



NORTHAMPTON  
PRIMARY ACADEMY TRUST

Achieving Extraordinary Things

# Rectory Farm Primary School



KS2 Phase Leader  
(Secondment)



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## Welcome from the Chair of the Board of Trustees

We are delighted that you are interested in applying for a position at the Northampton Primary Academy Trust (NPAT).

The Northampton Primary Academy Trust Partnership (NPAT) was founded in August 2012 and was built on the vision of five Headteachers to bring together like-minded schools to provide quality first teaching and learning to all children across member schools, delivered and supported by passionate personnel of the highest professional calibre. Our member schools come in many shapes and sizes, from small to large, split site primaries, and cover a diverse geographical range and socio-economic mix.

Our vision is to achieve 'educational excellence; creating opportunities and enriching lives'. To achieve this, our mission is to develop a Multi-Academy Trust of highly effective and sustainable schools. NPAT schools all share a common vision and are committed to the NPAT values, whilst retaining the freedom to innovate and develop their own identity and character.

The Trust is built on the principle of synergy; that a collaboration of vibrant and successful schools can achieve collectively what a single school couldn't achieve alone. NPAT improves our schools using teamwork and innovation through partnership working that brings together children, parents, teachers, governors and school leaders.

From the original five schools we have seen progressive growth, with eleven schools currently on board. Whilst we grow in size, the Directors and Executive Team are keen to ensure that we retain the values and ethos upon which our Trust was originally built.

Joining our Trust will mean that you will benefit from excellent opportunities to learn and further your career, through strong collaboration and good career progression opportunities across our school network, and you will have great fun along the way.

We are on an amazing journey and we would be delighted to welcome you on board to be an integral part of it.

Thank you

James Marscheider,  
Chair of the Board of Trustees,  
Northampton Primary Academy Trust (NPAT)



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## ***'NPAT – Our Vision and Values'***

The Northampton Primary Academy Trust (NPAT) was formed in 2012 and is currently a collaboration of the following schools;

Abington Vale Primary School  
Blackthorn Primary School  
Ecton Brook Primary School  
Hunsbury Primary School  
Headlands Primary School  
Lings Primary School  
Langland Community Primary School

Rectory Farm Primary School  
Simon de Senlis Primary School  
Thorplands Primary School  
Upton Meadows Primary School  
Weston Favell CE Primary School  
Stanton Cross Primary School  
Park Junior School

## **Vision Mission, and Values Statement**

With responsibility for 4700 children NPAT is driven by our aspirational vision:  
**To achieve educational excellence, create opportunities and enrich lives.**

To achieve this, our mission is **to develop a multi-academy trust of highly effective and sustainable schools.**

We know that there is greater potential for realising our vision through working together as a family of schools providing support, collaboration, and challenge. We are 'one school with many doors' Our collective strength is epitomised through a shared focus on ensuring great teaching and curriculum, focussing on the most efficient use of resources to provide maximum value for money. We hold safeguarding in the highest regard and ensure that all our schools have robust policies and procedures in place to secure exemplary practices. Although our schools retain their own individual, unique character our strength is build on synergy – the belief that we can achieve more collectively than alone.

We have clear value and beliefs that guide us in how we act and in decisions that we make. We are driven by the determination to ensure that our schools sit at the heart their local communities and are drivers for educational excellence for all. Our moral purpose is rooted in high aspiration and ambition for all children, including those who face the greatest disadvantage in our most deprived communities and children with Special Educational Needs and Disability. We are responsible for developing future citizens who have a voice that is heard, and who understand their place and responsibility in society.

We ensure that we use evidence-based research to inform our educational priorities. We recognise the importance of both high academic achievement and the development of the whole child through a wide range of opportunities with external partners, including the Royal Shakespeare Company and National Gallery.

We expect all our school leaders to adhere to The Nolan Principles of Public Life which form the basis of the ethical standards expected of public office holders.



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### **Our Trust Priorities**

The aim of our Education Strategy is to further improve educational provision and raise the academic attainment of all children across the trust. We aim to achieve this through engaging with evidence and:

- Improving the quality of teacher and support staff professional development to ensure high quality provision for all children
- Ensuring schools have a consistent and effective approach to teaching
- Securing high-quality leadership at all levels across schools
- Ensuring schools have a broad, rich, and rigorous curriculum offer across core and wider curriculum subjects
- Developing and implementing an effective, evidence-based inclusion strategy to ensure the best provision and outcomes for all disadvantaged and vulnerable children

Our Education Team supports our schools to drive improvement towards these priorities. School leaders are responsible for ensuring that the Trust education priorities are delivered within their individual schools.

Can you meet the challenge? Welcome to the future of primary education.

