



Claremont Primary School - Information Pack



The Children at Claremont



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Welcome Letter from the Chief Executive of The Elliot Foundation

With almost 400 pupils speaking over 45 languages, Claremont School is a diverse community just a stone's throw from the North Circular in the North London borough of Barnet. Just under half of the children receive Pupil Premium funding. The school joined the Elliot Foundation in 2016 with an OFSTED judgement of 'Requiring Improvement' and has not been inspected since conversion. Ofsted are due back any time in the summer of 2019.

This is not an easy job. But it could be an immensely rewarding one 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 the 10,500 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 headteacher, you will have a greater and longer lasting impact on the lives of the children in this school than most of the people they 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 skill sets 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 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 will soon have 30 schools in four thriving clusters in the West Midlands, London, East Anglia and Northamptonshire.

- 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.



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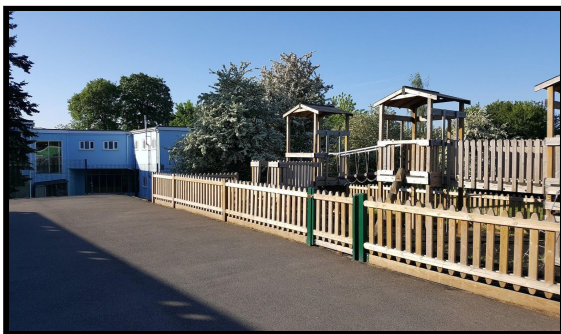
Why join us?

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. So 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 100% 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



Message from The Chair of Claremont LGB

Claremont needs to chart a new course. I believe there is an exciting opportunity here for a top quality, strong leader - an energetic, committed person who wants to shape the future of our school. Willing staff and delightful children are ready for the right person to take them forward.

And I would stress the support from the Elliot Foundation, which is a constant. Indeed, we are fortunate to be one of three Elliot schools in Barnet, benefiting from working collaboratively.

I promise you will have engaged, supportive governors alongside you. We look forward to welcoming you.

Andrew Harper, Chair of the Local Governing Body



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Information About Claremont Primary School

Claremont Primary School is situated in southern Barnet with children joining the school from neighbouring boroughs. It is ideally located close to the North Circular Road, bus routes and is a 13 minute (0.6mile) walk from Cricklewood station. There are good access links to the neighbouring boroughs of Brent, Camden and Haringey.

The capacity of this primary academy is 470 organised into two-form entry year groups. It also has one morning and one afternoon Nursery class.

Reflecting the diversity of the communities it serves, the percentage of ethnic minority groups within the school is high. The main pupil groups are White British (22%), Arab (20%) and Somali (10%). The proportion of disabled and those who have special educational needs is 13% (with 7 EHCP). The proportion of disadvantaged pupils supported through the pupil premium is 45%.

The school became a sponsor-led academy in April 2016, joining the Elliot Foundation Academies Trust. The substantive Head left the school in April 2018.

In 2017 the school achieved:

GLD -	61% (nat 71%)	
Y1 phonics -	76% (nat 81%)	
KS1 Reading	83% (nat 76%)	& GD 27% (nat 25%)
KS1 Writing	71% (nat 68%)	& GD 10% (nat 16%)
KS1 Maths	81% (nat 75%)	& GD 27% (nat 21%)
KS2 Reading	Progress -1.04	Scaled score 100
KS2 Writing	Progress -0.77	
KS2 Maths	Progress +1.48	Scaled score 102.7
RWM combined	40% (nat 61%)	Higher stand. 5% (nat 9%)



The school was last inspected in September 2014, one and a half years prior to conversion. The school is expecting an inspection by the summer of 2019 and is currently grading itself as requiring improvement.

Working closely with the school, the Trust recognises that the school has worked very hard to put in place many new strategies to help:

- engage all learners.
- all adults understand the raised expectations.
- engage parents as active participants in their children's education.
- develop all leaders.

The school is continuing to raise the quality of teaching and learning and is looking forward to continuing to provide the very best education for the Claremont community.



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School Aims

Claremont Primary School aims, identify the things which are important to us and we strive to achieve them every day.

At Claremont Primary School we aim to:

- Create a safe, caring, friendly and welcoming environment where all members of our school community feel valued and are respected.
- Provide challenging, stimulating and creative learning opportunities across the curriculum which engage pupils and motivate them to succeed.
- Have high expectations of our pupils, enabling them to become confident and successful learners, and to develop skills which will support them through life.
- Promote high standards of behaviour and challenge all forms of bullying and discrimination.
- Work as a team of staff, parents, governors and other members of the community in order to provide the best possible opportunities and achieve the best possible outcomes for all our pupils.

