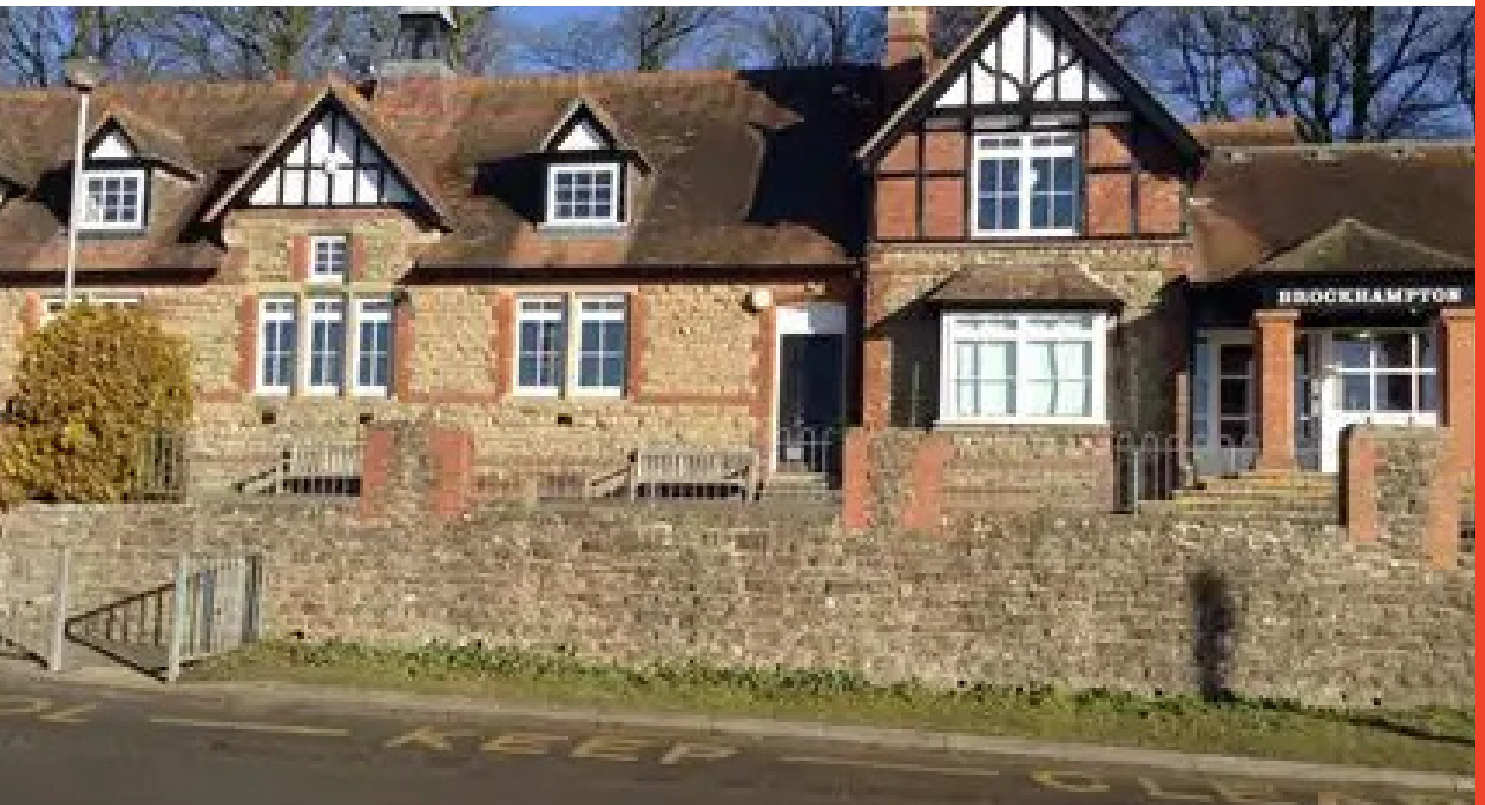




BROCKHAMPTON
PRIMARY SCHOOL

Headteacher

Brockhampton Primary School
Full time and Permanent



The Black Pear Trust



**The Black
Pear Trust**

About The Black Pear Trust

Welcome to the Black Pear Trust, rooted in the heart of Worcestershire. we are a dynamic and forward-thinking multi-academy trust where collaboration and innovation thrive. Since our establishment in 2014, we have been on a mission to transform education by fostering inclusive, high-quality learning environments where every child can excel.

