



EXECUTIVE HEADTEACHER APPLICATION PACK

STRONGER TOGETHER

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WELCOME FROM THE CHAIR OF GOVERNERS

Dear Candidate,

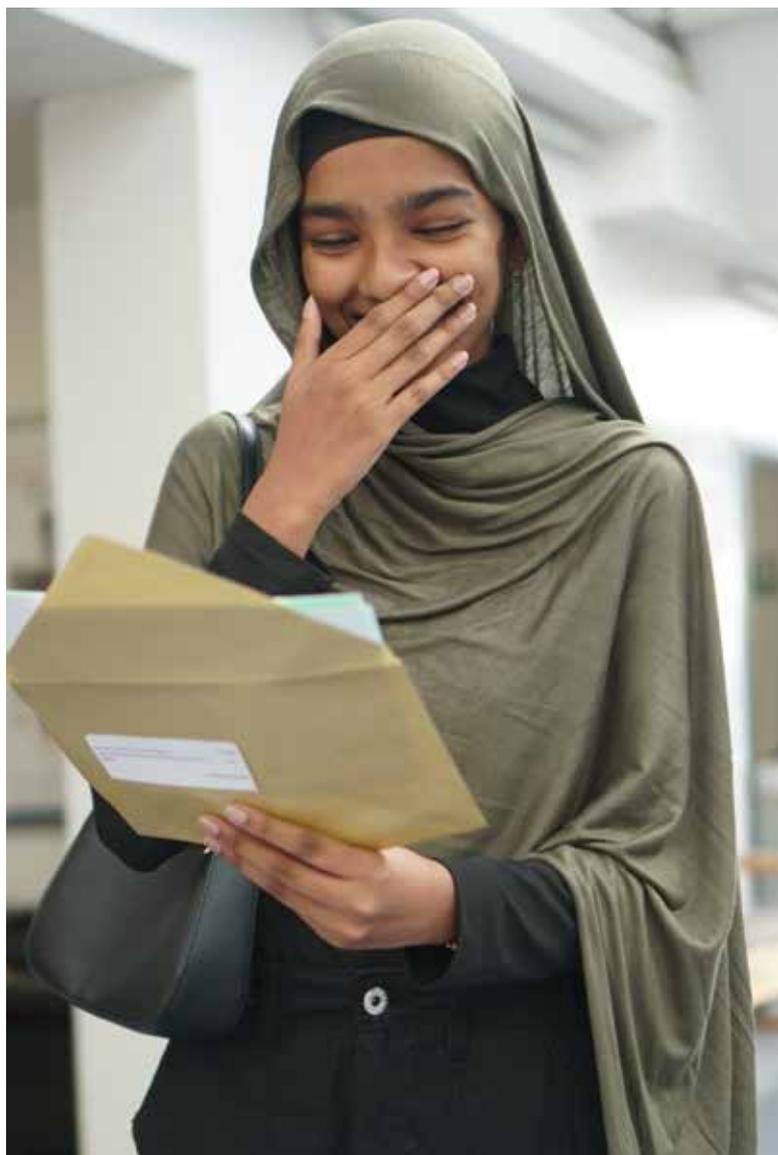
On behalf of the Governing Body at Weavers' Federation, I would like to thank you for your interest in the Executive Headteacher vacancy. We are excited about the opportunity to welcome a new leader who will play a vital role in shaping the future of our Federation, and we hope this letter, along with the supporting materials and opportunities to visit the school, will inspire you to consider joining our vibrant community.

This unique and exciting opportunity has become available due to the retirement of our current Executive Headteacher, and we are looking for someone who shares our passion for providing an inclusive, high-quality education to all our students.

Weavers' Federation is an ambitious and dynamic institution located in the heart of Tower Hamlets. Our student population is diverse, a significant proportion of our students face socio-economic challenges, and we have a higher than average number of pupils eligible for free school meals. We take pride in our inclusive ethos, where every student is valued and supported to reach their potential.

Our most recent Ofsted reports recognised our schools' many strengths. We are proud of our track record of success, but we remain committed to continuously improving the educational experience we offer our students.

