



**Weedon Bec**  
Primary School  
Wonder, Belief, Passion, Success

# Headteacher

Recruitment  
Information Pack





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Dear Applicant,

Headteacher Weedon Bec Primary School  
iNOVATE Multi-Academy Trust (iMAT)

Thank you for your interest in the post of Headteacher at Weedon Bec Primary School. We are a fantastic community school in the heart of Northamptonshire's largest village and are pleased to be a part of the Innovate Multi Academy Trust (iMAT) alongside 3 other Primary Academies. We also run our own pre-school, Stepping Stones, which provides a good transition into our reception class.

Weedon Bec is a founding member of the Trust, and the previous Headteacher is now the CEO for the Trust. This is an excellent opportunity to lead the school in its next steps.

The school was most recently rated as 'Good' by Ofsted in June 2017 highlighting many of our strengths. As a governing body, we strive to support the Headteacher in the continued development of the pupils focusing strongly on 'Wonder, Belief, Passion and Success'. We are extremely proud of our children and our staff and have very strong, positive parental engagement.

Although part of the Multi Academy Trust, Weedon Bec also has its independence much as it would as a stand-alone academy, held to account by its governing body. There is however, extensive support from the team of staff within the Trust and geographically, the schools are in close proximity providing for yet further opportunities.

We seek an experienced, passionate, child-centered leader who will enhance what we already have but lead us in developing a new chapter. You will inherit a fantastic and well-established team of Staff ready to support each and every child to be the best they can.

I hope you find the enclosed pack helpful and informative. Further details about our school can be found on our website and you are welcome to contact Antony Witheyman via the school office for an informal discussion about the role and the school.

The closing date for applications is Sunday, 4th April with interviews taking place on Wednesday, 14th April.

I very much look forward to receiving your application.

Chris Hancock  
Chair of Governors



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## **Background Information**

Weedon Bec Primary School is a fun, vibrant, diverse and inclusive school where we value the unique talents of every child and every member of staff. Conveniently situated between Northampton and Daventry, Weedon is a rural village with an interesting history relating to its position on the Grand Union Canal.

We currently have 245 on roll and we are very proud of each and every one of them. We were last inspected in June 2017 when we achieved a Good grade. Weedon Bec is part of Innovate Multi Academy Trust, where our aim is to make all of our schools great schools by offering the children amazing opportunities both in and especially out of the classroom.

At Weedon Bec Primary School, we believe in offering a broad, balanced and innovative curriculum with exciting educational experiences at the heart of it. Whilst we appreciate the importance of maths and English, we also encourage excellence in art, music, cooking, drama, science, technology, computing and physical education. Our school is not just about developing skills in written subjects, but also encouraging development in other areas, so that our children will grow into well-rounded individuals, with the skills and enthusiasm to pursue learning for the rest of their lives. When not in a pandemic, we take our children on residential in years 4 and 6 and have an extensive programme of educational visits.



We value the role of partnership in children's education, and the importance of the role that parents and family play in children's learning cannot be underestimated. We have strong links with our local community, and work together to truly secure the best moral, physical, social and spiritual environment for our children. More information about the school can be found on our website, <https://www.weedonbecprimary.co.uk/>.



We have an in-house pre-school, Stepping Stones, which opened in September 2019 and now has 18 children aged 2-4 years on roll. In the primary school we currently have 8 classes. We are now recruiting a Head Teacher, who will be supported by an Assistant Head (to be appointed), and who will report to the iMAT CEO, Antony Witheyman.

The curriculum in all of our academies is tailored to meet the needs of each individual, whilst fostering talents and encouraging greatness in all areas of school life. We strive to ensure the best possible educational experience for all students in a culture of high aspiration and an environment where each student is nurtured and can develop their full

potential.

Every School a Great School

<https://www.innovatemat.org/about-us/recruitment>



**Innovate**

Multi Academy Trust



**Weedon Bec**

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Wonder, Belief, Passion, Success

Both iMAT and Weedon Bec Primary School are ambitious for our children and we look forward to working with a new Headteacher to lead the school to further success.

