

Mablins Lane Community Primary School



HEADTEACHER Recruitment Pack



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Welcome

Thank you for considering the opportunity to become the next Headteacher of Mabllins Lane Community Primary School.

Our ambition is to create a safe, vibrant community where pupil happiness goes hand in hand with academic and personal growth. By supporting every child to achieve their best possible potential, we shape well-rounded, caring members of their local community, who are ready to make a positive impact on the world.

Mabllins Lane is a large, inclusive community primary with wonderful children, committed staff, supportive governors, excellent buildings and grounds, and a strong community identity. Our next Headteacher will inherit a school with a clear record of improvement and a secure Good OFSTED judgement.

We are looking for a leader who is visible, warm and uncompromising about safeguarding, inclusion and the quality of education; someone who listens carefully, builds trust, and then leads improvement with discipline and purpose.

The successful candidate will be supported by an experienced leadership team, dedicated staff and a Governing Board committed to constructive support and challenge.

We warmly encourage prospective applicants to visit the school and discover the energy, care and ambition that make Mabllins Lane such a special place to lead.

Kathryn Stringer

Chair of Governors

Visit our website

www.mabllinslaneschool.co.uk

Our School

Mablins Lane Community Primary School is a large, maintained community school for children aged 4 to 11. The school has capacity for 630 pupils and currently has 611 pupils on roll. We are proud of our wonderful children, strong staff team, supportive governors and the caring, cooperative culture that brings our community together.

Our mission challenges children to achieve their very best, make healthy and safe choices, enjoy learning for life and become responsible, independent members of the wider community, both locally and globally.

In November 2024, Ofsted judged the school Good in all five graded areas, including early years provision.

Our next Headteacher will build intelligently from a secure base: protecting the family atmosphere and inclusive ethos whilst securing high expectations, consistency and sustainable improvement across the whole school.



OFSTED QUOTE

"Mablins Lane Community Primary is a happy school where pupils feel safe and are nurtured. Pupils value the warm, and positive relationships with staff and each other. There is a strong sense of community and belonging at the school"

Our values

1. Learning Together - Learning for Life.
2. Ambition - children are challenged to think for themselves and achieve their very best.
3. Safety and care - a safe, inclusive and caring environment in which every child is valued.
4. Belonging - families and the community are encouraged to participate in children's education.
5. Learning for life - an inspiring curriculum equips pupils with knowledge, skills and values for life.

Our Community

Mablins Lane is situated in Crewe, Cheshire, within a well-established and diverse residential community. As a community school, strong relationships with pupils, families, local partners and neighbouring services are central to our work. We provide wrap around care with our attached nursery.

Parents and carers are encouraged to contribute to the education of their children, and the school seeks to build respectful, practical partnerships that support learning, attendance, wellbeing and inclusion.

Pupil voice is important. Through the School Council and Earth Heroes work, children are encouraged to express their ideas, take responsibility and consider sustainability and global challenges.

The school benefits from extensive buildings and grounds and a wide staff team across EYFS, Key Stage 1 and Key Stage 2, including specialist music, Spanish and Forest School provision.

Our Governing Board provides strategic leadership, constructive challenge, and financial oversight. We want a Headteacher who values an open, candid and no-surprises relationship with governors.



OFSTED QUOTE

"Governors are passionate about the school. They access regular training to help them fulfil their roles effectively. They provide appropriate support and challenge to the school."

Living and working in Crewe

- Crewe is a well-connected Cheshire town with direct rail services to major cities and easy access to the M6
- The school is close to the town centre, and serves families from the local community.

School address: Mablins Lane, Crewe, Cheshire, CW1 3YR
Telephone: 01270 749 908

Our Curriculum

The school publishes whole-school curriculum overviews, termly curriculum slices from EYFS to Year 6, subject progression documents and knowledge organisers on its website.

Our curriculum aims to motivate, excite and inspire children whilst equipping them with the skills, knowledge and values they need for life in the 21st century.

Strong foundations in language, early reading, writing and mathematics sit alongside a broad wider offer that includes the arts, music, Spanish, sport, visits, outdoor learning, Forest School and sustainability education.

We expect subject leaders to understand progression, evaluate impact and support consistently strong classroom practice without creating unnecessary workload.

YR 3 upwards have tablets and technology to support their learning.

