







Chestnuts Primary School

Headteacher Recruitment Pack

'Making learning irresistible'

Black Boy Lane • South Tottenham• London • N15 3AS



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Welcome from the Chair of Governors

Dear Candidate

Thank you for your interest in becoming the new Headteacher of Chestnuts Primary School. This is an opportunity for a creative, energetic and committed Headteacher to help a fantastic school to reach its full potential.

You will start from a strong base. In February 2016 we were inspected by Ofsted and moved from "Requires Improvement" to "Good". This judgement reflected the focus that we have placed on teaching quality and pupil outcomes over the last few years. Our pupils now achieve above average attainment and excellent progress. We have an experienced and stable teaching team who are motivated to achieve the best for their pupils.

Situated in the heart of Haringey, north London, our children, parents and staff come from a huge range of cultural and economic backgrounds. We are very proud of our inclusive environment and, in particular, our reputation for the excellent support we provide for our SEND and looked-after children. We have a strong community ethos and the school is a founding member of the Green Lanes Co-Operative Trust, which brings together local schools to work collaboratively (see page 4).

With our current Headteacher moving on after 13 years at the school, we are excited to have the opportunity to recruit a new Headteacher to move the school to its next stage, with a focus on our school aims of "Making Learning Irresistible" and "Developing Lifelong Learners". We have recently formulated a new Vision Statement setting out our vision for the next 3-5 years, which emphasises a broad and creative curriculum in a caring and inclusive environment (see page 2). We are looking for a new Headteacher who can bring strategic skills, fresh ideas and ambition to lead the school on to the next level of our development.

We hope this pack provides a picture of Chestnuts Primary School and the exciting opportunities and challenges associated with the position. To gain the fullest possible sense of Chestnuts and the role, we would be delighted for you to visit the school and meet our pupils and staff.

Kind regards

Hugh Merritt

Chair of Governors



"We want someone who likes us"

Reception & Year 1

"Someone who makes learning fun fun fun!"

Year 2

Our Vision Statement

Our Vision Statement has been re-written in 2016 with the help of staff, governors, parents and carers. In the years to come the school will build on this vision and continue to embody these values.

Our Vision Statement

At Chestnuts Primary School, we are proud that our pupils are well-rounded, happy, respectful children who feel cared for and valued. Our pupils' attainment is in-line with the national average and they make better-than-average progress during their time with us. Our pupils also have high levels of attendance and are engaged with their learning.

We believe that learning should be fun, and that children should have a strong voice in driving their learning.

Chestnuts Primary School will help pupils develop into young people who are:

- **Ambitious and Creative**
- **Responsible and Respectful**
- **Compassionate and Curious**
- **Resilient and Tolerant**

We believe our pupils need these values in the classroom, the school and the wider world.

Chestnuts provides a broad and stimulating curriculum, encouraging a love of learning and allowing all pupils to make excellent progress and achieve high standards.

As well as concentrating on core subjects, we will increase and improve the role of Art, Drama, Music, PE, Gardening and Cooking, and encourage the use of different learning environments.

Our diverse school requires a diverse approach to learning, reflecting our pupil's strengths and interests and preparing them for the challenges of secondary school, and their aspirations beyond. We encourage and support flexi-schooling, attachment in education and experience-led learning in order to meet all our pupil's needs.

We have an inclusive and nurturing approach to children and their families who may need additional support, including children with Special Educational Needs, Looked After Children and children with English as an additional language.

Our staff are valued, well-trained and supported, both in their roles and in their well-being. Our teachers are encouraged to use innovative and creative teaching to improve outcomes.

Our nursery and reception classes are a nurturing, stimulating and inspiring early years environment, where we support children in every aspect of their development. We provide a high-quality foundation stage, preparing children for the challenges of primary school.

Our inclusive school environment celebrates difference and diversity, and emphasises equality, respect and empathy. Each pupil's needs are met, and each pupil feels welcome, valued, safe and happy.

We support and nurture our community through strong partnerships with pupils, parents, other schools and the wider local community, and through participation in, and development of, the Green Lanes Co-operative Trust. The governing body supports success through effective and transparent governance.