Weavers' Federation is part of a supportive and collaborative wider network alongside other schools in Tower Hamlets and beyond. We are seeking an Executive Headteacher who will build on our existing strengths and lead the Federation through its next phase of growth and development. We want someone with the vision, skills, and energy to ensure this continues to be a place where students not only achieve academically but also develop as well-rounded individuals ready to contribute to society.





As a governing body, we are committed to providing the new Executive Headteacher with the support needed to succeed. You will benefit from a collaborative and experienced team of governors, as well as the guidance of our school leadership and a network of support from other school leaders within our Federation. Additionally, Weavers' Federation boasts a dedicated and talented staff, including specialist teachers and support staff, all of whom are passionate about helping our students succeed.

We believe that this is an exceptional opportunity for the right individual to make a lasting impact on Weavers' Federation and the wider community. If you are looking for a challenging and rewarding leadership role, where you can truly make a difference in the lives of young people, we would be delighted to receive your application.

Thank you again for considering Weavers' Federation. We hope to hear from you soon.

Yours sincerely,

Sophie Fanning-Tichborne
Chair of the Governing Body
Weavers' Federation, Tower Hamlets





ABOUT THE FEDERATION

Hague and Stewart Headlam Schools federated in 2020 and after consultation with parents, staff and the wider community about the benefits of extending the primary federation to become a team of 3 schools, a hard federation with Swanlea Secondary School was established from January 2024. The resounding support means we are now very proud to be 'Weavers' Federation.' There have already been many excellent benefits to shared leadership working together with governors and staff. It means we are 'stronger together through partnership', more able to face the challenges of running schools successfully. We are the first primary and secondary hard federation in Tower Hamlets. We are weaving our primary and secondary leadership, governance and transition Y6 to Y7 curriculum together so that we continue to be good and outstanding schools, serving the local community.

Our Vision – Stronger Together

Stewart Headlam and Hague Schools

Our schools came together to strengthen the educational offer for our children and to increase our capacity to be agile in responding to the changing needs of our community in a period of financial restriction. Both schools have been significantly affected by the fall in pupil numbers in the west of the borough. The partnership is of great, and equal benefit to both schools. The schools are stronger together and more resilient. Our future is focused on blending the leadership and teaching expertise with maximising the use of shared resources. This will allow strategic flexibility to optimise our resources in the most effective way to allow our children to thrive.



Stewart Headlam



Hague

Our principles

High Ambition	To inspire all our children to have a love of learning so that they strive to achieve and be successful in doing so
Broad Horizons	To provide a stimulating, progressive curriculum which offers enrichment opportunities for all children respecting their rights, responsibilities and individuality
Proud Traditions	To take pride in our unique schools, celebrating each school's traditions whilst growing in partnership to develop a new shared learning culture
Integrity	Choosing to do the right things, based on wisdom, research and values, even when it's hard or no-one is looking so that we have trust between us and the community

Swanlea School

At Swanlea School, we live by three simple but powerful words: Respect, Aspire, Achieve. These values shape everything we do, from the way we support our students to the high expectations we set for learning and personal growth. We believe that respect builds strong relationships, aspiration drives ambition, and achievement unlocks future opportunities.



Swanlea School

We are proud to serve a diverse and vibrant community. With over 1,300 students, including a thriving sixth form, we focus on providing an excellent education that prepares young people for success—whether that’s in further education, apprenticeships, or the world of work. Our commitment to academic excellence has been recognised in our latest Ofsted inspection (April 2024), where we were rated ‘Outstanding’.

But school isn’t just about exams. At Swanlea, we help our students grow into confident, well-rounded individuals who understand their place in the world and the impact they can make. We provide a wealth of opportunities beyond the classroom, from extracurricular clubs and leadership roles to real-world experiences in our local community.

Being based in Whitechapel, in the London Borough of Tower Hamlets, means we are part of one of London’s most exciting and culturally rich areas. Our students benefit from everything the city has to offer—from historical landmarks and bustling markets to career opportunities in nearby business districts.



At Swanlea, we believe that every student has the potential to succeed. With the right guidance, encouragement, and belief in themselves, they can respect those around them, aspire to greatness, and achieve their dreams.

