



Application Pack

Post: Headteacher

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A warm welcome from Nishkam School Trust

Thank you very much for requesting the details for the post of **Headteacher** at Nishkam Primary School Birmingham (NPSB). This is a truly exciting project for Birmingham and represents an excellent opportunity for a dynamic and creative leader of education.

We, the Nishkam School Trust (NST), are committed to raising the hopes, aspirations and attainment of young people. We are committed to academic excellence grounded in a selfless approach to life (*Nishkam*). These aspirations will be underpinned by the practice of faith-inspired values of humility, service, compassion, self-discipline, forgiveness, love and creativity.

We believe that to build strong communities and responsible citizens, our efforts must go beyond our current standard models of education and encompass a holistic approach. We believe that faith-based organisations have a significant role to play as part of the wider community; the heritage they draw upon illuminates some of the deeper quests for meaning and value in human life, going onto inspire a new vision and greater responsibility in our endeavors. We believe that our faith-inspired values define the character of education and that they should be intrinsic to a positive outlook on life. Values are awakened and strengthened in us when they are practiced in front of us every day. At NPSB, we will all work to ensure both our educators and learners are instinctively exercising values in every thought, decision and action.



1. Overview

Why are we different?

We believe faith schools can play a key role in not just nurturing a single faith, but also nurturing and encouraging the personal faith of each and every pupil, as well as building interfaith understanding. Worshiping collectively and within specific faith groups will be a unique and innovative feature of the School. The Sikh *dharam* (faith or religion) is emphatic in respecting all faiths and not seeking converts, maximising our contribution towards a cohesive society. The Sikh *dharam* has a unique multi-faith ethos and the School will reflect this by positively nurturing children of all faiths and beliefs. The philosophy of faith will resonate throughout the life of school rather than being assigned exclusively to religious education lessons.

These opportunities apply equally to pupils of faith and those of no faith – it is the underlying shared values that unite us all. However values must drive outcomes. You will be aware that means, primarily, academic achievement. Of course, well rounded citizens is a laudable aspiration but it is our shared responsibility to ensure that goes hand in hand with pupils making the progress expected of them and beyond. We see no contradiction between an emphasis on manners, politeness and respect and an expectation of high academic standards

Parents, families, teachers, schools, institutions, businesses and the wider community all have a vital contribution to make in the education of children. In particular, the involvement and collaboration with families is a key tenet of our ethos, and crucial to our success. In Birmingham where we have opened Nishkam Nursery, Primary School and High School, the significant involvement of parents in these schools has positively influenced children and their families alike. The intention is for the community to work together to support families. This will involve learning experiences and interactions across generational boundaries and will also recognise the inherent value gained from peer support for children.

Our aspirations resonate strongly with the sentiments expressed in a House of Lords debate where education was described as '*...the training of good human beings, purposeful and wise, themselves with a vision of what it is to be human and the kind of society that makes that possible*'.¹

We will create opportunities for the wider community to contribute important skills and attributes to school life. Valuing and strengthening the family and community will ensure children are well nurtured in the home, school and local neighborhood. The community will provide support and guidance for all pupils and develop strategies to ensure that equal levels of support are given to pupils of all backgrounds. Support will come in many forms, from academic support to skills workshops, on subjects from parenting to support for adult learning. We strongly believe in creating partnerships with local schools as well as exemplar schools, to share best practice, resources, foster long-term collaboration and a wider community ethic and approach.

We believe education starts at an early age, and continue throughout life. We will be a high achieving school where children of all aptitudes and abilities gain knowledge, skills and qualifications needed to succeed in further and higher education, at work and in their personal and social lives.

If you have the vision, leadership, energy and desire to play a major role in shaping the development of the School, we look forward to receiving your application.

¹ *Hansard*. 5 Jul 1996 : Column 1691

2. About Nishkam Primary School Birmingham

Nishkam Primary School Birmingham is a place where children are valued, feel safe, have the opportunities to fulfill their potential, are encouraged to contribute positively to their community and are inspired to realise their dreams and aspirations.

The Primary School teaches children from Reception to Year 6 pupils (4-11 yrs) and is a part of a small family of schools operated by Nishkam School Trust. Many of the pupils come through the adjacent Nishkam Nursery.

