

Headteacher Recruitment Pack



Mossford Green Primary School
Fairlop Road, Barkingside IG6 2LN

Telephone: 020 8558 1602

Email: admin@mossfordgreen.redbridge.sch.uk

Visit our website:

www.mossfordgreen.redbridge.sch.uk

Letter from the Chair of Governors



Dear Applicant,

Thank you for your interest in this exciting opportunity to become the Headteacher of Mossford Green Primary School.

We are delighted that you see Mossford Green Primary School as a school where you can make an impact and take us from strength to strength. MGPS serves a diverse and supportive community in Ilford. We are an ambitious two-form entry primary school united in its vision to provide an innovative, evolving and child-led creative curriculum where all are supported to achieve their best.

We are confident that MGPS will provide an exciting opportunity as you seek to make the next step in your career. The Governors at MGPS are proud to be a part of a successful school. We believe that key parts of this success are the strong links and relationships that have been developed between staff, pupils, parents, governors and the broader school community.

In recruiting a Headteacher, we are seeking someone who will bring their enthusiasm and drive to develop, shape and share our ethos and vision; encouraging the children to follow the school's vision of 'creating a welcoming environment where children embrace learning and feel happy and secure, enabling them to reach their full potential through perseverance and a belief in their own abilities'.

We recognise that there are many challenges in the education system and that there are further changes ahead. By working together, we want to ensure that MGPS maintains its reputation for a wonderful learning experience for every pupil and proactively prepares to thrive in an uncertain future.

If you think you have what it takes to drive MGPS forward, then please visit us and speak to the current retiring Headteacher.

Short-listed applicants will be invited to attend an interview on **Monday 22nd and Tuesday 23rd January 2024**. To arrange a visit to the school; or should you have any questions, please contact our School Business Leader **Edda Everett** on **020 8550 1602** or email

edda.everett@mossfordgreen.redbridge.sch.uk

Thank you for your interest in MGPS. My colleagues and I really look forward to meeting and interviewing motivated candidates interested in taking on this important and exciting new challenge.

Yours faithfully,

Vishal K

Chair of Governors, Mossford Green Primary

About Mossford Green Primary School



Mossford Green is a vibrant school situated in a quiet residential area at the heart of a strong local community.

We are a small, two-form entry primary school in the heart of Barkingside where children embrace learning and feel happy and secure; enabling them to reach their full potential through perseverance and a belief in their own abilities. Our school is set in spacious grounds, spread across 4 buildings with an early years' garden, ecology area, memorial garden, field and large playgrounds.

Our aim is to foster a nurturing and stimulating environment where every child is valued for their unique abilities. Our commitment is to instil in our pupils the courage to face challenges, the respect for diverse perspectives, and the kindness to act with empathy. We emphasise resilience, determination, and creativity, equipping our pupils to thrive in a rapidly changing world.

We have a broad and balanced curriculum designed to ignite curiosity and a lifelong love of learning. Our children are a strong testament to our school values of respect, courage, creativity, kindness, resilience and determination.

Mossford Green Key Information	
Type of school	Community
Local Authority	Redbridge
Location	Barkingside, Ilford
Age range	3 – 11 years
Entry	Two form
Number of pupils on roll	456
Capacity	460
Average class size	30
Attendance (2022-2023)	93.5%
% of children with SEND	18%
% of children SEND with support	2%
% of children FSM	12%
% of children Pupil Premium	13%
% of children with EAL	56%
Gender	Mixed: Girls: 51% / Boys: 49%
Management Structure	ULT: Headteacher, Deputy Headteacher, Assistant Headteacher
	SLT: 4xPhase Leaders (EYFS, KS1, LKS2, UKS2), SENDCo, SBL
Number of staff	52: 3xULT, 6xSLT, 14xTeachers, 3xHLTAs, 18xLSAs, 3xAdmin, 1xMidday, 1xSite Manager, 3xCleaners
OFSTED rating	Good https://reports.ofsted.gov.uk/provider/21/102811



Our School Vision



At Mossford Green, we strive to create a welcoming environment where children embrace learning and feel happy and secure; enabling them to reach their full potential through perseverance and a belief in their own abilities.

