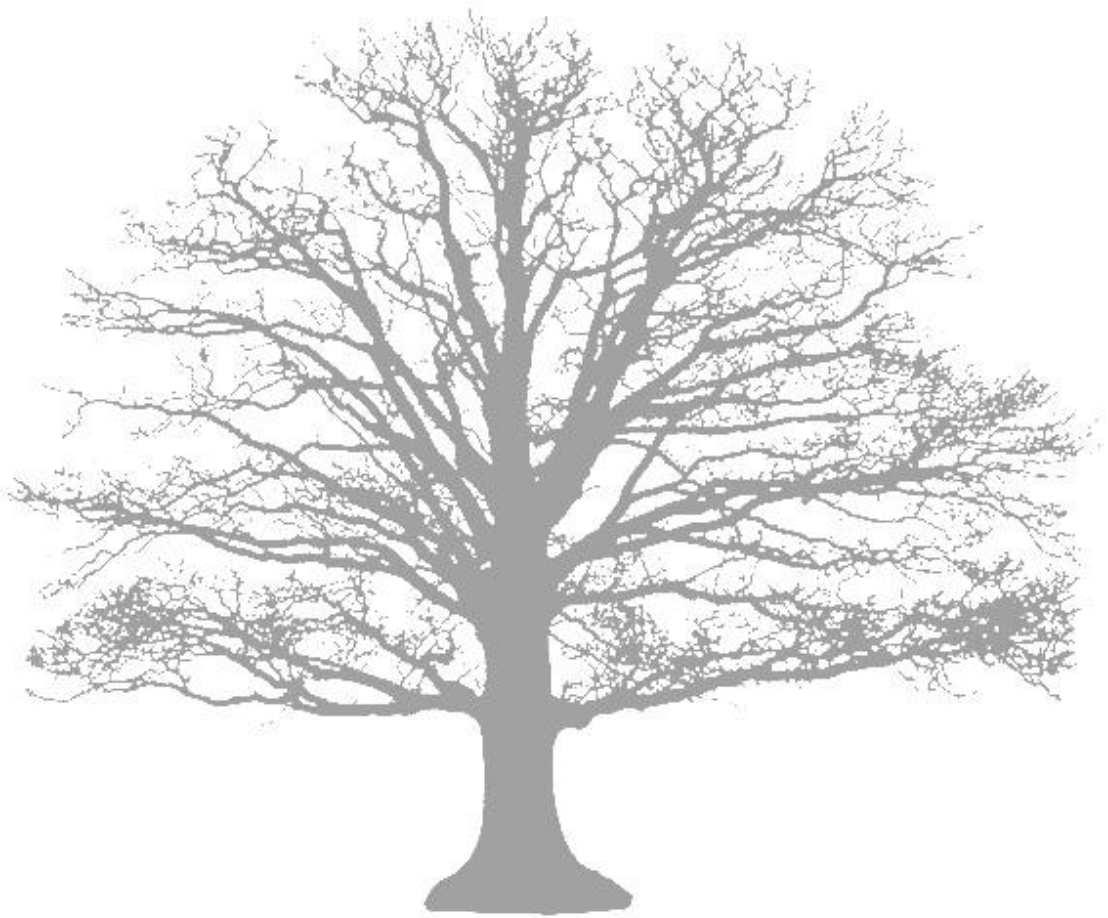




**STYAL PRIMARY SCHOOL**  
TAKING LITTLE ACORNS AND TURNING THEM INTO MIGHTY OAKS



**HEADTEACHER RECRUITMENT PACK SEPTEMBER 2024**  
[www.styal.cheshire.sch.uk](http://www.styal.cheshire.sch.uk)





# Styal Primary School



*"Valuing the individual to believe and achieve."*

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## LETTER FROM THE CHAIR OF GOVERNORS

Dear Applicant,

Thank you for taking the time to show an interest in our advertisement for the position of Headteacher at our school. This pack is designed to give you a well-rounded description of what the role involves and more importantly, an understanding of our school as a whole.

Styal Primary School boasts a unique situation, it is nestled within the grounds of Quarry Bank Mill – a National Trust setting. This comes with great advantages to the school, with access to the educational facilities, and of course to the picturesque woodlands and grounds which surround the school. Our ties to the Mill precede those to the National Trust, in fact our school was built by the Greg family who were once the proprietors of Quarry Bank Mill.

We have a very strong link to the community, especially the village of Styal. Last year saw the bicentennial anniversary of the school, it was a celebration that involved the village as a whole and attracted guest speakers such as Knight Commander Sir Terry Waite who was once a pupil here. It really was an amazing sight to see the village come together.

