



Bradshaw
Primary School



APPLICATION PACK

ACADEMY:	Bradshaw Primary School
ROLE:	Principal
START DATE:	September 2025 (or sooner if possible)
SALARY:	Leadership Scale L13 – L19 £66,919 - £77,552
CONTRACT:	Permanent

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MESSAGE FROM THE TRUST

Dear colleague

We are delighted that you are considering applying for a role at Bradshaw Primary School, a fabulous one-form entry primary school and the newest member of our Trust. Your interest comes at an important and exciting time in the development of the trust. We are a small trust with a balanced blend of five primary and two secondary schools, but are poised for growth as we drive towards our 4 key strategic aims. At the heart of our strategy we aim provide the best school experience possible for every child, and to be the best employer we can be.

Omega Multi-Academy Trust was formed in 2018. We serve wonderfully diverse communities across the metropolitan borough of Warrington and the City of Liverpool. Our schools are firmly rooted in their communities and respond to their individual needs with local knowledge and understanding, retaining their unique identities. We strongly believe in the power of genuine collaboration and school-to-school support, so as a trust, we exploit every opportunity to embrace the sharing of best practice, celebrating our many strengths, learning and growing together.

We pride ourselves on nurturing a culture of inspiring education which emphasises the knowledge, skills and experiences that will enable pupils to be resilient and aspirational. We invest in our staff and embed innovative, high-quality teaching and learning into our curriculum whilst keeping the best interests of our students at the heart of everything we do.

In my role as Chief Executive Officer, it is a privilege to witness the drive and determination of our colleagues who have welcomed our strategic vision with such enthusiasm and drive. The Trust's new Impact Strategy, as well as having a necessary focus on inclusive education and continuous school improvement as standard, includes an important focus on you, and your wellbeing, ensuring we care for the people who help and support our children and young people to stay safe and to thrive.

If we are successful in our mission, we will have ensured our schools provide:

- World-class teaching that promotes exceptional learning.
- Bespoke pastoral care that nurtures our students' aspirations.
- Inspiring learning environments, where our students can make mistakes and overcome them to become the best version of themselves.
- Industry-leading professional development for all colleagues, investing in our teams to support them in fulfilling their personal and professional ambitions.

The hard work is paying off and whilst we know our work is far from complete, we are proud to have reached some key milestones. Outcomes at our primary schools are now amongst the best in the country, with strong outcomes in Early Years, Key Stages 1 and 2 in almost all of our schools. Where outcomes are not as strong, they are improving at pace.

Our dedicated staff and committed team of Trustees and Governors are relentless in their aim of creating truly world-class schools. Our Headteachers are empowered to create schools that reflect the communities they serve, yet we encourage our schools to be externally focused, obsessive in their quest to learn from the very best, never leaving opportunities for improvement to chance.

We see vacancies such as this as an opportunity to attract new talent, bringing the best practice into our trust. By joining us, you become a crucial part of the team that will deliver our vision. Together, we will transform lives.

If successful in your application, you will be joining a highly collaborative, supportive and committed team of Headteachers/Principals who will share their practice and offer unwavering support, advice and guidance to each other; an invaluable network of support for you as you embark on this fabulous challenge in your new school.

Thank you once again for your interest in this exciting opportunity at Bradshaw Primary School. I look forward to welcoming you to our team.

Yours faithfully



Mr Christian Wilcocks
CEO Omega Multi-Academy Trust

JOB DESCRIPTION

Academy:	Bradshaw Primary School
Job Title:	Headteacher/Principal
Accountable to:	Omega Multi-Academy Trust CEO and Local Governing Body
Closing date:	Friday 17th January 2025, 9am

The appointment is subject to the current conditions of employment for headteachers, contained in the School Teachers' Pay and Conditions document, other current educational and employment legislation, relevant teacher and headteacher standards.

Purpose

To provide overall strategic leadership for the school, underpinned by clear values, a clear vision and robust, ethical leadership. Establish clear priorities for school improvement and lead your team to ensure they are achieved, working within the guiding principles, vision and values of the Trust.

Strategic Leadership of the School:

To establish and sustain the school's ethos and strategic direction, in partnership with those responsible for governance and through consultation with the school community.

To work alongside the Trust's Executive Team and Local Governing Body, in formulating the strategic priorities for the school.

