

Headteacher

Recruitment Pack



**NEAT Academy Trust Registered Office, 1 Hedley Court,
Orion Business Park, North Shields, Tyne and Wear NE29 7ST**

Trust telephone: 0191 2284090

Trust website: www.neat.org.uk

School telephone: 0191 2655737

School website:



Message from the CEO, NEAT Academy Trust

Thank you for your interest in finding out more about the role of Headteacher at Walkergate Community Primary School. Within this pack, we will tell you more about our trust, the role and the person we are looking for.

I wanted to take this opportunity to personally tell you a little more about our trust and our future ambition as we enter an exciting phase of potential growth. Our trust is built on the belief that every child can be successful. In collaboration with leaders across the trust, we have developed a unique curriculum offer that provides a whole range of experiences, essential to developing key skills for life. Quality learning and teaching is supported by an innovative appraisal system based on the values of the organisation allowing us to celebrate how our colleagues work, alongside recognising the impact they are having. Underpinning all of our work is evidence-based research, led by our very own Research School.

If you have ambition for all learners, if you believe inclusion and equality for all is at the heart of great learning, if you believe in a values-based approach to leadership and if you embrace evidence-based research, then we are the trust for you.

In return, we can guarantee you will have opportunity and support to make the biggest difference to young learners within Walkergate and the wider trust. We look forward to receiving your application. In the meantime, I would welcome an informal discussion about the role and details of how to get in touch are in the advert.



Debi Bailey, CEO

Message from the Chair of the Appointment Committee

Our trust vision is 'One Trust, working with partners, to make a difference' and we have a shared set of values that shape and inform how to achieve our shared vision. We invest heavily in staff professional development and recognise that quality leadership is at the core of strong schools. If making a difference to the lives of young people and their families drives you, and you want to work for a values-based trust that tries to do things differently – please apply.

Nichola Brannen, Chair

Message from the Local Governing Committee

As a Local Governing Committee, we believe in the school motto: 'Together we make a difference'. Walkergate is an exciting place to work and the new Head teacher will be very well supported by staff, governors, trust central team and the wider community of Walkergate. I personally, look forward to working with the successful candidate to ensure that all Walkergate children achieve their very best in everything they do in a safe, happy and nurturing environment.

Lee Davie, Vice-Chair

Message from our current Headteacher

After 10 years of working at Walkergate Community School, I feel very privileged to be able to retire from work in what I would describe as the best job I have had in my career.

Walkergate is large, vibrant school with a great community spirit. During my time at the school, it has grown in size and been on an exciting journey of change. NEAT Academy Trust and Newcastle Research School provide us with great opportunities for school improvement work and I have particularly enjoyed having an enthusiastic and supportive team of head teachers and central team to work alongside.

The children and families of Walkergate are wonderful to work with. Our children come from a wide range of backgrounds, including a growing population of EAL children, broadening the diversity of the school population. Wherever we go with our children, they are described as polite, well behaved and a pleasure to be with. Visitors to our school describe it as a calm, friendly and welcoming school.

This has been achieved through having a hardworking, dedicated staff who embrace the school motto of 'Together we make a difference'. I am also fortunate to have a small but very strong and supportive SLT who work alongside me successfully to drive the school forward.

Working at Walkergate comes with challenges but it also brings many rewards, the biggest being the children who love being in school and who make the challenges worthwhile. It will always be my strongest memories of Walkergate.

Alison Young

What our pupils say

'We love playtimes with all the equipment in the yard. It's great fun and we can play football with our friends. It's good because we can take lego and colouring things in the yard too.'

'Everybody has lots of friends and the staff are very helpful.'

'We enjoy after school clubs. I went to multi skills and it was great fun.' 'I went to animation club and learnt how to make a film on the ipad with my friend.'

