

Applicant Information Pack



Headteacher

Leadership scale 14-21 (London fringe Allowance)

£69,963 - £82,824

Our Trust

A shared purpose to work together to support the young people in all of our schools to *Lead Successful Lives*



Thank you for taking the time to consider the role of Headteacher at Wilmington Primary School.

Endeavour MAT is based in Dartford, Kent and comprises 4 schools – Wilmington Primary, Wilmington Grammar School for Girls, Wilmington Grammar School for Boys and Stone Lodge School, a non-selective 11-18 school which opened in 2019.

At Endeavour MAT we celebrate the differences between our schools and want them all to continue to improve. Exam results are important, but we go further, helping our students, staff and schools to thrive and to be remarkable. Our culture of working together means that we can achieve more collectively than we could alone, aiming to nurture a balance between autonomy and collaboration.

We actively embrace the challenges we face, and do so with humility, acknowledging that there are always ways in which we can get better. This allows us to work creatively, looking for ways in which we can learn, within and beyond education. Our destination driven focus applies as much to our community of students as it does to our schools and our people.

The support of the Trust Central team (Finance, Premises, HR, Governance, data, IT) allows you to focus on the important stuff – the quality of education, the development of staff, the engagement of the community and the richness of the experience the children receive.

When the time comes, we want our students to be able to grasp their future with both hands, confidently able to play a full and active role in society and aware of the impact their decisions and actions can have. We strive to ensure students leave school well qualified and with the skills and experiences that will enable them to pave their own way in life. We want our curriculum, teaching and learning and co-curricular programme to be exemplary as we prepare our students to ***Lead Successful Lives***.

A handwritten signature in black ink, appearing to read 'Charlie Guthrie'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Charlie Guthrie
Chief Executive Officer



About the Role

The Role

As Headteacher you lead the school, with support from the CEO, the other headteachers in the trust and the wider leadership team. You lead the development of the curriculum, you determine the school development priorities, and you are responsible for all aspects of the school, from safeguarding to recruitment. But at Endeavour we acknowledge the complexity and nuance in school leadership. We work with honesty and humility towards achieving the highest ambitions we have for our schools.

You have a track record of improving standards, a breath of experience covering curriculum and pastoral aspects. You can develop a strategic plan and implement it successfully. You are skilled at working with people and leading teams. You are a role model for the community.

Work between primary and secondary colleagues is ongoing. For example, through our subject networks secondary and primary colleagues have worked to develop aspects of foundation subjects. There is a wealth of equipment and facilities that can be shared. Primary colleagues have led work on the overlap between KS2 and KS3 and our transition work has been innovative, giving a range of opportunities for primary pupils to experience life in a secondary school.

We are looking for someone who can lead the next stage of the development of the school and be part of the development of our trust. Whether you are an experienced headteacher, head of a standalone academy looking to take on an executive leadership role and bring your school into a larger organisation or someone looking to embark upon a career in headship, you will be supported and be part of the leadership team in the trust. We value and trust our staff and will support you in your professional development. Our staff are our most important asset and your welfare in the role is a key consideration. If this is the kind of opportunity that interests you, we would be delighted to receive your application.

At Endeavour we do the right things, in the right way. If joining our team appeals to you, please get in touch. For a confidential conversation with Charlie Guthrie, please contact Kimberley Ashenden or Carolyn Matthews on 01322 250 285 ext 923.



About the School

About the School

A shared purpose to work together to support the young people in all of our schools to *Lead Successful Lives*

Wilmington Primary School is a popular and oversubscribed one form entry primary school in Wilmington, Kent. We are proud that it is a school where children are happy to come and thrive in our caring and stimulating environment. The school offers a rich and diverse curriculum, which promotes both academic and social development for the child. Children, staff, parents, governors and volunteers agree that its strength is the community spirit, which creates a caring, supportive and happy environment. We have high achieving children and we aim to inspire all, children, staff and governors to reach their full potential. The children are exceptionally well-behaved. You come to Wilmington to teach!

We want our children to grow into compassionate, positive, resilient and confident adults, who are team players, as well as life-long learners.

Our motto is 'sharing and caring as we learn together' and we aim to develop staff, as we do children. We work alongside the other schools in our Trust to offer development and collaboration, supporting the vision and the work that we are all doing.

Charlotte Scott has led the school since 2017 and it is a successful, thriving community school. Our children deserve a headteacher who will inspire them and their teachers to be brilliant.

Please arrange a visit to come and see us in action.

