



Michael Faraday School

Headteacher

Candidate Information Pack



SIP at Southwark Council:

'Michael Faraday Primary School is a hub of exciting and creative learning. Skilled and committed staff have the highest expectations of every pupil. High quality teaching, together with the wide range of opportunities provided, enable pupils to thrive and achieve success. Pupils and parents are extremely positive about their school and pupils are well prepared, as confident young people, to move on to their secondary education.'

Welcome

Thank you for downloading the details for the post of Headteacher at Michael Faraday Primary School, our fabulous two-form entry Community school in the heart of Walworth, SE17.

The Governing Body of Michael Faraday Primary School is seeking to appoint a dynamic and forward-thinking Headteacher, with proven school leadership experience, to lead our committed staff and students forward, and build on the 'Good' assessment achieved at our last Ofsted inspection – www.michaelfaradayschool.co.uk

About Us

Michael Faraday is a primary school with nursery provision situated on the Aylesbury Estate in the heart of Walworth, SE17. It is a mixed school with over 420 pupils, ranging from 3-11 years. The school is named after the famous chemist and physicist, Michael Faraday, who was born in this area.

Our school community prides itself on its ethos of treating others as we would like to be treated ourselves. We teach the pupils to be proud of themselves and their school community. As well as academic achievement, we aim to give our children a sense of social responsibility and respect for others.

We work with parents to create an environment where everyone feels safe, cared for and supported. We have established a school culture based on mutual respect, where children work and play co-operatively.

We believe in developing confident children with lively, enquiring minds. We want to establish common expectations about the way children behave within our community. Our aim is to encourage all children to achieve their personal best in all areas of school life.

The staff at Michael Faraday School value the fact that our children come from varied backgrounds, from different countries, are of different races and religions and that many speak languages other than English. We think this makes us a privileged community.



Ofsted September 2018:

'Pupils are courteous and polite and work well with each other.'

Key school facts and statistics

Type of school	Two-form entry community Primary School	
Age range	3-11	
Denomination	Community	
Location	Walworth, Southwark	
Number of children	437	
Average class size	30	
Absence days	Not normal levels at the moment due to COVID	
Number of teaching staff	Teachers: 22	
	Teaching Assistants: 23	
FSM	34%	
SEN support	22%	
EHCP	3%	
EAL	68%	
Progress scores in	Reading	4.6*
	Writing	0.6*
	Maths	3.8*
Pupils meeting the expected standard in RWM	77%*	
Pupils reaching the higher standard in RWM	5%*	
Average score in Reading	107*	
Average score in Maths	107*	

* Data provided is from gov.uk school comparison website, 2019

Parents:

'Children are articulate and confident – my children are really happy at school.'

'The school has a lovely vibe; it is a happy place.'

'Michael Faraday is a beautiful school. My children are so proud of it and so are we.'

'The best thing about the school is the teachers!'

'The school is friendly and welcoming. I love how spacious the school is.'



Faraday

Job Description – Headteacher

Reporting to: Governing Body (line managed by Chair of Governors)

Working time: Full-time. The Headteacher is expected to work such hours as shall be reasonably necessary to properly discharge their duties

Salary: Headteacher Group 3 (11-24)

Purpose of the job

To provide professional vision and leadership for the school, which secures its continued success and development, ensuring high quality education and opportunities for all its pupils and improved standards of learning and achievement.

Main Duties and Responsibilities

A. Strategic Direction and Development of the School

The Headteacher will:

- Have a strategic view of successfully developing and improving an already thriving school
- Consult staff, pupils, parents and governors to create a strategic plan (the School Development Plan – SDP). Manage the implementation of the SDP and monitor its impact
- Advise the governing body on the formulation of its policies and their implementation, and attend meetings of the governing body and its committees as required
- Create an outward-facing school which works with other schools and organisations – in a spirit of mutual challenge – to champion best practice and secure excellent achievements for all pupils. We are not looking to academise or federate but wish to continue to share best practice and support other schools in our local cluster.

B. Teaching and Learning

The Headteacher will assist the Governing Body by:

- Ensuring that the statutory requirements of the National Curriculum are met
- Overseeing the curriculum, pastoral care and administration of the school to ensure that they reflect our multi-cultural and diverse cohort and context, and that they are delivered to meet the needs of all pupils
- Monitoring and evaluating the curriculum for both quality and value-for-money outcomes for children
- Promoting the effective management of pupil behaviour and ensuring a sense of calmness throughout the school
- Demanding ambitious standards for all pupils, overcoming disadvantage and advancing equality, and instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes

Visitors

Bigfoot Theatre Company:

'Thank you for an amazing day. I worked with Years 2/3/4/5 and they were fantastic. Everyone in the school was so kind and nice. The children in this school are great!'