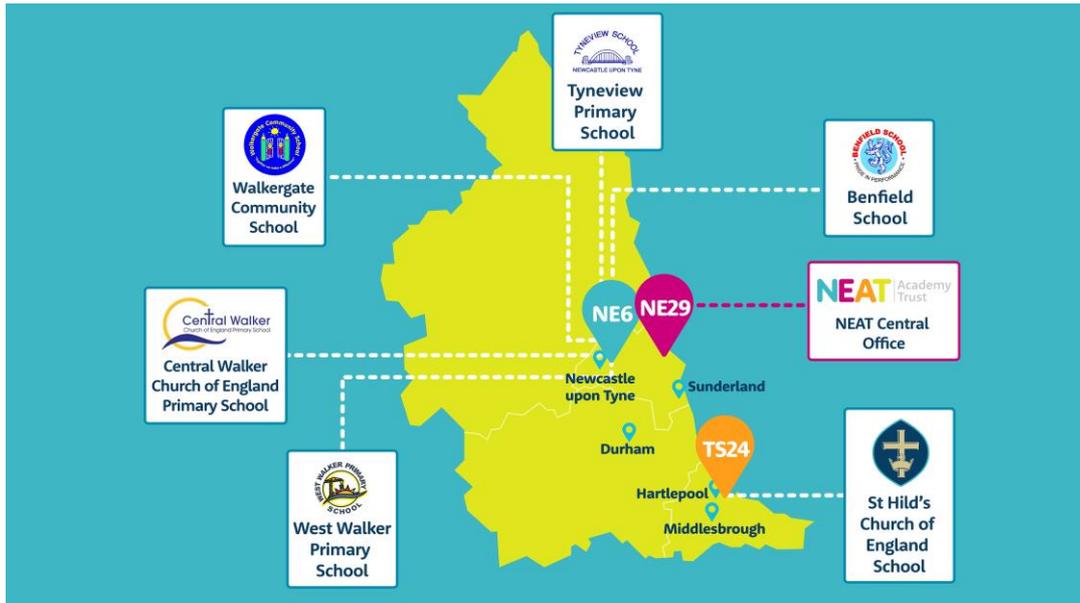
'We like going on trips when we can. In year 2 we went to the church and the park. We played games in the park like penalty shootout.'

'I enjoy special event days in school. When it was the Euros we learnt all about different countries.'

'I love it when our school dog, Kobi, visits. He makes me feel happy.'

About NEAT

Our trust was established in 2017 and currently consists of four primary and two secondary schools located in Newcastle upon Tyne and Hartlepool.



We are a “mixed” multi academy trust as we have two Church of England schools and four schools without a religious character. The trust is set up to ensure each school preserves its particular status. We work in partnership with the Joint Education Team for the Dioceses of Durham and Newcastle to ensure the trust has effective governance arrangements and on strategic matters that particularly affect our Church schools.

Newcastle Research School at Walkergate has been selected by the Education Endowment Foundation (EEF) and the Institute for Effective Education to be part of their nationwide network of research schools.

All of our primary schools are currently judged “Good” by Ofsted and we continue to strive for improved outcomes for all our pupils and prepare them for life after school.



3,350 pupils



£23 million budget



485 staff

About NEAT

Making a difference together

Each school is encouraged to have its own ethos and character but to work collectively as one trust to achieve our shared purpose, vision and strategic priorities.

Our shared purpose

We exist to **nurture**, **educate**, **achieve** and **transform together**.

- **Nurture** - we support and challenge to enable growth.
- **Educate** - we prepare successful, lifelong learners.
- **Achieve** - we strive to be the best we can be.
- **Transform** - we provide experiences and opportunities that enrich and empower.



Our vision for 2021-2026

We are one trust working with partners to grow potential.

Our governance arrangements

The trust is a charitable company. We have a strong and effective Board of Directors, who are also the charity's trustees. The Board of Directors delegates the operational running of the trust to the CEO. Headteachers also have a role in making decisions. Each school's Local Governing Committee provides an important scrutiny and evaluation role at local level to provide assurance to the Board about the quality of education and the quality of care provided for pupils, and to engage with stakeholders including parents and carers.