Completed applications should be returned in a sealed envelope, marked **STRICTLY CONFIDENTIAL** to:

Mrs Jenny Sturt  
Business Manager  
Weedon Bec Primary School  
West St  
Weedon  
Northamptonshire  
NN7 4QU

or may be returned electronically to: [mrs.sturt@weedonbecprimary.co.uk](mailto:mrs.sturt@weedonbecprimary.co.uk)





**Headteacher Personal Specification**

<b>Competencies - Ability to..</b>	<b>Essential</b>	<b>Desirable</b>	<b>Where Evidenced</b>
Qualifications	Degree  Qualified Teacher Status	Higher qualification in education and/or management NPQH Participation in an accredited school leadership programme	Application form Certificates
Professional Development	Up to date safeguarding training and knowledge of legislation for the protection of young people		Application form Certificates
	Has successfully undertaken Designated Safeguarding Lead training or has a willingness to do so		Application form Certificates
Experience	Recent successful school leadership experience		Application
	Evidence of successfully leading school improvement and of the application of strategies to review, implement, evaluate and improve learning and teaching		Application, interview
	Experience of effective curriculum leadership and development at a whole school level.	Curriculum and pastoral experience at senior management level	
Qualities and Knowledge	Lead by example – with integrity, creativity, resilience and clarity – drawing on your own scholarship, expertise and skills, and that of those around you.	Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally.	Application, interview, task
	Work with political and financial astuteness, within a clear set of principles centred on the school's vision, ably translating local and national policy into the school's context.	Experience of effective budget management and financial analysis  An understanding of strategic financial planning in relation to its contribution to school improvement, curriculum development and pupil achievement	Application, interview
	Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel.		Interview
	Experience of working constructively with parents		
Pupils and Staff	Demand ambitious standards for all	Create an ethos within which all	Application,



	pupils, overcoming disadvantages and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' wellbeing.	staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.	interview, task
Pupils and Staff	Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being.  Hold all staff to account for their professional conduct and practice, and robust data analysis.	Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.  Experience of monitoring staff performance	Interview, task Application, interview, task
Systems and Process	Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.	Welcome strong governance and actively support the governing board and iMAT Directors to understand their role and deliver their functions effectively – in particular the function to set school strategy and hold the Headteacher to account for pupil, staff and financial performance.	Interview, task
The Self-Improving School System	Demonstrate a commitment to the continuation of strong links and partnerships with governors, staff, parents, pupils, the wider community and other schools.  Inspire and influence others – within and beyond schools – to believe in the fundamental importance of education in young people's lives and to promote the value of education.	Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.	Application, interview  Application, interview
Securing Accountability	Ability to delegate responsibility with accountability  Capacity to sustain the ongoing improvement of results	Experience of being held accountable to OFSTED and/or the DfE to demonstrate robust evidence of progress and improvement.	



## **Headteacher Job Description**

Post Title: Headteacher

Responsible to: The CEO and Directors of iMAT

Responsible for: All school staff

Pay scale: L12-16

### **Role of Headteacher**

To provide effective, inclusive and inspirational leadership in order that every child grows into a well-rounded individual, with the skills and enthusiasm to pursue learning for the rest of their lives.

#### *Primary purpose of the job:*

- To provide professional leadership to secure the success and continuous improvement of the school
- To ensure the achievement of excellent educational standards according to the needs and abilities of the individual child
- To promote and safeguard the welfare of children

### **Specific Responsibilities**

#### *Ethos and Values*

We believe that every child is unique and has a talent for something, whether that is in art, music, cooking or maths. It is our role to work together to develop that talent.

- Enable every child to achieve their full potential through a broad, balanced and interesting curriculum, including the requirements of the National Curriculum;
- Provide a first class education and stimulating environment, which also develops the religious, spiritual and moral awareness of children and fosters mutual respect and understanding;
- Give a high priority to the quality of care extended to all in the school community and foster the development of self-worth in each individual pupil;
- Establish, promote and respect an inclusive culture that promotes equality and an understanding of diverse cultures, faith groups languages and ethnic groups

#### *Leadership and Management*

- Develop, motivate and lead all staff to achieve the ethos and vision of the school
- Build a collaborative learning culture both within and without the school, in particular working closely with our partner schools
- Maintain and develop excellent community links and place the school at the heart of the community it serves
- Manage the school finances, working closely with relevant governors and the business manager to ensure the school remains stable and sustainable financially
- Welcome strong governance and actively support the governing board to understand its role and deliver its functions effectively – in particular its duty to determine the school's strategy and hold the Headteacher to account for pupil, staff and financial performance
- Ensure all policies and statutory documents are kept up to date and are fit for purpose
- Ensure the school self-assessment processes are robust, timely and reviewed regularly working alongside iMAT Directors