Guided by our inspiring vision, "In unity; we broaden horizons, raise aspirations and impact generations," we work alongside a vibrant community of schools, educators, parents, and partners to create exciting opportunities for students. From nurturing curiosity to driving ambition, we ensure that every learner is empowered to reach their full potential.

With our growing family of schools, we cater for children age 2 - 18, each sharing a passion for excellence. We are shaping a brighter future for generations to come - right here in Worcestershire. Together, we're not just educating; we are inspiring!

Our Schools



Emma Pritchard Trust CEO

Miss Pritchard's vast experience as a teacher and headteacher allows a fully child led trust strategy across all 8 schools.



Our Culture

At the Black Pear Trust, we believe that care and compassion are the cornerstones of our educational culture. We are dedicated to nurturing not only the children in our schools but also our colleagues, fostering a supportive environment where everyone thrives. Our commitment to wellbeing extends beyond the classroom, creating a community where every individual feels valued and empowered. We pride ourselves on our authenticity and diversity. Bringing the spirit of the communities we serve into our schools to enrich every aspect of the educational journey.

Together, we build a brighter future for our children and a supportive workplace for our colleagues. The Black Pear Trust is where care meets excellence – we look forward to working with you!

Our Vision & Values

Our mission is to grow excellent learning communities together.

In order to achieve it we are guided by our overarching Trust vision:

In unity; we broaden horizons, raise aspirations and impact generations.



As a Trust we have 4 core values:

- Pride
- Excellence
- Achievement
- Respect

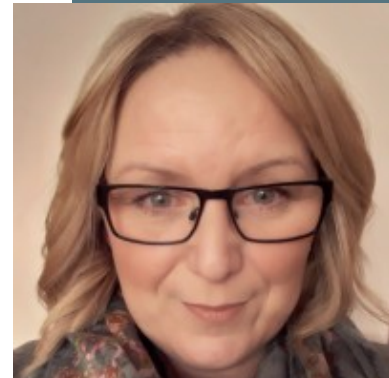
Which for our children translate to

- Proud to be me
- Enjoy Learning
- Achieve Success
- Respect for the World

Message from, Sally Mulcahy, Chair of Governors

Thank you for your interest in the Headteacher role at Brockhampton Primary School, part of The Black Pear Trust. We're pleased you're considering this opportunity to lead a school rooted in its community and committed to delivering excellent education for every child.

If appointed, you'll join a passionate and dedicated team focused on improving outcomes and experiences for all pupils. Brockhampton encourages children to be curious, confident, and kind - qualities we hope our new Headteacher will continue to champion.



We strongly recommend visiting the school as part of your application. It's a great way to experience our positive learning culture, inclusive ethos, and the values that guide our work. As part of the Trust, Brockhampton benefits from collaboration across schools, sharing best practice and driving improvement.

We're looking for a reflective, creative leader who can inspire staff, pupils, and the wider community. The Local Governing Committee is proud of the school's achievements and ambitious for its future. We look forward to working with a Headteacher who shares our vision and values, and leads with integrity, compassion, and high expectations.

Although Brockhampton is not a church school, we value inclusive, values-led leadership. We welcome applicants who understand the importance of community, collaboration, and kindness in shaping a thriving school culture.

We hope our child-centred, aspirational vision aligns with yours - and that Brockhampton is the right place for your next leadership step.

Wishing you every success with your application.

Application Process

Please thoroughly read this information pack including the job description.

If you think you would be a great fit for the Black Pear Trust, complete your application via MyNewTerm.

We shortlist our applicants using a standard matrix for clarity and equity. The most suitable candidates will be invited to interview. Please monitor your emails as all communication will be via MyNewTerm. We encourage candidates to visit the school. If you would like to arrange a visit, please contact: epritchard@blackpeartrust.org

Successful candidates will receive a conditional offer of employment pending receipt of positive references, successful Right to Work checks and return of an acceptable DBS check and Child Barred List Check. Once all pre-employment checks have been completed and are compliant with our Safeguarding Policy, you will then receive an Employment Contract via email for signature.

At the Black Pear Trust, we place paramount importance on safeguarding the children in our care. For further information on our safeguarding policy including Right to Work and DBS/Barred list checks, please contact HR@blackpeartrust.org.

Post title : Headteacher

School: Brockhampton Primary School

Salary and grade: Leadership 10-16

Reports to: CEO, Director of School Improvement and the governing board

Purpose of the role:

The headteacher is required to work with the Local Governing Committee and other leaders within The Black Pear Trust to ensure the best education for pupils by achieving the organisation's aims and objectives. This role also requires the headteacher to develop and manage the curriculum, teaching and learning policies, and lead the school's SLT, as well as following, promoting and managing the academy in accordance with statutory requirements.