Finding out more about NEAT

The NEAT Academy Trust Youtube channel has a welcome video so you can see our trust in action and find out more about us with this QR code:



NEAT values

Our values are the behaviours that will enable us to achieve our shared purpose and deliver our vision:



Our commitment to equality, diversity and inclusion

We are committed to advancing equality, diversity and inclusion within NEAT and in our relationships with partner organisations, suppliers and contractors. Equality is about creating a fairer society where everyone has the opportunity to fulfil their potential. Diversity is about recognising and valuing difference in its broadest sense. Inclusion enables everyone to have a sense of belonging. All of these are at the heart of our inclusive approach as an employer and education provider.

We seek to attract and retain a progressive and diverse workforce and aim to provide a stimulating, rewarding and dynamic working environment where all colleagues can thrive, develop and fulfil their aspirations.

About Walkergate Community Primary School

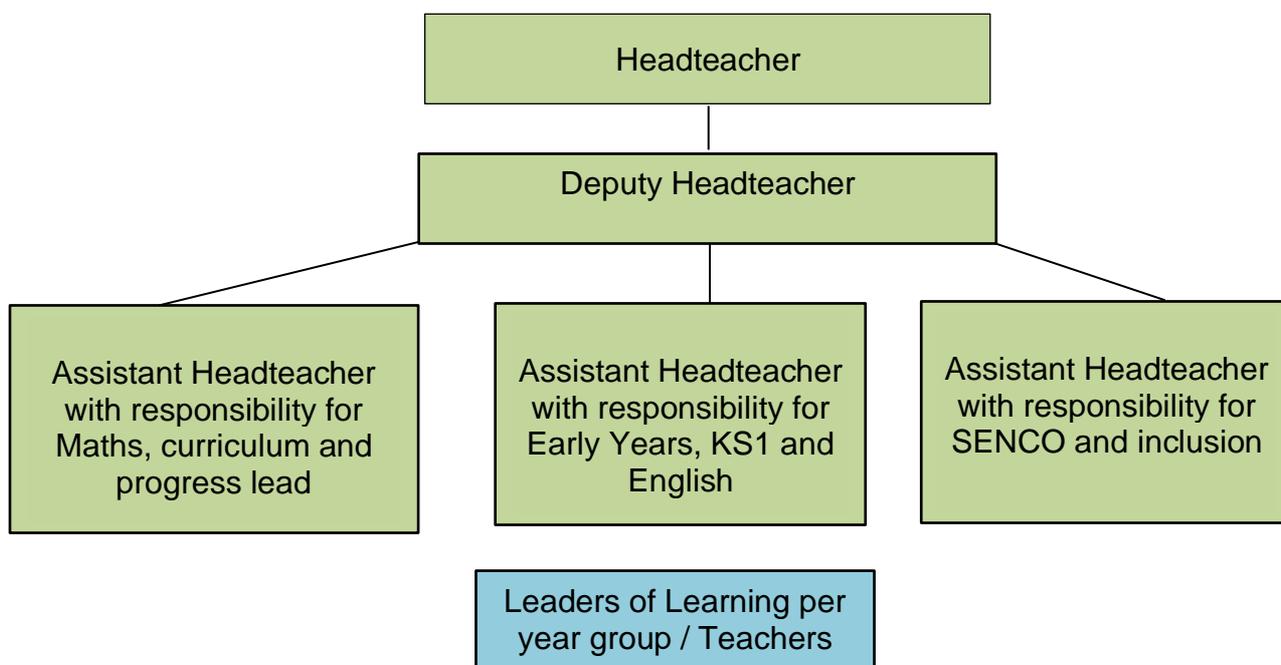
Walkergate Community School is a large primary school based over 2 sites in the east end of Newcastle. The school was awarded teaching school status in July 2017 and Research School status in 2019 on behalf of the trust.

We currently have 690 pupils aged from 2 to 11 with 3 classes in each year group. In 2020 Ofsted rated us as 'Good' and children told the OFSTED team 'that staff are always 'looking after [us] and looking out for [us]'

There is a free breakfast club on both sites for children in reception and years 1 – 6. After school, we offer a range of clubs for years 1 – 6 which are always popular and school participates in a wide range of sporting activities and competitions. At the heart of our work is a focus on quality first teaching.

