

Saxton Bampfylde



Whitehall
Park School
LEARN ENJOY SUCCEED



Bellevue Place
EDUCATION TRUST

Appointment of Headteacher

February 2024 | Reference: SBMEC1

Introduction & Welcome

Welcome to Whitehall Park School – A Thriving Community of Learning Excellence.

On behalf of the Board of the Bellevue Place Education Trust (BPET), we would like to thank you for your interest in the role of Headteacher at Whitehall Park School. As you explore the contents of this pack and undertake further research, we hope you will be inspired to explore first hand the vibrant atmosphere and exceptional work at Whitehall Park School, as well as our overarching mission as a multi-academy trust.

Nestled in the heart of Islington, the school stands and aspires to be a beacon of educational excellence. With a strong sense of community and dedicated parental involvement, we are poised to ascend to new heights. Boasting a recent Ofsted rating of "Good" and exemplary pupil outcomes in Year 6, our focus lies in delivering a comprehensive curriculum that ignites a passion for lifelong learning.

As a Trust, empower all schools as individual entities that best meet the needs of the communities they serve and have a strong relationship with families, who are our key partners in delivering the vision. We benefit from a prime location amidst a thriving local community. Our school boasts modern facilities, fostering an enriching learning environment for both students and staff. Joining our dedicated team means becoming part of a passionate group of educators committed to excellence in teaching and learning. Moreover, our inclusive environment prioritises high-quality inclusion for children with Special Educational Needs, ensuring every student receives the support they need to thrive.

What We're Looking For:

- **Visionary Leadership:** We seek a Headteacher with a bold vision and strategic mindset to lead our school to unparalleled success.
- **Relationship Building Skills:** Cultivate strong connections with experienced staff and all stakeholders to nurture a collaborative and supportive atmosphere.

- **Resilience and Determination:** We're looking for someone who thrives in challenging situations and can lead with confidence and resilience.
- **Challenger Seeker:** Are you ready to take on the challenge of revitalizing our school after a few leadership transitions?

Why You Should Apply:

- **Opportunity for Impact:** Make a real difference in the lives of pupils and contribute to their success and well-being.
- **Professional Growth:** Join a supportive environment that values continuous professional development and offers opportunities for career advancement.
- **Exciting Challenge:** Take on the challenge of leading a school with immense potential and help shape its future success.

The candidate brief gives some background information about BPET's development to date, the expectations for the Headteacher role, the current organisation, and the key themes of the BPET vision. If you're a dynamic and forward-thinking leader with a passion for education, we want to hear from you. Apply now and become an integral part of our incredible journey towards excellence. Don't miss this opportunity to lead a thriving school community in Islington!

Good luck with your application and thank you for your interest in Whitehall Park School



Mark Greatrex
Chief Executive

About Whitehall Park

Whitehall Park School opened in September 2014 in temporary accommodation but moved to its current location in February 2017. As a free school, the application for this school was to provide additional high quality primary school places to meet the need for a shortage of school places in the Islington and Haringey area. Whitehall Park School is part of the Bellevue Place Education Trust.

We are a non-selective, non-denominational, co-educational school that opened with 60 pupils in each year group. The school had its first Year 6 pupils in 2020/21, with 25% of the cohort leaving for selective independent schools, the most going to Highgate.

What we stand for:

- Raising the educational sights of pupils and parents alike
- High standards of teaching and a commitment to high levels of achievement
- An active partnership between the parents/carers and the school
- Creating a secure environment, with clear boundaries, in which every child achieves to their full potential
- A broad, balanced and enriching curriculum with an emphasis on core learning and a focus on ICT
- A lifelong love for learning

School Context:

The school serves a wide range of nationalities with 45% of the pupils having English as an Additional Language and 35% of pupils eligible for Pupil Premium funding. There is strong community and parental support for the school, which is very aspirational and supportive of their children. With Islington being an affluent area, there is competition for pupils from nearby state and independent schools so the relationship with parents is a critical part of the role.

School Performance:

The school received its second Ofsted inspection in September 2022 and was judged Good. A copy of the Ofsted report can be found on the school website. In 2023 the end of Key Stage 2 results show that pupils are all above the national average for reading, writing and maths.

Facilities:

Our exciting new building opened in 2017, offering state of the art facilities, group rooms, along with a dance studio and art room. The hall serves lunches and is also used for assemblies and PE. There is great outdoor space.

We also have access to a playground and green space, along with a large multi-use games area for pupils.



Vision & Values

Here at Whitehall Park School we promote our values throughout our school day.

