



Headteacher Application Pack

April 2024



Allesley Hall Primary School

Winsford Avenue

CV5 9NG

02476674586

admin@allesleyhall.coventry.sch.uk



A Message from the Governing Body

Thank you for showing an interest in joining Allesley Hall Primary School as our next Headteacher.

This is an exciting opportunity to join our small and successful school. Governors are keen to appoint a creative and inspirational leader who shares the school's vision and has the leadership qualities and skills to build on the school's many strengths.

We encourage you to visit the school and see first-hand what a great place it is.

To see for yourself contact the school office and arrange a visit

admin@allesleyhall.coventry.sch.uk You will receive a warm welcome and we will answer any questions you may have about the school and the leadership of Allesley Hall.

The closing date for applications is 9am 15.5.24

Governors will shortlist on 16.5.24

Interview will be held on 22.5.24 and 23.5.24

Thank you

Martin Shaw Chair of Governors



Allesley Hall Primary School is a friendly, welcoming school. Staff and pupils get on well together and treat each other with courtesy and respect. Pupils are proud of their school. Leaders' high expectations are founded on the school's values of attitude, helpful, perseverance and success. Ofsted March 2022

The words of our latest Ofsted inspection truly reflect the great place that Allesley Hall Primary school is. We are a school that has high expectations of educational standards, behavior, personal development and the quality of the curriculum our children experience each and every day. Our new Head teacher will take our school community into the next phase of developing this even further.

Leaders have designed a broad curriculum that prepares pupils well for secondary education. In Reception, children develop their personal, social and emotional skills, and their numeracy and literacy, well. Their transition into key stage 1 is smooth as a result. Effective teaching ensures that pupils are ready to move on from year to year up to the end of Year 6. Ofsted March 2022

AHPS Core Values

Attitude

We keep a positive attitude towards our learning and each other.

Helpful

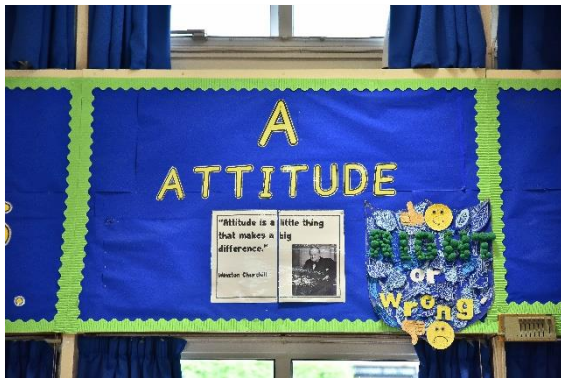
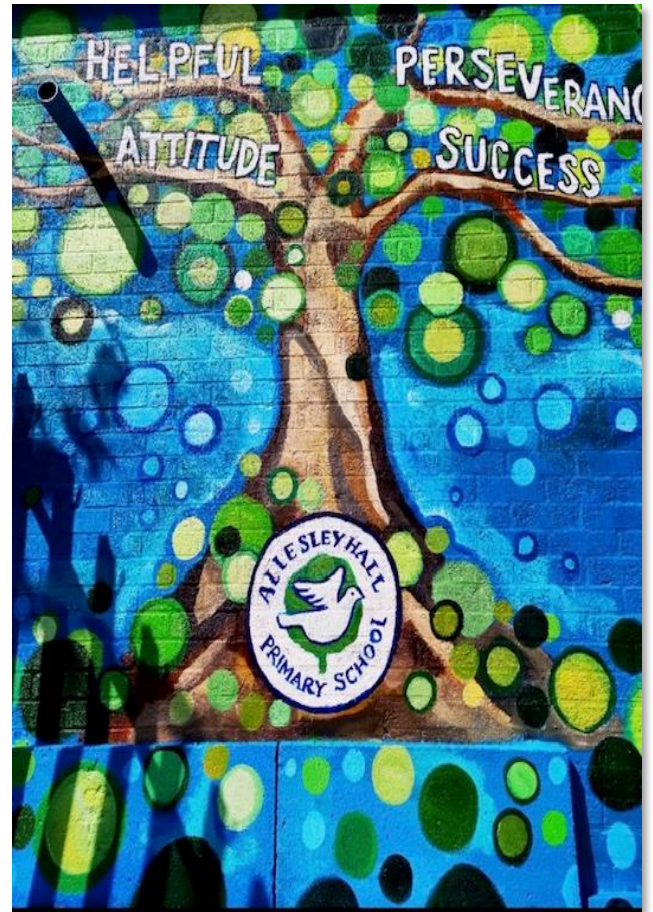
We value being helpful and kind at all times.