The School has a unique multi-faith ethos to positively nurture the faiths and beliefs of all children. It works within the national guidelines for admissions, our over subscription criteria limits selection by faith criteria to 50% of the intake. The Nishkam School Trust promotes working within a framework of clear values, morals and ethics.

Our aspirations are challenging and include providing the following:

1. Raising hopes and aspirations for all, irrespective of background
2. Academic excellence within a strong faith inspired values-led ethos
3. Multi-faith approach
4. Excellence in teaching
5. Creation of a calm positive school atmosphere
6. Strong yet sympathetic discipline
7. Parental and community collaboration
8. Large voluntary parental and community collaboration
9. Non-selective; open to all academic abilities and backgrounds

Nishkam Primary School is a learning community at the heart of Handsworth, Birmingham, bringing together education and children's services, placing children and their families at the center of everything that the school does, with a supportive community surrounding them.

In striving for excellence, our School achieves high standards - we expect to consistently be significantly above the national and local averages. The School has a framework for evaluating pupil performance by reference either to the School's own aims or national norms.

The school will use the Trust for evaluating pupil performance through robust internal systems and national comparators.

Our Pupils

We anticipate transforming not only the lives of children coming through the school, but also the lives of their families and the wider community through partnerships and collaboration. The school week will not only consist of achieving the very best possible for each and every pupil through the National Curriculum, but it will also have significant curriculum enrichment activities based on our ethos. Our pupils will emerge as self-confident young adults, having achieved their very best academically, and be grounded with humility and strong moral and ethical values.

3. Context and Background

Applicants need to understand the context within which the School would operate. The following points highlight some of this context.

NPSB aims to improve educational attainment; broaden the curriculum to nurture spiritual and emotional wellbeing; promote family and faith values; and integrate families and community into education. The School will also help to alleviate the shortage of school places and increase diversity of education in Birmingham.

The new school concept arose out of the work of a co-operative of parents, businesses and educationalists, supported by a faith organisation, which developed a vision of education that would cherish children and childhood, wisdom, ethics, human dignity and interfaith understanding.

The co-operative formed an independent education charity, Nishkam School Trust (NST), with support from the Guru Nanak Nishkam Sewak Jatha (GNNSJ) – a faith based charity that nurtures grassroots initiatives, and responds to the needs and aspirations of local communities.

GNNSJ is dedicated to selfless service (*Nishkam sewa*) and spirituality, since the mid-seventies with a large voluntary community in Birmingham, London and Leeds (in the UK) and larger international community within Kenya and India. Initially this service was through building a Sikh place of worship (Gurudwara), which is run on an entirely volunteer basis. The core service has been extended with large projects in health, education, infrastructure development and to extensive interfaith involvement both locally and internationally.

The community has flourished with local, national and international recognition, through tireless work in the fields of international aid and social action. There has been passionate support of the Jubilee Debt Campaign since its inception. The Chairman of GNNSJ, (Patron of NST) has been awarded two honorary Doctorates for his services to religious faith propagation, community service, education and research. In June 2010 he was the first Sikh outside of India to be officially bestowed with the title of 'Bhai Sahib' by the highest Sikh authority. Bhai Sahib is recognized as an interfaith visionary and became the first Sikh to be bestowed a Papal Knighthood of St Gregory the Great in recognition of his enthusiastic commitment to working for peace among people of all faiths. He is a member of the Elijah Board of the World's Religious Leaders and European Council of Religious Leaders, International Trustee of World Conference of Religions for Peace, member of the John Fetzner Institute's Advisory Council on World Religions and Spirituality, as well as an invited speaker at numerous national and international conferences including the United Nations. He is a recipient of the Juliet Hollister award from the Temple of Understanding, for intra and interfaith work internationally.

The community also supports and part-funds Post-Doctoral research on the role of the UN and Faith Based Organisations in nurturing civic society and the UNESCO Chair in Interfaith Studies at University of Birmingham, which explores strategies to enhance interfaith cooperation for sustainable peace.

