

# Triangle CE (VC) Primary School

Butterworth Lane, Triangle,  
Sowerby Bridge HX6 3NJ



March 2024



## Applicant Pack

### Headteacher Required

### from 1 September 2024



#### ***Vision and Values***

*Stand firm in the faith; be courageous; be strong. Do everything in love.*

1 CORINTHIANS 16:13-14

This vision statement, deeply rooted in Christian theology, encapsulates who we are: a loving and caring school community where all are happy, valued and respected.

It also captures what we want for our pupils – to be courageous in their academic and life choices; to be strong and resilient learners who don't give up when things are challenging.

Additionally, we encourage children to explore their own spirituality and wonder about life's big questions in a supportive and nurturing environment.

Website: [www.triangleprimary.org.uk](http://www.triangleprimary.org.uk)

Telephone number: 01422 831558

## Welcome to our school

Dear Applicant

I am delighted that you have expressed an interest in applying for the exciting post of Headteacher at Triangle C of E Primary School.

In the pages that follow we have tried to give you a flavour of both our school and the community and of the qualities we are looking for in the person that fills this critical role.

We are very proud of our school and indeed our whole community. Our staff members are dedicated and caring and are part of a great team who ensure that our pupils get the most from their education and above all keep them happy, achieving and safe. Our recent Ofsted conducted on 30 and 31 January 2024 rated the school as good for "overall effectiveness".

We are in search of a headteacher who can build on the strengths that our school community have achieved together. Our school has a strong Christian vision that enables our children and staff to achieve their full potential. We want our pupils to be: courageous in their academic and life choices; to be strong and resilient learners who don't give up when things are challenging and we are looking for a leader who shares that vision.

This post is available from September 2024 to enable the headteacher to join the school at the start of a new school year with a fresh approach. I would like to remind you that no one person has a greater influence on a school's character than the Headteacher.

We do hope that the information in the applicant pack will encourage you to apply for this position. The person specification detailed in the pack contains the specific criteria that the selection panel will use in the recruitment process – please address these in full in your application. In order to gain more insight into our school I would encourage you to visit our website.

We look forward to receiving your application and if you require any further information, please do not hesitate to contact Margaret Crossley (email address: [admin@triangle.calderdale.sch.uk](mailto:admin@triangle.calderdale.sch.uk))

Yours sincerely

Ashley Evans

Chair of Governors



## Our School

Our school is happy and harmonious where pupils like to attend; pupils value their personal, social and health education (PSHE). Parents value the support from the school and feel that 'all the staff know every pupil and it feels like a close-knit team'.

The school is one form entry with seven classrooms which provide the capacity to teach in single year groups. In 2022/2023 there were 190 pupils on roll.

The school is surrounded by a tarmac yard, garden and play area, with playing fields to the rear including a running track. The school has traditionally set high standards of achievement and behaviour.

### What we offer:

Excellent prospects for a forward-thinking leader to drive Triangle forward to build on the school's existing strengths.

An experienced, motivated and hard-working leadership team supported by an enthusiastic team of teaching and support staff.

Well-behaved pupils who are very keen to learn.



### Location

Triangle school is based in the village of Triangle which is located in the valley of the River Ryburn, on the A58 road between Sowerby Bridge and Ripponden.

The surrounding areas offers the ability to make the most of the outdoors whilst being close to the M62 and good transport links.



## How we approach the curriculum

Our curriculum aims to provide all pupils with the knowledge and skills they need to thrive during their primary school journey and onto their next stage of education. We are proud of the fully inclusive learning community that we serve and have designed our curriculum to meet the needs of all our children.

As part of our responsibility to promote British values, we ensure that teaching and learning about British values is an integral part of our children's school experience, and is reflected in all aspects of school life.



We aim to provide our children with an engaging, exciting and empowering curriculum that equips them during their time at Triangle and into the future.

We recognise children's prior learning and provide first hand learning experiences which allows children to develop their interpersonal skills and become creative, critical thinkers. They will be encouraged to maintain physical and mental wellbeing so that they can achieve their full potential.

We utilise both staff expertise and advice from subject associations such as the Geographical and Historical Associations to devise our wider curriculum. A core element of the delivery of our curriculum is the promotion of the teaching of Christian values throughout the wider curriculum: friendship, trust, courage, compassion and forgiveness.



In EYFS our staff in Reception aim to provide age-appropriate experiences that are often based around the interests of the children. They make good use of a stimulating 'outdoor classroom' that further enhances the experiences we can provide.

In Key Stage 1 and 2 we make use of opportunities to educate our children out of the classroom, utilising the school grounds and beyond. Staff incorporate visits into the local community and to museums, galleries, residential centres both in Hebden Bridge and the Lake District.



