







CALE GREEN PRIMARY SCHOOL

HEADTEACHER RECRUITMENT

PACK

This document contains:

-  Letter to Applicants
-  School Information
-  Pupil Voice
-  Advertisement
-  Job Description
-  Person Specification



 0161 480 2715
 0161 480 4894
 schooladmin@calegreen.stockport.sch.uk
 www.calegreen.stockport.sch.uk
 @CaleGreenPS

Headteacher: Mr David Marshall
Shaw Road South Stockport SK3 BJG

Letter to Applicants

Thank you for your interest in the post of Headteacher at Cale Green Primary School. The Governing Board wish to appoint a new Headteacher to continue to lead our school following the retirement of the current Headteacher, Mr. David Marshall, after 21 happy and successful years.

Cale Green is a vibrant, truly comprehensive school with children from a wide range of different backgrounds, reflecting the diverse community found in the Cale Green area. During our Ofsted inspection in January 2017 the inspector commented that **the school is the 'heart and hinge' of the local community.**

At Cale Green, we believe that a strong partnership between home and school is the foundation for a successful education. To learn effectively children, need to feel secure, happy, relaxed and alert and therefore it is vital that good relationships between home and school are maintained.

We have high, aspirational standards and always ask the children to **'do their best'** whether it is in lessons or by trying to be the best person and friend that they can be. We stress the importance of politeness and good manners. The behaviour of the children is outstanding.

We know that every child who comes to Cale Green has something unique and valuable to contribute and our role is to encourage each child to fulfil their potential by becoming involved in all aspects of school life.

Academically the school performs well. We value all aspects of education, have recently reviewed, and further developed an ambitious and rich, broad and balanced curriculum. As a school we use evidence-based research to inform our practice and continue to pilot new methods of learning and teaching.

We believe that children learn best from first-hand experiences and we have developed a very wide range of 'enrichment' and 'engagement' activities, from visits to museums and galleries, residential activity holidays and visitors into school so that we are able to continue to develop the children's 'cultural capital'.

Our parents are very supportive of the school and are actively involved in many aspects, especially through our PTA known as FROGs ('Friends of Cale Green').

We are seeking an inspirational and committed Headteacher who is passionate about providing the best possible education for all the children of Cale Green so that they are fully prepared for the next stage in their learning and for life in modern Britain.

The new Headteacher will build on the current success of the school and will meet the challenge of leading our school into the next exciting stage of its long history.

We strongly encourage interested candidates to visit the school where it is possible so that you can learn first-hand what is so special and unique about Cale Green.

Once again, thank you for showing an interest in the advertised post and we look forward to receiving your application.

Yours sincerely

Mrs S. Dunkley

Mr K.Irshad

Co-Chairs of Governors

On behalf of the Governing Board of Cale Green Primary School



0161 480 2715
0161 480 4894
schooladmin@calegreen.stockport.sch.uk
www.calegreen.stockport.sch.uk
@CaleGreenPS

Headteacher: Mr David Marshall
Shaw Road South Stockport SK3 BJG



School Information

Our Core Values:

- We are a learning community where everyone has the highest aspirations for ALL of the children of Cale Green.
- We are a strong and resilient school community where kindness and thought for others is at the heart of everything we do.
- We are a school at the heart of its community with happy children 'learning and living together'.

Created by children, families, teachers, teaching assistants and governors.
Spring 2021

Cale Green is a 1.5 form entry primary school with a 40 place (part-time) nursery.

We are a truly comprehensive primary school and we are proud that our school reflects the diversity of the Cale Green area.

The school has is warm, welcoming and friendly. The children are very well behaved and are keen and eager to learn. Very strong relationships exist with parents and carers. The school has a well-deserved reputation within the Local Authority for the links we make with parents, for our curriculum development and for our academic standards.

We are a truly inclusive school and are proud of the comprehensive nature of our intake. The school is truly at the heart of the Cale Green community. We have children from a wide range of socio-economic and diverse ethnic backgrounds. Approximately 35% of the children come from Black and Minority Ethnic backgrounds and we work hard to ensure that the curriculum reflects this rich cultural diversity.