Ofsted September 2018:

'You are passionate in your work to motivate all pupils to want to learn and gain a wider knowledge of the world... the school is a nurturing environment where everyone is valued.'



Job Description continued

- Securing 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
- Establishing an educational culture of 'open classrooms' as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis.

C. Leading and Managing Staff

The Headteacher will:

- Promote the school's ethos and maintain good working relationships among all members of the school community
- Maximise the contributions of all staff to improve the quality of education provided and standards achieved through effective deployment and delivery of the performance management process
- Hold all staff to account for their professional conduct and practice
- Ensure that professional duties are fulfilled as specified in the School Teachers' Pay and Conditions Document
- Liaise with representatives of teacher organisations
- Sustain their own motivation and that of their staff, and have a duty of care regarding staff welfare and well-being
- Shape the current and future direction of the teaching profession through high-quality training and sustained professional development for all staff.



D. Efficient and Effective Use of Staff and Resources

The Headteacher will:

- Advise the governing body on the formulation of the annual budget in order that the school secures its objectives, and ensure the regular monitoring of the budget, including agreeing the use of resources
- Plan, manage and monitor the curriculum within the agreed budget, setting appropriate priorities for expenditure, allocating funds and ensuring effective administration and control
- Manage and organise accommodation efficiently and effectively to ensure that it meets the needs of the curriculum, and health and safety requirements
- Seek to secure adequate resources for the school in the present and in the foreseeable future and ensure value for money throughout
- Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.

Children:

What our children want from their Head

'Someone who makes decisions that are best for the children and not themselves.'

'They must be kind!'

'Someone who has eyes all over the place – the job seems very complicated!'

'Someone who can multi-task.'



Job Description continued

E. Accountability

The Headteacher will:

- Maintain a positive working relationship with the Governing Body and its sub-committees
- Provide information, objective advice and support to the Governing Body to enable it to meet its responsibilities
- Create and develop an organisation in which staff recognise that they are accountable for the success of the school
- Ensure that parents and pupils are well-informed about curriculum attainment and progress and are able to understand targets for improvement
- Be part of the designated Safeguarding team and be accountable for all elements of the role.

F. Professional Development

The Headteacher will:

- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development
- Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils, including maintaining current knowledge and excellent relations with potential secondary destinations for our pupils
- Inspire and influence others – within and beyond the school – to believe in and promote the value of education.



National Standards of Excellence

The professional duties of the Headteacher are contained in the School Teachers' Pay and Conditions document and the key areas of Headship are contained in the DfE's National Standards for Headteachers which this job description is based on. The Headteacher will carry out their professional duties in accordance with, and subject to, the National Conditions of Employment for Headteachers and education and employment legislation. The Headteacher is accountable to the Governing Body for the standards achieved and the conduct, management and administration of the school, subject to any policies that the DfE may introduce. This job description is subject to annual review.



Ofsted September 2018,

'Pupils are excited by learning and respond to challenges enthusiastically, which contributes well to the progress they make across the curriculum. Parents and carers agree, with one parent saying: *Every day my children are inspired. They learn and achieve.*'

Person Specification – Headteacher

This position is subject to a Disclosure and Barring Service enhanced check, satisfactory references, proof of qualifications and the right to work in the UK.

Our commitment to equality

Michael Faraday Primary School is an equal opportunity employer and is committed to the safeguarding and to promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Qualifications:

- Qualified Teacher Status
- National Professional Qualification for Headship (NPQH) or a commitment to undertake the qualification within 6 months of being appointed (Desirable)
- Evidence of commitment to continuous professional development relevant to the role of Head Teacher.

Leadership Skills:

We are looking for evidence that you can:

1. Demonstrate successful leadership, ideally as a primary school Headteacher, Acting Headteacher or Head of School, with experience of working with SEND and an understanding of inclusive education, early childhood development and the EYFS
2. Build on and develop a compelling vision for the school with clear values and moral purpose
3. Demonstrate positive, respectful relationships towards pupils and staff, and towards parents, governors and members of the local community
4. Lead by example – with integrity, creativity, resilience and clarity – drawing on your own scholarship, expertise and skills, and that of those around you
5. Build upon our current high standards, by initiating and managing change to further the School Improvement Plan
6. Devolve responsibilities, delegate tasks and monitor performance to ensure high standards and the development of professional practice among staff, with evidence of objective assessment of the work of staff
7. Show your fervent belief in a broad and rich curriculum, promoting enrichment activities, including creative and performing arts and sport



Prospective Parent:

'I've been teaching for 15 years and this has to be the best school I've seen. What an amazing, inclusive ethos, with a great focus on extra-curricular activities and the arts.'

