

# Weston Favell CE Primary School



Headteacher

## Welcome from the Chair of Governors

Thank you for showing an interest in joining us as our new Headteacher. We are delighted to be looking for a skilled and knowledgeable leader to step into the shoes of our Headteacher at Weston Favell CE Primary School as she begins a new and exciting journey in retirement.

Weston Favell CE Primary School is a warm, happy and vibrant school, judged as outstanding in all areas by Ofsted in February 2025. We are a single academy trust working in close partnership with Northampton Primary Academy Trust. Our school family has a strong Christian ethos, where our vision is for children to develop into compassionate, courageous, persevering and well-informed citizens of the world.

Our Christian Values underpin all that we do, and we encourage children to put these into practice for themselves, their communities and the wider world. We encourage children to be confident in voicing their opinions, looking after the environment, and respecting others on a local, national and global level.

We work together to offer high quality sports, drama and musical opportunities as well as ensure that every child achieves their academic potential in order to broaden horizons and develop a growing understanding and knowledge of the world and all it has to offer.

Our vision 'Living, Learning and Growing Together in God's Love' is reflected in our commitment to support each other and strive for continual improvement. We are a community which cares about every member within it. We believe that every child deserves the very best education, and every child should be enabled to succeed academically, socially and emotionally.

We value our close relationship with St Peter's Church in Weston Favell who are an integral part of our school family. We work closely with the Diocese of Peterborough and are proud to be an 'Excellent' church school following our SIAMS Inspection in November 2021. We keenly await our next SIAMS inspection so that we can share our ongoing Christian ethos and high standards of RE.

Since 2012 we have worked in partnership with Northampton Primary Academy Trust (NPAT). Since 2012 our Academy Trust has evolved; NPAT now includes 14 primary schools spanning three local authorities. This is a very successful and valuable partnership, ensuring that our children benefit from the academic research and collaboration at the heart of NPAT's work. As a result of this partnership our children are offered extraordinary opportunities to develop academically, creatively and personally. Whilst the main focus of this role will be as Headteacher of Weston Favell Primary, the Headteacher is also an integral part of the wider NPAT community. As part of NPAT the successful candidate will work collaboratively with other Heads and schools in the Trust who provide both mutual support and challenge, and opportunities collaborate to create educational strategy and provision. Further details about NPAT can be found by visiting their website: [www.npatschools.org](http://www.npatschools.org)

The new Headteacher can look forward to working with a strong leadership team, a dedicated and capable team of teachers and support staff, a supportive and challenging Local Governing Body and, of course, enthusiastic children who are motivated to learn and show exemplary standards of behaviour.

If you are interested in becoming our new headteacher, we encourage you to visit our school and to see first-hand the exciting teaching and learning experiences we provide for our wonderful children.

We look forward to meeting you and receiving your application.

Peter Halstead

**Chair of Governors Weston Favell CE Primary School**

## Weston Favell CE Primary School Mission

Weston Favell CE Primary School is a warm, happy and vibrant school, judged as outstanding in all areas by Ofsted in February 2025. We are immensely proud of our caring and ambitious school where our vision is for children to develop into compassionate, courageous, persevering, and well-informed citizens of the world.

*Living, Learning and Growing Together in God's Love*

*Jesus said 'I came to give life – life in all its fullness' John 10:10*

As a church school, we are rooted in God and our community through the Ekins family, our founders. We continue their purpose to welcome, nurture and enable all to flourish and develop as unique individuals who share their gifts with each other and the wider world.

*'Teach children how they should live, and they will remember it all their lives.' Proverbs 22:6*

An excellent teacher for every child ensures continually high standards where children are encouraged to develop as unique individuals who are interested and interesting. Our distinctive Christian vision informs every aspect of school life. We encourage children to be confident and just in voicing their opinions and engaging in social action by looking after the environment and respecting others on a local, national and global level. Throughout our relevant, rich and ambitious curriculum children meet and learn about the 'British Values' of democracy, the rule of law, liberty, respect and understanding both explicitly and implicitly. Children are continually engaged with enriching and wide-ranging opportunities where creativity is celebrated. This helps them to explore and develop their spiritual, moral, social and cultural development and celebrate the diversity in our world. In all this we are 'living life in all its fullness'.

### **Message from the NPAT Chief Executive Officer**

NPAT is proud to consider Weston Favell CE Primary School part of its community. It is a two-form entry primary school with a thriving preschool and had a full Ofsted inspection in February 2025 where it was judged Outstanding in every category. In addition, a church inspection (SIAMS) in November 2021 similarly judged the school to be Excellent in all areas. The staff at Weston Favell have worked tirelessly and outcomes across the school are strong. The school is known for its excellent educational provision and wider curriculum opportunities, particularly sport and the performing arts. Behaviour is excellent and children's needs are well catered for in this fully inclusive school. The Governing Body is strong and supportive, providing both challenge and support on the school's improvement journey.

