



**Adlington**  
Primary School

# HEADTEACHER RECRUITMENT PACK



Closing date: 22nd February 2019 12.00pm (noon)  
Interview dates: 4th and 5th March 2019



# LETTER FROM THE CHAIR OF THE LOCAL GOVERNING BODY

January 2019

DEAR APPLICANT

Thank you for your interest in the role of Headteacher at Adlington Primary School, a member of the Fallibroome Multi-Academy Trust.

The Trust is seeking to appoint a Headteacher who will lead the school in its next phase of development following the retirement of our current Headteacher, Mrs Broadhurst, who will leave the school at the end of the summer term 2019.

We are looking for a candidate who will maintain the existing high standards and will bring the next level of strategic direction to ensure the school continues to deliver the best outcomes for all pupils regardless of their starting point.

You will be supported by a dedicated team of teachers who provide significant leadership in their respective areas of responsibility, a committed governing body who aim to maintain the strong community ethos and values of the school and the staff of the Fallibroome Trust who provide excellence in school improvement and central services support.

This is a fantastic opportunity to lead a school which achieves outstanding results in all aspects of the curriculum whilst seeking new ways to cement this performance within new frameworks to ensure that Adlington delivers a whole education experience for all children.

Once again, I thank you for your interest in the school and look forward to receiving your application.

Yours sincerely

Neil Wetherall  
*Chair of Governors*



# LETTER FROM THE CEO OF THE FALLIBROOME TRUST

January 2019

## DEAR APPLICANT

Thank you for your interest in the role at Adlington Primary School, a member of the Fallibroome Trust.

The Fallibroome Trust is a school-led multi academy Trust based in Cheshire which was established in 2014. The Trust family is currently eight schools: the Fallibroome Academy; the Winsford Academy and six schools in the primary phase – Adlington Primary, Broken Cross Primary Academy & Nursery, Gawsworth Primary, Nether Alderley Primary, Upton Priory School and Whirley Primary.

Our innovative, cross phase Trust presents many opportunities for professional and leadership development. Staff are appointed to individual schools and all have access to the considerable opportunities presented by the teaching school and academy agendas. The purpose of the Trust is to support each academy and to create opportunities for best practice to be shared to enable our students and staff to reach their full potential.

Over the past twelve months we have generated funding to support joint practice development projects in teaching & learning and leadership training that are not available in a stand-alone school.

I am confident that our commitment to staff development means that you will have multiple opportunities to develop your career. We welcome applications from ambitious leaders who recognise the benefits of joining a vibrant learning community and will contribute to our aim of achieving excellence in all that we do.

We are part of an extensive national and international network and are committed to the principles of a 'Whole Education'. This means that our children will achieve the highest possible educational outcomes and develop the skills and qualities that they need to succeed in life.

The Fallibroome Trust is an exciting place to work and we look forward to meeting you.

With best wishes.

Yours sincerely

*P W Rubery  
CEO - The Fallibroome Trust*

## ABOUT ADLINGTON PRIMARY SCHOOL

Adlington School is a thriving and successful half-form entry school in the pleasant, semi-rural village of Adlington in East Cheshire. Built in 1909, it is a mixed, non-denominational school with 120 children on roll. We enjoy excellent support from our parent community and have a successful and thriving PTA.

Typically, the classes are organised into Reception, Year 1/2, Year 3/4 and Year 5/6. Currently we have separate classes for Years 5 and 6 to support a planned, historic oversubscription. We are very popular in the surrounding area and the number of applications for entry into Reception regularly exceeds the places available. Applications for 2019/20 indicate that we will be full again next year.

We have an experienced team of teachers who have very high expectations and are committed to continuous improvement. Our staffing structure consists of an Assistant Headteacher, a Key Stage 1 Coordinator and three classroom teacher positions (one of which is a job share). Everybody connected with Adlington is proud of the school's outstanding status and is fully committed to maintaining our excellent reputation in the local area.

## OUR AIMS

1. Provide a happy, caring and stimulating environment for all members of the school community
2. Promote high standards of learning, achievement and behaviour
3. Offer a broad and balanced curriculum to challenge and stimulate our pupils. We aim to achieve a curriculum where mathematical, physical, artistic, scientific, moral, linguistic and spiritual experiences have equal importance
4. Place great emphasis upon the quality of learning and achievements of the children
5. Through interaction with other children and adults, children will develop social responsibilities in keeping with the ethos of the school
6. Enable all learners to develop independence, knowledge and understanding to fulfil their potential
7. Respect the rights and views of other people and to value and celebrate diversity

## WHAT WE ARE LOOKING FOR

The aspiration of the Governing Body is to build on the outstanding practice in school which has seen Adlington achieve the highest Key Stage 2 results in Mathematics and second highest in Reading in our local authority area (Cheshire East). We want to leverage these excellent results and continue to improve the outcomes for all of our pupils.

