



WEAVER PRIMARY SCHOOL



Head Teacher Recruitment Pack



Everyone cares for each other at Weaver Primary – OFSTED March 2023

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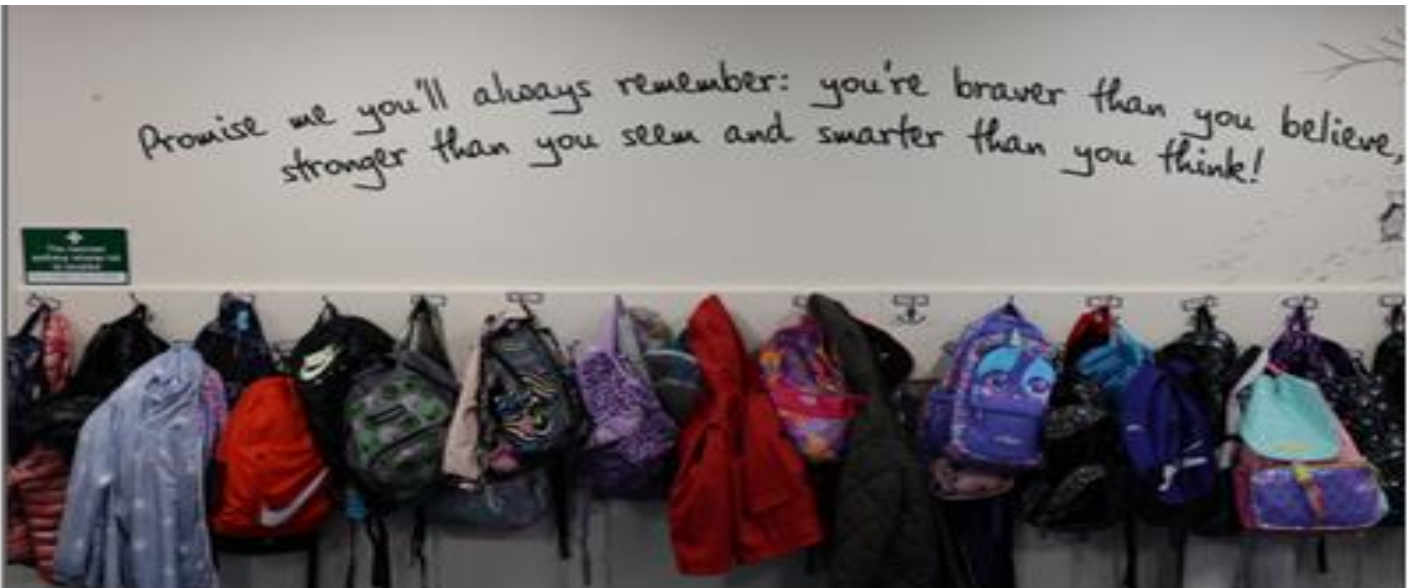
Letter from the Chair of Governors

School Context

Job Description

Person Specification

Advert



Year 6 pupils help new Reception pupils settle in as easily as possible – OFSTED

March 2023

Letter from the Chair of the Governing Board

Firstly, I would like to say thank you for taking an interest in Weaver Primary School and for considering becoming our next headteacher. I really hope the information in this pack will excite you and help you decide if the role is for you. We, as governors, are proud of Weaver Primary School and are looking forward to welcoming a new, dynamic leader to the school community as we continue into the next phase of our journey. Our current headteacher is retiring after many years of dedicated service to the school, and we hope to make the appointment with effect from 1st September 2025.

The school is situated in Nantwich, in the heart of Cheshire. The school is a Group 2 school, with 210 children on roll (30 pupil entry). We operate classes of up to 30. The large, recently remodelled, school is surrounded by lots of green space for the children and staff to enjoy.

Our children are happy in the school's encouraging and nurturing environment. They are ready and eager to learn and their personal behaviour and relationships with other children and staff are excellent. We provide a broad, rich and exciting curriculum, which contributes to all aspects of each child's development. The curriculum challenges our children in their learning and personal expectations and gives many opportunities for them to express themselves and gain confidence in their own abilities. We are proud of this nurturing, care and ambition we have for all our children.

The Governing Board will only appoint the best; our children, our staff and our community deserve the best. If you have the ambition, commitment, expertise and empathy to meet our expectations we welcome your application and extend a warm invitation to you to visit our school to meet the children and staff. You can experience the ethos of positive attitudes to learning and discover whether you have those special qualities we expect of the future headteacher of Weaver Primary School.

