

Headteacher Candidate Brochure



Welcome from the Governors

Dear Applicant

Thank you for your interest in the role of headteacher at West Acton Primary School. Now is an exciting moment in the history of our school.

Over the last two years, the school has made huge strides in building the foundations of one of our capital's exceptional primary schools: it has completed a state-of-the-art redevelopment of its campus, expanding to a three-form entry school, installing outstanding, modern facilities in every classroom, and opening the Woodlands Additionally Resourced Provision to support pupils on the autistic spectrum. In addition, in 2016, the school achieved a strong "Good" rating from Ofsted. We are now seeking a new, inspirational headteacher to help consolidate progress and lead the school on the next phase of its journey: from "Good" to "Outstanding", shaping the future for our wonderful pupils and the local area for years to come.

West Acton Primary is a modern, diverse and thoughtful community based in the multicultural borough of Ealing in West London. The school sits in close proximity to a number of London hubs, including Ealing Broadway and the Westfield Shopping Centre, and is easily accessible from West Acton (Central Line) and North Ealing (Piccadilly Line) underground stations, as well as Acton Main Line rail station.

The school, its staff and its governors are committed to nurturing happy, confident, life-long learners in an inclusive and innovative learning environment. By way of example, since September 2015, the school has been a pioneer of Visible Learning, a teaching and learning methodology built on evidence-based research into the factors that have true impact on student learning.

Over the coming years, the Governing Board is committed to supporting the school continuously improve results and outcomes: helping all pupils make substantial and sustained progress towards achieving their potential. Equally, we are dedicated to investing in our greatest asset, our staff, and want West Acton Primary School to be known as a great place to work, with a strong sense of school community and outstanding professional development.

We would like to take this opportunity to invite you to visit West Acton Primary, and we hope that the opportunities, children and challenge that you encounter will encourage you to apply.

We very much look forward to welcoming you to our school.

Richard Sherrington
Chair of Governors



Type of School	Non-denominational Community School
Age Range	4-11
Location	Ealing, London
Co-educational or single sex	Co-Educational
Number on roll	653
Special Needs Provision	Autistic Spectrum Disorder (10 pupils)
Percentage of EAL	70%
Percentage of Pupils Premium	31%

About West Acton Primary School

West Acton Primary School: a welcoming community, growing and learning together.

West Acton Primary School was established in 1937 in the Borough of Ealing, London. West Acton Primary is a larger than average school with a strong, values-based ethos, where all staff are committed to the pursuit of excellence.

Our vision: To provide a safe, stimulating and inclusive learning environment in which children can explore their interests and develop the skills and knowledge that will enable them to achieve personal success and become confident, happy, life-long learners, who make a difference within the school and beyond.



West Acton Primary School's values tree



Sustainable Travel
Accredited &
Recognised



About West Acton Primary School

West Acton Primary School: a welcoming community, growing and learning together.

In order to achieve our vision, we:

- Have limitless aspirations for every child
- Recognise and harness the strengths, interests, creativity and talents of each individual child
- Provide a warm, welcoming and positive ethos based on equality, fairness and mutual respect where each child's achievements are valued by all
- Provide a stimulating and challenging curriculum which reflects our community and meets the needs of every child
- Teach children to take responsibility for their own actions and to have respect for democracy and the democratic process
- Work with parents, families and the local community to ignite children's curiosity and foster a love of learning
- Provide a wide range of enrichment opportunities within and outside of school in order to develop every child holistically
- Teach children to believe in their abilities and to challenge themselves through taking risks and making mistakes
- Celebrate and embrace each other's differences in an environment of mutual respect and tolerance



Person Specification

Qualifications, skills and experience	<ul style="list-style-type: none"> • Degree qualification or equivalent • Qualified Teacher Status • Successful experience as a senior leader in a multicultural educational setting • Ability to manage an Additionally Resourced Provision, or similar provision • Effective interpersonal, communication and presentation skills; both written and oral • Ability to manage time well and work under pressure to deadlines
Qualities and knowledge	<ul style="list-style-type: none"> • Ability to provide clear educational direction with moral purpose and lead by example • Experience of leading school improvement initiatives • Ability to form and maintain appropriate professional relationships with children and young people • Understanding of, and strong commitment to, safeguarding and child protection (including the PREVENT agenda) • Successful experience of creating and maintaining effective partnerships with parents, the local community, and fellow professionals • Knowledge of current statutory requirements and developments within education

