



Moss Hall Junior School

Learning Together



Headteacher Recruitment Pack
February 2019

Welcome from the Chair of Governors



Dear Applicant

Thank you for showing an interest in the Headteacher role at Moss Hall Junior School.

The governors, staff and parents truly believe this role offers an ambitious candidate an opportunity to make their mark at a school with all the foundations in place to effect real change and improvement; and which needs only a Headteacher with clarity of vision, passion and purpose to achieve lasting success.

Our children are curious, engaged and well-behaved; supported by a parent community determined to ensure they all achieve to the best of their ability.

The Head is assisted by a motivated and supportive leadership team who ensure that the children are at the heart of every decision they make, and whose hard-work and dedication set an example to the rest of the staff.

The school benefits from playing fields, all-weather pitch, swimming pool, stage and has a superb tradition of commitment to a broad curriculum including musical, dramatic and sporting opportunities for all students.

As well as utilising our position just a minute from the Northern Line to make the most of trips into Central London, the yr5 and yr6 children also enjoy annual residential trips to broaden horizons and strengthen friendships.

The school recently received an Ofsted judgement of 'Requires Improvement'. This has had the positive effect of bringing the school community together to discuss ideas and aspirations, and to build a vision for the future.

Sharing a site with an 'Outstanding' Nursery and Infant School, and serving many of the same families, we know the building blocks are in place for rapid improvement.

Over the last few months we have begun a process of reflection and strategic planning and significant changes have already been put in place, and the school has taken important steps on the path to success.

We are now looking for a Headteacher who can inspire staff and children and lead us on this crucial next phase of our journey.

If you have the skills and drive necessary to lead the school then we look forward to hearing from you.

Kind regards

Matt Berger
Chair of Governors



About Us

The School



Moss Hall is a 4-form entry Junior School, well located in a residential area with the luxury of green space. The school has a proud history of providing a creative, broad spectrum education with particular emphasis on music and sport.

We are a diverse and truly inclusive school with a higher than average percentage of SEN and EAL children. Our children are kind, polite, well-behaved and excited learners with supportive parents and a wonderfully proactive PTA.

Most of our children join us from the neighbouring Moss Hall Nursery and Moss Hall infant school, both of which offer outstanding provision. The schools work together to share some facilities, a shared breakfast and after school club, as well as a dining hall, but the three maintain separate governing bodies and leadership.

The school is very well resourced, not least by our exceptional staff.

We are situated on a spacious site with the additional benefits of a grass playing field, all-weather sports pitch and swimming pool, which are valued and appreciated by our wider community.

We have easy access to the Northern Line which enables us to maximise opportunities for trips and enrichment activities, bringing real life learning opportunities.

The school has had a difficult period following an RI judgement by Ofsted in October. Whilst this has been unsettling, we now see it as an opportunity to take a fresh look at our direction.

The Headteacher role is key to this and we are excited and ambitious about the future for our school.

The Governing Body is very supportive and keen to build the school as a centre of excellence for the wonderful children, staff and community that it serves.





The Role

We are looking for a truly special Headteacher who can be an inspirational leader for our children, staff and wider community. We require an excellent communicator, who can galvanise all the goodwill that surrounds the school and take everyone along on an outstanding journey.

Our new Headteacher will bring fresh ideas whilst building on our current successes. Nurturing our team to make standards of teaching consistently excellent, with leadership skills that will inspire and continue to motivate our talented and dedicated staff.

The right candidate will be a visible presence, an educationalist committed to raising standards, who will ensure that every child's needs will be met, whilst remembering how to have fun!

Our governing body and the local authority are committed to supporting the new Headteacher on the journey to outstanding. We genuinely believe this role will be the best career move our next Headteacher will ever make.



Our Ethos

The Moss Hall team is committed to providing a safe, happy, nurturing environment where every child can achieve their full potential. A school with the highest expectations, where children are excited and inspired by a rich and creative curriculum and where they develop a lifelong love of learning.

Our children will be independent, confident and curious learners making the maximum possible progress in all subjects. We will provide opportunities for new experiences, encouraging our children to challenge themselves and celebrating their successes with them.

Our staff, families and governors work in partnership to model the highest standards of mutual respect and kindness so that all our children know that they are safe and secure.

We are proud of our status as an accredited "Values Based Education" school and these values are encouraged, recognised and modelled by everyone across the school in all lessons and activities.