Angela Beecher

Chair of Governors

Leaders and governors apply the school values in their own decision-making, including around staff workload. This is what helps Weaver to be such a caring, inclusive community - OFSTED March 2023

Weaver School: A Place to Learn, Grow, and Thrive

Weaver School is a warm and welcoming place where children are encouraged to explore, learn, and reach their full potential. Our school is a nurturing environment that provides a well-balanced education, ensuring every child feels valued and supported. We believe in fostering a sense of belonging, where effort is recognised, success is celebrated, and nurture is at the heart of everything we do.

Nestled in the charming market town of Nantwich, Weaver School enjoys a beautiful setting in the South Cheshire countryside. Nantwich is rich in history, with cobbled streets, a stunning 12th-century church, independent boutique shops, cozy cafes, and a vibrant community spirit. With excellent transport links, including proximity to the M6 Motorway and Crewe Mainline Railway Station, our school is perfectly located for families looking for both tradition and convenience.

At The Weaver, our mission is simple: to provide a well-rounded education that challenges and supports every child in a safe and inclusive space. We believe in the importance of self-respect and respect for others. Good manners, honesty, cooperation, and friendship are the cornerstones of our school values. We encourage every child to develop independence and confidence while celebrating both their academic and personal achievements. Relationships between staff and pupils are built on mutual respect, resulting in excellent behaviour and high expectations modelled by our committed staff team. The high expectations we have in teaching and learning produce rewarding and often high outcomes for children of all abilities.



Our school is truly at the heart of the community. Parents, governors, teachers, and pupils come together to create a family-like atmosphere where everyone plays a role in making Weaver special. Our Weaver School Association organises wonderful events that bring families together, creating cherished memories and strengthening our school spirit.



Beyond the classroom, The Weaver offers a rich and varied experience. Art, music, and performances play a big part in school life, allowing pupils to express themselves creatively. Sports and outdoor activities, including Forest School sessions, inspire children to stay active and appreciate the beauty of nature. School trips and residential experiences provide wonderful opportunities for children to build independence and confidence, broadening their horizons in exciting and meaningful ways.

We understand the importance of smooth transitions throughout a child's educational journey. From the moment children join our reception class, they are supported by caring Year 6 'buddies' who help them settle in and feel at home. As they grow, they are nurtured through each stage, ensuring they leave Year 6 with confidence, ready for the next chapter of their learning journey. Our close links with both Brine Leas High School and Malbank High School, mean that children continue their education with a sense of continuity and familiarity, making the move to secondary school as seamless as possible.



Pupils' personal development and preparations for life are strengths at Weaver - OFSTED March 2023

The Weaver is more than just a school; it is a place where children flourish. The friendships made here can and do last a lifetime, and our former pupils often return to share their successes and support the next generation of learners. With a strong sense of community, an emphasis on ambition and independence, and a deep commitment to celebrating the achievements of every child, The Weaver Primary School truly is a special place to learn and grow.

Weaver has an experienced staff who provide excellent teaching, learning and personal development for the children. The children respond with respect for their staff and appreciate what is provided for them – School's SIP 2024

As a parent I have been made to feel really welcome and valued as part of the school community – Parent 2025



I remember my buddy was important in helping in settling into school in reception. I look forward to being a buddy in year 6. We still say hello when I walk to school - Pupil 2025

Job Description

Headteacher – Weaver Primary School

Job Title: Headteacher (Full time, permanent post)

Salary Range: L11 – L17

Reports to: Chair of Governors and Governing Board

Core Purpose: The headteacher is to provide the professional leadership and management of the school, ensuring its continuing success and improvement, high quality education, personalised learning and the holistic development of all its pupils. This leadership will lead to high standards and achievement in an environment that promotes the care and self-esteem of all.

Main responsibilities:

- Provide inspirational and effective leadership and management of the school ensuring pupils make excellent academic and personal progress
- Effectively build on the current values, vision and principles of the school
- Provide leadership across all aspects of the school, including professional leadership, management and promote the culture of constant improvement
- Line manage the Senior Leadership Team within the school and other staff as appropriate

The postholder is required to operate in the context of the national Head Teacher Standards.

