



Headteacher Recruitment Pack

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Orchard Learning Alliance

The Orchard Learning Alliance is a family of 10 schools which came together in 2022 as equal partners to create a new multi academy trust based on a common set of values and principles. We believe that education has the power to transform lives and that by working together, as a family of schools, we will enhance the life chances of all our children by equipping them with the knowledge, skills and confidence to thrive. Our mission is to promote learning excellence and social justice through exceptional schools, and our formation has been guided by these principles:



- **Autonomy:** each school must retain its own unique identity within its own community.
- **Alignment:** we aim to align systems and practice through consensus and only where it adds to quality and efficiency.
- **School Improvement:** must always be at the heart of our culture.

We are working in partnership with our Regional Director of Education on a phased growth strategy. Currently we have four schools in the Trust while another six schools, including Hillside, are in a Trust Partnership Agreement. We anticipate that these six schools, all of which have Academy Orders, will convert and join the Orchard Learning Alliance between April and October 2025.

As part of the OLA, Hillside will benefit from:

- ✓ A supportive network of experienced headteachers and school leaders
- ✓ Regular support and challenge from our team of School Support Partners
- ✓ Wider networking and collaboration through the Schools Learning Alliance
- ✓ Bespoke support with finance, budget setting, premises and digital services.
- ✓ Centralised setting of statutory policies

We recognise that our Trust exists because the leaders and governors of our schools chose to come together, and this process has therefore, been one of co-design and co-production. We are dedicated to carrying this ethos forward, ensuring we remain embedded in, and continue to support, our school communities.

The new Headteacher of Hillside will join a strong and supportive network and will contribute to the further development of our Trust.

Tom Bartlett
Chief Executive Officer



ORCHARD
LEARNING ALLIANCE

Hillside Primary School

Dear Applicant,

Thank you for your interest in the role of Headteacher at Hillside Primary School. Following a period of co-Headship, commended by OFSTED, and which gave our long-standing Head the opportunity to step down gradually, we now seek an excellent and highly motivated person with high expectations to lead our thriving school.

Our motto of **'Inspiring the future'** reflects our vision for all of our children to be proud, active citizens of the part they will play in their own and other's lives.

Our children come from a diverse range of backgrounds across a wide catchment, and we pride ourselves on being inclusive to all. Our Values sit at the heart of everything we do and are reflected through our curriculum, as well as the behaviour and aspirations of our pupils. Our excellent Inclusion Team ensure that children with SEND are supported in their learning ensuring they made good progress, gain independence and resilience, and that their self-esteem is nurtured. We provide support to a number of children, including those with in-class support and monitored interventions, and also children with very high needs and an adapted curriculum.

Hillside is a two-form entry school, currently with 460 on roll, on the boundary of Reading and Wokingham. We have a large site with excellent sport and recreation facilities; outdoor learning space, including an orchard and wildlife pond. There are Morning and Afterschool clubs, and many other clubs and activities, several organised at lunchtime by the children themselves through our amazing Junior Leadership Team. The PTA is a valued part of our school community, and their financial contribution has a significant impact on enhancing resources and experiences for our pupils.

As a founding member of the Schools Learning Alliance (SLA), we work collaboratively with other schools locally sharing expertise and guidance in order to improve the provision for all our children.

Hillside currently holds Academy Orders to join the Orchard Learning Alliance (OLA), further enhancing this support and enabling us to share resources whilst focussing on continuing excellence in teaching and learning. The OLA is a group of schools with a shared vision and is being co-created from the "ground up". At the time of writing, we anticipate joining the Trust on 1st April 2025; you will be joining Hillside and a wider family of supportive schools who share our ethos. The OLA will provide enhanced opportunities for mutual challenge, sharing best practice and providing exciting opportunities for all our staff. We are excited to be a part of this MAT which is being developed by the schools themselves.

Hillside staff are highly dedicated and motivated and as noted in our recent Ofsted inspection, "committed to helping our pupils achieve their best". We are an active Governing Body who encourage this vision whilst ensuring Hillside is a happy, safe place to learn and work. Staff well-being and support is high on our agenda. The values of the school provide the moral compass and are at the heart of everything we do. We expect the headteacher to lead by example and embody these values.

I hope that this pack gives some flavour of our school, and encourage you to visit our website: hillside.wokingham.sch.uk, that of the OLA: orchardlearningalliance.com and SLA: schoolsllearningalliance.org.

Please arrange to visit the school on one of the following mornings (Tuesday 7th, Monday 13th or Wednesday 15th Jan) where you will be warmly welcomed and shown round by a member of staff or a school governor. Please email finance@hillside.wokingham.sch.uk to let us know of your intention to visit.