Weston Favell CE Primary School takes an active role in the Trust, participating in a number of curriculum projects across all our schools including our annual Shakespeare unit with the Royal Shakespeare Company and the trust-wide Take One Picture collaboration with the National Gallery and University of Northampton.

Like all NPAT school leaders, the new Headteacher will be involved in further developing our trustwide curriculum approaches. This is an exciting opportunity to not only join the dynamic and committed team at Weston Favell CE Primary School, but also to join the visionary and innovative team at NPAT, where leaders strive to realise our vision to 'achieve extraordinary things.'

NPAT provides Headteachers in the Trust with opportunities to support and challenge each other with the aim of continuously improving the children's educational provision and outcomes. It requires extraordinary leaders who can think beyond their own schools, as well as being team players and system innovators. The sharing of best practice alongside mutual support and challenge are however only the start; collaboration and cooperation at all levels and the possibilities this can present are endless.

Can you meet that challenge? Welcome to the future of primary education.

Should you choose to join us, you will enter at a hugely exciting time. As our MAT grows and develops, we are looking for enthusiastic and inspirational leaders who can join our journey and help us build on our strengths. With plenty of opportunities for support and continued professional development across the Trust, we have a lot to offer.

We look forward to receiving your application.

Julia Kedwards OBE

CEO

**Northampton Primary Academy Trust**

## Job Description

Weston Favell CE Primary School

**HEADTEACHER**

**'Achieving Extraordinary Things'**

**The NPAT Vision is to 'achieve educational excellence, create opportunities and enrich lives'**

This job description reflects the National Standards of Excellence for Headteachers (2020). These standards are built upon The Teaching Standards (2011) which apply to all teachers, including Headteachers.

Post Details	
<b>Job Title:</b>	Headteacher
<b>Responsible to:</b>	Chair of Governors, Governing Board, NPAT, the Diocese of Peterborough
<b>Responsible for:</b>	Staff at Weston Favell Primary School
<b>Main place of work:</b>	Weston Favell Primary School
<b>Hours:</b>	As a headteacher you must work such reasonable hours as necessary to enable the effective discharge of your professional responsibilities and duties to ensure the effective running of the school. As such, you may be required to attend your workplace during school closure periods, such as the school holidays.  Flexible working or job-share may be considered
<b>Salary:</b>	£78,702 to £91,158 FTE PA  L18 to L24 (Group 3 School)
<b>Essential Qualification(s):</b>	Qualified Teacher Status
<b>Job Purpose:</b>	<ul style="list-style-type: none"><li>Maintain strategic oversight of the school as a stand-alone academy trust (SAT) under the remit of the Academy Trust Handbook</li></ul>

	<ul style="list-style-type: none"> <li>• Lead and manage the school effectively and efficiently ensuring the highest possible quality of education and range of educational opportunities for all pupils.</li> <li>• Uphold and actively promote the school's Christian vision and ensure that Christian values shape the culture, character and direction of the school.</li> <li>• Provide clear vision and positive, incisive, and purposeful leadership with strategic direction to ensure high standards of achievement and attainment for all.</li> <li>• Motivate and develop others to create an effective school climate and shared culture.</li> <li>• Promote the ethos, vision, and Weston Favell CE Primary School and contribute positively to wider school improvement initiatives across the Trust.</li> <li>• Ensure that resources are used efficiently and effectively to achieve the school's aims and objectives.</li> <li>• Evaluate the school's performance to identify the priorities for continuous improvement and raising standards.</li> <li>• Develop an ethos and process for managing behaviour that enables pupils to achieve their potential, including the management of pastoral care, pupil welfare and anti-bullying procedures.</li> <li>• Maintain and monitor outstanding safeguarding practices.</li> </ul>
<b>Duties &amp; Responsibilities</b>	
<b>1 – Safeguarding</b>	<ul style="list-style-type: none"> <li>• Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies</li> <li>• Be committed to the safeguarding and promoting the welfare of children and hold all staff, volunteers and members of the school community to account for safeguarding.</li> <li>• Act as the Designated Safeguarding lead and promote the best interests of pupils, including reporting all concerns.</li> <li>• Liaise as appropriate with the LADO</li> </ul>