The headteacher of Weaver Primary School will:

- Serve in the best interest of Weaver Primary pupils
- Behave ethically, fulfilling the professional responsibilities and modelling the behaviour of a good citizen
- Know, understand and act within the statutory frameworks which set out their professional duties and responsibilities
- Take responsibility for their own continued professional development, engaging critically with educational research

School Culture

The headteacher of Weaver Primary School will:

- Uphold fundamental British values including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- Strengthen and sustain the school vision and ethos in partnership with the Governors and staff through consultation with the school community
- Uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life
- Maintain high importance on inclusion, and meeting the needs of vulnerable children and those with SEND

- Maintain a culture where pupils experience a positive and enriching school life
- Promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment
- Ensure a culture of high staff professionalism
- In consultation with the Governing Board, create and implement a strategic and sustainable plan based on sound financial planning so that the school can continue to improve

Leadership and Management

- Support and challenge staff, dealing with underperformance effectively while making sure staff are given the support to do their jobs well
- Implement the school's appraisal policy and other management processes and systems
- Undertake self-evaluation and school improvement planning alongside the Senior Leaders and Governors to strategically improve areas of weakness in the school
- Lead the recruitment of teaching and non-teaching staff where necessary
- Provide training and continuing professional development opportunities for all staff
- Ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team, and individual needs
- Identify areas of progression and promotion for staff that support succession planning for the school
- Prepare for and be fully involved in external and internal inspection activities
- Produce and edit a range of policies and documentation relating to the effective leadership of the school

Teaching and Learning

- Establish and sustain high-quality, expert teaching across all subjects and key stages, built on an evidence-informed understanding of effective teaching and how pupils learn
- Ensure that effective strategies are in place to continue to rapidly close the gap for disadvantaged pupils, SEND children and other vulnerable groups
- Ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains

Behaviour

- Sustain high expectations of behaviour for all pupils, built primarily upon relationships, with rules and routines, which are understood clearly by all staff and pupils
- Implement consistent, fair, and respectful approaches to managing behaviour in accordance with the school's behaviour and relationships principles and policy
- Promote pupil mental health and well-being

Curriculum and Assessment

- Ensure a broad, structured, and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught, and which meets the requirements of the National Curriculum and the aims of the school, providing progression and continuity throughout the school from Reception to Year 6 so that the children are ready for the next stage of their journey in their education

- Ensure that the curriculum is appropriate to meet the needs of all pupils and takes account of the full context of the local community
- Ensure that the curriculum actively develops the intellectual, spiritual, moral, cultural, physical, social and emotional well-being of all pupils
- Maintain effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
- Ensure effective use is made of formative and summative assessment to shape and develop the curriculum
- Monitor the progress of all pupils to ensure that they achieve their full potential

Organisation and Management:

- Ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care and act as DSL within the school
- Prioritise and allocate the school's financial resources efficiently and effectively to achieve the school's educational goals and priorities in line with the school's strategic and development plan, and financial context
- Establish and oversee systems, processes and policies that enable the school to operate effectively, efficiently and with probity in the use of public funds
- Ensure staff are deployed and managed well with due attention paid to workload and well being
- Ensure school buildings and facilities meet the needs of the pupils and staff and are compliant with health and safety regulations
- Ensure rigorous approaches to identifying, managing, and mitigating risk

Additional and Special Educational Needs and Disabilities:

- Ensure the school holds ambitious expectations for all pupils, including those with additional and special educational needs and disabilities
- Sustain and develop culture and practices that enable all pupils to access the curriculum and learn effectively
- Ensure the school works effectively in partnership with parents, carers, the Local Authority 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 regarding the SEND code of practice

Continuous School Improvement:

- Develop appropriate evidence-informed strategies for self-evaluation and improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context
- Ensure effective implementation of improvement strategies, which lead to sustained school improvement over time
- Identify priority areas for improvement from evidence-based feedback from Governors, staff, pupils, parents and the community

Working in Partnership:

- Forge constructive relationships beyond the school, working in partnership with parents, carers, and the local community

- Work in partnership with local secondary schools, including Brine Leas High School, to ensure smooth transition for pupils and good working relationships
- Commit the school to collaborate successfully with other schools and organisations in a climate of mutual challenge and support
- Establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils

Professional Development:

- Ensure that as headteacher, you keep up to date with best practice and developments in EYFS & KS1 in order to build on specialist knowledge and provide such opportunities for other key staff
- Ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning

Governance and Accountability:

- Sustain a professional working relationship with the Governing Board whose responsibility is to hold leaders to account
- 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

Additional requirements:

The headteacher will be required to prioritise the safeguarding and welfare of children and follow school policies and the staff code of conduct.

Please note that this job description is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks for which the headteacher will be responsible. The headteacher may be asked by the Governors to undertake other duties reasonably regarded as falling within the duties of a leadership post.

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.

