

# Tetherdown School Headteacher





**Welcome to Tetherdown School**





## Chair of Governors letter

Thank you for considering the role of Headteacher at Tetherdown School. I hope this pack will be useful in outlining our requirements. We are looking for a leader that can build on the impressive work that has been delivered over the past 10 years by our retiring Headteacher, Mr Woodward and his incredible team.

Tetherdown School is a two-form entry primary school in the heart of Muswell Hill, a wonderfully vibrant and cosmopolitan area within the London Borough of Haringey. We have 420 children on roll with a waiting list of families wishing to join us for most of the year groups.

Our children are wonderful! They are a pleasure and a delight to work with, demonstrating amazing creativity, excitement, and enjoyment in their learning. When our children were asked what they were looking for in a new Headteacher, the most common answer was "kind".

Why are we special?

Anyone visiting Tetherdown is instantly impressed by its children, staff and culture. They describe us as warm, friendly, kind,

creative, outgoing, fun, ambitious and a happy community. Our recent Ofsted inspection was extremely positive in its review of Tetherdown.

Our values are deeply embedded and drive a nurturing culture;

Lead with kindness, Feel the laughter, Inspire achievement, Nurture friendships, Share the magic... Exceed expectations!

We are held in high esteem within our local community. Children perform beyond national averages and parents support and relish our creative ways of learning, our thought provoking and challenging activities and the positive ways we look after each and every child. Relationships within our school are extremely important to us; happy children make for happy learners.

We have a enthusiastic and committed ensemble of staff who are passionate about children and their learning environment. They are trusted to work independently and enjoy tangible support from leaders and colleagues. Our non-teaching staff are highly effective in supporting the school.

As with many schools, there will be challenges. In Tetherdown, this includes resources, funding, recruitment & retention, wrap around care capacity, SEND provision and meeting the high expectations of parents and colleagues.

We are looking for a leader that is passionate about creativity in the curriculum and achieving academic excellence, with ambition for every child. A strong approachable communicator able to calmly meet our challenges and take everyone forward with a clear vision and collaborative energy. A leader with the ability to inspire new ways of working whilst respecting the wonderful community of Tetherdown.

Please take the opportunity to visit our school website for more information about the school and contact us to arrange a visit. I look forward to receiving your application.

Regards

**Gary Robson**

**Chair of Governors, Tetherdown School**



## Values and mission

### Mission

Where happy children are  
inspired to be the best  
they can be.

### Values

Lead with kindness,  
Feel the laughter,  
Inspire achievement,  
Nurture friendships,  
Share the magic...  
Exceed expectations!





## The School at a glance

**4 - 11  
years**

Age range



Location  
Muswell Hill  
Haringey, London

**Oversubscribed  
in most years**

Roll

**In balance**

Budget

**420**

Number of children

**55**

Number of staff

**15.5%**

Eligible pupils with SEN  
support

**47%**

Children with EAL

**4.2%**

Pupil Premium

**In top 5% nationally**

KS2 reading

**Significantly above  
average**

EYFS outcomes and results in Yr 1 phonics, KS1 and KS2 tests



## School's strengths

1. Sense of community and belonging
2. Very good at listening to parents
3. Excellent at developing staff and have established strong career pathways
4. Positive relationship and support from the Governing body
5. Culture of support and nurture
  - grow our own talent
  - where people feel valued
  - strong emphasis on relationships building
  - nurture the kids through their interests
6. Innovative curriculum, constantly forward and outward looking
7. Curious and confident children who leave the school with a strong self-belief
8. Strong leadership structure where senior and middle leaders work as a unit which enables effective communication

## Ofsted quotes

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*Tetherdown is a warm and friendly school. Leaders know pupils and families well. Parents and carers appreciate the school's strong sense of community.*

*Pupils appreciate the range of additional activities they can join in with after school.*

*Much emphasis is given to making sure that pupils practise and build on previous learning. This helps pupils to develop the knowledge and skills they need for what will be taught later on.*