Perseverance

We try our very best, even when things are tricky. We never give up.

Success

We are proud of our own successes and we are proud of the successes of those around us.



A

H

P

S







Key Facts

Location:

Allesley. Winsford Avenue. Coventry

Ofsted rating:

Good – March 2022

NOR: 198

Age Range: 4 – 11 Years Reception Class

to Year 6. 1 form entry

SEN: 32 Children = 17%

SEN EHCP: 10 Children = 5.2%

Pupil Premium: 29 Children = 15%

EAL: 14 Children = 7%

School Video

<https://www.allesleyhall.co.uk/>

Our Headteacher will be...

- An inspirational and creative leader, able to share a vision which builds on our successes and makes a great school even greater.
- Have senior leadership experience in a primary school as a Headteacher or deputy Headteacher and evidence of leading improvement.
- Be an excellent teacher who can share their love of learning so that they make at least good progress from the day they start at Allesley Hall.
- Be a motivating, empowering and supportive leader of staff ensuring that professional development is a significant driver of improvement.
- Be a confident communicator with very effective interpersonal skills that will build positive working relationships with our diverse community of pupils, staff, parents and governors.
- Knowledgeable and proactive with regards to safeguarding the children in our school community.
- Be a visible and approachable leader to all members of our school community.

Our children would like our new Head teacher to be...



Our staff would like our new Headteacher to be....



The Allesley Hall Family – Partnership Working

We pride ourselves on being a small school with a supportive school community. Our relationships with our school community is integral to our children's success. We operate an open-door policy and endeavor to keep our lines of communication strong for our children's education and their wellbeing. Our new Head teacher would need to be a visible approachable leader.

All staff have a voice in how our school continuously improves with a firm belief in leadership at all levels.

Leaders and staff enjoy positive relationships. Staff know that leaders listen to their concerns.

Leaders ensure that staff are not under undue pressure because of workload.

