

Awsorth Primary & Nursery School

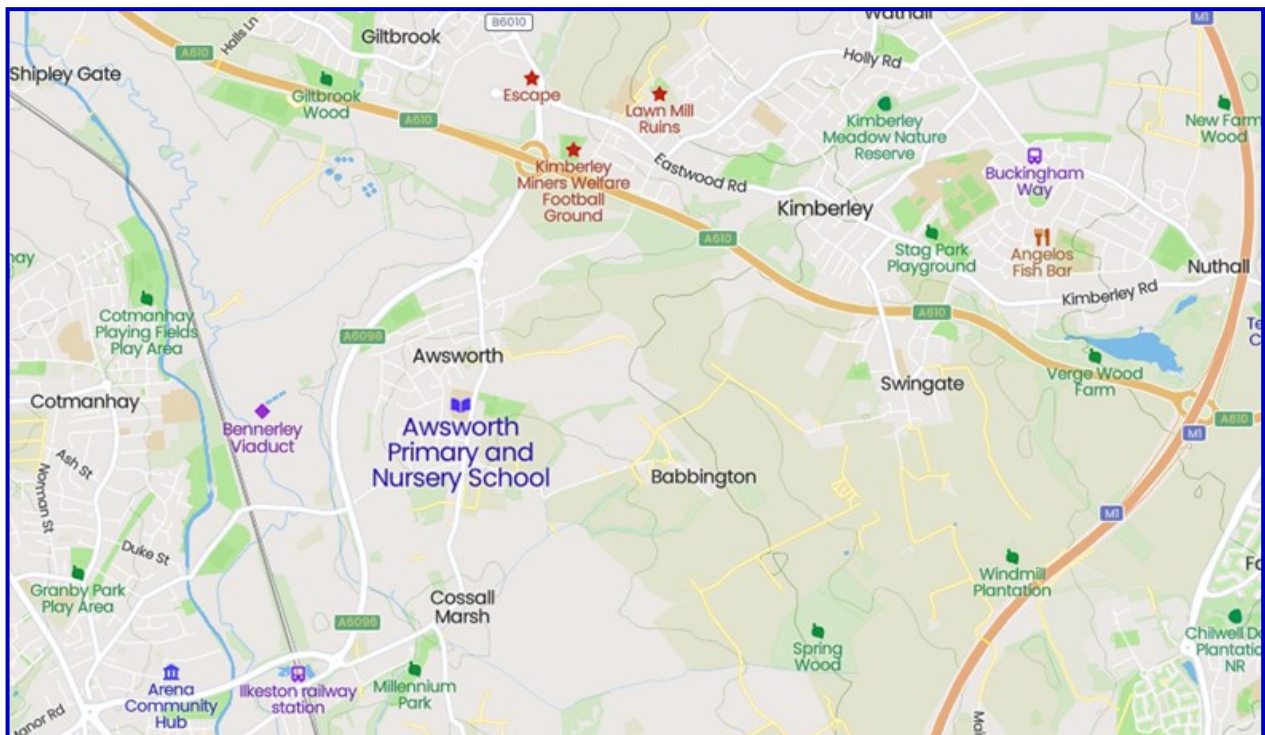


**Head Teacher
Candidate Brochure**



Key Facts & Statistics

Type of Academy	Nursery & Primary
Age Range	3-11 Years
Location	Awsworth, Nottinghamshire
Co-educational / single sex	Co-educational
Number of pupils	310
Pupil/teacher ratio	28
Ofsted Rating	Good



Awsworth Primary & Nursery School

Letter from the Chair of Governors

Thank you for your interest in our vacancy for the position of Head Teacher at Awsworth Primary & Nursery School. We hope you find the material in this application pack helpful and that you are encouraged to apply.

Awsworth Primary & Nursery School began as a new school in September 2002, when the former Infant and Junior schools were amalgamated. In June 2018, we then became an Academy, joining the East Midlands Education Trust (EMET) together with six other primary schools in the local area. We are not only a member of a family of Primary schools within the Trust but also benefit from a "family-like" atmosphere, where members of staff, children, parents/carers and governors are valued and work collaboratively within the school, the community and across the Trust.

Just like the Busy Bees we have adopted as our school logo; working and playing is something we do well at Awsworth where we encourage all our pupils to Achieve their Best. Awsworth Primary & Nursery School is Ofsted 'Good' rated with clear aspirations to become an outstanding school. To quote from our latest Ofsted report: 'The activities teachers provide for pupils make learning relevant and fun. Pupils' learning is enlivened by regular visitors, trips to places of local interest and a wide range of enrichment activities. These support pupils' spiritual, moral and social development very well.' We are proud to be a Rights Respecting – Gold Level School and have retained an International School Award since 2008, where global learning is interwoven into all aspects of life at Awsworth Primary & Nursery School.

Our senior leader is about to retire after a 30+ year career in education, 27 of which as our Head Teacher. This leaves us with a vacancy for an aspiring Head Teacher looking for an opportunity to become a school leader of a large primary school within a supportive framework of a multi-academy Trust. As our new Head Teacher, you would retain much of the autonomy one would expect in a stand-alone academy and be held to account by the local governing body; yet at the same time be supported by a wonderful team of school and central team staff as well as an experienced Primary specialist in our Trust's Deputy CEO. "One cannot call themselves a Leader without a Team behind you". At Awsworth, you would inherit a fantastic and well-established team of Staff in a "family-like" atmosphere.

