



Weston Favell CE Primary School

Head Teacher from September 2022

Living, Learning and Growing Together in God's Love

Jesus said 'I came to give life – life in all its fullness' John 10:10

We are a school rooted in God and our community through our founders. We continue their vision to welcome, nurture and enable all to flourish and develop as unique individuals who share their gifts with each other and the wider world.





Welcome from the Chair of Governors

Thank you for showing an interest in joining us as our new Headteacher. We are delighted to be looking for a skilled and knowledgeable leader to step into the shoes of our Headteacher at Weston Favell CE Primary School as she begins a new and exciting journey in retirement.

Weston Favell CE Primary School is a school family with a strong Christian ethos, a sense of community and a commitment to excellence for all children in our care. We work in partnership with parents to support the development of high aspirations for our children.

Our Christian Values underpin all that we do, and we encourage children to put these into practice for themselves, their communities and the wider world. We encourage children to be confident in voicing their opinions, looking after the environment, and respecting others on a local, national and global level.

We work together to offer high quality sports, drama and musical opportunities as well as ensure that every child achieves their academic potential in order to broaden horizons and develop a growing understanding and knowledge of the world and all it has to offer!

Our vision 'Living, Learning and Growing Together in God's Love' is reflected in our commitment to support each other and strive for continual improvement. We are a community which cares about every member within it, we believe that every child deserves the very best education, and every child should be enabled to succeed academically, socially and emotionally.

Since 2012, we have worked in partnership with Northampton Primary Academy Trust (NPAT), the first multi academy trust in Northamptonshire. Since 2012, our Academy Trust has evolved, NPAT now includes 12 primary schools. This is a very successful partnership, ensuring that our children are offered extraordinary opportunities to develop their sense of self and self-confidence. Further details about NPAT are in Appendix 1.

We are proud to be an 'Excellent' Church school following our SIAMS Inspection in November 2021 and value our close relationship with St Peter's Church in Weston Favell who are a very important part of our school family.

We can offer: -

- A real opportunity to innovate and lead change working with a committed and driven leadership team, a team of dedicated teachers and a skilled dedicated and supportive Governing Body in a forward-thinking school
- Enthusiastic children who are motivated to learn and have exemplary standards of behaviour
- A calm, purposeful and vibrant environment and a strong ethos of nurture, support and well-being for all
- High quality SEND provision
- The support from our partnership with NPAT
- High quality CPD both within school and through NPAT

We look forward to meeting you and introducing you to our amazing school.

John Fazackerley
Chair of Governors Weston Favell CE Primary School



Message from the Chief Executive Officer of NPAT

Weston Favell CE Primary School takes an active part in the NPAT partnership and has led the way on Religious Education across all NPAT schools. The school participates in several curriculum projects across all schools, including our annual Shakespeare project. This is an exciting opportunity to not only join the dynamic and committed team at Weston Favell, but also to join the visionary and innovative team at NPAT, where leaders continuously strive to realise our vision to 'achieve extraordinary things'.

NPAT provides Headteachers within the partnership with opportunities to support and collaborate with each other with the aim of improving the educational provision and outcomes for all children. It requires extraordinary Headteachers and Governors to think beyond their own schools, meaning they must be not only leaders but also team players. However, the sharing of best practice in every aspect of our provision, along with the mutual support and challenge this brings, is only the start. Collaboration and cooperation at all levels across school leadership and beyond is endless, and we are excited to learn about the knowledge and expertise that our new appointment will bring both to Weston Favell and to NPAT.

Can you meet that challenge? Welcome to the future of primary education.

Should you choose to join us, you will enter at a hugely exciting time. As our MAT grows and develops, we are looking for enthusiastic and inspirational leaders who can join our journey and help us build on our strengths. With plenty of opportunities for support and continued professional development across the Trust, we have a lot to offer, and are keen to hear from existing Head Teachers or Heads of School who may be interested in this post.