*Leaders have prioritised early reading. They have a well-established, structured approach to teaching phonics. Staff deliver this with expertise.*

*Leaders build on pupils' genuine love of reading by providing a rich, diverse reading curriculum.*

*Pupils with SEND are identified and well supported.*

*Pupils behave very well in lessons and the playground. Pupils play cooperatively and try hard to demonstrate the school values of*

*'friendship and laughter'.*

*Leaders, including those responsible for governance, understand the school's strengths and weaknesses well.*

*Staff are overwhelmingly positive about the school.*

*Pupils feel well looked after at school. They are taught how to stay safe and what to do if they have any concerns. The curriculum has been designed to help pupils understand and respond to different risks.* //



## What is special about Tetherdown

**The school community had an opportunity to share their thoughts on what they love most about Tetherdown school and the key threads are:**

*"Tetherdown has a uniquely warm and nurturing atmosphere. The children are always smiling and happy, running into school in the morning. They build friendships not only within their year groups but also across year groups. It is important that the new headteacher continues to nurture this warm, community atmosphere."*

*"It's a school that leads from the heart. Kindness is at the top of the decisions made."*

*"The balance of strict vs friendly."*

*"The school has a lovely warmth to it. I love the liberal, free spirited ethos of the school."*

*"The school is very nurturing and the children get a good education, whilst being happy and making great friendships."*

*"Staff and children have a voice and are able to collaborate."*

*"The welcoming, collaborative and supportive environment."*

*"I love how Tetherdown's teachers so attentively and thoughtfully instil a love of learning in the classroom, and make the school a place of warmth and stability for learning to take place. I also love the community of staff, parents and students, who show each other kindness and care."*

*"The perfect mix of fostering a high degree of academic excellence while also keeping both kids and teachers happy."*

*"Muswell Hill environment drives high achievement, underpinned by high expectation of parents on staff."*

***"We are a School.  
A community. A family."***



# Challenges and opportunities

**Often the challenges schools face offer opportunities to create something special, to think outside the box and to provide creative solutions which will make a difference to the education outcomes for children.**

## Financial

- Budget constraints and dependency on additional revenue which the school generates

- Count upon initiatives and income from Friends of Tetherdown
- Rely on outside providers e.g. clubs, Haringey Music services