Every child will leave Moss Hall well-equipped for their next steps into secondary school and life beyond.

Job Description

Key responsibilities



Strategic direction & shaping the future

- Work closely with the Governing Body and other key stakeholders to review and maintain a shared vision, keeping the children at the heart of all our work.
- Develop and communicate ambitious strategic plans which will inspire and motivate pupils, staff, parents/carers and the wider community.
- Ensure strategic planning is rooted firmly in school improvement priorities and clearly identifies short, medium and long term targets.
- Ensure strategic planning takes into account the diversity, values and experience of the school and local community.
- Review progress against key priorities and targets within the strategic plan through a clearly defined process of school self-evaluation.
- Keep abreast of the latest developments in pedagogy, sustaining a wide and current knowledge and understanding of education.
- Respond to changes in local and national policy, ensuring the school is responding appropriately, proactively and with creativity to key developments.
- Promote the school; share and celebrate improvements and developments across local networks and beyond. Build on existing community links to support and develop community cohesiveness.
- Prioritise cross-school collaboration; ensure the children at all three moss hall schools have the best chance possible of a smooth and successful journey from nursery up to Year 6.

Leadership

- Provide inspirational and strong leadership to the staff team, ensuring that the school delivers the highest standards of learning across the board.
- Ensure the school's vision is clearly articulated, understood and acted upon effectively by all.
- Embody the school's vision and values for the pupils, staff, governors and parents/carers of the school.
- Lead by example; promote an approachable and caring culture where staff are available and welcoming for pupils and their families.
- Create an effective partnership with parents and carers, ensuring the school can best support and improve all pupils' achievement and personal development.
- Identify and develop emerging talents, advancing school leaders at all levels.





Key responsibilities (cont...)

Teaching and learning

- Continue to raise the quality of teaching and learning through in depth understanding of the features of high quality classroom practice, and how to best impact children's learning.
- Maintain a consistent and continuous school-wide focus on pupils' achievement using data, benchmarks and feedback to monitor progress in every child's learning.
- Create a culture and ethos of challenge and support where all pupils have the resilience to engage with in their learning and are able to recognise their successes and achievements.
- Assess, monitor and evaluate the quality of teaching standards and the delivery of the curriculum across the board. Build on successes and identify and act on areas for improvement.
- Demonstrate and articulate high expectations and set challenging targets for the whole school community.
- Monitor and evaluate the effectiveness of the curriculum, ensuring to maintain a holistic approach to learning. Continue to prioritise a broad and balanced curriculum, including enrichment opportunities.

Staff management and development

- Develop effective relationships and communications, underpinning a professional learning community enabling everyone in the school to achieve.
- Provide opportunities for growth and continuing professional development of the teaching team by creating an inspiring, professional work environment, and modelling behaviour consistent with the school's values and aspirations.
- Create an ethos within which staff well-being is of central importance, and staff are consistently supported and developed. Ensure this is emphasised and central to recruitment and retention.
- Ensure effective planning, allocation, communication, support and evaluation of work; including clear delegation of tasks and devolution of responsibilities. Develop effective team communication mechanisms to ensure that all staff are involved with and invested in key school development priorities.
- Work closely with governors to improve the quality of education through recruitment, retention and effective deployment of a high-quality leadership and teaching team.
- Establish rigorous, fair and transparent systems for managing staff performance, including regular performance reviews and individual professional development plans. Support staff to improve, value excellent practice; and proactively address skills gaps and underperformance.





Key responsibilities (cont...)

Organisation - managing systems and resources

- Provide effective organisation and leadership of the school; seek ways of improving organisational structures and functions based on rigorous self-evaluation.
- Agree and set appropriate priorities for expenditure, ensuring sound financial planning. Allocate funds and ensure systems are in place for the effective administration and control of school budgets.
- Manage the school's human resources effectively and efficiently to achieve the school's educational goals and priorities.
- Manage and organise accommodation efficiently and effectively to ensure that all school buildings meet the needs of the curriculum and health and safety regulations.

Accountability

- Ensure individual staff accountabilities are clearly defined, understood and agreed, and are subject to rigorous review and evaluation.
- Welcome strong governance; work proactively with the Governing Body to provide information, objective advice and support to enable it to meet its responsibilities.
- Create and develop an organisation in which all staff recognise that they are accountable for and integral to the success of the school.
- Present a coherent and accurate account of the school's performance in a form appropriate to a range of audiences, including governors, the Local Authority, parents/carers and the local community.
- Ensure that parents/carers and pupils are well informed about the school's direction, priorities, curriculum and pupils' attainment and progress.
- Combine the outcomes of regular school self-evaluation with external evaluations in order to develop the school.

