



Morningside Primary School
and Children's Centre



Application Pack Headteacher

Contents

Page

Welcome	3
How to apply	4
About us	5
Working in partnership	6
School development plan	7
Headteacher Competencies	8
Contact information	9

Primary Advantage and its schools strive to be diverse and inclusive communities, places where we can ALL be ourselves without prejudice or bias. We welcome applicants from all cultures and backgrounds to reflect the community we serve and we continue to positively advocate for diverse representation.

Primary Advantage and its schools are committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. We welcome applications from all sections of the community, regardless of gender, race, religion, disability, sexual orientation or age.



Welcome Letter

Dear applicant,

Thank you for your interest in applying for the position of **Headteacher** at Morningside Primary School. I hope you will find this information a useful introduction to our school.

Morningside is an outstanding two-form entry primary school in the London borough of Hackney, located very close to Hackney Central station in the heart of a diverse, vibrant and exciting community. Our children come from truly diverse backgrounds and many different languages are spoken.

This is an exciting opportunity for an inspirational, highly motivated, ambitious and dynamic leader, who in partnership with the Executive Principal and the Central Governing board will continue to build on the school's success. The start date for this role is January 2025. If you share this vision and are committed to helping children overcome barriers to learning in every lesson, every day, we would like to hear from you.

Please find further details on Morningside, the type of colleague we are seeking to appoint and details on how to apply for the post within this pack.

We welcome and encourage school visits. Please contact Venessa Williams via email on recruitment@primaryadvantage.hackney.sch.uk to arrange a suitable date and time.

Yours sincerely,

Sian Davies
Executive Principal

John Clark
Chair of CGB

Rachael Smith
Chair of LAB



How to Apply



1



Job Description & Personal Specification

Please read the Headteacher Competencies carefully.

2



Application Form

Complete the application form; CVs will not be accepted.

3



Supporting Statement

Ensure your supporting statement addresses the criteria outlined in the Headteacher competencies outlined in the person specification

4



Employment History

Candidates are advised that when completing the references section on the application form to please ensure that:

- Your first referee is your current, or most recent, employer
- You provide a referee who can confirm your ability for the role

5



Send Application Form

Completed application forms must be received by Monday 7th October 2024 12pm and emailed to:

recruitment@primaryadvantage.hackney.sch.uk

If you would like to arrange a visit to the school please send an email and the recruitment team will book this on your behalf.

If you are shortlisted, you will need to complete a Self-Declaration form to share any relevant information regarding convictions and allow this to be discussed and considered during interview. Any information given will be treated in the strict confidence and managed in line with relevant data protection legislation and guidance.

Candidates must ensure that if they are successful at interview, that they are able to provide evidence of their Right to Work and Remain in the UK. The school is not able to employ any person who cannot validate their Right to Work and Remain in the UK in the line with the Asylum, Immigration and Nationality Act 2000.

Successful candidates will be required to apply for an enhanced Disclosure and Barring Service (DBS) Check. We are committed to safeguarding and promoting the welfare of our children and expect all members of staff to share this commitment.

We look forward to receiving your application.

About Us

Welcome to Morningside Primary School and Children's Centre. Morningside is a 2-11 year old, two-form entry primary school with a Children's Centre. Our community is culturally and ethnically diverse and we pride ourselves on being an inclusive school. We have 2 classes in each year group with 30 pupils in each class.

Our age range is from 2 to 11 years old and we have more than 450 on roll.

There are two classes in each year group with 30 pupils in each class. We have two Nursery classes at the school and two in our Children's Centre with sessions in the morning and afternoon, with some children attending on a full-time basis.

57% of our pupils are eligible for free school meals.

56% of pupils speak English as an additional language.

Our on-site Children's Centre supports members of our community and is where the two year old nursery is situated.

Our vision is for the school to be:

- A place where children can achieve their full potential in academic, creative, personal, physical, moral and spiritual development;
- A caring place where children and adults feel they make a contribution and are valued as individuals; A place where everyone is aware of their rights and responsibilities and where children learn respect for themselves and others.
- A partnership between children, parents, staff and the community as a whole.



Working in Partnership

PRIMARY
ADVANTAGE

SCHOOLS ACHIEVING
MORE TOGETHER

FEDERATION



PRIMARY ADVANTAGE FEDERATION

Morningside Primary School is a part of the Primary Advantage Federation.

We are a group of schools working together because we believe our schools can gain many benefits from working collaboratively and can achieve more by working together. We have made a commitment to a shared responsibility to the wider education community, the provision of good quality education and the improvement of life chances for pupils in the community beyond that of our own schools. Teachers, support staff, school leaders and Governors have added expertise in working alongside colleagues to improve provision and outcomes for pupils.