What we want for our children:

- To feel safe and valued as part of a caring learning community that nurtures every child and celebrates success.
- To be independent learners who are able to seek solutions creatively and co-operatively.
- To be aspirational.
- To be confident enough to take risks in our learning and to learn from our mistakes.
- To experience and actively participate in a relevant, enjoyable curriculum that evolves to meet the needs of all.
- To be polite and courteous.
- To understand and respect diversity.
- To be aware of and recognise our own learning strengths, as well as needs and to be involved in planning future steps.
- To thrive and become independent learners and thinkers.
- To foster a sense of belonging within our community.

School Values at Whitehall Park:

We are a values-based school which, seeks to promote an educational philosophy based on valuing self, others and the environment through the consideration of an ethical values vocabulary.

Values are principles that guide behaviour. At Whitehall Park School all adults are encouraged to model values and to give time for reflective practices. We believe that this empowers individuals to be effective learners and good citizens. We promote and teach these values to our pupils to ensure they develop the skills to be good citizens now and in the future.

Following our discussions with children and families, we created our own Whitehall Park School values. We promote and teach these values to our pupils to ensure they develop the skills to be good citizens now and in the future.

The values are: Respect, Independence, Innovation, Resilience, Compassion, Aspiration.

Ethos:

Our pupils will be confident, happy, and successful.

Tolerance, courtesy, understanding and compassion are hard-wired into our ethos. While our focus is on achievement during their time with us, we will never lose sight of the fact that those in our care are beginning their journey and that we are preparing the successful adults of tomorrow for whatever path they choose. Our pupils will be encouraged to understand their place in the wider community and the world, and to learn important skills such as teamwork.

About Bellevue Place Education Trust

BPET is a successful and growing multi academy trust and educational charity which supports 11 primary schools across London and Berkshire. We are very proud of the academic rigour our schools follow, and the great outcome our pupils achieve through rich and broad curriculum offer, taught with an exciting approach with reasoning and critical thinking at its heart. Collectively, we educate 3,680 pupils.

We were founded by two organisations passionate about providing high quality education provision: Bellevue Education Ltd – experienced in running a family of 25 independent schools in the UK and Europe – with a highly-regarded education consultancy, Place Group, experienced in driving value for money and compliance. We are proud to offer an exciting model of education, using the experiences of the independent schools sector, combined with the efficiency of a private sector company, and offer this to all children via state schools.



Learn, Enjoy, Succeed

Every BPET child and staff member enjoys a broad (LEARN) and enriched (ENJOY) learning experience, enabling them to achieve far greater individual success (SUCCEED) than they might previously have thought possible.

Our Mission

To grow hubs of like-minded, autonomous schools, well-supported, all of which combine academic rigour with highly enriched opportunities that deliver a personalised approach to education and exceptional outcomes for all.

Our Difference

We are leading the way in delivering high quality education through a skills-based curriculum, applying the best of the independent and state sectors to deliver breadth of opportunity and pupil enrichment. We empower all our schools as individual entities that best meet the needs of the communities they serve and have a strong relationship with parents, who are our key partners in delivering the vision.

Our Promise

Every child is an individual. Our role is to nurture pupils' potential through a personalised approach to learning. BPET children are happy, independent, confident all-rounders. We encourage a 'be interested and be interesting' attitude in children and staff alike. We don't just teach; we want our pupils to have a passion to learn. Our focus is on all pupils, regardless of background or academic ability, focusing on pupils with Special Educational Needs as well as those who are more-able.



The Role

Whitehall Park & BPET now look to appoint an inspiring and collaborative new Headteacher. This is an excellent opportunity for the new Headteacher to lead an outstanding school to the next level, delivering the BPET and school vision, which is for all pupils to receive a broad and balanced curriculum that combines academic rigour with highly enriched opportunities that deliver a personalised approach to education and exceptional outcomes for all.

Main Purpose:

- Devise, agree and implement a strategic plan that realises and sustains the Trustees' vision for the school to which you are appointed.
- Ensure that learning is at the heart of everything the school does.
- Develop a culture that promotes inspired teaching and outstanding learning.
- Develop school policies and practices that promote effective learning in a safe and secure environment.
- Take a strategic role in the development and use of existing and emerging learning resources to ensure continuous improvement in learning experiences and pupil outcomes.
- Continuously monitor, evaluate and review every aspect of school life.
- Take any and all legitimate actions necessary to achieve successful outcomes in keeping with strategies and targets agreed with the Local Advisory Board and BPET.

Planning and setting expectations:

- Adopt, take forward and develop the vision and ethos of the school.
- Set the tone of the school in keeping with its character as an all-ability school within the BPET family of schools.
- Lead and manage strategic planning, which identifies priorities and sets targets to ensure that pupils make progress and achieve high standards and that staff work to their maximum potential.
- Carry out effective monitoring, evaluating and reviewing procedures to manage whole school improvement.
- Think creatively to anticipate and solve problems and identify opportunities.

