



# **LIDGET GREEN PRIMARY SCHOOL**

## **HEADTEACHER RECRUITMENT**

JANUARY 2023





# WELCOME FROM THE CHAIR OF GOVERNORS

Dear Candidate

Thank you for your interest in becoming Head of Lidget Green Primary School. Our current Head, Mrs Moran is retiring in July and she leaves the school in a good position with a strong staff team who are committed to ensuring the pupils have an exciting, challenging school experience. We are a 3 form entry school, although we are in year 2 of a Pupil Reduction process due to falling numbers in the wider community. The new Head teacher will face some challenges due to the PAN reduction process which will end in July 2028.

In December 2022 following presentations from and discussions with Multi Academy Trusts, the governing body chose to proceed and the Academy Conversion process is now under way.

The Governing Body is seeking to appoint a transformational Head who can embrace the challenges that lie ahead and who will build on current good practice and also bring new ideas to continue our drive forward. We positively encourage candidates to visit Lidget Green Primary School so that they may understand the ethos and amazing atmosphere in school. Our school motto is “Learning Together” and this is clearly demonstrated throughout the school. Staff speak of the Lidget Green family and it certainly feels like one as we offer support and challenge to everyone in our school community.

Ofsted have said:

“This is a good school”

“Pupil’s behaviour is outstanding “

“There is a strong senior leadership and the leadership of teaching continues to be strong”

“The good curriculum is extensively enriched by clubs for homework, music and sports. “

Lidget Green is part of West1 Local Area partnership and the school to school support and sharing of best practice is very important to us. The new Head would be expected to continue to build on the excellent relationships that we currently have with other schools.

Any candidate wishing to visit should please contact Sarah Peel on [sarah.peel@lidgetgreen.com](mailto:sarah.peel@lidgetgreen.com), to arrange this.

I thank you for your interest in this position and I look forward to receiving your application.

Yours sincerely

Deirdre K Bailey  
Chair of Governors







# OUR SHARED SCHOOL VISION

## About our school

Lidget Green Primary School is a thriving large primary school located on the outskirts of inner-city Bradford. We are based across one site in the heart of BD7 and have fantastic indoor and outdoor facilities. The school serves a diverse and supportive local community and our pupils are enthusiastic with positive attitudes towards their learning.

## OUR SHARED SCHOOL VISION

We aspire to provide the very best education possible for every single child here at Lidget Green Primary School. We will achieve this through continuous school improvement, high expectations in all areas and a positive growth mind-set.

### Everyone in our school community strives to ensure that:

- Our children are happy, healthy and safe
- Staff are supported through continuous professional development and effective leadership
- All teaching is consistently good or better
- Our curriculum is meaningful, exciting and engaging
- Challenge is provided for all pupils
- All pupils achieve the highest standards of progress and attainment

## The Lidget Green Culture

### Our school motto is 'Learning Together'

Staff often refer to our school as the 'Lidget Green family' and we do work as a family – a very big family! Our strength comes from working closely alongside one another, offering support and challenge, to ensure success for children and adults alike.

We develop positive relationships based on mutual respect and good manners; we listen to others and are open to new ideas. We know change can be difficult at times but understand that great things never came from our comfort zones. Our aim is for our children to create their own moral compass in a school that has the highest expectations for behaviour and learning. We encourage our children to engage enthusiastically in their learning by listening attentively, asking questions and challenging themselves to apply their knowledge to real life situations.

Our staff all work hard to develop the whole child. Our curriculum ensures that we meet the needs of all our children: we teach the academic skills alongside social and emotional resilience, foster a love of the arts, promote a healthy life style and introduce financial education skills. Core skills are vital and we know that when children have mastered reading, writing and maths, the doors to the wider curriculum will open and enable them to discover and explore further. In this way, we develop confident and articulate learners who are inquisitive and independent. We really value our broad, balanced and relevant curriculum which develops life skills through a wide range of enrichment. This ensures that our children achieve the best outcomes to guarantee their future life chances.

