



**Rushmore**  
Primary School

# headteacher **application pack**

RUSHMORE PRIMARY SCHOOL



**Rushmore**  
Primary School

 **Hackney**



**hackney**  
learning trust





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Rushmore 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.





### Dear Applicant,

Welcome to Rushmore. Thank you for your interest in our school.

We are an exciting, diverse, two-form community school in the heart of Hackney on the fringes of Millfields Park and the Lea Valley Regional Park.

We are looking for a new headteacher who shares our vision and ethos and who will inspire us and lead us on our continuing journey to all-round excellence.

We were judged good in our last Ofsted inspection and we aspire to be outstanding in our next.

We believe that our school has a unique character of which we are deeply proud. Last year, in a process that involved our children, our staff, our parents and our wider community, we wrote a new vision statement, which you will read in this pack. We are looking to recruit a headteacher who will promote this vision and take us forward, evolving and improving always, but also holding our sense of ourselves, and the school that we wish to be.

Our children are our greatest asset and we hope that this pack gives you a sense of the joyfulness that pervades our school. We believe that standards should be rigorous but that learning can be creative. We are determined to ensure that each child in our school achieves their full potential, and that they are happy, enthusiastic, and secure in our care.

We are looking for a headteacher who will lead us on our learning adventure, inspire and challenge our dedicated and passionate staff and embrace everything that makes us such a wonderful school.

Yours sincerely,

**Carys Miller**  
Chair of Governors





## RUSHMORE PRIMARY SCHOOL

### HOW TO APPLY

#### Salary:

**Group 3 L11 – L24 (£56,776 - £75,264) plus 25% uplift for the right candidate.**

#### School visits dates:

**Tuesday 19 January, 9am**

**Friday 22 January, 9am and 2pm**

#### Application closing date:

**Monday 25 January 2016, 4pm**

#### Interviews will be held on:

**Week commencing 1st February 2016**

#### Starting date:

**September 2016**

1. Please read this application pack carefully. On page 6 you will find the job description, which lists the key 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 before applying to the position. To arrange a visit, please email [info@rushmore.hackney.sch.uk](mailto:info@rushmore.hackney.sch.uk)
5. Should you have any queries on the application process, please contact Ozlem Lindley, Human Resources Adviser, on **020 8820 7240**.
6. Completed applications should be sent by email to [schools.recruitment@learningtrust.co.uk](mailto:schools.recruitment@learningtrust.co.uk) or by post to Ozlem Lindley, 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

**Rushmore is a friendly, caring and welcoming community school in a diverse and exciting part of Hackney. We believe in the power of partnership and community involvement to support learning for all!**

The school is located on the edge of the Lea Valley Park, an area renowned for its natural beauty along with Hackney Marshes and the River Lea. It is within walking distance of a wide selection of amenities – a swimming pool, sports centre and museums.

We do everything to ensure that all our children become confident, happy and creative learners, individuals and citizens and we will settle for nothing less.

In January 2016 we will be launching our new library. This is an exciting project which lies at the heart of everything we believe in at Rushmore: open to all, inclusive, varied, a place of calm and a place of ideas. The library will be a proper one! All children will be able to borrow books from the library. It will contain fiction, non-fiction and reference sections.

Our school seeks to provide a broad and balanced curriculum to enable all children to achieve their full academic and social potential.

We aim to provide a safe and supportive environment for both pupils and staff and to form a positive working partnership with the local community.

Children's ages: **3-11**  
Current school roll: **472**

### Our Vision

Rushmore is a happy school where we inspire inquisitive and creative minds.

Learning is an adventure: we support and challenge each other to believe in ourselves and everything that we can be and do.

We celebrate difference and expect mutual respect and understanding.

We are proud to be Rushmore, and we carry our ambitions and values with us into the wider world.

### Our Resolutions

- We take pride in our learning and achieve our best.
- We are positive, honest and appreciative
- We listen to each other and consider each other's feelings.
- We treat each other with politeness and respect.
- We take care of each other and look after our school.
- We move around the school quietly, calmly and safely.



# 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

- Degree and Qualified Teachers Status.
- Recent relevant professional development that enables the applicant to succeed in this post.
- Experience teaching in a maintained United Kingdom primary school.
- Experience of teaching in an inner-city, culturally diverse environment.

