



**Headteacher
CANDIDATE
PACK**

ABOUT US

Thank you for your interest in Rushton Primary School, and our Headteacher vacancy. We are a small rural school located in the village of Rushton, with 96 children enrolled.

The majority of our students join us from outside the village, including Desborough, Kettering, and Corby. We were graded "Good" in May 2024.

Our school structure includes:

- Reception class
- Mixed-age Year 1/2 class
- Mixed-age Year 3/4 class
- Mixed-age Year 5/6 class

We live by our school values of **courage**, **responsibility**, and **aspiration** every day, through clear expectations and a wide range of opportunities. Our school site is exceptional, featuring an outdoor learning area, an astro-turf pitch, and a large field. We strive to enrich our pupils' educational experiences by welcoming visitors, exploring the local area, and participating in sporting events.

We work hard to maintain a family atmosphere. This is achieved through our routines and house system, which encourages children to mix across year groups. Older children often play with and share books with younger students, fostering a strong sense of community.

Although we are a small school, we provide our children with the same experiences as larger schools, while maintaining a close-knit environment. Every member of staff knows each child personally. We also have a wonderful parent community that volunteers their time to support learning, school trips, and fundraising activities.

Pupil Numbers

R	Yr1	Yr2	Yr3	Yr4	Yr5	Yr6
15	13	15	11	13	14	14

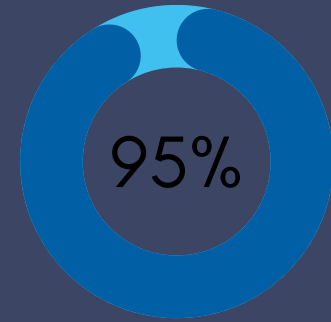
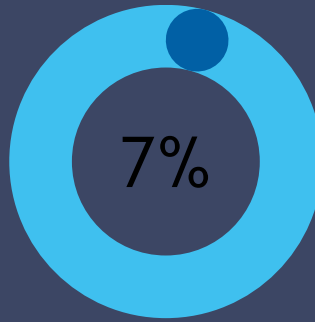
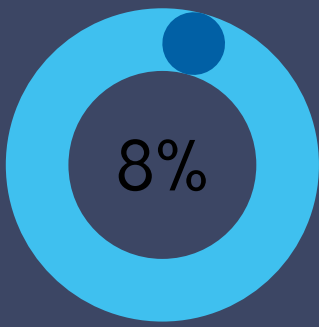
Spaces per year group

R	Yr1	Yr2	Yr3	Yr4	Yr5	Yr6
0	2	2	4	2	1	1

Pupils with SEND

Pupils with PP

Attendance Autumn term 2024



Statutory Assessments Report

Academic Year 2023-2024 Settings Print

Rushton Primary School

Key Results - 2023-2024

Assessment	Statistic	Cohort	School Result	National Comparison	National Result	School Percentile Rank
KS2 Reading, Writing & Maths combined	% of pupils achieving the expected standard	14	64%	At or above	61%	60th
KS2 Reading, Writing & Maths combined	% of pupils achieving the higher standard	14	0%	Below	8%	12th
Multiplication Tables Check (MTC)	% of pupils scoring full marks (25/25)	10	40%	At or above	34%	68th
Phonics Screening Check	% of pupils passing in Year 1	14	86%	At or above	~ 80%	64th
Early Years Foundation Stage	% of pupils achieving a Good Level of Development	13	77%	At or above	68%	78th

Parent/Carer Voice-10/24

	Strongly agree	agree	disagree	Strongly disagree
1. My child is happy at this school.	18	9	0	0
2. My child feels safe at this school.	19	8	0	0
3. The school makes sure its pupils are well behaved.	19	8	1	0
4. My child has been bullied and the school dealt with the bullying quickly and effectively.	3 *13 did not answer or NA	7	2	2
5. The school makes me aware of what my child will learn during the year.	16	11	0	0
6. When I have raised concerns with the school they have been dealt with properly.	19	8	1	0
7. My child has SEND, and the school gives them the support they need to succeed. Leave blank if your child does not have SEND.	2 *23 did not answer or NA	2	0	0
8. The school has high expectations for my child.	15	12	0	0
9. My child does well at this school.	20	7	0	0
10. The school lets me know how my child is doing.	17	10	0	0
11. There is a good range of subjects available to my child at this school.	16	11	0	0
12. My child can take part in clubs and activities at this school.	17	10	0	0
13. The school supports my child's wider personal development. eg. trips, activities, performances	14	13	0	0
14. I would recommend this school to another parent. (yes or no)	Yes 27 100%	No		


Amazing school with a great team of staff-
Anonymous parent

Although our child has only been at Rushton for a few weeks he is very well settled and happy. The small family feel has definitely aided this and his teacher is lovely. - Reception parent

Both our children love it here- Y1 and Y5 parent

We as parents are very happy and grateful that our child is in this school. We always get the help when there was any concerns. Her development grows everyday in every respect. We couldn't ask for more- Year 4 parent.

