



Headteacher Candidate Pack

Key Facts

Type of Academy: Foundation / KS1 / KS2

Age Range 4 – 11

Location Nuthall, Nottinghamshire

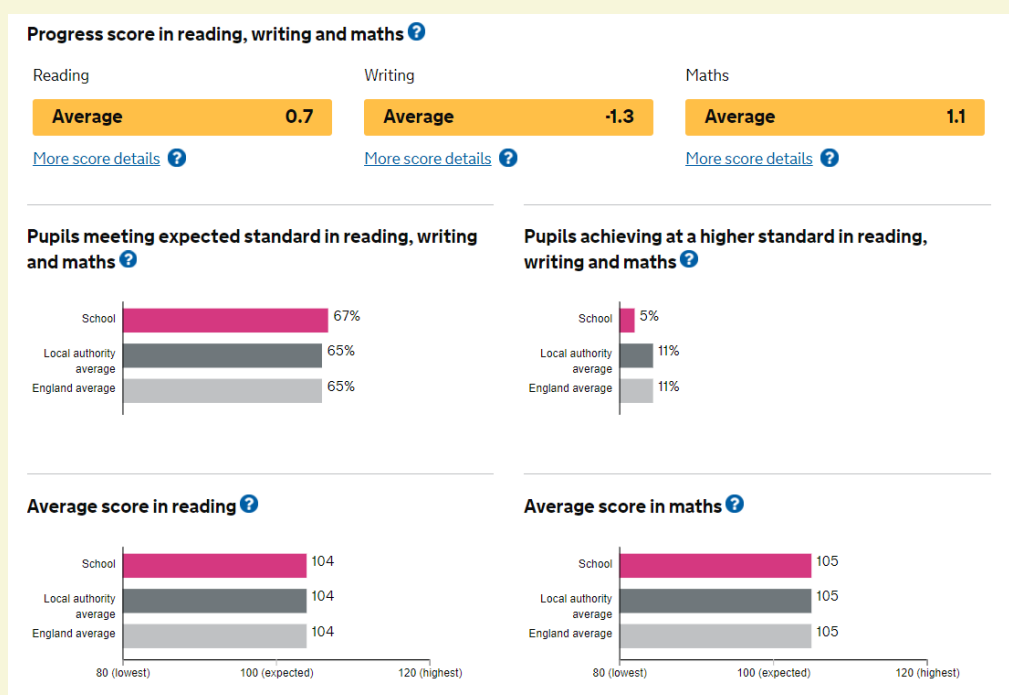
Co-Education or Single Sex Co-Education

Number of Pupils 300

Pupil teacher Ratio 24.8

Ofsted Rating Good (October 2016)

KS2 Results 2018 /19 (No results in 2019/20 due to Covid-19)



Letter from the chair



Mornington Crescent
Nuthall,
Nottingham
NG16 1RF

Dear Candidate,

Thank you for your interest in the post of Headteacher at Mornington Primary School. We have an amazing school with a dedicated and engaging staff and are blessed to be part of the East Midlands Education Trust (EMET).

Mornington Primary School has been part of the Trust since March 2018. During that time, our current Headteacher has split her time with the Trust as Executive Head for Primary Schools and Headteacher for Mornington. The position with the Trust is to become full time in September and as a result provides an exciting opportunity for someone to lead Mornington into its next chapter.

Our current Headteacher has been with the school for the past ten years and with the Senior Leadership Team and staff has nurtured a "Good" school that strives to be outstanding. We are looking for an experienced leader, with innovative ideas and a passion for learning. The successful person will need to be an outstanding practitioner and expert in education, an empowering leader for both teachers and pupils and dedicated to the development of an inquiry-based curriculum.

As a governing body we strive to support the Headteacher and staff in the process of developing the pupils into the "Mornington Child" - Ready, Respectful and Responsible. As our new Headteacher, you would retain much of the independence expected at a stand-alone academy and be held to account by the local governing body; yet be supported by the team of staff at the Trust and an experienced Primary CEO.

Further details about our school can be found on our website and to give you a chance to see our school for yourself, we would warmly welcome you to visit us and meet some of the children, staff and governors. Please contact the school office on 0115 975 7745 or office@morningtonprimary.org if you would like to arrange this.

