



Morningside Primary School
and Children's Centre



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Application Pack Headteacher



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Morningside 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 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. Our school has been through a period of considerable change over the last few years and our aim is to build on the hard work that enabled the school to make rapid improvements and to secure excellent learning opportunities for all of our families.

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 2023. 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

Rachael Smith
Chair of LAB



How to Apply



1



Job Description & Personal Specification

Please read the job description and person specification carefully

2



Application Form

Complete the Primary Advantage application form either electronically or print it off and hand write it

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 27th June 2022 9am and emailed to:
recruitment@primaryadvantage.hackney.sch.uk

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 Criminal Record Check via the DBS. We are committed to safeguarding and promoting the welfare of our children and expect all members of staff to share this commitment.

About Us

Welcome to Morningside Primary School and children's Centre. Morningside is a 2-11 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 3 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.

Close to 50% of our pupils are eligible for free school meals.

65% 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 leaders at all levels

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

To devise and implement a whole school play strategy that supports social, physical and emotional wellbeing

Continuous School Improvement Priorities

To continue to develop systems of coach/mentoring to support professional development

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 the 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 review and further develop our provision in RE, PHSE and RSE

To work with pupils and staff to eliminate labelling and bias

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 agencies and the wider community to ensure that the health and wellbeing of all pupils and families is a key focus

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



Job Description

Headteacher Competencies

Job Title: Headteacher
Salary: L18-24 (£72,125 - £82,277)

Reference: Mside/HT 1

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:

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

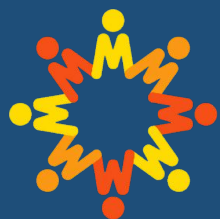
- A leader who can engage and motivate staff in a culture of high expectation.
- A leader who holds promoting the relationship between excellent teaching and raising achievement at the heart of their practice.
- Experienced in developing and creating opportunities for high quality staff, focused on raising 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: Janet Taylor



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