



Vice Principal Candidate Pack

Dear applicant,

Many thanks for your interest in the post of Vice Principal at Werneth Primary School and in The Pinnacle Learning Trust. This is a great opportunity to join myself and the Assistant Principals in leading a committed and hard-working team of staff in our happy and improving school, supporting our wonderful pupils to achieve great outcomes both in and beyond the school.

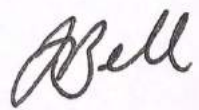
Werneth Primary joined the Pinnacle Learning Trust in February 2019 and is fully committed to achieving excellence for all pupils, in the context of the Trust's mission to improve the lives and life chances of young people in Oldham and the local area. The school is improving rapidly and continues to do so on its journey to excellence. This is through the fantastic partnerships with pupils, staff and parents working in the context of a very capable and supportive Senior Leadership Team, Local Governing Body and Trust.

Our vision for Werneth Primary School and the Trust is to provide outstanding educational provision for our pupils, in a caring and supportive environment, with a consistent emphasis on high standards and excellence. We believe in developing the whole child; equipping them with the key skills to succeed in education and in later life as well as creating well-rounded pupils whose schooling is enriched with first-hand cultural experiences that support personal development.

We are looking to appoint a new Vice Principal who has the highest of aspirations for our pupils; someone who will provide excellent leadership, enabling staff and pupils to achieve the highest of standards. As our latest Ofsted report attests, the school is working effectively to achieve its goals and our new Vice Principal will be integral in providing a passion for effective education, having a positive impact on pupil outcomes and will have ambition and pace with a strong track record in school improvement and a clear strategic vision.

If you share our vision for our children and their community, I would love to hear from you. Please contact me for an informal discussion and to arrange a visit to the school.

Yours faithfully,



Jonathan Bell
Principal



Werneth
Primary School



THE
Pinnacle
LEARNING TRUST



Vice Principal

Start Date: 1st September 2021, Permanent.

Salary: L8 – L12 (£50,151 - £55,338)

We are seeking to appoint a highly effective Senior Leader to join us as a Vice Principal at Werneth Primary School. Werneth Primary School is a mixed two-form entry primary school in Werneth, Oldham. The school became part of The Pinnacle Learning Trust in February 2019. The Trust was established by Oldham Sixth Form College and The Hathershaw College in September 2017 and includes our Teaching School, Associate Research School and EdTech Demonstrator School, supporting school improvement across the town and beyond. Werneth Primary School is a rapidly improving school, where staff have high expectations of all children.

The successful candidate will be a talented and highly motivated leader with drive and commitment to excellence as well as strong interpersonal skills, and the ability to communicate to a range of stakeholders. You will be joining a supportive, committed and passionate team that works hard to ensure that all of our students achieve their potential. We are looking for an experienced professional who can demonstrate strategic leadership and excellent management, and a proven track record of success in raising standards.

The successful candidate must have a passion for ensuring that all children make the best possible progress, both academically and personally.

- **What Are We Looking For?**

- Someone who is a successful leader and has proven school improvement experience within a primary educational setting.
- Someone who has proven ability to lead whole school initiatives, that have had a positive impact on pupil outcomes.
- Someone who has a clear vision of excellence in teaching and learning across the whole primary school phase.
- Someone who will be a high-profile member of the Senior Leadership Team, who sets, meets and sustains high expectations of themselves, colleagues and all pupils.
- Someone who has experience of supporting colleagues to improve the quality of planning, teaching and learning beyond their own classroom/key stage.
- Someone who is committed to supporting and leading developments throughout Werneth Primary School.

This is an exciting opportunity for an outstanding practitioner, who is highly motivated and has a strong track record of teaching and school improvement.

As a school, we can offer you:

- The opportunity to play a significant role in the continued development of the school.
- Dedicated colleagues and a leadership team that is committed to school improvement.
- A highly supportive and proactive leadership team within school and across The Pinnacle Learning Trust
- Parents/carers who have high aspirations for their children.
- Bright, well-behaved and curious children, who are eager to learn.

We are excited to share this with potential new leaders who will join our team.

The position is non-class based, with the Vice Principal having teaching responsibility for some regular cover, some ad hoc classroom cover and as a model of exemplary teaching practice (in order to develop colleagues' teaching).

We look forward to welcoming committed aspirational leaders who will add value to our school community. If you feel you could make a positive contribution, we would be delighted to receive an application from you.

