

Our school is a creative school where the children are 'preparing for the future; living, learning and growing together in God'. At Parochial, we are committed to providing our pupils with an exciting curriculum which inspires them to learn and prepares them for life in our diverse society.

We are lucky to have talented and committed staff who are very proud of our pupils and their accomplishments. Parochial is a place where all are made to feel welcome and encouraged to take part in all the rich opportunities offered to them.

We are looking for an inspirational and passionate leader who has an unwavering commitment to learning. Guided by our vision and values, we desire to offer the best possible education where all adults and children can flourish.

We are proud to be a member of the Forward As One CE Multi Academy Trust. Our partnership with the Trust enables us to network and learn from the best within our system, at the same time as horizon scanning and remaining outward facing.

We are proud of our school and looking for someone who will:

- Inspire the whole school community as we learn and work together
- Build on the close links we have developed with parents and carers, overcoming the challenges faced by our school community during the Covid-19 pandemic
- Work effectively with wider services and organisations to support the needs of our pupils and families
- Care deeply about all pupils: balancing aspiration and achievement with inclusion and diversity of needs to support children in becoming confident, happy, positive and effective citizens
- Empower and develop our talented staff to be their best.
- Further develop a dynamic, forward thinking inclusive school with the highest of expectations and standards of excellence.

**We can offer:**

- An environment to innovate; taking our school on the next stage of an exciting journey.
- An experienced and dedicated staff team, committed to the best outcomes for all our children.

**Forward as One Church of England  
Multi Academy Trust**

**A:** Newnham Street, Astley Bridge,  
Bolton, BL1 8QA

**T:** 01204 333 741 **E:** [enquiries@forwardasone.uk](mailto:enquiries@forwardasone.uk)

**www.forwardasone.uk**  **ForwardAs1Trust**

- An active and supportive Governing Body, invested in your and the school's success.
- Continuing professional development opportunities
- Collaboration and partnership with the Forward as One CE MAT trust schools and the professional development flightpath opportunities offered by the Trust

Further information about our school, its work and ethos are available at [www.forwardasone.uk](http://www.forwardasone.uk) and [www.parochial.tameside.sch.uk](http://www.parochial.tameside.sch.uk)

We would encourage and welcome you to visit us before applying.

Please contact Jennifer Mills: [millsj@spsd.fa1.uk](mailto:millsj@spsd.fa1.uk)

Visits to the school are actively encouraged on the following date:

**Monday 8<sup>th</sup> March 4.00pm**

To arrange a visit, or for more information about the role please contact Jennifer Mills.

Thank you for your interest, we look forward to meeting you.

The school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced Disclosure and Barring Service check.

**Closing Date: 9am Friday 12<sup>th</sup> March 2021**

**Interviews: Thursday 18<sup>th</sup> March 2021**

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## HEADTEACHER

Parochial Church of England Primary School

### Job Profile

*Professional Leadership. Integrity. Passion. Responsibility. Capability. Drive.*

As a Church of England Primary School, rooted in a Christian tradition, we believe that academic success and personal wellbeing are equal partners.

The core purpose of the Headteacher role is to provide professional leadership and management of the school, which will promote a secure foundation from which to deliver the School's Vision and Christian values.

The Headteacher will ensure the safety of children and staff through robust and effective child protection and safeguarding procedures.

Through partnerships with the Diocese, Forward As One CE Multi Academy Trust, local schools and other agencies, the Headteacher will play a key role in improving standards across the school to result in better outcomes for all groups of pupils in their intellectual, physical, spiritual, moral, social and cultural development.

The Headteacher will take responsibility for the internal organisation and day-to-day management of the school and for developing and promoting the wider role of the school within the local community.

### Shaping the Future

- Work with the Trust, staff, Governing Body, parents and pupils to formulate and build upon our strategic development plan, which identifies priorities and targets for school improvement, and underpins all with sound financial management and a range of data
- In partnership with all stakeholders create a forward thinking, progressive and innovative school at the forefront of the educational landscape
- Establish commitment to a shared vision of improvement for the school's continuing future
- Ensure the vision for the school is clearly articulated, shared, understood and acted upon effectively by all
- Work with the school community to translate the vision into agreed objectives.

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- Ensure the Christian values of the school are maintained
- Ensure creativity, innovation and the use of appropriate new technologies to achieve excellence

### *Leading Learning and Teaching*

- Commitment to cross Trust collaboration to ensure quality of provision
- Lead by example to inspire and motivate staff, parents, Governors and pupils
- Plan strategically and operationally, allocate resources effectively and evaluate the work of teams and individuals
- Establish an ethos that promotes an outstanding quality of education and which sustains improvement in the development of all pupils and staff
- Demand and develop further ambitious standards of achievement for all
- Plan and implement the curriculum and its assessment using research to achieve excellence
- Create and maintain an environment and a code of behaviour that promotes and secures high standards of achievement, behaviour and personal development

### *Developing Self and Working with Others*

- Lead by example - with integrity, creativity, resilience, and clarity
- Develop and maintain a culture of high professional standards and expectations
- Maintain a positive school culture based on Christian values
- Together with Forward As One and local stakeholders, build a collaborative forward thinking learning community
- Lead, motivate, encourage and support the continuing professional development (CPD) of all staff
- Praise success and taking appropriate action, providing challenge and support where there is under-performance
- Regularly review own practice, set personal targets and take responsibility for own personal development and CPD

### *Managing the Organisation*

- Work with Governors and senior colleagues to recruit staff of the highest quality, ensuring that all recruitment adheres to the relevant legislation
- Support the distribution of leadership opportunities across the school
- Allocate, control and account for those financial and material resources of the school that are under the control of the Headteacher
- Manage, monitor and review resources in order to improve the quality of education and pupil's achievement

- Aim to ensure efficiency and secure value for money
- Ensure the school adheres to financial regulations
- Make arrangements for the security and effective supervision of the school buildings, the contents and the school grounds to ensure that it meets the needs of pupils, the curriculum and health and safety regulations

### *Securing Accountability*

- Understand and carry out the Headteacher's responsibilities for child protection and safeguarding.
- Be accountable to the CEO, Trust Board, Governing Body and Manchester Diocese
- Work closely with the chair of the Governing Body and secure a positive working relationship with all governors
- 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
- Develop an organisation in which staff recognise that they, along with the Headteacher and Governors are accountable for the success of the school
- Provide information to the Governing Body to enable it to meet its responsibilities.
- Ensure that parents are well informed about curriculum, attainment, progress and all other relevant aspects of school life
- Work with the COO to manage the budget in order to secure best value and adequate resources, appropriate staffing levels and well-maintained school accommodation
- 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

### *Strengthening Community*

- Work with the CEO to further develop and promote an outward-facing school which is fully committed to working in partnership with the Trust and other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all pupils
- Build a school culture and curriculum that takes account of the richness and diversity of the school's local communities and prepares pupils for the demands of the future
- Further develop positive strategies for promoting equality of access and removing inequalities
- Develop constructive relationships with fellow professionals
- Maintain and strengthen an effective partnership with parents and carers to support and improve achievement and personal development
- Promote the Christian ethos of the school by developing and maintaining activities with the parish and its community to strengthen the spiritual learning of pupils