## Physical environment

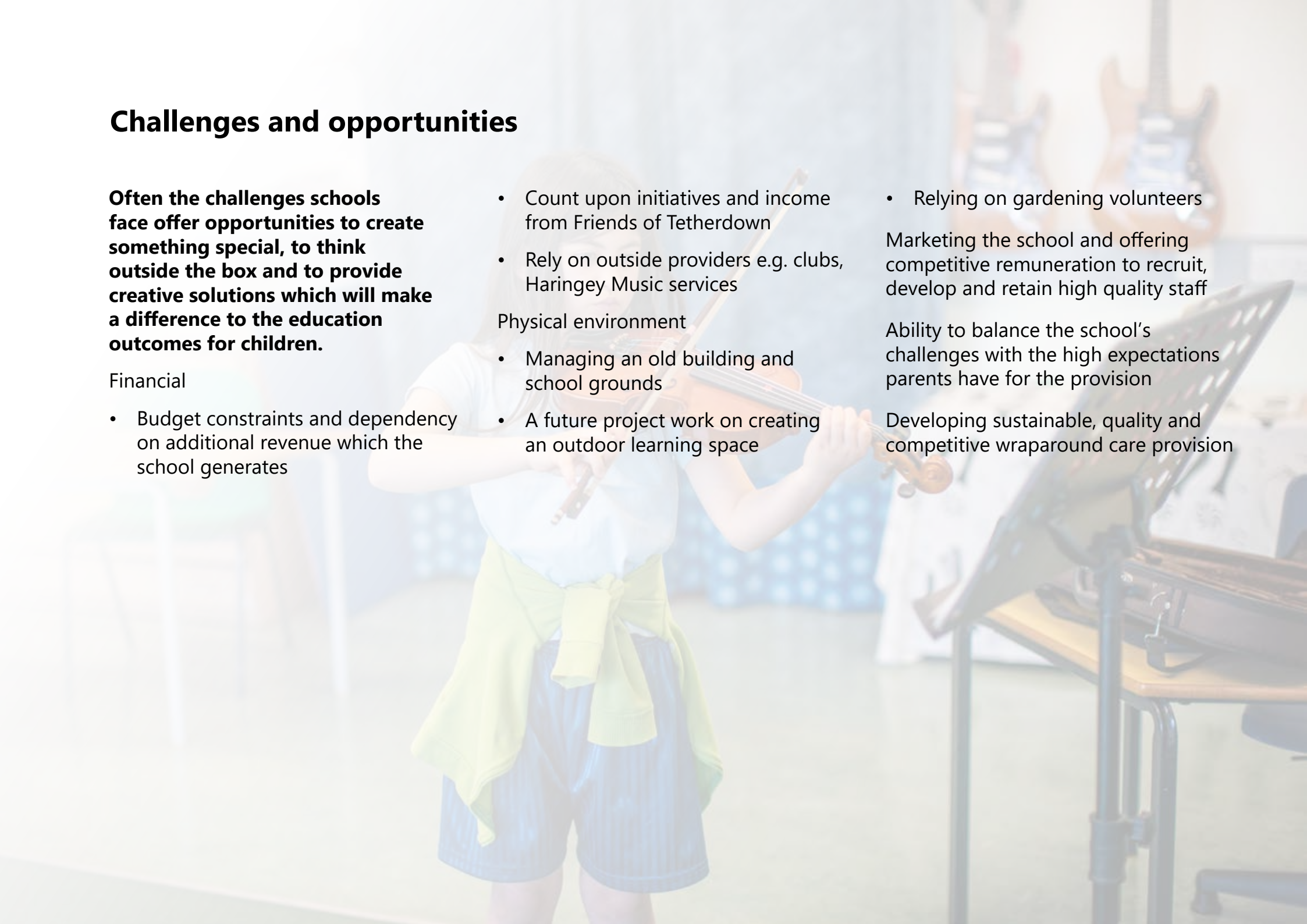
- Managing an old building and school grounds
- A future project work on creating an outdoor learning space

- Relying on gardening volunteers

Marketing the school and offering competitive remuneration to recruit, develop and retain high quality staff

Ability to balance the school's challenges with the high expectations parents have for the provision

Developing sustainable, quality and competitive wraparound care provision





## Parents and staff views on future priorities for Tetherdown

*"Expand the After School provision."*

*"It would be lovely to have more sports options as part of the curriculum (so not a club after school)."*

*"Opportunities to increase capacity of kids joining music classes."*

*"Art classes to be added."*

*"Streamline parent communication channels."*

*"Promoting positive mental health, wellbeing, creative ways to support the curriculum."*

*"To become cutting edge in educating SEN children."*

*"Providing lots of opportunities for enrichment and extension."*

*"Ensure talented and greater-depth children are sufficiently challenged."*

*"Improving outdoor learning, focusing more on sports and foreign language provision, offering more flexibility on wraparound care, perhaps getting involved with organisations that can extend real life skills...."*

*"Addressing behaviours and needs in KS1 and building capacity with extra staff to support behaviours and expectations."*

*"Families without English as a first language, supporting both - parents and pupils, with communication, transition and integration."*





# Advert

## Headteacher

**Group 3 School, L22 – L27 £82,662 - £91,416 per annum**

**Required for September 2023**

Warmth, nurturing environment and a sense of belonging! This is what you feel the moment you step into Tetherdown school. We live and breathe our values of friendship, kindness, achievement, laughter, exceeding expectations and sharing the magic.