2 – Health & Safety	<ul style="list-style-type: none"> <li>• Take responsibility for the health and safety of the school</li> <li>• Report all workplace health and safety concerns</li> <li>• Comply with relevant health and safety legislation</li> <li>• Maintain good order and discipline among pupils, managing behavior effectively to ensure a good and safe learning environment</li> <li>• Take responsibility for personal health and safety</li> </ul>
3 – Accountable For	<ul style="list-style-type: none"> <li>• Conduct, leadership, management, and administration of the school including financial performance, and to the NPAT Trust for overall performance appraisal.</li> <li>• Adherence to the expectations of a SAT as outlined in the Academy Trust Handbook</li> </ul>
4 – Line Management & Relationships	<ul style="list-style-type: none"> <li>• Carry out performance management duties and make sure all staff in team have relevant, required training</li> <li>• Carry out appraisals for all direct reports</li> <li>• Conduct regular wellbeing checks with all direct reports</li> <li>• Take lead on case management with advice and guidance from HR</li> <li>• Conduct risk assessments, create referrals and implement reasonable adjustments where required.</li> <li>• Recruit and retain high calibre staff, supporting them to become effective members of the wider trust.</li> <li>• Treat people fairly, equitably and with dignity and respect to create and maintain a positive school climate.</li> <li>• Build and maintain a strong positive and collaborative relationship with St Peter's Church and the Diocese of Peterborough.</li> <li>• Create an environment in which others can grow professionally. Ensure that all staff receive ongoing professional support, guidance and training/CPD opportunities.</li> <li>• Develop, empower, and sustain effective teams, promoting effective collaboration and shared accountability.</li> </ul>

	<ul style="list-style-type: none"> <li>• Develop and nurture leadership potential in others to build leadership capacity in the school.</li> <li>• Develop and maintain effective strategies and procedures for staff induction, early and continuous professional development.</li> <li>• Maintain fair and consistent performance review within the policies of the trust, ensuring that achievement is rewarded, and that under-performance is effectively addressed.</li> <li>• Acknowledge and celebrate the responsibilities and achievements of individuals and teams.</li> <li>• Have regard for own workload and that of others to secure positive staff well-being.</li> <li>• Create a shared vision which inspires and motivates pupils, staff, governors, and all members of the school community.</li> <li>• Adopt a strong, caring, supportive and flexible leadership style, which will both influence and motivate staff and pupils to achieve their potential.</li> <li>• Establish constructive and professional working relationships with all staff, outside agencies/professionals, pupils, parents, governors and the wider Trust.</li> <li>• Communicate effectively with colleagues, pupils, parents, other professionals, governors and the wider trust.</li> </ul>
<b>5 – Learning &amp; Teaching</b>	<ul style="list-style-type: none"> <li>• Develop relevant strategies based on educational research and evidence, in line with trust approaches, to ensure effective teaching and learning.</li> <li>• Demonstrate and model quality first teaching to support, coach and mentor others.</li> <li>• Ensure high standards of teaching, leading to the highest standards of attainment and achievement for all pupils.</li> <li>• Monitor, evaluate and review classroom practice and promote teacher development, challenging underperformance where necessary.</li> <li>• Plan and maintain a rich, relevant, rigorous curriculum that underpins teaching and learning and ensures effective learning for all children.</li> </ul>

	<ul style="list-style-type: none"> <li>• Value and actively promote an understanding of the importance of a high quality RE curriculum and how it supports the school's Christian vision and values.</li> <li>• Demonstrate and articulate high expectations and set appropriate targets for the school.</li> <li>• Ensure a consistent and continuous focus on pupils' achievement, using data and benchmarks to monitor attainment and progress in every child's learning.</li> <li>• Ensure that learning is at the centre of strategic planning and resource management.</li> <li>• Encourage creativity, innovation, and the appropriate use of technology.</li> <li>• Maintain strategies which secure high standards of behaviour and attendance.</li> </ul>
<b>6 – Managing The School</b>	<ul style="list-style-type: none"> <li>• Set a climate of high performance within the school where each individual member of the team is encouraged, supported, and developed to deliver the best results for pupils.</li> <li>• Model Christian values such as compassion, humility, forgiveness, and integrity in daily interactions.</li> <li>• Manage the school's financial and human resources effectively and efficiently to achieve the school's educational goals and priorities.</li> <li>• Recruit, retain and deploy staff appropriately and manage their workload to achieve the vision and goals of the school and trust.</li> <li>• Implement successful performance management and appraisal processes with all staff, in line with trust policy, to enable continuous evaluation of performance and continuous development for all.</li> <li>• Manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.</li> </ul>

