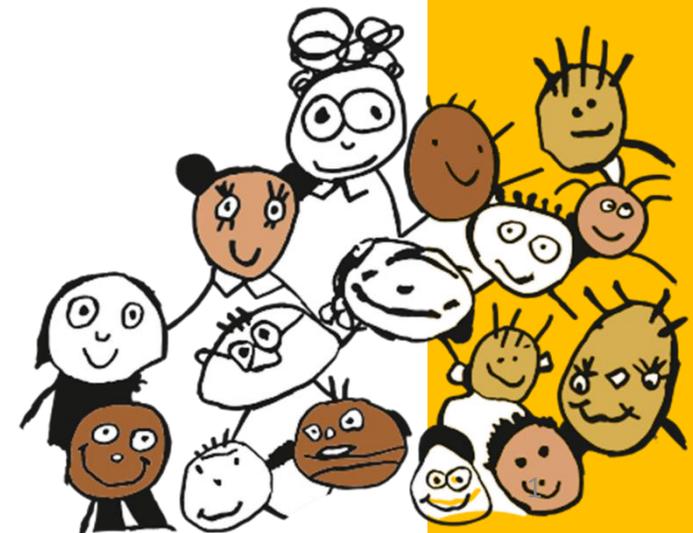




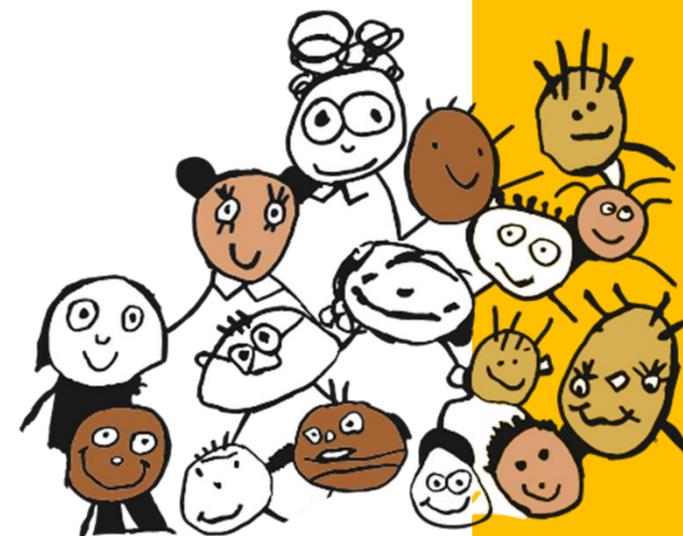
St Margaret's
CE Primary School

HEADTEACHER APPLICATION PACK



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A WELCOME LETTER FROM THE CHAIR

Dear Applicant

Thank you for requesting an application pack for the role of Head Teacher of St Margaret's.

I have been a governor at the school for over 35 years. In that time all my children, and many of my friends children, have attended the school and all have succeeded in their chosen careers in no small way because of the solid foundations laid at and by the school.

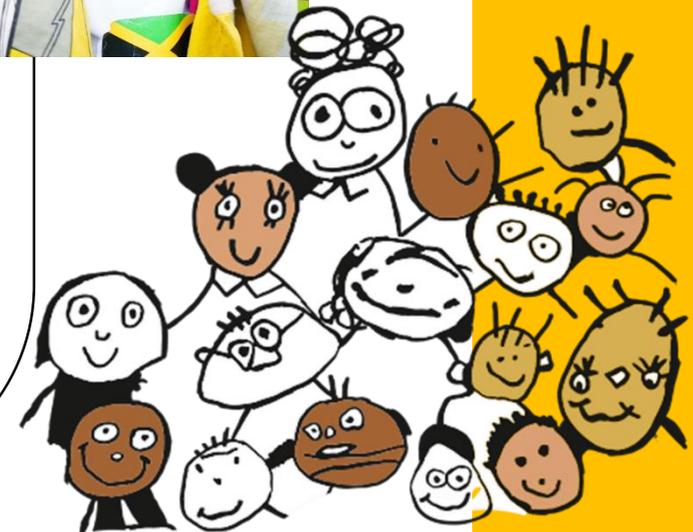
All five of my children look back at to their school life at St Margaret's extremely positively and with fondness and most of them have maintained lifelong friendships with fellow pupils.