### **What sets us apart are the:**

- Innovative curriculum which is forward and outward facing
- Children who love coming to school
- Stable and consistent staff and approach
- Robust school's systems and processes
- Creativity

We are a good school with the ambition to be outstanding and are looking for our next Headteacher who will have the drive to develop our unique potential even further.

### **The right candidate will:**

- Have a relentless focus on high-quality Teaching and Learning
- Bring learning to life to develop curious and confident children
- Build on the sense of community and harness the energy of key stakeholders
- Be committed to a culture of support and developing staff
- Have high expectations, warmth and integrity

We welcome an opportunity to show you our school and you can book a visit by contacting Cathy Lewis, Communications Officer on 020 8883 3412 or clewis@tetherdownschool.org. The visit dates are:

- 23 March at 1:30 pm
- 27 March at 1:30 pm
- 29 March at 9:15 am

To arrange an informal discussion about the post, please contact Gary Robson, Chair of Governors at grobson@tetherdownschool.org.

### **How to apply**

- To apply for the role, please apply online at [www.islington.gov.uk/jobs](http://www.islington.gov.uk/jobs).
- Closing date: Midnight on 10 April 2023
- Selection process: 26 and 27 April 2023
- If you have any queries about the application process, please contact Krasi Toneva, Recruitment Manager at [krasi.toneva@islington.gov.uk](mailto:krasi.toneva@islington.gov.uk) or 0783 480 8478.

*Tetherdown Primary School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.*



# Job Description

This job description should be read alongside the range of duties and responsibilities of Headteachers as set out in the annual Teachers' Pay and Conditions Document and Headteacher's Standards. Candidates will be expected to have considered these in relation to Tetherdown school.

## Purpose

- To lead and manage within an agreed strategic framework so that the School is effective, self managing, self evaluating and self improving and with high achieving pupils and staff.
- To move the School forward and provide a strong educational vision and leadership; to lead and co-ordinate the staff, to achieve the School aims in the context of the School Development Plan, and in full consultation with the Governing Body.

## Accountability

- To be accountable to the Governing Body and the LA for the overall performance of the School and its day-to-day operation.

## Relationships

- To establish, develop and maintain professional and productive working relationships with the Governing Body,

staff, pupils and parents/carers, other schools, the LA, businesses and community groups.

- To be responsible for the leadership and management of all School Staff.
- To maintain the positive ethos in the School in which individuals feel valued, and where personal endeavour and responsibility are encouraged.
- Lead with integrity and ensure effective behaviour management policy and procedures are in place and implemented.

## Strategy and leadership

- With the Governing Body and other key stakeholders, to develop an agreed strategic plan and vision for the School that includes short, medium and long term targets and which is based upon secure and robust financial/resources planning.
- Manage complex situations and work effectively with a wide range of professionals in a multi-disciplinary environment.
- To build lasting relationships across a range of different services.
- Show a strong commitment to inclusion and expect from every child the best they can achieve.

- To promote the safeguarding of children and adhere to key policies and procedures.

## Teaching and learning

- To implement and develop the whole curriculum as agreed with the Governing Body.
- To adopt a broad cross-curricular approach which is child centred and provides access to real experiences.
- To develop, monitor, evaluate and improve the quality of teaching for all pupils.
- Use creativity, innovation and new technologies to achieve curriculum excellence.
- Ensure excellence, equality and high expectations for all children.
- To ensure achievement is improved and that challenging and motivating targets are set for individual pupils and the School.

## Staff management

- To facilitate and support teaching and learning through maintenance and development of a high quality physical and learning environment.
- To ensure all staff understand the mission, values and ethos of the School, its current aims and objectives and their role in



## Job Description (continued)

making sure they are fulfilled.

- Lead, motivate, support, challenge and develop staff to secure improvement.
- Work with all staff to build effective teams, paying particular attention to staff wellbeing and workload.
- To recruit, retain and reward staff to achieve the objectives of the School.
- Develop capacity, through coaching and mentoring.
- Ensure the effective and consistent implementation of the Performance Management Policy and other systems of quality assurance and professional development of staff.