We acknowledge this is a time of great change and would like our new Head Teacher to prioritise a "Think Big" vision – evolving our school and making us 'Fit for the Future' so that our 21st century learners are afforded the best start in life. We are looking for an experienced, passionate and child-centred leader who will enhance what we already have and lead us in developing a new chapter in our school's history.

We do hope you consider applying. Please feel free to contact the school or myself by email at eowen@awsworthprimary.org should you like to arrange an informal discussion.

Yours sincerely,

*Mrs. Erika Owen
Chair of Governors
Awsworth Primary & Nursery School*

Our Ethos

Striving to Achieve our B.E.S.T.

We collaborated with staff, pupils, governors, and parents at Awsworth Primary & Nursery School to develop an ethos in which we are committed to ensuring that our pupils can achieve their **BEST** by valuing and nurturing them to become 21st Century global citizens. It is through our Learning Tree of Life curriculum that we strive to embed these key principles of Belief, Effort, Success and Teamwork:

Encouraging *Belief* by

- Providing a school where everyone values the importance and love of life-long learning and where everyone can become a confident and successful learner.
- Encouraging everyone to see that as global citizens they can make a difference to our world - locally, nationally, and globally.
- Instilling a culture of positive, mutually supportive relationships that foster a belief in oneself and a belief in others.

Encouraging *Effort* by

- Helping children become resilient learners who see the value and importance of keeping going and not giving up.
- Creating opportunities for children to understand that they have the capacity to control, improve and value their own learning outcomes.

Encouraging *Success* by

- Ensuring that everyone enjoys the opportunity to achieve, and to celebrate and take pride in their own achievements, in the achievements of others and in the school.
- Providing quality teaching that seeks to engage, inspire, and motivate all pupils securing clear evidence of improvements in their learning.
- Enabling the entire school community to engage with, participate in and commit to our learning journey, prioritising quality provision and establishing opportunities to become confident and successful learners.

Encouraging *Teamwork* by

- Creating an environment where the success of individuals is acknowledged as being part of an equally valued TEAM culture where 'Together Everyone Achieves More'.
- Recognising that we are partners in the education of our pupils and committed to working in partnership with our parents and the wider community.
- Ensuring that everyone who is associated with our rights respecting school community is committed to its success and treats one another with tolerance, kindness, and respect.



Our Learning Tree of Life



Our students love the learning opportunities that we offer at Awsworth:



Annual 5K Fun Run



Interactive Learning



Visit to Wilderspin



**Residentials:
KS2 Castleton; KS1 Walesby**



**Annual Christmas Show:
KS2 Panto or Musical; KS1 Nativity**



Awsworth Dance Team - 4th in the National Dance Off

Our Strategic Priorities 2020 - 2023

The Local Governing Body is committed to enabling children to achieve their **BEST** and invest in their futures. We do this by **Believing** in the aspirational development of pupils to **Engage** in wider opportunities which can lead them towards global citizenship. Our **Strategic Plan** drives us towards our Vision with the actions we **Take** and the impact they have will be evaluated on our school and our community annually.

- To secure an experienced Leader who plays a central role to ensure that everyone at Awsorth is valued
- To become Ofsted 'outstanding'
- To combat the learning gap created by Covid-19 and evaluate the impact on staff and pupils
- To engage in wider opportunities which can lead pupils towards global citizenship
- To ensure that our Tree of Life curriculum is supported and enhanced towards developing 21st century learners
- Creating a vision to shape our next chapter and enhance our school environment
- To develop our school with an appreciation of technological advances for our children and community



Our Staffing

We currently have 13 teaching staff supported by 37 associate staff consisting of Office staff, Site Manager, TAs, MDSAs and Kitchen staff. We are also lucky enough to have a small group of parent volunteers who regularly come into school.

Staff are led by an experienced and dynamic Senior Leadership Team - a supportive group which comprises the Head Teacher, Deputy Head, KS1 Leader, KS2 Leader and SENCo.

We believe that Continuing Professional Development is crucial both for the success of the Academy and for every member of staff. We have a comprehensive programme of staff development which is built into directed time for teachers. Through this programme our great teachers get to share their knowledge across the Trust, and everyone learns more about their profession, with access to national and local training opportunities.

We also participate in recruiting school direct trainees through the East Midlands Teacher Training Partnership and the Minster Teaching School Alliance, supporting the training of new teachers of the future.





Our Head Teacher

We are looking for a highly organised Head Teacher who:

- Has an adaptable leadership style which encourages and empowers others
- Celebrates success and champions innovation
- Is child centred and creates a definitive sense of family throughout the school and local community
- Possesses a sensitivity in managing relationships with pupils, parents and staff and has a high level of interpersonal and communication skills with the capacity to influence at all levels
- Continually seeks to develop and increase learning opportunities to improve teaching practice in our school
- Is a strategic leader excited by working in partnership with governors and other Trust schools



Job Description

Primary Head Teacher



Accountable and Responsible to: The Governing Body
Trustees 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 Primary Head Teacher



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 8th 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.

