



Longlands Primary School

Part of the **Marches** Academy Trust

Headteacher Recruitment Pack

September 2022



longlandsprimaryschool.co.uk |  TF9 1QU |  @longlandsprimaryschool |



Behaviour in classrooms, around school and outside at lunchtime is exemplary. Pupils are courteous and respectful of adults and of each other. Their first-class behaviour leads to a highly positive and harmonious learning environment. Staff reinforce positive behaviour by giving praise and rewards, which in turn motivates pupils. On the extremely rare occasions when low-level disruption occurs, staff manage it skillfully.

(‘Good’ Ofsted inspection)

Hello!

Thank you for your interest in the Headteacher position at Longlands Primary School.

This is an amazing opportunity to join a thriving primary school with a unique character. We are looking for the right leader to take us from a 'Good' to an 'Outstanding' school.

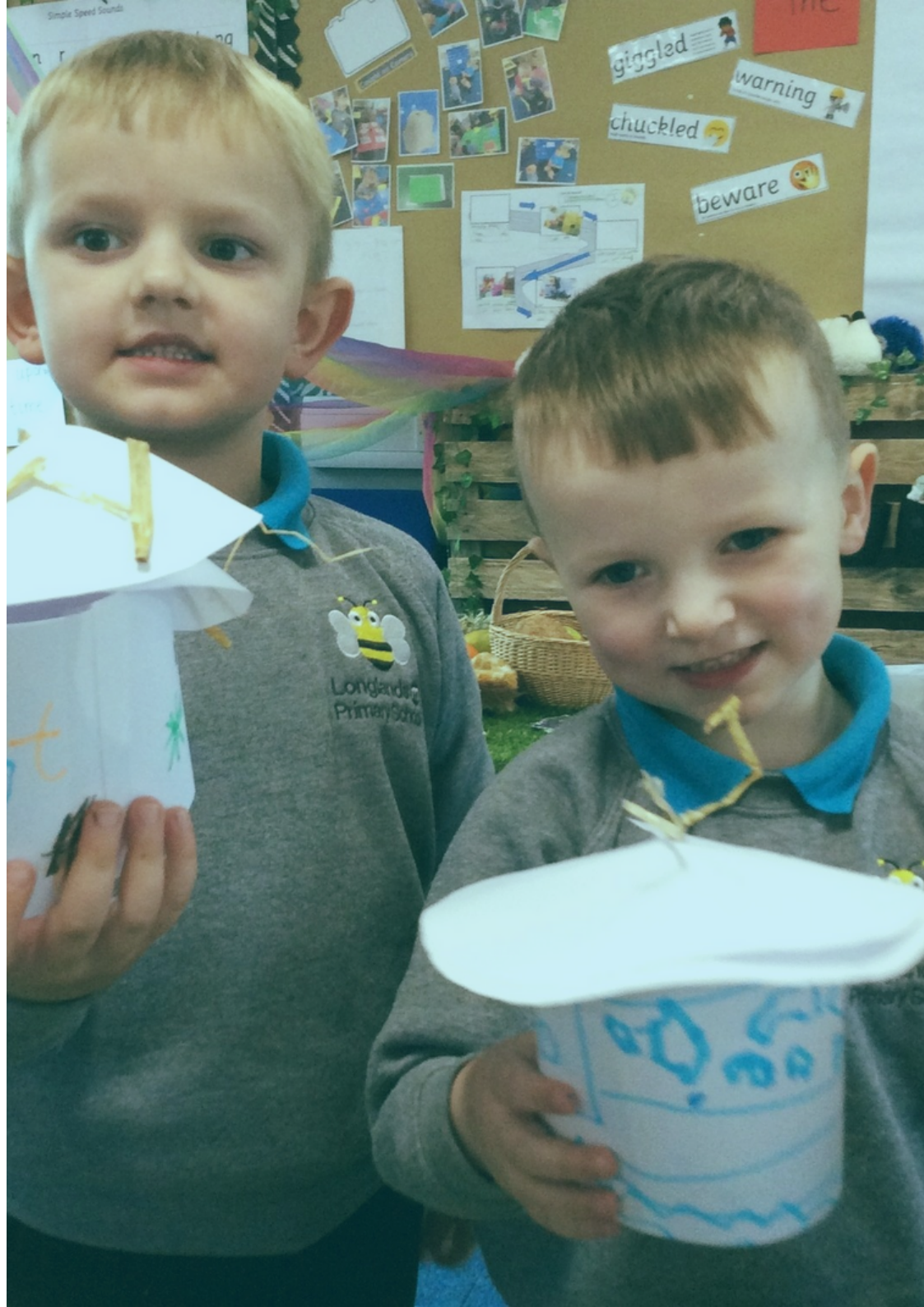
We have very strong links to the local community, who support the school. We are famous locally for our extensive social farm which hosts a variety of animals and eco allotment area which is used to grow fruit and vegetables.

