

**Shawlands Primary School**

The Governing Body of Shawlands Primary School is seeking to appoint an inspirational leader with a passion and enthusiasm to lead our school into the future and build on its existing strengths and successes.

Shawlands Primary School is a vibrant and caring school, with a nursery provision, located close to the town centre of Barnsley. The school plays a central role at the heart of the community who are incredibly supportive, and parents/carers hold the school in high regard. Visitors are always impressed by the positive and friendly attitudes of the staff, governors, parents and especially the children.

Children are the heart of our school and its real strength. They are lively, enthusiastic, enjoy coming to school and speak enthusiastically about their learning. They have an excellent attitude to learning and bring to life our school values **“We want all our pupils to thrive academically, creatively and socially by providing a broad and balanced curriculum, engaging lessons and stimulating experiences in a safe, welcoming environment’.**

Our highly dedicated staff are well supported by a strong dynamic leadership team and a committed and supportive Governing Body. Leaders and governors are united in their commitment to providing a high-quality education. The school has high expectations for all pupils and performs well, with good progress and attainment.

The school has had a recent Ofsted Inspection with the school maintaining its ‘good’ status across all criteria. The inspection report reflected on the high attainment achieved within the school with pupils achieving well in reading, writing and mathematics with results in mathematics having being among the best in the country.

The Governing Body is looking for candidates who have successfully led teams and who have proven experience in securing accountability and leading school improvements, with a track record of delivering excellent outcomes. Candidates will also need to demonstrate they are a strategic, ambitious thinker who is able lead a culture of high expectations and support, where all children can achieve success. The chosen candidate should have an excellent knowledge of the changing expectations within education and will be expected to inspire and demonstrate leadership, in partnership with all stakeholders.

The post will suit an experienced leader, who is able to motivate and inspire staff towards a shared vision, with the objectives of strengthening the school’s future and continuing to improve pupil outcomes.

**We are seeking to appoint a school leader who:**

* Has demonstrable experience in a leadership role
* Understands the complexities and challenges of leading our school through changes at both local and national level
* Has strong communication skills, with an approachable manner and a commitment to teamwork
* Has the vision and ability to recognise current strengths and to support continuous development
* Has the ambition and skills to maintain and accelerate pupil progress and attainment
* Has a creative and inclusive approach to meet the increasing needs of pupils with SEND
* Has a clear vision of excellence in primary education and is eager to keep abreast of current research so that the curriculum, teaching and learning is meeting the needs of the learners

**We can offer:**

* A happy and supportive working environment with high expectations and standards
* A hard-working, trusting and supportive team of staff and governors, which have the learning, enjoyment and well-being of our children at the heart of everything that they do
* Enthusiastic and well-behaved children who are eager to learn and who love coming to school
* Unique and committed parents/carers who go above and beyond to support our school

Please note for this post you will be required to undergo an enhanced Disclosure and Barring Service check. Barnsley Council is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Please do look closely at our school website which will give you further information about school curriculum, assessment and safeguarding and will provide an insight into normal every day like of the school. [Home Page - Shawlands Primary School](https://shawlandsprimaryschool.co.uk/)

A visit to the school is encouraged and warmly welcomed before the application deadline. Please contact our School Business Manager, Louise Barradell to make suitable arrangements [L.Barradell@shawlandsprimaryschool.co.uk](mailto:L.Barradell@shawlandsprimaryschool.co.uk)

**Key dates:**

*Shortlisting*  - 24 March 2025

*Interviews* – 2/3 April 2025

**JOB DESCRITIPTION**

**Purpose of the post:**

To provide professional leadership with integrity, energy and enthusiasm, which secures high achievement for every child that attends our school. Our ambition is that every child reaches their full potential; this will be achieved through the highest level of teaching and leadership, whilst promoting the welfare of children through safeguarding.

**Responsible to:**

The Governing Body of the school.

**Responsible for:**

The leadership of teaching and learning, safeguarding and promoting the welfare of children and ensuring financial efficiencies.

**Employment duties:**

To be performed in accordance with the provisions of the School Teachers’ Pay and Conditions Document and within the range of teachers’ duties set out in that document.

# Shaping the future:

To work closely with the Governing Body and others to articulate a shared vision and strategic plan, focused on excellence in education for all its pupils, which inspires and motivates pupils, staff and all other members of the school community.

* Ensures the school vision is clearly articulated, shared, understood and acted upon effectively by all.
* Works with the school and community to translate the vision into agreed objectives and operational plans which will promote and sustain school improvement.
* Motivates and works with others to build a positive culture with the Christian ethos of the school at its heart and strives for the very best for the children.

# Leading teaching and learning:

Responsibility for raising the quality of teaching and learning and for pupils’ achievements within a successful learning culture.

* The skills and vision to support continuous school improvement
* Demonstrate personal enthusiasm for and commitment to the learning process, including the principles and practice of effective teaching and learning
* The ability to access, analyse and interpret information
* Adopt a confident and challenging approach to local and national changes in education and develop relevant strategies for performance improvement
* Acknowledge excellence and challenge poor performance across the school

# Developing self and working with others:

To develop effective relationships and communication which underpin a professional learning community that enables everyone in the school to achieve.

* Demonstrate good interpersonal skills
* Foster an open, fair, equitable culture and manage conflict
* Develop, empower and sustain individuals and teams within the school
* Collaborate and work with others within and beyond the school
* Challenge, motivate and influence others to achieve high performance
* Give and receive effective feedback and act to improve personal performance
* Accept support from others including colleagues, governors and the Local Authority

# School Management:

* Provide effective organisation and management of the school, including sound financial management and seek ways of improving organisational structures and functions based on rigorous self-evaluation
* Ensure that the school and the people and resources within it are organised and managed to provide an efficient, effective and safe learning environment. This includes adhering to safe employment procedures which place the safety of children at the heart of all practices.
* Manage the school efficiently and effectively on a day-to-day basis
* Delegate management tasks and monitor their implementation
* The ability to prioritise, plan and organise themselves and others
* Make professional, managerial and organisational judgements that are well informed and evidence-based
* Think creatively to anticipate and solve problems

# Securing accountability:

The Headteacher is legally and contractually accountable to the Governing Body for the school, its environment and all its work. The Headteacher also must fulfil the wider accountabilities in relation to pupils, parents, carers, the Local Authority and other relevant groups.

* Engage in the systematic and rigorous self-evaluation of the work of the school and work closely with the Governing Body to ensure that effective school self-evaluation informs school improvement priorities
* Collect and use a rich set of data to understand the strengths and weaknesses of the school
* Combine the outcomes of regular school self-review with external evaluations in order to develop the school

# Strengthening community:

The Headteacher will engage with the internal and external school community to secure equity and entitlement. This includes collaborating with the Local Authority other schools and with parents and carers and other agencies for the wellbeing of all children and developing extended services to meet the needs of the community.

* Recognise and take account of the richness and diversity of the school’s communities
* Engage in a dialogue which builds partnerships and community consensus on values, beliefs and shared responsibilities
* Listen to, reflect and act on community feedback
* Build and maintain effective relationships with parents/carers, partners and the community to enhance the education of all pupils

**Safeguarding and promoting the welfare of children:**

* To have substantial knowledge and effective experience of addressing all safeguarding issues and ensure that safeguarding is embodied within the school culture
* Have knowledge and understanding of statutory requirements to keep all our children and adults that are part of our community safe
* Identify key features of staff recruitment and comply with safer recruitment procedures
* Develop and introduce policies and practices that minimise opportunities for abuse or ensure its prompt reporting