- Ensure all staff are Performance Managed by the relevant line manager, using observations; appraisals and action planning.
- Maintain sound procedures for the security; health and safety and maintenance of the school premises and activities
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- Uphold the 7 Nolan principles of public life

### *Teaching, Learning and Assessment*

- Secure excellent teaching through an analytical understanding of how children learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being
- Ensure a consistent and continuous school wide focus on children's progress, improvement, assessment and achievement
- Using appropriate data, set aspirational targets that relate to national benchmarks and monitor, track and evaluate individual pupil performance
- Challenge and remedy underperformance of both children, teachers and other staff
- Ensure and assure the provision of appropriate pastoral care
- Set and maintain the highest standards of behaviour and attendance
- Monitor, evaluate and review teaching, learning and assessment to promote improvement strategies that aim to achieve outstanding standards throughout.

### *Internal and External Relationships*

- Build effective relationships with all stakeholders through timely communication using appropriate media and interpersonal skills
- Develop internal systems to ensure that all staff and pupils are fully informed at all times
- Further develop relations with parents/carers both face to face and through written and electronic communications
- Develop and maintain good links with other relevant schools to ensure smooth transition and continuity of learning, including those transferring into and out of the school to other primary schools
- Ensure the governing body has timely information on all relevant aspects of the school, its progress and development.

### *General Duties and Responsibilities*

- Carry out the duties of a Headteacher as set out in the current Headteachers' standards
- Ensure that all statutory requirements are met.

### *Additional Requirements*

- This job description outlines the main duties of the post but does not exclude other duties, which may be undertaken to ensure the efficient operation of the school. Other duties required will be consistent with those listed above and appropriate to the title and grade of the post.



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## What Are Our Staff and Students Looking For?

Wanted a headteacher for adorable staff:

If you want this choice position

Have a cheery disposition

Love children, give hugs

Make good tea in mugs

You must be kind, you must be inspiring,

Not driven by paperwork, it's so tiring!

Lead by example, trust your staff

Like to have a laugh

Never be cross or cruel

Bacon sandwiches to help refuel

Inspire us through innovation

Children's welfare at the heart of education

If you won't scold and dominate us

We will never give you cause to hate us

We won't hide our English books

Feel free to take a look

Nurture but don't scrutinize

Weedon is the best

You'll soon realise

Hurry, Headteacher!

Don't waste a sec

Sincerely,

Staff at Weedon Bec!

## From our students:

A headteacher should be kind, funny and like football which I like. They should set up loads of fun activities and let us have 3 breaks which some schools don't. (Nicholas)

A headteacher needs to be kind to kids, well organised and not too strict. They need to be fun! (Matthew)

I love a headteacher who is kind. Who makes me laugh and gives me hugs. Who lets us wear pink hair bobbles because they want us to be ourselves. They should be a bit daft. My school feels like a family and I think that is what we need from our headteacher. (Dahlia)



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## **The Selection Process**

Weedon Bec Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an enhanced Disclosure and Barring Service (DBS) check. Reference checks for shortlisted candidates will be performed prior to the interview.

### *School visit*

School visits are possible during term time, preferably on a Thursday or Friday. Please telephone the school on 01327 340547 to arrange an appointment.

### *Applications*

Please send the completed application form and supporting letter in a sealed envelope, marked STRICTLY CONFIDENTIAL to:

Mrs Jenny Sturt  
Business Manager  
Weedon Bec Primary School  
West St  
Weedon  
Northamptonshire  
NN7 4QU

or send these electronically to: [mrs.sturt@weedonbecprimary.co.uk](mailto:mrs.sturt@weedonbecprimary.co.uk)

### *Closing date*

The closing date for applications is midnight on Sunday 4th April 2021. We plan to hold interviews on Wednesday 14th April.

### *Appointment timescales*

Our intention is that our new Headteacher will take up the post in September 2021.

### *Covid*

All visits and interviews will be carried out in compliance with any covid restrictions in operation at the time. Our visitor protocol can be found [here](#).

### *Contact information*

Mrs Jenny Sturt  
Business Manager  
Weedon Bec Primary School  
West St  
Weedon  
Northamptonshire  
NN7 4QU  
[mrs.sturt@weedonbecprimary.co.uk](mailto:mrs.sturt@weedonbecprimary.co.uk)  
<https://www.weedonbecprimary.co.uk/>