Faith based organisations have a long and noble tradition in providing education from Medieval times. Church schools pre-date the involvement of the state in offering education, catering for all children, especially the most disadvantaged. From 1811 to 1860 the Church of England founded 17,000 schools to offer education to the poor. In 1732 the first Jewish school for the poor was set up. Since 1852, Catholic Bishops have been building schools for Catholic children regardless of their parents' ability to pay. In 1993 the first Sikh faith school in the UK was established in the London Borough of Hillingdon, it was privately funded until 1999 and is now a beacon School and heavily over-subscribed. Our aim at Nishkam School Trust is to develop further the work of faith schools, into a multi faith Sikh ethos initiative with a values led approach.

4. What will pupils learn?

Extended and enriched National Curriculum

Nishkam Primary School Birmingham, as a free school, broadly follows the National Curriculum, but has greater freedom than other schools to vary the curriculum beyond this. We intend to use this flexibility to develop a curriculum that enables all pupils to be stretched and achieve their full potential.

Nishkam School Trust looks to extend and enrich the curriculum across all areas of learning with the following aims: academic excellence; spiritual nurture; strengthen wellbeing; love for nature and creation; and with a sense of belonging and urge to contribute within society.

The key guiding principles and characteristics of the curriculum will be:

Academic Excellence

- Primacy of self-discovery
- Proficiency in academic subjects
- Having wonderful ideas
- Habit of lifelong learning
- Experience of success, challenge and failure
- Inner creativity and imagination

Spiritual Nurture

- Prayer, reflection and service
- Personal insights of self, God or the transcendent
- Experience fulfilment and joy
- Practice love, forgiveness, faithfulness
- Awe and wonder, wisdom and humility
- Innovation and optimism in the face of challenge
- Quest for meaning in life, truth and ultimate values

Strengthen Wellbeing

- Emotional, physical and creative
- Empathy, confidence and caring
- Opportunities to succeed
- Cheerfulness and optimism
- Sense of identity and self-worth
- Valuing others

Love for Nature and Creation

- Sense of self in creation and nature
- Caring for the environment and the natural world
- Being a global citizen
- Practical skills

Belonging and Contributing

- Nurture family values
- Family and community relations
- Pride in heritage and culture
- Selfless service and compassion

- Creating and enjoying a stable environment
- Value diversity and inclusion

The Nishkam Education curriculum will benefit pupils by:

- Experience in linguistic, mathematical, scientific, technological, human and social, physical and aesthetic and creative education
- Skills in speaking and listening, literacy and numeracy
- Personal, social and health education in keeping with the school's ethos and aims
- Appropriate careers guidance
- Preparation of pupils for the opportunities, responsibilities and experiences of adult life
- Opportunities to learn and make progress for all pupils, e.g. those for whom English is an additional language or those with a statement of SEN

5. Working at the School

Nishkam School Trust will support the personal and professional development of staff, as well as their role in developing a distinct and pioneering curriculum.

Nishkam Primary School Birmingham will support staff to develop appropriate skills, knowledge and dispositions to fulfill the aims of the curriculum and the ethos of the School. Staff will have the freedom to use a wide range of teaching and learning methods, and provide a stimulating, enthused and challenging learning environment to educate and develop the whole person.

All aspects of teaching and learning, including teachers, resources and environment, will be brought together to:

- enable pupils to gain new knowledge and make progress, increasing their understanding, developing skills and acquiring good attitudes;
- foster the application of intellectual, physical and creative effort, interest in work, and the ability to think and learn for themselves;
- provide well planned lessons, effective teaching methods, suitable activities and efficient class time management;
- understand the aptitudes, needs and prior attainments of the pupils, and ensure these are taken into account in the planning of learning;
- demonstrate appropriate knowledge and understanding of the subject matter being taught;
- effectively utilise classroom resources of appropriate quality, quantity and range; and
- assess pupils' work regularly and thoroughly, and use information from those assessments to plan teaching for effective progress of pupils.

