



Pirehill First School

Headteacher

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*Proud, Independent, Respectful, Enthusiastic, Happy and healthy,
Intelligent individuals who Love learning and Love life!*

Welcome From The Chair of Governors

Dear Applicant,

Thank you for your interest in the position of Headteacher at Pirehill First School. Following a long period of successful leadership, our current Headteacher is retiring at the end of the summer term. This is an exciting opportunity to work in a highly regarded school in which a positive, nurturing and inclusive environment is a priority.

In choosing the new Headteacher, the governors are seeking to recruit someone who can drive continuous improvement to ensure the long-term success of the school; a leader who is confident to secure improvement and development which is underpinned by research and evidence informed practice. We are looking for an inspirational, strategic leader who is committed to the highest achievements for all and has an approachable and caring nature.

We have a team of talented and dedicated professionals who, without exception, work extremely hard to bring out the very best in every child and improve outcomes for all. We encourage all children to become confident, independent individuals who have a thirst for learning and achievement, compassion and understanding for others, and the courage to stand up for what is right. We ensure that children's talents are nurtured, and they can thrive so that they have the best chance to lead happy, healthy lives and to be respectful, responsible and active citizens. We are very proud of our strong pastoral care that values every member of our school community.

We offer an exciting, inclusive curriculum through which our key values are developed. We want our children to play, have fun and enjoy learning. We aim to help them develop positive relationships with others, to be thoughtful, considerate and polite.

We encourage our children to be strong principled leaders and supportive team players, to embrace challenge and have ambitious aspirations for what they can achieve. We want them to be resilient and determined and learn ways to cope when things are difficult. We will enable them to recognise when help is needed and encourage them to be able to ask for it so that they will be mentally and emotionally happy and healthy.

Parent partnership is essential to every child's success, and we always aim to develop strong partnerships between home and school and with our local community.

If you feel you would relish the challenge of continuing Pirehill's successful journey and have the relevant skills, knowledge, expertise and strategic experience, we would be delighted to hear from you! We strongly encourage you to visit our school prior to your application being made so you can see for yourself our dedicated team of staff and hard-working pupils. We have the following dates available for visits: Wednesday 12th March at 9.30am, Monday 17th March at 1.30pm or Wednesday 19th March at 4.00pm. Please contact the school office on 01785 334970 to arrange your visit.

On behalf of the Governing Body, thank you again for your interest in this position. We look forward to receiving your application and, if selected, look forward to welcoming you to our school and working together to deliver the next chapter in our children's journey.

Yours sincerely,

Matthew Beardmore

Chair of Governors

Details of Post

HEADTEACHER PIREHILL FIRST SCHOOL

Tilling Drive

Stone

Staffordshire

ST15 0AA

Tel: 01785 334970

Chair of Governors: Mr Matthew Beardmore

Individual School Range: Group 2 NOR 269 (300 PAN)

Salary Range: L13-20 (starting salary may be negotiable dependent on candidate's experience)

Start Date: 1st September 2025

The governors are seeking to recruit an outstanding leader who:

- has a proven and successful track record of continuous school improvement.
- has a strong knowledge of teaching and learning as well as curriculum design and development.
- has a proven commitment and evidence of success in the delivery of a fully inclusive education that addresses the needs of all children and their families.
- has a clear vision for the future of our school and is able to implement the journey and manage change successfully.
- has a passion to engage, enable and empower our committed and hard-working team of staff to excel.
- is committed to putting the school at the heart of the community; being an ambassador for the school developing strong partnerships.
- is visible, approachable and accessible to all staff, pupils, parents, carers and external organisations, demonstrating empathy and compassion alongside integrity in every aspect of leadership.

In return, we can offer:

- enthusiastic, happy and confident children who are proud of their school and love learning!
- an inclusive and welcoming school environment.
- a dedicated and hard-working team of professional staff who are committed to high standards of teaching and ensuring success for all.
- effective and positive relationships with families and external agencies who value the school and its support.
- a committed and supportive Governing Body.
- a local, supportive Headteacher network.
- a school where you can make a difference and develop your career.

Full details can be found in the job description and person specification.

Our Vision and School Information

Pirehill First School is a local authority maintained two form entry school with 269 pupils currently on roll. We have 19.5% of our pupils who are in receipt of pupil premium funding and 21% on our SEND register (7 children having an EHCP). Our school was judged to be 'Good' by Ofsted in 2022. Children are at the very heart of everything we do. Throughout their time with us they are empowered to live, work and play through our Pirehill Principle so that they are.....

**Proud,
Independent,
Respectful,
Enthusiastic,
Happy and Healthy,
Intelligent Individuals who
Love Learning and
Love Life.**

We provide an exciting, challenging and inclusive curriculum which ensures that pupil outcomes are consistently and significantly better than national for all subjects and for all pupil groups both for progress and attainment.