### Management of resources

- To be responsible for financial management which includes: the integration of financial planning and strategic and curriculum planning; the implementation and maintenance of secure procedures and systems; and adherence to all financial regulations of the Council.
- To develop and maintain effective partnership with other members of the school community and beyond.

### Strengthening Community

- To be able to build a school culture and

curriculum which takes account of the richness and diversity of the school's communities.

- To create and promote positive strategies for challenging racial and other prejudice and dealing with racial harassment.
- To ensure learning experiences for pupils are linked into and integrated with the wider community.
- To ensure a range of community-based learning experiences.
- To work in partnership with other agencies in providing for physical, academic, spiritual, moral, social, emotional and cultural well being of pupils and their families.
- To seek opportunities to invite parents and carers, community figures, business or other organisations into the school to enhance and enrich the school and its value to the wider community.
- To be able to contribute to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and promoting innovation.
- To co-operate and work with relevant agencies to protect children.
- To ensure that the school promotes effective links with the local community

and continues the development of close liaison with other local primary and secondary schools.

### Interpersonal Skills

- To develop a flexible leadership and management style that is consistent with the ethos, values and culture of the School.
- To exhibit excellent communication skills including compassion, diplomacy and openness.
- To demonstrate resilience, professionalism and positive approach to the day-to-day challenges the school faces.
- Be driven by genuine passion and a belief in the potential of every child.

### Additional

- Ensure strong safeguarding systems, including health and safety.
- Ensure an effective culture for safeguarding is maintained.
- Lead and maintain a culture where children experience a positive and enriching school life to prepare them for the next phase of education and life.

In consultation with the postholder this job description is subject to review from time to time.



# Person Specification

## Qualifications and experience

1. Qualified Teacher Status and evidence of appropriate subsequent in-service training and professional development.
2. Substantial leadership experience in a senior post.

## Knowledge

3. An up to date understanding of national policy, curriculum developments, and the statutory and legal framework within which a school operates.
4. Knowledge of what makes an effective school and strategies that can be deployed for school improvement.
5. Knowledge of what constitutes good teaching and an understanding of how to improve the quality of teaching and learning.

## Skills

6. Leadership skills including the ability to carry out strategic planning, involve and motivate others and articulate a vision and direction for the School.
7. Management skills in respect of information and the use of performance data, finance and resources and people management – including delegation, monitoring and evaluating performance.
8. The ability to communicate effectively with the whole School community.
9. The ability to deliver a broad curriculum which is child centred and provides access to real experiences.
10. Effective skills and abilities to develop strategies and to manage a diverse school population.

## Personal attributes

11. The ability to manage oneself, including time management, professional direction and development, and an ability to work effectively under pressure as part of a team.
12. Commitment to equality of opportunity, diversity, safeguarding and social inclusion.
13. The ability to deploy appropriate leadership and management styles and to act as a role model, establishing credibility with the governors, staff, pupils, parent/carers and the LA.
14. To be approachable and fully involved in the daily life of the school.
15. To demonstrate resilience, compassion, diplomacy and openness.