Mission	Values
To be exceptional in: <ul style="list-style-type: none"> • Teaching • Leading • Learning 	<ul style="list-style-type: none"> • Respect • Aspire • Achieve

Vision

At Swansea we will:

- Develop socially confident, responsible, resilient and independent learners
- Create respectful, empathetic and active citizens who value democracy, liberty and the rule of law in British society
- Develop highly numerate, literate and articulate young people, instilling a life-long love of learning
- Promote cultural capital and celebrate difference, instilling an understanding and appreciation of diversity
- Nurture aspiration and ambition challenging all to achieve, readying students for the global workplace
- Promote student wellbeing, safety and healthy lifestyles, positively managing their academic, personal and social lives





KEY INFORMATION:SWANLEA SCHOOL

Status	Community School
Last Ofsted	April 2024
Ofsted Judgment	Outstanding
Forms of Entry	7
Type of school	Secondary
Age Range	11 – 18
Number of Students on Roll	1304
% of SEND Students	6.7%
% of EAL Students	28%
% of FSM Students	45.3%
% of Pupil Premium Students	54%
School Website	https://swanlea.co.uk



KEY INFORMATION:HAGUE

Status	Community - Maintained
Last Ofsted	September 2022
Ofsted Judgment	Good
Forms of Entry	1FE
Type of school	Primary
Age Range	3-11yrs inc nursery
Number of Students on Roll	210
Nursery	3 full time. 20 part time
% of SEND Students	10% Rec to Y6
% of EAL Students	82%
% of FSM Students	27%
% of Pupil Premium Students	19%
School Website	www.shhfederation.org/hague



KEY INFORMATION: STEWART HEADLAM

Status	Community - PFI
Last Ofsted	July 2023
Ofsted Judgment	Outstanding
Forms of Entry	1FE
Type of school	Primary
Age Range	3-11yrs inc nursery
Number of Students on Roll	210
Nursery	3 full time. 20 part time
% of SEND Students	% Rec to Y6
% of EAL Students	8%
% of FSM Students	%
% of Pupil Premium Students	5%
School Website	www.shhfederation.org/stewart-headlam

WHAT STUDENTS SAY

“ I know Swanlea school much better than before. I already have met some teachers from Swanlea. I spoke to Mr. G, he is so cool. I am dreaming to go to Swanlea, when I am in Year 7
- Year 4 ”



“ ‘I feel safe because there are always adults around the school’
-Year 7

‘Being a student council member has really helped me speak up for my classmates’ -Year 9

‘I have so much fun during school trips, we get to go to theatre!’ -Year 7

‘It’s nice that we can go to inclusion and speak to Mr Evieh and Ms Umara if we feel down or upset’ -Year 10

‘It’s nice that we can speak to staff during breaktime’ -Year 7

‘I’m very proud of myself for achieving great GCSE results’ -Year 11

‘It’s nice that everyone says hello to each other’ -Year 8

‘Don’t lose hope, always remain ambitious’
Year 11

‘I really enjoy fundraising, it’s nice that everyone comes together to support a cause’ -Year 9

‘Your dreams are possible’ -Year 13

‘I would not have been able to achieve my grades without my teachers’ -Year 13



“ Swanlea school is best. I went to the fun fair at Swanlea I loved everything there. It’s a massive school. We are part of Swanlea so I will go to Swanlea school when I am grown up a bit more. Lots of my friends will also go to Swanlea school
- Year 4 ”



WHAT PARENTS SAY



“ *It's great the school has a variety of after school clubs on offer, my daughter really enjoys playing football and taking part in competitions*
- Parent ”

'Staff are really pleasant and very helpful, it's nice to see they really care about my child' **Parent**

'I really look forward to family fun day, it's great Stewart Headlam and Hague are now a part of the day because of the federation' **Parent**

'My son really enjoys going into school, he looks forward to spending time with his friends' **Parent**

“ *Ms X from the Inclusion team is amazing! I can't thank her enough for the all the support she has given to my son*
- Parent ”



WHAT THE GOVERNING BODY SAY

“ I really enjoy being a governor at Swanlea. The commitment of all staff is undeniable. They go above and beyond for our young people to make sure they leave school ready for the real world
- Co-opted Governor ”



“ Swanlea is an amazing school. The level of education provided has led to an Outstanding Ofsted grade in April 2024. I am incredibly proud of the Swanlea team
- Co-opted Governor ”