With a roll of around 200 children from 4-11, plus a growing nursery, we attract local families made up of newcomers and families with multi-generational links to Longlands.

The school is part of a fantastic family of schools located across Shropshire within The Marches Academy Trust.

To find out more about our exciting school, its staff, children and the community, please visit our website at www.longlandsprimaryschool.co.uk.

We hope you find this recruitment pack useful and encourage you to apply for this position.



Meet our Local Governing Body



We are very proud to be members of the Local Governing Body at such a wonderful school. We are at the centre of a very supportive community and have excellent relationships with our families.

The school offers a unique learning experience for children with an extensive social farm area which hosts a mix of fantastic animals - the children are often found reading to the goats and chickens! The children enjoy learning to care for their animals and growing food for them in their eco allotment area. It is great to see the school embrace these new ways of teaching whilst supporting the mental health and wellbeing of the children in their care.



We have an amazing team of teachers and staff that are dedicated to creating and delivering an exciting curriculum that benefits all of our children. They are fortunate to have access to a large outdoor area in addition to the social farm and allotment areas which support their learning. The large playing area enables many different sports to be played, which most of the children love to take part in.

The Local Governing Body live within the area so know the school and the community well. We are passionate about the school and are committed in giving support to the Headteacher, staff and the Trust to create a safe, inspiring environment for children to develop the life skills to confidently take their next steps in the world.

Our school has a very special welcoming atmosphere, and we encourage you to come and visit. The children are proud of their school and every person is made to feel part of the community.

Kevin Lee
Chair of Governors
Longlands Primary School

Our school vision statement



We believe that every child should have the opportunity to thrive and be future ready through a curriculum which is inspiring, diverse and challenging. Our curriculum not only aims to provide children with the skills and knowledge that they need now but also the ability to be:

In an ever changing world, we strive to prepare our children to be confident, adaptable and driven member of the community.

We are a school that:

- puts children and learning at the heart of everything we do.
- creates learning opportunities which build skills for life and encourage curiosity and exploration.
- delivers an inclusive and captivating curriculum which provides a range of opportunities in which to participate and excel within and beyond the school day.
- has culture that enthuses and empowers everyone to take responsibility and extend their own learning.
- is a listening school where children and adults know their views are valued, respected and acted upon.
- provides a warm, positive, safe environment where we value effort, recognise success and celebrate achievement at all levels.





Who we are

Due to the retirement of our highly regarded Headteacher, the Trust is looking to appoint an enthusiastic and dynamic individual to build on our school's current strengths and achievements.

We are a happy, successful and popular primary school situated in North Shropshire in the market town of Market Drayton.

Longlands is part of the community of Market Drayton.

Our mission is to instil a love of learning and life, to create learning opportunities which build skills for life and encourage curiosity and exploration.

We are proud to be a listening school where children and adults know their views are valued, respected and acted upon.

Our Trust values are what we are about and we are looking for someone who has:

- Excellent leadership skills.
- A commitment to realising the potential of every child.
- The ability to inspire and motivate others.
- Sound organisational and financial skills
- A commitment to continuing a broad and balanced curriculum.
- A supportive caring nature.
- A commitment to our vision and values; laying new foundations for standards of excellence.
- Has high aspirations for all pupils and staff within the school and across the Trust.
- Can inspire and work collaboratively with all staff, governors, and families to secure the best outcomes for all pupils.
- Can bring new and innovative ways of working to the school and wider organisation.

