

Marshside Primary School **Headteacher Candidate Pack**



| www.academicis.co.uk

| Helping Schools / Trusts appoint the best Senior Leaders

Welcome Letter

Dear Candidate,

Thank you for your interest in becoming the next Headteacher at Marshside Primary School, The Little School with a Big Heart and Big Ambitions. We invite applications to lead our happy and inclusive school.

As our current Headteacher moves on to a new role after five successful years we are seeking an exceptional leader who will inspire and motivate. They will have a keen eye on financial sustainability and along with the support of our strong Governing Body, will implement any changes as our school grows and moves forward, ensuring that it remains a place where staff, pupils and our community can thrive.

Our school is known for its warm and friendly atmosphere where every child is valued and included as an individual. Our wonderful staff are continually striving for excellence, they are open to professional development opportunities that enhance their skills and knowledge. They are committed to embodying our HEART school values - Honesty, Empathy & Tolerance, Achieve & Aspire, Respect, and Thrive - in all their interactions with pupils, parents, and colleagues. They bring a wealth of knowledge, creativity and commitment to their roles.

Alongside our seven mainstream classes we have developed an inclusive SEND provision that supports mainly ASD pupils either in new, purposeful, designated spaces that match their needs or within our classrooms for specific curriculum areas. This has ensured that we continue to provide the high-quality education that all our children are entitled to.

On behalf of the Governors, we do hope that the information in this pack will encourage you to apply, with the confidence that the post will be a positive step in your career and will give you the opportunity to make a significant impact at Marshside.

We look forward to meeting you.

Kindest regards,

Wendy Cheetham Jo Swift
Co-Chairs of Governors

***“The little school with
a BIG heart and BIG
ambitions”***

WELCOME

Marshside Primary School



*The little school with a BIG heart
and BIG ambitions”*



Values & Ethos

Marshside Primary School is a partnership of children, parents, staff and governors. In our school the ethos is to place the child at the centre of everything. We aim to be caring, of the child, of each other, and of the wider community (including parents and carers).

Our **HEART** Values

Honesty

- ♥ Know that school is a safe space where we can relax and be ourselves
- ♥ To be heard and express ourselves clearly and respectfully

Empathy and Tolerance

- ♥ Respect ourselves and others
- ♥ To show empathy to others
- ♥ To spread kindness to others

Aspire and Achieve

- ♥ To take educated risks and try new things
- ♥ Have confidence in ourselves; to believe we can achieve anything
- ♥ To have a positive attitude
- ♥ To be resilient, independent and self-sufficient

Respect

- ♥ To be polite and courteous to others
- ♥ To take pride in ourselves and our community
- ♥ To spend time outdoors and care for the environment

Thrive

- ♥ To feel loved and know that we matter
- ♥ To find our passion
- ♥ To feel safe and happy
- ♥ To love being in school and being part of our community
- ♥ Have fun



Headteacher Job Description

Job Title: Headteacher

Responsible to: The Governing Board of the School

Responsible for: The headteacher carries out duties in line with the conditions of employment as set out in the current School Teacher's Pay and Conditions document, the National Standards for Headteachers and the policies and procedures of the Governing Board.

Salary: L14 – L20.

The Headteacher will:

- Ensure the vision and ethos for the school is clearly articulated, shared, understood and acted upon by all
- Enable a consistent and continuous focus on pupils' achievement, using data and benchmarks to monitor progress in every child's learning
- Ensure Safeguarding is effective
- Ensure the SEND Code Of Practice and The Graduated Response are fully implemented
- Demonstrate and articulate high expectations through a broad and balanced curriculum for the whole school
- Produce and implement clear, evidence-based improvement plans and policies, taking into account national and local policies and initiatives
- Monitor, evaluate and review classroom practice and promote improvement strategies
- Take a strategic role in the development of technology to enhance and extend the learning experience of pupils
- Implement strategies which secure high standards of behaviour and attendance
- Recruit members of staff who are able and willing to contribute to the outstanding performance and ethos of the school
- Implement successful performance management processes which ensure individual staff accountabilities are clearly defined, understood and agreed
- Promote professional development and a good work-life balance for themselves and colleagues
- Build a collaborative learning culture within the school and actively engage with other schools and the local authority to build effective learning communities
- Manage the school's financial and human resources effectively and efficiently to achieve the school's educational goals and priorities



