



... FOR A BETTER FUTURE

CANDIDATE INFORMATION

Principal
Lanchester Community Free School





West Herts Community Free Schools ... for a better future

West Herts Schools Trust (WHST) is a new and innovative multi-academy trust of three free schools in West Hertfordshire which opened in brand new buildings in September 2014.

Lanchester Community Free School is in Watford Town. In its recent inspection it was deemed good in four out of the five Ofsted judgements but required improvement in leadership and management. The trust is made up of people with a common and driving purpose who believe strongly that good academic and social achievement are a child's key to a successful future and choices about adult life. The trust board is a mixture of educational professionals and partner institutions including the University of Hertfordshire and University of Hertfordshire and each school has a local governing body.

Our main aims are to improve the lives of local children and families and to rank amongst the highest performing schools both locally and nationally. All our children know when they enter school that they are on the road to college, university or a good job and the nature of education in the schools leads to impeccable learning behaviours and exceptional achievement. Our schools are inclusive and welcome all from the local community including those with special needs.

We believe that a strong foundation in literacy and mathematics is crucial. Partly for this reason but also to develop confident learners with the right skills we have classes of twenty in reception and year one.

Our schools are still growing with the opportunity for a new principal to shape and influence the future as well as gain outstanding professional development in Lanchester and across the trust. We want to attract an experienced and innovative leader to take this successful school to a new level.



What do we offer?

Your working context

- A thriving school that is loved by children, parents and staff
- A newly refurbished building in stunning grounds
- Attractive, well-resourced educational environment
- Children with impeccable behaviour who make outstanding progress and often achieve above local and national levels
- A dedicated and skilled staff with great young leaders

The educational environment

- A school which currently has four year groups and will be full by 2020
- A school with specialisms in science and technology and where Spanish is taught from day one
- Free school curriculum freedoms and flexibilities
- A well-developed early years and key stage one curriculum with a developing key stage 2 curriculum
- Free school opportunities for innovation – the opportunity to carry out research, try new ideas and work with others across the trust and beyond
- Partnership with attached nursery and childcare provision run by a private provider
- High level of involvement with parents and the community

For you personally

- A salary commensurate with a full two-form entry school and salary advancement related to performance
- Salary recognition for the school being judged as good by Ofsted
- Personal portfolio to support and develop your career in and beyond the school
- A supportive trust and local governing body
- The opportunity to influence the future growth and development of both the school and the trust
- The opportunity to develop your own passions and expertise
- Joint training across our schools as well as training opportunities beyond the schools
- A nursery voucher scheme and priority childcare places in the attached nurseries and admission to the school for the children of staff
- A wellbeing package
- Personal training and development including recognised professional qualifications

What do we want from you?

We are seeking a great leader, probably a current headteacher or deputy, to take Lanchester Community Free School to the next stage of its growth and success.

We expect you to:

- have a proven track record of exceptional leadership
- embrace the notion of being part of the trust
- have a clear vision for the school and a strong drive to lead it to a new future
- be an outstanding classroom practitioner and have a passionate commitment to high quality learning and teaching
- believe that all children can succeed both socially and academically
- have new ideas and fresh perspectives on raising the aspirations of children, families and the local community
- be committed to securing excellent professional development for all staff
- have the skills to engage parents and the community in the development and activities of the school
- have experience of innovative approaches to the curriculum, teaching, learning and assessment



Person specification

Qualifications and training

- qualified teacher status
- evidence of further study
- evidence of recent professional development
- NPQH

training

- successful experience of senior leadership in a challenging environment
- a proven track record as an inspirational teacher
- a proven track record of implementing effective improvement strategies to drive change and raise standards for children of all abilities
- use of innovative approaches to the curriculum, teaching, learning and assessment
- successful experience of working with local communities to enhance children's education
- management of self-evaluation, school improvement planning and target setting
- partnership working with other schools, services and organisations to improve outcomes for children

Knowledge, skills and abilities

- demonstrates a clear vision for the free school and a strong drive to lead the school to a new future
- believes that all children can succeed both socially and academically
- is able to ensure high academic standards are achieved by all children
- is committed to a strong school ethos and culture which promotes equality, mutual respect and exemplary standards of behaviour
- demonstrates a range of high quality communication skills
- has a strong knowledge and understanding of all aspects of children's education and development and is abreast with recent changes and developments
- has the ability to think and plan strategically and creatively
- demonstrates strong organisational, financial and time management skills
- is able to work under pressure, meet tight deadlines and remain resilient in the face of adversity
- is able to motivate and manage children and staff effectively
- has the skills to engage parents and the local community more widely in the development and activities of the school
- is able to lead and respond quickly and effectively to change and challenge
- is able to work well with governors and trustees of the company
- has the skills to build positive working relationships with a wide variety of partners including local schools, the University, West Herts College, the local authority and a range of other services and organisations

Equalities issues

- demonstrates a clear knowledge and understanding of equalities issues and legislation
- has a clear commitment to equal opportunities and inclusive education
- is able to demonstrate how equalities will be built into the practices, procedures and policies of the school

Safeguarding

- demonstrates a clear knowledge and understanding of relevant legislation and guidance in relation to working with, and the protection of, children and young people
 - displays a strong commitment to the protection and safeguarding of children
 - can describe how the school will provide a safe and secure environment for its children
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Job description

Job title:	Principal
Responsible to:	WHST and the local governing body
Purpose of the role:	<ul style="list-style-type: none">• to provide outstanding leadership for Lanchester Community Free School which will ensure its success and sustainability;• to ensure that every child receives a high quality education and achieves academic and social success;• to lead and manage the staff effectively;• to fully engage the community in all aspects of the school;• to manage school resources efficiently and effectively and ensure good value for money;• to be a champion for WHST;• to provide educational leadership in the other trust schools when required;• to contribute to school improvement in the local area.
Strategic direction and development of the school and the trust:	<ul style="list-style-type: none">• to provide strategic leadership that secures the trust and school vision, high standards of behaviour and achievement and good social development for all children;• to secure a strong and sustainable working partnership with parents, the local community more widely, the partner organisations and other schools in the area;• to continue to develop the science, technology and sport specialisms in partnership with the university and local secondary schools;• to provide an 'eight to six' offer in consultation with the local community;• to develop the programme which promotes the emotional resilience of children and their families;• to ensure that all aspects of school performance are monitored and evaluated thoroughly and regularly, including periodic external review;• to ensure that the school improvement plan is based on evidence from robust self-evaluation and that progress against its targets and objectives is reviewed regularly;• to prepare for the resources committee of the governing body a balanced budget which matches the trust and school vision and the priorities within the improvement plan;• to act as professional adviser to the governing body and to supply them with information with which to fulfill their strategic leadership role and provide support and challenge to the work of the school.

What do our staff say?



During my NQT year I have received in house training and attended courses. The support I have been given by the senior leadership team has been outstanding – they have allowed me to flourish as a teacher and find my teaching style.

As an LSP now training to become a teacher I feel extremely lucky to be in a school which works as such a community and know that the support I have been given has helped me develop personally.

The school supported me to complete a National Professional Qualification in Middle Leadership.

Working as part of the WHCFST finance team is always fast paced and diverse. Having colleagues who work in the other schools is really helpful for support and sharing best practice.



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