To establish, oversee and evaluate systems, processes and policies that enable the school to operate effectively and efficiently, in pursuit of its strategic aims.

To drive school improvement activity to ensure the school performs consistently well, and provides the best school experience possible for all children.

To monitor and evaluate the performance of the school, reporting and accounting to the Local Governing Body as required.

To ensure that the management, finances, organisation and administration, of the school, support its vision and aims.

To support the Trust in its pursuit of equity in excellence across all schools, embracing its collaborative ethos and accepting/providing cross-trust support as required.

We can offer:

- A vibrant and inclusive community of schools
- A committed and dedicated team of staff
- A strong, supportive Trust Executive Team
- Leadership that values and promotes the professional development for all
- A strong focus on staff well being

School Culture:

- To ensure the school's ethos and strategic direction is in line with the strategic values and vision of the Trust.
- To create a culture where pupils experience a positive and enriching school life and a strong sense of belonging.
- To develop and sustain ambitious educational standards which prepare pupils from all backgrounds for their next phase of education.
- To promote positive and respectful relationships across the school community, and a safe, orderly and inclusive environment.
- To create, develop and nurture a culture of high staff professionalism.

Quality of Education:

- Oversee the development and implementation of a strong and effective curriculum that:
 - is relevant to the needs, experience, interests, aptitudes and stages of development of all pupils, including those with Special Educational Needs and/or Disabilities;
 - fulfils the statutory requirement in relation to the curriculum including the National Curriculum;
- Establish effective curriculum leadership, developing subject leaders with high levels of expertise with access to professional networks and communities.
- Ensure the school works effectively in partnership with parents and professionals to identify the additional needs of pupils, and ensure support and adaptation are provided where appropriate.
- Ensure the school fulfils its statutory duties with regards to the SEND code of practice.
- To develop school systems and process to ensure:
 - school policies on curriculum, assessment, recording and reporting inform effective teaching and learning;
 - the arrangements for teaching and learning form a co-ordinated, coherent curriculum entitlement for all pupils;
 - valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum. Ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding.
 - information on pupil progress is used to improve teaching and learning, to inform and motivate pupils, to inform parents, to provide necessary references for other agencies as required, and to aid governors in fulfilling their responsibilities;
 - there is continuity of learning and of progression for all pupils;
 - challenging targets are set for pupil attainment leading to strong outcomes;

- To provide a curriculum for the spiritual, moral, social and cultural development of all pupils;
- To ensure appropriate pastoral care and guidance for all;
- To determine appropriate pupil groupings which reflect the values of the school;
- To promote a school ethos which extends opportunities for learning and encourages extra- curricular activities.

Health, Safety and Behaviour

- Promote the safety and wellbeing of pupils, staff and visitors.
- Ensure rigorous approaches to identifying, managing and mitigating risk.
- Ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care.
- Ensure good order and discipline amongst pupils and staff.
- Establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils.
- Ensure high standards of pupil behaviour and courteous conduct, in accordance with the school's behaviour policy.
- Implement consistent, fair and respectful approaches to managing behaviour.
- Ensure that adults within the school model and teach the behaviour of a good citizen.

Leading and Managing Staff

- Lead, manage and develop staff members, including appraising and managing their performance.
- To deploy and manage all teaching and support staff appointed to the school by allocating particular duties, including such duties of the headteacher as may be properly delegated, in a manner which is reasonable and consistent with their conditions of employment.
- Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds.
- To provide and develop good management practice, positive staff participation, effective communication and clear procedures.
- To supervise and participate in arrangements made in accordance with the Trust's Professional Development and Review Policy to manage the performance of staff.

Professional Development

- Promote the participation of staff in relevant CPD.
- Ensure staff have access to high-quality, sustained professional development opportunities;
- Ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning.
- Participate in arrangements for the appraisal and review of their own performance and, where appropriate, that of other staff members.
- Participate in arrangements for their own further training and professional development and, where appropriate, that of other teachers and support staff Take responsibility for their own CPD, engaging critically with education research.
- Ensure effective induction for new colleagues.

