

INFORMATION PACK

Assistant Head of School- Stanley Grove Primary School

Bright Futures Educational Trust

Bright Futures Educational Trust (The Trust) is a multi-academy trust set up in 2011. The Trust is made up of a richly diverse group of schools in Greater Manchester and Blackpool. We are passionate about working together within and beyond the Trust to achieve our aspirational vision: the best *for* everyone, the best *from* everyone. We are an organisation that is underpinned by values of: community, integrity and passion. In everything we do, we remember that we are accountable to the children, families and communities that we serve.



Our schools have their own identities and form one organisation and one employer, Bright Futures Educational Trust. Bright Futures' Board of Trustees maintains strategic oversight of the Trust and delegates some of its responsibilities to the Executive Team, Principals and local governing bodies. We place a high value on integrity and probity and take seriously our accountabilities for making the best use of public money. How decisions are made is described in our delegation framework. You can find out more about the Trustees and the Executive Team on our website: <http://bfet.co.uk/about-us/>.

The central team, comprises the Executive Team: John Stephens, CEO; Edward Vitalis, Chief Operating Officer; Gary Handforth, Director of Education; Lisa Fathers, Director of Teaching School and Partnerships and Lynette Beckett, Director of HR & Strategy. The focus of these roles is to work with schools, providing high quality and timely guidance, leadership, challenge and support. In addition to the executive team, we have central operations for finance, HR, educational psychology and Digital Technologies. Please see our website brochure which explains our central operations: [Working together for a Bright Future.](#)

Bright Futures Development Network is another important outward facing component of our organisation. Underneath this umbrella we have 5 network hubs. 'The Alliance for Learning' (AFL) which provides school improvement services and CPD to over 700 schools (<http://allianceforlearning.co.uk/>); a North West Maths' hub providing mathematics training and coaching to 500 schools: a SCITT (School Centered Initial Teacher Training) which is the largest in the North West. After significant national reforms to the teaching school policy, Bright Futures was designated with two new large-scale Teaching School Hubs in 2021. The areas we serve are Manchester, Stockport, Salford and Trafford.

Collaboration and strong relationships form one of the 'commitments' in our Strategy and all components of the Bright Futures' family work closely together. Our Strategy was developed collaboratively and can be found on our website: [Our Strategy.](#)

Stanley Grove Primary School
Parry Rd, Longsight, Manchester M12 4NL

Stanley Grove is a larger than average primary school, with a PAN of 690, and joined BFET as a sponsored academy in August 2012. The school was fully refurbished in 2016-2017. The new school facilities incorporate the 1902 Victorian building and a large new extension, which provides a modern EYFS unit and KS1 and 2 shared learning spaces. The outdoor facilities include a Forest School area and a full sized 3G pitch with flood lighting.



The majority of pupils come from minority ethnic backgrounds with the largest group from Pakistani backgrounds. 90% of pupils speak English as an additional language and we have 26 different languages spoken in school. The proportion of pupils known to be eligible for pupil premium funding is high (49%) The proportion of pupils who have SEN 9.4% and the school has two Pathways groups, which offer specialist teaching and curriculum to support children who have high levels of additional need. Pupil outcomes are below national expectations, we need to build on and sustain recent improvement.

The school's curriculum follows the principles of social and associative learning. Our drivers shape the curriculum, bring about the aims and values of the school and respond to the particular needs of our community. These drivers are communication, exploration and creativity. Children are given many opportunities for enrichment through visitors, trips, residentials and as a Unicef 'Rights Respecting School', we promote children's rights and give opportunities to explore the experiences of others whose lives are different to ours.

Developing communication is one of Stanley Grove's key priorities. We provide screening and support for communication in EYFS and KS1 and are an Elklan 'Communication Friendly School'. Throughout the school, lessons provide children with opportunities to develop their vocabulary and oracy skills. Mental health awareness is promoted with staff through our Mental Health First Aider and pupils by our Mental Health Ambassadors. We have been working to ensure our curriculum content reflects our community and promotes diversity. The school one the Youth Sports Trust 'Outstanding Primary School' award in 2019, for our work on increasing opportunities in sports participation.



Stanley Grove is a happy school where pupils thrive in the exciting and caring atmosphere. Staff live our BFET vision of 'the best for everyone, the best from everyone', to provide every child with an education that right for them and widens their horizons.

OFSTED inspected Stanley Grove on 3rd & 4th July 2019 giving school a 'good' rating.

Find out more about our school on the website: [Stanley Grove Primary Academy](http://stanleygrove.manchester.sch.uk/)
<http://stanleygrove.manchester.sch.uk/>

Why work for us?



We offer a great opportunity to join an organisation which really lives its values. Our working environment is very inclusive and whilst you can expect to be challenged in your role, you will be supported through professional learning, treated fairly and with dignity and respect. Please see the Equality, diversity and inclusion statement on our website: <http://bfet.co.uk/vacancies/>.

Terms and Conditions

- Salary:** Leadership L6–L12 (£47,968 -£55,608)
- Pension:** Teachers Pension Scheme: <https://www.teacherspensions.co.uk/>
- Other:** We offer salary sacrifice schemes for purchasing bikes used for travel to work and technology for personal use, through monthly interest free salary deductions.
- Start Date:** September 2021

How to Apply

We can only accept completed application forms, rather than CVs. This is because the regulatory guidelines of Keeping Children Safe in Education, require us to check various details of job applicants and an identical application format for each candidate enables us to do this.

Applicants need to download and complete the Teaching Staff Application form and Disclosure of Criminal Background form. **Both** completed forms should be emailed to kmcgowan@sgpa.bfet.uk by 12.00noon on Wednesday 12th May 2021.