We are committed to maintaining our strong safeguarding culture and to promoting British values.

We value and invest in all members of the Pirehill team who work together closely respecting each other. We place great importance on continuous, high quality professional development for staff and promote a good work life balance making Pirehill First School the employer of choice.

We are proud to be at the heart of our local and wider community and are committed to working closely with families and community groups for the good of all.

Pirehill has an excellent reputation within the school, local and wider community and we strive to be at the forefront of sharing best practice, inviting collaboration and leading innovation.

Highlights from our OFSTED report

"Pupils enjoy school. They sing the school song lyrics with enthusiasm and pride: 'We are Pirehill First School, and we stand out from the crowd.' Pupils are proud of the school. Leaders are ambitious for pupils. Pupils are highly motivated to learn and achieve well. Pupils enjoy lessons and are enthusiastic about learning new things. Pupils with special educational needs and/or disabilities (SEND) are well supported and receive the help they need to succeed." *(OFSTED 2022)*

"Leaders are ambitious for pupils. Pupils are highly motivated to learn and achieve well. Pupils enjoy lessons and are enthusiastic about learning new things. Pupils with special educational needs and/or disabilities (SEND) are well supported and receive the help they need to succeed." *(OFSTED 2022)*

"Parents and carers are overwhelmingly positive about the school. A typical parental comment is, 'Pirehill is exceptional. It is supportive because the staff are so kind and caring.' *(OFSTED 2022)*



Our full report can be read here [Pirehill OFSTED Report](#)

Please visit our school website for more detailed information - www.pirehill.staffs.sch.uk

Job Description—Headteacher at Pirehill First School

Leadership Pay Scale: L13-20

Job Purpose

To work with the Local Authority, senior leadership team, school governors and school staff to provide overall strategic leadership for the school being responsible for the management and accountability of the school. All professional duties must be carried out in accordance with and subject to:

The provisions of all applicable legislation.

The instrument of governance of the school.

Key Responsibilities

1. Safeguarding

The Headteacher will:

- be the Designated Safeguarding Lead; having overall responsibility for promoting the safety and welfare of all pupils.
- create an organisational culture which is vigilant to, monitor and prioritise the safeguarding of its pupils above all considerations.
- co-operate and work with relevant agencies to protect children.
- maintain a thorough knowledge of local and statutory safeguarding policies and procedures.

2. Promoting Improvement and Shaping the Future

The Headteacher will:

- promote a constant focus on raising achievement, improving teaching, promoting the highest standards of behaviour and safety, and developing the leadership skills of self and others.
- work with the governing body, staff and parents to create a shared vision and strategic plan.
- ensure that 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 and operational plans which will promote and sustain school improvement.
- demonstrate the vision and values in everyday work and practice.
- inspire and motivate others.
- create a shared culture and positive climate.
- ensure that the health and well-being of staff and children is encouraged and supported through a nurturing environment.
- challenge any form of prejudice and inequality, and promote the richness of cultural and religious diversity.
- ensure creativity, innovation and the use of appropriate new technologies to achieve excellence.

3. Leading Teaching and Learning

The Headteacher will:

- take the leading role in improving pupils' learning through a constant drive to raise the standards of teaching throughout the school.
- use data and other benchmarks to monitor the quality of teaching through evaluating pupils' progress.
- ensure that learning is at the centre of strategic planning and resource management.
- establish creative, responsive and effective approaches to teaching and learning.
- ensure a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning.
- demonstrate and articulate high expectations and set challenging targets for staff and pupils.
- implement strategies which secure high standards of behaviour and safety, and attendance.

- determine, organise and implement a diverse, flexible curriculum and an effective assessment framework.
- take a strategic role in the development of new and emerging technologies to enhance and extend pupils' learning experiences.
- monitor, evaluate and review classroom practice and promote improvement strategies.
- challenge underperformance at all levels and ensure rapid improvement.

4. Promoting Continuing Professional Development and Working with Others

The Headteacher will:

- promote and provide opportunities for the continuing professional development of all staff supporting whole-school improvement, team and individual needs.
- prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development.
- ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including from other local authority schools, and nationally recognised career and professional frameworks and programmes to build capacity and support succession planning.
- ensure effective communication systems and relationships within the school, and between the school and all external support agencies and the wider community.
- treat people fairly, equitably and with dignity and respect, creating and maintaining a positive school culture in which people are happy to come to work and feel valued and respected.
- build a collaborative learning culture and actively engage with other schools to build effective learning communities.
- develop and maintain effective strategies and procedures for staff induction, professional development and performance review.
- ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals.
- ensure clear delegation of tasks and devolution of responsibilities.
- ensure that early career teachers and those returning to teaching after a break in service have access to effective support, mentoring and coaching.
- acknowledge the responsibilities of individuals and teams and celebrate their achievements.
- recruit, select and deploy staff effectively.
- develop and maintain a culture of high expectations for self and others and take appropriate swift action when performance requires improvement or is inadequate.
- regularly review own practice, set personal targets and take responsibility for own professional development.
- manage own workload and that of others to allow an appropriate work/life balance.