Visits to the school will take place on:

Thursday 12th September at 9.30am - 10.30am

Monday 16th September at 9.30am - 10.30am

Thursday 19th September at 9.30am - 10.30am

To book your place, please email hrteam@endeavour-mat.co.uk or call on 01322 250285 ext 923

About the School

While a school is about more than data, the information below will give you a sense of current levels. Our parent survey (July 2024) was overwhelmingly positive with one parent, reflecting the views of many saying ‘WPS is lovely - as are the teachers and my child is extremely happy so I would recommend this school to other parents’

EYFS		School	National		
% Good Level of development	2022/23	78	67		
	2023/24	86			
Phonics year 1	2022/23	86	79		
	2023/24	93			
Phonics year 2	2022/23	93	89		
	2023/24	100			
KS1		Expected		Greater depth	
		School	Nat.	School	Nat.
Reading	2022/23	80	68	20	19
	2023/24	93		36	
Writing	2022/23	77	60	20	8
	2023/24	87		23	
Maths	2022/23	80	70	23	16
	2023/24	90		36	
KS2 Results		Expected		Greater depth	
	% pass	School	Nat.	School	Nat.
RWM Combined	2022/23	66	59	22	8
	2023/24	70	61	23	8
Reading	2022/23	69	73	28	29
	2023/24	83	74	30	28
Grammar, Punctuation, Spelling	2022/23	75	72	38	30
	2023/24	77	72	30	32
Writing	2022/23	84	71	25	13
	2023/24	83	72	27	13
Maths	2022/23	78	73	38	24
	2023/24	87	73	33	24

Links	
Get Information about schools	Wilmington Primary School - GOV.UK (get-information-schools.service.gov.uk)
Ofsted	50092210 (ofsted.gov.uk)
Performance tables	Wilmington Primary School - Compare school and college performance data in England - GOV.UK (compare-school-performance.service.gov.uk)



Endeavour Benefits

ENDEAVOUR BENEFITS

The Endeavour Benefits package is available to all staff across the Trust in addition to competitive London Fringe pay.



High quality, defined benefit occupational pension scheme – employer contributions of:

28.68% Teachers Pensions Scheme

22.5% Support Staff Pension (LGPS)



Generous annual leave, 33 days, 38 at grade 7 & above and all grades after 5 years.



Big discounts on shopping, dining and entertainment at over 150 retailers via the Endeavour Benefits platform.



Free Parking at all Endeavour MAT schools and electric vehicle charging at Stone Lodge School.



Tax efficient Cycle to Work scheme via the Endeavour Benefits platform.



Free eyesight test for DSE and contribution towards glasses.



Free annual flu vaccination.



24/7 free and confidential Employee Assistance Programme.

Affordable dental insurance via the Endeavour Benefits Platform.

Discounted health assessments, digital GP services, virtual physio and other services via the Endeavour Benefits platform.



Discounted gym offers via the Endeavour Benefits Platform.



How to Apply

HOW TO APPLY

More information

Please contact the CEO, Charlie Guthrie for an informal discussion about this role please contact HR on 01322 250 285 ext 923 or email hrteam@endeavour-mat.co.uk.

Application form

The application forms should be completed and submitted online via My New Term or by clicking through to the [Current Vacancies](#) section of the Endeavour MAT website. The deadline for applications is 9am Tuesday 24th September 2024 and interviews will take place on Monday 30th September 2024.

Assessment process

Candidates will be shortlisted in accordance with the requirements set out in the Person Specification. Shortlisted candidates will be invited to attend a panel interview and also have a skills test based on the key requirements set out in the Job Description.

We encourage candidates who may need adjustments to allow them to participate fully in the process to discuss these with us in advance.



Safer Recruitment

SAFER RECRUITMENT

Endeavour MAT is absolutely committed to safeguarding children and young people. To that end careful checks will be made on all applicants for posts within our trust in accordance with the Safer Recruitment guidance set out in the prevailing *Keeping Children Safe in Education* document.

This includes:

- Checking a valid passport/driving licence/birth certificate to check identify
- Checking original certificates for academic qualifications
- Contacting referees for each shortlisted applicant
- Asking shortlisted candidates to declare anything that may make them unsuitable to work with children

All appointments are made subject to a satisfactory Enhanced Disclosure and Barring Check (DBS).

Applicants who have resided abroad will be subject to further checks with authorities in those countries where they have resided.

All applicants should note that the position available involves contact with children and is exempt from the Rehabilitation of the Offenders Act 1974 and all subsequent amendments (England and Wales). The amendments to the Exceptions Order 1975 (2013) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers, and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found at the Disclosure and Barring Service website.

A previous unspent conviction will not necessarily bar someone from being appointed; the specific nature and date of the conviction will be taken into account.

Safeguarding underpins the work we do within the Trust and as such we provide appropriate induction support to all appointed staff and promote vigilance at all times.

Endeavour MAT Schools

Wilmington Grammar School for Girls

Parsons Lane
Wilmington
Kent
DA2 7BB

Head Teacher: Michelle Lawson
Telephone: 01322 226351

www.wgsg.co.uk

Wilmington Grammar School for Boys

Common Lane
Wilmington
Kent
DA2 7DA

Head Teacher: Stuart Harrington
Telephone: 01322 223090

www.wgsb.co.uk

Stone Lodge School

Stone Lodge Lane
Stone
Dartford
Kent
DA2 6FY

Head Teacher: Gavin Barnett
Telephone: 01322 250340

www.stonelodgeschool.co.uk

Wilmington Primary School

Common Lane
Wilmington
Kent
DA2 7DF

Head Teacher: Charlotte Scott
Telephone: 01322 274080

www.wilmingtonprimaryschool.co.uk

Find out more:

Call: 01322 250285

Email: recruitment@endeavour-mat.co.uk

Website: www.endeavour-mat.co.uk



**ENDEAVOUR
MAT**