Ofsted March 2022

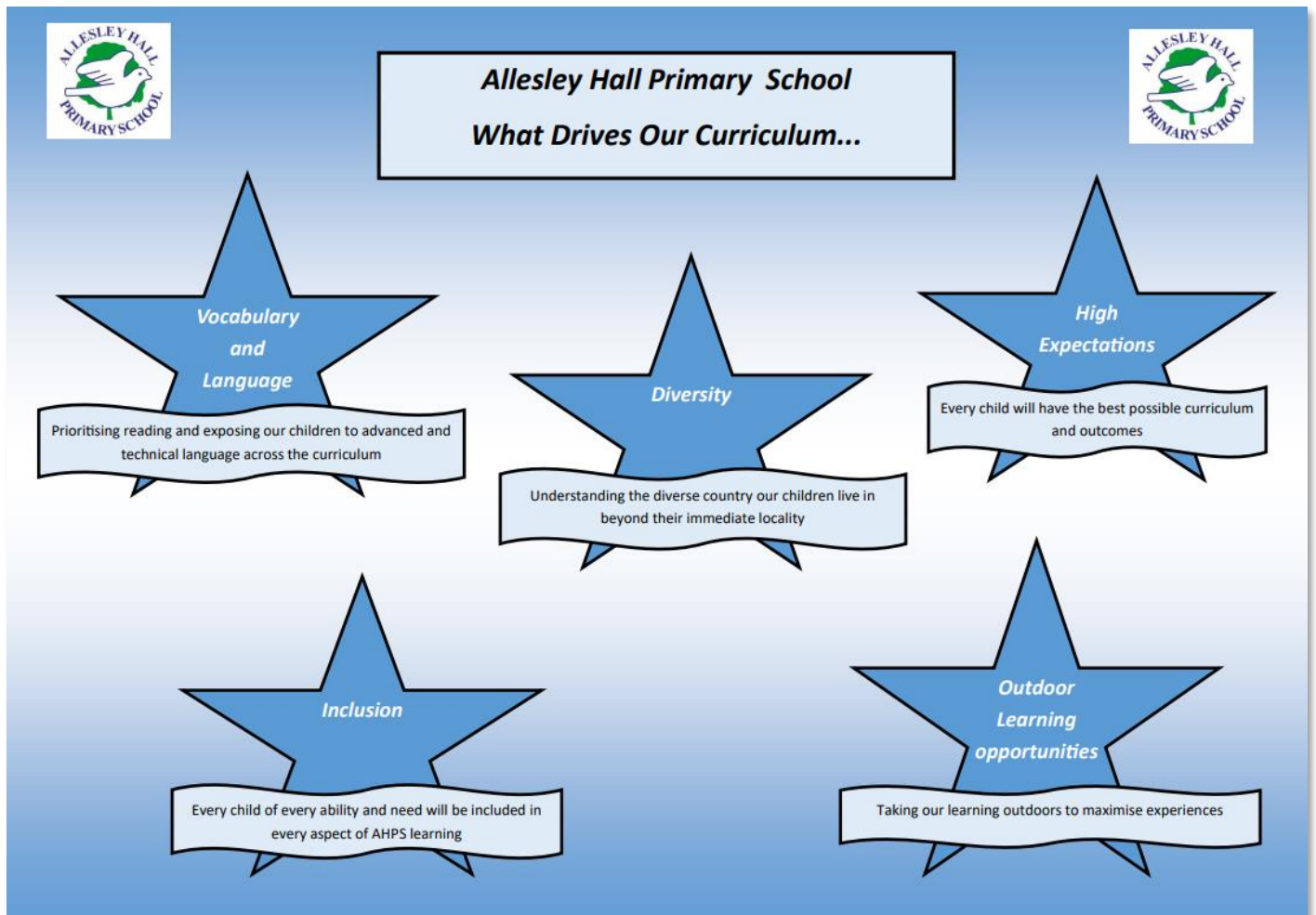
Governors take a very active role in the school through regular visits to the school. All staff (Leaders, Teachers, TAs and the AH Catering Team) regularly present to Governors so that they are fully informed as to the life and school improvement journey of the school.

Governors support leaders well and hold them to account. They know the school well and want the best for all pupils.

Ofsted March 2022



Our Curriculum







A

ATTITUDE

Remember to respect yourself and others.
Keep a positive mind in everything you do.

H

HELPFUL

Show kindness to our school community.
Be caring, courteous and helpful.

P

PERSISTENCE

Never give up. Push yourself. Even when things get
difficult, make it. You CAN do it!

S

SKILLFUL

Confidence and share our individual success.
Be proud of ourselves and each other.

Job Description April 2024

Post title:	Headteacher
Salary Range:	L14 – L20
Responsible to:	The Governing Body
Responsible for:	All school staff (teachers and support staff)

Ethics and professional conduct

The headteacher is expected to demonstrate consistently high standards of principled and professional conduct. They are expected to meet the teachers' standards and be responsible for providing the conditions in which teachers can fulfil them.


The headteacher must uphold and demonstrate the [Seven Principles of Public Life](#) at all times. Known as the Nolan principles, these form the basis of the ethical standards expected of public office holders:

- selflessness
- integrity
- objectivity
- accountability
- openness
- honesty
- leadership

The headteacher must uphold public trust in school leadership and maintain high standards of ethics and behaviour. Both within and outside school, they will:

- build relationships rooted in mutual respect, and at all times observe proper boundaries appropriate to their professional position
- show tolerance of and respect for the rights of others, recognising differences and respecting cultural diversity within contemporary Britain
- uphold fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensure that personal beliefs are not expressed in ways which exploit their position, pupils' vulnerability or might lead pupils to break the law

As leader of their school community and a leader within their profession, the headteacher will:

- serve in the best interests of the school's pupils
 - conduct themselves in a manner compatible with their influential position in society by behaving ethically, fulfilling their professional responsibilities and modelling the behaviour of a good citizen
 - uphold their obligation to give account and accept responsibility
 - know, understand, and act within the statutory frameworks which set out their professional duties and responsibilities
- 

- take responsibility for their own continued professional development, engaging critically with educational research
- make a positive contribution to the wider education system