Children are valued for their uniqueness and are encouraged to be confident in themselves, whilst respecting and accepting others' differences.

We work in partnership with families and value the crucial role that they play in their child's learning.



Our School Values are:

- **Courage**
- **Respect**
- **Kindness**
- **Resilience**
- **Determination**
- **Creativity**

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Aims:

- To develop a child's curiosity and enthusiasm for learning by offering a broad and balanced curriculum
- To encourage knowledge, skills and attitudes relevant to the changing world in which we live
- To provide opportunities for children so they can make a positive contribution to family, school and the wider community
- To develop honesty, sensitivity, good manners and respect for others and the environment
- To help children to be responsible for their own actions and make informed choices
- To be a place where partnership and teamwork lead to high quality outcomes for all

Our Children would like their new Headteacher to be:



When something is going wrong with your family, they will talk to you and make you feel better

Sets a good example for others



Presents fun assemblies

Listens to all sides

Making sure all children are safe

Good at making sandcastles!

Kind

Inspiring

Have courage

Someone who is like a Mum or Dad to me

Respectful to everyone & treat everyone the same



Our Staff would like their new Headteacher to be:



Resilient,
approachable &
community-driven

An excellent
communicator

Good at
understanding what
we already have

Trustworthy

SEND knowledgeable
& focused

Good at standing their
ground – being firm
but fair

A good
listener

Open
minded

Supportive &
considerate

Attention to
diversity

Welcoming &
has an open
door

Sets a good
example for others

Good leadership
qualities

Focused on wellbeing
& reducing workload

Team player &
builder

Calm &
patient

Our Curriculum & Enrichment



At Mossford Green Primary School our children learn through '*learning journeys*'.

The learning journey takes our children on a journey through learning each term; from a '**stunning starter**', which is used to engage the children in the work for the term, to a '**fabulous finish**' which brings the learning to a close. Learning journeys link learning across most areas of the curriculum with key texts often playing an important role.

Each learning journey is designed to cover key elements of the [National Curriculum](#) or [EYFS Framework](#) and includes additional elements which reflect the culture and context of things which are important for our children and which are therefore part of our school curriculum. We aim to ensure that learning is memorable and meaningful.

Wherever possible children learn through hands on experiences, including visits away from the school site and opportunities to bring experts into school. We welcome the contributions from parents and families, where they have relevant experiences, to share with our children.

We take every opportunity to use our local area to support our children with their learning. This includes visits to Claybury Woods, Dr Barnardo's Village, Barkingside High Street and the local library. We use public transport to access a wider range of opportunities across London and also use learning opportunities further afield such as Colchester Zoo and the beach at Chalkwell.



Our music offer to all children ensures that every child has the opportunity to learn to play a variety of instruments as they progress through the school, with whole class lessons in African drumming, recorders, violin, clarinet, guitar and samba. We also have a very popular choir of sixty children in KS2. Any child can choose to continue learning an instrument after the whole class provision and we also provide piano and singing lessons.



There are many clubs that enable our children to follow their interests and talents. At the moment these include football, netball, basketball, karate, gymnastics, dance, craft and cookery. Year six children run additional clubs at lunchtimes, such as art club and puzzle club and also enjoy taking on responsibility for the garden and the library.

In year 6, all our children get the opportunity to attend a residential activity week at Gilwell Park Scout Centre. Those that choose not attend, take part in similar activities in the local area.



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Headteacher

Salary: LBR Leadership scale - Scale Point L18 – L24 (£75,480 - £85,965)

Starting: 1st September 2024

The Governors are seeking to appoint an inspiring and child-centred leader to join our thriving, community school in Redbridge, as our current Headteacher is retiring. The successful candidate will manage the day-to-day running of the school and lead the delivery of a broad and balanced curriculum to meet the needs of a diverse range of pupils from Nursery to Year 6.

