



Headteacher Candidate Pack



Edison



Welcome Letter

Dear Applicant,

Thank you for your interest in the role of Headteacher at Edison Primary School. We believe that this is a remarkable and exciting opportunity to fundamentally shape the development of a recently established school.

I jointly founded Edison Primary School with the current headteacher, in 2015. Our founding vision was to create a science-oriented school dedicated to providing a welcoming and excellent learning environment for children. Our aims are to nurture well-rounded individuals with a lifelong passion for learning in general, and science and sustainability in particular.

Now as Chair of Trustees, I am very happy to see that our initial vision has been realised. Our 2-form entry primary school, in its 'state of the art', purpose-built, new premises is full. Our well-behaved children are supported and taught by a committed and talented team of senior leaders, teachers and administration staff. Our parent body is engaged and active, and our involved Trustees share the vision and ambition for the school.

With the planned retirement of the founding headteacher, an incredible opportunity now exists to build on the excellent foundations of this start-up school and to lead Edison in a crucial period of development through to maturity. This presents the right candidate with the rare chance to really influence the development of a school.

We would love to meet headteachers looking for the opportunity to make an impact on a school that has not yet reached maturity as well as highly talented deputy headteachers looking for their first Headship. Irrespective of your current position, you will be able to demonstrate a consistent record of excellence in school leadership, experience of developing a school at the leading edge of education and a passion for the learning and wellbeing of children.

I hope this opportunity excites you and, if you feel ready to take on this amazing challenge to contribute to the lasting success of Edison Primary School, we invite you to submit your application so that we may learn more about your expertise and your passion & vision for our school. I would be delighted to speak with you in more detail ahead of your application and to arrange a visit to see our wonderful school in person.

Thank you once again for your interest in joining Edison Primary School. We look forward to the opportunity of working with you to shape the lives of our children and to complete the development of our new school.

We look forward to receiving your application through our retained consultant, Ross Laird, who can be contacted at rlaird@academicis.co.uk or 07901 585959

Yours sincerely,

Suvir Rai

Chair of Trustees, Edison Primary School.



About Our School

Edison first opened its door to pupils in September 2016 as the Science specialist school in West London. Our aim is for our pupils to develop an appreciation of the prevalence of science in their everyday lives and the positive impact they can make as future leaders. Our science focus in no way detracts from our very broad and balanced curriculum which provides our pupils with enriching experiences. Edison not only benefits from a state of the art building, we also have dedicated science rooms, a library and an additional classroom per year group. Edison is located just off the A4 in the

Heston area of Hounslow, which is home to a young and diverse population. Hounslow also benefits from excellent transport links into London, the 'Golden' mile and Heathrow providing easy access to a range of rich learning and cultural opportunities.



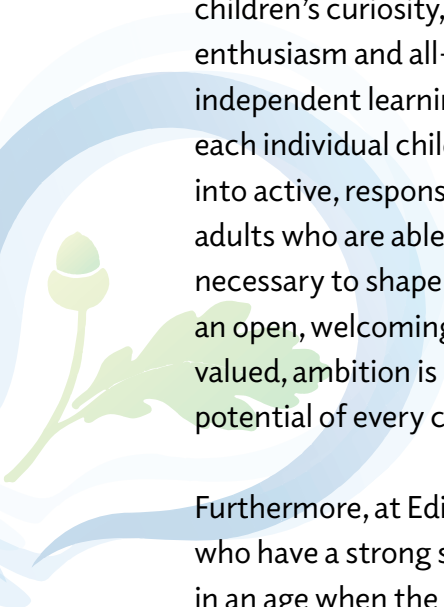


Edison



Vision and Values

The Vision



At Edison our core purpose is to build on children's curiosity, knowledge, confidence, enthusiasm and all-round abilities towards independent learning. We endeavour to help each individual child in their journey to grow into active, responsible and successful young adults who are able to make the choices necessary to shape their own future. We are an open, welcoming school where efforts are valued, ambition is nurtured and where the potential of every child is realised.

Furthermore, at Edison we will develop citizens who have a strong sense of right and wrong, in an age when the media brings the world to their homes. We challenge pupils to think for themselves.

Our core principles:

- High Expectations
- Broad Curriculum
- Science and Practical Learning
- Strong Parent Partnership





High Expectations and Challenge for all Pupils

Our pupils will make outstanding progress during their time at Edison, both academically and socially. The norm will be to continually strive for academic excellence and achievement above national expectations. Our distinct ethos with its strong sense of curiosity and high expectations is echoed in our motto 'Igniting young minds today, for a brighter tomorrow'. Every parent deserves a school that nurtures the individual potential of their child. We want our pupils to dream big and it is our purpose to keep their aspirations alive.

Our values

Enthusiastic in Approach

Determined Individuals

Independent Learners

Self-confident

Open and Respectful

Nurturing in nature

are the foundations behind everything we do as a staff and school.