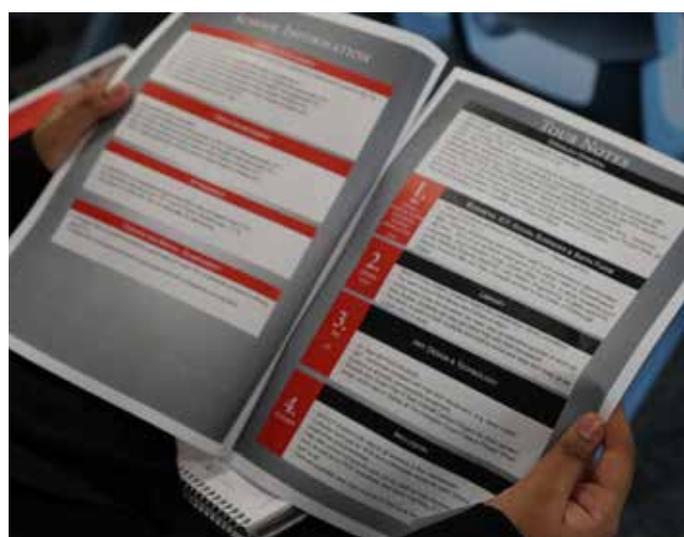
EXECUTIVE HEADTEACHER JOB DESCRIPTION

Reporting to: Governing Body at Weavers' Federation

Responsible for: Heads of School at Swanlea, Stewart Headlam and Hague

Purpose

- To provide vision, exceptional and outstanding leadership and management for the Federation and its schools.
- To secure sustained school improvement at Weavers' Federation as well as ensuring improvements in any new schools that join the Federation in the future.
- To build a collaborative learning culture within and across the Federation to ensure that every child reaches their full potential in all areas of their development.
- To market Weavers' Federation by forging strong partnerships with external stakeholders who, through close working with the Federation appreciate the benefits of being a part of it and are encouraged to join it.
- To work with the necessary ability, vision, energy and enthusiasm, and as a skilled leader, with all staff, families and the local community, putting the needs of the pupils/students first.
- To respond dynamically as appropriate to key national policies and initiatives.
- To promote and safeguard the welfare of children and young persons for whom the Federation is responsible and those with whom they come into contact.
- To grow and develop staff, creating future leaders.



Strategic Direction and Development - Shaping the Future

- Formulate and clearly articulate a vision of school improvement across the Federation ensuring that this vision is clearly understood and shared so that it secures the effective engagement of all staff, parents/carers, pupils/students and all those with Governance responsibility.
- Work with the local community to translate the vision into agreed Improvement and Development Plans that will promote and sustain school improvement in the Federation's current schools and any new ones that join.
- Ensure creativity and innovation in the use of current and emerging technologies to achieve excellence across the Federation.
- Ensure best management practice exists, and the introduction of appropriate innovation is successfully addressed and reflects the individual community need for each school.
- Develop appropriate and exciting curriculum structures in each school.
- In line with the Federation's vision, formulate and implement a strategy to grow the Federation with clear timelines for short-, medium- and longer-term sustainable growth.



Teaching and Learning

- Maximise the opportunities for all pupils/students through continuous focus on their achievement, using data and benchmarks to monitor progress
 - Ensure high quality teaching is at the heart of strategic planning and resource management.
 - Establish creative, responsive and effective approaches to teaching and learning and contribute to the development of a collaborative approach across the Federation in sharing good practice and improving the learning experience for pupils/students.
- Empower pupils/students to take an active part in their own learning and to take personal responsibility for improving their future opportunities for educational experience.
 - Implement strategies that secure high standards of attendance and behaviour.
 - Monitor and evaluate the quality of teaching and standards of learning and achievement.

- Work with other professionals to determine, organise and implement a diverse, flexible curriculum and effective assessment frameworks.
- Establish a culture that promotes aspiration within the schools' communities and celebrates success and achievement.
- Take a lead in the development of new and emerging technologies to improve the learning experiences for pupils/students.
- Challenge underperformance at all levels and ensure effective corrective action, support and review.
- Build an effective partnership with parents/carers and the wider community to support and enhance the achievement and personal development of pupils/students.