I want all current and future pupils, carers, parents and staff to experience the same feelings as my children and I am looking for the same from the next Head Teacher of St Margaret's when they join our Community.

I very much look forward to receiving and reading your application.

Yours sincerely

Mark Slater
Chair of Governors.



KEY DATES

APPLICATIONS CLOSE:

Friday 20th March 2020 at 12pm

SHORTLISTING:

Wednesday 25th March 2020

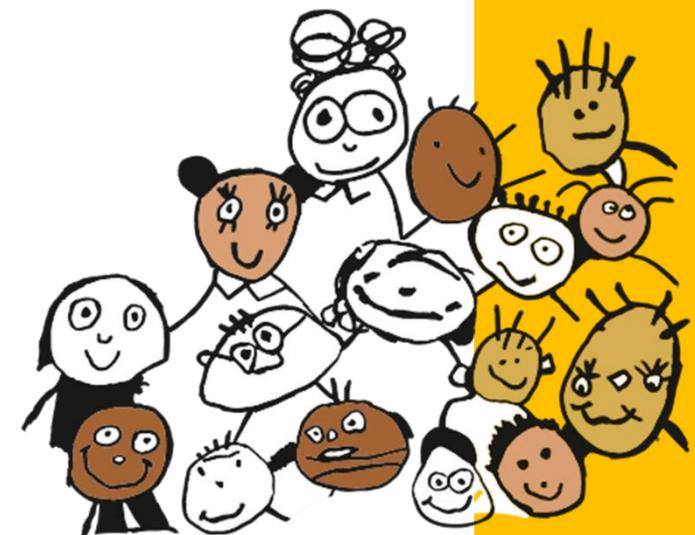
INTERVIEWS:

Wednesday 22nd and Thursday 23rd April 2020

VISITS TO THE SCHOOL:

10am Wednesday 11th March 2020

2pm Thursday 12th March 2020



SCHOOL ETHOS

In relationship with St Margaret's Church, The Diocese of Manchester and the wider community, the school takes care to thoughtfully nurture the promotion of spiritual values that reflect its richer culture, secular and religious intake. In practice, this means that everyone is given equality of opportunity, irrespective of race, culture, religion, gender class or ability.

Such an approach maximises and develops the strength of its Church of England foundation, namely to grow as an inclusive school community, where spiritual values of caring and respecting and achieving are promoted.

SCHOOL AIMS

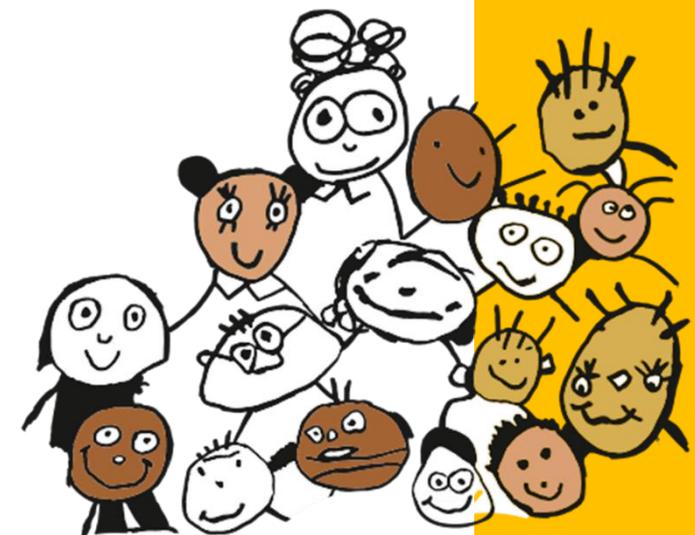
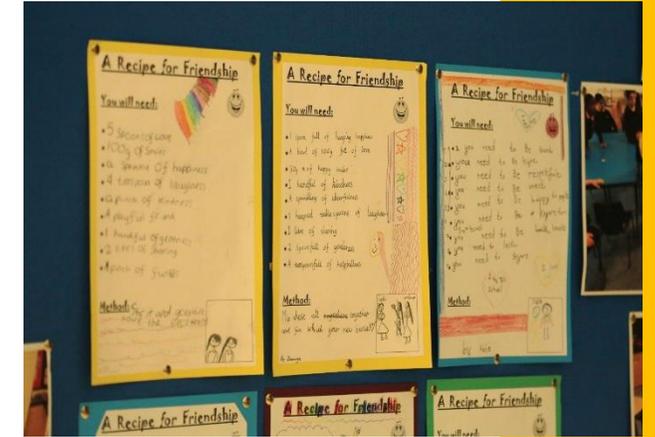
The Governors and Staff at St Margaret's CE Primary School with the support of parents and carers, will aim to secure for each child:

- An educational experience of the highest quality
- A strong foundation of skills and sound preparation for life
- A challenging, creative, stimulating, safe and caring environment
- Appropriate resources to support learning and achievement
- A committed team of adults working in every child's best interest
- An establishment and system responsive to every child's needs.

SCHOOL VALUES

We have six key values:

- Achieve & Aspire
- Love
- Respect
- Happiness
- Individuality
- Pride



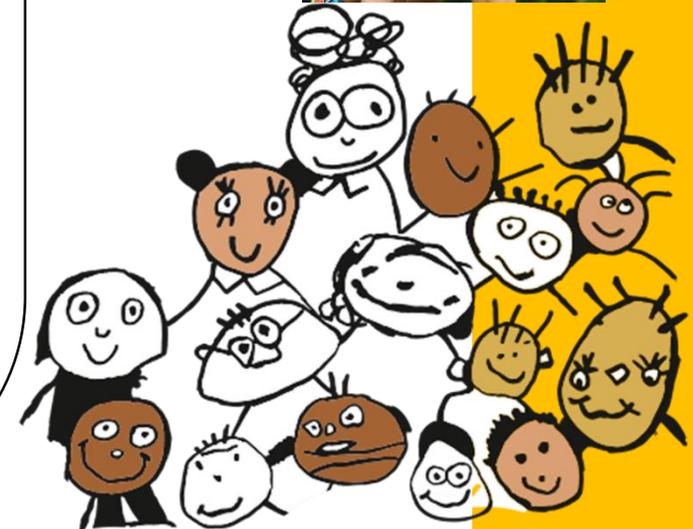
SCHOOL CONTEXT

The Governing Body of St. Margaret's CE Primary School aim to provide our children with an excellent quality of education. The staff team work hard to ensure all of the children in our care achieve and aspire to be the best they can be.

We follow the statutory EYFS and National Curriculum. We aim to plan topics that entice the children through exciting learning opportunities. We follow 'The Learning Challenge Curriculum' which is driven through a question based approach. We have recently adopted the Read Write Inc programme for Phonics and our reading scheme is currently being changed to be in line with this.

All of the children in Key Stage two have an opportunity to learn an instrument such as steel pans or African drums and we have our own 'Rock Band'. We are fortunate to have an Artist in Residence two days a week which has helped in developing the children's appreciation of artists and their own creativity.

We are proud of our partnership with Parents and Carers who we actively encourage to take an active role in their child's education and development. We have 'Family Sharing Days' once a half term for children and their parents/carers to undertake activities linked to different topics. Parentkind is our school PTA who organise different events throughout the school year.