HOW OUR PUPILS FEEL ABOUT THE SCHOOL...



If I ever have any worries or problems, I know the teachers will help - Year 3 pupil

Rushton is such a friendly and welcoming school. I have made friends already.- New Year 6 pupil

I like my lessons, and we get to do lots of fun things like careers day. Year 4 pupil

I love getting house points and stickers. It makes me feel good to know I am recognised for the things I do well and trying hard. Year 4 pupil

We get rewards such as extra play and pyjama day. Year 4 pupil

I love school. Every day is the best. Year 4 pupil

Advert

Headteacher



The Rushton Governing Body and Pathfinder Schools are delighted to offer this exciting opportunity to lead Rushton Primary School.

Situated in the small village of Rushton, Northamptonshire, our school is much loved by its pupils, families and the wider community. Our staff team and governing body form an exceptional, highly engaged and ambitious team.

We are looking for a leader with vision, energy and a passion for providing the best possible education and a determination to keep children at the heart of all we do. To achieve this we need an inspirational Head Teacher, who will continue to develop our high standards of education in a welcoming, inspiring and supportive environment.

This role would be suitable for an existing Head or Deputy or a talented and ambitious middle leader keen to take the next step into school leadership.

Visits to the school prior to application are encouraged and welcomed, to arrange a visit please contact our School Business Manager Daniel Bull at dbull@pfschools.org.uk

All appointments are subject to satisfactory references, medical and enhanced DBS checks. All shortlisted candidates will now be required to complete a staff disqualification declaration as part of our safeguarding checks.

We occasionally close vacancies early in the event that we receive a high volume of applications. Interviews may begin soon after receipt of applications for shortlisted candidates, therefore we recommend that you apply early.

Pathfinder Schools are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

The workplace will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition (as defined in the Equality Act 2010).

Contract type

- Permanent

Salary

- Leadership Scale L6-L12
- £56,316 - £65,286
- Leadership terms and conditions

Closing date 13th February 2025

Shortlisting 14th February 2025

Interviews 26th February 2025

Start date

- April 2025

How to apply

To apply, please complete a Pathfinder Schools Head Teacher application form which can be downloaded from the vacancies page of the Trust website

<https://pathfinderschools.org.uk/join-us/vacancies>

Completed application forms should be accompanied by a letter of application and should be sent to recruitment@pfschools.org.uk

Rushton Primary School Safeguarding Policies and Procedures are available on their website, which can be accessed at the following web address : <https://www.rushton.school/safeguarding>

Pathfinder Schools and our academies are committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment. All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, medical, an online search, and where applicable, a prohibition from teaching check will be completed. Before applying, please review our Recruitment and Selection Policy which includes further information on pre-employment checks and our statement on the Recruitment of Ex-Offenders <https://pathfinderschools.org.uk/join-us/vacancies>

As part of our rigorous Safer Recruitment process Pathfinder Schools has adopted the practice of online searches for external shortlisted candidates.

The purpose of the search is to enable us to fulfil our duty under Keeping Children Safe in Education and is part of our due diligence to identify any incidents or issues that have happened, and are publicly available online, which we may need to discuss with you during interview. Therefore, if you are shortlisted for a role an appropriate online search will be undertaken on your name(s). Consent to an online search is included in the Pathfinder Schools application form. Searches are based on publicly available information, therefore where your profiles are private or are locked, no further search will be required on these pages. Any information given will be treated as confidential and will only be used in relation to the post for which you have applied. Pathfinder Schools is committed to creating a diverse workforce. We consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership

Pathfinder Schools are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. DBS, Reference, Identity, Criminal Record and Medical Checks are mandatory for all posts within Pathfinder Schools.

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Job Description



Headteacher

Responsible to: The Governing Body of Rushton Primary School and the Pathfinder Schools Trust Board.

