



Peel Park Drive, Bradford, BD2 4PR

Tel: 01274 639377

Email: office@peelpark.bradford.sch.uk



Peel Park Primary School

Headteacher
Applicant Pack

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Chair's Welcome

I'm delighted to introduce you to Peel Park Primary School

The last eighteen months have presented many challenges to those working in education, especially in schools like Peel Park, which serves one of the most disadvantaged communities in Bradford. We are looking for a dedicated and experienced school leader to work with the Board and the school community to implement the changes necessary for school improvement.

Here at Peel Park we are dedicated to giving our pupils the best learning experiences, aiming for high academic standards in order for individual pupils to reach their full potential. Our pupils really make the school; staff and visitors tell us they are well behaved, kind and a joy to teach. Equity, diversity and inclusion are important to us and impact all aspects of school life, especially the curriculum which focuses on each and every child to ignite their love of learning. Our ethos of inclusiveness for all, means our provision for children with Special Educational Needs is highly regarded.

We are fortunate in having a wonderful school building with plenty of outdoor learning space, playground facilities and a forest school. These provide a safe, welcoming and stimulating learning environment which nurtures pupils' personal, social and emotional development so they become life-long learners and global citizens.

We can promise that working at Peel Park will offer a great sense of satisfaction. We celebrate our successes and have high aspirations to take the school further.

The governing board is immensely capable, supportive and effective. We would like a headteacher who has the ability to quickly identify and prioritise the needs of pupils whilst at the same time nurturing a culture where everyone is valued. We would love to work with a new or experienced headteacher who is happy to challenge current thinking for the benefit of our school community.

Due to Covid-19 restrictions it may not be possible to visit the school in person so please do make contact should you wish to discuss anything further and take the opportunity to access our [virtual tour](#). We look forward to receiving your application.



Raj Unsworth
Chair of Governors

Our School

We will create a culture of excellence, enjoyment and mutual respect for all within the school and in the community.

We will:

- Inspire independent learners who are creative, diverse, and well motivated.
- Provide the highest standard of teaching for all children.
- Encourage high achievers in a secure and healthy environment.
- Shape future citizens who, as good role models, will make a positive contribution to society.
- Provide a broad and balanced curriculum that will provide a basis for learning throughout life.
- Support pupils' cultural, moral and spiritual development and promote respect for the values, beliefs and cultures of others.





Role Description

About the school

Peel Park is a primary school serving children from 3-11 years of age. We are a local authority school in Bradford, West Yorkshire, dedicated to providing exceptional education at the heart of our diverse community.

Job Purpose

The headteacher will be accountable for the leadership, internal organisation, management and control of the school. It will be for them to lead the staff in realising the vision of establishing and developing a unique, learning community which will cater for the whole person – academically, socially, morally, spiritually, physically, emotionally and environmentally.

The headteacher will lead by example and model best practice regarding professional conduct, workload and personal development, and will be a role model for all in our school and wider community.

Pre-employment Checks

Peel Park Primary School is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. The appointee to this post will be subject to satisfactory pre-employment checks, for example:

- Identity and right to work in the UK
- Relevant qualifications
- Barred List and Disclosure & Barring Service Check
- References

Post

Headteacher

Accountable to

The Board of Governors
Bradford Metropolitan District Council

Key Relationships

Pupils, Staff, Parents, Governors, PTA, Local Authority, School Improvement Partner, Wider Community

Contract Type

Full Time, permanent

Pay Range

L18 to L24 (£64,143- £74,295 fte pa)

Duties and Responsibilities

Please Note:

The following job description is based upon the Headteachers' Standards 2020 . This 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 postholder may be required to do other duties appropriate to the level of the role.

School Culture

The Headteacher will:

- establish and sustain the school's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community
- 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

Organisational Management

The Headteacher will:

- ensure the protection and safety of pupils and staff through effective approaches to safeguarding as part of the duty of care
- prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds
- ensure staff are deployed and managed well with due attention paid to workload
- establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently
- ensure rigorous approaches to identifying, managing and mitigating risk

Continuous School Improvement

The Headteacher will:

- 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

Professional Development

The Headteacher will:

- 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 standard 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

Governance and Accountability

The Headteacher will:

- 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

Working in Partnership

The Headteacher will:

- forge constructive relationships beyond the school, working in partnership with parents, carers and the local community
- commit their school to work 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

Duties and Responsibilities

continued

Teaching

The Headteacher will:

- 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

Behaviour

The Headteacher will:

- 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

Additional and Special Educational Needs and Disabilities

The Headteacher will:

- ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities
- establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively
- ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate
- ensure the school fulfils its statutory duties with regard to the SEND code of practice