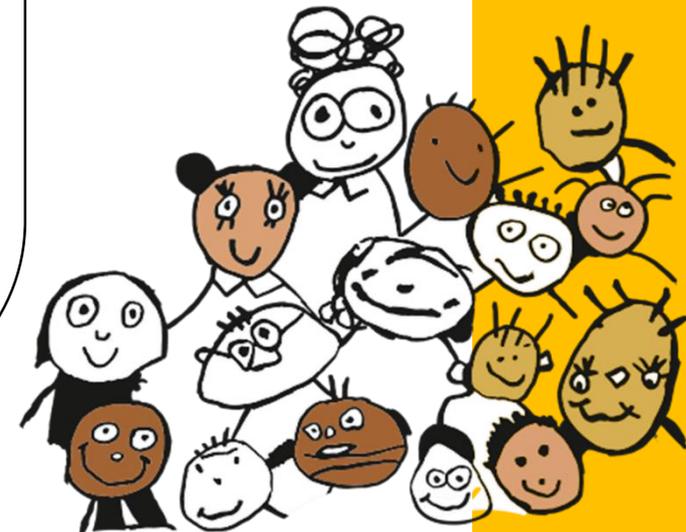
SCHOOL CONTEXT

St. Margaret's CE Primary School is a larger than average primary school, with three classes in each year group. It has doubled in size over recent years due to the shortage of places in Manchester schools. The school is housed in two buildings. The main school building is situated over four floors with two halls, a community room, staff room and offices. It is sixty-six stairs to the top but luckily we do have a lift for children who have additional mobility needs. The EYFS is housed in a separate two storey building. The school has amazing outdoor space with designated areas for EYFS and Year 1 as well as two additional playgrounds, a large field and a developing community garden.

St. Margaret's CE Primary has 81% of children who have EAL. Our three largest ethnic groups are Pakistani, Somali and Arab. FSM is 40% much higher than the national average. There are 21% of children with SEND. The school is seeing an increase in children with complex needs which is leading to a number of children with EHC plans. We benefit hugely from working partnership with Place2Be who are our in-house therapeutic counselling service.

We provide a breakfast club, lunchtime provision through A Star coaching and after school clubs four evenings a week. These are wide ranging from sports to photography club. The children love these and they are well attended.

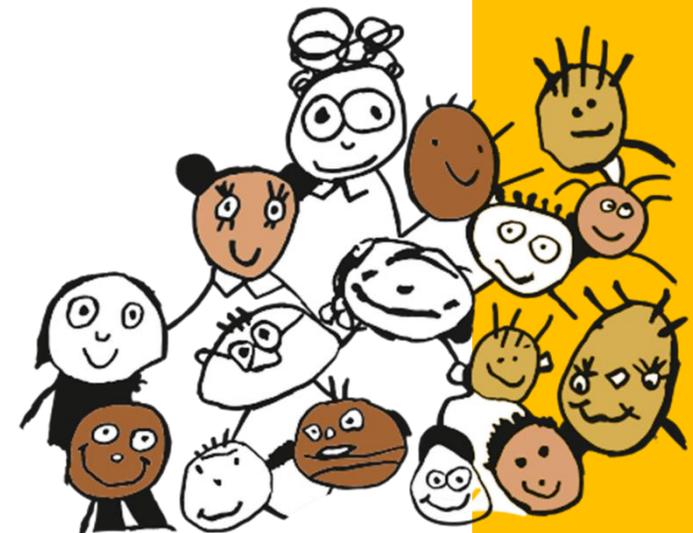
The children take an active role in school life with many of them being School Council, Eco-Warriors, UNICEF Ambassadors, playground/ reading buddies and the whole school are endeavouring to be Custodians of the Planet.



