

# Headteacher Information Pack

Start date: September 2024

Salary: Leadership Scale 15-21

£66,628 - £77,195



# Welcome

Dear Applicant,

## Vacancy for the Position of Headteacher at Thorp Primary School, Oldham.

Thank you for your interest in this important role. This is an exciting time to take over the leadership of Thorp Primary School. The school is part of The Oak Trust, a multi-academy trust in the North West. We are looking for someone who is committed to ensuring continued improvement, for both current and prospective students, and cementing its position as the school of choice in the local area. As Chairs of the Trust Board and the Local Advisory Committee, we share with everyone in the school and The Oak Trust the desire to see our school continue to go from strength to strength, in the coming months and years.

As the new Headteacher of Thorp Primary School you will be joining a welcoming and nurturing school community, wherein the needs of all individuals are supported and where our students are challenged to achieve their best through the broad curriculum and programme of enrichment activities on offer. In addition, we are committed to an active and varied professional growth programme for teaching and support staff across our Trust. You will also benefit from being part of a close, collaborative network across the Oak Trust, where you will be well supported by the CEO, Executive Director of Education and our other Headteachers.

You will find staff to be passionate about our school and committed to working with our students, parents and the wider community. As well as striving for academic excellence, we expect all staff and students to live by our values of 'Work Hard, Be Kind and Make a Difference' – which are at the heart of everything we do.

Please do not hesitate to contact the Trust if you would like to arrange an appointment to tour the school and see us during our working day.

Visits to the school are welcomed and actively encouraged.

The closing date for applications is noon on Friday 1<sup>st</sup> March 2024 and interviews will be w/c 11<sup>th</sup> March 2024.

Applications and appointments for visits can be made by emailing [recruitment@theoaktrust.org.uk](mailto:recruitment@theoaktrust.org.uk).

We look forward to receiving your completed application. Please ensure you provide referees which cover the last 3 years. Where referees are school based, we will request information from the Headteacher / Chair of Governors / Directors / Trust CEO (as appropriate) as well as from the referee provided. If you have any queries, please do not hesitate to contact the school.

Yours sincerely

*Iain Windeatt*

*Chair of The Oak Trust*

*Paul Nutter*

*Chair of the Local Advisory Committee*

# Welcome from the CEO

Dear Candidate,

Thank you for your interest in applying for our headteacher post at Thorp Primary School.

This is a rare opportunity for a dynamic and ambitious leader to join our Trust, in order to work in partnership with Trust and other school colleagues, and to lead our primary school in the next chapter of its journey.

Any selection process is a two-way process and, therefore, you have to determine whether working for our Trust is the right decision for you. Within our Trust, the day-to-day decisions are made by the headteacher, supported by the Trust Executive Directors and by the Local Advisory Committee. Our leaders have a high level of autonomy to make local decisions at a local level. However, by working in a Trust, we also have the exciting opportunity to work together to secure the best possible outcomes for the children and young people in our care. Therefore, applying for this position is likely to be the right decision for you if you genuinely believe that by working collaboratively, each school benefits educationally from others' strengths and expertise within the Trust, and benefits practically from high quality services provided and procured centrally.

To help you reach a decision on whether to apply, I would welcome an opportunity to meet with you in person and provide you with a tour of the school. I have had the privilege of working firstly at North Chadderton School and then as part of the Trust since 2012 and, therefore, can promise that, if you were successful in securing a post, you would be leading a fantastic team of staff in this school. You would also be fully supported by a brilliant team of people at Thorp Primary School, by our Education and Business teams in the Trust and by the Chair of LAC, which is certainly a great starting point!

From our perspective, we would be delighted to receive applications from any candidate who wants to belong to a forward-looking organisation and whose focus is to serve the children, young people and families within their communities.

Yours faithfully

*Sarah North*

Chief Executive Officer







# The Oak Trust

The Oak Trust is a multi-academy trust based in Oldham, UK, which formed in October 2017. The Trust currently consists of a Secondary School (North Chadderton School) and two Primary Schools (Fir Bank School and Thorp School). The Trust is currently on an exciting journey of growth and is actively looking to grow in the near future.

