



# headteacher **application pack**

HARRINGTON HILL PRIMARY SCHOOL




hackney  
learning trust



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Harrington Hill Primary School  
Harrington Hill, Mount Pleasant Lane,  
Upper Clapton, London E5 9EY

Tel: 020 8806 7275  
Fax: 020 8806 3364

[www.harringtonhill.hackney.sch.uk](http://www.harringtonhill.hackney.sch.uk)

Harrington Hill Primary School is 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 TO OUR SCHOOL

### Dear Applicant,

Harrington Hill Primary School is a friendly, diverse and inclusive community school located in Upper Clapton, Hackney.

We are ambitious and have high expectations for our children. Our aim is that every child leaves the school happy, well rounded and ready for their next step in education. Staff work hard to meet the needs of all our children and are committed to excellence, and the children mirror that commitment in their engagement and attitudes to learning.

We are looking for a new headteacher who will share our ethos and vision and will maintain our outstanding standard of leadership. The right candidate will be enthusiastic, dynamic, and show creativity in leading our school through the challenges that every school faces. Our new headteacher will be able to build excellent interpersonal relationships with staff, pupils and the wider community.

We are now looking for someone to grasp this exciting opportunity to help mould an exciting and outstanding school. You will have an excellent foundation to build upon with passionate experienced staff, wonderful children, fully engaged parents, and a committed governing body.

If this sounds like you, we'd love to hear from you. We highly recommend that you visit our school so that you can get a feel for Harrington Hill Primary School before applying.

Our school visit dates are Wednesday 7 February 2018, 11am – 12pm, Monday 19 February 2018, 2pm – 3pm and Tuesday 20 February 2018, 10am – 11am. Please contact Rebecca Tucker on 020 8806 7275 to arrange a visit.

Yours sincerely,

**Georgia Brown**  
Chair of Governors





## HARRINGTON HILL PRIMARY SCHOOL HOW TO APPLY

Salary:

**Group 2 L18 – 24 (£67,305 – £76,778)**

Application closing date:

**Friday 23 February 2018, 5pm**

Interviews date:

**Week commencing 5 March 2018**

Starting date:

**September 2018**

1. Please read this application pack carefully. On page 7 you will find the job description, which lists the key competencies that we are looking for.
2. Please download the application pack and application form below. CV's will not be accepted.
3. Please make sure you address the criteria outlined in the competencies (page 6) when writing your personal supporting statement.
4. Should you have any queries on the application process, please contact Ozlem Lindley, Human Resources Adviser, on **020 8820 7240**
5. Completed applications should be sent by email to [schools.recruitment@learningtrust.co.uk](mailto:schools.recruitment@learningtrust.co.uk) or by post to Ozlem Lindley, Human Resources, Hackney Learning Trust, 1 Reading Lane, London E8 1GQ.

We are committed to safeguarding and promoting the welfare of children and expect all staff to share this commitment.

References will be sought for shortlisted candidates prior to the interview date. The successful candidate will be required to complete an enhanced DBS check.

We welcome applications from all sections of the community, regardless of gender, race, religion, disability, sexual orientation or age.







## ABOUT THE SCHOOL

**Striving for excellence. Inspiring to achieve collaboratively through respect, happiness and creativity. We are independent and reflective for continuous improvement.**

Harrington Hill Primary School is a two form entry school with a Nursery in a vibrant and diverse area in the London Borough of Hackney. Following a recent expansion, we operate on a split site.

Harrington Hill is a good school, as recognised by Ofsted and demonstrated by the school's results and the happiness of our children! The school is particularly strong in its early years foundation stage provision, which is used as a model of excellence by other schools. Children make good progress in their foundation years and go on to achieve above average results as they go through the school.

The school has a culture of going beyond just results though. Behaviour in the school is outstanding and there are high expectations for the children, who are encouraged to take responsibility for their own learning. There is an active School Council, which gives children a voice and influence in what they learn and how they learn.

Parents are actively engaged in the life and work of the school. Regular newsletters keep them up to date with the life of the school, and they are regularly invited in to the school for events such as learning assemblies.

### SCHOOL FACTS

The school has 400 children on roll which is significantly above average.

