

Princess May
Primary School




headteacher application pack

PRINCESS MAY PRIMARY SCHOOL

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Princess May Primary School
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www.princessmay.hackney.sch.uk

Princess May Primary School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.

We welcome applications from all sections of the community, regardless of gender, race, religion, disability, sexual orientation or age.



WELCOME TO OUR SCHOOL

Dear Applicant,

Thank you for showing an interest in leading our school as its new Headteacher. I trust that the information in this application pack gives you a flavour of our school as a dynamic and culturally rich place for both pupils and staff.

Princess May Primary School sits straddled between the vibrant communities of Dalston and Stoke Newington serving children in and around Hackney. We are a two-form entry school with an excellent early years provision. Alongside the high quality education we provide to pupils, we create a safe, calm and fun learning environment with a wide range of extracurricular activities. This means that we are a vibrant and lively school and we seek a Headteacher who will reflect our school's personality.

At the end of 2017, the school was again recognised by Ofsted as 'Good'. However, we will not rest on our laurels. The governors and senior leaders have a clear ambition to be recognised as an 'Outstanding' school. That ambition is within our grasp. The new Headteacher will relish that challenge. They will also be a confident leader who can engage and inspire the members of our school community, including our children who have special education needs. Importantly, our new Headteacher will be professional and have outstanding communication skills.

The governors and senior leaders are committed to making our school the best it can be. The new Headteacher will share our passion and will benefit from our unwavering support as we navigate the future for our pupils. I encourage you to apply to be our Headteacher and I wish you the best of luck.

With warm wishes,

Kristofer McGhee
Chair of Governors





PRINCESS MAY PRIMARY SCHOOL HOW TO APPLY

Salary:

Group 3 L18 – L24 (£66,638 – £76,017) plus up to 25% uplift for the right candidate

Application closing date:

Monday 19 March 2018, 12noon

Interviews will be held on:

Thursday 29 March 2018

Starting date:

September 2018

SCHOOL VISITS

Thursday, 1 March 2018

Thursday, 8 March 2018

1. Please read this application pack carefully. On page 6 you will find the headteacher's competencies that we are looking for.
2. Complete the enclosed application form; CVs will not be accepted.
3. Please make sure you address the criteria outlined in the competencies (page 6) when writing your personal supporting statement.
4. We highly recommend that you visit our school so that you can get a feel before applying. Please contact the school office on **020 7254 1589** and let them know which of the two visit dates you will attend.
5. Should you have any queries on the application process, please contact Zipporah Antwi, Human Resources Adviser, on **020 8820 7010**.
6. Completed applications should be sent by email to schools.recruitment@learningtrust.co.uk or by post to Zipporah Antwi, Human Resources, Hackney Learning Trust, 1 Reading Lane, London E8 1GQ.

References will be sought for shortlisted candidates prior to the interview date. The successful candidate will be required to complete an enhanced DBS check.



ABOUT US

Princess May Primary School is an inclusive and friendly two-form entry primary school in the heart of our vibrant and culturally diverse community connecting Dalston and Stoke Newington.

We are a school where all children are warmly welcomed and are encouraged to achieve their full potential. Our children come from wide and varied backgrounds. With over 20 languages spoken within the school, our educational community is enriched by such diversity. We proudly celebrate our diversity in the school's annual carnival which is a well-loved and vibrant occasion and is one of many ways we celebrate our school community.

Our school offers a challenging, high-quality and creative approach to development, learning and achievement. We want our pupils to leave us with a strong academic foundation but also lifelong skills – being able to debate and negotiate, to empathise and advocate and to be flexible and structured. Alongside all of this we want them to enjoy their time at our school.

Our school recognises the importance of engaging widely with parents, carers, local businesses and others in our community. These each play a key role in making the school what it is, whether that is by delivering our annual events or supporting our extensive after school provision.

Ultimately, we aim to provide an environment where children feel safe, secure and happy.

SCHOOL FACTS

- Approximately 400 children on the school roll.
- Children aged between 3 and 11.
- 55.5% of children are eligible for the Pupil Premium grant.
- 98% of the children come from minority ethnic groups, which is significantly above the national average of 32%. The main ethnic groups are Black African, Black Caribbean and Turkish and Kurdish.
- 69% of pupils have English as an additional language, which is significantly above the national average of 20%.
- Persistent absence is 7.3% which is below the national (8.2%).
- 20% of pupils are on the SEND register, and 2.5% of those pupils have an EHCP.

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HEADTEACHER'S COMPETENCIES

To carry out the professional duties of a Headteacher as described in part nine of the school teachers' pay and conditions document. Candidates must take heed of this information. The assessment process at interview will be looking for the following criteria:

Qualification and experience

Essential

- Degree and Qualified Teacher Status.
- Recent, relevant continual professional development that enables the applicant to succeed as a Headteacher.
- Successful experience as a Headteacher, Deputy Headteacher or Head of School.
- Successful teaching experience of the age-range served by the school.

Desirable

- Experience of teaching in an inner-city and culturally diverse environment.

Leadership and strategic direction

Essential

- Ability to work with the governing body to create and articulate a clear vision for the future of the school.
- Capacity to lead change, identify areas of improvement and implement these on our journey towards becoming an outstanding school.
- Demonstrable track record of providing inspiration, motivation and strong leadership to all staff and the school community.
- To set high expectations for every child and ensure all pupils achieve these standards.



The selected person will either be:

- A Headteacher
- A Deputy Headteacher
- A Head of School

Teaching, learning and assessment

Essential

- A commitment and driving passion for the inclusion of all children in a high quality education.
- Ability to provide pupils with the excitement of a relevant, challenging and creative curriculum that raises standards of education for all.
- Evidence of raising standards across a primary school through monitoring, analysing and evaluating the quality of teaching and learning.
- Experience of monitoring, analysing and evaluating pupil performance information to help set improvement priorities and raise standards.

Staff management and development

Essential

- A leader who can engage and motivate staff in a culture of high expectation.
- A leader who holds promoting the relationship between excellent teaching and raising achievement at the heart of their practice.
- Experienced in developing, and creating opportunities for high quality staff, focused on raising achievement.
- Ability to engage collaboratively with and respond to challenge from the governing body.

Organisation and management of systems and resources

Essential

- Ability to set, interpret, monitor and manage a budget.
- Excellent analytical skills with the ability to prioritise demands and manage financial and human resources to ensure high educational achievement.

Personal attributes

Essential

- A confident leader, able to engage and inspire all members of the school community to enhance pupils learning.
- Highly professional and demonstrating integrity at all times.
- Outstanding communication skills, both written and verbal.
- Understanding and ability to create and maintain an environment which promotes high standards of behaviour, alongside pupils', moral, social and cultural development.



PRINCESS MAY PRIMARY SCHOOL KEY PRIORITIES 2017–2018

In October 2017, Ofsted judged Princess May Primary School to be a school that continues to be good.

Key Priority One

Improving outcomes:

- Ensure that the proportion of disadvantaged pupils achieving expected standards in mathematics increases.
- Increase the proportion of pupils achieving a greater depth standard in writing and maths.

Key Priority Two

Improving the quality of teaching and learning:

- More able pupils are better challenged so that greater proportions are making more than expected progress throughout the year.
- Teachers take into account what pupils already know and can do when planning learning.
- Pupils needing to catch up in their writing receive appropriate challenge in lessons to make rapid and sustained progress.



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