



**Victorious**  
Academies Trust

*Success in education*

Inspiring · Discovering · Caring · Improving · Achieving



## **Headteacher Recruitment Information**



[www.holdenclough.tameside.sch.uk](http://www.holdenclough.tameside.sch.uk)

[www.victoriousacademies.org](http://www.victoriousacademies.org)



# Letter from Karen Burns our CEO

Dear Applicant,

As the Chief Executive of Victorious Academies Trust I would like to thank you for your interest in finding out more about our Trust and the role of Headteacher at Holden Clough Community Primary School.

We were delighted when the school joined our Trust in April 2023 and staff across the school have embraced the opportunities offered subsequently, supporting other schools and taking the lead with projects across our schools.

We have a strong whole Trust leadership team at Victorious with a developing group of central staff to support our schools. Each year starts with a whole Trust staff Inset Day where we set out our vision for the year and our group of Headteachers meet with myself at our half termly senior leadership team meetings, supplemented with regular one-to-one CEO catch up discussions.

I am looking for a new leader for Holden Clough with a clear strategic vision and dedication to lead this strong school, an inspirational and motivational role model, aspirational in their approach to the quality of teaching and learning and of the achievement and wellbeing of every child, with strong interpersonal skills to develop strong working relationships with the staff, pupils, families and wider school and Trust communities.

In return, we can guarantee you will have the opportunity and support to make the biggest difference to young learners at Holden Clough and our wider trust. All staff across our Trust work collaboratively and whether you are an experienced senior leader or current Headteacher, we offer a supportive environment for you to further develop and grow.

We look forward to receiving your application. In the meantime, if you would like to find out more through an informal discussion about the role or visit the school, the details of how to get in touch are included within the advert.

We have grown from starting with two schools to now having thirteen schools within our Trust and another school currently under application to join. We are excited by the continued opportunity to grow our Trust across the North West and nationally and hope that you would like to come on this journey with us.



**Karen Burns**  
Chief Executive Officer



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# The Advert

Due to the retirement of the current Headteacher, Trustees are seeking to appoint a dynamic and ambitious Headteacher to lead Holden Clough Community Primary School. Our Trust's vision is to support young people to develop the aspiration, motivation and to be successful; we have high ambitions for all young people in our academies and all staff roles are central to ensuring that we work to support this.

The role will involve taking responsibility in developing the Trust vision for education within the Academy. The Headteacher will be responsible for leadership and management of the Academy with a focus on promoting the Academy both internally and externally with stakeholders across the community it serves.

Key objectives of the role will include:

- Providing dynamic leadership and management to the pupils, parents and staff at the Academy to ensure its long-term success.
- Providing inspirational leadership with a can-do approach to the Academy and the Trust to enhance the overall culture of the Trust.
- Responsibility for the performance management of the leadership team within the Academy.
- Commitment to continuous improvement both within the Academy and through collaboration across the Trust.
- Setting and maintaining high teaching standards within the Academy with the senior leadership team to ensure that all pupils receive a high-quality education within the Trust.
- Developing a culture of high expectations within the Academy.
- Monitoring, challenging, supporting and, where necessary, intervening to ensure outstanding provision.
- Providing direct CPD to staff at the Academy and to other Trust academies.
- Managing staff, including annual PM reviews and monitoring and evaluating the quality of the Academy's teaching and learning standards.
- Accountability for standards and reporting to the Local Governing Board and the Trust Board as appropriate.
- Liaising closely with the CEO and Trust Central Team on all matters relating to the Academy and the Trust.
- Appropriate use and deployment of Trust support services to academies, including HR, finance, ICT and estates.
- Performing other such related tasks as shall be required from time to time by the CEO of the Trust.

For more details about the role please see attached Job Description and Person Specification.

For more details about our Trust and our schools please see attached Trust Recruitment Pack.

The role is permanent and is to start 1st September 2024.

Salary - Leadership Scale L14 – L18.

The proposed timescale for the selection and interview process is as follows:

- Applications close at 9am Friday 17th May 2024
- Observation and Interview dates Wednesday 22nd and Thursday 23rd May 2024

Visits to the school are encouraged and warmly welcomed, please ring Helen Thomas on 0161 830 6964 to arrange.

If you have any queries about the Trust, the roles or about the completion of the application form please e-mail Michelle Schofield on [mschofield@victoriousacademies.org](mailto:mschofield@victoriousacademies.org). The application form should be completed and returned electronically via e-mail to [mschofield@victoriousacademies.org](mailto:mschofield@victoriousacademies.org).

## Our Safeguarding Statement

Victorious Academies Trust has a commitment to safeguard and promote the welfare of children and/or young people. We have robust processes and procedures to reduce risk and continuously promote a positive culture of safeguarding amongst our workforce. The role described involves working with children and/or young people and is subject to Victorious Academies Trust's Safer Recruitment Process.

All posts require an enhanced disclosure from the Disclosure and Barring Service (DBS).



# About Holden Clough Primary

Holden Clough Primary is a one form entry school with 42 staff and 345 pupils aged between 3 and 11. Holden Clough joined Victorious Academies Trust in April 2023.

Holden Clough were visited by Ofsted in November 2022 where they were rated 'Good' across all areas, having previously rated 'Requires Improvement' in December 2018. The Ofsted Report comments, "Pupils benefit from the strong sense of community at the school. Pupils understand fairness and they know that everyone is equal, regardless of any differences."

"Classrooms are calm. This allows pupils to do their best in lessons. Teachers have high expectations for behaviour. Pupils behave very well."

"Staff talked positively about the strong teamwork and supportive relationships that exist in the school. They know that leaders are considerate of their workload. They appreciate leaders' understanding of their work life balance. Staff said that they are proud to work at the school."

At Holden Clough children and their families are at the heart of their work. They are committed to ensuring that all children are able to achieve, not just academically, but socially and emotionally. They understand that their pupils are the citizens of tomorrow and they want them to be able to achieve and to contribute to all areas of their future life.

They believe in, and promote, traditional and universal values such as kindness, politeness and self-discipline. They are aware that children born in the 21st century are growing up in a time of unprecedented social and technological change. They want children to leave their school as independent learners with emotional skills such as resilience and adaptability to complement their academic achievement.

Staff at the schools are proud of the safe, happy and exciting environment they create which stimulates and inspires a love of learning. This is reflected in the quality of resources and the physical environments that they provide for their children.

Every child can do amazing things and Holden Clough believe that it is their job to help make this potential a reality. With an outstanding education, children have the freedom to choose their own future.



## Holden Clough Values and Ethos Reaching for the Stars

**S** - We enjoy change and challenge, demonstrating **STICKABILITY** in everything we do

**T** - We love learning and laugh a lot **TOGETHER**

**A** - We strive for excellence and **ACHIEVEMENT** in everything that we do

**R** - We value and **RESPECT** each other as friends and celebrate our differences