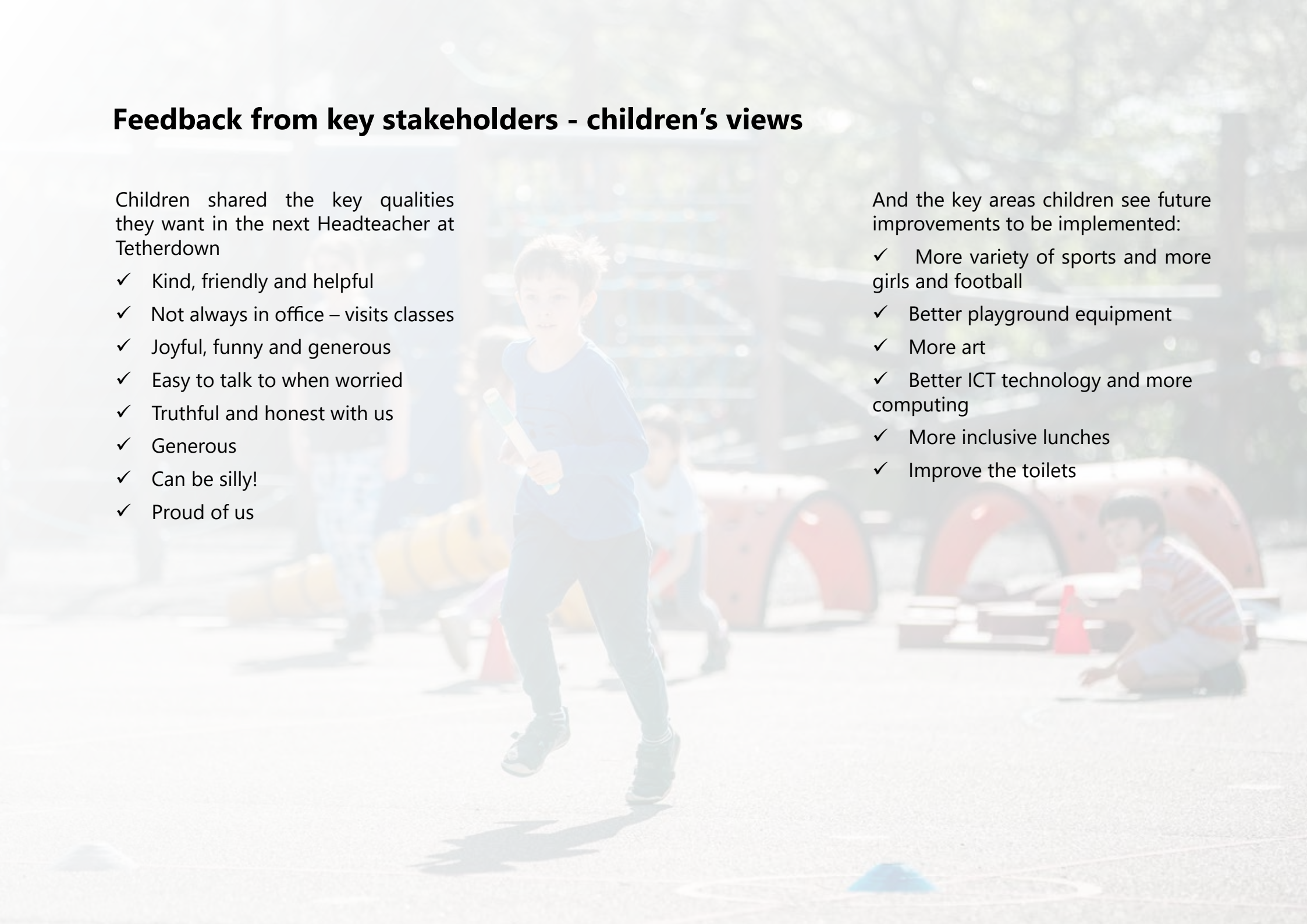
## Feedback from key stakeholders - children's views

Children shared the key qualities they want in the next Headteacher at Tetherdown

- ✓ Kind, friendly and helpful
- ✓ Not always in office – visits classes
- ✓ Joyful, funny and generous
- ✓ Easy to talk to when worried
- ✓ Truthful and honest with us
- ✓ Generous
- ✓ Can be silly!
- ✓ Proud of us

And the key areas children see future improvements to be implemented:

- ✓ More variety of sports and more girls and football
- ✓ Better playground equipment
- ✓ More art
- ✓ Better ICT technology and more computing
- ✓ More inclusive lunches
- ✓ Improve the toilets





