

NETHERFIELD

PRIMARY SCHOOL



HEAD TEACHER

APPLICATION PACK

Member of the



Greater
Nottingham
Education
Trust

Chandos Street
Netherfield
Nottingham
NG4 4LR

T: 0115 961 0580

W: www.netherfieldprimaryschool.com

E: office5@netherfieldprimaryschool.com

Contents



3 About our
school

4 Netherfield in
numbers

5 What do the
children say?



Job Description **6**

Person
Specification **8**

How to apply **10**



About our school



Our mission is simply, for pupils to reach their academic potential and develop the qualities they need for success and happiness in life.

***Our values:
Integrity, Respect,
Kindness, Honesty,
Perseverance***

Netherfield Primary School is a warm, caring and inclusive school where children are at the very heart of everything we do. Sitting at the centre of its community, the school has a strong values-driven ethos and is characterised by well behaved, happy and respectful children. The school has been part of the young, community-focused multi-academy trust GNET since March 2018. In that time we have built sound foundations of good behaviour and a strong pastoral ethos and we are now keen to continue our journey of sustained concrete improvement.

Our dedicated staff know that children learn best when they are happy and in a nurturing environment of kindness and respect. They consistently strive to ensure every single child has the opportunity to make the most of their individual strengths.

We believe that engaging learning and a broad range of extracurricular activities and opportunities provide children with the breadth of experience they need to become responsible, resilient citizens of the future. The majority of children leaving our school continue their education at Carlton le Willows Academy, the secondary school in GNET. Netherfield's next challenge is to raise standards of progress and achievement to match the standards of behaviour and attitudes to learning which are now so well established at the school.