8. Evidence experience of managing and motivating staff with differing levels of experience to raise standards and promoting a team ethos across the school
9. Demonstrate commitment to maintaining the work/life balance of all staff.

Competence and Expertise

You should have the professional competence and expertise to:

10. Lead the safeguarding of pupils under the school's care and ensure that we prioritise their welfare. (You will need to have completed an approved 'Safer Recruitment' training and Child Protection training before taking up the post)
11. Manage an annual budget and the ability to undertake realistic financial planning for a changing future
12. Interrogate numerical and financial data with confidence and use it to make decisions based upon analysis and interpretation
13. Demonstrate experience of collating and evaluating whole-school data in a way that informs future priorities
14. Use and integrate a range of technologies effectively and efficiently to manage the school and deliver the curriculum
15. Make informed use of inspection, benchmarking and research findings, and apply good practice from other sectors and organisations
16. Stay abreast of evolving educational policy and legal frameworks
17. Command credibility and respect through expertise, experience and commitment to professional development.

Prospective Parent:

'I loved the inspiring tour and looked around the rooms from Years 1-6. The creativity was visible everywhere. Also, the school building is a great space for learning.'

Faraday



Person Specification continued

Personal Effectiveness

The ability to plan and use time effectively and to manage emotional and physical responses to events. Self-motivation and a strong positive impact on people are ideal attributes. We will be looking for evidence that you can:

25. Create a strong, positive personal impact, conveying authority, confidence and warmth
26. Demonstrate resilience and effective performance against your job description
27. Set and achieve challenging professional goals, continuing your own professional development
28. Show an ability to challenge and address under-performance when necessary
29. Demonstrate an understanding of and commitment to equal opportunities, particularly in dealing with any issues around discrimination.

Communication and Problem-Solving Skills

The ability to investigate problems, find and evaluate solutions, make decisions and communicate effectively.

We will be looking for evidence that you can:

18. Think creatively and imaginatively to anticipate and solve problems, and identify opportunities for the school
19. Engage authentically with children, garnering and listening to their views
20. Demonstrate reasoned judgement in difficult circumstances, seeking advice and support where necessary
21. Deal sensitively with people of very different and diverse expectations, with an ability to avert and resolve conflict
22. Create a culture of effective communication across the whole school community, and implement appropriate systems to support this
23. Develop, maintain and use an effective network of working contacts across all of the agencies and communities that the school interacts with
24. Unearth hidden talents in your staff and governors. Use their experience, expertise and natural creativity to solve problems and enrich the life of the school.

Staff:

What are the most important personal qualities and values you think that a new HT should have?

'A people person, someone who communicates well with a range of people but especially with the children.'

'Someone who leads by example.'

'The SLT at Michael Faraday Primary promote an inclusive ethos, providing a feeling of community for all of us. This is a safe, vibrant and happy place.'

'We need a visionary leader with good interpersonal skills. Someone who is fair and consistent and promotes high standards amongst staff as well as pupils. We must continue to inspire and achieve.'



How to Apply

The successful candidate will be available to start from September 2021 or earlier. The starting salary will be Headteacher Group 3, with a range of 11-24, dependent on experience.

Key Dates

The key dates for the selection and recruitment process:

- Visits to the school are strongly recommended an appropriate Covid-19 precautions will be in place. To arrange a visit, or if you have any other questions about the school, please contact our Office Manager, Ann Dowie, by emailing: adowie.210@lgflmail.org
- Prospective applicants are welcome for visits from **Monday 4th January-Friday 29th January**
- Closing date for applications is midday on **Monday 1st February**
- Shortlisting will be completed and candidates informed by end of day, **Friday 5th February**
- DAY 1 pre-interview tasks: **Wednesday 10th February**
- DAY 2 presentation and interview: **Thursday 11th February**



Visiting exercise group:

'It was such a pleasure to come in with Firefighter Fit Kids to talk to the children and take them through some exercises and to share my story from poor health to creating better health habits. The energy and behaviour of the kids was really great and very inspiring to see. You've done a fantastic job at the school and it was a pleasure indeed.'

Application

Please ensure that within your application you provide the names, addresses and contact details for three referees, one of whom should be your current or most recent employer and the second having knowledge of your work in a professional capacity. All applications will be acknowledged. An enhanced DBS check is required for the successful applicant.



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