Each child within the school is seen as an individual with something unique and positive to offer. Our aim is to guide each child to fulfil their potential in a structured, caring and stimulating environment in order to provide **the best possible education for the children of Cale Green.**

We aim to ensure that the school is orderly and hardworking and that children are prepared through a rich, broad and balanced curriculum for life in modern British society.



Headteacher: Mr David Marshall
Shaw Road South Stockport SK3 BJG



The school has expanded to 1.5 entry over the past 7 years. In autumn 2021 there will be places for 45 children in each year group with a further 40 children attending the Nursery on a half-day basis.

The Early Years classes are located in a wonderful purpose built building on the school site – giving the children the very best start to their education.

Key Stage 1 classes are located on the ground floor and most of the Key Stage 2 classes are on the first floor of the main school building. The whole school shares the Library.

The year groups are organised in the following format:

Early Years:

In the Nursery classes there are 20 beginning of the week places (Monday / Tuesday / Wednesday morning) and 20 end of the week places (Wednesday afternoon / Thursday / Friday).

In the Reception classes we have two classes of 22/23 children – all of whom attend full-time.

Key Stage 1:

There are three mixed Year 1 / Year 2 classes. Each class has 15 Year 1 children and 15 Year 2 children.

Key Stage 2:

There are three mixed Year 3 / Year 4 classes and three mixed Year 5 / Year 6 classes. Each classes has 15 children from each year group.

Class Groupings:

At the end of the Reception year the staff work together to create three Year 1 groups of 15 children. These *composite classes* remain in place for the rest of the children's time at Cale Green. We look to provide a balance of children within the classes and use a wide range of factors such as friendship groups, summer births, gender, etc, to do so.

We have the highest expectations in every area of school life and have the highest aspirations for our children. For them to achieve this we firmly believe that the children must come to school every day looking forward to being with their friends, learning and applying new knowledge in interesting ways and having many exciting experiences which make learning memorable.

Each child is known as a unique individual in school, who can contribute to the wider life of the school, who has a 'voice' and who feels listened to and cared for.

In doing these things we firmly believe that each child will come to school relaxed and alert and ready to learn - in a school which they feel belongs to them, which they are proud to be a part of and where they ***live and learn together*** with their friends.

Staffing:

At Cale Green we have a well-established team of experienced of teachers and support staff who work very closely together in partnership to provide a happy, safe, stimulating environment in which children can learn to their full potential through a carefully designed and challenging curriculum. However, we also continuously review our practice, particularly in relation to current research evidence, so that standards and progress continue to improve.

We pride ourselves on our ability to recruit and retain support staff, many of whom have completed teacher training or have gone on to train as teachers.

We are now seeking to recruit an inspirational school leader who can build upon our current success and further support the school and our children to ensure that we remain at the front of a rapidly changing education landscape both locally and nationally.

The future will bring many new challenges through which our school must be steered by a highly effective school leader who can do so whilst maintaining our current school ethos, aims and values so that we continue to provide a high quality and inclusive education, which allows all our children to succeed.

Cale Green is currently in a strong position. The school is well regarded by the local community, trusted by parents, there is a strong and established senior leadership team, teaching staff, support staff, behaviour is outstanding, and we have a healthy school budget. We are due an Ofsted inspection and look to build on our previous grading of 'Good'.

Closing date for applications is Friday 14th May at 12.00 noon.

Visits to the school visits can be arranged during the week beginning Monday 10th May.

Interviews will take place on Wednesday 26th and Thursday 27th May.

Further Information:

Type of school:	Primary (maintained)
Denomination:	Non-denominational
Location:	Shaw Heath, Stockport
Ofsted Rating (2017):	Good
Number on Roll:	326
Number of Boys:	177
Number of Girls:	149
Number of children in receipt of FSM:	85
Numbers of children eligible for Pupil Premium Grant:	92
Numbers of children with EHCP:	2
Numbers of children with SEN Support:	19
Number of children LAC / PLAC:	4
Percentage of BAME children:	35% (26% APKN)
Percentage attendance (2018/19):	96.8%
Number of teachers:	16
Number of support staff:	25





Advertisement

Position: Headteacher
Required for: January 2022 or earlier if possible
Salary Range: £54,091 - £73,559

The Governors of Cale Green Primary School are seeking to appoint an inspirational, compassionate, child centered leader who will maintain the high levels of children's achievement by:

- Inspiring and motivating through innovative leadership
- Developing a wide range of children's learning experiences through enrichment activities
- Having high expectations of all children and staff
- Embracing opportunities to further develop our provision
- Providing high quality strategic thinking and planning
- Further developing positive relationships with the wider diverse community

The school can offer you:

- Children with an exemplary attitude to learning and outstanding behaviour
- Hardworking experienced and dedicated staff working as a mutually-supportive team
- An evidence based approach to curriculum design, planning and pedagogy
- A stimulating learning environment
- Governors committed to continuous improvement
- Strong local partnerships with other schools and the wider educational community

Candidates are encouraged to visit the school week commencing 10th May and this can be arranged by contacting Mr. David Marshall on 0161 480 2715. Applications must be completed on the application form provided using Microsoft Word only please, and submitted electronically to hroschools@stockport.gov.uk.



Headteacher: Mr David Marshall
Shaw Road South Stockport SK3 8JG



This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Shortlisted candidates will be expected to complete a Disqualification Declaration.

The successful applicant's appointment will be subject to satisfactory pre -clearance including a Disclosure and Barring Service.

Closing Date: Friday 14th May 2021 at 12.00 noon
Shortlisting: Wednesday 19th May 2021
Interviews: Wednesday 26th and Thursday 27th May 2021



☎ 0161 480 2715
☎ 0161 480 4894
✉ schooladmin@calegreen.stockport.sch.uk
🌐 www.calegreen.stockport.sch.uk
🐦 @CaleGreenPS

Headteacher: Mr David Marshall
Shaw Road South Stockport SK3 BJG

Pupil Voice

padlet

Carole Harding + 8 5m

Our New Headteacher

What qualities should we look for in a new Head Teacher?

Someone who likes different cultures	Someone that cares about religion	Someone you can have a nice civilised chat with.	Someone who's nice to be around
Someone who can help children stay calm if there is something going on	Polite	Someone you can talk to	Someone that tries to make sure we are happy.
Interacts with your learning sometimes	Someone who knows what to do when its tough	Someone who doesn't judge a book by its cover	Gentle
Strong	Someone that keeps people safe	Creative	Not homophobic, racist, sexist
Someone who likes sports	Someone unique	Someone who enjoys a joke	Joyful to be around
Fun	Happy	Understanding	Calm
Helpful	Tolerant	Caring	Joyful
Some one who can understand you if you have got problems	Thoughtful	Respectful	Determined
	Kind	Good Listener	

Job Description

Job Title: Headteacher

Directorate: Services to People

Department: Cale Green Primary School

Salary Grade: £54,091 - £73,559

Post Reports to: Cale Green Primary School Governing Body.

The Headteacher will carry out his or her 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 Governors for the standards achieved and the conduct, management and administration of the school, subject to any policies which the Department for Education and Skills and the Governors may make.

Core Purpose of the Headteacher

The core purpose of the Headteacher is to provide professional leadership and management for the school. This will promote a secure foundation from which to achieve high standards in all areas of the school's work.

Headteachers:

- Effectively manage teaching and learning
- Promote excellence, equality and high expectation for all pupils
- Provide vision, leadership and direction
- Evaluate school performance and identify priorities for continuous improvement
- Deploy resources to achieve the school's aims
- Carry out day-to-day management, organisation and administration
- Secure the commitment of the wider community
- Create a safe and productive learning environment which is engaging and fulfilling for all pupils
- Work effectively with the school's Governing Body

Qualities and Knowledge:

- Hold and articulate clear values and moral purpose, focused on providing a world-class education for the pupils they serve
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community
- Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them



Headteacher: Mr David Marshall
Shaw Road South Stockport SK3 8JG



- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development
- 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
- Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel

Pupils and Staff:

- Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.
- 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.
- Establish 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.
- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- Hold all staff to account for their professional conduct and practice

Systems and Process:

- 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.
- 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.
- Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.
- Welcome strong governance and actively support the governing board to understand its role and deliver its functions effectively – in particular its functions to set school strategy and hold the Headteacher to account for pupil, staff and financial performance.
- Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements and the school's sustainability.
- Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.