The principles guiding all members of the school community are:

- a strong sense of service to others
- a positive ethos, characterised by integrity, respect and compassion for others
- a clear purpose, high expectations and culture of achievement and success
- courage to innovate: a creative approach to personalising learning, experience and support for pupils
- a focus on learning and teaching to secure the best opportunities and outcomes for pupils
- a culture of lifelong learning and a celebration of success
- clear accountability for all members of the Nishkam School community
- a sustainable, creative and distributed model of leadership for staff and pupils
- an evidence based improvement culture

For staff in particular there will be:

- an ethos of respect for self and others, personal and professional integrity, compassion and understanding
- high quality coaching and mentoring
- clear guidance on the Trust's expectations of staff approaches and practices to standards, behaviors and relationships within the school community
- high quality continuing professional development to build skills, confidence and positive self esteem
- clear opportunities for career progression and training
- a team approach to planning and reviewing approaches to teaching and learning
- sharing of effective practice within the Nishkam family, regionally, nationally and internationally to develop the school's collective professional expertise
- informal and structured opportunities for personal reflection and professional self-review underpinned by sensitive, constructive performance management and clear accountability
- clear targets and planning to have a measurable impact on pupils' achievement, attainment, and progression

Staff are expected to commit fully and consistently to the policies, ethos and ambition of the School and to focus at all times on excellence in learning. In return all staff will have clear pathways for development and career progression. All staff will be expected to be leaders.

NST implements long term policies to ensure we recruit retain and develop well qualified and committed staff in all areas, prioritising initially the training and development of teachers and other classroom staff in order that we can quickly work towards our aim of improved learning for pupils. The School's success will only be achieved if we can work together to raise standards and the quality of service in all areas. Senior and middle leaders are encouraged to use leadership strategies, which are people focused, transformational and empowering.

Staff are expected to show a strong emphasis and lead on the pastoral care of pupils, creating a calm, orderly learning environment where pupils feel safe and can learn. We will expect the highest standards of behavior and self-discipline at all times.

Staff are expected to follow a clear dress code to be laid down by the Governors which will require all staff to be dressed in a professional manner at all times consistent with the ethos of the School. This will also be consistent with the requirements for all pupils to wear school uniform correctly/smartly at all times.

The Trust will want to enable the staff to be self-motivated, highly qualified, highly trained, highly valued and effectively deployed. The success of the School will be dependent upon achieving this aim and we will therefore, expect all staff to recognise and value the professional opportunities the School offers and to work tirelessly with us towards these objectives.

6. Meeting pupil needs

The Nishkam School would provide excellent personalised and targeted support to all students, recognising that all students require individual support and understanding.

Nishkam Educational initiatives illustrate that our distinct ethos improves learning and engenders a sense of responsibility and self-discipline in children. For example, there is an emphasis on giving love and attention to each child within a family-like environment; this helps to promote respect, enthusiasm and mutual support. Positive behavior is achieved through a 'loving discipline', which encourages young children to be reflective and take responsibility for their actions and creates a platform for confident learners.

Children are influenced by the mindset and behaviors of adults around them, hence adults must practice values and create positive relationships; to foster good habits and stimulate learning amongst children. Good nourishment and outdoor play will also be prioritised to support the all-round wellbeing of learners. Nutritious vegetarian meals will be freshly prepared on the premises and special attention given to fostering good eating habits.

For us, the 'hidden curriculum' plays a significant role in creating habits and conditions for improving learning. We aim to foster a culture which encourages self-discipline by developing content, confident, caring, reflective and generous learners. Disciplinary procedures should likewise promote an attitude of loving care towards others; reinforce the importance of responsibility and accountability.

We believe schools can play a key role in not only meeting the legal requirements for teaching Religious Education, but go beyond to nurture and encourage the personal faith of each pupil, as well as building interfaith understanding through the positive legacy of faith traditions.

The Nishkam Primary School Birmingham has, therefore, a multi-faith ethos, where each faith is valued and supported, and specific provision is made to nourish the personal faith and belief of each child. Worship for the whole School and within specific religious groups will be a unique and innovative feature of the School. The *Sikh Dharam* (religion) is emphatic in respecting all faiths and hence not seeking converts to the Sikh faith. Its teachings and traditions are the inspiration for our multi-faith ethos.

Religious Education that is formally taught in the School will be based on national guidelines as adapted by the Birmingham Standing Advisory Council on Religious Education. The School will also draw inspiration from the 24 dispositions used in their approach to Religious Education by Birmingham Council, learning from faith rather than just learning about religious traditions. Having contributed to the development of this unique Religious Education syllabus for Birmingham, Nishkam School Trust actively supports its aims and approach.

At the Nishkam Primary School Birmingham, both religious education and religious nurture will contribute to the development of the whole child as a spiritual, moral, social and cultured human being. It will also contribute to developing and building a cohesive society and creating spiritual capital.