Teaching and planning pupil learning:

- Create and maintain a climate and code of conduct which promote and secure successful learning through effective teaching. Sustain high standards of achievement and promote positive behaviour through whole school behaviour management.
- Determine, organise and implement an appropriate curriculum to meet the needs of the twenty first century child in the context of the character of the school.
- Operate and sustain monitoring and assessment procedures, acting upon any identified areas for development and improvement.
- Monitor and evaluate the quality of teaching and the standards of pupils' learning including those identified as being more-able and those with Special Educational Needs (SEN), in order to set and meet challenging targets.
- Promote positive practices for developing good race relations and dealing with harassment.
- Ensure that improvements in English, mathematics, science and computing are priority targets for all pupils, including those identified as more-able and SEN pupils.
- Ensure that pupils develop study skills in order to learn more effectively and with increasing independence.

Assessment and evaluation

- Monitor, evaluate and review the effects of policies, priorities and targets and take action as necessary.
- Ensure the use of comparative data, which is pupil specific in order to establish benchmarks and set targets for improvement.

The Role

Pupil achievement:

- Make explicit to pupils, parents, teachers and the wider community, the school's and BPET's high expectations for all children.
- Ensure resourcing and staffing are dedicated to achieve the highest standards for all pupils.
- Ensure that effective mentoring and tutorial systems are in place to support pupil achievement.

Relations with parents / carers and the wider community:

- Account for the efficiency and effectiveness of the school to the Local Advisory Board and others including pupils, parents, staff, and the local community.
- Develop positive relationships with the community, including business and industry, to extend the curriculum and enhance learning and teaching.
- Create and maintain a successful partnership with parents and the wider community to support and improve pupils' achievement and personal development.
- Maintain liaison with nurseries, secondary schools, other primary schools and relevant agencies related to pupil welfare and achievement.
- Present a coherent and accurate account of the school's performance in order to inform a range of audiences, including local advisers, BPET, the LA, the local community and Ofsted.
- Ensure that parents and pupils are well-informed about the curriculum, progress and attainment and about their shared responsibilities.

Managing own performance and development:

- Participate in arrangements for Performance Management and take responsibility for own professional development.
- Prioritise and manage own time effectively.
- Work under pressure and to deadlines.
- Sustain own motivation and that of other staff.



The Role

Managing and developing staff and other adults:

- Directly line manage the Deputy Headteacher/s, Assistant Headteacher/s, Phase Leaders, SENCO and Office Manager.
- Implement and sustain effective performance management systems.
- Support and co-ordinate high quality professional development to enable staff to fulfil their roles to the best of their abilities.
- Maximise the contribution of staff to improve the quality of education provided and standards achieved and ensure that constructive working relationships are sustained between staff and pupils.
- Plan, allocate, support and evaluate work undertaken by groups, teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities.
- Lead professional development of staff through example.

Managing resources:

- Work with the BPET central team and senior colleagues to recruit staff of the highest quality.
- Work with senior colleagues to deploy all staff effectively in order to improve the quality of education provided.
- Set appropriate priorities for expenditure, allocate funds and ensure effective administrative control.
- Manage and organise accommodation efficiently and appropriately to ensure that the needs of the curriculum and health and safety regulations are met.
- Manage, monitor and review the range, quality, quantity and use of all resources in order to improve pupils' achievements and secure value for money.

Strategic Leadership:

- Provide direction to secure the highest level of achievement for each pupil; sustain the growth of their spiritual, moral, cultural, mental and physical development and prepare them for the opportunities, responsibilities and experiences of future life including secondary schooling.
- Present a coherent and accurate account of the school's performance in a form appropriate to a range of audiences, including local advisers, BPET, the DfE, the local community and Ofsted.
- Lead by example, provide inspiration and motivation, and embody for the pupils, staff, local advisers and parents the reality of the school's vision.
- Ensure that all those involved in the school are committed to its aims and are accountable in meeting long, medium and short-term objectives to sustain school improvement.
- Ensure that the management, organisation and administration of the school support its vision and aims.
- Provide information, objective advice and support to the Local Advisory Board to enable it to meet its responsibilities to provide effective learning and teaching, improve standards of achievement and secure excellent value for money.



The Person

We are seeking a senior leader in the primary sector; you will have a strong track record in leadership and core learning. Capable of interpreting, developing and implementing the BPET education vision, your excellent communications skills will be vital in promoting the school to the community and delivering a high standard of education through a broad and balanced curriculum. In return, you will get the rare chance to lead a strong school in a purpose-built environment, ensuring that every element is optimised to deliver the highest level of teaching and learning. Furthermore, you will receive unparalleled access to support and to career advancement through our network of schools and development programmes.

