

Dear Candidate,

Thank you for considering applying for the post of Headteacher at Ellesmere Primary School and we hope you have found the information about the school helpful. We strongly advise visiting the school and our Deputy Headteacher, Kelsey Mort, will be delighted to show you around.

I have been Headteacher at The Delamere CofE Academy for a number of years and have a genuine passion for wanting the best for children. Delamere was a tired Victorian school of only 42 children when I started, inadequate and soon listed for closure. Through working in partnership with many stakeholders we ensured the school was saved from closure, gained an outstanding Ofsted and is now a very successful one-form entry primary school that is five times over-subscribed on entry and consistently one of the highest performing schools in the country.

This journey inspired me to set-up North West Academies Trust to open St Martin's Academy in 2012, a brand new free school in Chester. The school opened in September 2013 and received outstanding in all areas only 18 months later. St Martin's operates an extended school day, has some of the highest academic standards in the country and is the school of choice for residents of Chester. This school has been a huge success story and is a shining example of the free school programme.

In April 2014, the Trust was asked to sponsor Greenfields Primary School, in Winsford, Cheshire. The school had languished in special measures for several years and was rated as the second-worst school performing primary in the country. Less than three years later we are proud to say it is now a solidly good school, in the top 5% most improved for results in reading and writing and has even enjoyed a visit from comedian John Bishop!

Your potential new school, under the current leadership, elected to join our Trust in September 2016. The Governors and staff were determined to join a successful Trust that was based outside of the county. The decision has been mutually beneficial for the entire trust as we all continue to learn from each other. Standards at Ellesmere Primary are rapidly improving as we push towards outstanding at our next inspection.

As Chief Executive my role is to make sure the person who leads the schools has the support and challenge to make their role a success. All our schools are different, we share some policies and procedures where it is prudent to do so, but the best thing about being a member of NWAT is the freedom to develop your school in a way that best benefits your children. We challenge and we advise, but when you get it right we all learn from it.

We aim to recruit the best person for the position, but this person must "get it". They must instinctively know that education is not a tick box exercise. Although we want the best Ofsted rating we do it our own way and we recognise that children all learn differently, and we must inspire them to learn. Take them on trips, fill their minds with great experiences and they will thrive. The recipe is not a complex one and your role is to make the job as simple and effective as possible.

Opening children's eyes to the wonderful world of possibility...



The children and staff at Ellesmere are great and if successful you have a solid bedrock on which to build. Budgets will always be cut, every year standards will climb higher, tests will get harder but the truly successful leaders, and the one we want for Ellesmere, will be undaunted by this and succeed despite it.

Should you wish to discuss the post further with me or if you have any school specific questions, please give me a call. The salary is open and will be determined on experience and your current role.

Good luck!
Steve Docking
Chief Executive Officer
North West Academies Trust

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