve high standards and make progress.
- Support the Governing Body in challenging and supporting the school effectively so that weaknesses are tackled decisively, and statutory responsibilities are met.
- Ensure that policies and practices take account of national and local policies and initiatives.
- Ensure that strategic planning takes account of the diversity, values, culture and experience of the school and community.

Leading Teaching & Learning

- Ensure the highest quality of teaching and learning to enable all pupils to achieve their full potential.
- Demonstrate enthusiasm, commitment and innovation to the learning process.
- Initiate and support research and debate about effective teaching and learning and develop relevant strategies for performance improvement.



Job Description

Leading Teaching & Learning

- Demonstrate and articulate high expectations and set appropriate targets for the whole school community.
- Ensure a consistent and continuous focus on pupils' achievement using data and benchmarks to monitor progress of all.
- Challenge, influence and motivate others to attain high standards of excellence and take appropriate action when performance is not meeting standards.
- Ensure that learning is at the centre of strategic planning and resource management.
- Ensure a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning.
- Encourage creativity, innovation and the use of appropriate new technologies to achieve excellence.
- Monitor, evaluate and review classroom practice and promote improvement strategies.
- Challenge under-performance at all levels and ensure corrective action and follow up.

Developing Self & Working with Others

- Ensure a collaborative learning culture within the school and actively engage with other schools to build effective learning communities.
- Foster an open, fair, equitable culture and manage conflict.
- Develop, empower and sustain individuals and teams.
- Ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals determining a clear delegation of tasks and devolution of responsibilities.
- Develop and maintain a culture of high expectations for self and others.
- Regularly review own practice, set personal targets and take responsibility for own professional development and performance.
- Accept support and guidance from others, including colleagues, Governors, the LA and the wider professional community.
- Manage own workload and that of others to allow an appropriate work/life balance.



Job Description

Managing the Organisation

- Establish and sustain an organisational structure which enables the efficient and effective management of the school on a day-to-day basis.
- Ensure that there is due regard for the safeguarding of pupils.
- Make professional, managerial and organisational decisions based on informed judgements.
- Produce and implement clear, evidence-based improvement plans and policies for the development of the school and its facilities.
- Combine the outcomes of regular school self-review with external evaluations to develop the school.
- Manage the school's financial, staff, premises and other resources effectively to ensure the school's goals and legal requirements are met.
- Prioritise, plan and organise workload for self and others.
- Manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.
- Ensure that range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for the pupils and provide value for money.

Securing Accountability

- Be accountable for ensuring that the pupils enjoy and benefit from a high-quality education.
- Be responsible for promoting and safeguarding the welfare of children.
- Provide nurturing and attentive pastoral care for all pupils and staff.
- Present a coherent and accurate account of the school's performance to a range of audiences including Governors, parents, LA, Ofsted, DfE and others to enable them to play their part effectively.
- Further the school ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibilities for outcomes.



Job Description

Securing Accountability

- Ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation.
- Work with the Governing Body, providing information, objective advice and support, to enable it to meet its responsibilities.
- To ensure that parents and pupils are well informed about the school's aims, vision, curriculum and targets for improvement.

Strengthening the Community

- Recognise and take account of the richness and diversity of the school's communities.
- Build and maintain effective relationships with parents, carers and the wider community to enhance the education and personal development of the pupils.
- Seek opportunities to invite parents and carers, community figures, businesses and other organisations into school to enhance and enrich the school.
- Collaborate with other schools and education professionals to share expertise.



Person Specification

The key qualities and skills required for this position are detailed below and shortlisting will be based on how well you meet the requirements of this person specification. The selection panel will assess each candidate against the criteria listed below expecting each candidate to demonstrate knowledge and understanding of each area and show evidence of having applied (or awareness of how to apply) this knowledge and understanding in a school context.