Purpose of the role:

- Fulfil all the requirements and duties set out in the School Teachers' Pay and Conditions Document relating to the Conditions of Employment of a Head Teacher
- Understand fully the current legal requirements, national and local policies and guidance on safeguarding and the promotion of the wellbeing of children and young people, and ensure that all requirements are met.
- Meet the standards set out in the guidance document Head Teachers' standards 2020
- Achieve any performance criteria, objectives or targets agreed with or set by the Governing Board in accordance with the requirements set out in the School Teachers' Pay and Conditions Document.

- Strategic leadership and management
- Leadership and management of pupils' attainment and progress
- Leadership and management of staff
- Leadership and management of a rich and varied curriculum that meets the needs of all pupils
- Leadership of learning and teaching that is of a high standard and raised aspirations, ensuring pupils achieve
- Financial leadership and management
- Management of resources and premises

Strategic Leadership

- Lead by example providing dynamic, consistent and motivational leadership, ensuring the successful delivery of the vision, ethos, aims and objectives of the school and Pathfinder Schools Multi Academy Trust.
- Demonstrate commitment to continual school improvement to raise the educational outcomes for all children, increasing teachers' effectiveness and securing rapid academy improvement.
- Communicate compelling the school's vision and drive the strategic leadership, empowering all students and staff to excel
- Critically evaluate the school's performance and ensure performance targets are achieved for all children
- Work with political and financial astuteness, within a clear set of principles centred on the school's vision, ably translating local and national policy into the school's context
- Establish collaborative and open relationships with all stakeholders
- Secure the commitment of parents and the wider community to the vision and direction of the schools and the Trust
- Ensure regular, open communication with the CEO, Director of School Improvement and Trust Board to enable the Board to meet its responsibilities

High Quality Teaching and Learning

- Demand ambitious standards for all children across a broad and balanced curriculum, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on children's outcomes
- Secure and sustain high quality teaching and learning through an analytical understanding of how children learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and children's well-being
- Secure and sustain effective, high quality teaching and learning by ensuring the Senior Leadership Team has in place robust strategies for monitoring and evaluating the quality of teaching and standards. Ensure that robust assessment data analysis is used to set challenging targets
- Ensure that ongoing high quality professional development is in place for all staff
- Through robust and effective monitoring and evaluation, identify and act on areas of improvement in relation to the curriculum and assessment
- Ensure that effective and appropriate pastoral support is available to all children
- Develop an inclusive and supportive approach so that all children, the community and all stakeholders feel welcome

Job Description



Systems and process

- Provide a safe, calm and well-ordered environment for all children and staff, focused on safeguarding students and developing their exemplary behaviour in school and in the wider society.
- Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice
- Welcome strong governance and actively support the Governing Board in understanding its role and delivering its functions effectively – in particular its functions to set school strategy and hold the Head Teacher to account for student, staff and financial performance
- Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and who hold each other to account for their decision-making
- Ensure the Governing Board and Trust priorities are consistently and effectively implemented and the impact monitoring for pupil progression, attainment and achievement
- Secure robust school self-evaluation and quality assurance procedures
- Working with the Senior Leadership Team, advise the Governing Board on the formulation of the annual budget in order that the school secures their objectives
- Ensure regular monitoring of the budget and the oversight of the use of resources in order to ensure that each school meets its objectives
- Work with the Senior Leadership Team to recruit and retain staff of the highest quality
- Oversee the implementation of Trust policies and procedures, ensuring consistent application and monitoring for impact
- Work with the Trust, Senior Leadership Team and Business Manager to maximise the level of external funding that is attracted to support the school's development.
- Ensure agreed reporting mechanisms are effectively in place for the Governing Body

The self-improving academy system

- Treat everyone fairly and equitably, demonstrating our core values
- Motivate and enable all staff to carry out their respective roles to the highest standard, through high quality continuing professional development based on assessment of needs and identified through the appraisal process
- Develop leadership capacity at all levels, through coaching and other appropriate methods
- Establish strong middle leadership roles within a distributed leadership structure

Headteacher

Job Description



Headteacher

- Keep abreast of educational developments and best management practice in order to introduce appropriate innovation
- Develop strong, positive relationships with colleagues in the Trust, contribute to collaborative work across the schools and support other staff in participating in Trust work
- Participate in Trust wide activities in order to share best practice, contribute to the development of Trust strategies and policies and promote the school and the Trust in a local and national context.