We would like to meet candidates who can provide strategic leadership to ensure the continued success of the school whilst balancing the external challenges facing all schools such as changing Ofsted priorities, fairer funding, whole education and a wider curriculum.

A successful candidate must be able to demonstrate their ability to manage day to day issues whilst achieving their broader leadership objectives.

We are looking for candidates who have the ability to delegate to a highly capable team of staff in school and call on the support from the wider multi academy trust community as appropriate. Managing the support and challenge from Parents, Governors, Teachers, Support staff and Trust colleagues is a key aspect of the role and one which we believe makes the role both rewarding and offers professional development.

Above all, we want someone who will continue to champion the values of the school and retaining it as the preferred choice for parents in the community.

## WHAT WE CAN OFFER

You will be a member of the Trust CEO's first line leadership team and benefit from the one-to-one support, guidance and development opportunities of working with a Primary phase National Leader of Education. Our innovative, cross phase Trust presents significant opportunities for professional and leadership development.

Staff are appointed to individual schools and have access to development opportunities presented by the Trust's Teaching School and wider education community. Our commitment to staff development means that you will be able to pursue multiple paths to develop your career. We are part of an extensive national and international network and are committed to the principles of a 'Whole Education'.

# SCHOOL DATA

## FALLIBROOME TRUST: ADLINGTON PRIMARY SCHOOL DATA CAPTURE SUMMER 2018

EYFS	EXPECTED OR ABOVE		EXCEEDING	
	% of cohort	National (2017)	% of cohort	National (2017)
GOOD LEVEL OF DEVELOPMENT	80%	70.7%		
EARLY LEARNING GOAL:				
READING	80%	77%	33%	18.7%
WRITING	80%	73.3%	33%	11.1%
MATHS (NUMBERS)	80%	79.2%	40%	15.6%

PHONICS	MEETING THE STANDARD	NATIONAL (2017)
	% of cohort	
YEAR 1	100%	81%
YEAR 2 RETESTS	80%	92%

KEY STAGE 1	EXPECTED OR ABOVE		GREATER DEPTH	
	% of cohort	National (2017)	% of cohort	National (2017)
READING	100%	76%	40%	25%
WRITING	87%	68%	7%	16%
MATHS	93%	75%	20%	21%

KEY STAGE 2	EXPECTED		GREATER DEPTH	
	% of cohort	National (2017)	% of cohort	National (2017)
READING	86%	72%	64%	25%
WRITING	79%	76%	14%	18%
MATHS	93%	75%	64%	23%
COMBINED	79%	61%	14%	
GRAMMAR, SPELLING & PUNCTUATION	93%	77%	57%	31%

### % ON TRACK TO ACHIEVE EXPECTED OR ABOVE:

	READING	WRITING	MATHEMATICS
	% of cohort	% of cohort	% of cohort
YEAR 1	94%	76%	76%
YEAR 3	71%	77%	92%
YEAR 4	97%	86%	90%
YEAR 5	94%	87%	88%

### % ON TRACK TO ACHIEVE GREATER DEPTH:

	READING	WRITING	MATHEMATICS
	% of cohort	% of cohort	% of cohort
YEAR 1	18%	12%	18%
YEAR 3	31%	15%	38%
YEAR 4	45%	17%	17%
YEAR 5	19%	6%	19%

We were delighted when it was announced in the government league tables that Adlington Primary School had the highest Key Stage 2 progress results in Mathematics in Cheshire East (148 primary schools) and the second highest in Reading for 2018.

This was an exceptional achievement and one that was only been made possible by a dedicated team of staff, the efforts of our pupils, and the tireless support from home.

The data can be viewed at:

<https://www.compare-school-performance.service.gov.uk/>

# SCHOOL PRIORITIES

## 1) The Achievement of Pupils in School

### **Literacy**

Further raising standards in Writing and Reading

### **Use of Information Technology (across the school including the Computing curriculum)**

Ensure all pupils receive a high-quality education that equips them to use computational thinking and creativity in the 21st Century.

## 2) The Quality of Teaching

### **Mathematics**

Maintaining and where possible further raising standards in Mathematics

### **EYFS (Second Year)**

To ensure the progress made to improve provision and learning in the EYFS, during the last academic year, is sustained and further built upon.

## 3) The Quality of Leadership in and Management of the School

### **The Curriculum**

To ensure we provide a rich, broad, balanced and relevant Curriculum for every pupil

### **Working with the Trust**

To continue to fully engage with the work of Multi Academy Trust.

