



Headteacher

Application Pack

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Letter from the CEO

Dear Applicant,

Thank you for expressing your interest in the extraordinary opportunity to become the Headteacher at Maypole Primary School. We are thrilled by your consideration as we believe this role offers an exciting chance to make a significant impact in the field of education.

Maypole Primary School, proudly affiliated with the Inspire Academy Movement, is deeply connected with our Trust Executive and a network of dynamic schools. Together, we are committed to providing students with a world-class education, endless opportunities, and transformative experiences. Our vision extends beyond conventional boundaries, allowing students the time and space to explore, understand, and pursue their true passions. We strive to empower them to recognise and unlock their full potential, fostering an environment of respect and compassion that positively shapes their lives and the lives of others.

Maypole Primary School sets exceptionally high expectations for our students, and we are actively seeking passionate, like-minded colleagues who share our vision. As the prospective Headteacher, you will embark on a rare and thrilling journey, collaborating closely with other talented leaders within our Trust to redefine what is possible in the education landscape of Kent.

If you are fuelled by a burning passion to create a better world through the transformative power of education, and if you possess the determination, vision, and leadership skills we are looking for, we encourage you to seize this opportunity and submit your application. This is your chance to be at the forefront of shaping education in Kent, contributing to a dynamic and innovative community that thrives on excellence.

We eagerly anticipate the possibility of welcoming you to Maypole Primary School and working together towards a future where education exceeds the boundaries of convention.

Liz Mitchell
CEO
Inspire Academy Movement



About Maypole Primary School

Maypole Primary is a popular two form entry primary school on the outskirts of Dartford, bordering the London Borough of Bexley and is a popular choice for the families in the area.

At Maypole we pride ourselves on our caring, friendly and inclusive environment. We put children first and aim to bring out the very best in every individual. The relationships we develop with our children and families enable us to create a distinctive ethos.

We are very proud of our achievements; the high standards achieved by pupils and our sporting successes. We are passionate about educating the whole child and ensuring that we provide pupils with a wide range of experiences and opportunities.

In our Ofsted report (June 2018), we were pleased that the school continued to remain good. The school community is committed to pupils reaching the highest possible standards and to further improve their achievements. Leaders and governors are relentlessly ambitious and consistently aim for outstanding outcomes in all aspects of the school.

Maypole Primary School has a long successful history educating and caring for children in the local community for over 100 years. The school expanded from a one to two-form entry school in September 2016.

We are privileged to have such wonderful children at Maypole Primary School and we always aim to ensure that every child gets nothing less than the very best they deserve.

Maypole Primary School is part of the Inspire Academy Movement, established in September 2023. Prior to that, Maypole had been working within the Inspire Federation alongside two other primary schools since 2021. There are now four schools working within the Trust, however, the Trust plans to grow to 8 schools by 2028.

Maypole is an inclusive academy with a diverse intake with pupils of differing faiths, ethnicity and need. Our dedicated staff, leaders and governors are committed to ensuring every child receives the very best experiences and flourishes within their own potential.

School Vision and Values

Vision

Maypole is a school where every member of the school community is happy with a strong sense of belonging and mutual respect; recognising diversity and talent.

We are proud to work together in finding courage to persevere, learning from the mistakes we make along the way. We all embrace new learning together through our curiosity within an enriched curriculum that fosters independence.

Happiness

At Maypole we value well-being and happiness. We show this through our positive behaviours and attitudes

Independence

Independence is understanding how, when and where we learn best giving us confidence to take risks in our learning

Community

We work together as a team and show compassion for those around us

Curiosity

Our curiosity means we are excited to learn new knowledge, skills and concepts

Respect

We respect our rights and those of others supporting each other to be the best we can be

Perseverance

Learners who persevere will not give up until they are successful, even when things are tough

Ambition

We all aim high in all we do, aspiring to be the best and do our best

Role description

The CEO and Governors of Maypole Primary School are looking to appoint a new Headteacher to our popular school. This is an exciting opportunity for either an experienced or aspiring Headteacher to flourish within our growing Multi Academy Trust. The role has become available as our current Head of School is joining our Central School Improvement team.

As a new academy within a newly formed Multi Academy Trust, this role is a fantastic opportunity for a passionate and inspirational leader to join us on our exciting journey. If you are an existing Headteacher or a successful member of a leadership team with a proven track record of raising standards, we would be delighted to hear from you. We are open to appointing in April 2024 but willing to wait until September 2024 to appoint the right candidate.

Our new Headteacher will be...

- A team player who works well with others, both within their own school and across the Trust
- Compassionate, tolerant and welcoming to all
- Be passionate about the needs of all pupils and staff
- Have well-being as a priority for all, including themselves
- An inspirational leader who can support and motivate our highly trained school team
- Have a shared passion for learning
- Be an advocate for the Curriculum to Inspire
- Skilled in maintaining collaborative partnerships with the Governing Board, staff, pupils, parents and the local community
- An outward and forward-looking leader who is able to demonstrate strategic thinking and drive the school vision forward

We offer...

- Enthusiastic children who are happy, motivated, and proud of their school
- A welcoming and safe learning environment with large grounds
- A team of supportive Trust Heads and Deputies that work collaboratively
- Supportive CEO and Head of School Improvement that are committed to your success
- Supportive Governors and Directors who are committed to working in partnership with Headteachers
- The opportunity to access farm education through another Trust school
- A pro-active Parent-Teacher Association which supports the school and wider community

Our pupils have asked for a Headteacher who...

