

# Principal Candidate Pack

Pinkwell Primary School



Pinkwell  
Primary  
School



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# Welcome

from Hugh Greenway, Chief Executive Officer



The Elliot Foundation is a successful, charitable multi-academy trust specialising in primary academies. We consist of 32 schools spread across 3 different regions in the UK (London, East Anglia and the West Midlands) and a Head Office based in central London.

The simple fact that you are considering a job in primary leadership makes you one of the good guys. On behalf of the thousands of children currently in Elliot Foundation schools and those children yet to join us, thank you. Without people like you, there would be no future for our society or our world. You can play a pivotal role in growing a multi academy trust which supports schools to develop not just children's skill sets but their lifelong attitudes to learning and even their moral compass.

Working with The Elliot Foundation, you will be given continuous opportunities to challenge and develop your skills and work with a variety of experienced and skilled colleagues. If you have the ambition for yourself and the staff and children in our care, we will take you as far and sometimes further than you believed possible. I look forward to working with you.

**Hugh Greenway, Chief Executive Officer**

“Where children believe they can because teachers know they can”



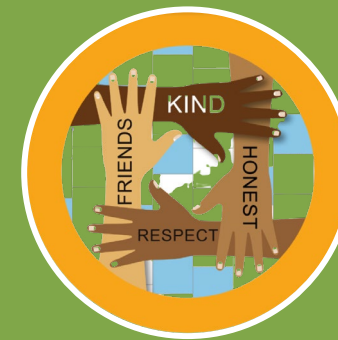
# Elliot Foundation Values



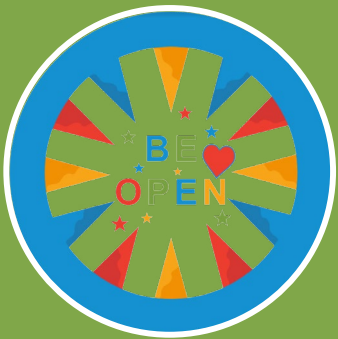
Put children first



Be safe



Be kind & respect all



Be open



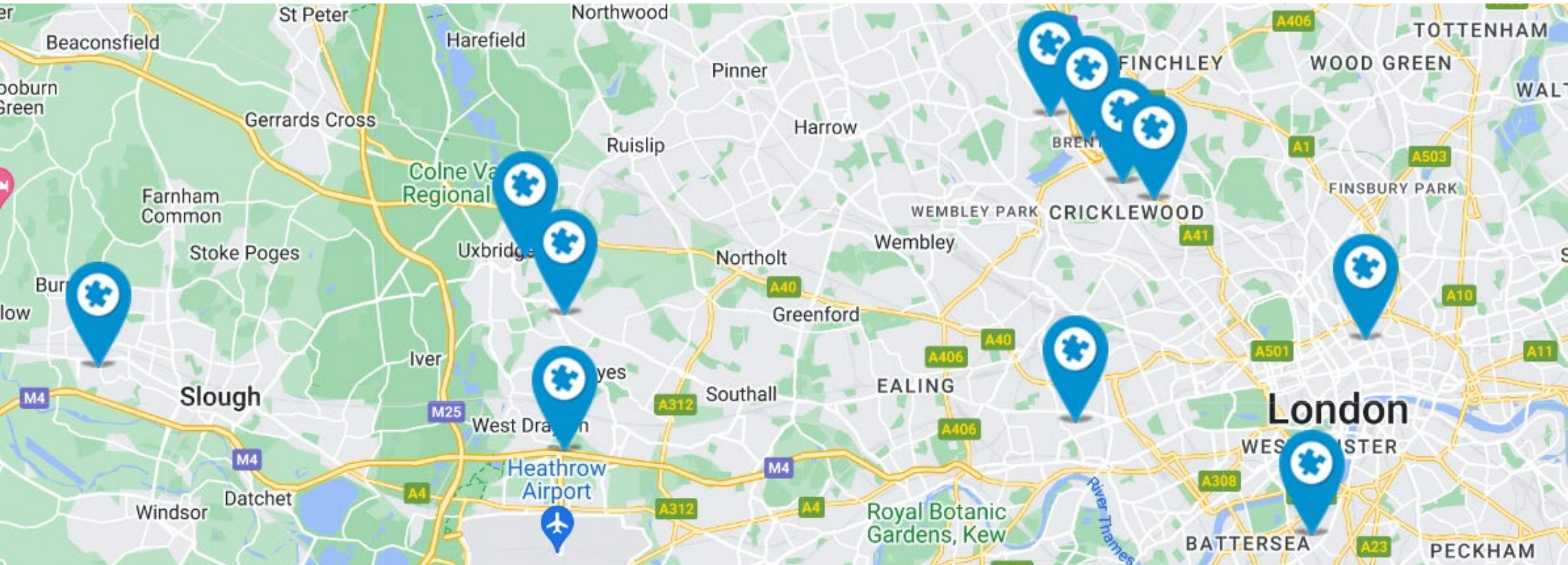
Forgive



Make a difference



# Our London cluster of schools



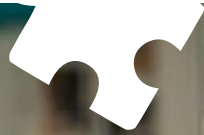
To view an interaction map,  
or view all our schools,  
[click here.](#)

## Schools:

- Childs Hill Primary School
- Claremont Primary School
- The Cippenham School
- Greenside Primary School
- Griffin Primary School
- Hillingdon Primary School
- The Hyde School
- John Locke Academy
- Parkfield Primary School
- Pinkwell Primary School



# Our Approach



We create the environment that helps schools succeed. We ensure schools thrive by keeping them safe, solvent, legally compliant and educationally enriching.

Within these constraints, we encourage schools to develop an educational vision that meets the needs of their children and their respective communities. Curriculums across our schools differ and we resist a one-size-fits-all approach.

