

A group of diverse young children are running on an asphalt track. In the foreground, a girl in a yellow polo shirt and patterned shorts runs towards the camera. To her right, a girl in a white dress with a floral belt runs. In the background, other children in various clothing, including a boy in a grey Nike hoodie and blue jeans, are also running. The background is filled with lush green trees under bright sunlight.

# HEADTEACHER APPLICATION PACK

Holmleigh Primary School



# WELCOME TO OUR SCHOOL

## Dear Applicant,

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

Holmleigh is a truly wonderful, ‘homely’ primary school located in Stamford Hill in Hackney. We pride ourselves on our values and strong community where, as is regularly discussed with the children, teamwork really does make the dream work! It’s the kind of school where the Headteacher knows the names of all the children, and where the wider community of staff, parents and carers will pitch in to help when needed. The Headteacher is also supported by a committed Governing Board and engaged parents/carers group, ‘Friends of Holmleigh’.

And amongst all this, we strive – and achieve – excellence for all. We have been rated ‘Outstanding’ by Ofsted since 2008. We regularly seek and grasp creative opportunities to broaden the minds and experiences of our children: with trips to schools in Turkey, projects with children in Estonia, visits by children from Spain and China, plus finding opportunities to connect with local initiatives through sports, music and the arts, and forging links with businesses and charities to help fund new IT and playground equipment. And we have a highly experienced, hugely committed and long-serving team of teachers and educational support assistants who work together to create an environment where all the children feel safe, nurtured and inspired to learn.

As with any school, there are challenges. You will be stepping into the shoes of a Headteacher who has been in post for 22 years, and who has

driven the success, and shaped the ethos and identity of Holmleigh. There are also financial challenges: we are one-form entry and suffer from the ‘small school’ factor, and have been particularly impacted by funding changes over the last decade as well as the recent Covid restrictions. We have, therefore, just completed a staff restructure as part of a Five Year Deficit Reduction Plan agreed with Hackney Education.

We also see opportunities, and are excited to be looking for a dynamic, creative and inspiring Headteacher to join and lead this community. We are looking for someone to take us forward by building on the best of what we already have while bringing your own perspective and experiences to ensure all children at Holmleigh can flourish, whatever their background and start in life.

If this sounds like you – and if you’re up for the challenge – then we would love to hear from you. And we highly recommend you visit so you can get a feel for Holmleigh before you apply.

Our school visit dates are w/c 16 May 2022 – please call Jane Poole on **020 8802 7420** to arrange a visit.

Yours sincerely,

**David Stranger-Jones**  
Chair of Governors

**Sophie Persson**  
Vice-Chair of Governors



***We have been rated ‘Outstanding’ by Ofsted since 2008.***

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# HOW TO APPLY





**Salary: Group 2 L15–21  
(£67,556–£76,249)**

**Closing date: 23rd May 2021, 9am**

**Interviews will be held week  
commencing: 6th June 2022**

**Starting date: January 2023**



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**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.

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**2.** Complete the enclosed application form; CVs will not be accepted.

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**3.** Please make sure you address the criteria outlined in the competencies (page 10) when writing your personal supporting statement.


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**4.** We highly recommend that you visit our school so that you can get a feel for Holmleigh before applying. To arrange a visit, which will be carried out in line with Covid regulations, please call the School on **020 8802 7420**.

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**5.** Should you have any queries on the application process, please contact Zipporah Bannerman, Human Resources Adviser, on **020 8820 7010**.

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**6.** Completed applications should be sent by email to  [\*\*schooladvert@hackney.gov.uk\*\*](mailto: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

**Holmleigh is an inclusive, one-form entry community school in Stamford Hill, whose mission is to create an environment that is supportive and stretching for all pupils and staff. Rated 'outstanding' by Ofsted since 2008, we are known for our strong values, creative ethos, motivated children and truly excellent teaching staff.**

We believe in providing a well-rounded curriculum where individual talents can be spotted and nurtured to ensure that all children experience success, and re-define and expand their sense of potential. We have a dedicated team that works hard to reach high standards in everything we do, and this is further embedded through our successful relationships with parents/carers, the local community and other

schools both local and international. We firmly believe that education is a partnership between home and school and regard parents/carers as active partners in their children's education.

Holmleigh has a packed and lively curriculum that champions a growth mindset, where every child is supported to achieve their fullest potential and encouraged to feel pride in their school and each other. Our staff are passionate and experienced, and the school community includes a thriving parents/carers organisation, Friends of Holmleigh 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 the school.