Should you choose to join us you will enter a hugely exciting time. As our MAT Grows and develops, we are looking for enthusiastic and inspirational leaders who can join our journey and help us build on our strengths. With plenty of opportunities for support and continued professional development across the Trust, we have a lot to offer.

We look forward to receiving your application.

*Julia Kedwards, OBE*

**NPAT Chief Executive Officer**



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## Rectory Farm Primary School

There is a vibrancy at Rectory Farm Primary School which has an impact on all who visit us. A walk throughout our school will show a welcoming, calm, purposeful and happy learning environment where our committed team demonstrate high aspirations for children's achievement. Our ethos, 'Growing Minds, Shaping Lives', is reflected in the commitment we show to knowing every child and relishing the challenge of guiding them through their primary phase of education.

We value the importance of a broad curriculum that offers our pupils a wide range of opportunities and nurtures them to be well-rounded, responsible citizens of the future and consequently we are passionate about giving our pupils the best possible educational experiences. Through being part of NPAT (Northamptonshire Primary Academy Trust) we have strong partnerships both locally and nationally, for example, with The University of Northampton, The Royal Shakespeare Company and the National Gallery.

We are committed to staff development and well-being, and we take an evidence-based approach to developing teaching and learning and providing quality professional development for our staff. There are lots of opportunities to work collaboratively and our staff are a friendly and supportive team. NPAT and Ambition Institute are working together to enable us to offer an exciting opportunity dedicated to professional development for our Teaching Assistants – this is due to commence in the Spring Term.

As part of NPAT, Rectory Farm is an exciting place to work: We are positive, have mutual respect and work hard. It is a privilege to be the Executive head teacher of this very special school and, I believe, a wonderful place for children to start their educational journey.

We are seeking to appoint an efficient, motivated and friendly person to join our team.

If you would like to come and visit our happy learning community, we would be delighted to welcome you.

**Rebecca Williams**  
Executive Head Teacher



## Job Description

Post Holder: **KS2 Phase Leader**

Leadership Pay Scale: **UPS1 plus TLR, Full Time Secondment (academic year 25/26)**

Responsible to: **Executive Headteacher**

Rectory Farm Primary has an amazing leadership opportunity for an aspirational leader looking to gain senior leader experience as part of our supportive school team. This secondment would be for the whole academic year 2025/2026 and would be a great opportunity for the right leader to gain experience of supporting and developing KS2 alongside the Deputy.

The role will be class based in KS2 with significant release time each week to allow for leadership responsibilities. You will work closely with the Executive Head and Deputy to ensure the school's strong track record of school improvement and committed team of staff continues to thrive. We pride ourselves on our warm and friendly team ethos and our passion for supporting staff development at whatever stage of their career.

We are open to tailoring the leadership experience at Rectory Farm to include areas of leadership that you may wish to try with training and support provided.

Areas that are not required from the role, but we would be more than willing to train and support the right candidate with during the secondment may include one or more of the following:

- DSL and a light touch safeguarding team role
- Basic introduction to HR, ie, supporting absence management
- Training as Teach First mentor
- EVC training

### Areas of Responsibility and Key Tasks:

<b>Leadership and Management</b>	<ul style="list-style-type: none"><li>• Working with the Leadership Team to lead, motivate, support, challenge and develop staff.</li><li>• Consistently and effectively contributing in driving forward whole school improvement.</li><li>• Effectively leading and managing the KS2 Phase within the school.</li><li>• Ensure communication between staff, year groups and parents is effective and supportive.</li><li>• Working to secure continual improvement including his/her own continual professional development.</li><li>• Playing a full part in the planning and organisation of all school activities, functions and events; including an active involvement in the extra-curricular life of the school.</li></ul>
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	<ul style="list-style-type: none"> <li>Contributing to the creation of a supportive ethos and stimulating school environment.</li> </ul>
<p><b>Teaching Role</b></p>	<p><b>Planning, Teaching and Class Management:</b></p> <p>To teach allocated pupils by planning their teaching to achieve progression of learning through:</p> <ul style="list-style-type: none"> <li>Identifying clear teaching objectives and specifying how they will be taught and assessed;</li> <li>Setting tasks which challenge pupils and ensure high levels of interest;</li> <li>Setting appropriate and demanding expectations;</li> <li>Setting clear targets, building on prior attainment;</li> <li>Ensuring effective support and challenge for children identified with for these learners;</li> <li>Provide clear structures for lessons maintaining pace, motivation and challenge;</li> <li>Make effective use of assessment and ensure coverage of programmes of study;</li> <li>Ensure effective teaching and best use of available time;</li> <li>Monitor and intervene to ensure sound learning and discipline</li> <li>Use a variety of teaching methods to: i. match approach to content, structure information, present a set of key ideas and use appropriate vocabulary; ii. use effective questioning, listen carefully to pupils, give attention to errors and misconceptions; iii. select appropriate learning resources and develop study skills through library, I.C.T. and other sources;</li> <li>Ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;</li> <li>Evaluate their own teaching critically to improve effectiveness.</li> </ul> <p><b>Monitoring, Assessment, Recording, Reporting to:</b></p> <ul style="list-style-type: none"> <li>Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching;</li> <li>Mark and monitor pupils' work and set targets for progress;</li> <li>Assess and record pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving;</li> <li>Prepare and present informative reports to parents.</li> </ul> <p><b>Technology Requirements:</b></p> <ul style="list-style-type: none"> <li>Be a confident and effective user of technology in the classroom</li> </ul>