## Enjoying school life

All our children are at the heart of everything that we do and our wider curriculum allows them to develop and flourish. Children learn through active engagement and we aim to provide a stimulating and inspiring range of activities.

Each half term our children explore one of the school's core values through collective worship and the curriculum. Each class has a reflection area to allow space for personal reflection, spiritual development and prayer.



Our children will be encouraged to express themselves, ask questions and use their imagination.

They will be given opportunities to continue their work and activities beyond school as and when appropriate, either through homework or a variety of extra curricular clubs. We will equip our children with the skills and attitudes to cope with a rapidly changing society. The value of long-life learning will be upheld and emphasised.



## **Prime objectives of the post**

The postholder will be accountable to the governors of the school and will support its strategic direction. The postholder will provide vision and leadership to ensure the school continues to maintain high standards and educational success and will embody the Christian ethos and culture of our church school.

The postholder will uphold and demonstrate the principles of public life and maintain high standards of ethics and behaviour. They will be required to undertake the duties set out in their professional responsibilities as detailed in the School Teacher's Pay and Conditions Document and other statutory frameworks and to act in accordance with the national standards for headteachers.

## **Leading and managing the school**

To lead the strategic direction and development of the school and the formulation, implementation and monitoring of school improvement plans

To develop and maintain policies and practices for the school which reflect the school's commitment to high achievement through effective teaching and learning

To ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity

To take an overview (supported by the governing body) of operational and business plans and to take lead responsibility for delivering the curriculum, teaching and learning in the school

To present to the governing body a balanced budget which addresses the priorities identified within the school development plan and satisfies financial requirements

To formulate, articulate and role-model a clear vision and set of values for the school that are focused on providing an excellent education for all pupils

To promote positive and respectful relationships ensuring that management structures and deployment of resources support an efficient, effective and safe learning environment and build capacity across the workforce

## **People and organisational management**

To ensure the appropriate deployment of budgets and resources through strategic planning

To encourage staff to engage in continuous professional development linked to the school development plan and support the development of others

To establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve

To have highest aspirations for everyone and continue the development of a motivated and determined team; identifying emerging talent and coaching current and aspiring leaders

To manage staff appropriately in relation to their professional conduct and practice and have a duty of care regarding staff welfare

To manage distributive leadership throughout the school whilst remaining accountable for our children and young people, staff and financial performance

To ensure that financial requirements are compliant with DfE regulations and that robust internal financial control mechanisms are in place

To create a safeguarding climate of ongoing vigilance, ensuring that all statutory duties are in place and effectively and reliably monitored

Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel



## **Curriculum and assessment**

To ensure a broad, structured and coherent curriculum entitlement (as well as opportunities to deliver an equitable extra-curricular offer) which sets out the knowledge, skills and values to be taught which meet the specific needs of our children and young people

To establish effective curricular leadership, supporting the development of subject leaders with access to professional networks and organisations

To ensure teachers use appropriate approaches when assessing knowledge and understanding of the curriculum

To help create a safe, calm and well-ordered environment for all pupils and staff, one that is focused on safeguarding pupils and developing exemplary behaviour in school and in the wider society

To ensure that staff implement consistent and fair approaches in managing our children and young people's behaviour

Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes

## **Continuous improvement**

To develop evidence based strategies for improvement which are realistic, timely and meet the requirements of our school context

To develop effective relationships with other professionals and stakeholders to improve progress and outcomes for all our children and young people

To shape the current and future quality of the teaching profession through high quality training and sustained professional development for all members of staff

To model entrepreneurial and innovative approaches to school improvement, leadership and governance

## **Working in partnerships**

To build a school culture that embraces the richness and diversity of modern communities, both locally and nationally, forging constructive relationships beyond the school

To establish and maintain working relationships with other professionals to improve the educational outcomes for pupils

To build and sustain positive relationships with parents/carers to increase their involvement in school activities and in the education of their children and to develop a sense of shared responsibility

To promote, develop and maintain the Christian ethos, values and overall purpose of the school by demonstrating the vision and Christian values in everyday work and practice

To ensure learning experiences for pupils are linked into and integrated with the wider community

To ensure that parents are well informed about the curriculum, pupil progress and attainments

To create and promote positive strategies for challenging prejudice and preventing radicalisation

To undertake any other professional duties as directed by the governing body

# Person Specification

## How to apply

Please read the specification carefully.

You must ensure that you address the criteria outlined in the person specification when completing the application form, giving examples as appropriate.