Main duties and responsibilities:

Leadership:

- Organise and implement a broad, balanced and dynamic curriculum which is built upon The Black Pear Trust curriculum and the individual school context to meet the needs of all children within the school; ensuring differentiation and reflecting the individual abilities and needs of all pupils.
- Monitor, develop and maintain high levels of staff performance.
- Liaise with other leaders within the MAT to secure creative, responsive and effective approaches to teaching and learning.
- Delegate professional duties to the deputy headteacher, in the event of absence.
- Consistently monitor the school's performance in key areas, e.g. attainment, to ensure problem areas are addressed quickly.
- Develop pupils' academic, moral, social, emotional and cultural welfare.
- Ensure that effective learning is at the centre of all strategic planning and resource management.
- Develop a safe and productive learning environment that is engaging for all pupils.
- Prioritise and ensure a consistent, school-wide focus on pupils' achievements, using data and national averages to monitor progress.
- Promote a culture where all pupils are encouraged to be successful and engage in their own learning.
- Implement and promote policies that ensure a high standard of behaviour and attendance.
- Closely monitor, evaluate and review classroom practices and, based on findings, implement improved strategies.
- Challenge and monitor under-performance at all levels, including in teaching and learning, ensuring effective intervention takes place where required.
- Promote the MAT's philosophy of high expectations and aspirational targets.
- Develop and maintain a culture and ethos of challenge and support, where all pupils have the opportunity to achieve success and become engaged in their own learning.

Managing the school:

- Promote the values of The Black Pear Trust and ensure these are in line with legal requirements.
- Produce and implement improvement plans and policies that benefit the development of the school and The Black Pear Trust
- Implement the school's performance management process to ensure:
 - The annual performance management of all staff.
 - Consistently high levels of performance and commitment from all members of staff.
 - Appropriate CPD opportunities for all staff.
- Challenge underperformance at all levels, taking effective corrective action.
- Build and maintain excellent relationships with other schools in the MAT, the LGB and The Black Pear Trust central team and Trust board.
- Review, alongside the CEO and Trust Business Officer the school's financial outgoings on a monthly basis to maintain a financially viable academy.
- To work with the CEO and Trust Business Officer to ensure funding is appropriately allocated through effective budgeting
- Negotiate with providers to ensure the school secures maximum value for money in line with the Trust Finance Policy.
- Ensure resources are monitored, reviewed and evaluated to improve the quality of education for pupils and ensure value for money.
- Manage the school's human resources effectively and efficiently alongside the Trust Operating Officer
- Take responsibility for the day-to-day running of the school
- Ensure the day to day supervision, security and maintenance of buildings and groups, including the health and safety of all people on the premises (with liaison with the Estates Site Manager)
- To work alongside the Estates Site Manager to ensure the effective management of the school site over time, including the health and safety of all people on the premises
- Recruit, retain and deploy staff appropriately, and manage them within the scheme of delegation.
- Oversee the recruiting of any new academy staff, including involvement in the interview process.
- Actively encourage staff to undertake CPD courses that benefit the individual and academy.
- Motivate and lead teaching staff at the school
- Adopt an 'open door' policy, allowing staff to express any queries or problems.
- Hold regular staff meetings to ensure that staff are kept up-to-date with what is going on at the school .
- Meet monthly with the CEO or School Improvement Lead to discuss the running of the school, including what can be improved.

Accountability:

- Provide appropriate information, advice and support to the LGC and Trustees (where required), for example, by providing timely and accurate reports, helping them to meet their responsibilities.
- Implement the decisions of The Black Pear Trust and the LGC.
- Provide comprehensive information to The Black Pear Trust CEO, enabling them to fulfil their responsibilities.
- Ensure parents and pupils are well informed about the curriculum, attainment and progress, and about how they can contribute to the academy's targets for improvement.
- Ensure the school meets all legal requirements in relation to equal opportunities legislation.
- Ensure that the school complies with all relevant statutory requirements relating to the provision of education and, where applicable, other relevant legislation, e.g. the Data Protection Act 2018.
- Develop and foster a culture that allows pupils and staff members to work in collaboration, share knowledge, celebrate success and accept responsibility for outcomes within the academy and The Black Pear Trust as a whole.
- Clearly define and communicate staff accountabilities, ensuring they are understood, agreed upon and properly reviewed.
- Collaborate with The Black Pear Trust CEO to provide Trustees, the LGC, parents and others, e.g. Ofsted, with information and accurate accounts of the academy's performance.
- Take responsibility for all aspects of the academy's performance, including being held accountable to The Black Pear Trust and LGC.

