



HEADTEACHER RECRUITMENT

● FEBRUARY 2025



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WELCOME FROM THE CHAIR OF GOVERNORS

Thank you for your interest in becoming the Headteacher at Worthinghead Primary School. After sixteen years of dedicated service to the school, our current Headteacher will be retiring at the end of this academic year. Mrs Sharp is leaving the school in a very strong position with a stable and supportive staff team who are well placed to continue to move the school in a progressive direction under the leadership and direction of a new Headteacher. The school currently has a 'Good' OFSTED rating (May 2022) and the Governing Body is seeking to appoint a Headteacher who will build on current good practice and also bring fresh ideas to continue our drive forward.

Worthinghead Primary School is a small community school catering for 208 pupils currently on roll and a published admissions number of 210. It is a warm, welcoming, friendly school which values the contribution of all children. The latest OFSTED report highlighted that 'Staff go out of their way to ensure children are happy and cared for. Parents and carers speak highly of the school. One spoke for many when they said that Worthinghead Primary School is like, 'one big family'.

Our school is situated in the south of Bradford surrounded by neighbouring local authorities and our children move into secondary schools in Calderdale and Kirklees as well as within Bradford. There are 3 schools within a mile radius and each of us feel we offer something unique to our families. Our strengths are in developing the whole child and nurturing their wellbeing as well as looking for academic progress and successes. Our Inclusion and SEND team support a significant number of children with additional (and some complex) needs and we utilise any additional funding attached to EHCPs to ensure the provision is in place to meet their needs.

The information pack has been designed to give you an introduction to the school and our ethos. However, we would love for you to visit our school so that you can get a feel for yourself about how special our school really is. We are offering tours of the school on Monday 24, Wednesday 26 and Friday 28 February 2025. To book a slot onto one of these tours please contact the school office.

The closing date for applications is Friday 21 March 2025 at 12 noon.

If you are unable to visit, our school website has lots of fantastic information, please look towards the newsletter section and the class pages for more information.

If you think you could be the right person for this role, I look forward to reading your completed application. We look forward to meeting you.

Kindest wishes,

Derek Hatton
Chair of Governors



OUR ETHOS AND VALUES

Our school offers a friendly and caring environment for children to develop and grow. We are a one form entry school with extensive grounds, including a large playground, grassed area and enclosed woodland.

There is lots of information about our school on our website. Please feel free to contact the school directly with any queries you may have.

Our Mission Statement

At Worthinghead Primary School our aim is to create a secure, happy, caring environment in which individuals value and trust each other; where everyone is helped to realise their full potential and where independence and questioning enable children to acquire skills, knowledge and understanding.

We are all **FRIENDS** and we wish to instil these attitudes in our children:

Friendship

Responsibility

Inspiration

Empathy

Nurture

Determination

British Values

The Spiritual, Moral, Social and Cultural (SMSC) development of our pupils has always been at the heart of our ethos. This is developed through mutual respect, good manners, partnership working and collaboration; an approach that we believe is fundamental to a full and positive participation in life in modern Britain.

The fundamental British values, including democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs, have been actively promoted at Worthinghead Primary through this ethos.

The spiritual, moral, social, cultural and understanding of British Values is linked to our school motto to support the children and enable them to achieve academically and personally.



ABOUT US



Our Community

Worthinghead Primary is a vibrant and integral part of the local community. We enjoy strong bonds with parents and families to create a supportive and enriching learning environment. We see parents as partners and aim to involve them in their children's learning. We encourage parents to communicate openly with school through our open-door policy, parent consultations and end of year discussions. We would welcome candidates who will continue to nurture these relationships and maintain a collaborative approach with the community.

Our curriculum

At Worthinghead Primary School we want our children to have access to a broad curriculum and time is allocated for all subjects each week in our timetables. Our intention is to provide a rich and exciting curriculum that introduces children to engaging texts in English, develops sophisticated problem-solving in Maths, and encourages curiosity about the world, fostering a sense of awe and wonder when approaching unknown phenomena in Science.

We are lucky to have PPA cover from a music and computing specialist across KS2. Every teacher has a subject responsibility and takes time out of class termly to monitor and evaluate progression and standards in their given subject.