WHAT IS OUR APPROACH?

We work in partnership, pooling our expertise and resources in order to achieve collectively what we may not be able to achieve individually

We believe passionately in improving the life chances for our pupils

We do not tolerate low expectations

We match tried and tested strategies that we know work to the needs of the schools and use our experience of supporting schools in successfully implementing them

We promote a collaborative approach whilst developing the capacity of each school to serve its own community and retain its distinct identity

We recognise the importance of individuality, spontaneity and creativity in developing innovation

WHAT OUTCOMES DO WE WANT?

- Every teacher is a good teacher; every school is a good school
- Teachers who use the most effective teaching methods to motivate learners and raise aspirations. As a result all pupils will make good or better progress
- Quality learning environments where pupils feel safe and secure, known and valued and motivated to learn. Robust teaching and application of ICT skills ensure our pupils are properly equipped for the next stage of learning
- Curriculum provision which inspires and motivates pupils and broadens their horizons. Our curriculum supports community cohesion through an international curriculum strand
- We work with precision and move incrementally towards achieving outstanding grades in the majority of aspects of each school's work
- Through pupil partnership work we continue to break down locally perceived boundaries and help pupils to work harmoniously with pupils from other areas of Hackney
- We seek to maximise the efficiency and effectiveness of each school by capitalising on centralised services and sharing systems

SCHOOLS ACHIEVING
MORE TOGETHER...

Find out more about Primary Advantage Federation by visiting www.primaryadvantage.co.uk

School Development Plan

Our key priorities are as follows:

Strategic Priorities

To develop more effective lesson planning to integrate strategies that can prioritise and enhance working memory capacity for all

To develop children's number fluency (efficiency, accuracy, flexibility)

To improve whole school attendance to be above national averages

Continuous School Improvement Priorities

To continue embedding oral communication so that all pupils can demonstrate understanding, express feelings and ask questions

To continue creating a culture of excellent behaviour

To review and development assessment and monitoring processes to ensure that support for learning and teaching is of the highest quality

To further develop pedagogy through high-quality professional development

To carefully monitor our progress of disadvantaged pupils and those who are not on target to meet end-of-year expectations

To further develop our provision and PPG strategy to ensure that disadvantaged pupils achieve well in all phases

To further improve our work with all families to ensure that parents and school staff working together to support and improve the learning, development and health of children

To further improve our work with all families to ensure that parents and school staff working together to support and improve the learning, development and health of children

To continue developing strategies to support the whole school community with their wellbeing and mental health

To ensure that the EYFS curriculum supports progress, effective pitch and challenge



Job Description

Job Title: Headteacher

Reference: Mside/HT 1

Salary: L18-24 (£79,856 - £92,007)

To carry out the professional duties of a Headteacher as described in part nine of the school teachers' pay and conditions document. Candidates must take heed of this information. The assessment process at interview will be looking for the following criteria:

ROLE SUMMARY

- The Headteacher is responsible for the operational management of the school and supports the Executive Principal in providing vision and strategic direction.
- The Headteacher holds responsibility for performance management. Ensures compliance with standards set at National, Local Authority and School level.

DUTIES

- The current School Teachers' Pay and Conditions document describes duties which are required to be undertaken by teachers in the course of their employment. In addition, certain particular duties are reasonably required to be exercised and completed in a satisfactory manner. It is the contractual duty of the post holder to ensure that his/her professional duties are discharged effectively.
- This job description sets out the duties to be undertaken and performed to the satisfaction of the Executive Principal and Governing Board by the post holder. The duties set out below as in addition to the overall class teaching requirement.

PROFESSIONAL RESPONSIBILITIES

A Headteacher may be required to undertake the following duties:

WHOLE SCHOOL ORGANISATION, STRATEGY AND DEVELOPMENT

- Provide overall strategic leadership and, with others, lead, develop and support the strategic direction, vision, Christian values (if appropriate) and priorities of the school.
- Develop, implement and evaluate the schools' policies, practices and procedures.
- Manage the school's financial and human resources effectively and efficiently to achieve the school's educational goals and priorities.

TEACHING

- Lead and manage teaching and learning throughout the school. Including ensuring, save in exceptional circumstances, that a teacher is assigned in the school timetable to every class or group of pupils -
 - In the first, second, third and fourth key stages, for foundation and other core subjects and religious education; and
 - In the preliminary stage
- Teach
- Lead the teaching of Religious Education and lead collective worship (if appropriate)

HEALTH, SAFETY AND DISCIPLINE

- Promote the safety and well-being of pupils and staff.
- Ensure good order and discipline and welfare of pupils
- To be the lead in the safeguarding and welfare of pupils.
- To act as Designated Safeguarding Lead and follow LA procedure.