Our school has recently had a visit from OFSTED of which the result is that Styal Primary School continues to be 'Good'. We are very proud and pleased that we continue with this status considering the events of the last 4 years. This is, however, a reflection of our team here at Styal and the work put in by every member of staff to maintain the school's progress and, more importantly, the care and education of the children.

These are both exciting and apprehensive times for us as a school. Change in leadership offers a chance to continue the fantastic work and foundations that have been laid. It also offers the opportunity for someone to take the reins and continue that growth and positivity which every primary setting deserves.

I wish you the best of luck with your application and we all look forward to meeting you.

Yours sincerely

Lee Walsh

Chair of Governors, Styal Primary School



## ADVERTISEMENT

### **Headteacher For Easter 2025**

Indicative pay range: L8 – L13; NOR – 109; School Group: Group 1

Contract term: Permanent

Contract type: Full-time

Styal Primary School is situated within the historic grounds of the National Trust Quarry Bank. We are a small primary school and an intrinsic part of the Styal village community. Our school is welcoming and friendly. It continues to be rated 'Good' by Ofsted (9<sup>th</sup> November 2023).

The Governing Board at Styal Primary welcome you to consider this wonderful opportunity to become our next Headteacher. This is a rare and exciting opportunity for the right person. We are a passionate team seeking to recruit an inspirational headteacher to help us maintain and further develop our ethos of "Valuing the Individual to Believe and Achieve".

The school prides itself on its nurturing approach. It is a small school where its children are seen as individuals. We see everyone as part of our Styal family. All children and their families are valued, and everyone is seen as part of the school community.

Our staff are ambitious and committed to ensuring all children reach their full potential. We know the children's strengths, their areas to improve and how to get there! We want children to thrive and excel with their learning, believing in themselves to enable them to achieve. From small acorns grow mighty oaks.

We are looking for a leader who can:

- Provide strong strategic leadership to drive school improvement, whilst respecting and nurturing the existing talent of our experienced teaching staff.
- Use their vision and experience to strive for excellence and build upon the school's solid foundations.
- Be financially astute and appreciate the importance of marketing for a small rural school.
- Have a track record of achievement which demonstrates positive impact and improved outcomes for pupils.
- Demonstrate a strong leadership experience which will enable our continuing upward trends in attainment.
- Communicate, develop, and immerse themselves into our school and wider community. Be able to think strategically, ensuring sound governance, effective management of the budget and accept internal and external accountability.

We offer:

- A positive working environment, supported by committed staff and enthusiastic pupils.
- A valuable opportunity to be part of the local school cluster of primary schools and Wilmslow High School which provide curriculum and leadership support and training opportunities.
- A well-balanced curriculum with equal emphasis on the creative subjects.
- Regular supervision and support to ensure your well-being is prioritised.
- A committed and supportive Governing Board.

- A supportive Parent Teacher Association (Friends of Styal).

Dates	Activity
Midday Friday 1 <sup>st</sup> November 2024	Advertisement closure
Tuesday 15 <sup>th</sup> October 2024 between 9am-12 noon and 4pm-5pm	Applicant Q&A and school visit Please contact <a href="mailto:admin@styal.cheshire.sch.uk">admin@styal.cheshire.sch.uk</a> to arrange
Thursday 7 <sup>th</sup> November 2024	Shortlisting
Monday 25 <sup>th</sup> November 2024	Activity day
Tuesday 26 <sup>th</sup> November 2024	Interview day

Application forms can be obtained from the School Governance Team, 5<sup>th</sup> Floor Delamere House, c/o Municipal Buildings, Earle Street, Crewe, CW1 2BJ. Telephone: 0300 123 5036  
Email: [schoolgovernanceeast@cheshireeast.gov.uk](mailto:schoolgovernanceeast@cheshireeast.gov.uk)

Application forms and supporting documents to be **returned by midday on Friday 1<sup>st</sup> November 2024** in Microsoft Word format to the School Governance Team, 5<sup>th</sup> Floor Delamere House, c/o Municipal Buildings, Earle Street, Crewe, CW1 2BJ. Telephone: 0300 123 5036. Email: [schoolgovernanceeast@cheshireeast.gov.uk](mailto:schoolgovernanceeast@cheshireeast.gov.uk)

You may provide a supporting letter with your application; this should not exceed two sides of A4 paper, font size 12. Please do not restate the factual details already included elsewhere on the application form.

Previous applicants are welcome to reapply.

