



Bankfoot Primary School Headteacher Recruitment 2024



Welcome from our Chair of Governors

Dear Candidate

Thank you so much for the interest you have shown in responding to our advertisement for the position of Headteacher at Bankfoot Primary School. This post has arisen as our current Headteacher, Mrs Juliet Wright OBE, has decided to retire at the end of the Summer Term.

Bankfoot Primary School is a small sized community school catering for 271 pupils currently on roll and a published admissions number of 283. It is a warm, welcoming, friendly school which values the contribution of all children. One key part of our success are the strong links and relationships that we have developed between staff, pupils, parents, governors and the broader community.

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. As the school is at the heart of the local community, the new Headteacher will maintain and extend links beyond the school boundaries while leading and developing our enthusiastic staff team.

We would positively encourage candidates to visit the school in order that they may better understand the ethos and pick up on the great atmosphere that the school has. Any candidate wishing to visit should contact the school on 01274 732068.

The closing date for applications is 12 noon, Friday 1st March 2024. Shortlisting of candidates for interview will take place on Monday 4th March 2024 and interviews will be held on Thursday 14th & Friday 15th March 2024.

I would like to thank you again for your interest in the post and I look forward to receiving your application.
Yours sincerely

J. Rafiq
Chair of Governors



About our School

“Achieving Success Together”

We would like to achieve success with you!

Bankfoot Primary School and Nursery is a one form entry primary school located in the Bankfoot, Smiddles Lane, area of inner-city Bradford. We are based on a single site in a modern well-equipped building.

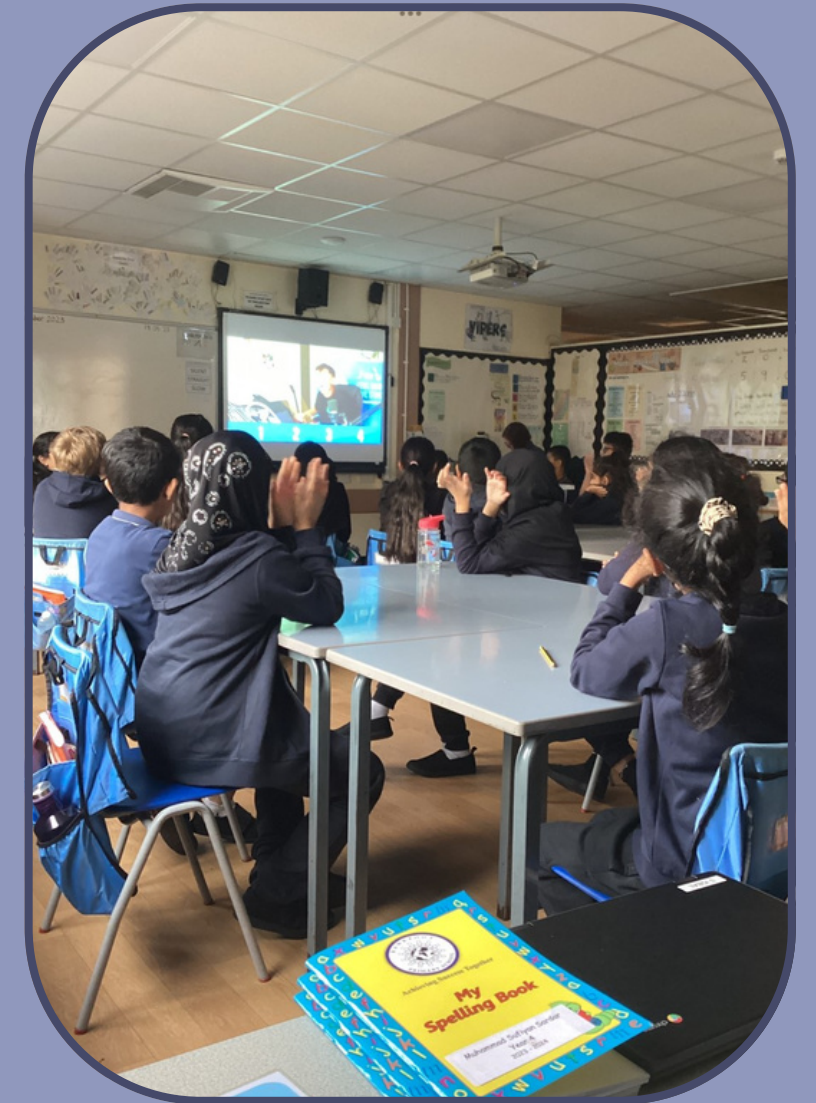
The school is popular with the local community and our pupils are enthusiastic with positive attitudes towards their learning. Visitors to our school note the calm atmosphere and how attentive our pupils are towards their studies.

OUR SHARED SCHOOL VISION

- We aspire to provide the very best education possible for every single child at Bankfoot School
- We aim to 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
 - Our curriculum is meaningful, exciting and engaging
 - Challenge is provided for all pupils
 - All pupils achieve the highest standards of progress and attainment

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.