## Strategic direction and shaping the future

- Ability to work with the Governing Body to create and articulate a clear vision for the future of the school.
- Capacity to identify areas for improvement, lead change and implement these to achieve the vision of the school.
- Demonstrable track record of providing inspiration, motivation and strong leadership to all staff and the school community.

## Teaching and learning

- Excellent understanding of how children learn and of effective and inspiring teaching methods.
- Proven record of raising the achievement and attainment of children in Foundation Stage and Key Stages 1 and 2, across a range of abilities, and an understanding of barriers to learning and their effective removal for particular groups.
- Proven ability to deliver a differentiated curriculum to pupils with a diverse range of social, emotional, cultural, intellectual and physical needs.
- Substantial track record of assessing, monitoring and evaluating the quality of teaching standards and the delivery of the curriculum across the board.
- Proven record of using data, benchmarks and feedback to monitor progress in children's learning.

## Staff management and development

- Demonstrable record of acting as a motivating leader who can engage staff in a culture of high expectations for all pupils.
- In-depth experience of recruiting, managing and developing teaching staff.
- Commitment to continuing own personal and professional development and providing opportunities for growth and development for all the staff.
- Open and collaborative style of management and evidence of working collaboratively with others.

## Organisation: managing systems and resources

- Ability to prioritise demands and manage financial and human resources to support high educational achievement.
- Ability to use school performance information efficiently and effectively to identify and tackle underperformance.
- Ability to demonstrate effective previous use and integration of a range of technologies to promote learning.

## Accountability

- Ability to use monitoring and evaluation to improve the academic, spiritual, moral, social, emotional and cultural development of all pupils.
- Understanding the statutory framework for education and the legal framework that underpins school management.
- Communicating effectively with the Governing Body to ensure that the Governors are provided with the information they need to meet their responsibilities to set the long-term strategic direction of the school.

## Community

- Ability to create and implement a parent involvement strategy.
- Ability to draw on the richness and diversity within the school community to enhance learning opportunities.
- Experience of establishing effective links with the wider community in order to support and generate a learning community.

## Personal attributes

- Present a positive and good role model for pupils and staff.
- Excellent communication and personal skills with a willingness to engage with all pupils, staff, parents and Governors as well as the wider school community.
- Ability to project the School in a positive way and keep the School at the heart of the community.
- Strong personal motivation with an adaptable, versatile and resilient 'can do' approach.
- Caring and understanding approach.
- Demonstrate creativity and imagination to proactively anticipate and solve problems.
- Strong organisational and management skills.

### The selected person will either be:

- A Headteacher / Head of School
- A Deputy Headteacher





## RUSHMORE'S NEXT HEADTEACHER

### We live, we learn, we love.

Rushmore Primary School is an inclusive, diverse and vibrant inner-city school whose governors, staff and parents are united in their desire for all children to reach their full potential.

The overarching challenge for our new headteacher is to continue to drive up standards and attainment levels across the school, especially for our children who receive the Pupil Premium. We are determined to continue to narrow the gap whilst stretching the high achievers.

We are committed to achieving all round excellence as well as moving from good to outstanding. To achieve this, we are looking to appoint a headteacher who will identify and nurture excellent and innovative teaching practice, while inspiring, encouraging and developing all staff to outstanding levels.

At Rushmore, we have a distinct and unique character. We want to maintain that culture and ethos and continue to develop it, with someone who shares our vision.

Hackney Learning Trust has a bespoke induction programme for new headteachers. The successful applicant will be given full details on appointment.

The December 2012 Ofsted report described Rushmore as 'good'. We believe we are now on the path to being an outstanding school. We need someone who will embrace our commitment to creative learning and teaching techniques, to deliver a relevant, inspiring and exciting learning experience.

We are looking for someone to lead us to the next level, from good to outstanding, while continuing to achieve excellence within our strategic terms of reference.

Rushmore's next headteacher will be:

- thoroughly versed in imaginative and creative approaches to learning and teaching and with a proven record of curriculum development;
- committed to the best outcomes for all our children;
- equally committed to developing individual character, personality and values;
- focused on holding self and others to account in maintaining high expectations and standards across the school;
- able to communicate clearly, coherently and persuasively and to work openly and collaboratively with the Governing Body.



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