## Lidget Green Primary School

<b>Contract Term:</b>	<b>Permanent</b>
<b>Salary:</b>	<b>L21 - L27</b>
<b>Job starts:</b>	<b>1 September 2023</b>
<b>Closing date:</b>	<b>3 February 2023 at 12 noon</b>
<b>Shortlisting:</b>	<b>8 February 2023</b>
<b>Selection Interviews:</b>	<b>20 February 2023 and 21 February 2023</b>

The Governing Body of Lidget Green Primary School is seeking to appoint a transformational leader for the post of Headteacher.

Rated as "Good" in its latest Ofsted, Lidget Green Primary School is a popular, caring and vibrant three form entry Co-operative Trust School, which has begun its transition to a two form entry due to falling pupil numbers in the wider community.

We are keen to build on our success. The Governing Body in December 2022 following discussions with various Multi Academy Trusts and are in initial discussions around the academy conversion process. The Governing Body is seeking to appoint a Head who can embrace the challenges that lay ahead and who will build on current good practice.

Staff often refer to our school as the 'Lidget Green family' and we do work as a family – a very big family! Our strength comes from working closely alongside one another, offering support and challenge to ensure success for children and adults alike.

### **We are seeking a dynamic, creative leader who:**

- Has a commitment to maintaining and developing the vision and values of the school / MAT.
- Has held a leadership role within education.
- Is a committed leader who can motivate and manage all stakeholders, effectively shaping and delivering the strategic plan
- Can consolidate good practice and be ambitious for continuous improvement.
- Continues to nurture and effectively challenge our staff to deliver a high quality education for all our children.
- Embraces and engages our richly diverse community, bringing us together in a collaborative, positive environment underpinned by our shared values
- Is able to bring the curriculum to life in a vibrant and exciting way.
- Maintains the strong partnership that exists between the Governing Body and the Senior Leadership Team.

### **In return, we offer:**

- A strong, dedicated team who work well together.
- A commitment to continuous professional development.
- A well informed and supportive Governing Body.
- A close and active partnership with Westl Local Area Partnership and school to school support.

A tour of the school is available on the dates detailed above and is encouraged. Please email Mrs Sarah Peel, Human Resources Manager, [sarah.peel@lidgetgreen.com](mailto:sarah.peel@lidgetgreen.com) to arrange a tour.

A candidate pack which includes the Job Description and Person Specification and details of how to apply for the position can be downloaded from [www.prospectsonline.co.uk](http://www.prospectsonline.co.uk). Please note that CVs are not accepted.

The school prides itself on being an equal opportunities employer and abides by Safer Recruitment Practices. We are committed to safeguarding and promoting the welfare of children. An online search will be carried out at shortlisting. All other Pre-employment checks including a DBS check, will be completed during the recruitment process.



# JOB DESCRIPTION



Salary: LDR L21 – L27

Hours: Full Time

Contract Type: Permanent

Reports To: Chief Executive Officer

Responsible For: All Staff and Pupils within the school

## School Culture

- Establish and sustain the school's ethos and strategic direction, in partnership with those responsible for governance and through consultation with the school community.
- Ensure the school's ethos and strategic direction is in line with the values and vision of the MAT.
- Create a culture where pupils experience a positive and enriching school life.
- Uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life.
- Promote positive and respectful relationships across the school community, and a safe, orderly and inclusive environment.
- Ensure a culture of high staff professionalism.

## Whole-school Organisation, Strategy and Development

- Provide overall strategic leadership and, alongside others, lead, develop and support the strategic direction, vision, values and priorities of the school.
- Ensure the MAT's strategic direction, vision and values are reflected in the school.
- Establish, oversee and evaluate systems, processes and policies that enable the school to operate effectively and efficiently.
- Produce and implement improvement plans and policies that benefit the development of the school and the MAT.
- Make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement.
- Develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context.
- Ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time.