To achieve this, the School will:

- have a strong focus on raising the achievement for all pupils including those with Special Education Needs
- carry out a thorough and early assessment of learners to ensure each pupil has the program they need to ensure that they progress and achieve

- foster strong partnerships with parents, community, industry, business and guiding institutions to ensure that we improve the wider outcomes for pupils including excellent attendance, emotional well-being and ability to access out of school activities.
- harness technology to provide a range of learning pathways, which ensure that each pupil has a program of study to meet their needs.

Nishkam Education is built on an approach which:

- cherishes childhood and children's spirituality
where love and respect for children helps all to be better human beings
- is passionate about learning
where we embark on excellence in learning as a wonderful expedition
- stimulates the spirit of adventure
where challenges are faced with optimism and innovation
- seeks wellbeing and prosperity through values
where our nature to be selfless and noble is nurtured
- ignites a commitment to lifelong service
where love for service and sacrifice helps us all to grow

7. Intended outcomes for the school

A successful organisation is judged by its outcomes. The Headteacher will take responsibility for the success of the school and embed our unique approach to education and drive it forwards.

Key performance objectives and outcomes include:

- A fully subscribed school with a high proportion of first and second preferences.
- Significantly higher than expected attainment levels for students at all Key Stages based on prior attainment. In measurable terms this means above average contextualised value added.
- Achieving high standards - we expect to be significantly above the national and local averages within our first 2 years, and in the top 25% nationally within 5 years.
- Achieving ambitious targets year on year for the improvements in literacy and numeracy.
- Being an employer of choice in the city and beyond, with considerable competition for vacancies.
- Achieving good or above in Ofsted inspections with regard to overall effectiveness and in most categories, including attainment
- Achieving an inclusive approach to learning by recognising the right of every child and young person (irrespective of age, gender, ethnicity or disability) to be included as a valued, respected and equal member of the learning community.
- Well developed partnerships and relationships with local schools and universities

8. Job Description

Headteacher at Nishkam Primary School Birmingham

Main Purpose

Be part of the key team to ensure Nishkam Primary School Birmingham is consistently excellent by creating an innovative, inspiring and challenging curriculum, ensuring lessons are consistently outstanding, building a high calibre team of subject teachers, and ensuring an exceptional level of academic standards, attainment and wellbeing of all pupils.

Background

You will be working with a pioneering group, Nishkam School Trust, which is a flagship of the DfE Free Schools programme, and the first multi-academy free school trust in the UK. The Trust has opened two free schools in Birmingham (Primary in 2011 and Secondary in 2012), one in Wolverhampton and a fourth free school in West London. We are looking for an innovative leader working in close collaboration with the Trust, leading teaching and learning.

Nishkam Primary School Birmingham is a Sikh ethos, multi-faith school that nurtures pupils of all faiths and beliefs. The Nishkam ethos is to create a selfless mind-set, to go beyond ourselves to serve others, create supportive communities and to realise our true potential.

The core of Nishkam education is the triple pursuit of academic excellence, creating a community that supports children and nurturing a strong values-led approach to life.

Our Expectations are that you will:

- Build an environment through a values-led education, encourages love, humility and service, that recognises all humanity as one.
- Ensure excellence in teaching and achievement throughout the curriculum within the context of faith inspired, values-led School.
- Ensure that standards of teaching and learning at KS1 & KS2 are a benchmark for excellence.
- Nurture a culture that cherishes childhood, stimulates the spirit of adventure and ignites a passion for lifelong learning.
- Establish policies that support a nurturing environment, where respect for others, kindness, creativity, reflection, exploration is at the core for staff and pupils.
- Ensure a direct link between pastoral care and academic performance to support excellence and outstanding achievements for all students.
- Lead, motivate, support and develop staff to ensure that pupils, and staff alike, fulfil their true potential.
- Develop and implement an enriched curriculum for the school that allows children to both further their own interests and explore new horizons.
- Develop and maintain the support and active involvement of parents in their children's learning, and, to nurture links within the local community.
- Contribute to, and maintain the ethos of the Nishkam culture by drawing on best practice across Nishkam Schools, locally and nationally.
- Report to the Chief Executive (or equivalent) of NST
- Work closely with the Local Governing Body and National Board of Directors
- Work in collaboration with Senior leaders of other TRUST schools