Experience:

- Experience of Senior Leadership in a 4-11 school as a Headteacher, Deputy Headteacher or Assistant Headteacher.
- Successful experience of leading one or more Key Stages 1/2 or equivalent.
- Substantial, successful teaching experience with evidence of high-quality teaching ability.

Professional Development and Experiential Learning:

- Evidence of continuing professional development relating to school leadership and management, and curriculum/teaching and learning.
- Ability to identify own learning needs and to support others in identifying their learning needs.

Strategic Leadership:

- Ability to articulate and share Trustees' vision of education.
- Evidence of having successfully translated vision into reality (whole-school).
- Ability to inspire and motivate staff, pupils, parents, and governors to achieve the aims of the school.
- Evidence of successful strategies for implementing whole-school plans.
- Ability to analyse data, develop strategic plans, set targets, and monitor/evaluate progress towards these.
- Knowledge of what constitutes quality in educational provision, the characteristics of effective schools, and strategies for raising standards and the achievement of all pupils.
- Understanding of and commitment to promoting safeguarding of pupils.

Teaching and Learning:

- Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils.
- A secure understanding of assessment strategies.
- Experience of effective monitoring/evaluation of and intervention in teaching and learning.
- Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management.

Leading and Managing Staff:

- Experience of working in and leading staff teams.
- Ability to delegate work and support colleagues in undertaking responsibilities.
- Experience of performance management as a reviewer and reviewee and supporting CPD needs of colleagues.
- Understanding of effective budget planning and resource deployment.

Accountability:

- Ability to communicate on school performance effectively, orally and in writing to a range of audiences.
- Ability to provide clear information and advice to staff and local advisers.
- Secure understanding of effective performance management.

The Person

Skills, Qualities & Abilities:

- High-quality teaching skills.
- Strong commitment to the vision and ethos of the school.
- Commitment to their own personal development and that of pupils.
- High expectations of pupils' learning and achievement, academic and non-academic.
- Strong commitment to school improvement and raising achievement for all.
- Ability to build and maintain good relationships.
- Ability to remain positive and enthusiastic when working under pressure.
- Ability to organise work, prioritise tasks, make decisions, and manage time effectively.
- Empathy with children.
- Good communication skills.
- Good interpersonal skills.
- Stamina and resilience.
- Flexibility.
- Confidence.

Desirable:

- Qualified teacher status.
- NPQH (National Professional Qualification for Headship).
- Masters or equivalent in a relevant discipline.
- Teaching experience in Foundation Stage, or KS1, or KS2.
- Experience of teaching in more than one 4-11 school with an all-ability, diverse intake.
- Experience of working with other schools/organisations/agencies.
- Experience of leading/coordinating professional development opportunities.
- Experience as an executive leader across institutions.
- Experience of managing capital projects.
- Experience of e-learning, including as a user of blended learning provision or scripting e-learning resources.
- Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to pupil personal development.
- Experience of working with governors to enable them to fulfill their responsibilities.
- Successful involvement in staff recruitment, appointment/induction.
- Understanding of how financial and resource management enable a school to achieve its educational priorities.
- Leading sessions to inform parents.
- Experience of offering challenge and support to improve performance, e.g., SIP (School Improvement Partner).
- Ability to manage public relations.
- ICT skills.



Terms of Appointment

Salary: L14 – L24 (£74,295 - £92,002) and performance related bonus

Location: Whitehall Park School, 106 Hornsey Ln, London N6 5EP

Benefits of joining the Trust:

- Along with joining a successful and growing multi academy trust, you will also benefit from a range of employment incentives that includes:
- Pension offer through either the Teacher Pension Scheme or the BPET Stakeholder pension (with Scottish Widow), which has between a 0-2% employee contribution
- Performance related bonus
- Travel loan and Bike to work scheme
- Childcare Vouchers
- A deep commitment to professional development in the role – i.e. all Heads have a mentor.

Safeguarding Statement

BPET are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. Staff must work in accordance with Child Protection procedures and Child Protection/Safeguarding Policy and understand their role within that Policy.

KCSIE online checks

In line with the latest KCSIE guidance, Saxton Bampfylde will conduct a search of online records that are publicly available on shortlisted candidates. These checks are used only to meet the intended purpose of the KCSIE's recommendation in relation to whether an applicant is suitable to work with children and young people. All data will be held in line with data protection regulations.



How to Apply

Saxton Bampfylde Ltd are acting as an employment agency advisor to Bellevue Place Education Trust on this appointment.

Candidates should apply for this role through our website: www.saxbam.com/appointments using code SBMEC1.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application.

The closing date for applications is noon on Monday 29th April.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



Saxton Bampfylde

LONDON

9 Savoy Street
London WC2E 7EG

EDINBURGH

46 Melville Street
Edinburgh EH3 7HF

saxbam.com

Partners in **Panorama** –
Search around the world
panoramasearch.com