School Site Management

- To implement the policies and procedures of Omega Multi-Academy Trust and Local Governing Body concerning the resource and premises management of the school, in accordance with any legal requirements;
- To allocate, control and account for those financial and material resources of the school which are delegated to the headteacher/principal;
- To ensure the security, maintenance and cleanliness of the school and its surroundings in accordance with any Trust regulations and Governing Body responsibilities under health and safety and other relevant legislation.
- To seek to provide a professional work environment that is conducive to learning and is a great place to work
- To ensure that the external agencies and services contracted to the school work effectively.

Governance and Accountability

- Understand the role of effective governance, upholding their obligation to give account and accept responsibility.
- Establish and sustain professional working relationship with those responsible for governance.
- Ensure that staff know and understand their professional responsibilities and are held to account.
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.

Ethics and Professional Conduct

- Uphold and demonstrate the Seven Principles of Public Life at all times – selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- Uphold public trust in school leadership and maintain high standards of ethics and behaviour.
- Build relationships rooted in mutual respect and observe proper boundaries appropriate to their position.
- Show tolerance of, and respect for, the rights of others, recognising differences and respecting diversity.
- Uphold fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.
- Ensure that personal beliefs are not expressed in ways which exploit their position or pupils' vulnerability or which might lead pupils to break the law.
- Serve in the best interests of the school's pupils.
- Conduct themselves in a manner compatible with their influential position in society by acting ethically.
- Uphold their obligation to give account and accept responsibility.
- Know, understand and act in line with the relevant statutory frameworks which set out their professional duties and responsibilities.
- Make a positive contribution to the wider education system.

This post is subject to Full Enhanced Disclosure and Barring checks.

The details contained within this job description reflect the content of the job at the date it was prepared. However, it is inevitable that over time, the nature of the job may change. Existing duties may no longer be required, and other duties may be gained without changing the general nature of the post or the level of responsibility entailed. Consequently, Omega Multi-Academy Trust will expect to revise this job description from time to time and will consult the postholder at the appropriate time.

PERSON SPECIFICATION

Academy: Bradshaw Primary School

Job Title: Principal

You should be able to demonstrate that you meet the following criteria which are all essential:

E= Essential D=Desirable

Measured by:

A=Application Form

T=Test/Exercise

P=Presentation

I=Interview

R=Reference

You will be required to safeguard and promote the welfare of children and young people. Candidates failing to meet any of the essential criteria will automatically be excluded.

PRE-EMPLOYMENT CHECKS		
E	Positive recommendation from all referees, including current employer	R
E	DBS Clearance post appointment	
QUALIFICATIONS		
E	Qualified Teacher Status	A
E	Educated to Degree level	A
D	Completed the National Professional Qualification for Headship (NPQH)	A
E	Professional Development in preparation for Headship	A
E	Has successfully undertaken appropriate "safer recruitment" training or has a commitment to do so before taking up post/ within 3 months of taking up post.	A

KNOWLEDGE & UNDERSTANDING		
E	A comprehensive understanding of what constitutes effective teaching and learning across all primary key stages	A/I/ R
E	Knowledge of current developments relating to the curriculum and assessment at relevant key stages	A/I/ R
E	An understanding of how data can be used to improve performance	A/I
E	A complete understanding of the school improvement cycle and the importance of monitoring and evaluation	A/I/ R
E	An understanding of and commitment to meeting the needs of all learners and vulnerable groups with particular regard to inclusive practice	A/I
E	Recognition of the importance of strategic financial planning and the principles of best practice in relation to budgetary management	A/I
SKILLS, ABILITIES & COMPETENCIES		
E	Demonstrate understanding of the principals of safeguarding and the importance of keeping our pupils safe	A/I
E	Demonstrate visionary leadership to inspire, challenge, motivate and empower teams and individuals to achieve high goals	A/I
E	Excellent and proven leadership skills	A/I
E	Outstanding communicator to all stakeholders	A/I
E	Build and maintain quality relationships through interpersonal skills and effective communication with pupils, staff and the wider school community	A/I
E	The ability to embrace, manage and facilitate change	A/I
E	Foster and develop a caring, nurturing and a child centred ethos	A/I
E	Think analytically and creatively and demonstrate initiative in solving problems	A/I
E	Demonstrate a proven ability to lead school improvement and raise standards	A/I
E	The ability to manage resources effectively in order to ensure value for money and quality school effectiveness whilst ensuring statutory procedures are met	A/I
E	An ability to fulfil all spoken aspects of the role with confidence through the medium of English	A/I
E	The ability to sustain a proactive ethos within the school's growing community	A/I