Yours sincerely,

Karen Mackin.
Chair of Governors, Hillside Primary School

Primary Objectives

Hillside Primary School is committed to safeguarding and promoting the welfare of every child, staff member and volunteer, and expects every staff member and volunteer to share this commitment.

The Head Teacher will provide overall professional strategic leadership and management of Hillside Primary School, ensuring that the child is at the centre of everything, and maintaining its continued success and improvement. The school's Values-led culture promotes excellence, equity, inclusion, consistency and high expectations; the Head Teacher is key to setting, promoting and maintaining this ethos, thereby creating successful learners and confident citizens.

The Head Teacher is accountable to the Governing Body and the Orchard Learning Alliance (OLA). Whilst providing direction, vision and leadership for the school, the Head Teacher has responsibility for management, organisation and administration of the School, ensuring that resources are used efficiently and effectively.



Qualities and Knowledge

We are seeking a Headteacher who will-

- Lead by example; holding and articulating clear values and moral purpose aligned to those of the School and the OLA
- Nurture the inclusive character of Hillside
- Demonstrate experience of working with SEND children, their families and linked professionals
- Focus on providing excellent educational opportunities for all children
- Build positive and supportive relationships with all members of the school community
- Communicate the school's vision through strategic leadership
- Proactively explore opportunities for continuing professional development



Qualities and Knowledge

Children and Staff: We are seeking a Headteacher who will-

- Advocate for a true child- centred education
- Require ambitious standards for all children, overcoming disadvantage and promoting equity
- Hold staff to account for their professional conduct and practice, and the impact of their work on pupil outcomes
- Sustain a culture of shared best practice
- Promote the spiritual, moral, cultural, mental and physical development and well being of all pupils and staff
- Encourage pupils and staff to show kindness, empathy, compassion, and to value diversity
- Encourage pupils to be confident, independent, resilient and collaborative, developing a thirst for learning
- Ensure that teaching methods are appropriate to the needs of each child
- Encourage and enable training for all staff, ensuring excellent teaching throughout the school

Organisational framework: We are seeking a Headteacher who will-

- Provide a laser-like focus on safeguarding, whilst ensuring a safe and stimulating learning environment
- Ensure that the school's systems, organisation and processes are efficient, rigorous, fair, transparent and fit for purpose
- Ensure that Performance Management of all staff values excellent practice and supports improvement where any underperformance is identified
- Promote strategic, curriculum-led financial planning to ensure the effective use of budgets and resources
- Engage in school self-evaluation and development planning, building on previous experience
- Work collaboratively with the Governing Body, the OLA and the SLA. Provide the GB with the information that it requires to govern effectively

Improvement and Collaboration: We are seeking a Headteacher who will-

- Inspire and influence others to believe in the fundamental importance of education in children's lives and promote the value of education
- Model innovative approaches to school improvement and leadership



Stakeholder Views

We asked our Stakeholders what qualities they want in a Headteacher at Hillside

Children:

“Curious about our learning”

“Share our school values”

“Kind”

“Knows the children, possibly through teaching on occasion”

“Helpful”

“To be positive with a good sense of humour”

“Caring for our mental health and physical needs”

“Hard Working”

“Good leadership is setting a good example for the children”

“Want Hillside to stay the same (keep being great, and not make too many changes)”

“Respectful of other cultures”

“Empathetic and Friendly”



Stakeholder Views

Parents/ Carers:

“Someone who can be friendly with all races of people and understand different cultures”

“Aims for excellence”

“Have a strengths based approach to implementing inclusion in school, so children with SEN can continue to gain confidence and achieve”

“Inspirational and strong communicator who will challenge decisions for the best of the school”

“Compassionate and caring for all diversities”

“Has the children’s happiness and wellbeing in learning as a priority”

“A genuine love for teaching and children with them at the forefront of everything”

“Empathetic, warm inspiration and firm but fair”

“Someone who takes student welfare seriously and makes the children feel safe at school”

“Someone who is approachable and visible to the school community”

“Leadership vision, but also caring”

“Enters the classroom on occasion to teach a lesson”

“A leader who others want to follow”

“Listens to children and parents and responsive to feedback”

“A demonstrable understanding of SEN”

“Have clear values”

“Nurturing, a champion for children in their care”

“Somebody with the children’s welfare and educational potential/ attainment at their core”

Stakeholder Views

Staff:

“Someone who understands the pressures of teaching and who is prepared to teach themselves on occasion”

“Curious about our learning”

“The ability to actively listen, prioritise well, communicate clearly and totally remain focused on the wellbeing and success of every pupil”

“Ability to lead, guide and nurture staff and students”

“Inspire both children and staff”