- Is understanding and will listen to them
- Keeps them safe
- Likes to laugh
- Will learn about their individual needs
- Will have fun with them and join in at discos
- Is calm but will be strict when needed
- Listens to both sides of the story and makes sure consequences are fair
- Enjoys going on school trips
- Enjoys singing assemblies

What we will offer the successful candidate:

Values to inspire

Respect

- Negotiable salary for the right candidate
- £500 bonus payment for applying direct and not through an Agency
- 50% discount on wrap around care, Breakfast & After School Club
- 20% off Nursery fees

Independence

- Seal Primary school is a Gold UNICEF Rights Respecting school, empowering our pupils to learn about their rights and how they work in practice
- Teachers given an additional release day each term to complete medium planning

Perseverance

- An innovative and engaging curriculum
- Coaching sessions with our Wellbeing Consultant

Community

- A collaborative, friendly staff team
- Annual employee awards celebration
- Great school and Trust events

Aspiration

- Leadership opportunities
- Opportunities for self-development

Compassion

- An inclusive supportive leadership who cares, listens and empowers
- Paid time off for special family occasions

Job description

Purpose of the Job

To provide overall strategic leadership and, with others, lead, develop and support the strategic direction, vision, values and priorities of the school. Develop, implement and evaluate the school's policies, practices and procedures.

The Headteacher is expected to demonstrate consistently high standards of principled and professional conduct and is expected to meet the teachers' standards and be responsible for providing the conditions in which teachers can fulfil them.

Ethics and Professional Conduct

The Headteacher upholds public trust in school leadership and maintains high standards of ethics and behaviour, both within and outside school. The Headteacher is expected to:

- build relationships rooted in mutual respect, and at all times observe proper boundaries appropriate to their professional position
- show tolerance of and respect for the rights of others, recognising differences and respecting cultural diversity within contemporary Britain
- uphold fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensure that personal beliefs are not expressed in ways which exploit their position, pupils' vulnerability or might lead pupils to break the law.

As a leader of the school community and profession, a Headteacher is to:

- serve in the best interests of the school's pupils
- conduct themselves in a manner compatible with their influential position in society by behaving ethically, fulfilling their professional responsibilities and modelling the behaviour of a good citizen
- uphold their obligation to give account and accept responsibility
- know, understand, and act within the statutory frameworks which set out their professional duties and responsibilities
- take responsibility for their own continued professional development, engaging critically with educational research
- make a positive contribution to the wider education system.

Culture and Ethos

School Culture

The Headteacher is expected to:

- establish and sustain the school's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community
- create a culture where pupils experience a positive and enriching school life
- uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life
- promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment
- ensure a culture of high staff professionalism.

Behaviours

The Headteacher is expected to:

- establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils
- ensure high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy
- implement consistent, fair and respectful approaches to managing behaviour
- ensure that adults within the school model and teach the behaviour of a good citizen

Professional Development

The Headteacher is expected to:

- ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs
- prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development
- ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning

Curriculum and Teaching

Teaching

The Headteacher is expected to:

- establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn
- ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains
- ensure effective use is made of formative assessment.

Curriculum and Assessment

The Headteacher is expected to:

- ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught
- establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
- ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading
- ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum

Additional and special educational needs

The Headteacher is expected to:

- ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities
- establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively
- ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate
- ensure the school fulfils its statutory duties with regard to the SEND code of practice.

Organisational Effectiveness

Organisational Management

The Headteacher is expected to:

- ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care
- prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness, and probity in the use of public funds
- ensure staff are deployed and managed well with due attention paid to workload
- establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently
- ensure rigorous approaches to identifying, managing, and mitigating risk.

** A Headteacher will undertake any other duties, which from time to time will be required and be relevant and commensurate with the post as deemed necessary by the Governing Body and LA.

Person specification

CRITERIA	QUALITIES
Qualifications and training	<ul style="list-style-type: none"> • Qualified teacher status • Degree • National Professional Qualification for Headship (NPQH) or be expecting to complete within 2 years
Experience	<ul style="list-style-type: none"> • Substantial and successful leadership and management experience in a school • Teaching experience • Involvement in school self-evaluation and development planning • Demonstrate experience of successful line management and staff development
Skills and knowledge	<ul style="list-style-type: none"> • Data analysis skills and the ability to use data to set targets and identify weaknesses with Senior Leadership Team • Understanding of high quality teaching based evidence and the ability to model this for others and support others to improve • Identifies emerging talents in current and aspiring leaders, leading to clear succession planning • Understanding of school finances and financial management • Effective communication and interpersonal skills • Ability to communicate a vision and inspire • Ability to build effective working relationships and work as part of a team • Proven track record of overcoming disadvantage for vulnerable pupils
Personal qualities	<ul style="list-style-type: none"> • Understands the importance of British Values and ensures the highest standards of respect and tolerance from all staff, pupils and stakeholders • Shows a commitment to the Rights Respecting Agenda • A commitment to ensuring the best outcomes for all pupils and promoting the ethos and values of the school • Ability to work under pressure and prioritise effectively • Commitment to maintain confidentiality at all times • Shows respect and sensitivity towards cultural and religious differences • Demonstrates commitment to safeguarding and promoting the welfare of children • Demonstrates resilience at all times, especially under pressure • Inspires and influences others to believe in the importance of education in our children's lives, and encourages them to value education

Application process

Please contact Lisa Paulden: lpaulden@inspiream.org.uk or call **01732 762388** to arrange a school tour with the CEO.

All applications must include a letter of application against the job description and person specification.

Closing date for applications: **Friday 9th February 2024 at 12 noon**

Date interviews to be held: **Wednesday 21st & Thursday 22nd February 2024**

Start Date: **1st September 2024**

All applicants need to have the Right to Work in the UK to be considered for this role.

Maypole Primary School is committed to safeguarding and promoting the welfare of children and this position is subject to satisfactory enhanced disclosure from the Disclosure and Barring Service.



