

Headteacher Recruitment Pack

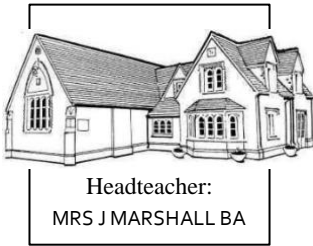


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Hampreston CE VA First School



HAMPRESTON CE VA FIRST SCHOOL

Hampreston Village

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Firstly, may I thank you for your interest in this very special School. Hampreston School occupies a unique position within the local community. It lies midway between the towns of Wimborne Minster and Ferndown, and is set within the small hamlet of Hampreston, alongside the church, a large farm and a number of houses and cottages. Its reputation as a place of excellent education and Christian values draws children from a wide area.

The present Headteacher is leaving after 13 years and we are very sorry to see her go. She has taken the school forward in many areas; in negotiating the many demands of the national curriculum; in developing the school buildings; and in building a strong and dedicated team of teachers and other staff, to create a very happy and caring school community.

The School is full, with 150 children in five classes. They receive a very high standard of education, from a dedicated and capable team of teachers and support staff, set within a happy environment. In today's society, where there are many complex issues and challenges, we believe that if a child is happy in their early experience of school, then it will give them a good foundation to face the years ahead. It is also said that "a happy child is a learning child".

Part of the uniqueness of Hampreston School is its Christian values. This is demonstrated by our vision statement **"to love God and to love one another"**. We aspire to be a community in which all, both children and adults, are treated with the love and respect which comes from the love of God.

We are looking to appoint a Head who is willing to embrace, support and develop the Christian ethos of the School and take us forward in our vision to provide a supportive, caring and learning environment for all children.

On behalf of the staff and governors of Hampreston School, I would like to thank you again for your interest.

David Scouse

Chair of Governors



TO LOVE GOD AND TO LOVE ONE ANOTHER

About Our School

Hampreston CE VA First School is a successful, friendly, inclusive school with dedicated and professional staff. We are proud to be a Voluntary Aided School with close links to our local church and the Diocese, basing our daily endeavours on our beliefs and Christian values. We are committed to safeguarding and promoting the welfare of our children. The staff and governors value and encourage strong relationships with our children, their parents, our local Church and the wider community.

We are a single form entry First School with five classes – Reception, Year 1, Year 2, Year 3 and Year 4. In our last Ofsted inspection, the School was graded as 'outstanding' (2012/13), and the same grade was judged in our Church school distinctiveness SIAMS inspection in 2013.

Every child is a unique and precious individual and the School strives to lay the foundations for the rest of each child's school life. We are committed to providing a high quality, engaging education as we want our children to be enthusiastic about learning and have a very positive and productive time with us.

Our ambition is to develop enquiring minds, encourage independence of learning, and involve our children in co-operative methods of working to enable them to achieve their highest possible standards in both the process and the outcome of their work. We choose teaching styles and methods appropriate to the task and the child. We plan a very wide range of activities, ensuring that they have as many opportunities as possible to develop their potential and high self-esteem, to be happy and well taught.

Our School was built in 1874 and, while we respect some long-standing traditions of this Christian village school, we also want to ensure that every available opportunity is offered to our children with up-to-date facilities. The outside space comprises a tarmac playground, climbing frame, playing field and pond area with a separate outdoor area for our Reception children. Throughout the School there is access to ICT facilities, including interactive whiteboards, computers and iPads.

Hampreston is committed to an equal opportunities policy. In the light of this all children, regardless of gender, ability, religion and culture have equal access to all aspects of our school life and work.

Our Values

School Vision

Underpinning all we do is our vision:

To Love God and to Love One Another

Our Mission Statement

At Hampreston we aim to provide all our pupils with the experience of living, working and worshipping in a community which is inspired by the Christian gospel. We believe that, as well as belief, Christian faith should be expressed in actions and attitudes within the School and the community.

All our staff and governors have agreed the following objectives:

- to support and sustain the Christian ethos of the school
- to respect every child as an individual
- to help the children to respect each other, the school, the environment and resources
- to expect and develop appropriate behaviour of children in and around school
- to set a good example personally to children
- to communicate and co-operate with all staff in school to develop a team working together in the best interests of the children
- to establish good relationships with parents and encourage a real partnership
- to establish good relationships with the Church, the wider community and outside agencies

Our School Creed

This is our school, let peace dwell here, let the rooms be full of contentment: let love abide here, love of one another, love of mankind, love of life itself and love of God. Let us remember that as many hands build a house, so many hearts make a school.

Job Description

This job description should be read in conjunction with the duties and responsibilities for Headteachers as set out in the Department for Education's School Teachers' Pay and Conditions document 2017 and the National Standards of Excellence for Headteachers published by the DfE in January 2015.

The role is a full-time non-teaching post, starting on 1 September 2018.