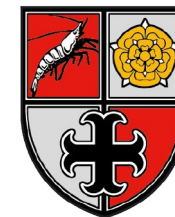
Headteacher Job Description

Continued

- Manage and organise the school environment to ensure that it meets the needs of the curriculum and health and safety regulations
- Ensure that the range, quality and use of all available resources is monitored and evaluated to ensure value for money
- Ensure learning experiences for pupils are linked into and integrated with the wider community
- Maintain an effective partnership with parents/carers to support and improve pupils' achievement and personal development
- Work with the governing board (providing information, objective advice and support) to enable it to meet its responsibilities
- Seek opportunities to enhance and enrich the school's value to the wider community
- Create a happy and welcoming school community reflecting the richness and diversity of pupils, parents, staff and governors



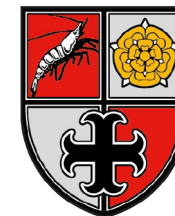
Headteacher Person Specification



Requirements (Essential unless otherwise stated)	Assessed at each stage	
	Application	Interview
Qualifications and Experience		
Degree and Qualified Teacher Status	.	
NPQH or working towards this or evidence of other successful professional study	.	
Proven commitment to continued professional development	.	.
Evidence of dynamic and inspirational leadership in a primary school	.	.
Skills and Knowledge		
Understand the legal framework within which a school operates, including national policy, curriculum developments, the OFSTED inspection framework and Safeguarding practices and procedures	.	.
Ability to identify and evaluate data critical to the assessment of the school's performance and take appropriate action in the best interests of the school		.
Experience of effective financial planning, budgetary management and the use of resources to achieve the school's objectives	.	.
Understanding of the principles of excellence in teaching, learning and assessment	.	.
Knowledge and understanding of how to provide a broad and balanced education and the widest range of opportunities for ALL pupils to enable them to achieve their full potential	.	.
Ability to maintain high levels of behaviour to support children's learning and social and emotional development	.	
Experience of leading high performing teams and maintaining effective personal relationships	.	
Experience of working with and creating learning partnerships and networks	.	

Headteacher Person Specification

Continued



Requirements (Essential unless otherwise stated)	Assessed at each stage	
	Application	Interview
Leadership Skills		
Ability to demonstrate commitment to safeguarding and promoting the welfare of children, ensuring that all members of the school community share that commitment	.	.
Experience and ability to develop and communicate a clear strategic vision for the future development of the school in consultation with other stakeholders		.
Experience of delivering the principles and strategies of whole school improvement by initiating, implementing and evaluating change and development	.	.
Ability to manage, motivate and support individuals and teams effectively showing commitment to accountability for pupil outcomes -this will include Performance Management of staff	.	
Ability to build and maintain effective relationships with parents, carers, partners, and the community	.	
Ability to lead in a joyful, caring and highly effective manner	.	
Personal Qualities		
High expectations of yourself and your staff		.
Strong presentation in public and private speaking and writing skills	.	.
Excellent communicator with effective listening skills		.
Courage and ability to tackle difficult issues, to avoid defensiveness and to convey outcomes clearly and sensitively		.
Calm and organised under pressure		.
Caring and supportive of pupils and staff		.
A positive outlook on life		.
A genuine desire to work with children, staff and parents to affect the best possible outcomes for each child in your care		.



How to Apply

If you would like to discover more about this exciting opportunity, need any further information, have an informal discussion or arrange a visit then please contact our retained consultant at Academicis, Neil Massie:

nmassie@academicis.co.uk

or 01223 907979 / 07818 875514

Please email your application to:
Neil Massie: nmassie@academicis.co.uk

Closing date: Friday 16th May 2025

Shortlisting date: Friday 16th May 2025

Interviews: Wednesday 21st & Thursday 22nd May 2025



Marshall's Cross Primary School, Elswick Road, Southport PR9 9XA