Inclusion is at the heart of the school. RADY, The Rainbow Room, ELSA provision, SEND leadership and close work with families all contribute to a caring and responsive support system. Our next Headteacher will ensure this complements ambitious, adaptive teaching in every classroom.



A school where everyone belongs

Mablins Lane has been a KiVa school since 2015, using an evidence-based approach to prevent and address bullying. The school also supports emotional health and wellbeing through myHappymind plus and practical resources for families.

Every child should feel safe, known, included and challenged to become increasingly confident and independent. There are no outsiders, everyone belongs.

JOB DETAILS

This job description describes the general nature and level of responsibility.

The postholder may be required to undertake other duties appropriate to the role and level of responsibility.

The role is carried out in line with the current School Teachers' Pay and Conditions Document and Headteachers' Standards.

HEADTEACHER JOB DESCRIPTION

Core purpose

Our Headteacher will provide professional leadership and management for our school, establishing a safe, inclusive and ambitious culture in which pupils and staff can thrive.

The postholder will work with the Governing Board to shape strategic direction, sustain improvement and secure high-quality education for every pupil.

You will:

- Serve in the best interests of pupils and staff, offering strategic leadership and practical support where required.
- Establish and sustain the school's ethos, vision and strategic direction working closely with the Governing Board.
- Identify strengths, risks and priorities, and then lead realistic and well-sequenced school improvement.
- Allocate staffing, finance, premises and other resources efficiently and effectively.
- Ensure policies and practice comply with statutory duties, current guidance and local procedures.
- Build leadership capacity and a culture of professional learning, accountability and shared responsibility.
- Be visible and available to the school community and an active participant in school life.

School culture and behaviour

You will:

- Create a calm, respectful and purposeful environment with consistently high expectations.
- Protect the school's caring family atmosphere whilst ensuring clear routines and fair behaviour systems.
- Promote equality, diversity, inclusion and positive relationships throughout the community.
- Communicate clearly and build trust with pupils, staff, families, governors and other key partners.

JOB DESCRIPTION

This job description describes the general nature and level of responsibility.

The postholder may be required to undertake other duties appropriate to the role and level of responsibility.

The role is carried out in line with the current School Teachers' Pay and Conditions Document and Headteachers' Standards.



HEADTEACHER JOB DESCRIPTION

Teaching, curriculum and assessment

You will:

- Establish and sustain high-quality, expert teaching across all subjects and phases.
- Ensure teaching is underpinned by an ambitious, broad, structured and coherent curriculum.
- Develop subject leadership so progression and impact are understood and evaluated.
- Use valid, reliable and proportionate assessment to understand learning, identify gaps and inform action.
- Maintain strong foundations in language, reading, writing and mathematics whilst protecting a rich wider curriculum.

SEND and inclusion

You will:

- Drive ambitious expectations for pupils with SEND, disadvantaged pupils and other vulnerable groups.
- Ensure SEND is a whole-school responsibility and adaptive teaching is consistently strong.
- Provide strategic oversight of the Rainbow Room, ELSA and other pastoral provision, with clear purpose, referral, review and impact measures.
- Work in respectful partnership with parents, carers, the local authority and external agencies.
- Ensure targeted interventions add value and do not substitute for high-quality classroom teaching.

Managing the school

You will:

- Develop distributed leadership and empower leaders at every level to drive improvement.
- Celebrate achievement and address underperformance fairly, promptly and professionally.
- Manage staff compassionately with proper attention to wellbeing and workload.
- Ensure robust operational systems for finance, staffing, premises, ICT, health and safety and compliance.
- Identify, manage and mitigate risks, providing governors with timely and intelligible assurance.

PARENT VOICE QUOTE

"I would like a Head Teacher who listens carefully to children and families and ensures that pupils with additional needs receive the right support to thrive"

Culture & ethos

Our mission: *Learning Together - Learning for Life*

Our ambition: *Our children achieve their best, make healthy and safe choices and become responsible, independent members of their communities*

Our commitment: *A safe, inclusive and caring environment in which every child is valued*



HEADTEACHER JOB DESCRIPTION

Safeguarding and welfare

You will:

- Create a culture in which safeguarding is understood as everyone's responsibility.
- Ensure concerns are identified, recorded, shared and acted upon promptly in line with current statutory guidance.
- Provide effective leadership and capacity for the DSL team and secure high-quality safer recruitment practice.
- Maintain strong arrangements for online safety, filtering and monitoring, information sharing and multi-agency working.
- Respond appropriately to allegations, low-level concerns and whistleblowing.
- Promote good attendance, positive behaviour, and the physical and emotional wellbeing of pupils and staff.

