



**Headteacher  
Winton Primary School**



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# Letter from Chair of Governors

## Dear Applicant

Thank you for your interest in applying to be Winton Headteacher, starting in September 2025. I hope you find this pack useful and that it gives you a sense of how wonderful and unique our school is.

We are looking for a Headteacher to help drive us forward and build on the progress already made.

Parents, staff and governors are extremely proud of Winton, with good reason. We received our first ever Outstanding grade from Ofsted in June and are bucking the London-wide trend of school closures and falling rolls. Our results have consistently made us one of the best performing schools in the Borough of Islington and we provide the children with a rich and vibrant experience, capitalising on our strong local links.

The school, which is single-form-entry with one kindergarten class, also reflects its central London location while having a family charm all of its own. Pupils speak 38 languages, the proportion of FSM is 58% and there is an increasing number of children with Send. We recently introduced wrap-around care, giving our families even greater flexibility.

Together with Hugh Myddelton primary school, Winton is part of the outward-looking Learning Quarter Partnership and our ambition is to confirm our status as one of London's best performing federations as we engage with the city's challenges and opportunities.

Our Governing Body has grown since federation and is very active, with governors from a variety of backgrounds who provide real support for the schools.

I look forward to receiving your application and urge you to book a visit to our school by contacting our school office on 020 7837 6096.

Yours sincerely,

**Claire Ballak and the Board of Governors**



# About our school

## Winton at a glance

- Winton is a one-form entry primary school that is consistently ranked in the top 1% of schools in England
- We are located in exciting Kings Cross area and are service a diverse and challenging community
- We set high expectations for all of our pupils, not just academically but in their personal growth, as we strive to nurture confident, thoughtful, and responsible citizens

## The feel you will get at Winton

- Small school and community feel
- Positive energy
- Aspirational outlook

## The team

- Energetic and enthusiastic team looking at the horizon
- Close knit staff who love working here
- warm and welcoming

## Ofsted

- We are an outstanding school and we know there is scope for more
- <https://reports.ofsted.gov.uk/provider/21/100428>

## The community

- We are proud of our diverse community
- A growing school and a school families seek
- Good reputation and outstanding results have led to the school being nearly full which is in stark contrast to dwindling children numbers in Islington

## Location and website

- Located in exciting area in central London
- Location: Killick Street, London N1 9AZ
- Website: <https://www.lqps.co.uk/245/our-school>



## Learning Quarter Partnership



### Federation with Hugh Myddelton

- We are working in partnership with Hugh Myddelton school in Islington - harnessing the power of the partnership opportunities between both schools yet retaining the unique aspects of Winton.
- The shared Governing Board across both schools enables efficiencies, alignment and collaboration.
- The current structure has an Executive Headteacher who will not be in post from September 2025 as this new appointment presented an opportunity to review our structure.
- The successful candidate will have the opportunity to work closely with the Hugh Myddelton Headteacher allowing for autonomous alongside collaborative approach.

<https://www.lqps.co.uk/>

### Vision of the Learning Quarter Partnership:

- An outward-looking federation that engages with the emergent opportunities and challenges that present in our ever-changing London, United Kingdom, and wider world;
- A federation that gets the core academic and behavioural basics right, so it can explore and innovate its offer to keep teachers and pupils stimulated;
- A federation that takes pleasure in its work: unlocking teacher talents to unlock children's talents, giving authority and responsibility to individuals, going the extra mile;
- A federation with a proud identity, open to all those want to take part - and play their part with passion - becoming an ever-stronger force for good in the community;
- A federation that represents the local community: its people, its culture, its history and future, its organisations large and small;
- A federation that believes in better, and knows how to deliver it.



# Headteacher

Salary: L14 - L19 (£78,000 - £86,967 pa)

Required for September 2025



A warm welcome to Winton. A school at the heart of King's Cross, an area rich in opportunity, cultural variety, and economic potential. A school that is vibrant, welcoming and inspiring. A school that wants to find a permanent Headteacher to build on the successes and achievements it has had.