Developing Self and Working with Others

- 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' / students' vulnerability or might lead pupils/ students to break the law.
- Serve in the best interests of the Federation's pupils / students.
- 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.
- Be the chief talent manager across the Federation, ensuring all staff receive quality, impactful continuing professional development.
- Create and maintain a positive culture by treating people fairly, equitably and with dignity and respect.
- Build a collaborative learning culture within the Federation and actively engage with other schools to build effective learning communities, encouraging them to get more involved with the Federation and see the benefits of joining it.
- Develop and maintain effective strategies and procedures for staff recruitment, staff induction, professional development and performance management in line with agreed Federation and national policy and procedures.
- Ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals; ensure clear delegation of tasks and responsibilities.
- Develop and maintain a culture of high expectations for self and others and take appropriate action when necessary.
- Regularly review own practice and take responsibility for own personal development.
- Build relationships rooted in mutual respect, and at all times observe proper boundaries appropriate to their professional position.
- Ensure adequate provision to enable an appropriate work/life balance for all.



Managing the Organisation

- Produce and implement clear, evidence-based improvement plans and policies for the ongoing development of the Federation and its schools.
- Ensure that policies and practices take into account the Weavers' Federation initiatives and the uniqueness of each school.
- Work in partnership with other key organisations, including the Local Authority, who provide a service to the Federation's schools and any new ones that join the Federation, including finance and human resources, to achieve the Federation's goals and priorities.
- Manage the setting of annual performance management targets for staff and review progress against them in line with agreed policy and procedures.
- Ensure that the use of resources provides value for money and achieves efficiency within the Federation.
- Promote and maintain a safe working practice culture to ensure that all staff and pupils/students are supported and safe.



Securing Accountability

- Ensure that individual staff responsibilities and accountabilities are clearly defined, communicated, understood and agreed and are subject to a robust and rigorous review and evaluation in accordance with statutory management policy and procedures.
- Work with the Governing Bodies of the schools, providing objective advice and support to enable governors to fulfil their responsibilities.
- Present a clear, coherent and accurate account of performance to a range of audiences including the Local Authority, governors, parents and carers.



Strengthening the Community

- Promote and develop a culture and curriculum that takes account of the richness and diversity of all communities and celebrates the differences.
- Create and promote positive strategies for challenging discrimination.
- Show tolerance of and respect for the rights of others, recognising differences and respecting cultural diversity within contemporary Britain.
- Collaborate with other agencies to provide a holistic approach to the wellbeing of staff, pupils/students and their families.
- Co-operate with relevant agencies to ensure communities are safe environments where pupils/ students and their families have opportunities to thrive.
- Promote the Federation to external stakeholders and actively seek out opportunities for new schools to get more involved and to join the Federation.



The appointed Executive Headteacher will work to the professional duties set out in the School Teachers Pay and Conditions Document. The job description details responsibilities but does not direct any particular priorities or amount of time to be spent carrying out these duties. This job description is not prescriptive, nor necessarily a comprehensive definition of the post. As such, it may be subject to amendment after consultation to meet the changing needs of the Federation.

Equality of Opportunity

The Weavers' Federation is committed to equal opportunities in employment and welcomes applications irrespective of gender, race, disability, colour, ethnic origin, nationality, sexual orientation, gender identity, marital status, religion, trade union activity, age, and/or medical condition. Your personal details will be treated in accordance with the GDPR.

Safeguarding

The Weavers' Federation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments are made subject to receipt of a completed application form, satisfactory references and Enhanced DBS Disclosure.