We'll support you every step of the way to create a school you can be proud of.





# We support you



## Educational Support

Principals are supported by the Regional Director, the Education Team, and the Regional Innovation Lead. They provide support, challenge and strategic guidance to build school improvement.



## Legal and Governance

We offer day to day support to our academies in relation to all legal matters, governance, policy, admissions, complaints, GDPR, SEND and all other statutory arrangements.



## Finance Support

We help principals with management accounting, financial analysis, budgeting, forecasting, statutory reporting and other ad hoc finance related needs. You'll be supported by a Head Office team and regional staff.



## HR Support

Transactional HR work, HR related admin and payroll is undertaken at academy level by school personnel with the support of a central HR Administrator and HR and Payroll Systems Assistant. You'll be supported by a designated HR Business Partner who provides strategic leadership and support on HR matters.



## Estates Management

We help principals to manage buildings and estates and comply with health and safety. This specialist support ensures capital strategy, asset management and project management are effective and legally compliant.



## Programme and Projects Support

A Programme Director supports strategic projects to help the organisation run more effectively.

## Staff benefits



Networking & collaboration opportunities



Free flu jab



Cycle and tech salary sacrifice schemes



Generous pension scheme



Free eye tests



L&D opportunities

# From our annual principals' survey



“

I've had both personal and professional support

”

“

Support through a complex first year was excellent

”

“

I think we are part of a well-established, forward thinking and proactive Trust. I feel privileged to be part of the Elliot family.

”

“

[The Trust is] very open. If something is going badly, we work together to fix it.

”

# A special community and unique opportunity!



Pinkwell Primary School is a large 3 form entry school in west London. The school has made huge improvements over the last two years and is now in a strong place to move forward under the next Principal's leadership. As a school we have four values of: Respect, Resilience, Collaboration and Empathy; these are at the heart of everything that we do. Children at Pinkwell are keen to learn, work hard and enjoy the richness of the diversity of the school.