WE HAVE ACHIEVED



Green Flag Award



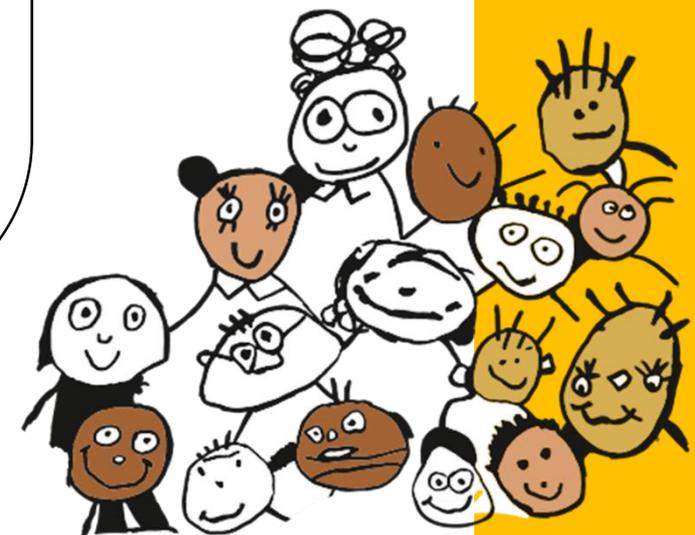
St Margaret's CE Primary School was last inspected in January 2018. The school continues to be judged as GOOD.

Ofsted identified the school strengths as being:

- Leaders have successfully brought together more than 600 pupils from every continent, speaking 48 languages, and from many different cultures into one happy community. As one parent told the inspectors, 'The school caters brilliantly for a diverse community and children of all backgrounds, races and religions. It does so with warmth and respect.'
- Pupils leave this school at the end of key stage 2 achieving much better than their peers nationally.
- Pupils' achievement in mathematics and that of disadvantaged pupils is excellent.
- Assessment systems are embedded and used well to inform planning and timely support for those pupils who may be falling behind in their learning. Leaders have a notable knowledge of how well pupils are progressing in reading, writing and mathematics and have used this to sustain improvements.
- Pupils in this school continue to benefit from good teaching.
- Governors share leaders' accurate knowledge of the school. The relationship between governors and leaders is transparent. Governors have a sound vision for the school and this is reflected in their decision-making.
- Pupils come first and an excellent education is given where the needs of pupils are met.
- Safeguarding is effective. Effective and frequent training, alongside strong induction programmes for new staff, foster a culture of vigilance among all adults.

Our areas to improve:

- plans to bring about improvements, especially in the early years and key stage 1, are more effective
- the review of the curriculum enables pupils to deepen their skills and understanding within the range of subjects offered.



SIAMS

Statutory Inspection of Anglican and Methodist Schools.

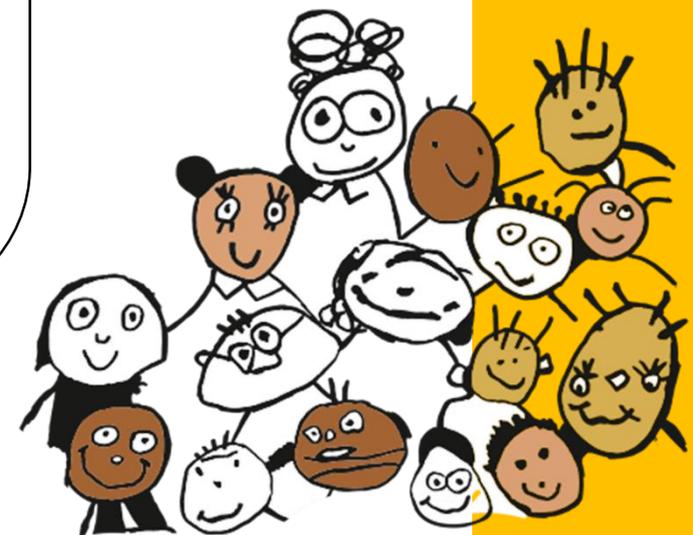
St Margaret's CE Primary School was last inspected in March 2017. The school continues to be judged as OUTSTANDING.