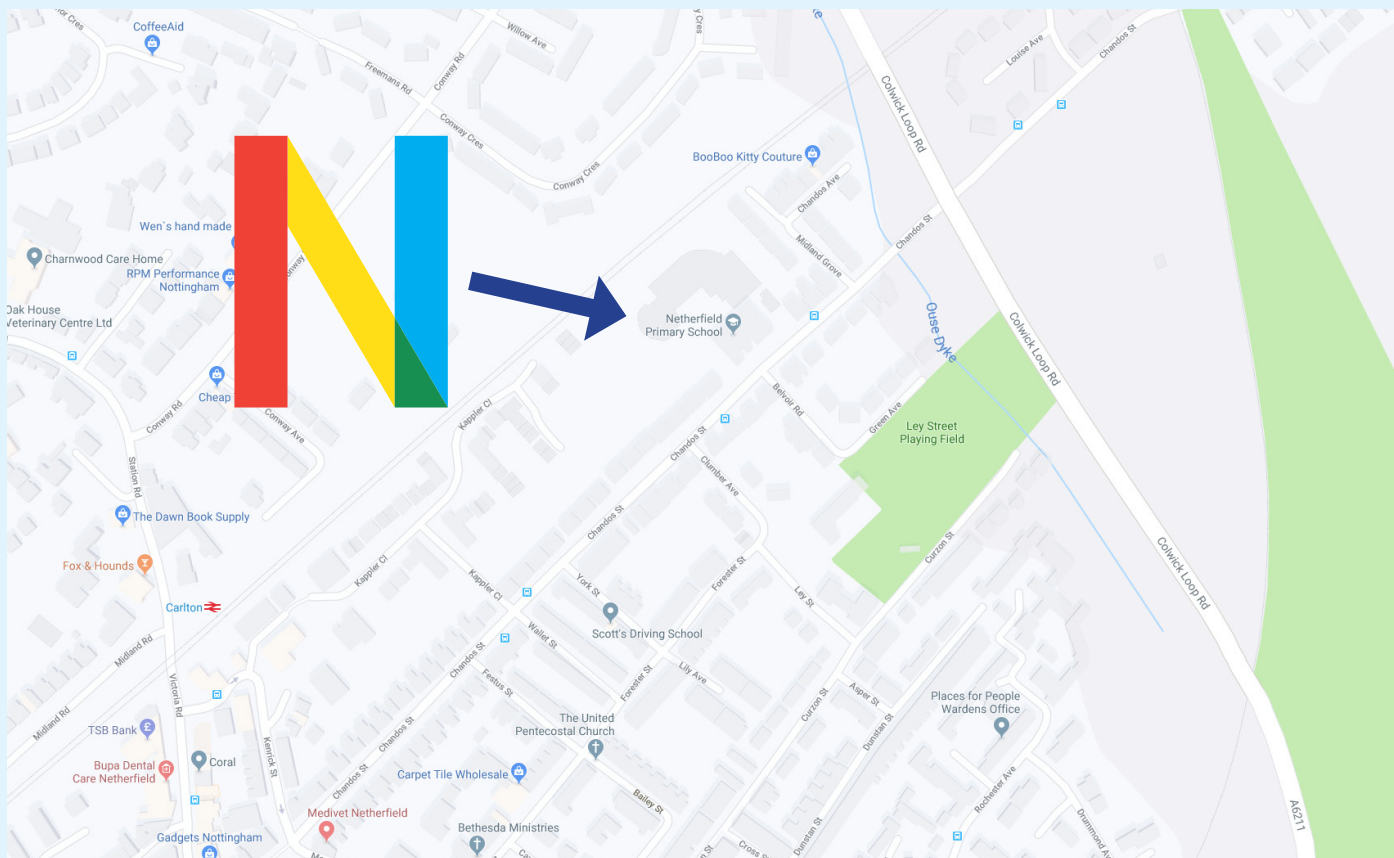
Netherfield in numbers

Netherfield Primary has 457 children on roll, divided into two foundation classes, four Key Stage 1 classes and eight Key Stage 2 classes. There is also nursery provision for two and three-year-olds.

Two-year-old provision	11
Three to four-year-olds	41
Increases Termly	
Number on roll (Reception-Year 6)	395
Languages spoken	16
Disadvantaged students	146
SEN students	48
Minority ethnic students	114
Support staff	51 (27.36 FTE)
Teachers	24 (19.77 FTE)
Budget	£2.29 million

Location

Netherfield is a suburb of Nottingham about six miles to the east of the city centre and near the River Trent. It is served by good transport links, with both bus and train services allowing easy access to the city.



What do the children say?



‘It’s a fun place to be
and we like to learn
here.’ - EYFS

‘Netherfield Primary
school is incredible
because the staff make
us feel safe and cared
for.’

-Year 3

‘We are all friends at
Netherfield.’

- EYFS

‘At our school we always
look after each other and
make sure we are all
happy and ready to learn.
The teachers are always
there to talk to us and
help us when we need it.
We love coming to school’
- Year 4

We do lots of exciting
learning that makes our
brains bigger and be with
our friends that makes our
smiles bigger.

- Year 2

‘I love our school because
of our after school clubs!’

- Year 1

‘At Netherfield, most
children work hard and
know that it is

important to try and
stick to the school
values. Children know
they have to persevere,
try their best and not
give up”

- Year 5

‘A place like home’

- Year 6

Job Description

Head Teacher



Start date: 20 April 2020
Leadership pay spine: 18-24

Key Purpose

To provide clear and effective leadership to the school ensuring the highest possible standards of academic, personal and social progress and responsibility for all pupils without exception delivered within a caring and secure atmosphere, and setting stretching targets to stimulate continually-improving standards of achievement.

Key Tasks

In accordance with the National Standards for Headteachers, the post-holder will be responsible for providing vision, leadership and direction for the school and for ensuring that it is managed and organised to meet its aims and targets.