Our school encourages and fosters open and honest communication with parents and carers, actively seeking to engage with all members of our diverse community.

"We want a headteacher who will listen to us"

Year 5

"Someone who will help us learn"

Year 3



Our School

Chestnuts Primary school is a two form entry school in Haringey, North London, formed following a successful amalgamation in 2004. The school is oversubscribed and has a strong and positive reputation in the local community. We have high expectations of everyone in our community and are very proud to have attainment results which are broadly above national averages across all ages and excellent progress results. We aim to give children the very best start in their education as well as supporting all children to be well-rounded individuals and good citizens in the future. The school has a very strong inclusive nature and currently has 14 students with EHC Plans and above average SEN.

There is of course much more to Chestnuts Primary school than we can explain in this pack, which is why we strongly encourage interested applicants to come and see us, talk to our children, meet our Governors and find out more about our school.

What do you need to know about our school?

We teach our children through a topic led curriculum with the aim of always striving to give children ownership of their learning by allowing them, as much as possible, to direct their learning through topics and themes that interest and engage them. We have our own nature garden, allotments, garden & cooking room and art room which allow children to be creative in their learning. At Chestnuts we believe that children deserve and thrive on excitement in their learning, they learn best through having a wide range of opportunities that make their learning experience irresistible. We currently offer weekly swimming lessons with our own qualified swimming instructor, weekly music lessons delivered in small groups by a music specialist teacher, weekly cooking and gardening lessons alongside other curriculum subjects such as ICT, PE and Modern Foreign Languages.

Inclusion is key feature of our school. We currently have 14 children with Education Health Care Plans and a higher than average proportion of children with additional needs. These children and their families are supported by a team of highly skilled education support staff which include Higher Level Teaching Assistants, Occupational Therapy specialists, speech and language specialists, a School Counsellor and Family Support Workers. Welcoming our uniqueness is important as is celebrating our strengths and overcoming our barriers.

Supporting parents of Adopted children is a unique feature of our school, with currently 16 children who are either adopted, in Special Guardianship or Looked After by the Local Authority. We have well established policies and practices for supporting these families and children, ranging from the promotion of emotionally friendly classrooms to regular network meetings for parents and carers.

Food and nutrition is very important to us at Chestnuts and our community. In 2014/15 we were awarded Education Catering 'Self-Managed School of the Year', having been short-listed for awards every year for the last four years. We are one of a handful of schools in Haringey to run our own kitchens, employing our own cook and producing all our meals from fresh ingredients, using organic produce where possible.

We offer Flexi-schooling which allows parents to access an opportunity to educate and support their child in the home setting for a small proportion of the week.

Our Nursery opened in January 2016, offering places to 48 three & four year olds and 16 two year olds. Our current offer is slightly different from other providers in our area in that we offer full day provision with the flexibility to purchase additional sessions.



"A headteacher who will help me get ready for secondary school"

Year 6

"A headteacher who makes us happy because they are nice"

Reception & Year 1

Our School Continued…

The Green Lanes Co-Operative Trust was formed in 2012 with another local school, North Harringay Primary. The Trust is a formal partnership which sees the two schools and their wider partners (the Local Authority, a local secondary and a local nursery) working together. The Trust structure means that the schools are maintained schools which are supported by a charitable foundation. Each school retains their own distinct governance and management structures, but the trust offers the schools the opportunity to share resources, expertise, ideas and experience. The Trust is also the formal employer of all staff. The Co-Operative model enshrines our commitment to remaining a school for the community with the needs of our children and families at its heart. The Trust is currently in period of expansion which could see it growing to a membership of up to five schools in the next twelve months.

The Parent School Association at Chestnuts is well established and thriving. All parents and carers are members and many of them work together to fundraise for the school and support us on our educational objectives. They have recently funded reading areas in the school and also made large donations to our library, Nursery and playgrounds.

What are the challenges for the school?