## Our Mission

Being 'School Ready, Work Ready, Life Ready' represents the mission statement of The Oak Trust.

The Oak Trust believes that every young person should have the chance to succeed, no matter what their background or the challenges they may face. As a group of schools, we believe we are stronger and more successful working together than we would be as separate institutions and we will use this strength to provide the highest quality of education to ensure that no child is left behind.



## Vision

We believe:

- in high quality, inclusive education that does not limit aspiration or opportunity.
- That we are here to provide better life chances for all our children.
- Our schools should foster in its learners a curiosity to discover who they are and what they are capable of, together with developing the resilience for them to test the boundaries of their abilities and build the skills necessary to face the future with confidence.
- In a relentless focus on personal development, in order to grow children who are resilient, determined and confident and will become good citizens, adding value to their communities.
- That education extends beyond the classroom and teach our children to be independent and creative thinkers who are always curious.
- We want our children to develop a lifetime passion for learning and self-awareness.

## Values

We are a Trust that:

- Works in partnership to always serve its local community.
- Champions advocacy celebrates diversity and embraces inclusivity.
- Promotes integrity, honesty and respect.
- Values and recognises hard work and resilience.
- Is committed to the development of all staff throughout their careers: and will grow highly skilled and reflective practitioners that will add value to our schools and the experiences of our children.
- Grows our children to be personal and socially responsible, promoting social mobility and social diversity.



We know that our children are the future, and regardless of their starting points in life, they will change the world. We believe it is our role to prepare them for this responsibility by instilling within them a sense of social responsibility that will inspire them to build a better world for all.

# Thorp Primary School

Thorp Primary School in Royton, Greater Manchester aims “to serve the community by providing an education of the highest quality.” The school opened on the 12th September 1977 and over the years has had many developments making the school what it is today. The school was part of the Local Authority until 1st February 2019 when it converted into an academy.

With the support of The Oak Trust, Thorp Primary School has undergone many building renovations to become a modern, vibrant learning school which has increased classroom sizes and made learning accessible for all and we pride in the opportunity to show our school off. Thorp Primary School is a one form entry school which also offers a EYFS provision to children from the age of three years old. Our extensive school grounds enable all the children to participate in enhanced outdoor play and learning. Our lively, welcoming and well-resourced school library gives pupils positive experiences of books, computers and other media. It is an effective shared resource and a centre for learning and literacy development. The role of the library is to help create confident, enthusiastic readers and engage children in life-long learning.

Our curriculum is rooted in a strong belief of equality for all pupils and is therefore designed to be ambitious for all. Expectations are high, ensuring that pupils with SEND and those who are disadvantaged apply what they know. We value a knowledge rich curriculum underpinned by carefully planned and sequenced units of work to enable cumulative knowledge and effective learning. We have discrete units of work for each subject area so that we can ensure excellent coverage of the National Curriculum and Early Years Curriculum. The curriculum is broad and balanced and offers a wide range of curricular activities involving visits out of school and visitors to school, to enhance learning and extend pupils’ cultural capital.

At Thorp Primary School, we believe being able to offer our children a wide range of diverse extracurricular activities is very important as it encourages them to become independent, confident and successful members of the community. We run a variety of clubs and extracurricular activities during lunchtime and after school for children in Years R - 6. The choice of club can change half termly, and these will be advertised to parents accordingly. Children have the opportunity to sign up to a new club at the start of each half term. We provide a range of provisions that will appeal to all children so that every child can find a club that interests them.

Everyone associated with school is rightly proud of the high standards of behaviour achieved by children at Thorp Primary School. The comments of the many visitors to the school and those who meet the children out of school are invariably about the high standards of behaviour and the excellent attitude of the children. This was also observed by OFSTED (June 2023)

‘Leaders and staff have high expectations of the behaviour and achievement of all pupils, including those with special educational needs and/or disabilities (SEND). Pupils are motivated by the silver and gold coins that they receive as recognition for their hard work and positive behaviour. They listen attentively to their teachers and work hard in the classroom. This helps pupils to achieve their goals.’