Julia Kedwards OBE
NPAT Chief Executive Officer

Our strategy

Working in partnership with NPAT and playing a full part as a Church School in the Diocese, our strategic objectives are set out below:

Curriculum

- To raise the academic attainment, particularly in literacy and numeracy, of all children and strive for equality for all children
- To offer a new broad, rich and rigorous curriculum offer in Science, History, Geography, Religious Education and Art and continue to enhance other curriculum areas

Spiritual, social and cultural development

- To support the character and moral development of all pupils
- To inspire the whole school community to engage in social action

Collective worship and effective religious education

- To ensure that pupils flourish through the provision of high-quality religious education
- To express our school vision and values in collective worship and religious education

Well being

- To safeguard all pupils, staff, volunteers and visitors and maintain a welcoming safe environment which reflects our school vision and values
- To continue to use PE and Sport as a catalyst to improve health and well being

Staff development and support

- To manage staff workloads and provide high quality and effective development opportunities for all our staff
- To provide accessible counselling and support services for all staff

Relationships with community

- To enhance our communication with parents for the benefit of all
- To develop further links with other areas of our local community

Financial and business

- To conduct the Academy Trust's business in accordance with the highest standards of integrity, probity and openness, in accordance with our Christian ethos
- To provide value for money for the funds expended and maintain a financially sustainable school

Our education priorities for 2021-22

- 1 To embed effective leadership at all levels across school to ensure high outcomes for all children
- 2 To embed our Church school distinctiveness enabling all children and adults to continue flourishing
- 3 To ensure that the behaviour of pupils is outstanding with children demonstrating high levels of engagement in learning and promoting the school values
- 4 To ensure that personal development and relationships education is embedded in the curriculum and that all children know how to keep themselves safe and healthy
- 5 To develop the Maths, English and wider curriculum to effectively raise the attainment of all children
- 6 To continue to evaluate the quality of teaching and learning so that outstanding provision is maintained throughout the school, leading to raised attainment in reading, writing and maths for all children
- 7 To ensure our EYFS provision offers outstanding learning opportunities for all children

Qualities existing staff and pupils would like to see in their new Headteacher

Staff

- Continue our Christian ethos of generosity, inclusion and compassion for those in need - this is in the DNA of the school.
- Recognise and value the existing strengths of WFPS.
- Welcoming and celebratory of other faiths and beliefs.
- Show all our Caterpillar Values:
 - *Courage*: To be inspiring but to make changes in small, achievable steps and for appropriate reasons. Be able to make decisions and not shy away from difficult or uncomfortable ones.
 - *Compassion*: Be approachable and kind. Understand and get to know the children and staff and their individual needs. Be able to identify how this may affect them and support them to achieve their best. Someone who checks in with staff very regularly to ensure positive wellbeing.
 - *Conscientious*: Someone who accepts they still have more to learn and is excited by this. Someone who will draw on the expertise of others.
 - *Communicative*: Someone who shares information effectively and in a timely manner. Someone who is an excellent listener.
 - *Creative*: Be innovative, ambitious and open to new ideas and challenges. Advocate for staff opportunities to progress and thrive. Be enthusiastic about the whole curriculum and enrichment.
 - *Community*: Know the importance of our school family for all stakeholders. Be clear on our unique place in partnership with NPAT, understanding and upholding our Christian Values.
 - *Courteous*: Values everyone's contributions. Be fair in all they do.

Pupils

- To live by our Caterpillar Values
- To be calm, consistent and fair
- Respect everyone and what makes them who they are
- Help all children be successful whatever needs they have
- To create a good learning environment
- Quick thinking, creative and make smart decisions
- To know and care for the children's and staff needs and the needs of all the school community
- To be caring, kind and a good listener
- Give children their time generously
- Work hard and persevere
- Know what to do in every situation (e.g. someone being bullied)
- Be responsible for everything and everyone.
- Have a positive attitude and praise people for good effort
- Find lots of opportunities in the outside world to make our learning fun and relevant
- Have lots of experience, be confident and brave.