Create and Develop a Positive Ethos

- 1 Promote and safeguard the welfare of all children and young people for whom the school has responsibility via continued development of a strong system of pastoral care so that all pupils feel both safe and valued within the school environment.
- 2 Provide and communicate a clear strategy, vision and aims to all stakeholders driven by the core values of humanity, humility and honesty.
- 3 Utilise both the curriculum and the broader opportunities within the school, Trust and the local community effectively to promote pupils' spiritual, moral, social and cultural development and develop the resilience they will need in adult life
- 4 Develop coherent policies which will improve personal pride and sense of belonging for pupils whilst enhancing the external image of the school.
- 5 Ensure that Netherfield Primary School is the primary school of choice for the local community.
- 6 Ensure and build effective relationships and communications within the Trust and with the community in general, local employers, external services and agencies, other educational establishments and the media.

Ensure High Quality in Teaching and Learning

- 1 Establish and maintain a culture which promotes excellence, equality and high expectations of all pupils without exception.
- 2 Monitor and evaluate the effectiveness of the work of the school and take appropriate action in response to the outcomes of such monitoring and evaluation.
- 3 Secure and sustain effective teaching and learning, ensuring that high yet realistic expectations are set for individual pupils.
- 4 Instil in all staff a strong sense of responsibility and accountability for the learning and progress of each individual pupil.
- 5 Develop teaching and learning so that Netherfield Primary School becomes a high performing school in relation both to local and national measures
- 6 Working in partnership with schools in the trust, and other local schools and colleges, lead the development, organisation and implementation of a curriculum which:
 - a) Enhances the quality of teaching and learning and the experience of all pupils in the school
 - b) Serves the needs of all pupils in the school
 - c) Is identifiable with Netherfield Primary School
- 7 Promote continuing professional development for all staff

Job Description

Continued



Drive up Standards of Attainment and Achievement for all Groups of Pupils

- 1 Support the progress of all pupils without exception so that they achieve their full potential irrespective of any individual disadvantage.
- 2 Understand and use all available pupil data sets to derive targeted personalised strategies to motivate and improve personal achievement.
- 3 Enable pupils to enjoy and achieve through full participation in the rich range of experiences and opportunities offered by the school.
- 4 Ensure that all pupils make maximum progress whilst developing them to become independent thinkers and resilient, responsible citizens.

Develop Parents' Partnership with the School

- 1 Ensure that all parents have an effective partnership with the school to support pupils' learning and achievement.
- 2 Inform parents about the achievements and progress of their children and steps they can take to support their children to develop further and fulfil their individual potential.

Support the work of the Trust and Governing Body

- 1 Support the Trust and Governing Body in the fulfilment of its statutory duties.
- 2 Encourage effective visits for governors to the school to equip them with a thorough knowledge and understanding of its policies, operation and practices.
- 3 Exploit to the full the knowledge, qualifications and experience of individual governors to the benefit of the school, its pupils and staff.

Lead and Manage the School

- 1 Have overall responsibility for the effective leadership and management of the school.
- 2 Promote and safeguard the welfare of all pupils by ensuring that the school's policies and procedures relating to the welfare and protection of children are followed fully by all staff.
- 3 Ensure that the school complies with all relevant policy and legislative requirements both in relation to education and to the management of its staff.
- 4 Ensure a clear management structure and effective delegation within it.
- 5 Ensure that the management of the school finances, within the Trust's financial delegations, is effective and school improvement focused.
- 6 Oversee the selection and appointment of all staff and allocate particular duties to them consistent with their conditions of employment.
- 7 Be responsible for personnel management including, in particular, staff deployment and development, welfare, discipline and employee relations, including compliance with the "School Teachers' Pay and Conditions of Employment" document.
- 8 Be responsible for the health and safety of pupils, staff and visitors to the school.
- 9 Establish a wide range of opportunities for all pupils to access activities outside the school day which expand and enrich their individual understanding and experience
- 10 Ensure that the school premises are used to facilitate a wide range of activities for community users, in a safe and cost-effective manner.

Person Specification

Head Teacher



Assessment Column Key	
A	Application
I	Interview process
R	Reference

The criteria below form the basis for the short-listing and interview process, and candidates are requested to respond accordingly.