We believe this high standard is the result of the values of the school. Undoubtedly, it is the relationships between the children and the adults in the school that make the difference as a result the children know they are loved and cared for. We seek to develop and maintain the highest standards of order and behaviour but primarily the aim is for high quality self-discipline in the school.

Thorp Primary School is committed to providing an appropriate and high-quality education to all the children living in our local area. We believe that all children, including those identified as having special educational needs have a common entitlement to a broad and balanced academic and social curriculum, which is accessible to them, and to be fully included in all aspects of school life. We believe that all children should be equally valued in school. We will strive to eliminate prejudice and discrimination, and to develop an environment where all children can flourish and feel safe. Thorp Primary School is committed to promote inclusion. We aim to develop a sense of community and belonging, and to offer new opportunities to learners who may have experienced previous difficulties. This does not mean that we will treat all learners in the same way, but that we will respond to learners in ways which take account of their varied life experiences and needs. We believe that educational inclusion is about equal opportunities for all learners, whatever their age, gender, ethnicity, impairment, attainment and background. We pay particular attention to the provision for and the achievement of different groups of learners.

We want children to leave our School as independent learners with emotional skills such as resilience and adaptability to complement their academic achievement. Every child can do amazing things and it’s our job at Thorp Primary School to help make this potential a reality. With an outstanding education, children have the freedom to choose their own future to ensure they are life ready.



# Our Vision and Values



Our vision 'Shaping lives for future success' underpins all that we do; providing a caring and safe environment in which all our pupils can develop the skills which will enable them to have a positive impact upon the world and achieve future success.

We know the importance of a strong education and expect the highest standards from our pupils. In close collaboration with parents and the community, we can enhance their talents and the ability to achieve their aspirations.

Working closely with our staff, Local Advisory Committee, parents and pupils, we have based our values around 'Thorp'. Our values are;