## ABOUT HOLMLEIGH PRIMARY SCHOOL

**222** students on the school roll

**10.6** teachers and **7** Educational Support Assistants

**34%** of children are eligible for the Pupil Premium Grant (compared with the national average of 22.9%)

**29%** of children are eligible for Free School Meals (vs 21.6%)

**73%** of children speak English as an additional language (vs 20.9%)

**92%** of children are from ethnic minoritised groups (vs 33.9%).  
The main ethnic groups are Turkish/Kurdish/Cypriot, Black African, Black Caribbean, Asian, White (other) Polish, Portuguese, Spanish-speaking

**17.6%** of children have special educational needs

**4.95%** have an EHCP

Attendance at the school is **95.5%** due to Covid (normally 96–97%)



*‘The school promotes its ethos of respect for all in everything it does.*

*It is highly ambitious for all its pupils and works exceptionally effectively to ensure that, whatever their starting points or personal circumstances, each and every pupil has a chance to excel and enjoy their education.’*

- Ofsted Report (2015)



# KEY PRIORITIES







We developed our strategic priorities in consultation with our governing body, School Improvement Partner, and in tandem with our ongoing assessments and qualitative reviews.

## IMPROVING OUTCOMES

1. To continue to build assessment policies across all subject areas that ally current school practice with the national expectations.
2. To build on the successful reading programme to embed a strong reading culture for all classes, with a focus on early reading.
3. To build on developments to the foundation curriculum embedded across all subjects to ensure good or better teaching in line with national expectations, with a focus on Reading, Foundation Subjects and Science.



## A SAFE AND SECURE PLACE TO LEARN

1. To further develop the programme around wellbeing, ensuring enrichment within the broader curriculum.
2. To improve and embed systems to support staff and children's wellbeing.

## STRATEGIC LEADERSHIP

1. To manage and review financial planning for the school, working with school leaders and governors to provide strategic direction which prioritises and supports learning and teaching.
2. To build on the leadership review for staffing, which contributes to ongoing school improvements.

# HEADTEACHER COMPETENCIES

## 1. QUALIFICATION & EXPERIENCE

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- Degree and qualified teacher status.
- Obtained – or has a willingness to apply for – NPQH.
- Successful teaching experience at primary school level.
- Experience of teaching and/or leading in an inner-city, culturally diverse environment.
- Successful experience of whole school leadership as a senior school leader.
- Experience of successfully creating and implementing strategic plans within a primary school environment.

## 2. LEADERSHIP, STRATEGIC DIRECTION & PARTNERSHIPS

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- A collaborative and inspirational leader who leads by example to promote the vision and values of the school to all staff and the whole school community.
- Demonstrable commitment to diversity and inclusion across the protected characteristics and socio-economic background.
- Ability 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.
- Ability to work with the Governing Body and other relevant stakeholders to create and articulate an ambitious and clear vision of excellence for the future of the school.

- Capacity to lead and manage change effectively and positively.
- Successful experience of creating and maintaining effective partnerships with parents/carers, the community, local authority and local schools to enhance pupils learning.
- Committed to parental/carer engagement and ensuring that parents and carers are involved as key partners in their child's education.
- Ability to outline measures of impact and hold self and others to account.
- Demonstrable ambition for all groups of pupils.

## 3. TEACHING, LEARNING & ASSESSMENT

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- 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 and at all levels of development.
- Commitment to set high expectations for each child and to ensure all pupils are supported to achieve these.
- Experience of monitoring, analysing and evaluating pupil performance information to help set improvement priorities and raise standards.
- Ability to present outcomes data concisely, suitable for a variety of audiences.



- Leading by example in providing inspirational and creative ways of delivering high-quality teaching and learning.
- A sustained curiosity in effective pedagogy and constantly seeking innovation and best practice from research and other school settings.
- To both support and challenge staff to raise educational standards, providing pupils of all abilities with opportunities to learn and grow.

#### 4. STAFF MANAGEMENT & DEVELOPMENT

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- 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.
- Ability to coach and mentor staff to improve performance and develop them to perform their roles in the most effective way possible.
- Experience of building teams with a focus on collaboration, teamwork and a shared vision, as well as a positive learning culture in the staffroom.
- Ability to identify, support, develop and retain future staff leaders at the school so they can reach their full potential.
- Ability to lead, manage and motivate the whole school community.

#### 5. ORGANISATIONAL MANAGEMENT & RESOURCES

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- Ability to prioritise demands and manage financial and human resources to ensure high educational achievement and wellbeing.
- Experience of managing a budget and proven track record of working with relevant parties to ensure excellent value for money.
- Confidence in engaging stakeholders such as the Local Education Authority and the Governing Body to effect change.

#### 6. PERSONAL ATTRIBUTES

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- An emotionally intelligent, collaborative and positive leader who can motivate their team to deliver during periods of instability and change, and is open to new ideas while focussed on the school's vision.
- A creative and deep thinker who creates the space to think strategically about the school's development as a centre of excellence.
- Is approachable and accessible for all the school community stakeholders (especially children) and enjoys their company and input.
- Highly professional.
- Demonstrating fairness and integrity at all times with the staff, the children and the wider school community.
- Effective interpersonal, communication and presentation skills, both written and oral.

**Working for every child**