The selection process will take place at Stanley Grove Primary Academy on Friday 21st May 2021.

Finding out more about Bright Futures and Stanley Grove

Prospective candidates are invited to request a telephone call or tour of the school with Amy Footman, Head of School. Please contact the school at admin@sgpa.bfet.uk.

Keeping Children Safe in Education

Bright Futures Educational Trust is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974; pre-employment checks will be carried out and references will be sought for shortlisted candidates and successful candidates will be subject to an enhanced DBS check and other relevant checks with statutory bodies.

Data Privacy

You can the details of how we use the personal data that you provide us with in our Job Applicants' privacy notice on our website: <http://bfet.co.uk/wp-content/uploads/2018/07/BFET-Applicant-privacy-notice-002.pdf>

JOB DESCRIPTION

Assistant Head of School- Stanley Grove Primary Academy

The Assistant Head of School at Stanley Grove Primary Academy will provide the leadership required to ensure the best *for* everyone, the best *from* everyone. We are looking for candidates who see collaboration as a means to strive for excellence in both their professional development and outstanding provision for all pupils.

The post reports into the Head of School and is supported by a strong leadership team and leadership colleagues in our family of schools and the central trust team.

The detail of the role description is contained below.

Key Responsibilities of the role

Excellent progress and achievement for all pupils

- Leading on teaching and learning to ensure the highest standards of attainment and progress are achieved.
- Effective use of accurate data to inform planning and support strategies to raise attainment, secure good progress and address underperformance of groups and individual pupils.
- Ensuring the continuing development of a rich and relevant curriculum and enrichment programme.
- Collaboration within the school, the Trust, and other partner schools to identify and maximise opportunities.
- Ensuring high quality staff training and development successfully impacts on raising standards in teaching and learning.
- Ensuring that learning is at the centre of strategic planning and resource management.
- Securing exemplary behaviour and attendance for all pupils and staff.

An environment where our people are valued

- Ensure that all staff are positively engaged, enjoy equitable treatment, are held to account, supported and challenged. To nurture an environment where people's wellbeing and development are evident through compassionate behaviours, strategies and decision making.
- Line management staff to ensure that people are listened to and held to account, whilst being supported and offered opportunities to develop.
- Staff training and development is targeted to needs, monitored and measured to ensure that it positively impacts on teaching and learning standards.
- Implement the trust's people policies to ensure that people are supported and developed appropriately and in accordance with our vision, mission, values and commitments.
- Support in the development of health, wellbeing, safeguarding and general safety across the academy for pupils and staff, ensuring that a safe environment is experienced by all. Open and transparent verbal and written communication strategies are implemented with staff, pupils, parents/carers and the local community, as appropriate.
- Develop an innovative and inspiring culture, including active engagement with other schools, all stakeholders, agencies and parents/carers to build an effective learning community.

Ensure financial viability

- Oversee the management of budget(s) in line with areas of responsibility.
- Contribute to the production of annual school budgets, for approval by the Trust Board, which support school improvement and value for money

Robust governance and systems and processes

- Support the development and maintenance of school policies and practices to ensure consistent application.
- Support in the production of transparent and thorough materials and updates to the Head of School in order for the governing body to challenge and hold the school to account and/or to make decisions.
- Support in the establishment of robust systems and processes across all areas of the academy to achieve an environment that runs efficiently and effectively, reduces unnecessary workload and ensuring that the impact can always be measured.
- Support the school's coaching ethos.

Community

- Be a visible presence for pupils, parents/carers and the local community and sustain effective and positive relationships.
- Work closely with the community, schools, the local authority and other agencies as and when required and foster effective and positive relationships.
- Contribute to support programmes for pupils and staff that may include occasional weekends and holiday periods.

Other general Senior Leadership responsibilities, behaviours and expectations

- Develop and maintain a culture of high expectations for self and others.
- Lead by example in all aspects of leadership consistently promoting the Trust's vision, values and commitments
- Commitment to the development of all staff as well as challenging underperformance at all levels and ensuring effective action and follow up at an appropriate pace.
- Work to the 'Nolan Principles' of public life: Selflessness, Integrity Objectivity, Accountability, Openness, Honesty, Leadership.
- A commitment to maintaining confidentiality and acting with discretion at all times
- A positive approach to challenges, which seeks solutions to problems and addresses difficulties with positivity and good humour.

PERSON SPECIFICATION

Category	Essential	Desirable	Means of identification
Qualifications, Education, training	Degree with qualified teacher status and/or QTS by any other approved route	Post graduate qualification and/or professional qualification e.g. NPQSL	Application form Certificates
Relevant Experience	<p>Successful leadership within a middle or senior role, demonstrated with outcomes</p> <p>Track record as a leader, of raising standards and achievement, demonstrated with outcomes</p> <p>Evidenced experience across the broad range of key responsibilities outlined in the job description</p> <p>Excellent classroom practitioner</p>		<p>Application form</p> <p>Interview</p> <p>Tasks</p> <p>References</p>
Our Values	Community: Evidence of working together for a common purpose and encouraging diversity		<p>Interview</p> <p>Tasks</p>
	Integrity: Evidence of doing the right things for the right reason		<p>Interview</p> <p>Tasks</p>
	Passion: Evidence of taking personal responsibility, working hard and having high aspirations		<p>Interview</p> <p>Tasks</p>
Pre-employment screening	<p>Enhanced DBS check</p> <p>2 satisfactory employment references, from the last two employers</p> <p>Evidence of the right to work in the UK</p>		<p>On-line DBS check</p> <p>References deemed suitable by BFET</p> <p>Passport or other evidence allowed by UK Home Office</p>