PERSON SPECIFICATION

	Selection Criteria	E	D	How Assessed
A	Education/ Qualifications & Experience			
1	Good Honours Degree or equivalent qualification	✓		A
2	Qualified Teacher Status (QTS)	✓		A
3	Experience as an Executive Head Teacher, Head Teacher or Head of School	✓		A
4	Professional/management qualification relevant to the role or relevant higher degree and / NPQH/ NPQEL.		✓	A
5	Evidence of continuing professional development at Head Teacher / Head of School level in preparation for Executive leadership role if not already in an existing Executive leadership role	✓		A
6	Current or recent experience as a Designated Safeguarding Lead (DSL) or Deputy Safeguarding Lead (DDSL) including Safeguarding/Designated Person Training		✓	A
B	Professional Qualities, Knowledge and Experience			
7	Substantial experience of teaching in either the primary or secondary phase in a large multi-cultural school context with an understanding of the issues involved in leading a diverse school community	✓		A
8	Successful experience of leading high performing teams	✓		A, I, R
9	Ability to plan strategically and operationally with the Heads of School (and other Senior Leaders) across the Federation, allocate resources effectively and evaluate impact	✓		A, I, R
10	Knowledge of what constitutes quality in educational provision, including SEND	✓		A, I, R
11	Knowledge and understanding of teaching and learning in both the primary and secondary phases	✓		A, I, R
12	Leadership experience of finance/budgets, HR, parental engagement and marketing	✓		A, I, R



13	Ability to articulate and share an ambitious educational vision with evidence of having realised vision at a whole-school level	✓		A, I, R
14	Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement	✓		A, I, R
15	Knowledge of innovative ways of using ICT/digital technology to support teaching and learning and school improvement		✓	A, I
16	Proven track record in successfully leading change	✓		A, I
17	A clear understanding of the external educational environment, including rapidly changing Government Education Policy, and its implications for the Weavers' Federation	✓		A, I, R
18	Ability to analyse data, develop strategic plans, set targets to raise standards and monitor/evaluate progress towards these	✓		A, I, R
19	Understanding of the strategic role of the Federation Governing Bodies		✓	A, I, R
20	Ability to advise and support governors on the future strategic development of the Federation		✓	I
21	Knowledge, understanding and experience of all aspects of safeguarding	✓		I
22	Experience of leading effective collaborative external partnerships		✓	A, I
23	Strong financial/budgetary knowledge and understanding	✓		A, I
C	Students and Staff			
24	Outstanding classroom practitioner exemplifying successful classroom practice which enables ALL pupils to learn	✓		A, I, R
25	Ability to provide inspirational and effective leadership which challenges, motivates and empowers young people and staff to carry the Federation's vision forward	✓		I, R
26	Successful experience of curriculum development and assessment to maximise young people's outcomes and provide a personalised curriculum	✓		A, I
27	A track record of effective recruitment and retention of staff with recognition of the value of their continuing professional development	✓		A, I
28	Ability to maintain a high profile in each school whilst balancing operational and strategic responsibilities	✓		I
29	Appreciation of the importance of a work life balance for all staff and self	✓		A, I, R



D Accountability				
30	Experience and evidence of robust appraisal and performance management systems for ALL staff, recognising high performance and tackling underperformance	✓		A, I
31	Experience of effective strategic financial and resource management to achieve educational priorities and ensure efficiency and value for money	✓		A, I, R
32	Proven successful experience of systematic, rigorous school self-evaluation, to inform school improvement planning	✓		A, I
E Personal Qualities, Skills and Attributes				
33	Works to the Nolan Principles of Public Life and the Ethical Leadership Framework	✓		I
34	Displays a demonstrable commitment to Equal Opportunities and to leading an inclusive, culturally diverse school community with the ability to promote and respect the rights of all, recognising differences and respecting cultural diversity	✓		A, I, R
35	Inspirational, outward facing leader, determined with sound judgement and strong negotiation / advocacy skills	✓		I
36	Ability to relate empathetically to parents/carers, pupils/students, staff, governors and other key stakeholders	✓		I
37	Outstanding communication and interpersonal skills across all media and range of audiences	✓		I
38	Ability to organise work, prioritise tasks, make decisions and manage time effectively	✓		I, R
39	Excellent listening skills	✓		I
40	Possessing stamina, resilience, tenacity, positivity and enthusiasm whilst working under pressure	✓		I
41	Displays a passion and deep commitment to young people's learning	✓		A, I
42	Commitment to continual personal and professional development.	✓		I
43	Able to effectively manage own work and life balance	✓		A, I

Key: A = Application Form, I = Interview, R = References, E = Essential, D = Desirable

PLEASE NOTE: The Selection Panel will use the criteria above to shortlist. Only those applicants who demonstrate that they meet all the essential criteria to the Panel's satisfaction will be invited to interview.