### **Governance**



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# PUPIL PREMIUM STRATEGY

Adlington School has a small number of Pupil Premium children. We therefore, look at the needs of individual pupils, rather than groups of pupils. We refer to the Sutton Trust Educational Endowment Fund to find low-cost, high-impact interventions that make a difference to individual children. These include immediate feedback and/or marking during lessons, to resolve any difficulties or misconceptions as they arise.

Funding also goes towards providing additional, skilled, adult support. This enables us to provide early intervention, either 1:1 or within a small group, for pupils who are at risk of not achieving their potential. Specific resources, specialist advice and staff training are used to evaluate what is going well and what we could improve.

Some of the funding goes towards pastoral care. Our staff are currently involved in the 'Secrets of Success project' and the 'Emotionally Healthy Schools' initiative to promote resilience, awareness of the needs of others and develop problem solving skills.

We host regular events for parents to advise them on changes to the curriculum, how we teach Reading, how to prepare their child for starting school, for SATs etc.

All teaching staff are aware of who is eligible for Pupil Premium and this informs their planning. Regular assessments allow them to give pupils effective feedback. Pre and post assessment data from reading tests, spelling tests and Maths assessments etc. are used to provide a base-line to track pupil progress and the impact of interventions. These are monitored every 6 weeks with input from pupils, the lead adult and the SENCO.

Pupil voice questionnaires and 'feelings sheets' are used to give an indication of pupils' sense of well-being. This links with the school's growth mind-set approach, which promotes positive attitudes to learning and a willingness to attempt challenges without being afraid of getting something wrong or not being able to do it well enough.



## HEADTEACHER

Pay range: L10 - L17 (£49,937 - £59,265) / NOR 120 (PAN 105)  
1<sup>st</sup> September 2019 start date

Adlington is a lovely village school which was rated 'Outstanding' at its last inspection. The school is a member of the Fallibroome Trust, an eight school multi academy trust based in Cheshire.

We are looking for a new Headteacher to join our team to build on the outstanding practice in school which has seen Adlington achieve the highest Key Stage 2 results in Mathematics and second highest in Reading in our local authority area (Cheshire East). We want to leverage these excellent results and continue to improve the outcomes of all of our pupils.

You will be a member of the Trust CEO's first line leadership team and benefit from the one-to-one support, guidance and development opportunities of working with a Primary phase National Leader of Education. Our innovative, cross phase Trust presents significant opportunities for professional and leadership development. Staff are appointed to individual schools but have access to the development presented by the Trust's Teaching School. Our commitment to staff development means that you will be able to pursue multiple paths to develop your career. We are part of an extensive national and international network and are committed to the principles of a 'Whole Education'.

You will be supported by a dedicated team of teachers and support staff who provide significant leadership in their respective areas of responsibility, a committed governing body who aim to maintain the strong community ethos and values of the school and the staff of the Fallibroome Trust who provide excellence in school improvement and central services support.

As a team we have high expectations and seek continuous improvement. We adopt a child-centred approach to high quality teaching and learning, inspiring everyone to achieve their full potential. We work closely with parents and families to enable the children to enjoy learning, achieve success and become contented and fulfilled young people.

If this role sounds like a good fit with your own aspirations, we welcome applications from ambitious leaders who recognise the benefits of joining a vibrant learning community and will contribute to our aim of achieving excellence in all that we do.

Please download our recruitment pack and application form from the Fallibroome Trust website at [www.fallibroometrust.com/vacancies](http://www.fallibroometrust.com/vacancies). The Trust application form includes a statement of suitability.

We encourage all candidates to visit the school. To arrange a visit, please contact the School Office at [admin@adlington.cheshire.sch.uk](mailto:admin@adlington.cheshire.sch.uk) or on 01625 573201.

Because this role will have teaching responsibilities, our Primary NLE will carry out a lesson observation in your own school in the week beginning Monday 25<sup>th</sup> February.

Closing date: **Friday 22<sup>th</sup> February 2019 12.00pm (noon)**  
Shortlisting: **Monday 25<sup>th</sup> February 2019**  
Interviews: **Monday 4<sup>th</sup> March & Tuesday 5<sup>th</sup> March 2019**

Applications should be returned to [recruitment@fallibroometrust.com](mailto:recruitment@fallibroometrust.com).

# JOB DESCRIPTION

## CORE PURPOSE

The Headteacher provides the professional leadership and management of the school, ensuring its success and ongoing improvement, high quality education and personalised learning for all its pupils. They will create high standards and achievement in an environment which promotes the care and self-esteem of all.

Responsible to: CEO, Local Governing Body and the Fallibroome Trust Board

Responsible for: All pupils, teaching and non-teaching staff.

