



## WEDDINGTON PRIMARY SCHOOL

Every child, every chance, every day

### CANDIDATE PACK HEADTEACHER

**Salary Grade:** Leadership scale 16 to 20 (£61,166 to £67,364)

**Start Date:** September 2023

**Closing Date:** Monday 7 November at 12 noon

**Shortlisting Date:** Tuesday 8 November

**Interview Day 1:** Wednesday 23 November

**Interview Day 2:** Thursday 24 November

**Visits to the school:** Wednesday 12 October & Thursday 3<sup>rd</sup> November

Visits to the school are welcome on Wednesday 12<sup>th</sup> October at 2pm and 5pm or Thursday 3<sup>rd</sup> November at 2pm or 5pm. Please telephone the office on 024 7634 0729 to let us know you are coming or to arrange an alternative appointment.

School Website: [www.weddingtonschool.co.uk](http://www.weddingtonschool.co.uk)

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an enhanced CRB disclosure.

#### Welcome from the Chair of Governors:

*"I have been involved in Governance at Weddington Primary School for some years. I am currently the Chair of this very successful school.*

*The School has grown from strength to strength under the leadership of our current Headteacher. I am proud of our dedicated teachers and staff who are motivated to provide the very best. We aim to appoint and provide the very best staff so that we can continually improve educational outcomes for our children.*

*We aim to be a strongly inclusive school and we value our links with our local community. Weddington is a school that supports **Every Child** and gives them **Every Chance** to read, learn and to go places **Every Day**.*

*That is why I am proud to say I am a Member of its Governing Board and feel that governance makes a real difference in our school.*

*So, if you are an outstanding person, who can lead our school with vision, innovation, and passion into the next stage of our journey, the governors want you to apply to be our next Headteacher."*

Gwyneth Evans - Chair of Governors



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### Vision and Values

**School Motto:** Every child, every chance, every day!

**School Aim:** We aim for excellence, so that all children can fully achieve in a safe and caring school, where everyone is valued and children enjoy learning.

Weddington Primary School is a friendly, happy and welcoming school, which is inclusive in nature and in action. We care for all our children and offer equal opportunities to enable them to reach their full potential. Every member of our school staff and the Governing Body is focused upon, and committed to, improving the education and lifelong learning for our children, their families and the wider community.

We are proud of our family orientated ethos, which demonstrates understanding and embraces differences in people and communities- locally, nationally and globally.

In partnership with parents, children and staff, Weddington Primary School aims to help children to:

- Be confident with a high self- esteem, respecting and demonstrating understanding for themselves and others, regardless of differences
- Develop social skills and an understanding of appropriate actions
- Achieve individual potential
- Develop enquiring minds and problems solving skills for life-long learning
- Be able to communicate effectively in a range of situations
- Develop a desire to learn and the skills to be an independent learner
- Become increasingly responsible and co-operative, developing a positive sense of community and environment
- Have a strong sense of morality, understanding right and wrong
- Develop spiritual awareness, a sense of awe, wonder and delight.



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### What we can offer

- An exciting opportunity to be part of and to lead a supportive and creative team into the next part of the school's journey
- An environment where support and collaboration are key to success
- A team that challenges each other to be the very best
- An opportunity to make a difference for the children at Weddington Primary School by building on the strengths of our current team.
- A commitment to staff well being

### Job description

#### Main purpose

The headteacher will:

- Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community
- Establish and oversee systems, processes and policies so the school can operate effectively
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented
- Monitor progress towards achieving the school's aims and objectives
- Allocate financial resources appropriately, efficiently and effectively

#### Qualities

The headteacher will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the school community
- Serve in the best interests of the school's pupils

#### Duties and responsibilities

##### School culture and behaviour

The headteacher will:

- Create a culture where pupils experience a positive and enriching school life
- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy



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### Teaching, curriculum and assessment

The headteacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum
- Ensure the use of evidence-informed approaches to reading so that all pupils are taught to read

### Additional and special educational needs (SEN) and disabilities

The headteacher will:

- Promote a culture and practices that enable all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfils statutory duties regarding the [SEND Code of Practice](#).

### Managing the school

The headteacher will:

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Manage staff well with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk

### Professional development

The headteacher will:

- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Seek training and continuing professional development to meet needs

### Governance, accountability and working in partnership

The headteacher will:

- Understand and welcome the role of effective governance, including accepting responsibility
- Ensure that staff 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
- Work successfully with other schools and organisations
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils



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## Person Specification

Headteacher - Person Specification		
criteria	qualities	Form of assessment
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>Qualified teacher status</li> <li>Degree</li> <li>Professional development preferably National professional qualification for headship (NPQH)</li> </ul>	Application Form
<b>Experience</b>	<p>At least three years of proven successful leadership and management experience in a school</p> <p>Teaching experience</p> <p>Involvement in school self-evaluation and development planning</p> <p>Demonstrable experience of successful line management and staff development</p>	Application form and interview
<b>Skills and knowledge</b>	<p>Experience in evaluating and using data to plan and improve pupil outcomes</p> <p>A clear understanding of what makes good and outstanding teaching and the ability to develop a culture where striving for outstanding teaching and learning is central to the school's work</p> <p>Understanding of school finances and financial management</p> <p>Effective communication and interpersonal skills</p> <p>Ability to take the leading role to develop, build on and communicate a vision which inspires and motivates the whole community</p> <p>Ability to build and nurture a strong and collaborative team culture that enables all staff to carry out their respective roles to the highest standard and for all staff to work effectively together to deliver school improvement</p>	Application form and interview



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	<p>The ability to build on current strengths and initiatives and ensure a smooth transition that delivers continuous improvement</p> <p>A clear understanding of and commitment to promoting and safeguarding the welfare of children</p>	
<b>Personal qualities</b>	<p>Can inspire and influence others, within and beyond the school, to believe in the fundamental importance and value of education in children's lives</p> <p>Commitment to uphold the 7 principles of public life (the <a href="#">Nolan principles</a>) at all times</p> <p>The ability to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level</p> <p>A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school</p> <p>Ability to work under pressure and prioritise effectively</p> <p>Commitment to maintaining confidentiality at all times</p> <p>A commitment to building and maintaining effective and positive relationships with parents, carers, governors, the wider community and other schools</p> <p>Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position</p>	Interview



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