5. Additional and Special Educational Needs and Disabilities

The headteacher will:

- ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities.
- establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively.
- ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate.
- ensure the school fulfils its statutory duties with regard to the SEND code of practice.

6. Management of the School

The Headteacher will:

- provide effective school management and continuously seek to improve organisational policies and structures based on effective self-evaluation.
- ensure that all safeguarding policies and procedures are in place and are acted upon by all staff and governors.
- create an organisational structure which reflects the school's values, and enables the management systems, structures and processes to work effectively in line with legal requirements and the school's aims and objectives.
- ensure that policies and practices take account of national and local circumstances, policies and initiatives.
- manage the school's financial and human resources effectively and efficiently to achieve the school's educational aims and objectives.
- recruit, retain and deploy staff appropriately and manage their workload to achieve the vision and goals of the school.
- implement successful performance management processes for all staff.
- 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 the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all pupils and provide value for money.
- use and integrate a range of technologies effectively and efficiently to manage the school.

7. Securing Accountability

The Headteacher will:

- effectively fulfil commitments arising from contractual accountability to the governing body.
- work with the governing body (providing information, objective advice and support) to enable it to meet its responsibilities.
- develop a school ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- ensure individual staff accountabilities are clearly defined, understood and agreed, and are subject to rigorous review and evaluation.
- develop and present a coherent, understandable and accurate account of the school's performance to a range of audiences including governors, parents and carers.
- reflect on personal contribution to school achievements and take account of feedback from others.

8. Strengthening Community

The Headteacher will:

- build a school culture and curriculum which takes account of the richness and diversity of the school's communities.
- create and promote positive strategies for challenging racial and other prejudice.
- ensure learning experiences for pupils are linked into and integrated with the wider community.
- collaborate with a range of external agencies to provide effective support for pupils and their families.
- create and maintain an effective partnership with parents to raise pupils' achievement and support their personal development.
- seek opportunities to invite parents and carers, community figures, businesses or other organisations into the school to promote pupils' learning.
- develop constructive links with other schools and organisations in a climate of mutual challenge and support.

9. Governance and Accountability

- develop positive professional links with the school governing body, ensuring that they are given relevant information which allows them to challenge the school as a 'critical friend'.
- facilitate school governors to liaise with staff through link governor roles, enabling them to engage with the life of the school from an informed perspective.
- understand and welcome the role of effective governance, upholding your obligation to give account and accept responsibility.
- ensure that staff know and 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.

Whilst every effort has been made to reflect the main duties and responsibilities of the post, other tasks may fall under the responsibility of the Headteacher as the need arises. The content of this job description maybe amended at any time following discussions between the governing body and the Headteacher and will be reviewed annually.



Person Specification—Headteacher at Pirehill First School

Personal Qualities, Qualification and Experience E - Essential D - Desirable A - Application I - Interview Process R - Reference		E	D	A	I	R
Qualifications and Training						
1	Honours degree or equivalent	*		*		
2	Qualified Teacher Status	*		*		
3	Evidence of school leadership	*		*		
4	Experience of ITT systems	*		*		
5	Evidence of recent continuous professional development relating to school leadership and management, quality assurance, curriculum, teaching and learning etc.	*		*		
6	NPQH		*	*		
Professional Experience and Knowledge						
1	Substantial, successful teaching experience in a similar setting	*		*	*	*
2	Successful recent strategic leadership and management experience gained as a senior leader	*		*	*	*
3	Successful experience of raising standards for all groups with measurable outcomes	*		*	*	*
4	Proven track record of managing successful school self-evaluation and accountability and the school improvement process	*		*	*	*
5	Proven track record in leading, managing and developing staff including building a successful team, delegating effectively and implementing and managing change	*		*	*	
6	Experience of working in collaboration and/or partnership with internal and external stakeholders	*		*	*	
7	Excellent written and verbal communication skills, including the ability to carry out effective negotiation	*		*	*	*
8	A strategic thinker, able to focus on “the big picture” with in-depth knowledge and understanding of the wider educational agenda including current national policies, the Ofsted inspection framework and educational issues	*		*	*	
9	An understanding of schools’ finances and financial management including the ability to interpret, monitor and manage a budget	*		*	*	
10	Evidence of highly developed skills in recognising high performance, tackling underperformance through resolution and supporting continuous professional development of colleagues	*		*	*	*
11	Extensive knowledge and experience of safeguarding procedures and practice as a DSL or DDSL	*		*		
12	A commitment to putting the school at the heart of the community and being an ambassador for the school developing strong partnerships	*				
Leading Teaching and Learning						
1	A proven track record in ensuring the highest possible standards in teaching and learning	*		*	*	*
2	Sustained experience of managing, monitoring and evaluating pupil progress	*		*	*	*
3	Successful experience of positive behaviour management and developing a child focussed, inclusive and effective learning environment so that behaviour and attendance are outstanding	*		*	*	
4	A comprehensive knowledge and understanding of curriculum development, pedagogy, innovation and delivery to a high standard.	*		*	*	
5	A proven track record of introducing effective intervention strategies and evidencing their impact	*		*	*	
6	Able to articulate theories of teaching and learning, to give strong feedback on classroom performance	*		*	*	*
7	Experience of inclusion and high quality SEND provision	*			*	