Useful links

School website: www.claremontprimarynw2.co.uk

DfE Performance tables:

<https://www.compare-school-performance.service.gov.uk/school/142636/claremont-primary-school>

2014 Ofsted Report

<https://reports.ofsted.gov.uk/inspection-reports/find-inspection-report/provider/ELS/131750>



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What the Claremont Primary School community is looking for in its new Principal:

The Senior Leadership Team want their new Principal to:

- Provide strong and decisive leadership enabling all staff to engage in the school improvement journey.
- Plan strategically to see through a vision which leads to the highest standards and outcomes for pupils.
- Develop the capacity of all leaders and hold them to account for securing positive change.
- Motivate staff to work to their full potential.
- Embrace the benefits of a diverse community, through tailoring the experiences offered in CPD for staff and the curriculum for children.

The Staff are looking for a leader who:

- is inspirational and uses their time and creativity to use the staff and resources well
- will use the extensive skills and experiences of all the staff
- who will make positive changes at Claremont
- will make our school look less neglected
- will simply guide us
- is approachable, listens and encourages
- will have really high expectations of all staff
- will see this as their new home and will want to commit to making this a great school again

In return, here's what the Claremont Primary School community offers its new Principal:

- The full support of a committed and motivated Senior Leadership Team.
- Friendly staff that work hard and are committed to achieving the best for the Claremont community.
- Parents who are increasingly engaging and trusting in their partnership with the school.
- 400 delightful pupils who want you to positively affect their life chances.
- A large site with space and opportunities for developing outdoor learning.



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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:

The Elliot Foundation website <https://elliotfoundation.co.uk/>



The Elliot Foundation Vision and Values

Vision

The Elliot Foundation was created as a safe place for children and teachers where all are nurtured to achieve beyond even their own expectations. Our motto, “Where children believe they can because teachers know they can” reflects our conviction that raising expectations for children and teachers is at the heart of a successful and inclusive society.

Values



FOR CHILDREN: We help children to discover themselves and aspire beyond any limitations that their context might appear to place upon them. We help them understand that they can be, ‘heroes of their own lives’ building the foundations for healthy and successful lives.



FOR SCHOOLS: In addition to the essential functional skills of reading, writing and mathematics, children need to learn how to learn and to believe that they can continue to do so. They must also possess the critical thinking skills to sift fact from fiction to be able to think for themselves, freely and creatively.



FOR SUCCESS: To thrive, whatever their chosen path, children need confidence, curiosity and commitment. We will nurture these attitudes across all their learning experiences.



FOR COMMUNITIES: ‘No man is an island’; children at Elliot schools will be raised with an awareness of the world around them and their role in shaping a better future through volunteering and contributing in their communities.

Goals

- ‘Good is a given’ – all our children will receive an education that is deemed ‘Good’ or better. All of our schools will be judged ‘Good’ by OFSTED at their first inspection following joining the trust regardless of their starting point or context
- ‘Context is a challenge not an excuse’ – the Elliot Foundation will achieve above national average for Key Stage 2 outcomes regardless of the deprivation of the communities that we serve
- Primary education should prepare children for life and learning and its success will be measured by the contributions of our children to society not just their performance in tests



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The Elliot Foundation Golden Rules

Show up

We are not a clock-watching organisation. Please don't make us become one. We trust you to put in the hours you are paid to work. We are a charity funded from the public purse. We need to be smarter, faster and more resilient simply to survive.

Be nice wherever and whenever possible

It costs you nothing. When answering the phone announce your name, the organisation's name and some form of greeting. Try to smile when on the phone. It makes you sound more approachable.

Be creative

Don't do something just because you have been told to. If you can see a better way, suggest it. And don't give up if your first idea isn't implemented.

Make work fun

We know it can sometimes be tedious.

Respect your colleagues

People are allowed to be different, as are you!

Trust each other

Trust is earned but start from a position of optimism rather than skepticism.

Keep going

There will be difficult days. When stuff happens and everyone around you seems to be on a different wavelength. Just keep going!

Be a team player... and manage your manager

We are all part of the same gang. If one part fails, we all fail.