“Creates a collaborative and inclusive learning environment”

“A thorough understanding of all curriculum areas from nursery through to Year 6”

“The ability to create and promote a well-rounded and diverse working environment”

“Good communication, patience and understanding”

“Knowing the staff team and supporting them to be their best”

“Kind and empathetic”

“The ability to actively listen, prioritise well, communicate clearly and totally remain focused on the wellbeing and success of every pupil”

“Someone who wants to drive standards on”

“Open to new approaches and ideas”

“Approachable, calm, considerate and kind to children, staff and all families”

“An inclusive leader who understands the behaviour and expectations of children with additional needs”

“Friendly and supportive with high expectations”

“Compassionate leader who leads by example and protects staff work life balance”

Person Specification

Start Date: September 2025

Contract: Permanent

Hours: Full Time

Salary Range: L18-L24

Hillside Primary School seek an inspirational, highly motivated leader, with a successful record of leadership in a primary setting. We seek a leader who will be empathetic, dynamic, courageous, resilient and resourceful in continuing to develop the school and its staff. We seek evolution rather than revolution. A demonstrable commitment to the highest level of pastoral care will be expected.

Qualifications	Qualified Teacher Status
	NPQH, working towards or committed to undertaking
	Successful leadership experience in a primary setting
	Can evidence a significant commitment to continued professional development
Experience	Proven and successful senior leadership experience committed to inspirational learning and teaching
	Knowledge of strategic financial planning, operational budget management, best value principles and creativity in the use of limited resources
	Knowledge and experience of working within a Multi-Academy Trust
	Has worked with children with SEND, their families and linked professionals
	Has worked collaboratively with school communities
	Has worked across the primary age range
	Effectively planning and implementing change and demonstrating impact
	Monitoring and evaluation of teaching
	Has worked strategically with a Governing Body
	Personal Skills
Organised, inspirational, creative and with a sense of humour	
A visible leader in the school and an excellent communicator	
Respectful of the ethos and traditions of the school, whilst seeking to challenge and build on achievements to date	
Able to use emotional intelligence to build relationships at all levels	
Develop collaboration across schools with shared values	
Ability to lead and successfully implement a vision, inspiring others to contribute	
High quality teaching with the ability to model this and to support others to improve	
Develops, empowers and sustains individuals and groups/teams	

Person Specification

Leading Learning and teaching	Demonstrates a commitment to, and vision for, ensuring inclusion, diversity and access for all
	Continue to raise standards in the pursuit of excellence through effective teaching and learning for all pupils
	Access, analyse and interpret information on attainment and progress, taking appropriate and timely actions
	Ensure our curriculum continues to be creative, exciting and richly diverse to develop the whole child, and encourages them to be lifelong learners
	Evidence of providing inspirational, reflective and nurturing leadership to all staff
	Is committed to promoting, the spiritual, moral, cultural, mental and physical development of all pupils.
Working with others	Have effective working relationships with all staff promoting an open and equitable culture
	Challenge, influence and motivate others to attain high goals through effective feedback and leading by example
	Be an inspirational leader who recognises and motivates emerging talents in the school community and can build open, productive relationships with all stakeholders
Managing the organisation	Encourages a caring feel to the school, where people are listened to and laugh together
	Act as an effective role model, promoting exemplary behaviour across the school community, creating a professional and caring ethos where all individuals are respected
	Resilient and able to deal with demanding situations, maintain discipline, manage conflict, and make difficult decisions
	Approachable and visible to staff, pupils, and parents/carers
	Excellent communication and interpersonal skills with an ability to communicate effectively to a wide range of different audiences
	Self-motivated with a high level of organisational skills and the ability to delegate and prioritise workload effectively
	Demonstrates a commitment to safeguarding and ensuring the welfare and wellbeing of staff and pupils
Strengthening the community	Encourage the positive involvement and support of parents and carers in the daily life of the school
	Articulate the vision for the school and to communicate that vision within the wider community
	Values diversity and the unique place and contribution every individual makes to the learning community
	Can work with feeder pre-schools, secondary schools, and others to ensure effective relationships and transitions

Person Specification

Securing Account-ability	Engage the whole school community in the systematic and rigorous self evaluation of the work of the school
	Collect and use a rich set of evidence, including performance data to understand the strengths and weaknesses of the school, including challenging poor performance
	Understand, manage stakeholder and community engagement with accountability for the success, demonstrating celebration of the school's performance
	Ensure that individual staff responsibilities are clearly defined, understood and agreed and are subject to robust review and evaluation
	Ability to demonstrate sectoral insight, knowledge of OFSTED framework and other statutory requirements and are aware of new initiatives and current policy developments

NB - Shaded areas indicate preference

