



Belleville
Primary School

Executive Headteacher Candidate Pack



Quality First Education Trust

Dear applicant

I am so pleased that you are interested in the role of Q1E Executive Head of Belleville Primary School. I think this is a very exciting opportunity for an experienced headteacher to take on a new challenge and to demonstrate their leadership skills at the next level.

Belleville is part of the Quality First Education (Q1E) Trust. Q1E is an ambitious Trust with exciting potential. I am proud and privileged to lead it. We are a primary only Trust of five schools and we pride ourselves on being able to provide a tailored provision for our children, staff and schools.

Belleville, our founding school, has a history of excellence. It is a large and popular school in a vibrant location. The school's vision remains as it has been over many years: to provide a high-quality education for all the children we serve.

Belleville has proudly retained its 'outstanding' Ofsted rating since 2007. The most recent inspection report in 2022 noted that:

Pupils thrive at Belleville. They are very well prepared for the next stages of their education. This is because staff consistently exemplify the school's motto of having a 'relentless drive for improvement, excellence and equality'.

Pupils' excellent behaviour extends beyond the classroom. They engage positively with their learning and show maturity when working alone or with others.

Leaders have planned a highly ambitious curriculum. Pupils develop detailed knowledge, producing work of a very high standard.

The trust board and local governing body work well together. Their shared expertise and experience allow them to support and challenge leaders effectively. They have a very astute understanding of the school's strengths and areas they want to improve further.

Staff are proud to work at Belleville. They receive extensive professional development and are appreciative of this. They feel their workload is well managed by leaders who welcome their input on how the school operates. Teachers at the very beginning of their career feel especially well supported.

Results here are significantly above the national average. For example, over the last three years, 78% of children have achieved the expected standard in reading, writing and maths at Key Stage Two, and 28% achieved the higher standard.

The school has an excellent, experienced Headteacher in post, who has been at Belleville for many years. The Executive Head will work with the Headteacher to lead all aspects of the school, supported by a team of senior leaders.

Being part of Q1E means excellent opportunities and benefits for the right leader. You will access outstanding professional development, and be provided with coaching and mentoring from the outset. You will meet weekly with the CEO, and you will be supported by your fellow heads. You will attend strategic executive board meetings and be part of the development and future growth of the Trust.

In your role, you will also be supported by our excellent central team and a number of experienced consultants. They work in partnership with our schools to support all aspects of teaching and learning as well as financial and operational management.

These are extremely exciting times for our schools and the Q1E Trust. If you too have a relentless drive for improvement, excellence and equality, I hope you will consider applying to join us.

John Grove

Chief Executive Officer

Dear applicant

Thank you for your interest in the role of Q1E Executive Head of Belleville Primary School.

The Trust board believe this to be a fantastic opportunity to lead a large, successful, popular school with over a thousand pupils, within a diverse, cosmopolitan south London community – and to contribute significantly to our wider Trust.

Belleville has a history of excellent provision, a leading status in educational developments, and a track record of working with and supporting other schools. Children are happy and successful here, and achieve well beyond the national average. The school has a great curriculum, a skilled staff team, a fantastic, supportive parent group and a committed local governing body.

Over the past 20 years, under the leadership of the CEO John Grove and the current Executive Head, John Budden, the school has doubled in size, built an outstanding reputation and gained a number of national accreditations. In 2017 Belleville established the Q1E Trust, and in many ways the school remains the flagship of the Trust's provision.

With a new CEO joining the Trust this year, we are looking to appoint an experienced leader to take on the day to day running of Belleville (in partnership with the Headteacher) and ensure it continues to flourish.

The right candidate will both lead the school and work collaboratively with colleagues as part of the strategic leadership team of our Multi Academy Trust.

We hope you will feel this is the right school and the right role for you.

Brian Ledbetter

Chair of the Trust Board



Belleville is a popular five form entry primary school in South West London, with over 1000 children. We are very proud of our school and our children.