The Self-improving School System:

- Create outward-facing schools which work with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all pupils.
- Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.
- Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improving schools.
- Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
- Model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability.
- 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.

This Council is committed to safeguarding and promoting the welfare of children and young people and expects all staff within this area to share this commitment and to have understanding of the common core skills and knowledge. To work positively and inclusively with colleagues and customers so that the Council provides a workplace and delivers services that do not discriminate against people on the ground of their age, sexuality, religion or belief, race, gender or disabilities. To fulfil personal requirements, where appropriate, with regard to Council policies and procedures, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities. To work flexibly in the interests of the service. This may include undertaking other duties provided that these are appropriate to the employee's background, skills and abilities. Where this occurs there will be consultation with the employee and any necessary personal development will be taken into account.

 0161 480 2715
 0161 480 4894
 schooladmin@calegreen.stockport.sch.uk
 www.calegreen.stockport.sch.uk
 @CaleGreenPS

Headteacher: Mr David Marshall
Shaw Road South Stockport SK3 8JG



Person Specification

Attributes	Competency	SCORE				Essential or Desirable
		0	1	2	3	
RELEVANT EXPERIENCE	Record of successful Headteacher or Deputy Headteacher experience within the primary phase including EYFS					Essential
	Successful teaching experience in the primary phase					Essential
	Successful leadership experience in the primary phase in more than one school					Desirable
	Excellent classroom practitioner					Essential
	Proven track record of raising educational standards					Essential
	Experience of leadership in school development planning, self-evaluation and monitoring					Essential
	Experience of building links, and working with, parents and the wider community					Essential
	An understanding of managing financial budgeting and expenditure in school					Essential
	Experience of promoting the professional development of school staff					Essential

Attributes	Competency	SCORE				Essential or Desirable
		0	1	2	3	
RELEVANT EXPERIENCE CONT'D	Experience of recruitment and selection processes					Desirable
	Experience in the use of a range of tools and evidence including performance data to support, monitor, evaluate and improve all aspects of school life					Essential
	Experience of working with other professional bodies in the development of teaching and learning					Essential
EDUCATION & TRAINING	Qualified Teacher Status					Essential
	Evidence of recent training including leadership, management skills and other relevant professional development					Essential
	NPQH or equivalent					Desirable
KNOWLEDGE OF:	All Key Stages within primary education including EYFS					Essential
	Design of an innovative curriculum that meets the needs of all children at Cale Green					Essential
	The principles of effective teaching, learning and assessment					Essential

Attributes	Competency	SCORE				Essential or Desirable
		0	1	2	3	
KNOWLEDGE OF: CONT'D	The principles of funding within a maintained Primary School					Desirable
	EYFS and primary curriculum development					Essential
	Current trends in primary education					Essential
	The legislation and requirements relating to the safeguarding of children and other legal issues					Essential
	Effective school governance					Essential
	The benefits of working with other agencies for the well-being of all pupils					Essential
	The use of appraisal in promoting and sustaining whole school improvement					Essential
SKILLS & QUALITIES:	Lead by example with integrity and clarity					Essential
	Show resilience, perseverance and optimism in the face of difficulties and challenges					Essential

Attributes	Competency	SCORE				Essential or Desirable
		0	1	2	3	
SKILLS & QUALITIES CONT'D:	Proven inspirational leadership and management skills					Essential
	Effective communication and delegation skills					Essential
	Competent in the use of IT communication					Essential
	Promotion and development of distributed leadership					Essential
	Expertise in performance data to support school improvement					Essential
	Ability to hold members of staff to account					Essential
	Strong inter-personal skills					Essential
	A commitment to maintain and develop dynamic relationships with parents, carers, governors and the wider diverse community					Essential
	A commitment to maintain the school's diverse, inclusive culture and ethos of care and high aspirations for all pupils					Essential
	The capacity to provide the vision to inspire, challenge and motivate the whole school					Essential

Attributes	Competency	SCORE				Essential or Desirable
		0	1	2	3	
SKILLS & QUALITIES CONT'D:	A commitment to working with other schools, educational partners, including the voluntary sector and agencies within the wider diverse community					Essential
	To understand and support Stockport Council's Equality and Diversity Statement					Essential
	To meet Stockport Council's standard of attendance.					Essential

