

***“Working Hard, Trying our Best, Having Fun”***

Executive Headteacher & Director of Primary

Education

**Application Pack April 2025**

Barnacre Road Primary School is a vibrant and inclusive educational institution committed to providing a nurturing environment where every child can thrive. The school is mixed, catering to pupils aged 4-11, the school also has a foundation stage welcoming children from age 2.

Barnacre Road Primary School is an inclusive school with an educational philosophy centred around the child. As part of The Bay Learning Trust, the school benefits from collaborative opportunities that enhance the educational experience for its pupils.

# Our Mission

At Barnacre Road Primary School, our Mission is encapsulated in our motto: "At our school we value everyone, and learning is about: Working Hard, Trying our Best, Having Fun." We strive to foster a love for learning, encourage perseverance, and ensure that education is an enjoyable journey for all our pupils.

# A School at the Centre of the Community

As a proud member of The Bay Learning Trust, Barnacre Road Primary School collaborates with other schools in the area to provide high-quality education and share best practices. This partnership enriches our curriculum and offers additional opportunities for both pupils and staff.

# Curriculum

Our curriculum is designed to be broad, balanced, and engaging, following the National Curriculum guidelines. We employ a variety of teaching and learning styles to ensure that pupils are actively involved in their education. Detailed information about each subject area is available on our website, covering:

* English
* Mathematics
* Science
* Art and Design
* Computing
* Design and Technology
* Geography
* History
* French
* Music
* Physical Education
* Personal, Social, Health, and Economic Education (PSHE)
* Religious Education

Each subject area is supported by comprehensive resources and planning to cater to the diverse needs of our pupils.

# Pastoral Care and Academic Guidance

We place a strong emphasis on the welfare and academic progress of our pupils. Our dedicated staff work closely with children to provide support, guidance, and encouragement throughout their educational journey. Regular assessments and open communication with parents ensure that each child's individual needs are met effectively.

# Links Between Home and School

We believe that a strong partnership between home and school is vital for the success of our pupils. We maintain open lines of communication through regular newsletters, parent meetings, and our online platforms. Parents are encouraged to be actively involved in their child's education and participate in school events and activities.

# Special Educational Needs and Disabilities (SEND)

Barnacre Road Primary School is committed to inclusivity and ensuring that all pupils, regardless of their abilities or needs, have access to a high-quality education. Our SEND policies and practices are designed to support and accommodate pupils with diverse learning requirements.

# Co-Curricular Activities

We offer a wide range of extracurricular clubs and activities to enrich our pupils' learning experiences. These activities vary throughout the academic year and may include:

* Cookery Club
* Drama Club
* Eco Club
* Sports Teams
* Music Ensembles

Participation in these activities helps pupils develop new skills, build confidence, and foster a sense of community within the school.

# School Uniform

We set high standards for personal appearance and expect all pupils to dress smartly in the appropriate school uniform. Uniform guidelines are provided to parents and are available on our website.

# ICT Resources

In recent years, the school has invested significantly in developing our ICT infrastructure. We have a state-of-the-art Wi-Fi system and an excellent Virtual Learning Environment. Each classroom is equipped with modern technology to enhance teaching and learning experiences.

# Barnacre Road Primary School in the Community

Our school actively engages with the local community, encouraging pupils to participate in various initiatives and fostering a sense of social responsibility. We collaborate with local businesses, charities, and organisations to provide enriching experiences and learning opportunities for our pupils.

# Our Local Area

Situated in the charming town of Longridge, Lancashire, Barnacre Road Primary School benefits from a blend of rural beauty and accessible amenities. Longridge is renowned for its historic market, scenic countryside, and strong community spirit. The town offers excellent transport links, with easy access to the M6 motorway, connecting us to larger cities such as Preston and Lancaster. The picturesque landscapes of the Forest of Bowland Area of Outstanding Natural Beauty is just a short distance away, providing ample opportunities for outdoor learning and exploration.

# Why Work for Us?

* A bespoke CPD programme for all staff, exciting career opportunities
* Access to a range of Middle and Senior Leadership Programmes.
* Visible and high-profile Senior Leadership Team
* Collaborative planning with centralised, shared schemes of learning and resources
* Close working relationship with colleagues across our Multi-academy Trust

# Employees can benefit from:

* Competitive salary
* Pension scheme
* Family-friendly leave, pay and working arrangements
* Free on-site parking
* Relevant CPD opportunities
* An enthusiastic and highly professional staff team
* A professional working environment in which all staff are valued, listened to and encouraged to use their gifts and talents

For more detailed information about our school policies, curriculum, and latest news, please visit our official website: [Barnacre Road Primary School](https://www.barnacreroadprimary.co.uk/).

# About The Bay Learning Trust

The Bay Learning Trust is a community of like-minded schools. We serve our community to enable pupils to flourish and achieve excellence.

The Trust was set up by Ripley St Thomas Church of England Academy in 2016. In 2018 we were delighted to welcome Carnforth High School into our Trust family, and then Morecambe Bay

Academy and Central Lancaster High School in 2019, followed by Longridge High School in 2023. On the 1st February 2024, The Bay Learning Trust further expanded by welcoming Barnacre Road Primary School into the Trust family.