We offer a high quality, well-resourced and carefully structured provision, within an excellent broad and balanced curriculum. Children achieve very well, with attainment well above local and national averages at both the expected and higher standards, year on year.

In addition to high quality teaching in core subject areas, children benefit from high quality specialist subject provision, with specialist teachers employed to teach PE, art, music and French. There is a relentless drive to constantly review, improve and enrich what we offer, to ensure learning is relevant and exciting for all pupils. We strive to meet the needs of all children – doing 'Whatever It Takes' to help children fulfil their potential.

Belleville has two sites, situated just under a mile apart, either side of Clapham Common. It takes about 15 minutes to walk between the sites. Our larger site (Webb's Road) has a three-storey Victorian school building, and a separate Nursery block. The 1877 building is very well maintained with many original features. Our smaller site (Meteor Street) has a modern, single floor building.

Both sites have large playgrounds and are excellently resourced, with well-equipped classrooms and other learning spaces. We have secured additional Condition Improvement Funding for premises developments in recent years.

We strive to help our children build independent lifelong learning skills. We continually use and refer to our 'Excellent Learner Behaviours', and reward children for demonstrating these. We have an active pupil council and a separate eco council, both of which have driven developments in the school and participated in wider events beyond the school. We encourage pupils to take on leadership roles, such as Community Ambassadors, Playground Pals and Reception 'buddies'.

Pupils have opportunities to learn through a wide range of educational visits and events, including residential journeys in Years 5 and 6. We make the most of being within easy reach of areas across London, with trips to amazing museums and galleries, Kew Gardens, the Houses of Parliament and many more – as well as destinations within our local community.

We are especially proud of our extensive programme of visitors to the school. We utilise the fantastic open spaces of Wandsworth Common and Clapham Common for games, sports days and other curriculum activities (such as 150 children engaging in Roman battle!).



Our extra-curricular activities are constantly changing and we are extremely proud of the range of opportunities on offer. For example, for autumn term 2025 we are offering such varied clubs as football, netball, lacrosse, tennis, athletics, gymnastics, ballet, street dance, drama, musical theatre, band, orchestra, keyboard, guitar, drumming, chess, coding, sewing, arts and crafts, textiles and design, public speaking and debating, French, Italian, Spanish, German and Portuguese. We have a history of sporting success, and sports events and matches take place throughout the year, including intra and inter school competitions.

Belleville has a fantastic community, which we strive to support. We run great wraparound provision to help our families, and we run regular events to help parents and carers to support their children – from phonics and maths workshops to second hand uniform sales and a 'Parent Gym' programme. Through a range of amazing events and drives, our wonderful PTA has raised extraordinary levels of funding to help the school, including recent extensive playground works, two high quality sports surfaces and two new minibuses as well as ICT, sports, arts and reading resources. Our community fundraising also regularly benefits local charities and foodbanks, and for many years we have supported and provided resources for schools in Ghana.

The school has a large, high quality staff team. Recruitment is supported by the Trust and staff members in all roles have access to a wide range of continuing professional development opportunities including leadership development at all levels. Teaching staff across the Trust learn with and from one another in joint training, and work collaboratively in year group planning sessions.

For many years Belleville has been very 'outward facing', with a track record of working with and supporting other schools. In seeking to learn from and to share excellent practice, we have developed local, national and international links. As part of this journey we have participated in many cutting-edge projects and gained several high-profile designations.

We became a National Support School in 2009; an academy and a National Teaching School in 2011; an accredited Academy Sponsor in 2013 and a Maths Hub lead school in 2014 (London South West Maths Hub). Belleville established the Quality First Education (Q1E) Trust in 2017.