Headteachers' standards

1. School Culture. The headteacher will:

- establish and sustain the school's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community
- create a culture where pupils experience a positive and enriching school life
- uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life
- promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment
- ensure a culture of high staff professionalism

2. Teaching. The headteacher will:

- establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn
- ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains
- ensure effective use is made of formative assessment


3. Curriculum and assessment. The headteacher will:

- ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught
- establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
- ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading
- ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum

4. Behaviour. The headteacher will:

- establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils
- ensure high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy
- implement consistent, fair and respectful approaches to managing behaviour
- ensure that adults within the school model and teach the behaviour of a good citizen

5. Additional and special educational needs and disabilities. The headteacher will:

- ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities
 - establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively
 - ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate
 - ensure the school fulfils its statutory duties with regard to the SEND code of practice
- 

6. Professional development. The headteacher will:

- ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs
- prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development
- ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning

7. Organisational management. The headteacher will:

- ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care
- prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds
- ensure staff are deployed and managed well with due attention paid to workload
- establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently
- ensure rigorous approaches to identifying, managing and mitigating risk

8. Continuous school improvement. The headteacher will:

- make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement
- develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context
- ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time

9. Working in partnership. The headteacher will:

- forge constructive relationships beyond the school, working in partnership with parents, carers and the local community
- commit their school to work successfully with other schools and organisations in a climate of mutual challenge and support
- establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils

10. Governance and accountability. The headteacher will:

- understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility
- establish and sustain professional working relationship with those responsible for governance
- ensure that staff know and understand their professional responsibilities and are held to account
- ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties



Person Specification

Category	Specification	Assessment Method
Qualifications	<ul style="list-style-type: none"> DfE recognised teaching qualification Evidence of professional development relating to school leadership and curriculum development 	A A
Relevant Experience and Knowledge	<ul style="list-style-type: none"> Be an excellent teacher with recent experience. Have substantial senior leadership experience in a primary school including leadership/ management of a team. Demonstrate successful experience of planning, implementing and evaluating school improvement. Have secure knowledge of primary curriculum including EY and of statutory requirements relating to curriculum and assessment. Have knowledge and experience of a range of successful learning strategies to meet needs of all pupils. Understand assessment strategies and their use to inform next stages of learning. Understand and show evidence of promoting an effective learning environment including successful behaviour management. Have current knowledge of safeguarding requirements and ability to put these in place. Demonstrate experience of leading the professional development of others. Show successful experience of delivering performance management. Show knowledge and understanding of school finance and budgetary control. Show evidence of working with governors. Demonstrate commitment to developing links and working with other schools and organisations 	A I R A R A R A I R A I R A I A I A I R A R A R A R A R A R A R
Competencies and Attributes	<ul style="list-style-type: none"> Able to inspire and innovate by sharing and articulating a clear vision to all members of the school community. Communicate effectively orally and in writing to a range of audiences in a diverse community. Able to motivate, empower and support staff in order to drive improvement. Demonstrate effective interpersonal skills which will build positive relationships within the school's diverse community. Be a visible and approachable leader to all members of our community. Use data to identify areas for improvement, set targets and take action to address them. 	A I R A I A I R A I R A I R A I R
Other Requirements	<ul style="list-style-type: none"> Unequivocal recommendation in professional references. Satisfactory enhanced Disclosing and Barring Service Check. 	R

*A = Application, I = Interview Process, R = Reference



How to apply...

Applications will only be accepted if completed in full and on the application form provided. This should include a letter of up to two sides of A4 which outlines how you match the person specification and also answering the question below.

How would you lead a new leadership team in AHPS next stage of development?
What skills, experience and expertise would you apply in doing this?

Applicants are welcome to visit the school. Please email or phone AHPS office to arrange this
admin@allesleyhall.coventry.sch.uk 02476674586

Applications should be submitted by 9am 15.5.24

Shortlisting will take place on 16.5.24

Interviews will be held on 22.5.24 and 23.5.24.





majestic

- USE OUR SENSES

- begin sentences with a preposition -

Nestled amongst

In the centre

In front of

- use pronouns -

I

he she

they

murky

dazzling

swash

costly