Teamwork

Happiness

Opportunities

Resilience

Pride



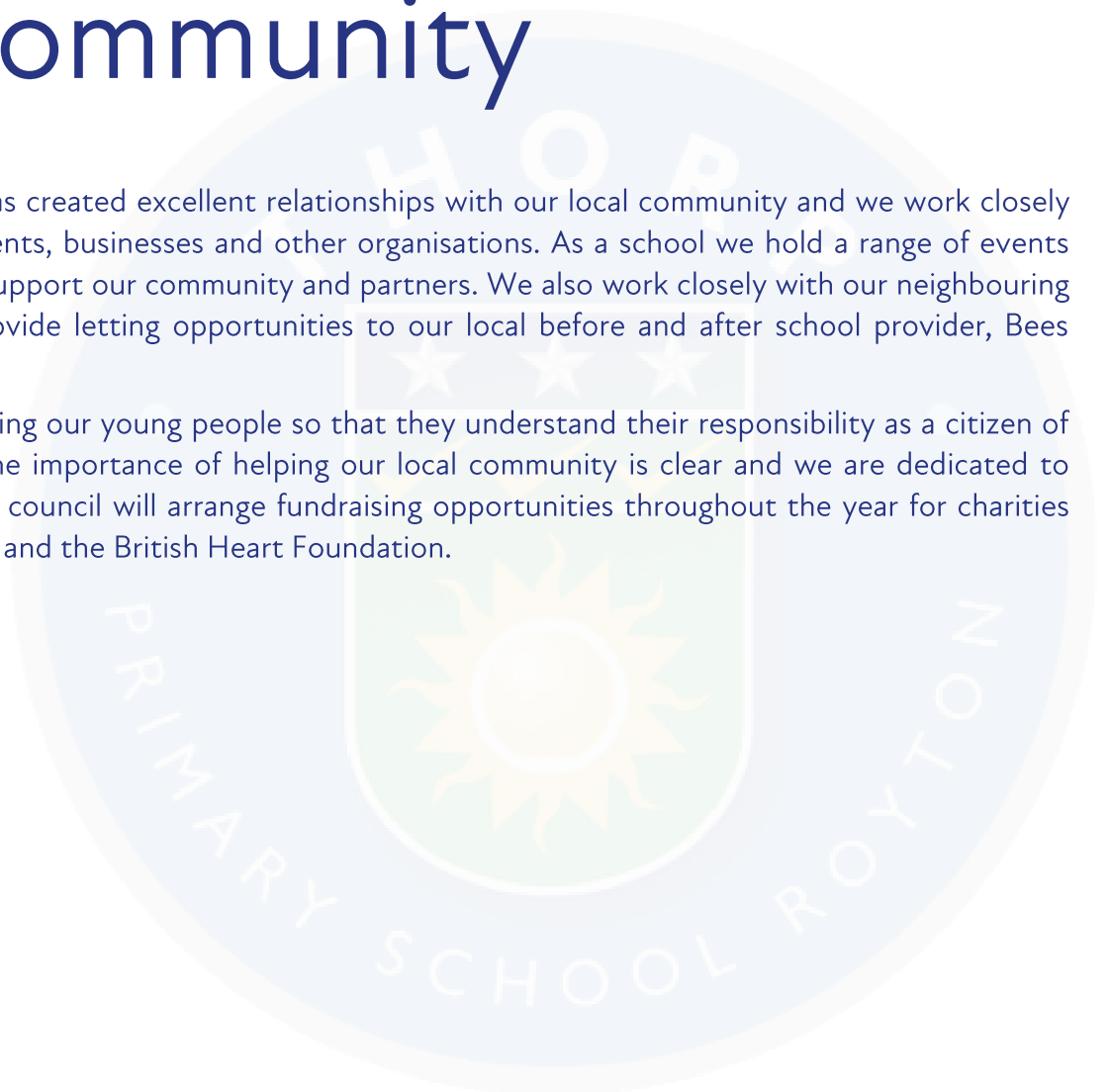




# Our Community

Thorp Primary School has created excellent relationships with our local community and we work closely with local charities, parents, businesses and other organisations. As a school we hold a range of events that help improve and support our community and partners. We also work closely with our neighbouring primary schools and provide letting opportunities to our local before and after school provider, Bees Knees.

We work hard in educating our young people so that they understand their responsibility as a citizen of Oldham and beyond. The importance of helping our local community is clear and we are dedicated to fundraising. Our school council will arrange fundraising opportunities throughout the year for charities such as Maggie's, RSPCA and the British Heart Foundation.