We will offer you:

- Enthusiastic, friendly children who are eager to learn and are proud of their school and love every day and eager to learn.
- Motivated, committed and dedicated staff.
- A happy, friendly working environment.
- Supportive governors and parents who are committed to developing the school alongside the Headteacher.
- A supportive and skilled Trust Board who are passionate about the school and the wider organisation.



See us in action:

Applicants are encouraged to visit our school prior to applying. This will help give you a real feel for our unique school as well as provide an opportunity to meet our fantastic pupils and staff.

To arrange a visit week commencing 25th April 2022, please contact Carla Whelan.

✉ carla.whelan@mmat.co.uk



Interested? Here's how to apply:

1. Complete the online application, and
2. Provide a brief written statement (no longer 1000 words) on 'What do you feel are the most important considerations for a Headteacher in 2022-2025, to secure 'Achievement through Caring' at Longlands Primary School as part of the Marches Academy Trust family?
3. Attach CV as 'supporting documentation'

The closing date for applications is **midnight on Monday 16th May 2022.**

Shortlisting will be complete on **Wednesday 18th May 2022,**

Interviews will be held will be held **Wednesday 25th May 2022.**

The Trust is committed to safeguarding and promoting the welfare of the children in our care and expect all staff to share this commitment.



Welcome from the CEO

This is a high achieving Trust that is imaginative and creative in its approach to teaching and learning and is keen to look for continued sustained improvement. We are therefore seeking to appoint an innovative and motivational leader at Longlands Primary School with the desire to raise achievement of pupils at all levels.

Our vision 'Achievement through Caring' is central to all that we do at The Marches Academy Trust. Our schools are innovative and striving to ensure that young people make the very most of their learning adventure and are equipped with the skills required to prosper in the modern world.

We are immensely proud of our Teaching School, the Alliance of Leading Learning. We provide a wide range of professional development opportunities internally and externally.

Our family of schools currently includes:

- The Marches School and Sixth Form in Oswestry
- Sir John Talbot's School and Sixth Form in Whitchurch
- Tilstock CE Primary School and Nursery in Whitchurch
- The Grove School and Sixth Form in Market Drayton
- Lower Heath CE Primary School and Nursery in Lower Heath
- Shrewsbury Academy in Shrewsbury
- Longlands Primary School and Nursery in Market Drayton
- Grange Primary School and Nursery in Shrewsbury
- Oakmeadow CE Primary School and Nursery in Shrewsbury
- Woodlands School in Wem

Sarah Finch

CEO

The Marches Academy Trust

Our Trust vision statement and values

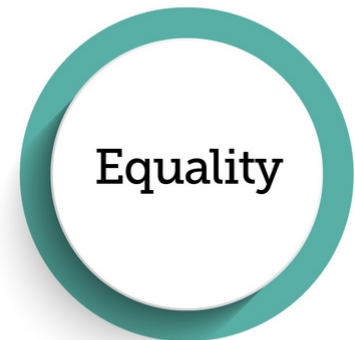
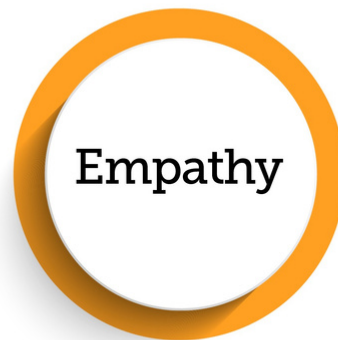
Our vision:

Achievement through caring

Mission statement:

We believe: Successful, creative, lifelong learners participate in a journey of self-discovery. They know how to learn, acquire skills and feel safe to take risks with confidence and courage.

Values:



Our family of schools



Marches Academy Trust



grove school



marches school



Shrewsbury Academy



Sir John Talbot's school



Woodlands school



Grange
Primary School



Longlands
Primary School



Lower Heath
CE Primary School



Oakmeadow
CE Primary School



Tilstock
CE Primary School

#togetherwegrow



Hi there!