Governance, accountability and partnership

You will:

- Understand and welcome effective governance, respecting the distinction between governance and day-to-day operations.
- Provide timely, accurate and accessible information to support challenge and decision-making.
- Engage the community in rigorous self-evaluation and ensure findings inform improvement priorities.
- Build constructive relationships with Cheshire East, other schools, external agencies and community partners.

Professional development

You will:

- Ensure staff have access to evidence-informed professional development linked to school priorities and pupil needs.
- Develop future leaders, succession planning and professional collaboration.
- Evaluate the impact of professional development on classroom practice and outcomes.
- Maintain the Headteacher's own professional learning and awareness of developments in education.



HEADTEACHER PERSON SPECIFICATION

The successful candidate will provide visible, values-led and resilient leadership for a large and diverse primary school. They will secure excellent outcomes for all pupils, strengthening provision for pupils with SEND and improving outcomes for disadvantaged pupils

No.	Requirement	Essential / Desirable
Qualifications		
1	Qualified Teacher Status (QTS)	Essential
2	A degree or equivalent qualification	Essential
3	Meets the requirements or is working towards the National Professional Qualification for Headship or an equivalent qualification	Desirable
Training		
4	Demonstrates recent safeguarding training and a thorough understanding of the headteacher's responsibility for establishing, monitoring and continuously strengthening a child-centred safeguarding culture, including effective systems, staff training, professional challenge and partnership working	Essential
5	Shows evidence of regular and appropriate professional development in leadership and management	Essential
6	Demonstrates successful experience of working with governors and relevant partners to develop and deliver a credible financial recovery plan, including robust budget setting, regular forecasting, effective financial controls, workforce planning, prioritisation of resources and evidence of securing best value	Desirable
Experience		
7	Demonstrates substantial and successful leadership experience across the primary phase, including responsibility for whole-school improvement and a clear understanding of progression from EYFS to Year 6	Essential
8	Demonstrates successful senior leadership in a large or comparably complex school, including effective oversight of staffing, safeguarding, inclusion, estates, operations and organisational change	Desirable
Knowledge & skills		
9	Demonstrates a strong and successful track record of establishing consistently high-quality adaptive teaching, maintaining high expectations and improving academic, attendance and personal-development outcomes for pupils with SEND and those facing disadvantage	Essential
10	Demonstrates an understanding of the importance of a coherent, ambitious and inclusive curriculum from EYFS to Year 6	Essential

Mablins Lane fit

- Values the school's community identity and family atmosphere.
- Understands the opportunities and complexity of leading a large primary school.
- Is curious about existing strengths and avoids arriving with a pre-determined solution.
- Will strengthen the Rainbow Room, ELSA, SEND and pastoral provision as part of whole-school inclusion.
- Can combine humanity with rigour, high support with high expectations and ambition with sustainability.



HEADTEACHER PERSON SPECIFICATION

No.	Requirement	Essential / Desirable
Knowledge & skills (cont...)		
11	Demonstrates successful strategic leadership of SEND provision, including effective deployment of resources, partnership with the SENCO, implementation of statutory duties, constructive engagement with families and external agencies, and rigorous evaluation of the quality and impact of provision	Desirable
12	Demonstrates successful leadership of provision for disadvantaged pupils, including evidence-informed use of pupil premium funding, precise identification of barriers, clear outcome measures and robust evaluation of impact and value for money	Desirable
13	Demonstrates an understanding of the importance of continued professional development, of keeping up to date with educational research and having an outward-facing approach within the Local Authority and local school network	Essential
Leadership & management		
14	Uses reliable educational, attendance, behaviour, safeguarding, workforce and financial information to identify priorities, set measurable objectives, evaluate impact and hold leaders rigorously to account	Desirable
15	Can develop leaders at all levels to ensure that improvement is owned across the school	Essential
16	Can demonstrate how they have prioritised and delivered sustainable school improvement within constrained resources, using reliable financial and performance information to explain difficult choices clearly to staff, pupils, families and governors	Essential
17	Champions a rich, inclusive wider curriculum, including the arts, sport, visits, outdoor learning and personal development, and can demonstrate how enrichment opportunities can be sustained, evaluated and made accessible to all pupils within available resources.	Essential
18	Can address underperformance fairly, promptly and professionally	Essential
19	Works effectively with the Governing Board by providing timely, accurate and accessible educational, safeguarding, workforce and financial information, including clear forecasts, risks, mitigating actions and progress against agreed improvement and recovery plans	Essential
Personal qualities		
20	Promotes staff wellbeing and sustainable working practice	Essential



