



## School Principal Information Pack



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# Welcome letter from the Chief Executive of the Elliot Foundation Academies Trust

With almost 500 pupils speaking a range of languages, The Hyde School is a large and diverse primary school. It is situated within the London Borough of Barnet and serves a dynamic and rapidly changing community; just over one fifth of the children receive Pupil Premium funding. The school joined the Elliot Foundation in 2013 with an OFSTED judgement of Special Measures and received an outstanding judgment from OFSTED in 2015. The current Headteacher has led the school with energy, commitment and has been inspirational within the whole community. This will not be an easy act to follow, but it will be an immensely rewarding job if you have the appetite for the challenge. You are an amazing person, why not work somewhere you can make a real difference?

The simple fact that you are still reading this letter makes you one of the good guys. On behalf of all the 11,500 children currently in Elliot Foundation schools and those children yet to be born, thank you. Without people like you there would be no future for our society or our world. As a primary Principal, you will have a greater and longer lasting impact on the lives of the children in this school than many of the people they will meet in their lives, including even some family members. Primary teaching builds the foundation for successful lives. Communities are shaped at the gates of primary schools and you can play a pivotal role in growing not just children's knowledge of the world but their lifelong attitudes to learning and even their moral compass. Put simply you can make or break them. The responsibility can be rather daunting.

So, thank you for even thinking about it.

## What makes the Elliot Foundation tick?

Most pedagogues agree on what it takes to build a learner. You need a safe space, some rules and to raise expectations of success. The idea behind the Elliot Foundation is to treat teachers and schools the same way that we want them to treat children. We aim to create a thriving and diverse family of schools all committed to improving outcomes for all children. From our modest beginnings in 2012, we now have 28 schools in three thriving clusters in the West Midlands, London and East Anglia, with more schools joining in the near future.

- Children arrive at Elliot Foundation schools between two terms and a year behind where they should be at the age of four
- By the time they leave our schools they have caught up with the national average
- Elliot Foundation schools are at least three times more deprived and challenged than average and yet our schools are three times more likely to be judged outstanding by OFSTED than the national average

## Why join us?

From the moment you join the Elliot Foundation you become part of a family. We know that there are no magic wands in education. There is only the perpetual commitment to being better. Elliot Foundation Principals are not alone. You will immediately become part of regional and national networks of school leaders and pedagogues sharing varied and innovative approaches to accelerating achievement. Although your name will be on the OFSTED report, we will stand shoulder to shoulder with you when they come; sharing the burden. For without school leaders like you we would achieve nothing. Every year we ask all Elliot Foundation Principals whether they would join the Foundation again and I am delighted to tell you that 95% of them would. The Elliot Foundation is committed to helping children and teachers and schools succeed whatever their background. Come and help us write a better story.

**Hugh Greenway, Chief Executive**

# Advertisement

**The Hyde School**

**Barnet**

**Principal**

**Start date: September 2021**

**Salary: L18-24 (outer London) with a 5% TEFAT uplift. (£70,871 - £81,525).**

**With potential to rise to L24 with TEFAT 25% uplift is £97,054.**

The Hyde Primary School is an innovative two form entry, co-educational primary school with a large Nursery. The school caters for just over 460 children and it serves a socially and ethnically diverse population.

In September 2013 after the school was judged to be in special measures, it joined The Elliot Foundation Academies Trust as a sponsored academy. By May 2015 the school had been judged as outstanding due to the inspirational leadership of the Principal and her amazing leadership team.

**The Trust is looking to appoint a Principal to:**

- Provide strong and decisive leadership which enables all staff to flourish in an environment of support and encouragement
- Plan strategically to deliver a vision which leads to the highest standards and outcomes for all pupils
- Continue to develop the capacity of all leaders and hold them to account for securing the highest standards
- Lead on the Trust's apprenticeship provision
- Contribute to the support of other TEFAT schools
- Nurture the families within The Hyde community
- Embrace the collaborative nature of the TEFAT organisation

Currently a Headteacher or an outstanding Deputy with substantial experience of school leadership gained in a primary school, you are an inspirational leader with a strong commitment to high standards in all aspects of school and community life. You combine a vision and energy for children's education with the focus and drive needed for whole school management. You have the ambition and dynamism to continually raise the bar and set demanding new challenges as well as the inspirational communication and leadership skills to elicit the commitment of staff, students and the community as a whole.