The Marches Academy Trust has a clear vision for securing access to high quality learning and love for all our children and young people. In our supportive network of schools we work together to enable the best opportunities, in a safe environment, for all. Together as a team of professionals we share expertise and learn together, always striving to improve and recognising the strengths we all bring individually.

We hope you are excited by the opportunity to join our team at Longlands Primary School, to be a contributor to our future and join us on our journey through 2022 and beyond.

Please don't hesitate to get in touch for additional information.

Carla Whelan
Executive Director of Education
The Marches Academy Trust

✉ carla.whelan@mmat.co.uk



Alliance of Leading Learning

We are a school led inclusive partnership representing all phases and school contexts nationally and internationally. Our core team at The Marches Academy Trust have trained ITT and School Direct students; we have also led the professional learning of educational leaders and governors.

We deliver the DfE National Professional Qualifications and we actively encourage our staff to complete an NPQ programme at their earliest opportunity. We also seek from within our team colleagues who want to enhance their experiences outside school by becoming a Specialist Leader in Education (SLE). Embracing all our work is the unique Professional Learning Conference we host each year which continues to inspire school colleagues nationally.

Our staff have access to an outward facing large group of schools across the West Midlands and beyond. Quite simply we want to ensure the right expertise exists to enhance a self-improving system and impact learners, leaders and schools to drive continuous improvement. You will be part of this success story as a member of our team; and on starting your new post you will also be starting your learning journey - with all the benefits of being part of a large and successful Teaching School with exemplary partnerships.



We hold true to delivering current, inspirational training that has real impact back in the workplace. Most importantly our participants confirm in countless testimonials that we invest in their leadership journey.

(Cavelle Priestley-Bird
Executive Director of ALL)

Our investment in you

Talent Spotting our Future Leaders

Our Talent Pathway supports the professional development of staff within the Trust. We identify leadership talent and needs for future succession planning - ensuring relevant and practical development opportunities for staff.

Our talent pathway programme provides a framework for the discussion of your journey and the professional learning you can access along the way.

Talent Contract

The Talent Contract is a promise; a covenant between you and the Trust that the Trust will do its' very best to support and develop you professionally. The Contract describes a variety of professional development opportunities and encourages you to identify and pursue your training needs.

Talent Pathway - succession planning and talent management



Achievement through caring

By joining our Trust you will gain access to a range of benefits available to all staff. These include:

- A range of confidential medical and wellbeing benefits accessed completely free of charge.

We provide a number of salary sacrifice benefit schemes to our staff. Salary sacrifice enables you to give up some of the cash value of your pay to receive other benefits which saves on tax and national insurance.

We do have arrangements with local gyms and health clubs which offer our staff membership at discounted rates.



Job description

Start Date: Preferably September 2022 however negotiable for January 2023.

We offer:

- A supportive environment with an experienced team where you will be invested in and valued.
- A varied and exciting role – building relationships with a range of colleagues across the Multi-Academy Trust.
- A varied day with different experiences and challenges.
- A Talent Pathway that offers you continued professional development and learning for you as an individual.

The Marches Academy Trust

Post title: Headteacher, Longlands Primary School in Market Drayton

Grade: L14 – L20 (£58,135 - £67,364).

Hours of work: Full time

Post status: Permanent

Purpose:

The Headteacher will support the CEO, the Local Governing Body and the Board of Trustees to provide strategic leadership and be accountable for the direction, standards achieved and quality of teaching and learning in the assigned primary school in order to:

- Provide professional leadership and management which enables the Trust to give every pupil a high-quality education, and which promotes the highest possible standards of learning and achievement.
- Secure the long-term success of Longlands Primary School by maximising potential through the skills and resources available from across the Trust.
- Lead school improvement through the championing of outstanding teaching, learning, and assessment.
- Implement as positively and fully as possible the vision and key objectives of The Marches Academy Trust.
- Support the culture and ethos set by the Board of Trustees.