HOW TO APPLY

Executive Head Teacher

Location: London Borough of Tower Hamlets

Salary: L33 – L39 (Group 7 – Inner London) currently £118,690 - £135,927 pending 2025 STRB settlement. Exact starting point will be dependent on experience; a discretionary allowance may, in exceptional circumstances, be considered for the right candidate

Contract type: Full Time, Permanent

Job Starts: 1st January 2026

Website: <https://weaversfederation.org>

Closing date	12 noon Monday 24th March 2025
Shortlisting	Monday 31st March 2025
Interviews	Wednesday 23rd April and Thursday 24th April 2025

Context:

Weavers' Federation is an ambitious and dynamic institution located in the heart of Tower Hamlets comprising one secondary (11-18) and two primary schools. Our student population is diverse, a significant proportion of our students face socio-economic challenges, and we have a higher than average number of students eligible for free school meals. We take pride in our inclusive ethos, where every student is valued and supported to reach their potential.

Governors are looking to appoint an Executive Head Teacher with clear vision, well-developed, inspirational leadership qualities and the ability to build on our existing strengths and lead the Federation through its next phase of growth and development.

Candidate experience:

We want someone with the vision, skills, and energy to ensure this continues to be a place where students not only achieve academically but also develop as well-rounded individuals ready to contribute to society. We are looking for someone who shares our passion for providing an inclusive, high-quality education to all our students.



We are looking for a candidate with the following experience:

- Experience as a Head Teacher, Head of School or Executive Head leading high performing teams
- Knowledge and understanding of teaching and learning in both the primary and secondary phases
- Substantial experience of teaching in a large multi-cultural school context with an understanding of the issues involved in leading a diverse school community
- Ability to plan strategically and operationally with the Heads of School across the Federation, allocate resources effectively and evaluate impact
- Ability to articulate and share an ambitious educational vision with evidence of having realised vision at a whole-school level
- A clear understanding of the external educational environment, including rapidly changing Government Education Policy, and its implications for the Weavers' Federation
- A track record of effective recruitment and retention of staff with recognition of the value of their continuing professional development
- Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement
- Successful experience of curriculum development and assessment to maximise young people's outcomes and provide a personalised curriculum





What we can offer:

As a governing body, we are committed to providing the new Executive Headteacher with the support needed to succeed. You will benefit from:

- a collaborative and experienced team of governors
- a network of support from other school leaders within our Federation
- a dedicated and talented staff, including specialist teachers and support staff, all of whom are passionate about helping our students succeed
- highly motivated, respectful students with a strong desire to learn
- a commitment to enable high quality continuing professional development for you

We believe that this is an exceptional opportunity for the right individual to lead this Federation at an important stage of our journey. Two of our schools were judged 'Outstanding' and one 'Good' at their most recent Ofsted inspections and outcomes at all Key Stages are consistently improving. If you are looking for a challenging and rewarding leadership role, where you can truly make a difference in the lives of young people, we would be delighted to receive your application.

Application details:

You are very welcome, and encouraged, to visit the school before applying. Visits are planned for 14th and 21st March at 2pm. Please email recruitment@swanlea.co.uk or phone Naviya Azmin on **0207 375 3267 ext 207** to make an appointment.

This appointment is supported by Theodora Nickson from ASCL's Leadership Appointment Service. For further information or an informal discussion about the opportunity, please contact Theodora on **07957171075** or on theodora.nickson@ascl.org.uk; these opportunities do not form any part of the interview process.

To apply for this post please complete the Federation's application form available on its website [Weavers' Federation Vacancies – Weavers Federation](#). Closing date for applications is: 12 noon on Monday 24th March. Applicants selected for interview will be informed on 31st March. Interviews will be held on 23rd and 24th April.

Weavers' Federation is committed to the promotion of equal opportunities and diversity. The school has a clear commitment to the safeguarding and welfare of children and young people and expects all staff to share this commitment. Our commitment is underpinned by robust processes and procedures that seek to minimise risk and continuously promote a culture of safeguarding amongst our workforce. All posts within the school are subject to an enhanced DBS check. We welcome applications from all sections of the community, regardless of gender, race, religion, disability, sexual orientation or age.

Please kindly note the federation reserves the right to carry out social media checks on applicants invited in for interviews. You can find our safeguarding policy on our website:

<https://weaversfederation.org/#policies>