- 60% of children have English as an additional language, which is significantly above the national average (20%).
- 95% of children come from minority ethnic groups, which is significantly above the national average (32%).
- 58% of children speak English as an additional language with 26 different languages spoken by pupils.
- 46% of children are eligible for free school meals, which is significantly above the national average (25%).
- 41% of children are eligible for the Pupil Premium grant.
- Attendance is in line with national averages at 96% (2016/17).
- 2.5% of children with SEND have an EHCP which is above the national average (1.3%) and 9.5% of children are assessed as SEN Support which is in line with the national average.



## KEY PRIORITIES AT HARRINGTON HILL PRIMARY SCHOOL 2017–18

1. Effectiveness in all areas continues to be judged good or better.
  - Leadership and management
  - Quality of teaching, learning and assessment
  - Personal development, behaviour and welfare
  - Outcomes for children and learners
2. To improve school attendance further so that it is at least in line with national averages and persistent absence continues to reduce.
3. To ensure end of key stage data is in line or above the national average at the end of each key stage due to the good progress of pupils from starting points.
4. Further development of assessment and analysis, including outcomes for all identified vulnerable groups.
5. To complete and act on the findings of a whole school English review.
6. To review the wider curriculum and further develop enrichment opportunities.

| AT EXPECTED STANDARD |      | GREATER DEPTH |     |
|----------------------|------|---------------|-----|
| Maths                | 78 % | Maths         | 31% |
| Reading              | 78 % | Reading       | 27% |
| Writing              | 80 % | Writing       | 20% |
| SPAG                 | 76%  | SPAG          | 20% |
| Combined             | 73%  | Combined      | 20% |





# HEADTEACHER'S COMPETENCIES

## QUALIFICATION AND EXPERIENCE

- A Degree and Qualified Teacher Status.
- Willingness to apply for NPQH.
- Recent, relevant professional development that enables the applicant to succeed in this post.
- Experience of teaching in a maintained United Kingdom primary school, preferably in a large and/or inner city primary school.
- Experience of successfully creating and implementing strategic plans within a primary school environment.

## LEADERSHIP AND STRATEGIC DIRECTION

- A collaborative and inspirational leader who always leads by example to promote vision and values to the whole school community.
- Able to drive the strategic direction of the school by creating, articulating and implementing a clear plan which allows the school to maintain the current standards of excellence whilst driving improvements to achievement.
- Have the capacity to manage change effectively and positively.
- Demonstrate a track record of providing inspiration and strong leadership to all staff and school community.

## TEACHING AND LEARNING

- A passion for the inclusion of all children in a high quality education.
- Ability to provide all children with the excitement of a relevant, challenging and creative curriculum that raises standards at all levels of development.



## STAFF MANAGEMENT AND DEVELOPMENT

- A motivating leader who can engage staff in a culture of high expectation and performance.
- Experienced in recruiting, developing, and creating opportunities for outstanding staff, focused on raising achievement.
- Ability to identify, support, develop and retain future staff leaders at the school so they can reach their full potential
- Ability to maintain the relationship between excellent teaching and raising achievement at the heart of their practice.

## ORGANISATION AND MANAGEMENT OF SYSTEMS AND RESOURCES

- Ability to think imaginatively to maximise the opportunities that the school site and facilities offer.
- Experience of managing a budget and proven record of working with relevant parties to ensure excellent value for money
- Confidence in engaging with stakeholders such as the Local Education Authority and the Governing Body to effect change
- Ability to prioritise demands and manage financial and human resources to ensure high educational achievement.
- To demonstrate the use and integration of the most up to date technologies as a communication tool and to support learning.
- Ability to interpret and analyse data and trends to support the continued development of the school and staff performance.

## PERSONAL ATTRIBUTES

- An effective communicator who is able to articulate what the school's vision means for all staff and provides them with clear expectations in order to support its implementation.
- An emotionally intelligent and collaborative leader who can motivate a team during periods of instability and change and is open to new ideas while focused on the school's vision.
- Confident in their own abilities with the self-belief to lead future improvements and inspire others.
- Is approachable and accessible for all the school community stakeholders (especially children) and enjoys their company and input.
- Committed, energetic and tenacious.
- Highly professional and fair.

**Hackney Learning Trust**

1 Reading Lane  
London E8 1GQ

T. 020 8820 7000

[learningtrust.co.uk](http://learningtrust.co.uk)  
[hackneyservicesforschools.co.uk](http://hackneyservicesforschools.co.uk)