General

- To comply with Pathfinder Schools Policies & Procedures
- To be aware of and support difference and ensure equal opportunities for all.
- To indicate an acceptance of, commitment to and promotion of the underlying principles underlying the Pathfinder Schools Diversity and Inclusion Policy Statement.
- To contribute to the development and implementation of the vision and values of Pathfinder Schools.
- To take responsibility for your own ongoing personal development and growth of expertise.
- To participate in training and other learning activities and appraisal as required.

Special factors

Subject to the duration of the need, the conditions given below may apply:

- The nature of the work may involve on occasion the post holder carrying out work outside of normal working hours.
- The post holder may be required to attend, from time to time, training courses, conferences, seminars or other meetings as required by his/her own training needs and the needs of the academy.
- This post is eligible for a DBS check under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (i.e. it involves certain activities in relation to children and/or adults) and defined as regulated activity under Part 1 of the Safeguarding Vulnerable Groups Act 2006 before the coming into force of section 64 of the Protection of Freedoms Act 2012 on 10th September 2012. Therefore, a DBS enhanced check is an essential requirement.

Job Description



This job description sets out the duties and responsibilities of the post at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence.

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Headteacher Person Specification

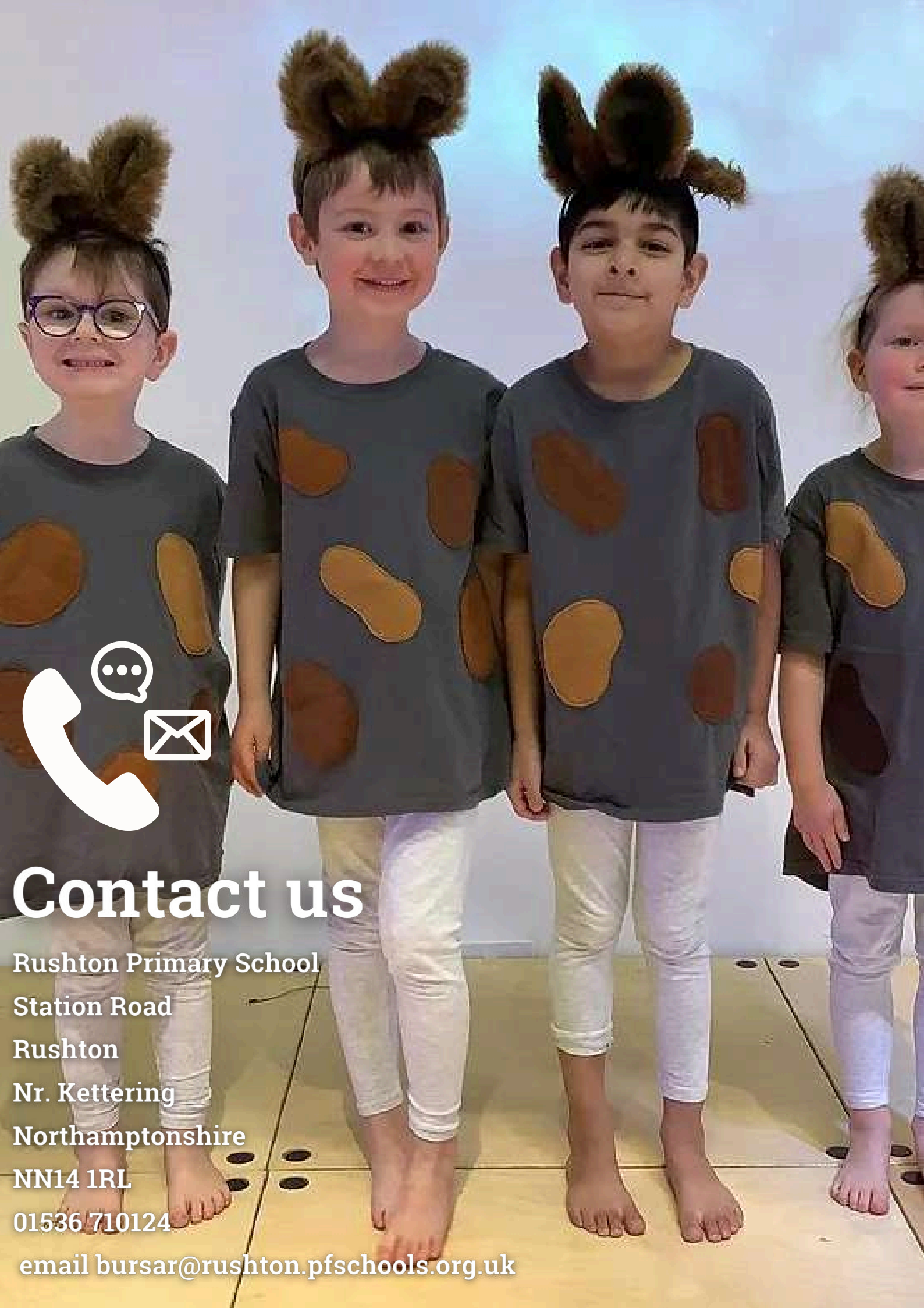


<p>Qualification and experience</p> <ul style="list-style-type: none">• Qualified Teacher Status• Experience across the appropriate age range• Evidence of recent leadership experience that has contributed to school self-evaluation and the development of whole school priorities• A proven track record of leading whole school strategic improvement to improve pupil outcomes• Evidence of appropriate leadership development (e.g NPQH, NPQSL)• Commitment to further develop own professional knowledge and skills <p>Personal qualities</p> <ul style="list-style-type: none">• Commitment to uphold the 7 principles of public life (the Nolan principles) at all times• Demonstrate a passion for teaching and learning• Communicate effectively and develop positive relationships with all stakeholders• Demonstrate advanced interpersonal skills• Be decisive, consistent and focused on solutions• Demonstrate the capacity to lead others, be reflective, resilient and adaptable• Be able to motivate and inspire others• Actively listen and consider the views of others• Commitment to work-life balance and providing staff with the tools to achieve balance	<p>Qualification and experience</p> <ul style="list-style-type: none">• Essential• Essential• Desirable • Essential • Desirable • Essential <p>Personal qualities</p> <ul style="list-style-type: none">• Essential • Essential • Essential • Essential• Essential • Essential • Essential• Essential• Essential