In return for your energy, integrity and enthusiasm, we offer you the opportunity to lead a school that is full of outstanding teachers and a highly supportive academy sponsor with an excellent track record in school improvement. This is an opportunity to have an impact on a school that is already outstanding, but is looking for new ways to make a real contribution to the life chances of an amazing group of children who are all keen to learn and for whom educational opportunity is crucial.

To discuss this exciting opportunity, please contact the TEFAT Regional Education Director on **07833 730 571** or email [simon.adams@elliottfoundation.co.uk](mailto:simon.adams@elliottfoundation.co.uk).

To apply for this role, please forward a copy of your completed application form and a covering letter setting out why your skills and experience make you a suitable candidate for this position to Kevin Latim (HR Officer) via email on [kevin.latim@elliottfoundation.co.uk](mailto:kevin.latim@elliottfoundation.co.uk).

We actively encourage all candidates to visit the school prior to the interviews. To arrange a visit, please contact Jo Djora at the school on **020 8205 8707** or email [jdjora@thehydeschool.co.uk](mailto:jdjora@thehydeschool.co.uk).

**Closing date for applications:** noon on Tuesday 20th April 2021. **Shortlisting:** Thursday 22nd April 2021.

**Interviews:** Wednesday 28th April 2021.

# About The Hyde School

The Hyde is a community primary school in the diverse area of Barnet, London. We are a large, friendly and oversubscribed school with much to offer.

The Hyde is part of The Elliot Foundation Academy Trust and converted to academy status in 2013. Our school has gone from strength to strength and this was recognised when we received an Outstanding Ofsted judgement in 2015. The Elliot Foundation supports The Hyde as a sponsor, and through the advanced CPD opportunities that this brings for all staff.

Our children are fabulous and they are offered a unique learning experience as they travel through The Hyde. They are given many and varied opportunities which are all designed to enhance the curriculum. We feel that we have really been able to sustain what we do even within the COVID19 working environment, because our children, teachers and support staff are all confident users of the Google Classroom.

Our school has incredibly well behaved children with fantastic attitudes to learning. The Hyde is, without doubt, the most improved school in the area as we have a clear vision for school improvement and a successful strategy for making things happen!

Our achievements included:

- Winning the National School Council Speaker Awards
- Representing Barnet in the London Youth Games
- The children do well at sport and win lots of medals in a range of sporting events, including winning the netball league five years in succession!
- Embedding our Urban Adventure Curriculum
- Achieving above National Average outcomes for our children year after year
- Delivering Apprentice Qualifications by being on the Register of Apprenticeship Training Providers (RoATPs)
- Inclusion Quality Mark Flagship School status

In 2019, The Hyde achieved a successful set of results across all year groups. 82% of Reception achieved a 'Good Level of Development' in all prime areas, including Literacy and Maths. Year 1 and Year 2 Phonics checks surpassed 90%, with a 43% increase from 2018 for those who did not pass in Year 1, or who were new arrivals. KS1 Teacher Assessment results in Reading, Writing and Maths combined matched national expected standards, with all subjects at 75% or above. In KS2 the combined results in Reading, Writing and Maths were at 87%. Those achieving greater depth in the tests increased for the third year annually, with 12% in 2019 surpassing their expected scores. KS2 progress scores were above the national average in all three areas of Reading, Writing and Maths, including a notable increase of +2.0 in Writing.

In March 2020 we were successful at bidding to become an apprenticeship training provider (RoATP) and we now provide apprenticeship training and qualifications for all The Elliot Foundation schools. From April 2020 we have 39 apprentices across 28 schools that we are training. This has generated a £195,000 draw down from the levy for training in its first year. Our small office restructure has provided the much needed capacity to support the increased business and administration that our school now needs as we further develop the apprenticeship programme across our Academy Trust. This is highly exciting and no doubt unique for a two form entry primary school!