	<ul style="list-style-type: none"> <li>• Ensure that all the facilities always provide a safe, clean, and welcoming environment for pupils, staff, parents, and other visitors.</li> <li>• Foster a reflective culture where worship shapes the ethos, relationships and daily life of the school.</li> <li>• Attend to the well-being of all staff and oneself through example and exercising of duty of care.</li> <li>• Build, remodel and maintain organisational structures and systems, which distribute leadership and enable the school to run effectively and efficiently on a day-to-day basis.</li> <li>• Act on outcomes of school self-evaluation, evaluation of the trust education team and external sources to drive continuous school improvement.</li> </ul>
<p><b>7 –</b> <b>Finance, accountability and governance</b></p>	<ul style="list-style-type: none"> <li>• Be accountable for financial performance and ensure that all NPAT financial processes are followed in a timely manner and in line with the expectations outlined in the Academy Trust Handbook.</li> <li>• Approach decision making with fairness, grace, and a focus on human dignity.</li> <li>• Advise the Governing Body of the school and trust annual priorities and oversee the production of the annual budget and financial strategy for approval.</li> <li>• Deploy resources for the maximum benefit of all pupils.</li> <li>• Provide a clear and accurate account of the school's performance to the Governing Body and all other audiences including, but not limited to, parents/carers, OFSTED and SIAMS.</li> <li>• Ensure compliance with child protection, safeguarding, health and safety and other statutory requirements.</li> <li>• Ensure that all those who have specific responsibilities regarding the operation of the school, in any aspect of teaching and learning, are clear that legal compliance and safeguarding are their responsibilities.</li> </ul>
<p><b>8 – Trust, Parent and community engagement</b></p>	<ul style="list-style-type: none"> <li>• Foster strong positive relationships with the wider community recognising these partnerships as central to the life and mission of Weston Favell CE Primary School.</li> </ul>

	<ul style="list-style-type: none"> <li>• Maintain positive relationships with St Peter's Church, the Diocese of Peterborough and other church schools through the diocesan school's offer.</li> <li>• Collaborate with NPAT Headteachers and Central Team to implement the trust school improvement priorities and deliver the vision of 'educational excellence, creating opportunities and enriching lives.'</li> <li>• Lead and encourage strong working links across the trust and maintain positive links with the local community.</li> <li>• Support the delivery of shared curriculum, resources, and initiatives across the trust.</li> <li>• Uphold the NPAT vision in all aspects of school life, promoting the understanding of one trust, many sites.</li> <li>• Positively lead and actively participate in all trust-agreed projects and initiatives.</li> <li>• Promote the values of the trust across the school and wider community.</li> <li>• Provide support to fellow Heads, encouraging a culture of challenge and support across the trust.</li> <li>• Create and maintain an effective partnership with parents and carers to support and improve children's achievement and personal development.</li> <li>• Actively promote parental engagement in the learning, progress, and welfare of their children through effective communication and support.</li> <li>• Ensure that the successes of the school are shared with the community to reinforce its position at the heart of the community.</li> <li>• Co-operate and work with relevant agencies to protect children.</li> <li>• Have an understanding of working within a range of socio-economic communities and the challenges that doing so brings to the role.</li> </ul>
<b>9 – Professional Development</b>	<ul style="list-style-type: none"> <li>• Take part in the appraisal process</li> </ul>

	<ul style="list-style-type: none"> <li>• Take part in further training and development in order to improve own practice in the role, including statutory requirements</li> <li>• Take part in the appraisal and professional development of others</li> </ul>
<b>8 - Other:</b>	<ul style="list-style-type: none"> <li>• Uphold public trust and maintain high standards of ethics and behaviour within and outside school/the trust</li> <li>• Have proper and professional regard for the ethos, policies and practices of the school/trust, and maintain high standards of attendance and punctuality</li> <li>• Understand and act within the statutory frameworks setting out their professional duties and responsibilities</li> <li>• To contribute and adhere to the wider organisation and operations of NPAT</li> <li>• The postholder must adhere to all NPAT and School policies and procedures</li> <li>• Demonstrate a commitment to equal opportunities</li> <li>• Make a positive contribution to the wider life and ethos of the school//trust</li> <li>• Work with others to secure co-ordinated outcomes</li> </ul>

*This job description is a broad overview of the post. It is not an exhaustive list of all possible duties, and it is recognised that jobs change and evolve over time. Consequently, this is not a contractual document, and the post holder will be required to carry out any other duties that are necessary to fulfil the purpose of the job.*

*The post holder will be required to follow the trust/school policies and abide by the code of conduct.*

*We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks, therefore, all posts within the Trust are subject to an enhanced DBS with Barred List check.*

*We are committed to the NPAT Values, and all senior leaders are always expected to uphold the 7 principles of public life (the Nolan Principles).*

NPAT believes that equality for all is a basic human right. We actively encourage *applications from all, irrespective of gender, marital status, disability, race, age or sexual orientation*. If you require any reasonable adjustments to support you in the application process or to enable you to do the job to the best of your ability, please be sure to highlight this to us.

