



Edith Weston Academy Headteacher Application Pack



Edith Weston Academy

Edith Weston Academy sits on the shore of Rutland Water and benefits from large classrooms and hall, extensive grounds and woodland area. We are a small school with small class sizes and a small staff team and looking for a strong and aspirational new Headteacher to lead our school into the future. We strongly believe that every child is an individual and nurture each child to achieve their best.

We enjoy close links with the nearby military base and are proud to welcome service families into our school, along with children living in the village and nearby villages. The school also benefits from an indoor swimming pool used by both our children and external groups. We have an exceptional Nursery provision as part of the school which is hugely popular with parents in the surrounding area. We also have a successful Nurture provision onsite which is a central part of the local SEND offer. The Nurture Hub is run by our school but is a separate provision that is funded by Rutland County Council. Our highly skilled Nurture team work collaboratively with the County Council and provide outreach support to other Rutland schools.

Edith Weston is part of the Brooke Hill Academy Trust which is a small Trust of three schools in Rutland and Lincolnshire. The three schools and Heads work closely together along with the CEO, but we celebrate each schools individuality and each retains it's own character, vision and values.





Welcome from our CEO and Chair of Governors

We are seeking an exceptional new Headteacher for Edith Weston Academy. EWA is a small school and would be perfect for an ambitious senior leader looking for their first headship or even an experienced head looking for a new challenge in a unique and different context. Our new head will be well supported by our joint work and professional development and coaching across our small trust.

Brooke Hill Academy trust is a multi-academy trust comprised of three primary schools in Rutland and Lincolnshire. One of our driving values of our MAT is that our schools are treated as individuals, have their own character and serve their own unique communities. We share a common bond with an ambition for every child to succeed and work closely together across the schools. The Trust was established in 2016 and comprises of Brooke Hill Academy, Edith Weston Academy and South Witham Academy.

We strive to ensure that all our children can reach their potential through an enriched curriculum full of exciting learning opportunities both inside and out of the classroom. We are ambitious for all children and want to instil a lifelong love of learning in all our children. We provide opportunities for our children to broaden their horizons ranging from sports and arts to STEM, residentials, visitors and trips which help them to experience the world, develop new skills and build their confidence. They also have many opportunities to work, learn and have fun with other children from the other schools.

We hope you will be inspired to join us at Edith Weston Academy and look forward to meeting you soon.

Richard Haynes
Chair of Governors

Craig Charteris
Chief Executive Officer



Edith Weston Academy

Headteacher

Job Description

Job details

Salary: L6 to L10 (£56,316 - £62,202 pending pay award)

Contract type: Full time, Permanent

Reporting to: Chief Executive Officer



Edith Weston Academy: Headteacher Job Description

Main purpose

The Headteacher will:

- Strive for excellence in teaching and learning, ensuring all children reach their potential.
- Establish and sustain the school's vision, ethos and strategic direction together with the CEO, and through consultation with Governors and the school community.
- Create and lead a culture of Safeguarding.
- Establish and oversee systems, processes and policies so the school can operate effectively.
- Identify school priorities and identify risks to school effectiveness. Develop strategies for school improvement that are realistic, timely and suited to the school's context and working within the wider Trust priorities.
- Make sure school improvement strategies are effectively implemented to impact positively on outcomes and school experience of all children.
- Ensure disadvantaged children have strong starts in education and are supported effectively.
- Monitor progress towards achieving the school's aims and objectives.
- Manage financial resources appropriately, efficiently and effectively within the school budget.
- Manage the day to day running of the school and strategically plan ahead to support the future success of the school.
- Work in partnership with our other Trust schools for the benefit of all children.

Qualities

The Headteacher will:

- Have a passion for education and ensuring children have the best possible start to their educational journey.
- Be professionally motivated to develop their own knowledge, skills and expertise through self-driven professional development and networking.
- Lead by example, upholding public trust in school leadership and maintaining high standards of ethics, behaviour, and professional conduct.
- Build positive and respectful relationships across the school community.
- Work collegiately with others within the school and across the Trust to support the education of all children and development of the Trust practice and policies.

Duties and responsibilities

School culture and behaviour

The headteacher will:

- Create a culture where pupils experience a positive and enriching school life.
- Uphold ambitious educational standards in order to prepare pupils from all backgrounds for their next phase of education and life.
- Ensure a culture of staff professionalism and high expectations of behaviour and learning.
- 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 Trust's behaviour policy.