The curriculum at Pinkwell has been rewritten over the last 2 years and the senior leadership team has put in place a pedagogical approach which is starting to have a positive impact on pupils' development. Please do read more about our curriculum by clicking on the link: [Pinkwell Curriculum 2024/25](#). Staff at Pinkwell are passionate about overcoming boundaries to pupils' learning. Nurture is at the centre of everything we do.

Inclusion is at the heart of the school and children with SEND are well supported in every year group. Pinkwell is a fantastic place to work. The senior leadership team have built strong systems and processes; staff are committed to the long term plan for improvement and the pupils are just delightful!

## Partnership with Eden multi-academy trust

Through ongoing collaborative links with the Eden Multi Academy Trust and the Elliot Foundation, Pinkwell is a satellite location for primary and secondary age children who require specialist provision. This satellite runs as a separate school to Pinkwell but on the same site.

There are huge benefits to this partnership for both Eden and Pinkwell. Staff are able to share expertise and learn from one another in terms of best SEND practice and inclusive techniques.

As the national challenges around SEND provision continue to rise leaders Pinkwell is well placed to lead the future in considering how the landscape can be changed over the coming years. The partnership with Eden is central to this work



Eden Pinkwell  
Satellites



# Parent/carer school survey quotes,

“

They are very supportive and caring towards both of my children and they love the learning at Pinkwell

Parent

”

“

The atmosphere is very positive and staff greet Parents and Children

Parent

”

“

Teachers support children to make progress in their learning

Parent

”

“

This is a kind and respectful school with people who want the best for children

Parent

”

# Job Description

**Post:** Principal

**Salary & grade:** L21 - 27 (Outer London £85,396 - £98,281) plus 5% TEFAT uplift

**Line Manager/ Appraiser:** London Regional Director - TEFAT

**Accountable to:** TEFAT



The range of duties and responsibilities for the post of Principal is contained in the School Teachers' Pay and Condition Document

## Job Purpose

- To be responsible for the day to day and strategic professional leadership and management of the school; within the context of local and national guidance and legislation; and in consultation with the Trust.
- To lead, manage and organise the strategic direction of the school to meet its aims and targets
  - To evaluate the school's performance (working with others) and identify the priorities for continuous improvement and raising standards
- To promote an environment which achieves high standards in all areas of the school's work
  - To work strategically with the Principals and senior leaders across the Trust
  - To build links and partnerships with the local community and educational organisations.

## Key Priorities

- To develop and promote the vision and ethos for the school.
- To ensure that pupils are well prepared for the next phase of their education
- To raise attainment in all subjects and improve levels of progress to beyond national expectations, with a particular emphasis on matched levels of progress in English and Maths and all other subjects.
- To continually improve the quality and consistency of teaching and learning, pace, pitch and challenge and the use of effective assessment data to accelerate progress.
- To lead and develop leaders at the school to enhance their impact on pupil progress.
  - To work with other Principals and senior leaders across the Trust to improve all aspects of pupil and staff experiences within school and The Elliot Foundation.

## Shaping the Future

- To work with the staff and the Trust in reviewing and developing a school improvement and checking plan that aims to raise levels of achievement and expectation for all pupils and that creates the conditions necessary for all pupils to learn effectively, make progress and feel proud of their achievements in line with our school and Trust philosophy.

## Leading our Teaching and Learning

- To provide inspiration and strong strategic leadership to the teaching team.
- To ensure that school continues to deliver the highest standards of learning and progress across all year groups and for all groups of pupils.
- To develop the curriculum within the context of statutory requirements, to meet the needs and aptitudes of all the pupils.
- To lead and advise school leaders in line with agreed school and TEFAT policies and new developments.
- To provide an environment where all pupils achieve their best, make significant progress and overcome any potential barriers to achievement or educational disadvantage based on class, gender, disability or ethnic origin.
- To regularly monitor the progress of pupils in the school and provide reports for parents/ carers, Community Council and the Trust.
- To develop knowledge, skills and application to meet the needs of our pupils and staff within the global context of the 21st century and beyond.
- To ensure targets and progress for pupil attainment agreed with the Trust are met.