Maintaining and developing a broad and creative curriculum is a key focus of our Vision Statement and without it we can't meet our school aims of "Making Learning Irresistible" and "Developing Lifelong Learners". With the new curriculum expectations, it is more important than ever that we bring fresh ideas and ambition to maintaining and developing the breadth and creativity of our curriculum.

Developing our early years provision has been a key focus for the last couple of years and will to continue to be so. We now have a strong teaching and middle leadership team in place, but need to continue to improve our provision and spread good practice between our nursery and reception classes. The need to adapt our nursery provision to the requirements of the new 30 hour provision in September 2017 will also be a key issue for the next year.

Parent partnership working is another area of focus in our Vision Statement. The school currently has a good relationship with parents and has made great strides over the last few years in improving communication with parents and engaging them in their children's learning. Our discussions with parents regarding the Vision Statement demonstrated that there is a demand and willingness from parents to play a greater part in the life of the school in order to support their children's learning.

Doing more with less will be a key challenge, particularly given that the National Funding Formula is likely to have a negative impact on our finances. We are currently in a good financial position, with a surplus at the end of the 2015/2016 year and a budgeted break-even for 2016/2017, but we will increasingly need to find new and innovative ways to keep our school moving forward despite diminishing funding.



Staffing Structure

HEADTEACHER			
Deputy Headteacher	**SENCO**	**Nursery & Data Manager**	**School Business Manager**
Intervention Teachers **x3**	Learning Support Assistants **x13**		Office Manager Administrative Assistant
Reception Class Teacher **x1** Reception Class Teacher (*EYFS lead*) **x1** Early Years Practitioner **x6** Nursery Teacher	Higher Level Teaching Assistants **x4**		**Site Manager** Cleaning contractors
Yr 1 Class Teacher **x2** Yr2 Class Teacher **x1** Yr2 Class Teacher with Maths lead (*Lower school lead*) **x1**	Swimming Teacher		**Head Cook** Assistant Cook General Kitchen Assistants **x4**
Yr3 Class Teacher **x2** Yr4 Class Teacher **x1** Yr4 Class Teacher with ICT lead (*Middle School lead*) **x1**	Sports Coach **x2**		**Senior Lunch Time Supervisor** Lunchtime supervisors **x9**
Yr5 Class Teacher **x1** Yr5 Class Teacher with Science Lead (*Upper School lead*) **x1** Yr6 Class Teacher **x2**	Librarian		**After School Club Manager** After School Club Staff **x5** **Breakfast Club Manager** Breakfast Club Staff **x3**



Key Facts and Statistics

Type of school	Foundation Trust
Age range	2-11
Location	Chestnuts Primary School, Black Boy Lane, Tottenham, London, N15 3AS
School website	www.chestnutsprimary.com
Denomination	None
Budget	£2,745,688 annual income ***(£16,000 surplus at the end of the 15/16 financial year)***
Number of children	456
Average class size	30
Attendance	96.4%
Total number of staff	68
Number of teaching staff	23
Number of education support staff	26
% of children on FSM	17%
% of children with SEN	14%
% of children with EAL	48%
Early Years results 2016	73% GLD
Phonics results 2016	76%
Key stage 1 results 2016	Reading EXS+ = 80% GDS = 22% Writing EXS+ = 77% GDS = 23% Maths EXS+ = 83% GDS = 23% Combined EXS+ = 70% GDS = 15%
Key stage 2 results 2016	Reading EXS+ = 62% GDS = 29% Progress = 1.1 Writing EXS+ = 84% GDS = 21% Progress = 3.4 Maths EXS+ = 77% GDS = 29% Progress = 3.0 Combined EXS+ = 62% GDS = 16%
Does the school have a nursery	Yes with 2 year old provision



Advert

Headteacher
Chestnuts Primary School, Haringey
School Group: Size 3
Salary: L18 – L24 (£66,638 - £76,017) per annum
Salary negotiable for outstanding candidate.
Start Date: April 2017 or September 2017

This is an exciting opportunity for an excellent leader to drive our focus on raising attainment for all. If you believe you have the vision, drive, determination and enthusiasm to grasp the opportunities this role offers, we would love to hear from you.