Job Description - Headteacher

Section 1: Role outline

- Lead and manage the school effectively and efficiently ensuring the highest possible quality of education and range of educational opportunities for all pupils.
- Provide clear vision and positive, incisive and purposeful leadership with strategic direction to ensure high standards of achievement and attainment for all.
- Motivate and develop others to create an effective school environment and shared culture.
- Promote the ethos, vision and values of Weston Favell CE Primary School and contribute positively to wider school improvement initiatives across the NPAT Partnership.
- Ensure that resources are used efficiently and effectively to achieve the school's aims and objectives.
- Evaluate the school's performance to identify the priorities for continuous improvement and raising standards.
- Develop an ethos and process for managing behaviour that enables pupils to achieve their potential, including the management of pastoral care, pupil welfare and anti-bullying procedures.
- Maintain and monitor outstanding safeguarding practices.
- Continue to develop links with St. Peter's Church and its community

Section 2: Specific responsibilities

A. Developing & working with others

- Recruit and retain high calibre staff, supporting them to become effective members of the wider trust.
- Treat people fairly, equitably and with dignity and respect to create and maintain a positive school environment.
- Create an environment in which others can grow professionally. Ensure that all staff receive ongoing professional support, guidance and training/CPD opportunities.
- Develop, empower and sustain effective teams, promoting effective collaboration and shared accountability.
- Develop and nurture leadership potential in others to build leadership capacity in the school.
- Develop and maintain effective strategies and procedures for staff induction, early and continuous professional development.
- Maintain fair and consistent performance review within the policies of the trust, ensuring that achievement is rewarded, and that under-performance is effectively addressed.
- Acknowledge and celebrate the responsibilities and achievements of individuals and teams.
- Have regard for own workload and that of others to secure positive staff well-being.
- Create a shared vision which inspires and motivates pupils, staff, governors and all members of the school community.
- Adopt a strong, caring, supportive and flexible leadership style, which will both influence and motivate staff and pupils to achieve their potential.

B. Learning and teaching

- Develop relevant strategies based on educational research and evidence, in line with trust approaches, to ensure effective teaching and learning.
- Demonstrate and model quality first teaching to support, coach and mentor others.
- Ensure high standards of teaching, leading to the highest standards of attainment and achievement for all pupils.
- Monitor, evaluate and review classroom practice and promote teacher development, challenging underperformance where necessary.
- Plan and maintain a rich, relevant, rigorous curriculum that underpins teaching and learning and ensures effective learning for all children.
- Demonstrate and articulate high expectations and set appropriate targets for the school.
- Ensure a consistent and continuous focus on pupils' achievement, using data and benchmarks to monitor attainment and progress in every child's learning.
- Ensure that learning is at the centre of strategic planning and resource management.
- Encourage creativity, innovation and the appropriate use of technology.
- Maintain strategies which secure high standards of behaviour and attendance.

C. Managing the school

- Set a climate of high performance within the school where each individual member of the team is encouraged, supported and developed to deliver the best results for pupils.
- Manage the school's financial and human resources effectively and efficiently to achieve the school's educational goals and priorities.
- Recruit, retain and deploy staff appropriately and manage their workload to achieve the vision and goals of the school and trust.
- Implement successful performance management and appraisal processes with all staff, in line with trust policy, to enable continuous evaluation of performance and continuous development for all.
- Manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.
- Ensure that all the facilities always provide a safe, clean and welcoming environment for pupils, staff, parents and other visitors.
- Attend to the well-being of all staff and oneself through example and exercising of duty of care.
- Build, remodel and maintain organisational structures and systems, which distribute leadership and enable the school to run effectively and efficiently on a day-to-day basis.
- Act on outcomes of school self-evaluation, evaluation of the trust education team and external sources to drive continuous school improvement.
- Manage the existing pre-school provision.

D. Finance, accountability and governance

- Be accountable for financial performance and ensure that all trust financial processes are followed in a timely manner and in line with the expectations outlined in the Academies Financial Handbook.
- Advise the Governing Body of the school and trust annual priorities and oversee the production of the annual budget and financial strategy for approval.