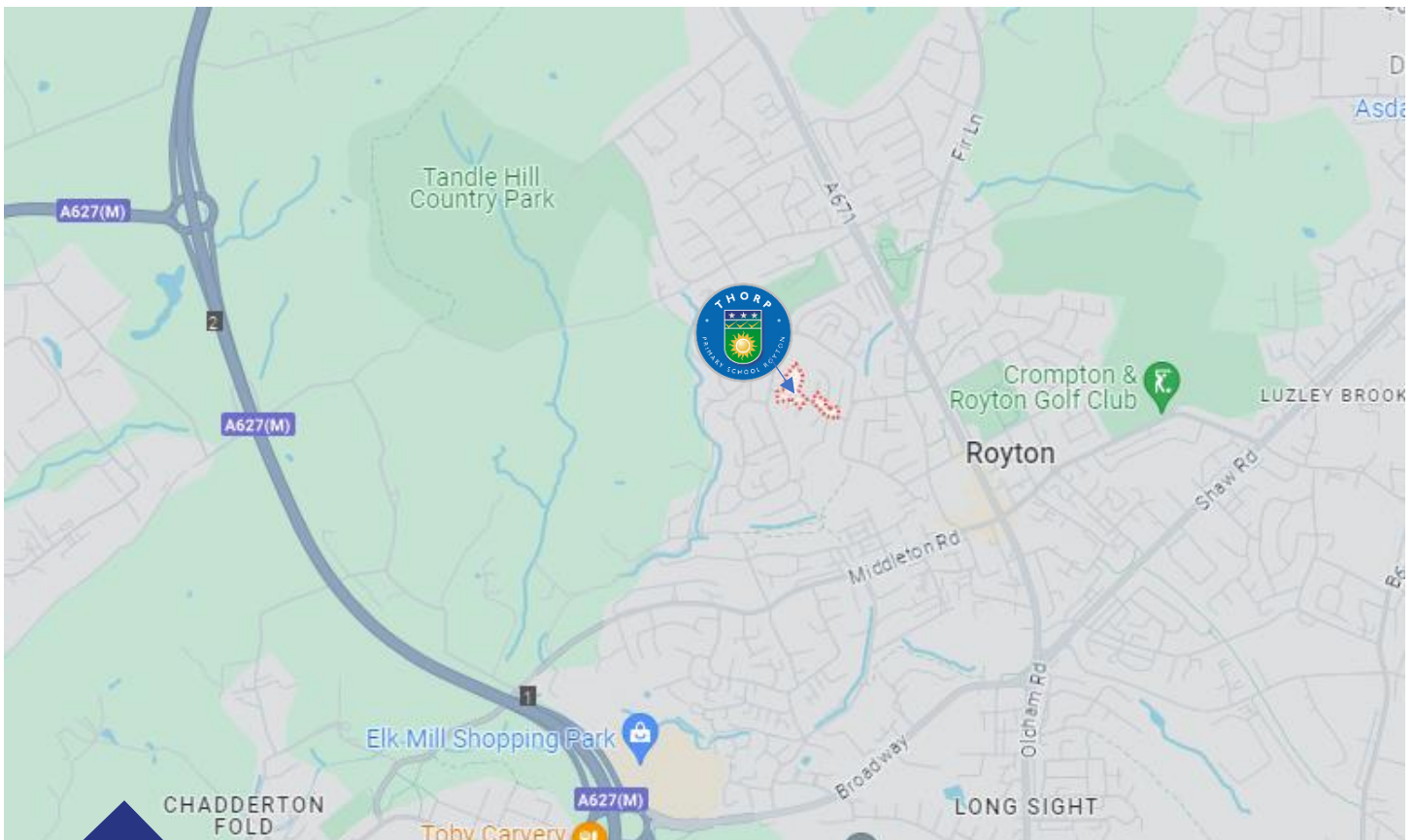


# Our Location

Thorp Primary School  
Westerdale Drive  
Royton  
Oldham  
OL2 5TY

0161 823 0520

[info@thorpschool.uk](mailto:info@thorpschool.uk)



*We are located in Royton, Greater Manchester in a sought after green belt area. Our school is a 5-minute drive to the M62 providing easy access to major cities such as Manchester, Leeds and Liverpool. We have a car park on site available for all staff to use. If you prefer not to drive, there is regular bus service to Royton town centre. We are close to two train stations in both Rochdale and Mills Hill, alongside the nearest tram station which is located in Shaw town centre. Staff use a variety of transport and live in and around Greater Manchester and Yorkshire.*





# How to apply

If you would like to discover more about this exciting opportunity, need any further information or you wish to have an informal discussion, please contact **Lisa Whitworth, HR Manager**, [lwhitworth@theoaktrust.org.uk](mailto:lwhitworth@theoaktrust.org.uk)

Please email your application to: [recruitment@theoaktrust.org.uk](mailto:recruitment@theoaktrust.org.uk)

Closing date:	Noon on Friday 1 <sup>st</sup> March 2024
Shortlisting date:	w/c 4 <sup>th</sup> March 2024
Interviews:	w/c 11 <sup>th</sup> March 2024



The Oak Trust are committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. The successful candidate will be subject to a satisfactory enhanced Disclosure & Barring Service Disclosure and pre-employment checks. The trust will conduct an online search as part of their due diligence for all shortlisted candidates in line with 'Keeping Children Safe in Education 2023' (para 221)