Curriculum:

- In collaboration with the school's subject leaders, develop and maintain an appropriate and inclusive curriculum, designed to reflect current educational trends, practice and research.
- Ensure parents and pupils are well informed about the curriculum, attainment and progress.
- Translate the curriculum into an effective academy timetable by liaising with all staff
- Promote and support the running of extra-curricular clubs, e.g. the athletics club.
- Develop and maintain good relationships with agencies, e.g. equipment providers, to benefit and maximise the curriculum.
- Keep up-to-date with developments in different subject areas, e.g. science, to ensure a complete curriculum.

Teaching and learning:

- Ensure teaching and learning is highly effective across the school (where required with support of the School Improvement Lead).
- Work with the CEO, School Improvement Lead and SLT to drive school improvement in all areas.
- Develop and maintain a high-quality transition from pupils' previous settings and, where necessary, ensure curriculum continuity and maximum pupil progress.
- Ensure a consistent and continuous focus on pupils' achievement, using systems for recording pupils' progress, and the effective use of data and benchmarks to monitor pupils' progress.
- Monitor, evaluate and review classroom practice, and promote improvement strategies alongside the SLT and the trust School Improvement Lead)
- Implement a wide range of effective monitoring strategies to maintain a consistently high level of teaching.
- Give constructive feedback to colleagues in a way that recognises good practice and supports their progress against professional and performance management objectives, ultimately resulting in a tangible impact on pupils' learning.
- Ensure teaching is delivered at the highest possible standard.
- Ensure the curriculum focusses on recent and relevant topics which engage and interest pupils.

Developing self and working with others:

- Always treating people fairly, equitably and with dignity and respect, to create and maintain a positive school culture
- Building a collaborative learning culture within the school and actively engaging with other schools to build effective learning communities.
- Instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.
- Developing and maintaining effective strategies and procedures for staff induction, professional development and appraisal.
- Acknowledging the responsibilities and celebrating the achievement of individuals and teams.
- Developing and maintaining a culture of high expectations for self and for others and taking appropriate action when performance is unsatisfactory.

Safeguarding:

- To ensure any policies and procedures adopted by the Governing Body are fully implemented and followed by all staff.
- Sufficient resources and time are allocated to enable a designated person and other staff to discharge their responsibilities, including taking part in strategy discussions and other inter-agency meetings and contributing to the assessment of children.
- Ensure compliance with statutory "Keeping Children Safe in Education" requirements.

Safeguarding:

- All staff and volunteers feel able to raise concerns about poor or unsafe practice regarding children and such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle blowing practices.
- Ensure enough safeguarding training is provided for everyone engaged with the school.
- Managing own workload and that of others to allow appropriate work/life balance.

Additional duties:

- Work effectively, and in collaboration with, external partners and sponsors connected to The Black Pear Trust to achieve mutually-agreed objectives.
- Co-operate and collaborate with agencies and partners to protect and safeguard children, and to provide for the wellbeing of all pupils as well as, where necessary, their parents.
- Promote and maintain effective relationships with local, regional and national organisations, such as charities and employers.
- Develop relationships with new members of The Black Pear Trust and be willing to provide expertise or capacity in other school settings.
- Assist members of the local community in organising events, to ensure the school has a positive reputation within the community.
- Develop relationships, e.g. with local charities, to secure the interests of The Black Pear Trust and ensure that they are actively promoted.
- Proactively engage with the community and any ongoing initiatives that could benefit the academy.
- Undertake all duties relevant to the headteacher in the scheme of delegation.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties, including the provision of high quality teaching and learning throughout the School and the pastoral care of the pupils.

Key Dates

**MIDNIGHT ON
5TH DECEMBER**

Vacancy
closing date

16TH DECEMBER

Interview Date

1ST SEPTEMBER

Start Date

Benefits

At the Black Pear Trust we offer a wide range of benefits to support our colleagues including:

- Access to a nationally recognised suite of online learning;
- Apprenticeships;
- Free Parking;
- Employee Assistance Programme;
- Access to Nationally Recognised Discounts (Blue Light Card *£5 payable per 24 months)
- Secondments;
- Access to a supportive network and training days across all sites;
- In house HR and Finance advice;
- Local Government pension Scheme.

However, the biggest benefit of being part of the Black Pear Trust is the real life impact we make to the children in our schools and the wider community. Our team know they are part of something bigger and feel this every day, Our work is truly rewarding,

Contact



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www.blackpeartrust.org