- Deploy resources for the maximum benefit of all pupils.
- Provide a clear and accurate account of the school's performance to the Governing Body and all other audiences including, but not limited to, parents/carers and OFSTED.
- Ensure compliance with child protection, safeguarding, health and safety and other statutory requirements.
- Ensure that all those who have specific responsibilities regarding the operation of the school, in any aspect of teaching and learning, are clear that legal compliance and safeguarding are their responsibilities.

E. NPAT partnership, parent and community engagement

- Maintain and enhance relationships with the St Peters Church community
- Play a full part in the NPAT partnership including
 - Collaboration with NPAT Headteachers and Central Team to implement school improvement priorities
 - Leading and encouraging strong working links and support the delivery of shared curriculum, resources and initiatives across the partnership.
 - Actively leading and participating in all partnership-agreed projects and initiatives.
 - Providing support to fellow Heads, encouraging a culture of challenge and support across the trust.
- Promote the values of the school across the school and wider community
- Create and maintain an effective partnership with parents and carers to support and improve children's achievement and personal development.
- Actively promote parental engagement in the learning, progress and welfare of their children through effective communication and support.
- Ensure that the successes of the school are shared with the community to reinforce its position at the heart of the community.
- Co-operate and work with relevant agencies to protect children.
- Understand working within a range of socio-economic communities and the challenges that doing so brings to the role.

Accountable to:

The Headteacher will be accountable to the Governing Body for the conduct, leadership, management and administration of the school including financial performance and overall performance.

As part of our work with NPAT, the trust monitors and challenges our Headteacher to ensure the overall performance is as good as it can be.

Safeguarding

Weston Favell CE Primary School is committed to safeguarding and promoting the welfare of children and young people and requires all staff, governors and volunteers to share and demonstrate this commitment. The successful candidate will have to meet the requirements of the person specification and will be subject to pre-employment checks including the right to work in the UK, a health check, an enhanced DBS check and satisfactory reference.

Headteacher Person Specification

Attributes	Essential	Desirable
Qualifications/Training		
Education	A degree or equivalent Qualified teacher status	Higher degree qualification, post graduate courses. Recognised management qualification
Professional development	Evidence of sustained participation in CPD, especially school management programme or in the process of similar	Participation in work with other schools/agencies. Experience of leading CPD activities for others. Completion of NPQH/LPSH
Experience		
Teaching	Substantial classroom teaching experience with primary aged children. Experience of whole school leadership and sustained improvement Experience of leading significant curriculum development to implementation. Experience of monitoring and evaluating teaching	Evidence of leadership across the school age range within the last three years. Experience of implementing strategies to promote educational inclusion and deliver PHSE development
Schools	Experience of teaching in a Church school	Taught in at least two schools with primary age children
Management responsibility	Experience as an Headteacher or Head of School in a primary school	Recent experience of Ofsted inspection and follow up
Resources	Experience of managing and leading staff. Experience of managing teaching and learning resources. Knowledge, understanding and experience of financial and facilities management	Experience of managing and leading performance management of colleagues
Knowledge and understanding		
National framework	Knowledge of education and other relevant legislation. Ofsted and SIAMS awareness. Knowledge of current developments in Education and the implications of these. Understanding how to conduct appraisals	
Teaching and Learning	Practical understanding of high-quality teaching and learning strategies. Understanding of actions taken to promote harmony and prepare pupils to live in a diverse society. Practical understanding of writing and implementing the IEPs. Understanding of Citizenship and PSHE	Knowledge and understanding of issues and strategies for developing the higher attaining child