What our pupils want in a Headteacher in their own words

- Kind hearted
- Hardworking
- Resilient
- Responsible
- Caring but sometimes strict
- They should be selfless to others and always put other people in front of them
- Strict but fun
- Mature
- Loyal
- Honest
- A good ruler
- Always be there for us to help us from bullying
- A role model to children and others
- Makes the school a better and safer place
- Cares for every student
- Is kind to every person, no matter what
- Has good ideas and makes the school a better place
- Friendly
- Doing their responsibilities how they are supposed to
- Not tolerating bullying or any other upsetting behaviour
- Truthful
- Not stereotyping
- Smart, and knows a bit of something in every subject
- Awarding students who stand out in the school
- Warm hearted
- Help to teach children to the best of their abilities
- A Teacher who does not give up
- Experienced
- Risk taker
- Cheerful
- Be there for their pupils
- Make the school better
- Give respect and be polite
- Welcome all students
- Hear students' voice
- Helps everybody
- Make trips less expensive
- Be brave and resilient
- Help students if they are stuck
- Give good replies
- Hears people's problems
- Welcomes people if they are sad because you might make them happy



Our Mission

At Bankfoot we aim to:

- Provide a safe, caring, happy and stimulating environment for children and staff
- Provide high quality teaching and learning in all areas
- Encourage the development of lifelong skills for learning, and an enthusiasm for knowledge and understanding
- Ensure equal opportunities by identifying and making provision for individuals needs, strengths and abilities
- Welcome people from all cultures and backgrounds
- Actively promote respect, care, courtesy and co-operation from everyone in our school community
- Recognise, reward and celebrate individual and collective achievements within the school community
- Encourage parents and carers to work in partnership with school staff and governors
- Provide opportunities where parents and carers can be involved in the life of the school and support their child's education
- Encourage and support children in taking responsibility for their own actions, attitudes and behaviour
- Promote partnership with the wider community, in order to enrich the life of the school

Mission Statement

At Bankfoot we believe that everyone has the right to work and learn within a secure, friendly, peaceful and stimulating environment, where everyone is encouraged to achieve their best in all areas of development.

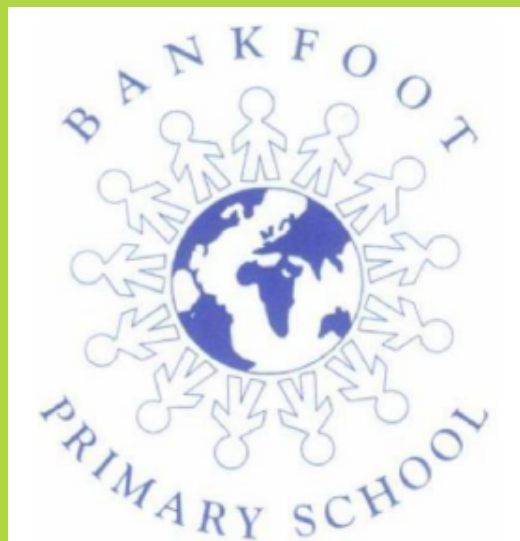
Advert

Headteacher

Salary: L16 – L20

(£68,400 – £75,331)

**Required for 1 September
2024**



Bankfoot Primary School

Bolingbroke Street, Bankfoot

Bradford, BD5 9NR, West Yorkshire

Telephone number: 01274 732068

Email: office@bankfoot.bradford.sch.uk

The Governing Body of Bankfoot Primary School is seeking to appoint a transformational leader for the post of Headteacher. We are a popular, caring and vibrant one form entry community school, which is well-subscribed. We seek to appoint a Headteacher who can embrace the challenges that lay ahead and who will build on current good practice.

We seek a Leader who:

- Has a commitment to maintaining and developing the vision and values of the school
- 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 and diverse team who work well together
- A commitment to your continuous professional development
- A well informed and supportive Governing Body

Please contact our current Headteacher, Mrs Juliet Wright on 01274 732068 or at juliet.wright@bankfoot.bradford.sch.uk 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 1st March 2024

Shortlisting Date: Monday 4th March 2024

Selection Interviews: Thursday 14th and Friday 15th March 2024

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: L16 to L20

Hours: Full time

Contract type: Permanent

Reports to: Chair of Governors for the Governing Body

Responsible for: All staff, with the support of other members of the Senior Leadership

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

Bankfoot is a one-form primary school with nursery provision. 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.

As the lead professional, the Headteacher will promote a supportive working environment for the staff and ensure that their wellbeing is protected and that they are provided with development opportunities.

The school is particularly concerned to maintain good relations with its local community and the Headteacher is expected to promote this with parents and families. 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).

Please Note: 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 post-holder may be required to do other duties appropriate to the level of the role.

Headteacher Job Description

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
- The school is a multi-cultural provision and the cultures and beliefs of all communities are respected while preparing children for life in wider British society.

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
- Our school believes that educational attainment is one of the keys to success but that the development of broad cultural understanding and appreciation of the arts are also important and should be developed.

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
- Good behaviour across the school is essential to maintain an effective learning environment and the Headteacher will work to ensure that this is a characteristic of our school.

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
- Works to ensure that children in receipt of pupil premium benefit from that funding scheme to narrow any achievement gaps between them and other children in the school

Headteacher Job Description

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
- Create a supportive working environment

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
- Collaborate with other schools and advisers to ensure that Bankfoot benefits from leading edge practice that contributes to school improvement

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

HEADTEACHER PERSON SPECIFICATION



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 and relevant continuous professional development. | E | A | P |

Experience

- | | | | |
|--|---|---|---|
| • Successful Senior Leadership of a primary school setting (age range 5 to 11 years). | E | A | I |
| • Successful teaching or leadership at a school with a nursery place setting. | E | A | I |
| • Experience of developing, reviewing the school’s strategic plan, together with the Local Governing Body/Trustees, 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 |

A
Application Stage

P
Pre-employment check stage (inc. References)

I
Interview and Assessment Stage

E
Essential

D
Desirable

HEADTEACHER PERSON SPECIFICATION



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 A I
- Committed to safeguarding, inclusion and promoting the welfare of all stakeholders. E A I
- Able to build good relationships with parents and the local community. E A I
- Committed to tackling the climate. D 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 co-operate with other schools and learn from their practice. E A I

A
Application Stage

P
Pre-employment check stage (inc. References)

I
Interview and Assessment Stage

E
Essential

D
Desirable

Equal Opportunities Information

Equality

Bankfoot 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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