# Job Description



## Developing Self and Working with Others

- To lead, supervise and participate in any arrangements for the performance appraisal of teaching and support staff, within agreed TEFAT and national frameworks.
- To ensure that all staff at school have access to advice, CPD and induction appropriate for their needs and the needs of our pupils.
- To brief and update colleagues on relevant policy and practice through briefings, meetings, workshops; use Google and technology effectively.
- To lead and facilitate relevant CPD within and beyond school.
- To be an exemplary role model throughout school and across TEFAT.
- To regularly review own practice, set personal targets and take responsibility for own CPD, seeking advice and support from others within and beyond TEFAT.

## Leading and Managing school

- Within the framework of our Equal Opportunities Policy and in partnership with the Trust to participate in the selection and appointment of school staff.
- To effectively manage and deploy all teaching and support staff resources and allocate duties in accordance with their conditions of employment.
- To be responsible for school staff timetables, duties, calendar and day-to-day organisation.
  - To make available to staff information about their work and performance where this is relevant to their future employment.
- To provide regular, timely and useful reports to the Trust on all aspects of the school's performance as required or specified.
- To lead and manage the financial and human resources effectively and efficiently to achieve our educational vision and priorities.
- To manage the day-to-day safeguarding, security and effective supervision of the site, buildings, their contents and of the grounds.
- To lead and manage all aspects of Health and Safety.
- To ensure that key policies are monitored and reviewed appropriately.

## Securing Accountability

- To lead the collection, use and analyse a rich set of data to understand the strengths and weaknesses of all strands of our work and performance at school.
- To check, evaluate and track pupils' learning to ensure pupils across school make more than expected progress.
- To engage the school community in the systematic and rigorous self-evaluation of all aspects of our work through compiling relevant data and analysing performance using statistical analysis.
  - To observe, support and challenge colleagues at work to improve their practice and to inform future improvement.
- To ensure that very high standards of professional performance are established and maintained acknowledging excellence and challenging underperformance at all levels
- To ensure individual staff accountabilities are clearly defined, understood, agreed and met

## Strengthening Community

- To actively foster and maintain the diverse multi-cultural ethos within school, and take account of the cultural needs of pupils from all the communities.
- To take responsibility for leadership of extended/ enrichment activities. This includes ensuring a range of community based learning experiences and collaboration with other agencies to ensure pupil and community needs are met.
- To lead public events in liaison with the relevant parties.
- To support school in fostering effective communication, partnership and successful outcomes.
  - To ensure that the pastoral care of pupils builds on existing good practice and takes account of pupil's differing social and cultural backgrounds.
- To promote exemplary behaviour among the school community in accordance with the positive behaviour and anti-bullying policies of school and the Trust.

# Job Description



## Strengthening Community continued

- To encourage pupils to have a clear understanding of values, self-discipline, self-respect, and respect for others.
- To establish positive relationships with all pupils in the school.
- To develop and encourage positive relations with parents/ carers in all communities.
  - To ensure parents/ carers are given regular and accessible information about the curriculum, the progress of their child/child entrusted to their care and other matters educational and social matters.
  - To actively involve and welcome parents/ carers into all aspects of the life of school
  - To develop effective links with the community to extend the curriculum, enhance teaching and broaden learning opportunities
- To liaise where appropriate with other schools (within and beyond TEFAT) and educational organisations, to share and/or adopt good practice.
- To support and assist pupils in making a successful transfer to secondary education
  - To ensure that strategic planning takes account of the diversity, values and experience of the school and local community
- To actively promote school and The Trust as a centre of excellence for education and families in the local community

## Safeguarding

- To assume the role of DSL and supervise the work of the other designated DSLs.
- To lead and manage staff induction and CPD to ensure best practice in all strands of safeguarding
- To review the school's safeguarding policy and procedures annually.