<p>Skills</p> <ul style="list-style-type: none">• Formulate a vision and secure commitment to them from stakeholders• Analyse and interpret data accurately to inform school improvement to monitor pupil progress• Engage leaders at all levels in systematic and rigorous monitoring and evaluation• Effectively evaluate school performance and accurately identify priorities for improvement• Work effectively with the governing body, enabling governors to fulfill their roles and meet their responsibilities• Work in collaboration with other schools, fellow professionals, and external organisations to improve outcomes for children	<p>Skills</p> <ul style="list-style-type: none">• Desirable • Essential • Essential • Essential • Essential • Essential

Headteacher Person Specification



<p>Skills cont.</p> <ul style="list-style-type: none"> • Drive improvement and challenge underperformance • Excellent organisational skills, prioritising and managing time well under pressure, to meet deadlines • Successful experience of creating and maintaining effective partnerships with parents and the community, to enhance pupils learning • Commitment to exemplary pastoral provision that supports the wellbeing of pupils and staff • Successful experience of managing a school budget responsibly and sustainably 	<p>Skills cont.</p> <ul style="list-style-type: none"> • Essential • Desirable • Essential • Essential • Desirable
<p>Professional knowledge & understanding</p> <ul style="list-style-type: none"> • Be committed to securing equality of opportunity across the Trust • Have an understanding of national education policy, curriculum and assessment developments and statutory and legal frameworks within which a school operates, including the Ofsted Inspection Framework • Have secure knowledge of what constitutes highly effective teaching and its impact on the outcomes of all pupils • Understanding of the factors which create barriers to learning and the ability to implement appropriate strategies for reducing inequalities and promoting social inclusion • Maintain high standards of pupil behaviour and attitudes to learning • Have experience of multi-agency working to support vulnerable children and families and to promote excellent attendance • An understanding of effective financial management • Demonstrate a commitment to the continuing professional development of all staff 	<p>Professional knowledge & understanding</p> <ul style="list-style-type: none"> • Essential • Essential • Essential • Desirable • Essential • Desirable • Essential • Desirable
<p>Safeguarding</p> <ul style="list-style-type: none"> • Knowledge of national and local safeguarding guidance • Experience of safeguarding and promoting the welfare of children and young people • A commitment to work with relevant agencies to protect children and young people • Knowledge of best practice and procedures in school for children and young people 	<p>Safeguarding</p> <ul style="list-style-type: none"> • Essential • Essential • Essential • Essential



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