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<b>Other Professional Requirements</b>	<ul style="list-style-type: none"><li>• Have a thorough working knowledge of teachers' professional duties and legal liabilities;</li><li>• Operate at all times within the stated policies and practices of the school;</li><li>• Establish effective working relationships and set a good example through their presentation and personal and professional conduct;</li><li>• Endeavour to give every child the opportunity to reach their potential and meet high expectations;</li><li>• Contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school;</li><li>• Take responsibility for their own professional development and duties in relation to school policies and practices;</li><li>• Liaise effectively with parents and governors;</li><li>• Take on any additional responsibilities which might from time to time be determined.</li></ul>
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## KS2 Phase Leader Person Specification

Category	Essential	Desirable
<b>Qualifications</b>	<p>Qualified teacher status Good Honours Degree Evidence of continuing professional development</p>	<p>Any other qualifications relevant to a leadership role</p>
<b>Knowledge and Experience</b>	<p>Knowledge of the Education Acts and other relevant legislation. Awareness of current developments in education and the implications of these. An in-depth understanding of, and commitment to, the teacher standards. Able to demonstrate successful leadership of a subject area or Phase. Success in teaching a class full time with at least 3 years teaching experience overall. Ability to lead and support other staff within the school which impacts on standards and achievements. A thorough understanding of safeguarding children. Knowledge of a range of strategies to raise standards/pupil achievement. Experience of using data to set targets for improvement and to monitor progress.</p>	<p>Experience of teaching and administering KS2 SATs.  Experience and training related to an aspect of leadership and management.  Success in teaching and leadership across the whole primary range  Experience of succeeding in a school in an Ofsted category or other challenging circumstances.</p>
<b>Ethos</b>	<p>A commitment to raising achievement through partnership with parents and the community. A determination to ensure the curriculum is adapted regularly to meet the needs of individuals in line with the school's ethos. A commitment to developing the curriculum and learning delivery to meet the needs of future generations and the skills they will need.</p>	
<b>Relationships</b>	<p>Experience of working with and developing links with parents, governors and the wider community and to empathise with the points of view of others. Enthusiastic, dedicated, sympathetic and approachable with a sense of humour and fun. Ability to inspire confidence, respect and openness.</p>	



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<b>Personal Qualities</b>	<p>Excellent interpersonal, communication and organisational skills.</p> <p>Proactive in areas of responsibility with an awareness of whole school issues.</p> <p>A commitment to school improvement and to developing own professional skills.</p> <p>A willingness to take on appropriate delegated tasks relevant to the post.</p> <p>Demonstration of a growth mindset.</p> <p>Ability to show a committed, professional and loyal attitude to the school, openly modelling its aims and values.</p> <p>An ability to use and understand discretion, confidentiality and professionalism as a leader and role model.</p> <p>An ability to learn from mistakes and take advice.</p>	
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If you are interested and would like to find out more about this exciting opportunity at our school, please contact Mrs Nikki Shearman in the school office to arrange a visit and discuss the opportunity with Mrs Becca Williams the Executive Headteacher.

School Teachers' Pay and Conditions Document, the Education Act 2011, the required standards of Qualified Teacher Status, other current educational legislation and the school's articles of government.

This job description may be amended at any time following discussion between the Executive Headteacher and member of staff. The job description will be reviewed annually.



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## How to Apply

To apply for this position, please complete the enclosed Trust application form and submit, together with a letter of application of no more than two sides of A4 supporting your application.

Please return by email to [j.hornett@rfps.org.uk](mailto:j.hornett@rfps.org.uk) or by post to Mrs Joanne Hornett, Rectory Farm Primary School, Olden Road, Northampton. NN3 5DD.

Closing date: 12 noon, Monday 28<sup>th</sup> April 2025

Interview date: Thursday 1<sup>st</sup> May 2025

Start date: 1<sup>st</sup> September 2025

### Visits to the school:

We warmly welcome visits to the school where there will be the opportunity to discuss the role further with the Executive Headteacher.

Please contact Mrs Nikki Shearman in the school office to book a visit.