Our school motto is 'Together we make a difference'. We are dedicated to working with children, parents and families to ensure that all Walkergate children achieve their very best in everything they do in a safe, happy and nurturing environment.

In this post, you will be leading an experienced SLT and large staff of over 100.



The advert

Headteacher, Walkergate Community Primary School

Leadership Pay Range L21 – L27 £68,347 - £79,167

To start September 2022

Due to the retirement of our current Headteacher, we are seeking to appoint an inclusive and innovative Headteacher, from September 2022, who can lead our school, at the heart of our community.

Walkergate Community Primary School is one of six primary and secondary schools within the NEAT Academy Trust family of schools. At the heart of our trust is the aim to nurture, educate, achieve and transform the lives of all young people within the communities we serve across the North East.

Our school is a large primary school based across 2 sites in the east end of Newcastle. We currently have 690 pupils aged from 2 to 11 and in 2020 Ofsted rated the school as 'Good'. Our school motto is 'Together we make a difference' and staff are dedicated to working with children, parents and families to ensure that all Walkergate children achieve their very best in everything they do in a safe, happy and nurturing environment.

The school was awarded teaching school status in July 2017 and Research School status in 2019. The Research School sits within the trust and has a designated lead, with the research school work being integral to the development of quality first teaching across the trust, alongside the regional and national work it undertakes.

We are looking for an inspiring leader, with the drive and vision to build upon the school's successes to date and develop a shared expectation of high educational standards in the school, taking this 'good' school to 'outstanding'. The ideal candidate:

- Has an excellent understanding of teaching and learning and SEND practice
- Has proven leadership qualities and ability to challenge, inspire and motivate colleagues
- Has a proven record as an innovative, resourceful and decisive leader; and
- Can actively participate in and develop further, schools' partnerships across the trust and with the local community.

In return we offer:

- collaborative networks of colleagues across the trust;
- a welcoming, friendly, hard-working and committed team of colleagues whom, at all levels, are dedicated to making a difference to the children in their care; and
- School teacher pay and conditions.

Like to find out more about this unique opportunity? Please get in touch on 0191 2284090 to arrange to visit during one of our open days or for an informal discussion with our CEO, Debi Bailey.

Interested in applying? If you share our passion and believe you can make a difference please read the accompanying person specification and job description and return your completed application form and equalities monitoring form by e-mail to admin@neat.org.uk no later than **12 noon on Monday 28 March 2022**.

NEAT Academy Trust is committed to safer recruitment practice and promoting the welfare of children and expects staff and volunteers to share this commitment.

The job description

Job Title:	Headteacher		
Location:	Walkergate Community School		
Salary Range:	L21-L27a		
Date:	February 2022	Status:	FINAL
Responsible to:	Chief Executive Officer, who is responsible to the Trust Board The Local Governing Committee, and its Chair in particular, will also work closely with the Headteacher in relation to driving the school forward and further developing local partnerships		
Responsible for:	School teaching and support staff		
Job purpose:	Lead, motivate and inspire students, staff, parents and the wider community Accountable for pupil progress, outcomes and academic results at the school within the context of the NEAT vision and values.		

The following is typical of the duties the post holder will be expected to perform. It is not necessarily exhaustive and other duties of a similar nature and level may be required from time to time.

Main responsibilities as Headteacher across the Main School Site and the Early Years site:

Educational leadership and management

1. Accountable for the performance, pupil progress and academic results of the school.
2. Ensure that the school has a robust school improvement plan and work with the Chief Executive Officer to ensure appropriate school improvement support is in place and evaluated.
3. Develop a shared expectation of outstanding teaching and learning and ensure staff are provided with effective opportunities to develop their professional expertise.
4. Create and support an aspirational and innovative culture of learning in the school.

5. Create a climate for learning and a system of monitoring and intervention that enables all students to thrive.
6. Set and embed high educational standards in the school.
7. Work with the Chief Executive Officer and other NEAT Principals/Headteachers to design and implement an effective curriculum and the broader student experience.
8. Set appropriate national curriculum targets for pupil outcomes and monitor attainment and progress against these.
9. Ensure the welfare and safety of all students from all groups, including their safeguarding.
10. Ensure appropriate strategies for managing attendance, behaviour and exclusions are implemented throughout the school.