We are proud to support 10 Expert Teachers, 6 SLEs and our Deputy is the Regional TEFAT Lead for SEND. We also run 25 weeks of The Saturday Project 9am-2pm throughout the year as a free ks2 provision for up to 80 children.

## Useful Links:

For an insight, please watch this video for a '[Glimpse Into The Hyde](#)'

Twitter [@TheHydeSchool](#).

## **DfE Performance Tables:**

<https://www.compare-school-performance.service.gov.uk/school/139817/the-hyde-school/primary>

**Centre of Excellence 2019**  
[Application](#)

# About the Elliot Foundation Academies Trust

We are a successful multi-academy trust specialising in the Primary sector. We are building a thriving community of converter and sponsored primary academies that succeeds on behalf of its children and communities. We will maintain a family of autonomous schools that is uncompromising in its search for excellence as we strive to be the best academy chain in the UK.

## Why specialising in primary schools?

We believe there is an urgent need to inject choice into the present converter and sponsor academy arrangements for primary schools. We believe we offer academies a partnership that understands and focuses exclusively on the unique role of primary education in improving the life chances of all children.

## Why minimal intervention?

We demand high performance from our primary academy schools but we recognise that each school's individual journey to success will differ based on its context. Consequently, we encourage diversity of approach and allow local governing bodies the freedom to manage in the best interests of their community unless schools are failing their children.

## What services are offered to schools within the Elliot Foundation?

Together with our strategic partners we offer a comprehensive suite of services including: School improvement, professional and leadership development, finance, HR and payroll, legal, insurance, IT and MIS support, facilities and best practice primary academy estates management.

## In Short

We do not mandate curriculum, uniform, length of the school day or management structures. Our model starts with the school and its unique context.

We expect all our schools to actively support each other and to share emergent and best practice for everyone's benefit.

We want each of our schools to assert and celebrate its distinctive identity within this community of academies.

We are a registered charity, reinvesting any surpluses in our network of academies to create further benefits for all of our children.

Useful Link:

<http://www.elliottfoundation.co.uk>





# Job Description

## Purpose of the Role

- To provide outstanding professional leadership to the school, ensuring the delivery of high quality provision for the children, staff and community. To ensure that The Hyde remains an outstanding provider of learning and teaching for the whole community.

## General Responsibilities

- Be familiar with and support the Trust's Vision, Values and Goals;
- Be aware of and comply with relevant policies and procedures, including those relating to safeguarding, health and safety, confidentiality and data protection;
- Embrace and celebrate diversity, ensuring equal opportunities for all;
- Contribute to the overall aims of the Trust;
- Behave in a professional manner at all times demonstrating mutual respect, good manners, politeness and common courtesies for all members of our community. We expect employees to behave in a manner that role models positive behaviours for our students;
- Ensure own continuous professional development, seeking active opportunities for innovative and effective practice; and
- Undertake any other duties/responsibilities which may reasonably be regarded as within the grade of the post as defined.

## Key Responsibilities

### Qualities and knowledge

- Hold and articulate clear values and moral purpose, focused on providing a world-class education for the pupils they serve.
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community.
- Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them.

- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.
- Work with political and financial astuteness, within a clear set of principles centred on the school's vision, ably translating local and national policy into the school's context.
- Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel.

### Pupils and Staff

- Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.
- Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being.
- Establish an educational culture of 'open classrooms' as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis.
- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- Hold all staff to account for their professional conduct and practice.

# Job Description (continued)

## Systems and process

- Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.
- Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.
- Work collaboratively with the governance structure for the school – understanding remits and functions to set school strategy and monitor school performance
- Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements and the school's sustainability.
- Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.

## School Leader

- Mentor teachers to be better teachers in the classroom
- Develop teachers' understanding of assessment
- Provide CPD for teachers and support staff
- Model best teaching practice for teachers
- Ensure that the curriculum is stimulating, relevant, etc

- Moderate work, providing relevant and effective feedback
- Develop the role of leaders in supporting the development of teaching & learning

## The self-improving school system

- Create an outward-facing school which works with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all pupils.
- Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.
- Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improving schools.
- Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
- Model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability.
- Inspire and influence others - within and beyond schools - to believe in the fundamental importance of education in young people's lives and to promote the value of education.