Werneth Primary School, Coppice Street, Oldham, OL8 4BL
Principal: Mr Jonathan Bell B.A (Hons), NPQEL



For further information relating to school and The Pinnacle Learning Trust, please visit our websites: www.wernethprimary.org.uk and www.pinnaclelearningtrust.org.uk

Tours are encouraged and can be arranged on the following dates, please contact the Jonathan Bell j.bell@wernethprimary.org.uk to arrange.

- Tuesday 4th May between 3 - 4:30pm
- Friday 7th May between 3 - 4:30pm
- Tuesday 11th May between 3 - 4:30pm.

APPLICATION CLOSING DATE: Noon on 13th May 2021.

SHORTLISTING DATE: 14th May 2021.

PROVISIONAL INTERVIEW DATES: 20th / 21st May 2021 (Teaching Task) and 25th May 2021 (Interview).

The Pinnacle Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All post holders are subject to an Enhanced Disclosure and Barring check.

Job Description for Vice Principal

Post Title: VICE PRINCIPAL, WERNETH PRIMARY SCHOOL	
Salary: Salary range L8 – L12	Hours: Full-Time
Main Purpose of Post <ul style="list-style-type: none"> To assist the Principal and SLT in providing professional leadership and management of the school in partnership with the Trustees, Governors and staff. To work with the leadership team in ensuring that the standards of teaching, learning and pupil achievement continue to improve. To be an outstanding classroom practitioner. To promote effective education for pupils within the framework provided by the agreed policies of the Trust, Governing body and the Local Authority with regard to all statutory requirements. 	
Key Responsibilities: <ul style="list-style-type: none"> To undertake the professional duties of a Vice Principal/Deputy Headteacher, as set out in the current School Teachers' Pay and Conditions Document. To promote, through personal example, high expectations of both pupils and staff in school. 	
Main duties <ul style="list-style-type: none"> Assuming responsibility for the discharge of the Principal's functions and duties at any time when they are absent from the school. Working with the Principal to provide vision, leadership and a clear direction for the school. Working with the Principal and school leaders to develop policies and, through monitoring, ensure continuity, consistency and good teaching and learning throughout school. Supporting the Principal in creating and developing an organisation in which all staff recognise that they are accountable for the success of the school. Working with school leaders and the Principal to implement planning, assessment, recording and reporting as agreed in school/Trust policy and legislation. Supporting the Principal in the day-to-day management and organisation of the school. Supporting the Principal in ensuring that financial management and administrative procedures in school support its vision and aims. Supporting the Principal in the management and organisation of the school accommodation to ensure that it meets the needs of the curriculum and health and safety regulations. Supporting the Principal in the production, implementation, monitoring and review of policies adopted by the school and The Pinnacle Learning Trust. Supporting the Principal in the production, implementation, monitoring and evaluation of a school improvement plan which identifies priorities and targets for ensuring that pupils make progress and achieve high standards, and increasing teachers' effectiveness. This includes leading staff in the development of key school improvement initiatives Sharing in an overview of the curriculum and driving forward the vision and future developments with the Principal. Working with the Principal, Local Governing Body and Trustees to recruit staff of the highest quality. Supporting the Principal in the deployment, supervision and welfare of all staff. Supporting the Principal with the discipline and pastoral care of all pupils. Supporting the Principal by implementing and upholding school processes for safeguarding, undertaking any training (as required) and supporting the Designated Safeguarding Lead(s) and in ensuring that school is a safe environment for all. 	

Specific duties:

- Be an exemplary class teacher having high expectations of achievement and behaviour and providing a good role model of high-quality teaching and learning in a well-managed and happy classroom.
- Maintain and extend professional knowledge and expertise through attending relevant curriculum and school management professional development.
- Collaborate with colleagues across Werneth Primary School and The Pinnacle Learning Trust, as required, to develop the quality of teaching, learning and assessment.
- Working with the leadership team to encourage and develop effective links with the local and wider community, other providers, parents and governors.
- Supporting the Principal by taking a leadership role ensuring relevant continuing professional development for all staff.
- Supporting the Principal by taking a leadership role in the Performance Management process in school.
- Supporting the Principal in leading assemblies, promoting SMSC to the wider school community.
- Supporting the Principal in leading, motivating, supporting, challenging and developing staff to maintain continuous improvement.

All employees have the responsibility to:

- Be aware of and comply with all policies and procedures relating to safeguarding, child protection, health, safety and security, confidentiality and data protection, reporting all concerns to the appropriate person.
- Participate in training and other learning activities as required.
- Participate in the school Performance Management process.
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.
- Ensure any documentation produced is to a high standard and is in line with the brand style.
- Promote their area(s) of responsibility within the school/academy and beyond.
- Represent the school/academy and Trust at events as appropriate.
- Support and promote the school and Trust ethos.
- Undertake any other duties and responsibilities as required that are covered by the general scope of the post.