Belleville is located in a vibrant area of Battersea/Clapham that is very popular with families and boasts a wide range of facilities. The Webb's Road site is close to the Northcote Road with its array of shops and restaurants. The Meteor Street site is very close to the wonderful open space of Clapham Common. We are extremely well connected in terms of public transport options. Both sites are within walking distance of Northern Line tube stations, as well as the excellent rail links from Clapham Junction which serves as a 'hub' for the southern rail network.



The Quality First Education (Q1E) Trust was established in 2017 and currently has five London primary schools:

- Belleville Primary School, a large school with over 1000 pupils and a history of excellent provision, across two sites in Clapham
- Belleville Wix Academy, with approximately 330 children, one third of whom are taught through an English/French bilingual stream
- Churchfields Primary School, with approximately 500 children on its extensive site in Beckenham
- The Alton Primary School, with approximately 230 pupils on a large site in Roehampton, bordering Richmond Park
- Thomas's Academy, with around 150 children in Fulham, close to Parson's Green.

Our schools are linked together by a **relentless drive for improvement, excellence and equality**.

One of our core principles is the belief that **"the quality of an education system (or school) cannot exceed the quality of its teachers"** (McKinsey 2007). This lies at the centre of what we do and how we operate. Together we provide a high-quality education for the children we serve.

We aspire to be an employer of choice, providing all those who join us with excellent working conditions and career prospects. Q1E provides clear structures, excellent resources and outstanding professional development for staff, with schools being supported by the Trust's pedagogical and curriculum specialists.

All staff joining the Trust receive an extensive programme of induction and training. Early Career Teachers are paid to attend a three-week programme of 'pre-induction' in the summer, as soon as they have finished teacher training. Development opportunities are provided for all roles.

Teachers from across the trust plan, assess and train together.

Leaders work collaboratively across our schools to develop all aspects of provision, as well as to support one another through challenges and to celebrate each other's achievements. Senior leaders (such as assistant and deputy heads) join half termly cross-trust strategic development sessions. Our Heads form a strong and supportive executive board, which meets weekly to work through key issues. Each Head also meets weekly with the CEO on a one-to-one basis, as well as accessing professional support from an external coach.



Being part of a larger organisation gives our schools many advantages, particularly around sharing knowledge, practice and resources. It also provides security from financial pressures and changes within the education system.

Our central finance and operational staff support our schools with areas such as finance, personnel, estates, IT, complaints, appeals and many other aspects of school management.

We invest in specialist HR provision and a legal advice service. We have a trust-wide data protection officer, a safeguarding lead, a complaints officer and a director of inclusion.

We are supported by robust governance structures, clear policies and systems. We want our heads to be able to focus on the children in their schools.

We believe in primary schools improving primary schools, through approaches based on research and evidence, and we have a strong history of school-to-school support and improvement.

Our school improvement mantra provides a framework that we apply to developing any aspect of provision. Our toolbox includes our home-grown Guided Peer Evaluation (GPE)

programme: a tried and tested model of in-depth peer review, which we have facilitated in more than 25 schools within and beyond the Trust; and our Guided Peer Visits (GPV) programme which enables senior leaders to experience and learn from other settings. We work with a number of specialist school improvement officers and reviewers, to help us continually audit and evaluate what we offer.

We are a very outward-facing Trust, with strong links with outstanding schools nationally and internationally. We have a keen interest in learning from the best, and we have engaged with numerous research projects and innovative pilot schemes, as well as facilitating leadership visits to Singapore, Finland and other top performing countries (and hosting their leaders in return). We lead the South West London Maths Hub and are a national leader in the teaching of mastery-style mathematics. The Executive Head is a member of the Maths Hub strategic board. We have a history of providing excellent support to other schools, and have trained and developed hundreds of teachers from schools across London and beyond. We seek colleagues who share our outward-facing ethos and our drive to provide an excellent quality first education for all.