A	Qualifications	Essential	Desirable	Assessment
1	Qualified Teacher status	●		A
2	First Degree or equivalent	●		A
3	NPQH & evidence of training relevant to school leadership and management		●	A

B	Professional Experience and Knowledge	Essential	Desirable	Assessment
1	Successful leadership and management experience as a serving Headteacher or Deputy Headteacher	●		A/R/I
2	Breadth of curriculum, pastoral and financial experience	●		A/R/I
3	Proven track record of raising educational standards and maintaining school improvement, including target setting, monitoring and evaluation	●		A/R/I
4	Wide knowledge and understanding of effective teaching methods and strategies	●		A/R/I
5	In-depth knowledge of current educational strategies and policies together with their likely future direction, and of issues of strategic importance	●		A/R/I
6	A record of building constructive partnerships with governors, other educational organisations and local employers	●		A/R/I
7	Effective utilisation of school improvement support provision	●		A/R/I
8	Experience of working/leadership in more than one school		●	A/R
9	Evidence of commitment to equality and diversity across an organisation	●		A/R/I

C	Personal Qualities	Essential	Desirable	Assessment
1	A leader who inspires trust, confidence and commitment	●		A/R/I
2	A clear, decisive, strategic and creative thinker	●		A/R/I
3	A passion for learning with a commitment to excellence for all through the setting of stretching targets for the whole school	●		A/R/I
4	Completer/finisher who is confident to instigate and manage change through to outcomes, and to challenge and support whenever necessary	●		A/R/I

Person Specification

Continued



5	Absolute commitment to safeguarding and the creation of a safe environment for children and achieving high expectations of pupils' behaviour	●		A/R/I
6	Highly-effective analytical skills and familiarity with all sources of pupil performance data	●		A/R/I
7	Able to take difficult decisions, conveying outcomes clearly, positively and with sensitivity	●		A/R/I
8	An active listener, willing to learn from others	●		A/R/I
9	Committed to furthering good relationships with local and business communities by effective and professional communication	●		A/R/I
10	Works well under pressure and will ask for advice and support when appropriate	●		A/R/I
11	Humanity, integrity, humility, honesty, optimism, resilience and a sense of humour	●		A/R/I
12	High expectations of self and of others	●		A/R/I
13	Excellent written and verbal communications skills	●		A/I

D	Leadership and Management	Essential	Desirable	Assessment
1	Able to build, communicate and implement a shared vision	●		A/R/I
2	Capacity and vision to respond to changing needs together with the ability to translate that vision into practical effective outcomes	●		A/R/I
3	Leads by example	●		A/R/I
4	Able to prioritise work and delegate as appropriate	●		A/R/I
5	Open and accessible management style, approachable, caring and able to communicate	●		A/R/I
6	Able to handle difficult and sensitive issues and manage conflict constructively	●		A/R/I
7	Demonstrate a strategic understanding of financial management and its impact on standards	●		A/R/I
8	Experience in raising standards by effective monitoring, evaluating practice and taking appropriate action, including addressing under-performance	●		A/R/I
9	Will lead, motivate, inspire and support pupils and staff to maximise their individual potential and achieve excellence	●		A/R/I
10	Skilled in performance management of staff to achieve the highest standards and professional progression	●		A/R/I

How to apply



Please submit:

A completed application form, with a letter of application of no more than two sides of A4, addressing the person specification and job description

Application forms are available to download from the GNET website at www.gnetacademies.co.uk or by emailing info@gnetacademies.co.uk

Application Stage	Deadline
Completed applications should be submitted in Word or PDF format and emailed to info@gnetacademies.co.uk	Midday, Friday 15 November 2019
Shortlisted candidates will be notified by e-mail	Wednesday 27 November 2019
Interviews	Thursday 5 and Friday 6 December 2019

If you wish to have an informal discussion about your application or would like to arrange a visit, please contact GNET CEO Craig Weaver on 0115 9565008 extension 250.

Only applications on the Trust's official application form will be considered.

We look forward to hearing from you.

Netherfield Primary School is committed to safeguarding and promoting the welfare of children. Successful applicants will be required to undertake an Enhanced Disclosure by the Disclosure and Barring Service (DBS Check).