## Legend to criteria:

E - Essential

D - Desirable

I - How identified

## Identification:

A - Application form

I - Interview

E - Exercise (assessment)

R - Reference

Qualifications and Training	E	D	I
Qualified teacher status	✓		A
Professional development activities undertaken within last 2 years	✓		A
NPQH		✓	A
Further professional qualifications		✓	A
Experience	E	D	I
Substantial (at least 2 years) experience of senior management (headteacher, senior leadership role) in a primary setting	✓		A/I
Effective leadership experience in managing staff and undertaking appraisals	✓		A/I
Experience of leading whole school initiatives at a senior level, demonstrating positive impact and creativity	✓		A/I
Experience of formulating aims, policies and development plans and of monitoring, evaluating and reviewing the impact of these	✓		A/I
Experience of curriculum development and implementation to meet current requirements	✓		A/I/R
Experience of using assessment data to track and analyse student progress and setting targets for improvement.	✓		A/I/R
Experience of engaging stakeholders to support the raising of standards	✓		A/I/R
Successful teaching experience in the primary sector	✓		A/I/R
Experience of senior leadership in more than one school		✓	A/I/R
Successful teaching experience in the primary sector in more than one key stage		✓	A/I/R
Successful experience of strategic financial and resource management, ensuring efficiency, value for money and supporting the best pupil outcomes		✓	A/I/R
Experience of leadership in an Ofsted (or other eg SIAMs) inspection		✓	A/I/R
Knowledge and Skills	E	D	I
Excellent oral, interpersonal, organisational and problem-solving skills	✓		A/I/E
Excellent report-writing skills for presentation to governors or and external bodies	✓		A/I/E
A sound knowledge of current (and emerging) national educational developments across the primary sector	✓		A/I/R
A high level of competency to interpret statistical data and manage budgets	✓		A/I/R
Evidence of the ability to develop and maintain effective professional relationships with individuals at all levels (both internal to the school and external)	✓		A/I/R
Up to date knowledge of safeguarding statutory frameworks and national guidance, with the ability to implement effective whole school safeguarding policies/practices.	✓		A/I/R
Ability to strengthen relationships with the local church, its community and diocese	✓		A/I/R
Ability to positively promote the distinctive Christian character of the school	✓		A/I/R
Initiative and Circumstances	E	D	I
Ability to self-motivate	✓		A/I/R
Proven effectiveness in decision-making and ability to work under pressure	✓		A/I/R
Ability to work flexibly	✓		A/I/R



**Job Title: Headteacher**

**Salary range: L11—L17**

**Contract:**

**Full time and Permanent**



### **How to apply:**

Please complete the application form provided.

The supporting statement in your application should be no longer than 2 sides of A4 with a minimum font of Arial 11.

It should address the precise selection criteria detailed in the person specification and should reinforce this by giving examples to support your candidacy.

Please note that covering letters and other extraneous material will not be accepted as part of the application.

Your application should be returned by email to:

Margaret Crossley, School Business Manager

Email address: [admin@triangle.calderdale.sch.uk](mailto:admin@triangle.calderdale.sch.uk)

**Please note that applications must be submitted in Word format**

If you have any queries about the application process please contact:

Gill Meeson on 07921 099601.

### **Timeline:**

#### Closing date

Completed applications should be returned no later than 12 noon on

**Monday 8 April 2024**

#### Assessments and interviews

It is currently envisaged that these will be held on  
**Tuesday 16 and Wednesday 17 April 2024**



## **Safer Recruitment**

Safer recruitment practice aims to minimise the risk of appointing an individual who is unsuitable to work in a post where they will be in contact with children or vulnerable adults and could cause them harm.

Our selection processes observe best practice in selecting the appropriate candidate by ensuring equality of opportunity for all applicants whilst excluding any who may be unsuitable to work with our children.

The school pays full regard to the current DfE guidance 'Keeping Children Safe in Education' (KCSIE). We ensure that all appropriate measures are applied in relation to everyone who works in the school.

The Disclosure and Barring Service (DBS) helps employers to make safer recruitment decisions and to prevent unsuitable people from working with vulnerable groups, including children. It is a criminal offence to offer (or indeed to apply for, or to accept an offer of) employment in certain designated posts (those which involve working with children in what is defined as regulated activity) to a barred individual.

Our Single Central Record (SCR) records the safer recruitment checks and also states when relevant checks have been carried out and certificates obtained, including dates on which these checks were carried out and by whom they were completed.

All candidates are expected to understand their own duties and responsibilities in regard to child protection and safeguarding with due relevance to the specific post advertised.

Any conditional offer of appointment will be made strictly subject to receipt of all required documentation (as specified) and satisfactory verification of all checks.

## **Safeguarding in school**

Leaders, including governors, ensure that all staff are up to date with safeguarding arrangements. Staff are aware of the local safeguarding risks and know the signs to look out for. They know how to report and record any concerns that they have.