Signed by post holder:	
Date:	

## Headteacher Person Specification

Attributes	Essentials	Desirable
<b>Qualifications/Training</b>		
Education	Qualified teacher status	A degree or equivalent.  Higher degree or post graduate qualification.
Professional development	Evidence of sustained participation in CPD, especially school management programme or in the process of similar	Participation in work with other schools/agencies. Experience of leading CPD activities for others.  Completion of NPQH/LPSH
<b>Experience</b>		
Teaching	Substantial classroom teaching experience with primary aged children.  Experience of whole school leadership and sustained improvement	Evidence of leadership across the school age range within the last three years. Experience of leading significant curriculum development to implementation.  Experience of monitoring and evaluating teaching.  Experience of implementing strategies to promote educational inclusion.
Management responsibility	Experience as an effective senior manager/deputy head in a large school, or as a Head	Experience of school leadership and management during a period of change. Recent experience of Ofsted inspection and follow up.
Christian Ethos	Have a strong commitment to leading and developing the school's Christian vision.  Have experience of modelling Christian values such as compassion, forgiveness, justice and respect.	Experience of leadership within a church school.  Evidence of Christian values and ethos

Resources	Experience of managing and leading staff. Experience of managing teaching and learning resources. Awareness of how to set a school budget and manage facilities	Experience of managing and leading performance management of colleagues
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Knowledge and understanding		
National framework	<p>Knowledge of education and other relevant legislation.</p> <p>Ofsted awareness. Knowledge of current developments in Education and the implications of these. Understanding how to conduct appraisals</p> <p>Knowledge of the SIAMS framework.</p>	
Teaching and Learning	<p>Practical understanding of high-quality teaching and learning strategies. Understanding of actions taken to promote harmony and prepare pupils to live in a diverse society.</p> <p>Practical understanding of writing and implementing EHCPs.</p> <p>Detailed understanding of the RE curriculum.</p> <p>Detailed understanding of Citizenship and PSHE</p>	<p>Knowledge and understanding of issues and strategies for developing the more able child</p>

Standards	<p>Knowledge and understanding of the use of SIP to raise standards.</p> <p>Awareness of strategies to raise pupil achievement and manage behaviour.</p> <p>Understanding of the positive use of target setting in raising standards of achievement.</p>	<p>Knowledge, understanding and experience of financial management</p> <p>Experience of inclusive practice, adaptive teaching and the SEN code of practice</p>
National Curriculum	Understanding of implementing an effective primary curriculum including assessment, recording and reporting	Experience of implementing an effective curriculum across the primary age range
Parents and communities	<p>Understanding the role that can be played by parents and the community as a whole in raising standards</p> <p>Experience of dealing with safeguarding issues.</p>	Experience of working directly with parents and others to raise standards and involvement with the wider and local community.
Governance	<p>Knowledge of the role of governors.</p> <p>First-hand experience of work with governors.</p> <p>A commitment to work with the governing body</p>	Experience as a school governor or educational trustee

Skills	
Leadership	<p>Ability to lead and provide clear Christian vision and ethos.</p> <p>Provide a strong moral purpose and willingness to work for the benefit of all children, sometimes including those beyond our own school.</p> <p>Strong team player with excellent relationship and interpersonal skills. Ability to motivate pupils, staff and wider community.</p> <p>Ability to delegate responsibility and develop others as leaders.</p> <p>Incisive and strategic thinker who can set high standards and provide a focus for continuous improvement.</p> <p>Strong and positive personal impact and presence.</p>

**How to Apply:**

Your application form should be completed with reference to the job description and person specification. Please support your application with a covering letter of no more than 1000 words detailing your personal qualities and attributes that will help our Christian vision at Weston Favell CE Primary School. All completed application forms and covering letters should be submitted to [Kirstin.Westley@wfps.org.uk](mailto:Kirstin.Westley@wfps.org.uk)

**Closing date:** Monday 23rd February 2026 at 12pm

**Interview / assessment date:** w/b 2<sup>nd</sup> March 2026

**School Visits:** If this sounds like an opportunity for you, please contact Kirstin Westley at Weston Favell CE Primary School on [kirstin.westley@wfps.org.uk](mailto:kirstin.westley@wfps.org.uk) or 01604 401547 to discuss further and arrange a time to visit the school.