Mossford Green is a two-form entry primary school, located in outer London. We serve a wonderful, culturally diverse community where children enjoy coming to school, teachers are valued, parents are heard and the governing body is engaged. In June 2023, Ofsted rated Mossford Green a 'good' school, with outstanding qualities. All staff at Mossford Green work hard to meet the needs of our children. Leaders have continued to address the school's key priorities to build on current success and we need a new Headteacher with the scope and vision to move our school to ensure that the school continues to develop and evolve to provide an education of the highest quality for all our children.

In our next Headteacher, we are looking for someone who:

- Can develop a culture where everyone is valued and encouraged to succeed
- Upholds excellent standards of teaching and learning to raise standards for all pupils and ensure high-quality learning experiences
- Has the ability to lead changed based on research led ideas.
- Leads and influences staff effectively to deliver a broad and balanced curriculum, which is quality assured
- Understand the needs of leaders in a school to develop a wide variety of strengths using targeted CPD
- Will prioritise equality and inclusion
- Has excellent communication and interpersonal skills to motivate and inspire continuous improvement and manage change
- Will work with staff to promote well-being and good mental health
- Can engage parents and the community in the life of the school
- Will work effectively with governors to ensure the vision and strategy of the school is implemented

We would like to hear from existing Headteachers and talented Deputy Headteachers who feel that they have the knowledge and resilience to drive our school forward.

At Mossford Green we can offer you:

- A happy, welcoming school where children enjoy coming to learn.
- A friendly, supportive staff with a strong commitment to teamwork.
- Excellent opportunities to further develop your leadership and management skills.

We warmly welcome visits to the school. Please contact our School Business Leader, Edda Everett, or email if you have any questions about the post.

Application details are available from the school's website www.mossfordgreen.redbridge.sch.uk
All completed applications should be returned to: admin@mossfordgreen.redbridge.sch.uk

Closing date: Monday 15th January 2024 at 12pm

Interviews: Monday 22nd and Tuesday 23rd January 2024

At Mossford Green Primary School, we have a diverse school community where we actively seek to listen and learn from each other. We welcome applicants from all backgrounds for the experiences they can bring to our school. Our school is committed to working together to reduce workload and prioritise staff wellbeing at every level.

We are committed to safeguarding and promoting the welfare of children. All shortlisted candidates will be subject to an internet search. The successful applicant will have an aptitude for, and commitment to, safeguarding children. This post is subject to an enhanced Disclosure & Barring service (DBS) clearance. The London Borough of Redbridge is an equal opportunities employer.

Job Title	Headteacher
Grade	L18 – L24
Reports To	Governing Body
<p>The post holder is expected to operate in the context of the national Headteacher Standards. The complete standards can be found at https://www.gov.uk/government/publications/national-standards-of-excellence-for-headteachers/headteachers-standards-2020</p>	
Main Duties & Responsibilities	<ul style="list-style-type: none"> • Provide inspirational and effective leadership and management of MGPS, ensuring pupils make excellent academic and personal progress. • Effectively maintain the MGPS values and principles of working in collaboration and upholding the MGPS values, vision and ethos. • Provide professional leadership and management across all aspects of the school, and serve as an inspirational leader. • Create a culture of constant improvement, utilising evidence-based research and best practice to inform decision making.
Purpose	The Headteacher will provide professional leadership and strategic direction to Mossford Green Primary School (MGPS). They will establish a culture that fosters excellence, equality and high expectations for all pupils to raise aspirations and fulfill their potential.
School Culture	
The Headteacher will:	<ul style="list-style-type: none"> • Establish and sustain the school’s ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community. • Create a culture where pupils experience a positive and enriching school life. • Uphold ambitious and aspirational educational standards, which prepare pupils for their next educational phase. • Ensure a culture of high staff professionalism.
Teaching	
The Headteacher will:	<ul style="list-style-type: none"> • Establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn. • Ensure teaching is underpinned by high-levels of subject expertise and approaches which respect the distinct nature of subject specialisms.
Curriculum and Assessment	
The Headteacher will:	<ul style="list-style-type: none"> • Ensure a broad, structured and ambitious curriculum will be taught which sets out key knowledge, skills and values required for future success. • Establish and develop expert subject leaders who have high levels of relevant expertise to ensure a mastery approach to education and learning. • Ensure that the teaching of reading is prioritised from an early age. • Ensure valid, reliable and proportionate approaches are used when assessing pupils’ knowledge and understanding of the curriculum. • Adapting teaching and curriculum approaches in line with research and best practice.
Behaviour	
The Headteacher will:	<ul style="list-style-type: none"> • Establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are clearly understood and embodied by all staff and pupils. • Ensure the school’s behaviour policy is understood and followed throughout the school. • Ensure adults model and teach correct behaviour.
Professional Development	
The Headteacher will:	<ul style="list-style-type: none"> • Ensure staff have access to high-quality professional development opportunities, whole-school improvement, team and individual needs. • Ensure professional development opportunities draw on expert provision.
Organisational Management	
The Headteacher will:	<ul style="list-style-type: none"> • Ensure the safety and progression of pupils and staff through appropriate and effective safeguarding measures. • Ensure a rigorous approach to identifying, managing and mitigating risk.