Community

- Create and maintain effective partnerships with parents/carers, governors and the Local Authority to support and improve pupils' achievements and personal development.
- Build on existing links with Moss Hall Infant School and local secondary schools, ensuring pupils experience as smooth a transition as possible into Moss Hall Junior School and beyond into Key Stage 3.
- Build a school culture that takes account and proactively celebrates the richness and diversity within the school community.



Person Specification

Qualifications

Qualified Teacher Status with a graduate level qualification

Award of the National Professional Qualification for Headship

Evidence of further study and qualifications

Professional development

Completion of appropriate Child Protection training or Designated Senior Person training.

Successful and substantial leadership as a Headteacher or Deputy Headteacher in a primary or Junior school.

Ability to create and maintain a culture where professionals continuously challenge themselves, are focused on their own professional development and always seeking to improve the quality of teaching and learning.

Track record of providing inspiration and strong collaborative leadership to all staff.

Ability to develop and communicate a shared vision of what our school will look like in the next 2 to 5 years.

Has led whole school self-evaluation and development planning.

A proven track record of raising pupil achievement across a wide range of abilities and cultural contexts.

Evidence of managing and analysing data coupled with the ability to use this to improve the school's performance.

Ability to develop and widely communicate our school's vision of achieving a positive school ethos, high standards and expectations.

Ability to put a school's vision into practice and to do so working with the whole school community.

Commitment to working with the Local Authority.

Experience of working with a governing body and knowledge of its statutory duties.

A thorough understanding of child protection and safeguarding statutory guidance.

Knowledge and practical experience of strategic financial planning, budget management and the management of resources in relation to their contribution to child achievement.

Key:

Essential criteria

Desirable criteria





Person Specification (cont...)

Experience and knowledge of teaching

Proven ability to facilitate the design and delivery of a broad and balanced curriculum that meets the needs of all children.

Experience of teaching in at least two Key Stages and a current knowledge and understanding of Key Stages One and Two

Outstanding teaching skills and the ability to provide guidelines and models of high-quality teaching.

Knowledge of how the needs of all pupils can be met through high-quality teaching

Professional attributes and skills

An inspirational and empathetic leader who can build an excellent team and trust it to deliver for them

Ability to understand and meet the needs of all pupils from a diverse community

A proven track record of the effective implementation of a range of behaviour management strategies

Ability to develop strategies that encourage parents to support their children's learning

Excellent verbal, written communication and influencing skills

Personal qualities

Ability to lead with a clarity of purpose and a fundamental belief in the inherent capacity of all children to achieve

Enthusiasm, energy and vision to successfully lead a high-calibre team working in a high-achieving school

Ability to work with challenging circumstances in pro-active ways, set high standards and stimulate a sense of personal and collective achievement and pride

Ability to build relationships and networks with external people and organisations and work in partnership with local community networks and other professional and business partners

A people person who actively enjoys communication with the different stakeholders in the school community (including listening to and inspiring children, staff, parents and the wider community)



How to apply



If you wish to visit the school before applying you are welcome to do so.

Please contact our School Business Manager, Giovanni Pagnotta, to arrange an appointment on 020 8445 7965 or gpagnotta.302@lgflmail.org.

Please complete the application form which accompanies this pack. The form can either be returned by post to **Mr Pagnotta at Moss Hall Junior School, Nether Street, N3 1NR** or by email to gpagnotta.302@lgflmail.org.

Applications should be received no later than midday on Friday 15th March.

Interviews will be held on Monday 1st April.

Start Date: September 2019



Key Facts



Age Range	7-11
School Type	Community School
Number of Children	468
Classes in each year group	4
% of pupils eligible for Pupil Premium Grant	22.9%
% of children with EAL	36.1%
% of children eligible for FSM	9.5%
Number of children with statement or EHCP	15
% of children receiving SEN support	8.9%
Attendance	96.3%

Number of staff	
Teachers	23
TAs	18
Other Teaching Support	6
Other staff	6
MTS	7
KS2 Results (Higher Standard)	
Reading	86% (32%)
Writing	85% (24%)
Maths	81% (24%)
RWM combined figure	69% (13%)