The successful applicant will be subject to the conditions of employment for Headteachers contained in the School Teachers' Pay and Conditions document 2024 and other current education and employment legislation.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, and external agencies to share this commitment.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the successful applicant will require an enhanced DBS check. As the post will involve regulated activity with children, it is a criminal offence to apply for this post if you are included on the children's barred list held by the DBS. Other safer recruitment checks including an on-line check for shortlisted candidates will be undertaken.

School details:

Styal Primary School

Altrincham Road, Styal, Wilmslow, Cheshire, SK9 4JE

01625 917280

[admin@styal.cheshire.sch.uk](mailto:admin@styal.cheshire.sch.uk)

<http://www.styal.cheshire.sch.uk>



*"Valuing the individual to believe and achieve."*

## JOB DESCRIPTION

### THE ROLE

The role of the Headteacher is to provide the professional leadership and management of the school, ensuring its continued success and improvement, high quality education and personalised learning for all its pupils.

The Headteacher will collaborate with the Governing Board, Cheshire East Local Authority, and other stakeholders to create a shared vision and strategic plan which will inspire and motivate pupils, staff, and wider members of the Styal Primary School community.

The successful candidate will carry out the duties of Headteacher in accordance with the Teachers Pay and Conditions Act, in line with the National Standards of Excellence for Headteachers (2015) and other relevant statutory provisions.

We are looking for an inspirational leader:

- to provide strong strategic leadership and direction to drive school improvement, whilst respecting the school's previous successes and nurturing the existing talent of our experienced teaching staff.
- to translate the school's strategic vision into agreed objectives and operational plans, empowering all pupils and staff to excel.
- to exercise astute, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements and the school's sustainability.
- to model entrepreneurial and innovative approaches to school improvement, leadership, and governance, confident of the vital contribution of internal and external accountability.
- to lead and manage excellent standards of teaching and learning throughout the school, demanding ambitious standards for all pupils, and securing outstanding, personalised teaching.
- to lead by example with integrity, creativity, resilience, clarity, and ambition drawing on their own experience, expertise, and skills and those of others.
- to hold and articulate clear values, principles, and moral purpose, focused on providing an outstanding education for all pupils and ensuring the development of the whole child is celebrated.
- to work in a manner consistent with the Department for Education Headteacher's Standards 2020.
- to be outward facing and understand the setting of Styal Primary School by continuing to curate strong village and community links, raising its profile in both the local and wider communities.

This job description outlines the main duties of the post but does not exclude other duties which may be undertaken to ensure the efficient operation of the school.

**The applicant will be required to safeguard and promote the welfare of children and young people. The Headteacher is expected to demonstrate the commitment to safeguarding and promoting the welfare of children and young people and is expected to hold all staff and volunteers accountable for their contribution to the safeguarding regulations.**





# Styal Primary School



*"Valuing the individual to believe and achieve."*

## OUR SCHOOL

Our school is situated in Styal village, a picturesque village between Wilmslow and Manchester Airport. Uniquely, it is located within the National Trust estate of Quarry Bank Mill and is steeped in history. The school is comprised of both Victorian and newer buildings to provide our children with space to learn and grow.



At Styal Primary School, we promote a happy, safe, and stimulating environment where children are motivated to learn. An emphasis is given to the physical and mental wellbeing of all children as these underpin the development of the whole child. We respect children's individuality and aim for children to discover their strengths and interests. We all possess unique gifts and qualities here at Styal - and we celebrate that fact! Where there are barriers, we pride ourselves on embracing different approaches and seizing new opportunities to ensure high quality learning to overcome these.

Our carefully crafted and progressive curriculum balances the national expectations and an all-encompassing range of experiences allowing our children to flourish. Clear strategic planning allows the curriculum to be dynamic and adapt to the context of the school and children's needs. Age related expectations combine the acquisition of knowledge and development of skills to create a purposeful and exciting learning journey for every child. We are developing self-regulation and metacognitive strategies throughout our curriculum so that our children are able to plan, monitor and review their own learning. The curriculum has high expectations to combine transferable skills, demonstrate a breadth of vocabulary and develop strong cross curricular links.

Our carefully crafted and progressive curriculum balances the national expectations and an all-encompassing range of experiences allowing our children to flourish. Clear strategic planning allows the curriculum to be dynamic

We endeavour to involve parents and families in all learning through our Stay and Make, and Outcomes Mornings.

We make excellent use of the outdoor space we are privileged to have, which includes a large forest school. Forest school is used to further classroom-based learning and to teach explicit skills. It is a place where our children discover their love of the natural world and develop an understanding of how to protect it. The National Trust offers the opportunity for the school to make unlimited visits to the Quarry Bank Mill site and to establish regular sessions working with the rangers.