Job Description

MANAGEMENT OF STAFF AND RESOURCES

- Lead, manage and develop the school workforce, including appraising and managing performance.
- Organise and deploy resources within the schools
- Promote harmonious working relationships within the school
- Maintain relationships with organisations representing teachers and other members of the school's workforce.
- Lead and manage the school's workforce with a proper regard for their well-being and legitimate expectations, including the expectation of a healthy balance between work and other commitments.

PROFESSIONAL DEVELOPMENT

- Promote the participation of staff in relevant continuing professional development.
- Participate in arrangements for the appraisal and review of their own performance, and, where appropriate, that of other teachers and support staff.
- Participate in arrangements for their own further training and professional development, and, where appropriate, that of other teachers and support staff, including induction.

THRESHOLD ASSESSMENT

- Decide whether a teacher at the school who applies for a post-threshold teacher assessment meets the relevant standards.

ADVANCED SKILLS TEACHER AND EXCELLENT TEACHER ASSESSMENT

- Decide, in connection with any relevant application, whether a teacher at the school meets the standards relevant to their current career stage set out in Annex 1 and/or Annex 2.

COMMUNICATION

- Consult and communicate with the Governing Board, staff, pupils, parents and carers.
- Maintain good links with the Church

WORK WITH COLLEAGUES AND OTHER RELEVANT PROFESSIONALS

- Collaborate and work with colleagues and other relevant professionals with and beyond the schools including relevant external agencies and bodies such as the LA.

Job Description

Headteacher Competencies

QUALIFICATIONS AND EXPERIENCE

ESSENTIAL

- Degree and Qualified Teacher Status
- Successful experience as a Headteacher, Deputy Headteacher or a Head of School
- Recent continual professional development that enables the applicant to succeed in a Headteacher role.
- Relevant teaching experience at a primary school level.

DESIRABLE

- Experience of teaching in an inner-city and culturally diverse environment

LEADERSHIP AND STRATEGIC DIRECTION.

- Ability to work with the governing board to create and develop a clear vision for the future of a school.
- Capability to lead change, identify areas of improvement and implement in order to maintain outstanding status.
- Demonstrate track record of providing inspiration, motivation and strong leadership to all staff and the school community.
- To set high expectations for every child and ensure all pupils achieve these standards.

TEACHING, LEARNING AND ASSESSMENT

- A commitment and driving passion for the inclusion of all children in a high-quality education.
- Ability to provide pupils with the excitement of a relevant, challenging and creative curriculum that raises standards of education for all.
- Evidence of raising standards across a primary school through monitoring, analysing and evaluating the quality of teaching and learning.
- Experience of monitoring, analysing and evaluating pupil performance information to help set improvement priorities and raise standards.

STAFF MANAGEMENT AND DEVELOPMENT

- A leader who can engage and motivate staff in a culture of high expectation.
- A leader who holds promoting the relationship between excellent teaching and raising achievement at the heart of their practice.
- Experienced in developing and creating opportunities for high quality staff, focused on raising achievement.
- Ability to engage collaboratively with and respond to challenge from the governing board.

ORGANISATION AND MANAGEMENT OF SYSTEMS AND RESOURCES

- Ability to set, interpret, monitor and manage a budget.
- Excellent analytical skills with the ability to prioritise demands and manage financial and human resources to ensure high educational achievement.

PERSONAL ATTRIBUTES

- A confident leader, able to engage and inspire all members of the school community to enhance pupils learning.
- Highly professional and demonstrating integrity at all times.
- Outstanding communication skills, both written and verbal.
- Understanding and ability to create and maintain an environment which promotes high standards of behaviour, alongside pupils', moral, social and cultural development,



Information

If there is any other information that you would like please get in touch. We will get back to you as soon as possible.

Contact Information



Morningside Primary School and Children's Centre
Chatham Place
London
E9 6LL



020 8985 5382



admin@morningside.hackney.sch.uk



www.morningside.hackney.sch.uk



Scan QR
Code to
launch
school
website



Executive Principal: Sian Davies



Headteacher: Joanne Smith



Follow us on Instagram
[@morningside_hackney](https://www.instagram.com/morningside_hackney)



Follow us on Twitter
[@twitter.com/morningside_ps](https://twitter.com/morningside_ps)