Leadership and Management

- Develop, support and manage teaching and other staff to deliver excellent teaching so that pupils make outstanding progress.
- To make a leading contribution to the development of the quality of teaching and learning.
- Working with the Head teacher/Principle Designate to lead, motivate, support, challenge and develop all staff to secure continual improvement; including her/his own continuing professional development.
- Consider the expectations and needs of other members of staff, and in particular ensure that new appointees, trainees and NQTs are appropriately inducted, monitored, supported and assessed in relation to QTS standards and those of the School, e.g. by the incorporation of targets related to leadership, professional development and pupils' attainment.
- To deal promptly and effectively with any poor performance of staff, teams or pupils.
- Under direction from the Head teacher/Principle Designate assist in the interview and appointment of new members of staff.
- Deploy staff effectively in order to achieve the aims of the school.

Continuing Professional Development – Staff

- Collaborate with SLT comprehensive and evolving professional development program for staff; this includes but is not limited to:
 - Writing and leading workshops to train assigned staff
 - Researching best practices and current trends in curriculum development
 - Assessing common areas for improvement in overall teaching delivery and pedagogical strategies
- Advise support and mentor individual teachers to improve teaching through:
 - Consistently observing classroom teaching and providing meaningful feedback
 - Facilitating one-on-one curriculum planning and evaluation meetings
 - Promoting continuous and frequent high quality assessment as a means of evaluating pupil achievement; supporting the creation of assessments
 - Lead staff members to achieve high performance through goal setting, providing feedback and evaluation

Continuing Professional Development – Personal

- Participate in and take responsibility for personal professional development, keeping up to date with research and developments in teaching pedagogy and changes in the school curriculum.
- Undertake any necessary professional development as identified in the School Development Plan taking full advantage of any relevant training and development available.
- Maintain a professional portfolio of evidence to support the Performance Management process - including the incorporation of targets related to leadership, evaluating and improving own practice.
- Effectively manage own time when dealing with the wide range of day-to-day and long term demands of the post.

Communication and Community Links

- To develop and maintain positive and effective relationships with parents, the local community and Governors.
- To develop and maintain links with the LA and advisory and support services.
- To provide information and objective advice and support to the Governing Body to enable it to meet its responsibilities
- To ensure that parents and pupils are well-informed about the curriculum, attainment and progress and are able to understand and contribute to targets for improvement.
- Serve as a key member of the Nishkam Primary School, representing the school to a variety of audiences and supporting all necessary functions for school management and success.

Health and Safety

- Co-operate with and represent the Governors on all issues to do with Health, Safety & Welfare.
- Oversight of pupil welfare and wellbeing, contacting parents as necessary and ensuring pupil records are maintained.
- Undergo First Aid at Work training and update courses.
- Assist in the design and delivery of health and safety policies and practices.
- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions.

Other Duties

- Support and uphold the School's policy on behavior, discipline and anti-bullying.
- Initiate and manage change and improvement to develop the School and the staff.
- Create processes and protocols for enhancing school culture and determine when and how to modify rituals, systems and practices for the overall betterment of the School.
- Set a good example to pupils and staff in terms of personal presentation, attendance and punctuality.
- Act as a member of Governors' Committee(s) as agreed.
- Monitor pupils' attendance and punctuality.
- Guide the character development of children through deliberate programming practices and by serving as a mentor and advisor to individual children.
- Manage school-wide academic programming, including course development, academic goal setting and test scheduling.
- Be responsible for the preparation, evaluation and updating of the School's timetable.
- Organise and implement assessment, whole school data analysis and target setting at both key stages, liaising with other relevant managers.
- In partnership with Nishkam School Trust evaluate school performance data to make holistic and individual recommendations for improving teaching practices.
- Plan and lead school assemblies as required.
- Oversee the Curriculum.

This job description will be reviewed at least annually as part of your Performance Management programme.

We will offer you:

- A very warm and welcoming team
- Hardworking and dedicated colleagues

- Supportive parents, carers and community
- A committed and fully involved governing body and Board of Directors
- A well-resourced learning environment
- Opportunities for professional development
- Terms and conditions similar to other academies and schools

Nishkam School Trust (NST) are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share in this commitment. Any successful applicant will be required to undertake an Enhanced DBS.