Continuous School Improvement	
The Headteacher will:	<ul style="list-style-type: none"> • Work closely with the governing body to make use of effective and proportional processes of evaluation to identify and analyse issues and barriers which may limit school effectiveness, and identify priority areas for improvement. • Develop evidence-informed strategies for improvement, which are appropriately suited to the school's context and vision. • Ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time.
Governance and Accountability	
The Headteacher will:	<ul style="list-style-type: none"> • Understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility. • Establish and sustain professional working relationships with those responsible for governance. • Ensure that all staff know and understand their professional responsibilities and are held to account. • Ensure that the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.

Qualifications and Experience	Essential	Desirable
Qualified Teacher Status	X	
Degree	X	
Further relevant accredited professional/academic study	X	
Relevant professional development within the last 2 years	X	
NPQH qualification		X
Minimum of five years senior leadership experience in a UK Primary School		X
Thorough knowledge of the National Curriculum within the primary age range	X	
Experience in Early Years		X
Proven track record in leading and managing successful teams which have made a significant contribution to school improvement	X	
Experience of evaluating quality and standards in provision and outcomes	X	
Experience of developing and implementing a relevant, effective curriculum	X	
Involvement in managing organisational change	X	
Experience of leading teams to Outstanding		X

Knowledge and Skills	Essential	Desirable
Highly effective classroom practitioner	X	
Up-to-date primary phase knowledge including pedagogy, curriculum and research findings	X	
Thorough knowledge of procedures for safeguarding and promoting children's welfare	X	
Knowledge of how to allocate available financial resources to meet school priorities	X	
Ability to generate and share a vision, map out strategic direction and to motivate others to engage with it	X	
Minimum of five years senior leadership experience in a UK Primary School	X	
Ability to develop and maintain appropriate relationships and establish effective stakeholder partnerships within education and the LB Redbridge	X	
Excellent interpersonal, oral and written presentation and communication skills	X	
Ability to use data and a range of sources of evidence to make judgements and identify priorities	X	
Ability to undertake robust and accurate school self-evaluation, using the outcomes to plan effectively for improvement	X	
Excellent influencing skills and the ability to engage others in new ideas	X	
Able to inspire, challenge and motivate others through a range of leadership styles	X	
Excellent organisational skills, able to manage workload, delegating to others where appropriate and to work under pressure	X	
An understanding of Digital & technological integration in the curriculum		X

Personal Qualities	Essential	Desirable
Self-aware, with knowledge of one's strengths and preferences and can relate to different personality types well	X	
An inclusive mindset	X	
Self-motivated and resilient	X	
Willingness to learn	X	
Ability to work flexibly within a team and lead by example	X	
Uncompromisingly ambitious for students and their life chances	X	

Creativity and problem-solving skills	x	
Personal integrity	x	
Recognition of the importance of personal responsibility for health and safety, including safeguarding	x	
Commitment to MGPS values, vision and ethos and whole school community	x	