Strategic leadership and management

1. Work with all stakeholders to develop a positive school ethos and culture.
2. Lead the school in partnership with the local governing committee and key senior leaders.
3. Agree, communicate and deliver aspirational short- and medium-term aims and objectives for the school within the context of the trust's longer-term vision.
4. Develop and maintain the values of NEAT within the school.
5. Contribute professionally to the broader NEAT agenda including the development and delivery of strategic plans and priorities.

People leadership and management

1. Lead on all staffing issues in the school, including the appointment and development of staff and dismissals.
2. Ensure a culture of working together to achieve high standards throughout the school.
3. Manage performance and ensure that staff receive appropriate support to achieve those high standards.
4. Ensure that appraisal and ongoing feedback are embedded for all staff in the school.
5. Make pay progression recommendations to the local governing body in line with NEAT pay policy.

6. Undertake effective planning to ensure that the staffing needs for the school are proactively identified and managed. Work collaboratively with the Chief Executive Officer and other NEAT Principals/Headteachers to identify shared staffing and recruitment approaches.
7. Create a climate of reflective practice and professional development that enables all staff to achieve their best. Contribute to and participate in shared CPD arrangements across NEAT.
8. Develop capacity within the senior and middle leadership teams.
9. Lead on organisation structure changes in the school with the support and guidance of the Chief Executive Officer.

Financial and business management

1. Work closely with the Chief Operating and Financial Officer to ensure budgets are set and managed within the guidelines agreed by the NEAT Board of Directors.
2. Monitor actual expenditure against budget.
3. Implement key Trust-wide policies and strategies e.g. finance, people management, equalities, diversity and inclusion, IT, information governance, health and safety, communication and engagement.
4. Ensure that efficient administrative systems are implemented and managed.
5. Manage and utilise the site and facilities to the benefit of the school, the trust and the local community. Collaborate with other schools in the trust to ensure best use of all facilities for the benefits of pupils.
6. Work with the Chief Executive Officer and other NEAT Principals/Headteachers to develop a shared resources strategy and be proactive in sharing back office services to deliver efficiency savings.

Parental, community and sector engagement

1. Develop strong and effective partnerships with parents.
2. Develop a thriving sense of school community to include present, past and future pupils and parents.
3. Create proactive links with the community including, for example, businesses, feeder schools, other local schools, local community groups and religious organisations.
4. Take an active role in developing networks across the education sector including other primary schools and multi academy trusts.

General responsibilities as NEAT employee:

1. Assist in maintaining a healthy, safe and secure environment and act in accordance with the trust's health and safety policies and the school's/central team's health and safety procedures.
2. Promote and implement the trust's equality policy in all aspects of employment and service delivery.
3. Promote and safeguard the welfare of children and young persons s/he is responsible for, or comes into contact with, in accordance with the trust's safeguarding policy and school's child protection policies and protocols.
4. Work to promote the vision and values of the trust.
5. Participate in appraisal, training and development and other activities that contribute to performance management.
6. Attend and participate in regular team and 1:1 meetings.

The person specification

JOB TITLE:	Headteacher – Walkergate Community Primary School
DATE:	February 2022
STATUS:	Final