## Teaching

- Establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn.
- Ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains.
- Ensure effective use is made of formative assessment.
- Lead and manage teaching and learning throughout the school, including ensuring that a teacher is assigned in the school timetable to every class or group of pupils.
- Teach, as required.
- Liaise with other leaders within the MAT to secure creative, responsive and effective approaches to teaching and learning.

## Governance and Accountability

- Understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility.
- Establish and sustain professional working relationship with those responsible for governance.
- Ensure that staff know and understand their professional responsibilities and are held to account.
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.

# JOB DESCRIPTION



## **Curriculum and Assessment**

- Ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught.
- Establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities.
- Ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading.
- Ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum.

## **Health, safety and behaviour**

- Promote the safety and wellbeing of pupils and staff.
- Ensure rigorous approaches to identifying, managing and mitigating risk.
- Ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care.
- Ensure good order and discipline amongst pupils and staff.
- Establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils.
- Ensure high standards of pupil behaviour and courteous conduct, in accordance with the school's Behaviour Policy.
- Implement consistent, fair and respectful approaches to managing behaviour.
- Ensure that adults within the school model and teach the behaviour of a good citizen.

## **SEND and additional needs**

- Ensure the school holds ambitious expectations for all pupils with SEND and additional needs.
- Establish and sustain culture and practices that enable pupils with SEND and additional needs to access the curriculum and learn effectively.
- Ensure the school works effectively in partnership with parents and professionals to identify the additional needs and SEND of pupils, and ensure support and adaptation are provided where appropriate.
- Ensure the school fulfils its statutory duties with regards to the SEND code of practice.

## **Management of staff and resources**

- Lead, manage and develop staff members, including appraising and managing their performance.
- Develop clear arrangements for linking appraisal to pay progression and advise the board of trustees on pay recommendations for teachers.
- Organise and deploy resources within the school.
- Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds.
- Promote harmonious working relationships within the school.
- Maintain relationships with organisations representing staff members, e.g. unions.
- Ensure staff are deployed and managed well with due attention paid to workload.
- Ensure resources are managed in line with the MAT's policies and procedures.

# JOB DESCRIPTION



## Professional Development

- Promote the participation of staff in relevant CPD.
- Ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs.
- Prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the 'Standards for teachers' professional development'.
- Ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning.
- Participate in arrangements for the appraisal and review of their own performance and, where appropriate, that of other staff members.
- Participate in arrangements for their own further training and professional development and, where appropriate, that of other teachers and support staff including induction.
- Take responsibility for their own CPD, engaging critically with Education research.

## Communication and working with others

- Consult and communicate with the board of trustees, staff, pupils and parents.
- Collaborate and work with colleagues and other relevant professional within beyond the school including relevant external agencies and bodies.
- Forge constructive relationships beyond the school, working in partnership with parents, carers and the local community.
- Commit to ensuring the school works successfully with other schools and organisations in a climate of mutual challenge and support.
- Establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils.
- Build and maintain excellent relationships with other schools in the MAT, the LGB and the board of trustees.

## Ethics and Professional Conduct

- Uphold and demonstrate the Seven Principles of Public Life at all times – selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- Uphold public trust in school leadership and maintain high standards of ethics and behaviour.
- Build relationships rooted in mutual respect and observe proper boundaries appropriate to their position.
- Show tolerance of, and respect for, the rights of others, recognising differences and respecting cultural diversity.
- 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 or pupils' vulnerability or which might lead pupils to break the law.
- Serve in the best interests of the school's pupils.
- Conduct themselves in a manner compatible with their influential position in society by acting ethically.
- Uphold their obligation to give account and accept responsibility.
- Know, understand and act in line with the relevant statutory frameworks which set out their professional duties and responsibilities.
- Make a positive contribution to the wider education system.

