

GRASMERE PRIMARY SCHOOL

**HEADTEACHER
APPLICATION
PACK**



Working for Every Child

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Grasmere Primary School

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www.grasmere.hackney.sch.uk

Grasmere Primary School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.

We value diversity and encourage applications from all sections of the community, regardless of gender, race, religion, disability, sexual orientation or age.



WELCOME TO OUR SCHOOL

Dear Applicant,

Welcome to Grasmere and thank you for your interest in becoming our new Headteacher.

At the heart of Grasmere are the values of respect, kindness, bravery and creativity and above all we are looking for a Headteacher who can embody these values and who will share our ethos and vision.

Grasmere is a one form entry, community school in Stoke Newington, close to Clissold Park. We are a diverse, inclusive and high-performing school. We were judged as a good school by Ofsted in 2016 and have been on a journey of improvement since then.

Our new Headteacher will inspire children, staff and the whole school community to ensure that Grasmere and our children achieve everything that is possible. They will lead and challenge our dedicated staff to further develop Grasmere as an outstanding place of learning where children of all backgrounds have an equal chance of success and develop a love of learning that will be a strong foundation for their future.

Grasmere has all the attributes of a truly excellent school. We are now looking for someone to grasp this exciting opportunity to continue to take our fantastic school forward. You will have an excellent foundation to build upon with passionate, experienced staff, wonderful children, fully engaged parents, and a committed governing body. We are looking for someone who can build on the best of what is already in place whilst retaining the independent and unique character of our school.

We are very proud of the learning offer that we have at Grasmere. We are working towards a curriculum that reflects diversity, equality and sustainability with a focus on creative arts, languages, music, outdoor learning and physical education. We are proud of our history of inclusivity for children with complex medical and special educational needs. You will need to ensure that the school leadership and staff continue to know each and every child well and we identify any barriers to their learning. We champion a growth mindset where every child is supported to achieve their fullest potential.

We would be pleased to show you around our school, in line with COVID regulations. Please contact Gaye Oztok on 020 7254 4564 to arrange an appointment.

We hope that you will be inspired and excited by the opportunity to lead our school and look forward to hearing from you.

Yours sincerely,

Vincent Cassidy, Chair of Governors





GRASMERE PRIMARY SCHOOL HOW TO APPLY

Salary:
**Group 2 L15 – 21 (£67,556 - £77,011) plus 25% uplift
for the right candidate**

Application closing date:
7th May 2021, 9am

Interviews will be held week commencing:
10th May 2021

Starting date:
September 2021 /January 2022

1. Please read this application pack carefully. On page 6 you will find the job description, which lists the key competencies that we are looking for.
2. Complete the enclosed application form; CVs 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. We highly recommend that you visit our school so that you can get a feel for Grasmere before applying. To arrange a visit, which will be carried out in line with COVID regulations, please call Gaye Oztok on **020 7254 4564**
5. Should you have any queries on the application process, please contact Ozlem Lindley, Human Resources Adviser, on **020 8820 7240**
6. Completed applications should be sent by email to **schooladvert@hackney.gov.uk**

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





ABOUT US

Grasmere is an inclusive, high-performing, one-form entry community school located in Stoke Newington, where every child is supported and encouraged to reach their full potential.

The school is situated within a vibrant and diverse community and has a supportive and enthusiastic body of parents and carers who have high aspirations for all children and for the school. The school is committed to inclusion of all members of the community and fostering an inclusive culture is a priority. Pupils and families come from many different backgrounds and faith groups and many languages are spoken within the community.

We are a child-centred school where each and every child is supported, nurtured and encouraged to reach their full potential in an environment where co-operation, equality and respect are central.

Grasmere has a packed and lively curriculum. A priority is to further embed all aspects of the curriculum as well as continuing to monitor impact and develop a relevant, innovative and engaging cross-curricular offer which makes full use of our fantastic outdoor spaces.

Standards of teaching and learning and pupil attainment and progress are excellent. Our committed staff ensure all children's needs are met. Our next headteacher will have the opportunity to make their mark, continuing the progress we have made over the last few years and ensuring we have robust systems of assessment in place to track well-being and learning outcomes following the disruption of the last year.