Main Purpose of the Job

- To lead, manage and administer the School effectively
- To achieve the highest possible standards of teaching and learning within the School
- To represent the School and its interests within the wider community
- To support and uphold the Christian ethos and distinctiveness of the School and develop the Christian values for the whole School community

Key Duties and Responsibilities

1. To work with the Governing Body in the implementation and evaluation of the aims, objectives and development plans for the School
2. To manage human, financial and physical resources available to the School in accordance with Local Authority policies and regulations
3. To ensure that all policies and systems are implemented to achieve equal opportunities for all

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4. To adapt and adhere to the Financial Management Standards in schools as agreed with the Local Authority
5. To demonstrate effective communication and management skills, allowing the professional development of all the staff
6. To be committed to safeguarding and promoting the welfare of children and to ensure that all staff and volunteers share this commitment
7. To maintain and build on the high standard of teaching and learning throughout the School by encouraging, training, monitoring and personal example
8. To promote a balanced, engaging and inclusive curriculum which is sufficiently flexible to meet all statutory requirements
9. To be prepared to teach, when necessary
10. To supervise the Performance Management of staff
11. To participate in your own Performance Management review
12. To promote a common understanding with parents of the School's aims by giving regular information about the curriculum, the children's progress and other matters relating to the School
13. To maintain strong communications with the Church, the wider community and the media
14. To maintain and develop links with other schools
15. To meet the National Standards for Headteachers as published by the DfE



Person Specification

| Key Qualifications | Activity / Evidence base |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ol style="list-style-type: none"> 1. Qualified Teacher Status 2. Readiness for headship – achieved, or working towards, NPQH, or evidence of equivalent experience through senior leadership role within a school 3. Successful teaching experience in the primary phase 4. Recent and relevant in-service professional development and training including Safeguarding 5. <ol style="list-style-type: none"> a) A committed Christian who is a member of the Church of England or other mainstream Christian church (member of Churches Together in Britain and Northern Ireland); or b) someone who is able to demonstrate their support and commitment to the kind of Christian ethos which underpins the School, preferably supported by a clerical reference. <p><i>Please note: no candidate will be considered further if they are unable to provide evidence of the above criteria</i></p> | <ol style="list-style-type: none"> 1. Certification (to be checked) 2. Certification (to be checked), application, reference, interview 3. Application, reference, interview 4. Application, reference, interview 5a). Application, clerical reference, interview 5b). Application, interview, collective worship |

Experience, Knowledge & Skills

Please note: experience, knowledge and skills will be assessed through the application as well as the interview, tasks and activities that will be confirmed prior to the interview days.

6. The ability to work with children, to protect them and to promote their welfare
7. Experience of successful school leadership in a senior role, including evidence of bringing about school improvement
8. Experience of using whole school self-evaluation (eg lesson observations, work scrutinies, data analysis) to raise standards and bring about school improvement
9. Awareness and understanding of the current Ofsted and SIAMS processes and framework
10. Understanding of the Headteacher's responsibilities and accountability to pupils, governors, parents, LA, Diocese and the wider community
11. The ability to develop a curriculum which promotes pupils' spiritual, moral, social, cultural, academic, creative and physical development and well-being
12. The ability to build effective relationships with all members of the school community, leading by example and enabling others to bring about improvements
13. The ability to articulate and communicate the vision and future development of Hampreston Church of England Voluntary Aided First School as a distinctive and effective Church School and a commitment to upholding and developing its values
14. Successful experience of using performance management along with the professional development of all staff to bring about school improvement
15. The confidence and ability to lead collective worship appropriate to the School (1944 Education Act)
16. Successful experience in setting and managing budgets

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Experience, Knowledge & Skills

17. The ability to secure good, transparent governance working with the Governing Body
18. An understanding of how to develop an inclusive school
19. Evidence of partnership working
20. Evidence of managing change and complexity

Qualities

21. A passion for learning that extends beyond the School
22. The ability to inspire trust and commitment from the whole School community



Other Key Information

School Address and Map

Hampreston Village
Wimborne
Dorset
BH21 7Lx



Visits

To arrange a visit to our School, please contact the School Office by phone (01202 573074) or by email (office@hampreston.dorset.sch.uk). Please note that the School will be closed from Thursday 29 March for the Easter Holidays, reopening on Monday 16 April.

Application and Interview Process

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|---------------|-------------------------------------------|
| Closing date: | Midnight on Wednesday 4 April 2018 |
| Interviews | Monday 23 April and Tuesday 24 April 2018 |
| Start date | 1 September 2018 |
| Pay scale | L9 – L15 |

Shortlisted candidates will be contacted after 9 April when we will also confirm the programme for the interview days. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure Barring Service (DBS).

Website

Our School website (www.hamprestonfirstschool.com) contains a lot of information about our School including our staff and governors, policies, report and curriculum. If you have any questions please do not hesitate to contact us.