EXPERIENCE

E	Significant strategic leadership experience at a minimum of Deputy or Assistant Head- teacher or equivalent	A/I
E	Experience of bringing about significant improvement in the quality of education and maintaining the highest standards	A/I
E	Supporting staff in their professional/personal development including appraisal	A/I
E	Experience of managing and resolving challenging situations	A/I
E	Proven effective teaching experience in one or more primary phases	A/I
D	Experience of working as part of an Academy Trust.	

SPECIAL ATTRIBUTES – TESTED THROUGHOUT THE PROCESS

E	Inspirational and Innovative	A/I
E	Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others	A/I/R
E	Be approachable with a leadership presence	I
E	Passionate about child centered education and wellbeing	A/I

THE SELECTION PROCESS

HOW TO APPLY:

Thank you for taking time to read and digest our information. If you wish to apply for this post with Omega Multi-Academy Trust then you should:

- If you would like to discuss this role with the CEO then please email teri.rigby@omegamat.co.uk with your request.
- If you would like to visit the school then please contact t.rigby@omegamat.co.uk with your request.
- Download and complete the Omega Multi-Academy Trust application form.
- Complete the application form fully, ensuring all details are accurate and all declarations are signed. Please ensure you enclose two professional referees, one being your current employer (with name and email addresses if possible). The supporting statement should be clear, concise and related to the specific post. There must be no unexplained gaps in your career history.
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the person specification, along with details of the unique contribution that you could make to the future success of Bradshaw Primary School. CVs cannot be accepted.
- Email completed application forms to recruitment@omegamat.co.uk by the deadline below

PLEASE NOTE THE REQUIREMENT TO ATTACH YOUR APPLICATION FORM AS A SEPARATE DOCUMENT TO YOUR EQUAL OPPORTUNITIES FORM WHEN EMAILING YOUR APPLICATION TO US.

TIMETABLE FOR THE SELECTION PROCESS

Closing date for applications: Friday 17th January 2025, 9am

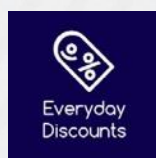
Interview Date: TBC

Start date: September 2025 (or sooner if possible)

STAFF WELLBEING & BENEFITS

Omega Multi-Academy Trust is committed to attracting, developing and retaining top talent to achieve high performance across all school communities. Vital to pursuing this aim is the recognition of employees for exceptional performance, behaviour and achievements. Our offer encourages such recognition of individuals and teams through a range of formal and informal methods. We are committed to encouraging positive work environments that promote the physical and mental wellbeing of our staff. The capability, capacity and comfort of our colleagues is a priority for us.

Omega MAT Plus+ is an exclusive suite of benefits that is on offer to every colleague across the Trust. This is a gateway to a huge range of exciting benefits, including an Employee Assistance Programme. There is 24/7 health and wellbeing support available for everyone, as well as fabulous discounts against big brands and many high street stores.



Discounts against big brands and high street stores including supermarkets, holidays, leisure activities, cinemas and restaurants



An offer to purchase home technology and personal electronic devices by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes

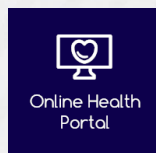


An offer to purchase a cost effective way to get new cycling equipment and bicycles by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.



Discounted corporate memberships access to 3700 gyms, health clubs and leisure centres across the UK

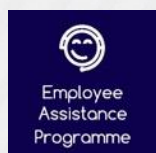
STAFF WELLBEING & BENEFITS



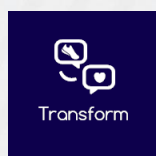
Access to the Health Assured Health Portal. Containing an online library of wellbeing information, including articles, videos, and self-help guides to provide support on a range of health and advisory issues to aid your physical and mental health.



Video or phone consultation with a GP at a time that suits you.



Legal, money advice and personal support and guidance.



Transform brings together a carefully created suite of wellbeing tools, including hundreds of workout classes, motivational messages, mental health support, healthy recipes, tools for a better night's sleep and stress management techniques.



Free on-site parking at all school locations.



Bradshaw Primary School

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