ADVERTISEMENT

Learning Together - Learning for Life



Headteacher (full-time, permanent post)

For Easter 2027 or earlier if possible

Indicative pay range: L20 to L26 (£85,547-£99,086)

Current NOR – 611

School Group: Group 4

Contract term: Permanent

Contract type: Full-time

The Governing Board is excited to welcome a new inspirational leader to our school community to take us to the next chapter in the school's life.

Who are we?

Mablins Lane Community Primary School is a large, vibrant and inclusive three-form-entry primary school situated in Crewe, Cheshire. With approximately 600 pupils from Reception to Year 6, we are proud to be a community school, serving children and families from a diverse range of backgrounds.

Could you be our next Headteacher of Mablins Lane?

We are seeking an inspirational, compassionate and ambitious Headteacher to lead our large community primary school in Crewe. Mablins Lane has wonderful children, committed staff, excellent buildings, grounds and a supportive community. Our next leader will protect what makes the school special whilst bringing clarity, courage and educational ambition.

We would like a leader who will:

- put safeguarding and children's wellbeing first using relentless professional curiosity and sound judgement
- be visible, approachable, principled, child-focused, and ambitious for every pupil
- possess a deep knowledge of curriculum, teaching and assessment
- lead and support the further development of a rich, inclusive curriculum for all pupils
- maintain high levels of support for disadvantaged and SEND pupils
- develop staff and build leadership capacity
- work with families, governors and Cheshire East
- manage finance, staffing and resources strategically to address risks and prioritise for the future
- lead evidence-informed improvement whilst preserving the school's warmth, ethos and values
- identify priorities which can be well implemented and clearly evaluated
- be warm and accessible to pupils, staff, families, Governors and the local community

We can offer you the chance to work with:

- happy, friendly, well-mannered and respectful pupils who enjoy all that our school has to offer
- a dedicated and experienced staff team who are fully committed to continuous improvement and development
- a supportive Governing Board who keep the wellbeing and education, of our members of staff and pupils at the heart of every decision they make

Key information about the process:

Time	Date	Activity
09:00	05/10/26	Tour of the school for prospective candidates
13:30	06/10/26	Tour of the school for prospective candidates
16:00	07/10/26	Tour of the school for prospective candidates
09:00	20/10/26	Advertisement closes
tbc	26/10/26	Shortlisting meeting
tbc	05/11/26	Activity Day
tbc	06/11/26	Interview Day

Visits to the school are encouraged and will be warmly welcomed, so that you can experience, first-hand, the atmosphere that makes our school so special.

To arrange a visit, please contact sbm@mablinslane.cheshire.sch.uk or telephone 01270 749 908 between the hours of 0900 - 1500.

You must apply for this position via application form which can be obtained from:

School Governance Team
5th Floor Delamere House
c/o Municipal Buildings
Earle Street
Crewe
CW1 2BJ

Telephone: 0300 123 5036

Email: schoolgovernanceeast@cheshireeast.gov.uk

Application forms can also be downloaded from the DfE and/or Jobs Go Public websites.

You may return completed application forms by post or email to:

School Governance Team
5th Floor Delamere House
c/o Municipal Buildings
Earle Street,
Crewe
CW1 2BJ

Email: schoolgovernanceeast@cheshireeast.gov.uk

Application forms must be received by 9am on 20/10/26. Applications received after this time may not be accepted.

You may provide a supporting letter with your application; this should not exceed two sides of A4 paper, font size 12. Please do not restate the factual details already included elsewhere on the application form.

The successful applicant will be subject to the conditions of employment for Head Teachers contained in the School Teachers' Pay and Conditions document 2026 and other current education and employment legislation.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, and external agencies to share this commitment.

This post is exempt from the Rehabilitation of Offenders Act 1974, and the successful applicant will require an enhanced DBS check. As the post will involve regulated activity with children, it is a criminal offence to apply for this post if you are included on the children's barred list held by the DBS. Other safer recruitment checks including an on-line check for shortlisted candidates will be undertaken.