Personal Qualities

1	A passionate commitment to the raising of standards of achievement and continuous improvement	*		*	*	
2	Has high expectations and personal integrity with the ability to promote and sustain the values, culture and ethos of Pirehill First School	*			*	*
3	An excellent communicator, able to listen and take the lead in promoting our school to the wider community and larger audiences	*			*	*
4	An effective decision maker with good judgement, excellent time management, organisational and delegation skills	*			*	*
5	Warm, open and approachable with a vision that inspires others	*			*	*
6	Is able to manage, inspire, encourage and empower staff	*			*	
7	A personal commitment to the principles of equality and diversity	*		*	*	*
8	Empathy with the needs and aspirations of all pupils	*			*	
9	A sense of humour and the ability to bounce back when things don't work out as hoped for	*		*	*	*
10	Is able to manage the personal demands of the post effectively on a day by day basis whilst maintaining a good work life balance	*			*	*
11	A willingness to ask for help and support	*		*	*	*



Application Process

All prospective applicants are warmly invited to visit the school by making an appointment through the school office on 01785 334970. To apply for this post, candidates must complete the application form and relevant documentation and submit for the attention of Mr Matthew Beardmore, Chair of Governors:

Pirehill First School,
Tilling Drive,
Walton,
Stone,
Staffordshire.
ST15 0AA.

This may be via post or email to hr@pirehill.staffs.sch.uk

Safeguarding and Online Checks

Pirehill First School is committed to safeguarding and promoting the welfare of children and young people/ vulnerable adults and expect all staff and volunteers to share this commitment. This post involves working in a school and is exempt from the provisions of the Rehabilitation of Offenders Act 1974. You will therefore be required to declare whether you have any criminal convictions (or cautions, reprimands or warnings) including those which are 'spent'. The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Details of the filtering rules can be found on www.gov.uk/dbs. As the post involves engaging in regulated activity relevant to children, it is an offence to apply for the role if you are barred from doing so. All shortlisted candidates will be asked to complete a safeguarding/ criminal records self disclosure form prior to interview. You will be asked to disclose details of all unspent and unfiltered spent reprimands, formal warnings, cautions and convictions. We will check with the Disclosure and Barring Service (DBS) to see if you have any criminal convictions. As posts in schools are 'Regulated Activity' the barred list for children will also be checked. Any information given will be treated as confidential. You should note that disclosing a conviction does not necessarily bar you from appointment. Failure to disclose may result in withdrawal from any job offer.

In addition, as part of the shortlisting process, we will carry out an online search for information that is publicly available online. This will include social media accounts you may hold. This will only be carried out on shortlisted candidates and before interview. This processing of data will be conducted under the legal basis of Article 6(e) public task in line with the guidance laid out in para 221 of Keeping Children Safe in Education (KCSIE) 2022. Any data collected during this search will be retained in line with our retention schedule which is available on request. Such online checks are used only to meet the intended purpose of the KCSIE's recommendation in relation to whether an applicant is suitable to work with children and young people. No other aspects of personal profiles will be used to form opinion of the candidate. We are an Equal Opportunities employer and do not discriminate unlawfully or harass any person on the grounds of any of the protective characteristics. Staff involved in recruitment are fully trained and policies adhered to. If a candidate is short-listed any relevant issues arising from his or her references will be taken up at interview.

A copy of our school Safeguarding Policy can be viewed here: [Pirehill Safeguarding Policy](#)

Recruitment Timeline

The following is an anticipated timeline of our proposed recruitment process:

The selection process will include assessment task and an interview. It is envisaged that the decision on appointment will be made within 24 hours of the final interview day on Monday 7th April 2025. Any offers made will be subject to a full DBS check, fitness to work and suitable references.

Activity	Timeline
Application Deadline	12 noon 24.03.2025
Shortlisting	24.03.2025 and 25.03.2025
Assessment Tasks & Interview	04.04.2025 and 07.04.2025
Appointment	1st September 2025