Person Specification

A. Qualification Requirements	Essential	Desirable
• Qualified teacher status	X	
• Degree	X	
• NPQH or equivalent		X
B. Professional Development	Essential	Desirable
• Evidence of recent leadership and management professional development	X	
• Up-to-date safeguarding training and knowledge of legislation for protection of young people as a DSL or deputy DSL	X	
C. School Leadership and Management, Knowledge and Experience	Essential	Desirable
• As a minimum, three years' experience at deputy headteacher or assistant headteacher level in a primary school setting	X	
• Have a vision for the future development of the school	X	
• Evidence of successfully leading school improvement, including raising standards of teaching and learning across the curriculum and effective assessment	X	
• Experience of successful championing of SEND and vulnerable children		X
• Experience of monitoring staff performance		X
• Understanding of school budget and financial analysis		X
• Understanding of strategic financial planning in relation to its contribution to school improvement and pupil achievement		X
• Ability to provide support, information and advice to the governing board to enable it to meet its responsibilities.		X
• Have had experience of guiding, coaching, mentoring or training individuals or teams	X	
• Maintain good awareness of current national education policy and strategy		X
• Ability to teach across all key stages		X
D. Personal Qualities	Essential	Desirable
• Have a strong commitment to inclusion	X	
• Excellent interpersonal skills and communication with all stakeholders, whilst being approachable, fair, caring and kind	X	
• Demonstrate professionalism, loyalty, determination and integrity, with humour and humility	X	
• Ability to lead by example, motivate and develop an effective school team with willingness to delegate	X	
• Approach creativity, with enthusiasm and willingness to compromise in response to change	X	
• Ability to work under pressure and deal with parental concerns with understanding, sensitivity when working towards a resolution	X	
• Ability to work efficiently and effectively whilst under pressure	X	
• Show an understanding of personal work-life balance, staff work-life balance and the importance of mental health and wellbeing in a school setting	X	

The Weaver Primary School Headteacher Advertisement

The position is required from 1st September 2025.

This is a full-time, permanent role.

The salary will be in the range from L11 (£63,815) – L17 (£73,819).

The salary starting point will be agreed on appointment.

The Weaver Primary School is a Group 2 school with 210 pupils on roll.

The Governing Board at The Weaver Primary School are pleased to invite you to consider this wonderful opportunity to become our next headteacher.

The Weaver is a warm and welcoming place where children are encouraged to explore, learn, and reach their full potential. Our school is a nurturing environment that provides a well-balanced education, ensuring every child feels valued and supported. We believe in fostering a sense of belonging, where effort is recognised, success is celebrated, and nurture is at the heart of everything we do.

Ambition and high expectations for every child are central to the culture across the whole school, as children are fostered to embrace their true potential and be proud of their achievements. At the latest inspection the school continued to be rated GOOD. In the report they acknowledged the strong emphasis on pupils' personal development and preparation for life, carefully organised learning to enable pupils to build their knowledge and skills over time (Ofsted March 2023).

Our new headteacher will:

- Demonstrate a clear understanding of what it takes for a school to maintain the high standards achieved in the recent Ofsted inspection
- Exhibit an ability to lead and manage
- Prioritise and organise their workload
- Show flexibility and resilience
- Recognise the need for wellbeing and pastoral care for all members of the school

We can offer you:

- Wonderful children who thrive within the Weaver environment
- An excellent standard of teaching and learning, and an extensive variety of both curricular and extra-curricular enrichment opportunities
- A supportive team of dedicated governors and an active parent community

In return, our Governing Board aim to provide:

- A positive working environment, supported by committed staff and enthusiastic pupils
- A valuable opportunity to gain support from neighbouring primary and secondary schools
- Regular supervision and support to ensure your well-being is prioritised
- A culture that values and nurtures leadership and professional growth

Key Dates:

Date	Activity
Monday 17th March 2025	School Visits 9.30am, 1.30pm, 4.15pm To arrange a visit email: rjobling@weaver.cheshire.sch.uk or call: 01270 626335
Monday 24th March 2025	Completed applications to be submitted by 9am
Thursday 27th March 2025	Shortlisting meeting
Thursday 24th April 2025	Activities Day
Friday 25th April 2025	Interview Day

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

Application forms and supporting documents to be **returned by 9am on Monday 24th March 2025** in Microsoft Word format to the School Governance Team, 5th Floor Delamere House, c/o Municipal Buildings, Earle Street, Crewe, CW1 2BJ. Telephone: 0300 123 5036. Email: 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.

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.

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