We are looking for a leader who is:

- **Inspiring** – nurtures relationships, empowers staff and pupils and is able to get the best out of everyone
- **Positive** – warm, sensitive, open and able to get the best out of everyone
- **Collaborative** – able to harness the power of the federation, full of ideas, energetic, engaging
- **Confident and competent** – knowledgeable of curriculum and what makes an outstanding school
- **Inclusive** – passionate about the community and supporting children from diverse backgrounds
- **Perceptive** - passionate educator with a strong business head

Visits to Winton are encouraged and can be arranged by contacting the School Office on 020 7837 6096. The available dates/times are:

- 11 am on Wednesday, 8th January 2025
- 11 am on Tuesday, 14th January 2025
- 2 pm on Wednesday, 15th January 2025

For an informal discussion about this opportunity, please contact Claire Ballak, Chair of Governors via [krazi.toneva@islington.gov.uk](mailto:krazi.toneva@islington.gov.uk).

To apply for the role, please apply online at <https://jobs.islington.gov.uk/>.

- Closing date: Midnight Sunday, 19 January 2025
- Shortlisting: 21 January 2025
- Interviews: 3-4 February 2025

*Winton school is an Equal Opportunities Employer. Our environment is diverse in character and in its student population and we aspire to reflect this diversity in our staff. We positively welcome applications from minority groups. We are committed to safeguarding and promoting the welfare of children. This is reflected in our rigorous approach to the recruitment and professional development of our staff.*

*In line with KCSIE 2024 and safer recruitment practices, the school will conduct an online search 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.*

# 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. Candidates will be expected to have considered these in relation to Winton 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 Improvement 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.

## Safeguarding

- Maintaining a Safer Culture within the school and be committed to safeguarding and promoting the welfare of children.
- To embrace and advocate the 4 key aspects of safeguarding including protecting children from abuse and maltreatment, preventing harm to children's health or development, ensuring children grow up with the provision of safe and effective care, and taking action to enable all children and young people to

have the best outcomes.

- To employ effective child protection strategies and procedures to safeguard children.
- Ensure all recruitment and selection systems, training, processes and procedures are examined and adhered to from a child/staff safeguarding focus.

## Relationships

- To establish, develop and maintain professional and productive working relationships with the Governing Body, staff, pupils and parents/carers, other schools, the Local Authority, 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.

## 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.
- Show openness, passion and ambition for children.
- Harness the power of the federation.



## **Teaching and learning**

1. To implement and develop the whole curriculum agreed with the Governing Body.
2. To adopt a broad cross-curricular approach which is child centred and provides access to real experiences.
3. To develop, monitor, evaluate and improve the quality of teaching all pupils.
4. 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 and ethos of the school, its current aims and objectives and their role in making sure they are fulfilled.
- To develop, support and encourage staff to achieve the highest professional standards while holding them to account through effective performance management.
- To maintain an open and effective professional dialog across all levels within the school thus raising staff morale and ensuring staff wellbeing.

## **Resources and management**

- 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 recruit, retain, reward and motivate staff to achieve the objectives of the school.
- To develop and oversee a plan to ensure the effective and imaginative use of the school building and to lead on building improvements.

## **Interpersonal Skills**

- To develop a flexible leadership and management style that is consistent with the ethos and culture of the school.
- To exhibit excellent communication skills including compassion, diplomacy and openness.
- To be professional, passionate, supportive, innovative, practical and ambitious for the school so all stakeholders feel engaged, encouraged, challenged, accomplished and fully involved in the life of Winton school.

## **Ethos**

- To develop a positive ethos in the school in which individuals

feel valued, and where personal endeavour and responsibility are encouraged.

- To develop high morale and confidence and professional pride, and to set an example of professional standards and leadership.
- To promote a suitable system of pastoral care for pupils and staff, including liaison with parents/carers/ guardians and outside agencies.
- To maintain good behaviour, supported by policies and practices which promote self-discipline and responsible attitudes.
- To foster and promote a sense of community within the school, including relationships with all pupils and parents/carers/ guardians, and to further develop the strong links between the school and its wider community.
- To promote and sustain effective management of the school environment, its equipment site and buildings, to ensure that it offers a background which is safe and secure and conducive to learning.
- To promote and support the positive benefits of living within a culturally and ethnically diverse society, and to foster and sustain a positive approach to inclusion.