## KEY RESPONSIBILITIES

### STRATEGIC DIRECTION AND DEVELOPMENT OF THE SCHOOL

- To create a shared and strategic vision and implementation plan which inspires and motivates pupils, staff and all other members of the school community
- To lead school self-evaluation, enabling strategic planning to sustain school improvement which ensures that the school moves forward for the benefit of all
- To work with the Trust team to collaborate on teaching and learning and effective bursarial support

### LEADING TEACHING AND LEARNING

- To ensure the quality of teaching, learning and achievement of all pupils
- To create and maintain a learning culture which enables pupils to become effective, enthusiastic, independent learners committed to lifelong learning.
- To determine, organise and implement the curriculum and its assessment.
- To lead teaching and learning as an exemplar practitioner

### PROFESSIONAL DEVELOPMENT AND WORKING WITH OTHERS

- To build a professional learning community which enables others to achieve in a manner consistent with the aims and values of the school
- To ensure performance management and continuous professional development of staff and self
- To share and develop leadership, build teams and work cooperatively with pupils, staff, parents/carers, Trust and other members of the community to achieve the school's goals and objectives
- To maintain the school's strong position as a focal point in and for the local community

### MANAGING THE ORGANISATION

- To lead, develop and implement the School Development Plan
- To manage the school's financial and human resources effectively and efficiently to achieve the school's goals and ensure value for money
- To build and maintain organisational structures and systems which distribute leadership and enable the school to run efficiently and effectively on a day-to-day basis
- To promote the safety and well-being of pupils and staff
- To ensure order and discipline among pupils and staff

### SECURING ACCOUNTABILITY

- To ensure that individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation
- To provide information, advice and support to governors to enable them to meet their responsibilities
- To provide information about and account for the school's work and performance to a range of audiences including parents/carers, Trustees and the Fallibroome Trust

### STRENGTHENING COMMUNITY THROUGH COLLABORATION

- To create and maintain partnership with parents/carers to support the learning and pastoral care of pupils
- To build a school culture and curriculum which takes account of the richness and diversity of the school community
- To build and maintain links with the wider community to sustain and enrich all aspects of school life
- To collaborate with other agencies to support the learning and well-being of pupils and their families
- To network and share best practice with other schools

## PERSON SPECIFICATION

The following are essential criteria for this position and should be evident in your application:

- Qualified Teacher status
- Experience at a leadership level
- Experience across the full Primary range
- Track record of raising educational standards
- Demonstrated commitment to inclusion
- An articulated philosophy of education

In addition, the following are desirable criteria:

- National Professional Qualification for Headship (NPQH)
- Experience of the academy agenda

## HOW TO APPLY

We encourage all candidates to visit the school. To arrange a visit, please contact [admin@adlington.cheshire.sch.uk](mailto:admin@adlington.cheshire.sch.uk) or call the School Office on 01625 573201 to arrange a time and date.

Please download an Application Form from the Fallibroome Trust website at [www.fallibroometrust.com/vacancies](http://www.fallibroometrust.com/vacancies). The Trust Application Form includes a Statement of Suitability.

Because this role will have teaching responsibilities, a lesson observation will be carried out in your own school in the week beginning Monday 25<sup>th</sup> February by the Trust Primary NLE.

Applications should be returned to [recruitment@fallibroometrust.com](mailto:recruitment@fallibroometrust.com)

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**GOOD LUCK!**

We put the highest priority on keeping our children safe. Applicants for the post will be subject to stringent vetting and induction processes.

**Adlington**  
Primary School

<b>Address</b>	Adlington Primary School, Brookledge Lane, Adlington, Cheshire, SK10 4JX
<b>Telephone</b>	01625 573201
<b>Email</b>	<a href="mailto:admin@adlington.cheshire.sch.uk">admin@adlington.cheshire.sch.uk</a>
<b>Web</b>	<a href="http://www.adlington.cheshire.sch.uk">www.adlington.cheshire.sch.uk</a>

A proud member of the





## Adlington Primary School is a proud member of The Fallibroome Trust.

The Trust is a Cheshire-based education charity which was created with the twin aims of delivering high quality school improvement in our family of schools and contributing to the education, achievement and well-being of children and young people in the wider world.

It is our mission to create life-changing educational experiences and opportunities that allow every child, no matter what their starting point or personal circumstance, to achieve success. We do this through a combination of high expectations, high quality professional development, care for each individual and innovative approaches to curriculum design and teaching.

We believe in the importance of developing the whole child to ensure that our pupils have the confidence, creativity, emotional intelligence and resilience to live happy and fulfilling lives, no matter what their chosen path.

### Our Academies

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