CRITERIA	Essential/ Desirable	Application	Tasks	Interview	Vetting checks
Knowledge and qualifications					
1. Qualified teacher status	E	✓			✓
2. National Professional Qualification for Headship (NPQH) or other post-qualification educational leadership/management qualification e.g. MEd	D	✓			✓
3. Evidence of personal commitment to lifelong learning	E	✓		✓	
4. Wide, current knowledge and understanding of national and local education policy and research and how it translates into the school's/trust's context	E		✓	✓	
5. Thorough understanding of how young people learn and the core features of effective curriculum planning, delivery and assessment, particularly in Early Years to Key Stages 2 and transition to secondary	E		✓	✓	
6. Has a detailed understanding of the essential components of quality first teaching.	E		✓	✓	
Experience					
7. Substantial experience as a senior leader in a primary school	E	✓			✓
8. Previous experience as a Headteacher	D	✓			✓
9. Experience of accurately analysing quantitative and qualitative data to evaluate school performance and identify school improvement priorities	E	✓		✓	✓
10. Track record of successfully implementing whole school strategies to improve pupil outcomes	E	✓		✓	✓
11. Evidence of successfully developing teams of professionals, delegating with accountability and managing change	E	✓		✓	✓
Skills and competencies					
12. Inspires and influences all stakeholders to support the fundamental importance of education and aspiration in young	E		✓	✓	

CRITERIA	Essential/ Desirable	Application	Tasks	Interview	Vetting checks
people's lives					
13. Models good practice and leads by example with integrity, positivity, creativity, resilience and clarity	E		✓	✓	
14. Drives forward strategic priorities and translates these into practical actions which support and empower pupils and staff to succeed	E		✓	✓	
15. Demands ambitious standards and high expectations for all pupils to overcome disadvantage and advance equality	E		✓	✓	
16. High level critical reasoning skills to identify, construct and evaluate arguments, identify the relative importance of ideas and solve problems	E		✓	✓	
17. Makes sound decisions based on gathering information, generating suitable alternatives, accurately appraising options and evaluating impact	E	✓	✓		
18. Effectively manages own behaviour and relationships with others to provide appropriate support and challenge	E		✓	✓	
19. High level oracy and communication skills that are effective for a range of audiences	E		✓	✓	
20. High level numeracy and literacy skills to analyse and interpret complex data and write effective reports/documents for a range of audiences	E	✓	✓		
21. Committed to outward-facing schools working in partnership to champion best practice and secure excellent outcomes for all pupils	E		✓	✓	
22. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline	E			✓	✓
Other					
23. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role	E	✓		✓	✓
24. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role	E				✓

Living in North East England

You can reach our stunning coastline within minutes of leaving Newcastle's bustling city centre. Our region proudly hosts the world's largest half marathon and you'll find world-class sport in iconic venues, live music venues, theatres that attract Broadway shows, child-friendly museums, Michelin star dining and art galleries. Whilst nearby Northumberland countryside is renowned for its rugged beauty. With affordable house prices, the North-East offers an enviable quality of life. You can find out more about our vibrant region and the pride we have for our passionate city here: <https://www.visitnortheastengland.com/>



Working within NEAT

We offer our colleagues:

- great opportunities for continuing professional development including access to Outstanding and Developing Teacher Programmes and National Professional Qualifications for leadership roles, as well as trust-wide training and career pathways
- membership of the Teachers' Pension Scheme (for teachers) or the Local Government Pension Scheme (for support staff), which the trust also contributes to on your behalf
- recognition of previous service with other schools/academies, local government etc
- access to flexible working/accrued time policies wherever practicable
- a staff wellbeing offer
- good public transport and road links.

NEAT commitment to safeguarding children and young people

The trust and our schools are highly committed to safeguarding and promoting the welfare of children and young people.

We want to ensure candidates support this commitment. During the recruitment process we ask all applicants to tell us in confidence about any criminal convictions they have. This does not mean that you cannot work for NEAT if you have a criminal conviction as we will consider the age of the conviction, whether it is relevant to the job you applied for and any mitigating factors before making a decision. The successful candidate will also need to obtain an enhanced certificate from the Disclosure and Barring Service (DBS).

You should also expect that we will explore at interview any gaps in your employment history, why you want to work with children and young people and if you are able to keep them safe from harm. We also request information about your suitability to work with children from your referees, one of which must be your current or last employer.

Applying for this vacancy

Please read the job description/person specification for the post and the guidance notes thoroughly before completing an application form. Your completed application form, criminal record declaration form and equalities monitoring form must be received by **e-mail** no later than **12 noon on Monday 28 March 2022** to: admin@neat.org.uk. Please note that we do not accept CVs.