Responsible to: Principal

Special Requirements: An enhanced DBS

Person Specification for Vice Principal

Attributes	Criteria	Essential or Desirable	Application Form	Tasks and Interview	Reference
Qualifications	Recognised degree or equivalent	E	✓		
	Qualified Teacher Status	E	✓		
	Evidence of leadership training	D	✓		
Experience	Minimum 6 years teaching experience (by July 2021)	E	✓		
	Evidence of outstanding teaching skills	E	✓	✓	✓
	Evidence of excellent pupil achievement	E	✓		✓
	Experience of class teaching in different key stages	D	✓		
	Experience of leading school improvement	E	✓	✓	✓
	Experience of leadership of a core subject	D	✓	✓	✓
	Evidence of commitment to Continuing Professional Development	E	✓	✓	✓
Knowledge and understanding	Understanding of the requirements of the National Curriculum and its application across the primary phase	E	✓	✓	
	Knowledge of effective teaching and learning strategies to ensure progress of all learners	E	✓	✓	✓
	Knowledge of effective classroom and behaviour management strategies	E	✓	✓	✓
	Knowledge of current educational challenges	E	✓	✓	
	Understanding of the processes of school improvement	E	✓	✓	

Attributes	Criteria	Essential or Desirable	Application Form	Tasks and Interview	Reference
Skills & Personal Qualities	Ability to analyse assessment data and reflect on its implications	E	✓	✓	
	Ability to communicate clearly and concisely with a range of audiences	E	✓	✓	
	Ability to communicate effectively and empathetically as a team leader and a team member	E	✓	✓	✓
	Effective self-motivation and personal organisational skills	E	✓		✓
	Demonstrate effective use of ICT to support teaching, learning, assessment, leadership and management	E	✓	✓	
Other	Contribution to the extra-curricular life of the school	E	✓	✓	
	Commitment to the safeguarding and well-being of all pupils and staff	E	✓	✓	✓
	Commitment to developing and building partnerships within the local community	E	✓	✓	
	Commitment to inclusion with high expectations for all learners	E	✓	✓	✓





Strapline

Together we succeed

Mission

Our mission is to improve the lives and life chances of young people in Oldham and the local area. In order to achieve this we are committed to continuing to raise aspirations and achievement across all our academies through the development of outstanding practice based upon partnership.

Vision

Our vision is to:

- Create a family of outstanding academies within a caring and supportive environment.
- Be consistent in our emphasis on high standards and excellence
- Establish a culture of high aspirations and promote a commitment to lifelong learning
- Provide and nurture an ethos in which students learn by example and grow morally and socially

Values

Our purpose is to provide excellent academies for our children and young people based upon the following values. We aim to:

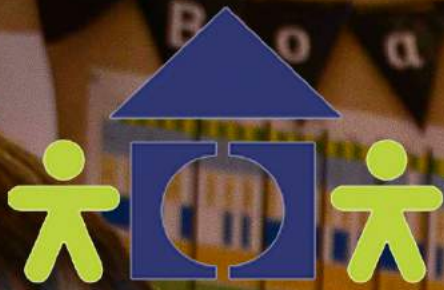
- **Celebrate the uniqueness of all students**, and through outstanding pastoral care, inspirational teaching and academic challenge, support each student to flourish and become responsible and successful citizens who make a positive contribution to the communities they serve
- **Generate positive and challenging learning environments** which allow students and staff to grow and develop through a range of opportunities
- **Develop outstanding leadership** at all levels that delivers maximum achievement
- **Celebrate the diversity of our community** by encouraging an understanding of our communities, faiths and cultures; locally, nationally and internationally



Wellbeing and Benefits

- Teachers' and support staff pension schemes.
- On site free car parking facilities (subject to availability).
- Cycle to Work scheme
- Occupational Sickness benefits for both teaching and support staff.
- Excellent working environment which includes staff kitchens.
- Long service awards after 15 and 25 years service.
- Wellbeing group to improve staff wellbeing
- Wellbeing day – a range of activities for staff to promote health and wellbeing
- Work Life Balance Policy which offers the opportunity for staff to balance their working lives with their personal needs and responsibilities.
- OSFC and Hathershaw College have on-site multi gyms that can be used by any Trust employee.
- Free flu vaccinations offered to all staff
- Eye tests and a contribution towards glasses for those who are classified as DSE users and hearing tests.
- Health and Safety training is provided through an online training package.
- Telephone Counselling Service for staff via an independent company.





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