# PERSON SPECIFICATION

	ESSENTIAL (E) DESIRABLE (D)
QUALIFICATIONS/ TRAINING:	<ul style="list-style-type: none"><li>• Qualified teacher status (QTS) (E)</li><li>• A degree level qualification or equivalent (E)</li><li>• Further relevant professional and/or academic study and evidence of CPD (E)</li><li>• Knowledge of current issues in Education (D)</li><li>• A relevant leadership qualification (D)</li></ul>
SKILLS & EXPERIENCE:	<ul style="list-style-type: none"><li>• At least three years of proven strong, successful leadership and management experience in a school. (E)</li><li>• Evidence of demonstrating a strategic leadership style that is characterised by integrity, creativity, resilience and clarity. (E)</li><li>• Experience of implementing, managing and evaluating change in a collaborative way. (E)</li><li>• Experience of raising standards that have impacted positively on pupils and teaching and learning. (E)</li><li>• Significant experience of evaluating and using data to plan and improve pupil outcomes. (E)</li><li>• Experience of making effective use of funding and other resources. (E)</li><li>• Strong financial planning and management skills. (E)</li><li>• Excellent communication skills and proven ability to listen to, understand and work effectively with the school community. (E)</li></ul>
KNOWLEDGE:	<ul style="list-style-type: none"><li>• An understanding of how to empower pupils and staff to excel. (E)</li><li>• A clear understanding of what makes good and outstanding teaching through a deep understanding of how pupils learn, and the ability to develop a culture where striving for outstanding teaching and learning is central to the school's work. (E)</li><li>• An understanding of how to create whole-community accountability systems and implement them with the support of the SLT to combine data from a range of sources to maximise the achievement of pupils. (E)</li><li>• A clear understanding of and commitment to promoting safeguarding pupils. (E)</li><li>• Knowledge and understanding of the statutory frameworks which set out their professional duties and responsibilities. (E)</li></ul>
PERSONAL TRAITS:	<ul style="list-style-type: none"><li>• Demonstrate optimistic personal behaviour.</li><li>• Be able to build positive relationships rooted in mutual respect.</li><li>• Have a commitment to valuing, supporting and encouraging the professional development of all staff.</li><li>• Be able to build and nurture a strong, positive and collaborative team culture that enables all staff to carry out their roles to the highest standard and for all staff to work together to deliver school improvement.</li><li>• Be committed to building and maintaining effective and positive relationships with parents, trustees, and the wider school community.</li><li>• Be able to inspire and influence others, within and beyond the school, to believe in the fundamental importance and value of education in young people's lives.</li><li>• Be able to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level.</li><li>• Show tolerance and respect for the rights of others, recognising differences and cultural diversity, while upholding the fundamental British values.</li><li>• Ensure that their personal beliefs are not expressed in ways which exploit their position, pupils' vulnerability or might lead to pupils breaking the law.</li></ul>





# EQUAL OPPORTUNITIES INFORMATION

## EQUALITY

The governing body and school are committed to a policy of equality and aims to ensure that no employee, job applicant, pupil or other member of the school community is treated less favourable on grounds of sex, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability or religious belief. Any behaviour, comments or attitudes that undermine or threaten an individual's self-esteem on these grounds will not be tolerated.

We aim to provide equal access to high quality educational opportunities and to ensure that everyone feels that they are a valued member of the school community.

We seek to provide a safe and happy environment where all can flourish and where cultural diversity is celebrated.

## DISABLED APPLICANTS

Disabled applicants are guaranteed an interview if they meet the essential requirements of the Personnel Specification. As an equal rights employer our school is committed to make any necessary reasonable adjustments to the selection process, the job role and the working environment that would enable access to employment opportunities for disabled people. Where a disabled applicant is being assessed the selection panel's decisions will be based on an assessment of that person's expected capabilities once reasonable adjustments have been made.

## PRIVACY NOTICE

Our school aims to ensure that all personal data collected about staff, pupils, parents, governors, visitors and other individuals is collected, stored and processed in accordance with the General Data Protection Regulation (GDPR) (EU 2016/679) and the provisions of the Data Protection Act 2018 (DPA 2018). This policy applies to all personal data, regardless of whether it is in paper or electronic format. For further information please see the full privacy policy on our school website.

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