Why Chestnuts could be the school for you:

- A 'Good School' that wants to be better.
- A Co-Operative Trust school.
- A newly established nursery.
- A supportive governing body and good infrastructure of staff and team leaders.
- A richly diverse school with a strong community ethos.
- A proactive Parent School Association.
- In a great location – situated in North London, next to a beautiful park with access to excellent transport links.

You will:

- Proactively lead the development of inclusive teaching and learning environments with access to real experiences in order that all children achieve excellent results.
- Have a proven track record of successful leadership and school improvement.
- Have excellent strategic planning skills.
- Ideally have experience of EYFS.
- Be an outward looking, creative thinker with excellent communication skills.
- Have financial acumen.

Visits to the school are welcomed and encouraged. Please contact Mary at the school office on **0208 800 2362** to arrange a suitable date.

Closing date: Midnight, Sunday 19th February 2017
Interview date: Thursday 23rd February 2017

Please apply online at www.islington.gov.uk following the jobs link. If you require any assistance, please contact the Schools' HR Team on schoolsrecruitment@islington.gov.uk quoting reference CHE/322.

Chestnuts Primary School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. The post is subject to an enhanced DBS disclosure. Also, this post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulations and the successful applicant will be required to complete a declaration form to establish whether they are disqualified under these regulations.



Job Description

This job description should be read alongside the range of duties and responsibilities of Headteachers as set out in Part IX of the annual Teachers' Pay and Conditions document, sections 29 to 33. Candidates will be expected to have considered these in relation to Chestnuts Primary School.

Teaching and learning

- To implement and develop the whole curriculum based on research and development ensuring inclusivity.
- To adopt a broad cross-curricular approach which is child-centred and provides access to real experiences.
- To develop, monitor, evaluate and improve the quality of teaching for all pupils.
- To ensure achievement is maintained and developed and that challenging and motivating targets are set for individual pupils and the school.

Strategy and leadership

- With the governing body and other key stakeholders, to develop an agreed strategic plan and vision for the school that includes short-,medium- and long-term targets and which is based upon secure and robust financial/resources planning.

Staff management

- To facilitate and support teaching and learning through maintenance and development of a high quality physical and learning environment.
- To ensure all staff understand the mission and ethos of the school, its aims and objectives and their role in making sure they are fulfilled.
- Endeavour to include staff in decision making, seeking innovation not additional workload.

Resources and financial management

- To be responsible for the financial management which includes: the integration of financial planning and strategic and curriculum planning; the implementation and maintenance of secure procedures and systems; and adherence to all financial regulations of the LA.
- To recruit, retain, reward and motivate staff to achieve the objectives of the school.
- To lead on the school building improvements.

Interpersonal Skills

- To develop a flexible leadership and management style that is consistent with the ethos and culture of the school.
- To exhibit excellent communication skills including compassion, diplomacy and openness.

Purpose

- To lead and manage within an agreed strategic framework so that the school is effective, self managing, self-evaluating and self-improving and with high-achieving pupils and staff
- To move the school forward within the framework of the published aims of the school, and to lead and coordinate the staff, to achieve those aims in the context of the School Improvement Plan and in full consultation with the governing body.

Accountability

- To be accountable to the governing body and the LA for overall performance of the school and its day to- day operation.

Relationships

- To establish, develop and maintain professional and productive working relationships with the governing body, staff, pupils and parents/carers, other schools, the local education authority, businesses and community groups.
- To be responsible for the leadership and management of all school staff.
- To maintain the positive ethos in the school in which individuals feel valued and nurtured, and where kindness, compassion, personal endeavour and responsibility are encouraged.