Managing the school

The headteacher will:

- Manage all staff effectively ensuring that they are effective and professional in their role.
- Support all staff professionally to develop and give due attention to supporting their well-being and workload.
- Ensure rigorous approaches to identifying, managing and mitigating risk and ensuring the premises are safe and fit for purpose.

Safeguarding

The headteacher will:

- Ensure that Safeguarding is kept high profile, is effective and staff and pupils' safety and welfare is always given the highest priority as part of a duty of care.
- Have a strong commitment to Safeguarding overseeing all practice, policies and procedures.
- Be the Designated Safeguarding Lead ensuring that all people working within the school are appropriately trained and follow all safeguarding procedures.



Edith Weston Academy: Headteacher Job Description

Teaching, curriculum and assessment

The headteacher will:

- Nurture a learning culture of high expectations to support all children, especially disadvantaged children, to make strong progress.
- Establish and sustain high-quality first teaching and learning across all subjects and phases, based on evidence.
- Ensure teaching is underpinned by subject expertise.
- Ensure that teachers manage teaching assistants and support staff effectively to provide value for money and impact on standards.
- 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 (SEN) and disabilities

The headteacher will:

- Promote a culture and practices that enables 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](#).

Professional development

The headteacher will:

- Nurture a culture of professional development where staff have access and encouraged to undertake high quality professional development opportunities.
- Keep up to date with developments in education.
- Ensure training and continuing professional development is effectively planned, delivered and evaluated.
- Make sure professional development opportunities draw on experts both within, and beyond the school.
- Seek training and continuing professional development to meet the needs of all staff members.

Governance, accountability and working in partnership

The headteacher will:

- Understand and welcome the role of effective governance, including accepting responsibility and accountability.
- Ensure that all 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.
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils.

Working within the Trust

The headteacher will:

- Be proactive and supportive of working in partnership across the Trust.
- Welcome accountability, reporting to the CEO and working in partnership to ensure the ambitious development of the school.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the headteacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.

Headteacher Person Spec



Person Specification: Headteacher

	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> • Qualified teacher status and degree qualification. • Evidence of continuing relevant professional development. 	<ul style="list-style-type: none"> • NPQH • NPQSL
Experience	<ul style="list-style-type: none"> • Experience of senior leadership • Recent extensive and effective teaching with at least 5 years experience within the primary age range. • Experience of leading teaching and learning across the primary age range, with a strong track record of raising outcomes, supported by data. • Experience of leading school improvement aspects and evaluating impact • Experience of successful staff line management, training and development 	<ul style="list-style-type: none"> • Successful leadership and management experience in a school • Experience of working with other schools and external agencies. • Have held lead responsibility for safeguarding/child protection. • Experience of curriculum development to meet the changing needs of learners.
Skills and knowledge	<ul style="list-style-type: none"> • Forward thinking and outward-looking in order to drive school improvement. • Data analysis skills, and the ability to use data to set targets and identify weaknesses • Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve • Effective communication and interpersonal skills • Ability to develop a strong vision communicate a vision and inspire others • Ability to build effective working relationships 	<ul style="list-style-type: none"> • Understanding of school finances and financial management
Personal qualities	<ul style="list-style-type: none"> • Commitment to safeguarding and equality and represent the school positively and professionally at all times • Lead by example with confidence, integrity, inspiration, resilience and creativity • Dedicated, child centred, caring and with a sense of humour • Excellent organisational skills and the ability to prioritise workload and delegate effectively. • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times 	



Headteacher: Application Process

We hope you will be inspired to apply to be our new Headteacher and would welcome prospective candidates to visit the school or have a telephone conversation with our CEO, Craig Charteris. This can be arranged by contacting Kate Czuprynski (PA to the CEO) :

kate.czuprynski@brookehillacademytrust.education

or telephoning 01780 720025

This informal visit/ conversation is for you to ask questions and get to know our wonderful school and is not part of the selection process.

Closing Date: 5pm 10th October 2024

Shortlisting: 11th October 2024

Interviews: 17th October 2024

To apply to be our new Headteacher please complete our application form, accompanied by a supporting statement demonstrating how you cover all aspects of the person specification. (please do not send a separate CV). Your letter should be no more than 3 sides of A4 (Calibri/Aptos 12 font). Please send all applications to Kate Czuprynski at the email address above.

The interview process will consist of a range of activities which shortlisted candidates will receive details of in advance.

The Brooke Hill Academy Trust is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and young people. We are committed to safer recruitment, all offers of employment will be conditional pending positive references, enhanced DBS, qualifications and medical checks. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.