Our broad curriculum provides a wide range of balanced learning opportunities in a nurturing and stimulating environment. We offer many educational trips such as visits to Tatton Park, Gruff Outdoor Learning, Stockport Air Raid Shelter and Manchester Airport to enhance learning for the children. In Year 5/6 our children experience a two-night residential to build confidence and to encourage a spirit of adventure.



We are a small school, where our ethos is “Valuing the individual to achieve and believe”. We pride ourselves on our nurturing approach and Styal Primary School has a strong family-like atmosphere, which is evident as soon as you walk through the door. Our welcoming and friendly school, which has been graded “Good” by Ofsted, has a team of motivated and committed staff. Staff work with the Governors, parents, children, and a local cluster of schools including Wilmslow High School, with passion and positivity aspiring to attain high standards academically. Styal Primary School has a high level of experienced staff who use a child-led approach to ensure ALL our pupils achieve their potential in all areas. We are proud to be an inclusive school and we make it our aim to get to know all our pupils and their families well. The most recent

Ofsted inspection in 2023 acknowledged that, “The school has high expectations of pupils’ learning and achievement. Pupils benefit from effective support to ensure that all, including those with special educational needs and/or disabilities (SEND), achieve well.”

There are currently 109 children at our school, taught in mixed age classes. The children learn to be supportive of one another and this further promotes our caring school environment. The children develop the eight values of resilience, uniqueness, confidence, kindness, safety, ambition, caring, and knowledge which they take with them to High School. Our school ethos of ‘valuing the individual to believe and achieve’ is at the core of all we do!





## PERSON SPECIFICATION

Quality	Essential / Desirable
<b>Qualifications</b>	
Qualified Teacher Status.	<b>E</b>
Degree.	<b>D</b>
NPQH or other National Professional qualification.	<b>D</b>
Evidence of recent and appropriate professional development.	<b>E</b>
<b>Experience</b>	
Evidence of developing and implementing strategies for school improvement, target setting, strategies for improving the teaching of pupils to raise the standards in achievement.	<b>E</b>
Evidence of developing and managing financial aspects of a school.	<b>D</b>
Proven ability in raising achievement of <u>all</u> pupils.	<b>E</b>
<b>Leadership and Collaboration</b>	
A true 'all-rounder', able to be flexible to the needs of the school. Thinking 'outside of the box' to find opportunities and solutions.	<b>D</b>
Good knowledge and understanding of what constitutes an effective school and be able to communicate this to inspire and motivate others.	<b>E</b>
Ability to create, manage and maintain a school to ensure the health and safety of staff and pupils, in an environment that presents stimulating and attractive learning.	<b>D</b>
Committed to engaging with staff, parents, pupils and the local community to build solid relationships, to share resources, promote collective events.	<b>E</b>
A confident communicator, diplomatic and able to build trust with all stakeholders.	<b>E</b>
<b>Managing the organisation</b>	
Understanding effective financial management across all aspects of the school and appreciating the importance and challenge of marketing and finance within a school setting.	<b>D</b>
A strategic decision maker with the ability to introduce new ideas for the good of the children and school.	<b>E</b>
Show an understanding of personal work-life balance, staff work-life balance and the importance of mental health and wellbeing in a school setting.	<b>E</b>
Committed to the safeguarding of children and promotion of a culture of vigilance.	<b>E</b>
<b>Leading, Learning and Teaching</b>	
Experience across the full primary range.	<b>D</b>
Ability to access, analyse, interpret, and use all appropriate data to monitor pupil progress; set and achieve ambitious and challenging targets; identify areas of improvement with a focus that every pupil to grow, believe and achieve.	<b>E</b>
Ability to acknowledge teaching excellence and challenge underperformance, with a clear strategy to improve quality of learning.	<b>D</b>
Engage with performance appraisals and managing effective professional development.	<b>D</b>



## OUR COMMUNITY'S VISION

### THE QUALITIES OF A NEW HEADTEACHER THAT OUR PARENTS WOULD LIKE TO SEE

- Someone who values the whole child.
- Someone who really understands the ethos of the school.

### THE QUALITIES OF A NEW HEADTEACHER THAT OUR CHILDREN WOULD LIKE TO SEE

- A little discipline is good, otherwise you can have chaos.
- Kind, funny and caring.
- Like nature, the environment, animals.

### THE QUALITIES OF A NEW HEADTEACHER THAT OUR STAFF WOULD LIKE TO SEE

- Someone who respects our work life balance – that our own families are important too.
- Someone who understands the relationship between the school, the community, and the National Trust.
- Someone who is very hands on, who has an open door, who is visible.