# Our Vision and Values

## Our Vision:

***We aim for all our pupils to live life in all its fullness so they can flourish spiritually, academically and personally.***

## Our Values:

**Excellence**, **Integrity** and **Service** sit at the heart of all we do and underpin how we work together within our schools and our wider community

**Job Description**

**Executive Headteacher & Director of Primary Education – Barnarce Road Primary School**

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| Salary/graderange | L19 £77,552- L23 £85,529 |
| Location | Barnacre Road Primary School |
| Reports To | Director of Ripley ITT |

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| **Purpose of role:*** To lead primary provision within the Trust and Barnacre Road Primary School
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| **Key accountabilities (and specific duties / responsibilities):****Vision and Values*** Create a positive culture of challenge, support, high expectations and self- accountability to improve the quality of teaching and leadership
* Ensure that the Bay Learning Trust enables all staff to have the skills and knowledge to provide the best education and service to our young people
* Ensure that staff are fully supported to gain new skills and knowledge to enable career progression
* Remaining up to date with Ofsted frameworks and ensuring inspection readiness

**Leadership and Management*** Ensure the dissemination of best practice, championing exceptional practice and innovation across the Trust that is making a difference for young people, in order that this can be extended to impact more widely
* Ensure that staff are ambitious for all pupils to achieve excellence and grow in body, mind and spirit.
* Strategically plan for the Trust to work in partnership with local primary schools
* To lead the growth and development of The Bay Learning Trust Primary cluster
* To work with headteachers to ensure that they are fully cognisant of the expectations of academisation and joining a Trust
* To develop a bespoke implementation and onboarding plan for each primary school
* To lead collaboration and development across Trust primary provision
* Quality assure provision and support school development

**Finance*** Creating an annual Staff Training and Retention budget to ensure the good value
* Applying for relevant bids and research opportunities to support staff development

It is the Trust’s intention that this job description is seen as a guide to the major areas and duties for which the Head of Teacher Development is accountable. However, this may change and the post holder’s obligations will vary and develop. The post holder is required to perform other reasonable duties which are assigned from time to time. The job description should beseen as a guide and not as a permanent, definitive and exhaustive statement. |

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| **Safeguarding:**The Bay Learning Trust is committed to the safeguarding and promotion of the welfare of all children and young people in our care. All staff have a key role and responsibility in this area and will be subject to an Enhanced Disclosure check. |

# Person Specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Qualified Teacher Status
 | NPQH/ NPQEL/ Masters |
| **Relevant Experience** | * Successful leadership as the Headteacher in a good/ outstanding primary setting.
* Worked with teachers and leaders to develop their practice and so positively influencing teaching and learning
* Evidence of successfully engaging and supporting staff to develop their knowledge and skills
* The ability to effectively and efficiently interpret and correlate a range of data streams, drawing summative conclusions which are then acted upon, using relevant data systems
* Evidence of providing regular reports to various stakeholders
* Significant experience of managing complex systems and procedures
 | * Experience of supporting other schools to improve
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| **Knowledge** | * A good understanding of high quality, research – informed professional development
* Knowledge of professional qualifications
* Knowledge of apprenticeships
* A secure knowledge and understanding of evidence- informed pedagogy that leads to effective learning
* A knowledge and commitment to safeguarding and promoting the welfare of children and young people
 | * A knowledge of HR policy
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| **Skills** | * Excellent interpersonal skills with ability to successfully engage stakeholders
* Visible and credible leader
* Excellent communication skills in written and verbal formats including report-writing, presentations, being able to explain

information clearly and simply | * Coaching qualification
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|  | * Ability to work under pressure and tight deadlines, and prioritise and organise workloads
* Excellent communication and time management skills
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| **Personal Qualities** | * Passionate about developing teachers and leaders
* Ability to persuade, motivate, negotiate and influence
* Credibility at senior level with the Trust board, external partners and organisations
* Ability to manage own workload without direction, having the ability to prioritise to meet tight deadlines
* Ability to inspire, challenge and lead a highly effective team
* Works flexibly and effectively during times of change
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**Schedule For Appointment Process**

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| Closing date: | **22nd of April 2025** |

****Interview Dates: **28th & 29th of April 2025**

In line with our safeguarding policies, we are unable to accept CVs. To apply for this post, you must complete the application form.

## Applications may be submitted by email to enquiries@matrecruitment.com

We would welcome School Visits ahead of applications, to arrange please contact **enquiries@matrecruitment.com**. Informal initial teams calls can also be arranged with the Bay Learning Trust CEO, Sally Kenyon, to arrange please contact **enquiries@matrecruitment.com**

A signed letter of application must be submitted. It should be clear, concise and related to the specific post in this academy. It should have reference to your own experience explaining how you can motivate and work with others to create and sustain a school vision and positive ethos. The letter should be addressed to Mr Matt Auger (Chair of Governors), should be word processed (font Tahoma pt 11) and should not be longer than two pages of A4. The application form should be completed fully and submitted with the letter of application. CVs will not be read.

Barnacre Road Primary School and the Bay Learning Trust are committed to safeguarding and promoting the welfare of children. We expect all staff to share this commitment.

Appointments are subject to an Enhanced Disclosure C Barring Service check. Further details will be sent to shortlisted candidates.

It is an offence to apply for this role if the applicant is barred from engaging in regulated activity relevant to children.