Attributes	Essential	Desirable
Standards	Knowledge and understanding of the use of SIP to raise standards for all. Awareness of strategies to raise pupil achievement and manage behaviour. Understanding of the positive use of target setting in raising standards of achievement	Experience of meeting the additional needs of learners and SEN code of practice
National Curriculum	Understanding of planning the National Curriculum, including assessment, recording and reporting	Experience of planning an effective curriculum across the primary age range
Christian ethos	Ability in and experience of developing and enhancing the Christian ethos in a school	
Parents and communities	Understanding the role that can be played by parents and the community in raising standards Experience of dealing with safeguarding issues	Experience of working directly with parents and others to raise standards and involvement with the wider and local community
Governance	Knowledge of the role of governors. First-hand experience of work with governors. A commitment to work with the governing body	Experience as a school governor in a school with primary aged children
Safeguarding	Experience of leading effective approaches to safeguarding to ensure the safety of pupils and staff. To have fulfilled the role of DSL or DDSL in a primary school setting	
Skills		
Leadership	Ability to lead and provide clear vision. Incisive and strategic thinker. Able to motivate pupils and staff. Ability to delegate responsibility, set high standards and provide a focus for improvement, personal impact and presence	

Application details

The vacancy is to start in September 2022.

Pay Scale: Weston Favell CE Primary is a group 3 school, and this will be reflected in the salary as follows:

L18-L24: £64,143 - £74,295

Application: Your application form should be completed with reference to the job description and person specification. Please support your application with a covering letter of no more than 1000 words detailing your personal qualities and attributes that will help our vision at Weston Favell CE Primary School. All completed application forms and covering letters should be submitted to recruitment@npatschools.org or by post, marked for the attention of Juliette Pierson to:

Northampton Primary Academy Trust
Bushland Road
Northampton
NN3 2NS

Visits to Weston Favell CE Primary School: if this sounds like an opportunity for you or if you would like to visit us before submitting your application, please phone the school on 01604 401547.

Dates offered are *Thursday 3rd March 1.30pm, Tuesday 8th March 9.15am, Thursday 10th 2pm, Friday 11th 10am and 2pm, Monday 12th 10am, Thurs 17th 11am and 1.30pm, Tuesday 22nd 10am.*

Closing date for applications: Thursday 24th March 2022 at 12.00pm. Any applications received after this time will not be accepted. Shortlisted candidates will be notified as soon as possible after this date. Unsuccessful candidates will also be notified.

Interviews: Wednesday 30th March 2022. Short-listed applicants will be advised of further details upon invitation to interview.

Appendix 1

Northampton Primary Academy Trust

NPAT was founded in August 2012 but had been a long-held aspiration of five innovative and forward thinking Headteachers in Northampton. We were Northamptonshire's first Multi Academy Trust and one of the first in the United Kingdom.

In the last seven years our development has been phenomenal and NPAT is widening its reach, working alongside other Headteachers and Academy Trusts to support schools across the county.

NPAT Partnership is currently a collaboration of the following schools:

Abington Vale Primary School	Rectory Farm Primary School
Blackthorn Primary School	Simon de Senlis Primary School
Ecton Brook Primary School	Thorplands Primary School
East Hunsbury Primary School	Upton Meadows Primary School
Headlands Primary School	Weston Favell CE Primary School
Langlands Primary School	
Lings Primary School	

We look forward to welcoming additional schools in the coming years and opening a Free School in the Stanton Cross area of Wellingborough in September 2022.

Over the course of the last two years, we have made new appointments to our Central Team to support and further coordinate the work of our schools. We now have a Chief Executive Officer, Chief Financial Officer, Financial Controller, School Improvement Leader, ICT Technical Team, Central Team Manager and two Administrators. We have also developed a School Improvement Team and have recruited NPAT Lead Practitioners.

NPAT is a unique and very special organisation and that's what makes this position stand out from any other you will come across. We encourage you to come and experience it all for yourself.

Good luck and we look forward to welcoming you on board.

With responsibility for approximately 4,200 children across Northampton, the Trust is driven by our aspirational vision: *to achieve educational excellence, create opportunities and enrich lives.*

To achieve this, our mission is *to develop a multi-academy trust of highly effective and sustainable schools.*

NPAT schools are underpinned by the NPAT Values - Aspiration & Ambition, Collaborative Working, Integrity and Transparency, Community Working, Creativity & Innovation and a commitment to Sport and the Arts.

Our ambition is captured in our motto: 'Achieving Extraordinary Things'.