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| Post Title: | Q1E Executive Head of Belleville Primary School |
| Grade and salary: | Leadership Scale range 25 to 33, inner London. Salary range: £103,210 to £123,437 |
| Responsible to: | Chief Executive Officer |

Main purpose of role

- Day to day leadership and management of Belleville Primary School.
- Strategic leadership of significant areas/projects across the Q1E Trust.
- The Executive Head will be supported by the CEO, and will work in partnership with the Q1E Trust's Executive Board.

- setting an example of high standards, and setting high expectations of children and staff;
- maintaining high morale and confidence;
- valuing individuals, encouraging personal endeavour and responsibility;
- being an excellent learner, taking responsibility for your own continuing professional development.

Responsibilities

Strategic development

To work with the CEO to:

- develop a vision of the school's future, within that of the Trust;
- establish and manage the systems, structures, staff and resources to achieve this vision;
- lead the school towards this vision, with ongoing monitoring, evaluation and improvement;
- communicate this vision and progress to staff, pupils, parents/carers and governors/trustees; and to
- undertake strategic leadership of one or more significant areas/wider projects across the Q1E Trust.

Ethos

To contribute to the promotion of a positive ethos within the school and the wider Trust by:

- maintaining a relentless drive for improvement, excellence and equality;
- seeking an excellent Quality First Education for all children: every child, every class, every day;
- doing 'Whatever It Takes' to meet the needs of all children;
- following and contributing to the development of the Q1E 'recipe';

Teaching, Learning, Curriculum and Standards

- To ensure the effective management and continued improvement of teaching and learning.
- To ensure high standards of attainment and progress for all children, including those with SEND, EAL, those entitled to pupil premium, mobile pupils and vulnerable pupils.
- To work with colleagues across the Trust to develop an excellent, broad and balanced curriculum.
- To ensure equality of opportunity for all pupils so that they may achieve to the best of their ability.
- To keep up to date with legislation and ensure the school meets all legal/compliance requirements.
- To keep up to date with Ofsted guidance and frameworks, and ensure the school is 'Ofsted ready'.
- To maintain and implement effective, consistent pupil behaviour management procedures.
- To work towards and report progress against agreed Trust Key Performance Indicators and targets.

Safeguarding

- To promote and be responsible for the safety and well-being of all pupils and staff.
- To understand all duties and responsibilities arising from/set out in Keeping Children Safe in Education and any other statutory guidance, in relation to child protection and school safeguarding.
- To ensure the school premises are maintained effectively and provide a safe, secure environment.
- To keep the CEO informed of concerns arising in relation to safeguarding/child protection.

Communications and Partnerships

- To maintain an excellent working relationship with the CEO.
- To work positively, openly and collaboratively with colleagues within the school and across the Trust, engaging with and contributing to professional peer support and challenge.
- To ensure strong and effective relationships with parents and carers, maintaining positive, active links between home and school.
- To develop relationships and communicate actively with the wider community, including effective strategies to engage prospective parents and ensure a strong pupil roll.
- To develop and maintain effective relationships with external agencies and other wider stakeholders.
- To ensure regular and effective reporting to the Local Governing Body and the Trust Board, as appropriate, on school performance and improvement.

Leading and Managing Staff

- To maintain excellent relationships with school staff in all roles
- To support and be responsible for the wellbeing of staff.

- To recruit and retain excellent staff, in accordance with agreed Trust procedures.
- To lead effective staff development, taking account of the school's development priorities.
- To ensure that development and appraisal procedures are implemented fairly and consistently, with equality of opportunity, and that related concerns are addressed promptly.
- To prepare and lead effective and impactful training, staff meetings and leadership team meetings.
- To ensure high standards of behaviour from all staff, volunteers and contractors.

Resource Management

- To manage school resources appropriately and effectively, within the Trust guidance.
- To undertake efficient and effective financial management of allocated funds or budgets.
- To be strategic in deploying staff and resources in the best interests of all children and in line with the school's development priorities.

Other

- To be proactive in identifying and undertaking relevant continuing professional development.
- To undertake any other duties commensurate with the post as reasonably delegated by the CEO.