Responsible to:

Executive Director of Education

Main activities to the particular duties:

- To fulfil the requirements and duties set out in the STPCD relating to headteachers and to meet the National Standards of Excellence for Headteachers as published by DfE.
- To work collaboratively as part of the wider Trust, with the understanding that it is one organisation working in partnership to achieve the best outcomes for all pupils.

Leadership responsibilities:

- Work with the CEO and Executive Director of Education to develop a strategic vision for primary education within Longlands and promote this to staff, pupils, parents/carers and the wider community.
- Ensure the Trust's priorities are consistently and effectively implemented at Longlands.
- Motivate others to develop a culture of high expectations, shared learning and resilience, leading by example.
- Translate the strategic vision of the Trust into agreed objectives and operational plans for the school.
- Put in place effective communication mechanisms to ensure staff understand how to implement the strategic vision and operational plans.
- Ensure evidence-based improvement plans and policies promote continuous school improvement.
- Create and develop an organisation in which staff recognise that they are accountable for the success of pupils.
- Develop positive solutions to achieving equality, diversity, inclusion and belonging in all aspects of service delivery and engagement with the broader community.

Standards and quality assurance:

- Develop a culture where pupils and staff feel safe, confident, can attain maximum educational outcomes and where the Trust's values are evident.
- Create a culture and ethos of challenge and support within Longlands where all pupils can achieve success and are engaged in their own learning.
- Drive a continuous and consistent focus on pupils' achievement and progress, using robust data to monitor and evaluate effectiveness.
- Keep abreast of educational developments and identify best practice both inside and outside Longlands which can be shared across the Trust's schools.
- Establish creative, responsive and effective approaches to improving teaching and learning.
- Set high expectations and challenging targets for rapid and sustained improvement tackling under performance at all levels.
- Provide inspiration and strong strategic leadership to ensure that the school delivers the highest standards of teaching and learning across the board.
- Present a coherent and accurate account of performance in a form appropriate to a range of audiences, including the CEO, Executive Leadership Group, Trust Board, parents/carers and the local community.
- Collaborate with other agencies to ensure pupils' needs are met.
- Actively promote the school as a centre of excellence for education.

Developing self and leading others:

- Ensure development and maintenance of effective strategies for staff professional development and performance management.
- Ensure that the participation of other staff in professional development is encouraged and that they engage actively in the performance review process.
- Regularly review your own practice, setting personal targets and taking responsibility for your own development.

Managing area of responsibility:

- Strategic leadership and management to create success and continuous improvement. This will be undertaken within the context of and supporting the strategic Trust Development Plan.
- The attainment and progress of pupils ensuring their safety, good attendance and behaviour.
- Quality assuring development plans.
- Comply with the financial, health and safety, HR and other processes and procedures of the Trust.
- Ensure that all the activities are conducted in accordance with all legal or statutory requirements and regulations, and that policies and procedures developed locally are consistent with best practice and recognised codes of probity.
- Working with colleagues to ensure the effective deployment of resources across the Trust's primary schools to ensure maximum impact.
- Produce balanced annual budgets.
- Recruit, lead and develop a committed, effective and diverse workforce that understands its role in enabling and promoting high quality learning.
- Develop leadership capacity through coaching and other appropriate methods, supporting the development of effective middle leadership roles.
- Ensure that all resources are organised and managed to provide the best possible outcomes for pupils.



Securing Accountability:

- Taking a significant role in contributing to school self-review and using its outcomes, along with a range of other evidence, in monitoring and evaluating aspects of school life and completion of the school self evaluation form.
- Ensuring that staff accountabilities and performance objectives are clear and are regularly monitored, evaluated, and reviewed.
- Presenting information about the performance of the school to a range of audiences including governors, parents and carers.



The post holder may have opportunities to work in other schools within The Marches Academy Trust.

This job description does not form part of the contract of employment. It describes the way you are expected and required to perform.

"This post is exempt from the Rehabilitation of Offenders Act 1974 and as such all applicants who are appointed to this post will be subject to an Enhanced Disclosure from the Criminal Records Bureau before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once provisionally appointed, the successful applicant may also be required to apply for an Enhanced Disclosure at predetermined intervals during the course of their employment whilst in this post."