Person Specification—Continued

Pupils and staff	<ul style="list-style-type: none"> • Ability to lead, manage and motivate the whole school community • Understanding of the principles of outstanding teaching and learning and the ability to promote a culture of learning throughout the school • Successful experience of monitoring, evaluating and pursuing excellence in teaching and learning, including giving feedback • Ability to create and maintain an environment which promotes good behaviour, discipline and celebrates success • Experience of developing staff (including their leadership and teaching) and holding them to account • Strong understanding of reducing inequalities and promoting social inclusion (e.g. based on both culture and special educational needs)
Systems and process	<ul style="list-style-type: none"> • Ability to work in partnership with the Board of Governors • Ability to use IT effectively, including to collect, analyse and act on pupils' progress and attainment data to raise standards • Ability through strategic financial planning to manage school resources
The self-improving school	<ul style="list-style-type: none"> • Ability to imagine and share a powerful strategic vision for the direction of the school • Successful experience of leading and managing quality-assured professional development activities; to lead and manage change • Ability to develop partnerships to enhance teaching and learning, and staff professional development

Job Description

Job Title: Headteacher

Responsible to: The Governing Board

Salary: L21-L27 (£71,865 – £82,057)

With potential enhancement for an exceptional candidate

Job Start: September 2018

Closing Date: 12 noon on 19th March 2018

Shortlisting: 22nd—23rd March 2018

Interviews: 26th March 2018



Noel Road, London, London, W3 0JL

Key Responsibilities

- Provide strategic and executive leadership that secures the delivery of high standards of attainment and personal development for all pupils and staff
- Take the lead, working with the Governing Board, in ensuring that the school's vision is clearly articulated, shared, understood and translated into an actionable and measurable school development plan that is understood by everyone
- Create an organisational structure that reflects the school's values, and enables the management systems, structures and processes to work effectively in line with legal requirements
- Develop and deliver a clear plan to progress the school from 'Good' to 'Outstanding'
- Take the lead in developing and integrating the Woodlands Additionally Resourced Provision into an outstanding provision for pupils with special educational needs
- Build and maintain a high performance culture leading to high standards of teaching and learning throughout the school
- Provide strong leadership and embrace opportunities to be entrepreneurial and deliver innovative learning and teaching, including nurturing the development of Visible Learning
- Ensure that all statutory requirements are met, especially in relation to safeguarding and health and safety: making safeguarding an integral, front-of-mind consideration in everything that the school does
- Develop and sustain effective relationships with Governing Board, particularly the Chair of Governors, to ensure effective governance of the school
- Build and maintain strong, positive relationships with parents, carers, and the local community (including other local schools) to enhance the education of our pupils
- Create an outward-facing school with a strong feedback culture that works with other schools, organisations and partners to champion best practice and continuous improvement
- Develop the school as an asset for the local community, to enable all to benefit from the facilities for education, training, health, fitness and recreation opportunities
- Provide good budget management and financial planning to ensure effective, sustainable use of resources
- Provide timely, accurate and relevant reporting of financial and pupil performance metrics to senior management and the Governing Board

admin@west-acton.ealing.sch.uk

Job Description—Continued

Qualities and Knowledge

- Hold and embody the values of the school and a strong moral purpose, focused on providing a world-class education for all pupils
- Demonstrate exemplary personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community
- Lead by example - with integrity, creativity, resilience and clarity - drawing on their own scholarship, expertise and skills, and that of those around them
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development
- 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
- Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel

Systems and Process

- 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
- 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
- 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
- Encourage strong governance and actively support the governing board to understand its role and deliver its functions effectively - in particular its functions to set school strategy and hold the headteacher to account for pupil, staff and financial performance
- 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
- 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

Job Description—Continued

The Self-improving School System

- Create an outward-facing school which works with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all pupils
- Develop effective relationships with fellow professionals and colleagues in other public services and the local community to improve academic and social outcomes for all pupils
- 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
- Shape the current and future quality of the school's teaching through the high quality training and sustained professional development for all staff
- Model entrepreneurial and innovative approaches to school improvement, leadership and governance
- Inspire and influence others - within and beyond schools - to believe in the fundamental importance of education, inclusion and high aspirations in young people's lives

Pupils and Staff

- 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
- 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
- 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
- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other





**If you would like further information, or to arrange a school visit,
please contact Gina Hurry at Academicis on:**

Switchboard: 01223 907979

DDI: 01223 907 976| M: 07771 330 123| E: ghurry@academicis.co.uk

**All applications are to be sent to
Gina Hurry no later than
12 noon Monday 19th March 2018**

We reserve the right to research applicants on social media platforms and the internet, and the Local Academy Committee may take this information into consideration during the recruitment process.