This job description should be read in conjunction with the range of duties and responsibilities of Headteacher, as set out in the annual Teachers' Pay and Conditions Document. Candidates will be expected to have considered these in relation to Belleville Primary School.

| All requirements listed below are considered essential unless otherwise stated | |
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| General: | Understanding of what constitutes excellent primary provision, and the knowledge, aspiration, commitment, drive and enthusiasm to achieve this |
| Qualifications | Degree |
| | Qualified Teacher Status |
| | Evidence of further study and continuing professional development |
| Experience of: | Raising levels of educational achievement |
| | Primary teaching |
| | Whole school management at senior level |
| | Curriculum development and innovation |
| | Staff deployment, development and training |
| | Whole-school policy development and planning |
| | Building and maintaining excellent relationships with parents/carers |
| | Working collaboratively with and advising governors/trustees |
| | Working co-operatively with the wider school community/ other stakeholders |
| | Finance and resource management |
| Knowledge and understanding of: | What constitutes excellent teaching and learning |
| | The factors relating to high standards of pupil achievement |
| | The importance of meeting the needs of all pupils |
| | The principles and practice of school improvement |
| | Approaches to curriculum development |
| | The relationship between planning, monitoring and outcomes |
| | The National Curriculum, including Early Years Foundation Stage, Key Stages 1 and 2 |
| | School (and headteacher) safeguarding duties and responsibilities |
| | The SEND code of practice |
| | Health and Safety procedures and regulations |
| | The roles and responsibilities of those in governance roles |
| | Knowledge of current major curriculum issues, recent educational developments and significant legislative changes, and their impact on schools |
| | Working within the framework of a multi academy trust (MAT) |
| The skills and abilities to: | Raise educational achievement |
| | Improve teaching and learning |
| | Build and work as part of an effective team |
| | Lead, inspire, motivate and manage staff |

All requirements listed below are considered essential unless otherwise stated

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| The skills and abilities to: | Inspire, motivate and support children, and involve them in the school's vision |
| | Contribute positively and actively to the Trust's vision and development |
| | Work co-operatively and collaboratively with colleagues and local governors |
| | Communicate effectively with all members of the school community |
| | Develop and enhance the reputation of the school in the local community |
| | Listen, persuade, negotiate and manage conflicting/diverse opinions |
| | Promote and expect good standards of behaviour |
| | Implement school self-review and evaluation |
| | Implement and monitor effective systems to further improve the school |
| | Set goals, plan, facilitate and manage change |
| | Manage the financial and budgetary aspects of the school |
| | Be innovative, whilst recognising and building on others' good practice |
| | Analyse and evaluate complex information |
| | Make complex decisions proactively, and where necessary, at pace |
| | Be self-critical, to challenge your own work and that of others |
| | Use common office IT systems including email, Word, Excel, Powerpoint, Zoom |
| Personal qualities | A relentless drive for improvement, excellence and equality |
| | A clear vision of educational excellence and how this can be achieved |
| | Commitment to partnership with local governors, parents and the community |
| | High motivation, energy and enthusiasm |
| | High personal standards and aspirations |
| | Positive and pro-active approach to change |
| | Manages pressure with resilience and flexibility |
| | Reliable and self-reliant |
| | Engaging and approachable |
| | Willingness to be accountable for decisions and take appropriate risks |
| | The personal and intellectual qualities required to set an example to others |
| | A commitment to equal opportunities |



How to Apply

If you wish to discover more about this exciting opportunity, need any further information or would like to have an informal discussion, please contact Neil Massie at Academicis, our recruitment partner, on **nmassie@academicis.co.uk** or by phone on **07818 875514 / 01223 907979**.

CLOSING DATE:

Monday 2nd February 2026

SHORTLISTING:

Wednesday 4th February 2026

INTERVIEWS:

Tuesday 10th & Wednesday
11th February 2026



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