Job Description



Job Purpose

- To agree a shared vision and ethos for the school and provide clear strategic direction
- To ensure high academic standards
- To ensure Safeguarding is effective
- To promote creativity incorporating new technologies
- To work effectively with, and be accountable to, the Governing Board
- To oversee the operational maintenance of the building
- To ensure all policies are up to date and actioned

Leadership and Management

- Recruit and maintain a high-quality leadership, teaching and support staff team
- Develop and review the School Strategic Plan underpinned by sound financial planning
- Create a motivating, collaborative learning culture
- Manage change and incorporate new ideas and plans
- Promote professional development and a good work-life balance for themselves and for colleagues
- To promote a whole school culture which is joyful, caring and highly ambitious



Job Description



Teaching, Learning and Standards

- Ensure the school provides an enjoyable and engaging learning environment with a broad curriculum which enables all children to achieve
- Create a learning culture of challenge and support
- Ensure high standards of learning, behaviour and attendance are maintained
- Monitor, track and report on progress and attainment

Resources and Finance

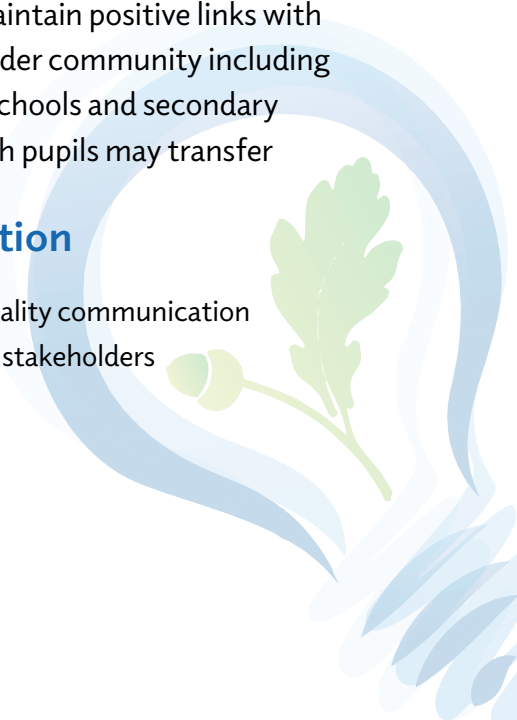
- Manage the school finances effectively, and produce and manage a balanced budget
- Ensure premises are maintained and updated
- Seek additional financial and resource opportunities

Community

- To create a happy, joyful and welcoming school community reflecting the richness and diversity of pupils, parents, staff, governors and volunteers
- Ensure effective liaison with the local authority and other organisations
- Develop and maintain positive links with the local and wider community including other primary schools and secondary schools to which pupils may transfer

Communication

- Maintain high quality communication channels with all stakeholders





Person Specification

Requirements (Essential unless otherwise stated)	Assessed at each stage	
	Application	Interview
Qualifications and Experience		
Degree and Qualified Teacher Status	•	
NPQH or working towards this or evidence of other successful professional study	•	
Proven commitment to continued professional development	•	•
Evidence of dynamic and inspirational leadership in a primary school	•	•
Skills and Knowledge		
Understand the legal framework within which a school operates, including national policy, curriculum developments, the OFSTED inspection framework and Safeguarding practices and procedures	•	•
Ability to identify and evaluate data critical to the assessment of the school's performance and take appropriate action in the best interests of the school		•
Experience of effective financial planning, budgetary management and the use of resources to achieve the school's objectives	•	•
Understanding of the principles of excellence in teaching, learning and assessment	•	•
Knowledge and understanding of how to provide a broad and balanced education and the widest range of opportunities for ALL pupils to enable them to achieve their full potential	•	•
Ability to maintain high levels of behaviour to support children's learning and social and emotional development	•	
Experience of leading high performing teams and maintaining effective personal relationships	•	
Experience of working with and creating learning partnerships and networks	•	



Person Specification

Requirements (Essential unless otherwise stated)	Assessed at each stage	
	Application	Interview
Leadership Skills		
Ability to demonstrate commitment to safeguarding and promoting the welfare of children, ensuring that all members of the school community share that commitment	•	•
Experience and ability to develop and communicate a clear strategic vision for the future development of the school in consultation with other stakeholders		•
Experience of delivering the principles and strategies of whole school improvement by initiating, implementing and evaluating change and development	•	•
Ability to manage, motivate and support individuals and teams effectively showing commitment to accountability for pupil outcomes -this will include Performance Management of staff	•	
Ability to build and maintain effective relationships with parents, carers, partners, and the community	•	
Ability to lead in a joyful, caring and highly effective manner	•	
Personal Qualities		
High expectations of yourself and your staff		•
Strong presentation in public and private speaking and writing skills	•	•
Excellent communicator with effective listening skills		•
Courage and ability to tackle difficult issues, to avoid defensiveness and to convey outcomes clearly and sensitively		•
Calm and organised under pressure		•
Caring and supportive of pupils and staff		•
A positive outlook on life		•
A genuine desire to work with children, staff and parents to affect the best possible outcomes for each child in your care		•

ACADEMICIS

How to Apply

If you would like to discover more about this exciting opportunity, need any further information, have an informal discussion or arrange a visit then please contact our retained consultant at Academicis, Ross Laird: rlaird@academicis.co.uk

or 01223 907979 / 07901 585959

Please email your application to:
Ross Laird: rlaird@academicis.co.uk

Closing date: Monday 10th June 2024

Shortlisting date: Wednesday 12th June 2024

Interviews: Tuesday 18th and Wednesday 19th June



Edison Primary School
Vicarage Farm Road,
Heston,
Hounslow,
TW5 0AQ