Your Sincerely

Justin Renn

Justin Renn
Chair of Governors

Our Vision and Ethos

THE VISION FOR MORNINGTON PRIMARY SCHOOL IS "A SCHOOL RECOGNISED AS OUTSTANDING AND FULLY INCLUSIVE, IN WHICH EVERYONE":



- Feels safe, valued, supported, happy, heard, inspired, passionate and proud of the school
- Develops self-confidence and pride
- Always seeks improvement, development and progress in all aspects of the school
- Has fun!

"OUR GOVERNORS PURSUE EXCELLENCE ON BEHALF OF EVERY MORNINGTON CHILD."

- Support in achieving the VERY best for the pupils
- Promote the interests of school in the wider community
- Work with the Headteacher to ensure that teaching is effective and of a high quality
- Challenge and support the expectations of the Headteacher and staff
- Ensure the quality of service to families
- Monitor the school and Governing Body performance
- Ensure standards of Health and Safety are adhered to and regularly reviewed
- Are aware of national initiatives and expectations



At Mornington we believe that every child is entitled to the best possible education. This is achieved through high standards in teaching and high expectations of learning as well as promoting self-esteem and ensuring that all children feel valued. The primary school years of a child's life are the foundations on which future successes are built. Our vision is one where Mornington Primary School is recognised as outstanding and fully inclusive.

Our Strategic Priorities 2020-21

EFFECTIVE SUBJECT LEADERSHIP CONTRIBUTES TO ALL CURRICULUM ELEMENTS INCLUDING THE PROGRESSION AND DEVELOPMENT OF EACH AND EVERY CHILD.



THE PLANNED I.T. CURRICULUM DEVELOPS THE SKILLS AND KNOWLEDGE OF EACH CHILD. THE CURRICULUM MEETS THE STANDARDS REQUIRED BY THE END OF KEY STAGE 2.

MORNINGTON PRIMARY SCHOOL PRIORITISES THE SUPPORT AND DEVELOPMENT OF THE HEARTS AND MINDS OF PUPILS AND STAFF AS POSITIVE MEMBERS OF THEIR COMMUNITIES NOW AND IN THE FUTURE.



MANAGE THE IMPACT OF COVID-19 RESTRICTIONS AND PROVIDE ALL CHILDREN, STAFF AND PARENTS WITH THE SUPPORT THEY REQUIRE TO MINIMISE THE IMPACT OF TIME AWAY FROM A SCHOOL ENVIRONMENT.



Our New Headteacher

In addition to the Person Specification that follows this section, the Governing body would like to highlight the personal and professional attributes we are looking for in a successful candidate

***EMPOWERING - DEVELOPING PEOPLE'S WEAKNESSES AND
PLAYING TO PEOPLE'S STRENGTHS***

***BEING AN OUTSTANDING DYNAMIC LEADER WITH PROVEN
LEADERSHIP EXPERIENCE AND THE ABILITY TO WORK WITH THE
STAFF TO DEVELOP THEIR NEEDS***

***PASSION FOR SHARING LEARNING - PRODUCING A
MORNINGTON CHILD***

THE ABILITY TO LAUGH – IT'S A TOUGH JOB

We are looking for a person that will have a strong ethos and embrace what has been achieved this far, build on that foundation and develop the school further with innovative and inclusive ideas. We want a compassionate and considerate person that understands how the school is central to the children, their families and the community.

We have an excellent Senior Leadership Team at Mornington and will be looking for that experienced hand to guide them on our journey.

Headteacher Job Description

Accountable and	The Governing Body
Responsible to:	Directors of the East Midlands Education Trust
Grade:	Leadership Group Pay Range L16 to L22

JOB PURPOSE

1. Provide strong and purposeful strategic leadership, empowering all pupils and staff to excel
2. Provide a safe environment where students can be happy and receive the care, guidance and support that they need to succeed
3. Uphold and develop the Academy's ethos

KEY RESPONSIBILITIES

1. Directly lead and manage the Academy's Senior Leadership Team
2. Agree strategic targets with the governing body and deliver on the strategic priorities
3. Produce and implement the Academy's Improvement Plan; leading a robust approach to self-evaluation
4. Ensure that the Academy complies with all Health and Safety requirements
5. Implement strong data analysis to ensure that tracking and intervention is rigorous and having an impact
6. Sustain a wide, current knowledge and understanding of education systems to secure excellent teaching