Person specification

	Criteria	Essential	Desirable	Assessment Method
Qualifications and Training	Qualified Teacher Status	✓		A
	Degree level (or equivalent) qualification	✓		A
	Further professional qualification e.g., Leadership Pathways, NPQL or NPQEL or willingness to undertake	✓		A/I
	Completion of appropriate Child Protection training or Designated Senior Person training	✓		A
	Evidence of personal continued professional development.	✓		A
Experience	Successful leadership and management experience at a senior level in a primary context, evidenced by school wide achievements	✓		A/I
	Successful experience of helping class teachers to improve their class leadership and professional practice	✓		A/I
	Successful experience as a class teacher, exceeding the standards and able to model best classroom practice	✓		A/I
	Experience of building strong and positive relationships with pupils, staff and parents in situations wider than a class team	✓		A/I
	Experience of managing change successfully.	✓		A/I
	Experience of leading and planning staff development	✓		A/I
	Experience of successfully managing challenging conversations	✓		I
	Involvement in school self-evaluation and improvement planning	✓		A/I
	Experience of effective recruitment; selecting appropriate staff to work in the settings that you have worked in		✓	I
Professional Skills and Knowledge	Ability to provide leadership, guidance, and direction in a whole school context.	✓		I/P
	Ability to demonstrate an awareness and understanding of the 'bigger picture' and the work at Headteacher/senior leader level.	✓		I/P
	Ability to share knowledge and demonstrate outstanding practice in relation to pedagogy across the whole school.	✓		I/P
	Ability to communicate effectively and understand the views of others.	✓		I
	The ability to make decisions and see a project through.	✓		I
	Willingness to contribute to enrichment activities and lead intervention projects.	✓		I
	Ability to accurately assess the quality of learning and teaching.	✓		I
	Ability to analyse and use school performance data to set targets and raise standards.	✓		I/T

	Good financial skills with the ability to manage school budgets to meet the strategic aims of the school.	✓		I
	A deep understanding of how pupils learn with a clear vision and understanding of the needs of young people in a primary school environment	✓		I/P
	In depth knowledge of the current requirements across EYFS, KS1 and KS2.	✓		I
	An understanding of small primary school context and how to secure high quality first teaching in mixed year groups.	✓		I
	Effective communication and interpersonal skills deployed through a range of different platforms	✓		I/P
	Excellent time management and organisational skills	✓		A/I
	Ability to build effective working relationships with senior colleagues, all school staff and all other stakeholders	✓		I
	Excellent knowledge and understanding of diversity and equality requirements	✓		I
	Knowledge of current Ofsted standards	✓		I
	Knowledge of the school organisation in a multi academy context		✓	I
	Coaching skills		✓	A/I
Personal Qualities	Ability to inspire and influence people. Inspire, challenge, motivate and empower others	✓		I
	Build and maintain effective relationships through effective interpersonal skills	✓		I
	Think creatively to anticipate and suggest solutions to problems	✓		P
	To be honest and trustworthy.	✓		I
	Caring attitude towards staff, pupils and parents	✓		I
	High expectations of self and others	✓		I
	Ability to work under pressure, prioritise effectively and maintain a sense of perspective and humour	✓		I
	Commitment, honesty and dedication	✓		I
	Ability to manage own time effectively	✓		I
	Reliability and integrity	✓		I
	Resilience and tenacity	✓		I
	Humour, warmth, and energy	✓		I
	Ability to hold others to account and challenge poor practice to generate positive outcomes	✓		I
	Commitment to acting with integrity, honesty, loyalty and fairness to safeguard the reputation of the school	✓		A/I

Assessment method key:

(A) Application form | (I) Interview | (T) Test | (P) Presentation



Pupils enjoy the different positions of responsibility on offer at Longlands Primary School. There are sports captains, ECO leaders, school council members, play leaders and a range of other responsibilities. School council members talked passionately to inspectors about how they arranged a coffee morning and raised money for an important charity. Pupils take their roles seriously and they develop important life skills, like responsibility and cooperation.

('Good' Ofsted inspection)





Marches Academy Trust

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