Think before you communicate

Think first, talk second, write last. Pick up non-verbal clues, how is the other person feeling? Have they understood? If you have to email, follow TEFAT email protocol.

Forgive yourself and others

At least twice a day. We all make mistakes. Admit them and move on. Everyone deserves a chance.

Be prepared to change

If you can do most of the above, you will be part of the solution and not part of the problem. None of us wants to be part of the problem.



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Advertisement

Claremont Primary School, Cricklewood in the London Borough of Barnet

Principal

Start date: September 2018 or January 2019

Claremont is a group size 3 school

Salary Range: L18-L24 £66,134 - £76,077

Successful candidates will be placed on the most appropriate point according to experience and suitability. The TEFAT salary scales allow for up to 25% additional enhancement.

Don't see this as an advert for a Principal role. This is an opportunity to REALLY make a difference to the life chances of our children!

The education sector has undoubtedly changed over the last decade, and the expectation, skills and needs of all schools has dramatically morphed from what they once were. This has made it even more important for us to ensure the relationships and support between Principals and our Trust are as strong as possible.

At Claremont Primary School, you would have a chance to be part of a bigger family of schools within the London cluster, who have an even larger network with other clusters across the The Elliot Foundation Academies Trust. Supported by the Regional Directors, Progress Partners and a number of other functions, we try and make this change, and the ever growing demands somewhat easier.

Claremont Primary is currently being led by a Principal from one of the local Elliot Foundation academies and the trust. It is a two-form entry, co-educational primary school of just under 400 children with 65 staff, serving a socially and ethnically diverse population, with children coming from 35 countries across the world.

The school was judged to require improvement in September 2014 and became an Elliot Foundation Academy in April 2016. Since joining, we've been working hard to ensure Claremont receive the due care it needs, and we need a full time Principal to help the school in its continuous goal of providing the best education for our children.

Ideally this person will be able to;

- Provide strong and decisive leadership which enables all staff to engage in the school improvement journey
- Plan strategically to deliver a vision which leads to the highest standards and outcomes for all pupils
- Develop the capacity of all leaders and hold them to account for securing positive change
- Motivate staff to work to their full potential
- Embrace the benefits of a diverse community.



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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 raising attainment and taking our school on its journey to good and beyond. 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 has some excellent teachers and a highly supportive academy sponsor with an excellent track record in school improvement. This is an opportunity to have a real impact on a school that is well placed to move beyond immediate challenges and make a real contribution to the life chances of fantastic children who are all keen to learn and for whom educational opportunity is crucial.

To discover more about this exciting opportunity and for an information pack, please contact Simon Adams, the London Regional Director on 07833730571 or email: simon.adams@elliottfoundation.co.uk.

The trust actively encourages all candidates to visit the school prior to the interviews. To arrange a visit, please contact Simon Adams at The Elliot Foundation.

Claremont is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful candidate will be subject to an Enhanced Disclosure and Barring Service (DBS) check and other employment checks.

Closing date for applications: Friday 15th June 2018

Shortlisting: Monday 18th June 2018

Interviews: Friday 29th June 2018



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Job Description and Person Specification

Key responsibilities

- In all respects to ensure The Elliot Foundation is a system leader
- Provide outstanding leadership to create and sustain a family of Elliot Foundation academies working for their children, staff and community

Qualities and knowledge

1. Hold and articulate clear values and moral purpose, focused on providing a world-class education for the pupils they serve.
2. Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community.
3. Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them.
4. Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.
5. 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.
6. Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel.
7. Ensuring Headteacher standards are maintained

Pupils and staff

1. 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.
2. 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.
3. 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.
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.
5. Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
6. Hold all staff to account for their professional conduct and practice.

Systems and process

1. 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.
2. 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.
3. 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.



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4. Welcome strong governance and actively support the local governing body to understand its role and deliver its functions effectively – in particular its functions to set school strategy and hold the principal to account for pupil, staff and financial performance.
5. 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.
6. 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.

The self-improving school system

1. Create outward-facing schools which work with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all pupils.
2. Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.
3. 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.
4. Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
5. Model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability.
6. 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.
7. Any other aspects needed to fulfill the needs of the role

Additional information

- *This role profile is non-contractual and provided for guidance.*
- *It will be updated and amended from time to time in accordance with the changing needs of TEFAT.*
- *The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.*
- *The responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.*
- *Professional duties are to be carried out in accordance with the terms and conditions of the current School Teacher's Pay and Conditions Document*



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