9. Appointment and Remuneration

The appointment will be made by the Nishkam School Trust as Employer.

There will be a highly competitive remuneration package for the right person to be determined by the Nishkam School Trust.

10. Person specification

The Person Specification is related to the requirements of the post as determined by the Job Description. Short listing is carried out on the basis of how well you meet the requirements of the Person Specification. You should refer to these requirements when completing your application.

ESSENTIAL	DESIRABLE
QUALIFICATIONS	
<ul style="list-style-type: none"> • Qualified Teacher status • First degree (hons) from recognised university 	<ul style="list-style-type: none"> • Working towards or has NPQH status • Additional or higher educational qualifications e.g. MA
EXPERIENCE	
<ul style="list-style-type: none"> • Significant successful teaching experience in the primary age range • Substantial knowledge and understanding of learning and teaching in the primary age range • A track record of Pupil Achievement, and Ofsted Achievement • Leadership experience in the primary age range • Successful experience of working with children from a rich and diverse cultural background and within under-served communities 	<ul style="list-style-type: none"> • Understanding of the principles of Assessment for Learning • Experience of working with and involving school Governors • Experience of teaching in more than one Key Stage • Experience of working with and developing links with the community
KNOWLEDGE & UNDERSTANDING	
<ul style="list-style-type: none"> • Highly competent across a range of ICT skills and familiarity with primary-related software • Knowledge and understanding of data analysis and the ability to use data to set targets for improvement • Confident in whole school self-evaluation • Up to date knowledge & understanding of the current national education agenda • Understanding of how children learn and effectively apply their learning • Understanding and track record of delivering to the cultural needs of parents 	<ul style="list-style-type: none"> • Awareness around Free Schools
LEADERSHIP SKILLS	
<ul style="list-style-type: none"> • Ability to work as a team with the Directors and CEO/Executive Principal in leading an expanding Free School • Evidence of outstanding teaching in more than one year group • Lead staff members to achieve high performance through goal setting and evaluation • Can delegate effectively • Can monitor and evaluate effectively • Can initiate and manage change • Can motivate & inspire by setting and following high standards • Can seek advice and support when necessary • Can deal sensitively with a wide range of people: children, staff, parents, governors and wider stakeholders and resolve conflicts • Is a sensitive and approachable, adapting easily to a diverse and 	<ul style="list-style-type: none"> • Evidence of successful school improvement planning and delivery
DECISION MAKING SKILLS	
<ul style="list-style-type: none"> • Ability to identify early, investigate, resolve problems • Can collect and weigh evidence, make judgments and take decisions in line with good educational practice and the Trust • Can think creatively and imaginatively to solve problems and identify opportunities 	
COMMUNICATION SKILLS	
<ul style="list-style-type: none"> • The ability to communicate clearly and take into account, where appropriate, the views of others 	

<ul style="list-style-type: none"> • Effectively communicate orally and in writing to a range of audiences • Can negotiate and consult effectively • Has a well-balanced sense of humor and a positive disposition to all 	
NISHKAM SCHOOL TRUST ETHOS	
<ul style="list-style-type: none"> • Capacity to influence others • An ability & commitment to develop and maintain the Sikh multi-faith ethos of the school in partnership with the Directors and CEO/equivalent • Fully supportive of the aims & ethos of the faith based free school. • Ability to support and help develop a vision for high quality education which promotes spiritual, moral and cultural development • Ability to ensure that the school atmosphere is welcoming and that parents are encouraged to take an active part in the life of the school and their child's education 	<ul style="list-style-type: none"> • Faith and religious practitioner of any Faith

11. How to apply

1. We would be very happy for you to email or call for further information if required.
2. Please complete the separate application form – we do not accept CVs.
3. Please provide a personal statement:
 - Why the post attracts you;
 - Why you believe you are the right candidate;

Please note that if you are selected for an interview we will be requesting references immediately.

To apply:

- You need to complete an application form, which you can download from our website <https://www.nishkamschooltrust.org/page/?title=Vacancies&pid=86> or contact the school office on 0121 647 6890
- Applications to be sent to recruitment@nishkamschools.org by **12pm on Monday 6th December 2021**
- Successful applicants will be contacted by **Tuesday 7th December 2021**
- Interviews will be held **Friday 10th December 2021**