Person Specification

Qualifications and experience	
1	Qualified Teacher Status and evidence of appropriate subsequent in-service training and professional development.
2	Substantial school leadership experience in a senior post.
3	Experience with children with learning disabilities.
Knowledge	
4	An up-to-date understanding of national policy, curriculum developments, and the statutory and legal framework within which a school operates.
5	Knowledge of what makes an effective school and strategies that can be deployed for school improvement.
6	Knowledge of what constitutes excellent classroom practice and effective learning.
7	An understanding of how to improve the quality of teaching and learning.
8	Knowledge of the impact of child development on children's learning.
9	Wide knowledge of the arts. Interest in different teaching methods eg with maths
Skills	
10	Leadership skills including the ability to: carry out strategic planning; involve and motivate others, articulate a vision and direction for the school; and maintain a continuous schoolwide focus on pupils' achievement.
11	Management skills in respect of: information and the use of performance data; finance and resources; and people management – including delegation, monitoring and evaluating performance.
12	The ability to work collaboratively, to motivate and work with an experienced team, and to enable everyone to share knowledge and understanding, celebrate success and accept responsibility for outcomes.
13	Communication skills, including the ability to communicate effectively with the whole school community and to listen to, reflect upon and be responsive to the points of view and opinions of other people.



Person Specification continued…

14	The ability to manage oneself, including time management and professional direction and development.
15	The ability to work effectively as part of a team and under pressure.
16	The ability to produce and implement clear evidence-based improvements, plans and policies for the development of the school.
17	The ability to promote a positive and caring ethos and pride in the school and its physical environment together with high standards of achievement and behaviour.
Personal Attributes	
18	Leads by example in order to promote the school's vision and values for the children, staff, governors and parents of the school.
19	Approachable, fully involved in the daily life of the school and highly visible to the school community.
20	Passionate about and committed to the education and well-being of every child.
21	Committed to delivering an inspiring, broad, rich and child-centred curriculum which meets the needs of all children.
22	Committed to promoting equality of opportunity, diversity, and social inclusion.
23	Committed to enagaging parents and carers in the life of the school and in supporting children's learning.
24	Committed to creating and expanding links with the community and external partners and to making the school the focus for the local community.
25	Confidence, strength of character, emotional intelligence.
26	The ability and willingness to deal with difficult decisions and situations.
27	Sense of humour



School Location

School Address:
Chestnuts Primary School
Black Boy Lane
South Tottenham
London
N15 3AS

Tel: 020 8800 2362
Email: admin@chestnutsprimary.com

Website:
www.chestnutsprimary.com

How to find us:
By Public Transport:
Piccadilly Line Tube to Manor House Station (Zone 2) then the 341 Bus stops right outside Chestnuts or Piccadilly Line Tube to Turnpike Lane Station (Zone 3) then the 67 Bus stops right outside Chestnuts





How to Apply

Application Deadline
Completed application forms must be received by **Midnight, Sunday 19th February 2017.**

Please apply online via www.islington.gov.uk, following the jobs link. If you would like assistance, please contact the Schools' HR team on schoolsrecruitment@islington.gov.uk.

Please note that application forms should not be returned to the school.

Completing your application
Candidates are asked to complete all the standard information required on the application form, and to submit a supporting statement, addressing all of the criteria identified at application stage.

When preparing your personal statement, please provide no more than 2 sides of A4 and ensure that you:

- Set out why you are the right person to lead Chestnuts.
- Evidence your skills and experience
- Set out how your skills will enable you to address the challenges ahead for Chestnuts and make the most of the opportunities.

Visits
Visits to the school are welcomed and encouraged. Please contact Mary at the school office on **0208 800 2362** to arrange a suitable date.

If you would like an informal discussion about the role you can speak to Islington Schools' HR or the Chair of Governors. Please contact **020 7527 2875** to arrange.

Selection procedure
The selection will be by a panel of Governors. Candidates will be notified immediately after this has taken place. Please would all applicants ensure that their preferred means of urgent contact (phone, mobile phone, e-mail or fax) are clearly identifiable from the application form, so that your confidentiality is maintained.

The selection process will take place on the 23rd February 2017. Shortlisted candidates will be given more details.

References
Candidates are advised that references will be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are warned of the need to respond within the timescale set. In all cases at least one professional reference is required.

For candidates who are already Headteachers, it is expected that their professional referee will be the Director of Education or equivalent.

The post will be offered subject to satisfactory completion of pre-employment checks.

Safeguarding children
Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection.



Chestnuts Primary School
Black Boy Lane, South Tottenham, London, N15 3AS

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