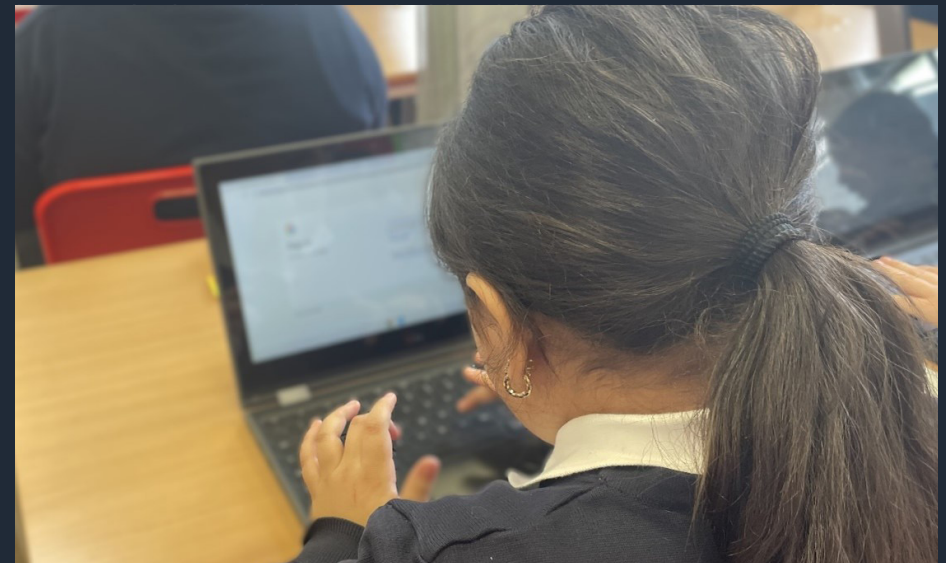
### **Inclusion**

- To provide a strategic leadership and continuous commitment to the inclusion of all children.
- To ensure the entitlement of all pupils to have equal opportunity and access to all aspects of the curriculum.

- To actively promote equality of opportunity in the appointment and promotion of all staff.

### **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 co-operate and work with relevant agencies to protect children.



# 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. Knowledge of what makes an effective school and strategies that can be deployed for school improvement.
4. Knowledge of what constitutes good teaching and an understanding of how to improve the quality of teaching and learning.
5. The ability to deliver a broad curriculum which is child centred and provides access to real experiences.

## 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. Able to develop people and hold them to account through informal and formal processes to ensure the best interest of the children are met.

8. Management skills in respect of information and the use of performance data, finance and resources and people management – including delegation, monitoring and evaluating performance.
9. Be a highly skilled listener and effective communicator, who is authentic, engaging and inspiring and who creates confidence in young children, current and potential parents, staff members, council officers or Governors.
10. Able to develop and nurture partnerships and networks, realising tangible benefits
11. Outward looking and curious, good networker and a leader with a strong business acumen.
12. Effective skills and abilities to develop strategies and to manage a diverse school population.

## Personal attributes

13. Be tenacious, resilient and challenging, reflective, critical of received wisdom and not afraid to challenge the status quo.
14. 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.
15. Commitment to equality of opportunity, diversity, safeguarding and social inclusion.

16. 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.
17. To be innovative in their thinking, and able to inspire to make the school unique.
18. To be approachable and fully involved in the daily life of the school.

Candidates are asked to demonstrate their ability to meet these selection criteria in their application form, their supporting statement and at the selection interview and any supporting exercises they may be asked to complete.



# How to apply

## Application deadline

Completed application forms must be received by midnight, 19th January 2025. Please apply online at <https://jobs.islington.gov.uk/>.

## Completing your application

Candidates are asked to complete all the standard information required on the application form, and to submit a supporting statement, addressing all of the criteria identified at application stage.

For an informal discussion please contact Claire Ballak, Chair of Governors via [krasi.toneva@islington.gov.uk](mailto:krasi.toneva@islington.gov.uk).

## Visits

Visits to Winton are encouraged and can be arranged by contacting the School Office on 020 7837 6096. The available dates/times are:

- 11 am on Wednesday, 8th January 2025
- 11 am on Tuesday, 14th January 2025
- 2 pm on Wednesday, 15th January 2025
- Shortlisted candidates who are unable to visit the school before the closing date will have a chance to visit Winton between shortlisting and interview dates.

## Selection procedure

The selection process will take place on 3-4 February 2025. This will be conducted by a panel of Governors, assisted by Islington School Improvement staff.

Shortlisted candidates will be given more details immediately after shortlisting has taken place.

## References

Candidates are advised that references will be taken up immediately after shortlisting to be received before the interview process.

Candidates are asked to ensure that their referees are warned of the need to respond within the timescale set. In all cases at least two professional references are required. For candidates who are already Headteachers, it is expected that their professional referee will be the Director of Education or equivalent. The post will be offered subject to satisfactory completion of pre-employment checks.

## Safeguarding children

Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection.