WORKING WITH PUPILS

1. Provide a safe, calm and well-ordered environment, focused on safeguarding pupils and developing their exemplary behaviour in the Academy and in wider society
2. Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality
3. Lead the raising of student achievement and attainment in all aspects of Academy life, but especially in outcomes at KS2
4. Ensure the well-being of all pupils in school
5. Depending on the context and the pupil numbers within the academy, the Headteacher may be required to undertake some teaching as needed

WORKING WITH STAFF

1. Establish, develop and motivate effective teams across the Academy
2. Hold all staff to account for the impact of their work on pupils' outcomes, their professional conduct and practice
3. Maintain rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve through CPD and valuing excellent practice
4. Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other

WORKING WITH RESOURCES

1. Ensure that the Academy's systems, organisation and processes are efficient and fit for purpose
2. Work with political and financial astuteness to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements and the Academy's sustainability
3. Ensure that all necessary policies are in place and kept up-to-date

WORKING WITH OTHERS

1. Be accountable to the governing body and Trust Directors and actively support the governing body to understand its role and deliver its functions effectively
2. Work with the CEO and other Academies within the East Midlands Education Trust to champion best practice and secure excellent achievements for all pupils
3. Participate in Academy-to-Academy support as required
4. Create an outward-facing school which works with other schools and organisations to secure excellent outcomes for all pupils
5. Raise the profile of the Academy in the local community to maximise pupil numbers and further develop positive relationships

To undertake any other duties, which may reasonably be regarded as within the confines of the duties and responsibilities/grade of the post as defined.

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

Person Specification

EDUCATION AND TRAINING

1. Professional qualifications (for example PGCE)
2. Qualified teacher status
3. Evidence of continuous professional development across career to date
4. A nationally recognised Leadership qualification (NPQH, NPQSL, MBA, NLE, etc)

EXPERIENCE

1. Demonstrable success in a leadership role at whole school level, in a Primary age educational establishment
2. Evidence of having planned and led a significant area of whole school improvement, resulting in successful outcomes
3. A proven track record of using target setting and data analysis to improve and monitor pupils' performance
4. Evidence of the ability to develop excellent relationships with young people and adults
5. Experience in leading, motivating and developing colleagues and effective teams
6. Experience of successful financial management

KNOWLEDGE AND SKILLS

1. Ability to meet the National Standards of Excellence for Headteachers
2. A proven track record of meeting the Teachers' Standards
3. A confident knowledge of what constitutes outstanding teaching and the ability to model this for others and support others to improve
4. A clear understanding of the latest progress and attainment measures
5. An in-depth understanding of school leadership and school improvement needed to achieve outstanding pupil progress and personal development
6. Data analysis skills, and the ability to use data to set targets and identify weaknesses

PERSONAL QUALITIES

1. An adaptable leadership style which encourages leadership from others and celebrates success
2. The ability to lead by example, with integrity, creativity, resilience, and clarity
3. High level interpersonal and communication skills with the capacity to influence at all levels, both written and oral
4. An ability to compellingly communicate the Academy's vision to a variety of audiences
5. The ability to create and implement effective management systems in which roles, responsibilities and accountabilities are clearly articulated
6. Sensitivity in managing relationships with pupils, parents and staff
7. High expectations of pupil achievement, conduct and behaviour
8. A commitment to collaborative working, both within the Academy and across the Trust
9. The ability to work under pressure and prioritise effectively to meet deadlines
10. Commitment to maintaining confidentiality at all times
11. Commitment to safeguarding and equality

The Application Process

To apply, please download a teaching application form from the East Midlands Education Trust's website at www.emet.uk.com/vacancies

A full application must include:

1. A Trust application form
2. A career profile (maximum 1 side of A4)
3. A letter of application (maximum 2 sides of A4, minimum font size point 10) which explains your motivation for applying and how our pupils will benefit from your leadership

Please note that CV applications will not be accepted.

Your full application should be submitted to the EMET HR Team by email to:
recruitment@emet.uk.com

The deadline for receipt of applications is midday on Monday 15th March 2021

The East Midlands Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undergo a full enhanced DBS check and must be eligible to work in the UK.

Mornington Primary School



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Mornington Crescent

Nuthall

Nottingham

NG16 1RF

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[E: office@morningtonprimary.org](mailto:office@morningtonprimary.org)
[Home - Mornington Primary School](#)