Person Specification

Key

A – Application
I – Interview and assessment
C – pre-employment checks

	Measured By	Essential / Desirable
QUALIFICATIONS AND EXPERIENCE		
Qualified Teacher Status	A / C	E
Experience of serving in the position of Headteacher	A / C	D
Serving Deputy Headteacher experience of at least 2 years	A / C	E
Experience of teaching in more than one school	A / C	D
Experience across all Key Stages in the Primary Phase	A / C	E
NPQH accreditation or equivalent professional qualification	A / C	D
SCHOOL CULTURE		
Understanding and/or experience of setting the strategic direction of a Primary School, working in partnership with others	I / C	E
Understanding and/or experience of acting as a positive role model for pupils, staff and the wider community, demonstrating high levels of professionalism, inclusivity and respect	I / C	E
Understanding and/or experience of shaping and embedding a positive and fully inclusive culture within an educational establishment with measurable, positive outcomes	I / C	E
ORGANISATION MANAGEMENT		
Understanding and/or experience of implementing effective approaches to safeguarding pupils and staff	I / C	E
Understanding and/or experience of effectively allocating, monitoring and reporting on the financial resourcing of an educational establishment	I / C	E
Understanding and/or experience of leading workforce change processes	I / C	E
Understanding and/or experience of effectively and efficiently deploying and managing a whole workforce including teaching, non-teaching and volunteers	I / C	E
Understanding and/or experience of setting, applying and reviewing policies and processes to ensure the effective and efficient operation of the school	I / C	E
Understanding and/or experience of planning, evaluating and future forecasting in order to manage and/or mitigate risk	I / C	E
CONTINUOUS SCHOOL IMPROVEMENT		
Understanding and/or experience of planning whole school improvement strategies; evaluating, managing and mitigating problems and barriers that limit the effectiveness of the school	I / C	E
Understanding and/or experience of designing and delivering whole school improvement strategies which are realistic, time-bound and appropriate for the setting and context of the school	I / C	E

Person Specification

Key

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	Measured By	Essential / Desirable
PROFESSIONAL DEVELOPMENT		
Understanding and/or experience of designing, implementing and monitoring high quality professional development opportunities for the whole school; tied to school, team and individual needs and in line with the standards for teachers' professional development	I / C	E
Understanding and/or experience of utilising external and internal expertise to build capacity, support succession planning and enhance CPD opportunities in school	I / C	E
GOVERNANCE AND ACCOUNTABILITY		
Understanding and/or experience of the role of the governing body and the relationship between the governing body and headteacher of the school	I / C	E
WORKING IN PARTNERSHIP		
Understanding and/or experience of forging effective working relationships beyond school in order to improve the educational outcomes for all pupils	I / C	E
TEACHING		
Understanding and/or experience of establishing and sustaining the standards of teaching across all subjects and phases through effective use of formative assessment	I / C	E
BEHAVIOUR		
Understanding and/or experience of establishing and sustaining effective behaviour management for pupils and staff	I / C	E
Understanding and/or experience of designing, implementing and applying an effective behaviour management strategy/policy	I / C	E
Role model the behaviour of a good citizen and ensure all other adults also act as good citizen role models to the pupils and local community	I / C	E
ADDITIONAL AND SPECIAL EDUCATIONAL NEEDS AND DISABILITIES		
Understanding and/or experience of setting a culture of ambitious standards and expectation for all pupils	I / C	E
Understanding and/or experience of working in partnership with others to identify pupils' specific needs and offer adaptations where possible/appropriate; ensuring all pupils are able to access the curriculum and learn effectively	I / C	E
Understanding and/or experience of ensuring the school fulfils the SEND code of practice	I / C	E

How to Apply

Completing the application form

Included within this Candidate Pack you will find the Job Description and Person Specification for the position of Headteacher at Peel Park Primary School.

Criteria within the Person Specification

All aspects of the person specification marked with an 'A' must be addressed in your application submission.

Additional Criteria

The Panel ask that applicants respond to the two questions here on the right within the "Headteacher Information" section of the application form.

Your responses to all the above criteria will be used by the recruitment panel at shortlisting stage

Question 1:

As Headteacher, what strategies would you employ to motivate others to maximise their contribution to the school. Providing relevant examples, tell us about the personal strengths, skills, knowledge and abilities you possess which will support you.

Question 2:

The pandemic has once again highlighted the important role schools play in their local community. Tell us what strategies you would employ to ensure Peel Park continues to suitably serve and support the local community.

The background of the entire page is an aerial photograph of a school building with a grey roof and yellow walls. The school is surrounded by green grass and trees. In the background, there is a hillside covered with rows of terraced houses under a blue sky with scattered white clouds. Two large semi-circular graphic elements are overlaid on the image: a yellow one on the left and a blue one on the right.

How to apply

Key information

- **SCHOOL VISITS VIA A VIRTUAL TOUR
ACCESSED [HERE](#)**
- **CLOSING DATE - 12 NOON ON 6TH
DECEMBER 2021**
- **SHORTLISTING - WEEK OF 13TH
DECEMBER 2021**
- **INTERVIEWS - WEEK COMMENCING 10TH
JANUARY 2022**

You can apply for this role via [Prospects Online](#) setting out why your skills and experience make you a suitable candidate for this position, with reference to the criteria within the person specification.

We actively encourage all candidates to visit the school prior to the interview via the virtual tour which can be accessed [here](#).

Should you wish, you are very welcome to request a chat with the Chair of Governors. Please contact Kate Earnshaw via email (kate.earnshaw@bradford.gov.uk) to arrange.