The SIAMS inspector identified the school strengths as being:

- The Christian vision of the inspirational headteacher, supported by senior staff and governors, ensures that the wellbeing, happiness and academic success of pupils is central to the work of the school.
- The school lives out its vision of sharing and exemplifying Christian values in an inclusive way. As a result, all pupils feel accepted and valued regardless of their ethnicity or faith.
- A clear understanding of the importance of the school's core spiritual values leads to excellent behaviour within lessons and around the school.

The SIAMS inspector identified the areas for development as being:

- Develop opportunities for prayer and reflection within worship and around the school in order to support the spiritual development of all pupils.



WHAT OUR CHILDREN ARE LOOKING FOR

SOMEONE WHO ...

They will remember as having a positive impact on their lives

Is proud of the school

Is involved with their learning and spends time in their classrooms

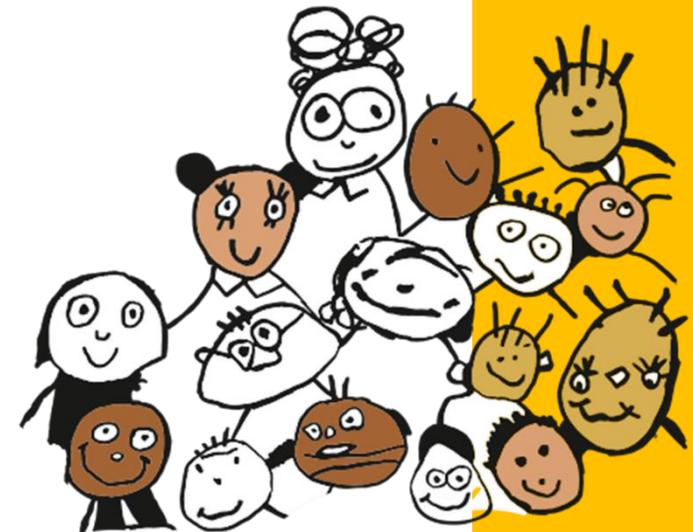
Is negotiable
Listens to both sides of the story and figures out the truth.

Never gives up!

Is kind and respectful
Unique in their own way

Understands that it is difficult for some children to speak up

Respects the school rules and values



WHAT OUR PARENTS/CARERS ARE LOOKING FOR

SOMEONE WHO ...

Continues to implement the rights respecting program.

Continues the family sharing events that always have a lovely atmosphere.

To build a rapport with the highly valued staff team.

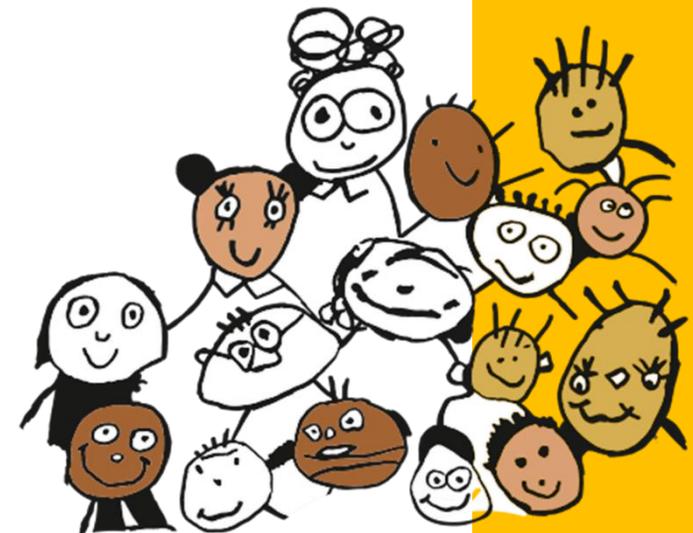
Implements extra curricular activities available.

Is approachable, listens and is available.

Respects and understands the religious and cultural diversities of the families.

Continues the open door policy for parents and carers.

Maintains the school ethos.



SAFEGUARDING

Our school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This appointment is subject to a full enhanced DBS check, to medical clearance and satisfactory references. Proof of qualifications, photographic proof of identity and entitlement to live and work in the UK will need to be provided.