## Parents and staff views on the ideal candidate

*"Someone who is passionate about education, and wants to roll up his/her sleeves and improve and .... who is full of energy and wants to aim for a centre of excellence."*

*"A good communicator and listener with children, staff and parents. Solution oriented."*

*"I'd like to see a warm and approachable headteacher who really gets to know the children, is standing in the playground in the morning welcoming the children by name with a smile, is friendly and open to parents and their ideas, understands the importance of creating a strong community where everyone is made to feel welcome and where difference is celebrated. A headteacher who believes passionately in fairness and equality, who appreciates that not all families are the same, who thinks as much about the emotional wellbeing of the children as their academic success."*

*"Someone with a strong sense of what they want to achieve at Tetherdown, a clear vision and the energy and drive to achieve it."*

*"Someone who is approachable, compassionate, supportive, compromising, realistic and forward thinking."*

*"Someone who is passionate, warm and caring, rather than purely corporate and formal. A mix of academia and creativity with a dose of humor and a lot passion would be ideal."*

*"Someone with vision who empowers and develops those around them (including the children). Good communication with a passion to get things done and empathy. The four Hs: hope, humanity, humility and humour."*

*"Warmth, kindness, a deep sense of fairness, creative, imaginative, a community person, fun, outgoing. I don't want a strict headteacher. I want an informal, friendly headteacher who inspires the children to care about the planet they live on, to be kind and respectful to each other, to be responsible for their actions, work hard & play hard. I want my daughter to forever remember her headteacher from primary school as someone who inspired her, who was approachable and kind."*

*"Charisma, clarity, kindness, leading by example, good team ethos in teaching and non-teaching staff."*



# Selection process

## Completing your application

- Completed application forms must be received by Midnight on 10 April 2023.
- To apply for the role, please apply online at [www.islington.gov.uk/jobs](http://www.islington.gov.uk/jobs).
- If you have any queries about the application process, please contact Kras Toneva, Recruitment Manager at [krasi.toneva@islington.gov.uk](mailto:krasi.toneva@islington.gov.uk) or 0783 480 8478.

## Informal discussion about the post

- To arrange an informal discussion about the post, please contact Gary Robson, Chair of Governors at [grobson@tetherdownschool.org](mailto:grobson@tetherdownschool.org).

## Visits

We welcome an opportunity to show you our school and you can book a visit by contacting Cathy Lewis, Communications Officer on 020 8883 3412 or [clewis@tetherdownschool.org](mailto:clewis@tetherdownschool.org).

The visit dates are:

- 23 March at 1:30 pm
- 27 March at 1:30 pm
- 29 March at 9:15 am
- Shortlisted candidates who are unable to visit the school before the closing date will have a chance to visit Tetherdown Primary School between shortlisting and interview dates.

## Selection procedure

- The selection process will take place on 26 and 27 April 2023.
- This will be conducted by a panel of Governors, assisted by School Improvement staff. Shortlisted candidates will be given more details immediately after shortlisting has taken place.

## References and online checks

- Candidates are advised that references will be taken up immediately after shortlisting.

- The post will be offered subject to satisfactory completion of pre-employment checks.
- In line with KCSIE 2022 and safer recruitment practices, an online search will be conducted for all shortlisted candidates. The online search is part of our safeguarding checks and will seek publicly available information on candidates' suitability to work with children. Shortlisted candidates will be provided with further guidance and will be asked to clarify their online presence.

## Safeguarding children

- Tetherdown Primary School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.
- Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to safeguarding and child protection.



A photograph of two young girls playing ping pong. The girl on the left is wearing a red cardigan over a floral dress and is smiling with her hands raised. The girl on the right is wearing a light blue long-sleeved shirt and has her hands near her face. They are standing behind a green ping pong table. In the background is a large, colorful mural featuring a stylized butterfly with yellow and black wings on a red and white background, and a teal and white abstract shape on the right.

## **Tetherdown Primary School**

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<https://www.tetherdownschool.org/>