Qualifications	Essential	Desirable
Qualified teacher status	A	
Degree	A	
Further education/professional qualification (or equivalent)		A
Evidence of continuing professional development	A	
Holds an NPQH		A

Experience and Knowledge

Experienced Primary School Headteacher or Deputy Headteacher
Have had experience across a range of schools within a leadership capacity
Extensive experience as a class teacher at primary level
Effective relationship with Governing Body
Effective team management experience
Managed, changed or introduced and managed new initiative
Good understanding of school budget management process
Leadership and strategic direction - supporting and building on the school's strengths but also addressing the weaknesses
Planned and implemented policies which enable an inclusive school
Effective use of staff, premises and other resources to support curriculum provision and school improvement
Planned and implemented school improvement to enable outstanding outcomes
Managed curriculum to ensure breadth, inclusion and access for all
Change management - demonstrating delivery through change and working at pace

A - assessed in the application



Person Specification

Experience and Knowledge - continued

- Recognising and realising potential in pupils and staff
- Managed performance, formally and informally, to promote staff development and school improvement
- Used ICT and other technology throughout the curriculum
- Developed effective relationships with pupils, parents, carers and wider community
- Implement a behaviour policy that allows all students to thrive
- Engaged with the community for the best interests of the school
- A clear vision for promoting the school in the community
- Used key data to plan intervention strategies which allow progress and attainment for all
- Worked with other schools to share expertise

Qualities and Skills

- Strong commitment to raise standards
- Inspirational, inclusive and enthusiastic
- Intelligent visionary
- Embraces and enables change
- Confidence to make decisions in the interests of the pupils and staff
- Approachable to all including parents, staff and pupils
- Firm but caring and considerate attitude towards pupils and staff
- Articulate - verbal and written
- Ability to identify, investigate and resolve problems
- Ability to devise, implement and complete agreed strategies
- Organisational skills
- IT literate
- Emotionally intelligent



Application Process

To apply for this position, please complete the application form which should relate to the Person Specification and Job Description detailed in this pack. Please support your application with a covering letter of no more than 1000 words detailing your personal qualities and unique attributes that will make you a standout candidate for Delapre Primary School.

School Visits: We would encourage you to visit the school to meet the staff, children and Governors. We have scheduled visits for w/c 3rd March 2025. If you would like to visit, please telephone Mrs C Gibbins in the School Office to book a mutually convenient time on 01604 761456 or email to cgibbins@delapre.northants.sch.uk If you cannot attend during this week, please let us know and we will try to accommodate you at another time.

Application Closing Date: Please return the completed application form and your covering letter to the School Office by 5pm on 10th March 2025. Applications should be emailed to cgibbins@delapre.northants.sch.uk

Interviews: Applicants will be informed as soon as possible whether they have been shortlisted. Interviews and assessments will take place over two days on 17th and 18th March 2025. Full details will be sent to those candidates invited for interview. All shortlisted candidates will be invited to interview on both days.

Appointment Timescales: We are looking for a new Headteacher to start in Sept 25

Pay Scale: This is a Group 4 school, and the salary offered will be within the range of L21 to L27.

Further Information: If you have any more specific questions, please direct them to Mr R Warr, Chair of Governors at cgibbins@delapre.northants.sch.uk

Safer Recruitment: We are committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. This post is subject to an enhanced Disclosure and Barring Service (DBS) check. Reference checks will be performed prior to interview.



Key School Facts and Statistics

Type of School	Primary
Age Range	4 - 11 years
Location	Far Cotton, Northamptonshire
Co-educational/Single Sex	Co-educational
Budget	In balance
Maximum Number of Children	630
Average Class Size	30
School Awards	Healthy School, Music Mark, Green Flag Eco School, Green Tree School, Mighty Creative School, ArtsMark, NMPAT School
Number of Staff	85
Children on FSM	26%
Children with SEN	17%
Children with EAL	44%

Why us?

- Fresh challenge for someone on their leadership journey
- Chance to build on the strengths of a school that can grow and achieve
- Positive and caring atmosphere
- Strong management structure to support the Headteacher
- Dedicated staff
- Supportive governors
- Large primary school
- Situated centrally in an easily accessible, expanding area of Northampton
- Financially sound
- Good opportunity to build on very solid foundations
- Excellent facilities

Rothersthorpe Road, Far Cotton,
Northampton, NN4 8JA T: 01604761456
www.delapreprimaryschool.co.uk