Teaching extends beyond the classroom. All children currently take part in creative arts, music-making, drama and sports. We are looking for a leader to further expand these extra-curricular opportunities for all children. The school is a dynamic place to learn and children tell us they feel happy, safe and cared for during their time at Grasmere.

Children's ages: **3-11**

Current school roll: **218**

Mission Statement

Our school offers:

- Consistently high expectations of all learners in all areas.
- A vibrant and happy learning environment where all potential is realised.
- A broad curriculum with engaging themes and topics full of enriching learning experiences.
- The development of a child's artistic, musical and physical potential.
- A positive behaviour approach, underpinned by Restorative Justice.
- A Growth Mindset - giving children the confidence to have a go and learn from their mistakes.
- A school environment that children take pride in.
- Social and emotional growth through learning behaviours, circle time and mindfulness.
- Engagement and partnership with the local community.



HEADTEACHER'S COMPETENCIES

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:

Qualification and experience

Essential

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

Desirable

- Experience of teaching and/or leading in an inner-city, culturally diverse environment.

Leadership and Strategic direction

Essential

- Ability to work with the Governing Body to create and articulate a clear vision for the future of the school.
- Demonstrable track record of providing inspiration, motivation and strong leadership to all staff and the school community.

Teaching, learning and assessment

Essential

- 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 including for individuals and groups of pupils through monitoring, analysing and evaluating the quality of teaching and learning
- Commitment to set high expectations for each child and to ensure all pupils are supported to achieve these.

Staff management and development

Essential

- Ability to lead, manage and motivate the whole school community.
- Ability to coach and mentor staff to improve performance.
- Ability to engage collaboratively with and respond to challenge from the Governing Body.

Organisation: managing systems and resources

Essential

- 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 and wellbeing.

Community

Essential

- Successful experience of creating and maintaining effective partnerships with parents, the community and local schools to enhance pupils learning.

Academic / social / emotional

Essential

- Ability to create and maintain an environment which promotes good behaviour and celebrates success.
- Ability to inspire and encourage all pupils to reach their potential.

Safeguarding and inclusion

Essential

- Thorough knowledge of safeguarding legislation and safer working practices.
- Evidence of promoting an inclusive environment for all pupils.
- Demonstrable commitment to diversity across race, gender, age, religion, identity and experience.

Personal attributes

Essential

- Effective interpersonal, communication and presentation skills, both written and oral.



The selected person will be either:

- A Headteacher/Head of School
- A Deputy Headteacher



GRASMERE PRIMARY SCHOOL STRATEGIC PRIORITIES 2020-21

Growing minds, promoting success

We developed our strategic priorities with input from our staff, children, parents, and governors, guidance from our School Improvement Partner, and regular insight gathered from our data dashboards, ongoing assessments and qualitative reviews.

Key Priority One

From good to outstanding

We will further embed progress in delivery and assessment of all foundation subjects and continue to provide a relevant and diverse cross-curricular offer. We will review the impact of the wider curriculum e.g. humanities and adjust provision of those subjects accordingly.

Key Priority Two

Equality of achievement

We will support all children, and cohorts, to achieve a high level of success in reading, writing and mathematics. We will narrow attainment gaps, particularly to increase the percentage of students from vulnerable groups working at greater depth.

Key Priority Three

A safe and secure place to learn

We will improve and embed systems to support staff and children's mental health and wellbeing.

Key Priority Four

Strategic leadership

School leaders and governors will provide strategic direction and empower middle leaders to have a wider impact on the management of the school.



The full School Development Plan is available at www.grasmere.hackney.sch.uk/about-us/school-development-plan



www.grasmere.hackney.sch.uk

“I think our new headteacher should be someone who talks to the children and helps us to improve individually and as a school.” Year 6 pupil



“I would like our new headteacher to help us and push us in our work, and also help us make good decisions.” Year 4 pupil

“We would like our new headteacher to be kind, respectful and understanding” Year 1 pupil



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