Our Achievements

We are proud of our children's achievements and remain dedicated to supporting their continued success. School has an OFSTED rating of good and the governing body are eager to ensure the continued success of all at Worthinghead Primary school.

OFSTED QUOTE:

Leaders prioritise the personal development of pupils. Pupils can become digital leaders, ambassadors and members of the school council. Pupils care for the school's animals, including chickens, guinea pigs and a class rabbit. This helps pupils to build important skills, such as responsibility. Pupils say that working with the animals helps them to feel calm when they have a worry. Leaders are ambitious for all pupils. Pupils who need extra support follow the same curriculum as their year group, but receive the precise support that they need to achieve well.

Our Green Wood

We are so lucky to have a large space around the school and this includes our own area of woodland. This is a secure area and children use it for Forest School activities as well as other curriculum learning. We also have 3 chickens on site as well as 2 guinea pigs who are looked after by the Inclusion team and 'work' as therapy pets.

Governors

We have a supportive governing body made up of parents, staff, members of our local community and the local authority. Meetings are held half termly with sub committees in between and governors understand their individual roles in the school.



ADVERT



**Required for
September
2025**

**Headteacher
Salary: L13 - L19**

The Governing Body of Worthinghead Primary School is seeking to appoint an inspirational, confident leader for the post of Headteacher. We want to appoint a Headteacher who will build on recent successes to meet the challenges of education in a dynamic future.

We seek a Head who:

- Has a commitment to maintaining and developing the vision, values and reputation of the school
- Has held a leadership role within education
- Is a determined leader who can motivate staff and manage all stakeholders, effectively shaping and delivering through the curriculum and school development plan
- Can consolidate professional practice and actively promote continuous improvement
- Will nurture, encourage and develop staff to deliver high-quality education for all our children
- Embraces and engages with our community, contributing to a collaborative, positive environment built on a foundation of shared values and a caring image
- Will inspire our young people through a lively and inclusive curriculum
- Maintains the strong partnership that exists between the Governing Body and the Senior Leadership Team

In return, we offer:

- An established, mutually-supportive, professional team who work well together
- A commitment to your continuous professional development
- A well-informed, conscientious and responsive Governing Body

A tour of the school is strongly encouraged. We are offering tours of the school on Monday 24, Wednesday 26 and Friday 28 February 2025. Please contact the school office on 01274 414904 to arrange a tour.

For further details and to apply, go to www.prospectsonline.co.uk
Please note that CVs are not accepted.

Closing Date: 12 noon, Friday 21 March 2025

Shortlisting Date: Week Commencing 24 March 2025

Selection Interviews: Wednesday 2 & Thursday 3 April 2025

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.



Headteacher Job Description

Salary: L13 to L19

Hours: Full time

Contract type: Permanent

Reports to: Chair of Governors for the Governing Body

Responsible for: All staff and pupils within the School

This Job Description is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Headteacher will carry out. The post-holder may be required to do other duties appropriate to the level of the role.

Role Summary

The Headteacher's role is to lead the school to ensure that the needs of its pupils are effectively met and that they receive a high standard of education and that this is delivered in a safe and supportive environment.

The Headteacher will be a visible presence in the school.

Core Purpose

- Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community
- Establish and oversee systems, processes and policies so the school can operate effectively
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented
- Monitor progress towards achieving the school's aims and objectives
- Allocate financial resources appropriately, efficiently and effectively
- Abiding by the Framework for Ethical Leadership in Education and the Seven Principles of Public Life (The Nolan Principles).

School Culture

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Inspire and motivate pupils, staff and members of the school community to excellent standards of achievement
- Build positive and respectful relationships across the school community
- Serve in the best interests of the school's pupils
- Promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment



Headteacher Job Description

Teaching, Curriculum and Assessment

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum

Behaviour

- Create a culture where pupils experience a positive and enriching school life
- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy

Additional and Special Educational Needs (SEN) and Disabilities

- Promote a culture and practices that enables all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- Ensures the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Ensures the school fulfils statutory duties regarding the SEND Code of Practice

Managing the School

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds
- Manage staff well with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk



Headteacher Job Description

Continuous School Improvement

- 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

Governance, Accountably and Working in Partnership

- Understand and welcome the role of effective governance, including accepting responsibility
- Ensure that staff 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
- Work successfully with other schools and organisations
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

Professional Development

- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Seek training and continuing professional development to meet own development needs

PERSON SPECIFICATION



- A Application Stage**
- P Pre-employment check stage (inc. References)**
- I Interview and Assessment Stage**
- E Essential**
- D Desirable**

Qualifications and Training

- Holds a degree level qualification or equivalent. E, A, P
- Qualified Teacher Status (QTS) or other recognised teaching qualification. E, A, P
- Holds a Professional Qualification or working towards gaining a NPQH or CEPQH (or equivalent experience). D, A, P
- Evidence of recent appropriate leadership development training. D, A, P
- DSL Training. D, A, P

Experience

- Successful Senior Leadership of a primary school setting (age range 3 to 11 years). E, A, I
- Experience of developing, reviewing the school's strategic plan, together with the Governing Body, ensuring that key objectives are used to develop school improvement plans. E, A, I
- A proven track record of building and implementing a culture of high performance, accountability and ethical standards from all staffing groups across the school. E, A, I
- Experience of raising attainment, setting high expectations and continually raising standards of teaching and learning. E, A, I
- Able to implement a climate of learning which enables the best outcomes for all pupils. E, A, I
- Experience in evaluating and using a range of data to improve pupil outcomes. E, A, I
- Experience of involvement in managing school budgets. E, A, I

PERSON SPECIFICATION



- A Application Stage**
- P Pre-employment check stage (inc. References)**
- I Interview and Assessment Stage**
- E Essential**
- D Desirable**

Leadership Qualities

- Abides by the Framework for Ethical Leadership in Education and the Seven Principles of Public Life (The Nolan Principles). E, A, I
- Ability to establish and sustain the school's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community. E, A, I
- Ability to champion a culture which is inclusive, supportive, promotes diversity and equality, with ambitious expectations for all pupils. E, A, I
- Create a culture where SEND and Pupil Premium pupils experience a positive and enriching school life regardless of age ability aptitude or SEND across all phase groups. E, A, I
- Is a visible and high profile role model with a professional approach that demands excellence, confidence, trust and respect through inspiring and empowering staff to succeed. E, A, I
- Ensures staff have access to high-quality, sustained professional development opportunities to raise standards of teaching and learning for all pupils. E, A, I
- Ensure rigorous approaches to identifying, managing and mitigating risk. E, A, I
- Able to communicate a vision to a wide range of audiences and inspire others. E, I
- Committed to safeguarding, inclusion and promoting the welfare of all stakeholders. E, A, I
- Demonstrates strong moral purpose and is able to build good relationships with parents and the local community. E, A, I

Knowledge and Skills

- Up to date knowledge and understanding of the National Curriculum and experience of curriculum design at the relevant age range (3 to 11 years). E, A, I
- Up to date knowledge of national policy, legislation, financial frameworks and school governance. E, A, I
- Knowledge and application of setting high expectations and monitoring progress to continually raise standards of teaching and learning and outcomes for pupils across all subjects and phase groups. E, A, I
- Operates with financial astuteness, within a clear set of principles centred on the school's vision. E, A, I
- Ability to analyse and interpret comparative data, establishing benchmarks and set targets for improvement. E, A, I
- Ability to embed clear quality assurance systems that drive consistency and improvement in performance across the school. E, A, I
- Ability to use performance management processes to drive improvement across the school. E, A, I
- Ability to cooperate with other schools and learn from their practice. E, A, I
- Commitment and ability to continue to develop the exciting curriculum which is a core feature and strength of our school. E, A, I

EQUAL OPPORTUNITIES



Equality

Worthinghead Primary School welcomes pupils and staff from a wide range of backgrounds. We believe that their different cultures, talents and life experiences bring richness and vibrancy to school life and help to create an environment that supports us all in learning from each other.

We take seriously our duties to eliminate discrimination, promote equality of opportunity and foster good relations between people of all backgrounds. This duty is set out in the Equality Act of 2010, which covers sex, race, disability, religion or belief, sexual orientation, gender reassignment and pregnancy or maternity.

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.



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