## Key Relationships

- School staff
- Parents and families
- The Trust's Operations Group and other central staff
- External agencies
- Local Authority
- DfE
- Ofsted



# Person Specification

## Education and Qualifications

- Degree Qualified Teacher Status
- NPQH or equivalent CPD
- Evidence of continued CPD, reflective practice and research

## Knowledge and Experience

- Management experience in more than one school including primary (as a Headteacher, Deputy Head or Vice Principal) with track record of transformational change
- Experience of effective senior leadership of schools in challenging circumstances and a thorough understanding of keeping children safe
- A proven track record of providing vision and leading change and effective improvement strategies to raise standards for all abilities
- Use of innovative approaches and latest technologies in the development of teaching and learning, including assessment for learning
- To manage a successful virtual (online) provision to enhance learning for all children
- Successful management of school self-evaluation, improvement planning and target setting
- Experience and knowledge of Ofsted inspection processes
- Leadership in staff professional development
- Leadership in pastoral/student personal development, within a robust whole academy safeguarding culture
- Successful partnership working with other schools, relevant service agencies and stakeholders
- Successful experience of human and financial resource management
- Thorough knowledge and understanding of national priorities, current curriculum developments and an ability to design and implement an innovative curriculum based on students' needs
- Demonstrable knowledge and understanding of equality issues and legislation
- Experience of organising collaborative partnerships with other service providers to meet the needs of the whole child

## Professional Skills

- Ability to think and plan strategically and to monitor, evaluate and review all aspects of the academy
- Commitment to a student centered approach to the delivery of the curriculum, ensuring inclusive learning
- Demonstrable ability to lead, motivate, develop and inspire staff and to encourage family and community involvement
- Ability to analyse and interpret data and set challenging but realistic performance targets
- Ability to work effectively as part of the academy team and with governors, trustees, students, parents/carers, stakeholders and partners beyond the education sector
- Highly developed communication and interpersonal skills, with the passion, presence and credibility to lead, empower and inspire a wide range of stakeholders

## Personal Qualities

- Able to demonstrate commitment to the values and behaviours which flow from The Elliot Foundation Academies Trust Values and ethos
- Able to self reflect and challenge existing thinking across the Trust constructively
- Able to take responsibility and take action ensuring high expectations of self and others, including courage, challenge and integrity
- Proactive and positive approach
- Resilience; the ability to work under pressure and meet deadlines

## How to apply

To discuss this exciting opportunity, please contact the TEFAT Regional Education Director on **07833 730 571** or email: [simon.adams@elliottfoundation.co.uk](mailto:simon.adams@elliottfoundation.co.uk).

To apply for this role, please forward a copy of your completed application form and a covering letter setting out why your skills and experience make you a suitable candidate for this position to Kevin Latim (HR Officer) via email on [kevin.latim@elliottfoundation.co.uk](mailto:kevin.latim@elliottfoundation.co.uk).

We actively encourage all candidates to visit the school prior to the interviews. To arrange a visit, please contact Jo Djora at the school on **020 8205 8707** or email: [jdjora@thehydeschool.co.uk](mailto:jdjora@thehydeschool.co.uk).

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### Safeguarding Children and Young People

The Elliot Foundation Academies Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. Appointment to this post will be subject to the following satisfactory pre-employment checks:

- Identity and right to work in the UK
- Health
- Relevant work qualifications
- Barred List and Disclosure & Barring Service Check
- References
- S128 Check
- Childcare Disqualification Declaration Check



## A snapshot of The Hyde School

**What makes our school special?**  
**#Ohana #HydeFamily**

The

Hyde



Sustainable Travel  
Accredited & Recognised



We would like a funny  
and crazy headteacher

We look after each  
other and everyone is  
unique

Continue to provide  
real life experiences  
and fun trips

I think a head  
teacher is someone  
who can make the  
school a  
better place

We are good learners  
and good listeners

We are very active and  
have lots of fun

We want a headteacher  
who is kind and  
responsible

Continue to provide  
real life experiences  
and fun trips

# A snapshot of The Hyde School

What makes our school special?  
#Ohana #HydeFamily