## Other Duties

- To undertake any other reasonable duties that may be required from time to time commensurate with the post of Principal.

The Trust expects all employees to have a full commitment to the equal opportunities policy and an acceptance of personal responsibility for its practical application. All employees are required to comply with, and promote, the policy and to ensure that discrimination is eliminated within the service to the pupils and their parents/ carers. The school is committed to the safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS disclosure will be requested for the successful candidate in accordance with Safeguarding Children, Keeping Children Safe in Education and Safer Recruitment in Education legislation.

## Review

This job description is not exclusive and may be amended from time to time by agreement between the Principal and representative from the Trust. The job description will be reviewed annually.





# Person Specification

E = Essential | D = Desirable



Criteria	E	D
Degree Qualified Teacher Status NPQH or equivalent CPD	•	
Evidence of continued CPD, reflective practice and research		•
Ability to think and plan strategically and to monitor, evaluate and review all aspects of the school	•	
Leadership experience in primary schools (as a Principal, Deputy Head or Vice Principal) with track record of transformational change	•	
A proven track record of providing vision and leading change and effective improvement strategies to raise standards for all abilities	•	
Use of innovative approaches and latest technologies in the development of teaching and learning, including assessment for learning	•	
Successful management of school self-evaluation, improvement planning and target setting	•	
Experience and knowledge of Ofsted inspection processes	•	
Leadership in staff professional development	•	
Leadership in pastoral/pupil personal development, within a robust whole academy safeguarding culture	•	
Successful partnership working with other schools, relevant service agencies and stakeholders	•	
Successful experience of human and financial resource management		•
Thorough knowledge and understanding of national priorities, current curriculum developments and an ability to design and implement an innovative curriculum based on pupils' needs	•	
Demonstrable knowledge and understanding of equality issues and legislation	•	
Experience of organising collaborative partnerships with other service providers to meet the needs of the whole child	•	
Commitment to a pupil centred approach to the delivery of the curriculum, ensuring inclusive learning	•	
Demonstrable ability to lead, motivate, develop and inspire staff and to encourage family and community involvement	•	
Ability to analyse and interpret data and set challenging but realistic performance targets	•	
Ability to work effectively as part of the academy team and with the Central Trust team, school leaders across the Trust, community councillors, trustees, pupils, parents/carers, stakeholders and partners beyond the education sector	•	
Highly developed communication and interpersonal skills, with the passion, presence and credibility to lead, empower and inspire a wide range of stakeholders	•	
Able to demonstrate commitment to the values and behaviours which flow from The Elliot Foundation Academies Trust Values and ethos	•	
Able to self reflect and challenge existing thinking across the Trust constructively	•	
Able to take responsibility and take action ensuring high expectations of self and others, including courage, challenge and integrity	•	
Proactive and positive approach	•	
Resilience; the ability to work under pressure and meet deadlines	•	

# How to Apply

If you would like to discover more about this exciting opportunity, need any further information or you wish to have an informal discussion, please contact our retained consultant at Academicis, Ross Laird:

**[rlaird@academicis.co.uk](mailto:rlaird@academicis.co.uk) or 01223 907979 / 07901 585959**

Please email your application to, Ross Laird:

**[rlaird@academicis.co.uk](mailto:rlaird@academicis.co.uk)**

**Closing date: Friday 28th March 2025**

**Shortlisting: Friday 28th March 2025**

**Interview dates: Thursday 3rd April**

## Safeguarding checks

We are committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to share this commitment and behave in a way which reflects this.

Appointment to this post will be subject to satisfactory safeguarding pre-employment checks including a Barred List check, Disclosure and Barring Service check, and references.

Please note, it is a criminal offence to apply for this post of employment if you are barred from working with children and young people.



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N1 0AX



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