



Headteacher

Lime Academy Watergall, Peterborough
L20 - L26

The Lime Trust is looking to appoint a Headteacher with a proven track record of exceptional work.

Please contact Jo Grabowska or Emma Formby at Tes to arrange a visit and discuss this role on 020 3194 3147 or 020 3194 3085. **Conversations can also be arranged with Lynne Harrowell, CEO of Lime Trust, via Jo or Emma.**

Salary: **L20 - 26**
Closing date: **9am 24th January 2018**
Shortlisting: **25th January 2018**
Interviews: **30th & 31st January 2018**
Job starts: **April or September 2018**



Putting Children First

Are you looking for your next challenge? Would you like the opportunity to make a positive impact and lead colleagues to make rapid and sustained school improvement?

We are excited about the future and are looking to appoint an inspirational Headteacher, with experience of school improvement, to lead a new senior team and the existing staff at Lime Academy Watergall. You will have the space to lead from the front and bring innovation and energy as we drive towards Good or Outstanding.

Lime Academy Watergall is an inclusive, diverse 2-form entry Primary School in Bretton, Peterborough. Our children are happy and have a genuine enjoyment and enthusiasm for learning. Our EYFS provision is strong and we have parents and carers that support the children and academy well.

We offer an exciting curriculum aiming to prepare and develop children's academic, social and emotional skills, in order that they will achieve their potential in life. Recent developments have seen us build on our partnership with Apple, with a clear vision developed to deliver one-to-one iPad in years 5 and 6, with shared iPad in years 1-4.

We are at the beginning of our journey of transformation having recently converted to being an academy within the Lime Trust. Lime Trust is a small but expanding multi-academy trust built around our ethos of putting the child first. We are committed to supporting and developing ambitious young leaders and provide outstanding CPD opportunities for all our staff.

We would like to hear from you, if you:-

- would like to join a dynamic team
- are an excellent practitioner and leader of learning with high expectations
- are energised by opportunities to develop and share your practice
- are an ambitious leader with proven, successful leadership experience
- are committed to continued professional learning

The successful individuals will have:

- a positive 'can do' attitude with a track record of success
- a commitment to driving standards of performance
- excellent communication and organisational skills
- resilience, humour and a sense of purpose

We offer:

- a competitive salary
- an experienced Board of Trustees
- a supportive working environment, where talents are valued and nurtured
- opportunities to develop and a commitment to continuing professional learning

We are committed to safeguarding and promoting the welfare of children and expect all staff to share this commitment. The Lime Trust is an Equal Opportunity Employer.



The Lime Trust has a clear moral
purpose
‘putting children first’.

This is simply to place pupils’ learning and well-being at the centre of
all that we do.

Job Description:

POST:	Headteacher
SCHOOL:	Lime Academy Watergall
PAY RANGE:	L20 – L26
ACCOUNTABLE TO:	The CEO and Lime Trust Board

Job Purpose

Headteachers lead by example the professional conduct and practice of teachers in a way that minimises unnecessary teacher workload and leaves room for high quality continuous professional development for staff. They secure a climate for the exemplary behaviour of pupils. They set standards and expectations for high academic standards within and beyond their own schools, recognising differences and respecting cultural diversity within contemporary Britain. Headteachers, together with those responsible for governance, are guardians of the nation's schools.

Areas of Responsibility and Key Tasks

Qualities and knowledge: to

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.

Pupils and staff: to

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, particularly within The Lime Trust, 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.

“Education is the most powerful weapon, which you can use to change the world.” Nelson Mandela

Systems and process: to

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.
4. Welcome strong governance and actively support the Lime Trust Board and local governing body 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.
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: to

1. Create an outward-facing school which works with other schools and organisations, particularly within The Lime Trust – 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.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This post is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation.

This job description may be amended at any time following discussion between the Headteacher and member of staff, and will be reviewed annually.

**“If you do not know how to ask the right question
you discover nothing.” W. Edward Deming**

Person Specification

		Essential/ Desirable	Shortlist	Interview	Task, presentation
Qualifications, skills and experience	Appropriate degree qualification	E	✓		
	NPQH or further professional qualification	D	✓		
	Successful experience as a senior leader in a multicultural setting	E	✓	✓	✓
	Effective interpersonal, communication and presentation skills; both written and oral; including IT skills	E	✓	✓	✓
	Ability to manage time well and work under pressure to deadlines	E	✓	✓	✓
Qualities and Knowledge	Ability to provide clear educational direction with a moral purpose and lead by example	E	✓	✓	✓
	Ability to form and maintain appropriate professional relationships with children and young people	E	✓	✓	
	Understanding of and strong commitment to safeguarding and child protection	E	✓	✓	
	Understanding of the potential of mobile technology to improve outcomes for pupils.	D	✓	✓	
	Successful experience of creating and maintaining effective partnerships with parents and the community, and fellow professionals	E	✓	✓	
	Knowledge of current statutory requirements and educational developments towards a world-class education	E	✓	✓	

“Continuous improvement is better than delayed perfection” Mark Twain

Person Specification

Pupils and Staff	Ability to lead, manage and motivate the whole school community	E	✓	✓	✓
	Understanding of the principles of effective teaching and learning and the ability to promote a culture of learning throughout the school	E	✓	✓	
	Successful experience of monitoring, evaluating and pursuing excellence in teaching and learning, holding staff to account	E	✓	✓	
	Ability to create and maintain an environment which promotes good behaviour, discipline and celebrates success, reducing inequalities and promoting social inclusion	E	✓	✓	
	Understanding of the role and impact of assessment in children's learning	E	✓	✓	
Systems and process	Ability to work in partnership with the governing body	E	✓	✓	
	Ability to collect, analyse and use data on pupils' progress and performance to raise standards, using appropriate systems including ICT	E	✓	✓	
	Ability through strategic financial planning to manage all available resources, ensuring best value	E	✓	✓	
The self-improving school	Ability to imagine and share a powerful strategic vision for the direction of the school	E	✓	✓	✓
	Successful experience of leading and managing quality assured professional development activities; to lead and manage change	E	✓	✓	

Further Information

We are incredibly proud of the schools in our trust and warmly welcome visits.

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Email completed applications to info@tesprime.com

www.limetrust.london

