

Ashbury with Compton Beauchamp Church of England (Aided) Primary School

Headteacher: Marcia Northeast

Chair of Governors: Mihaela Reade



Ashbury, Swindon, Wiltshire

SN6 8LN

Tel: (01793) 710259

e-mail: office.3851@ashbury.oxon.sch.uk

website: www.ashburyprimary.org.uk

Ashbury with Compton Beauchamp Church of England (A) Primary School



Head Teacher Candidate Information Pack

Closing Date: 26th June 2017

Interview Date: 4th July 2017

Ashbury with Compton Beauchamp Church of England (Aided) Primary School

Headteacher: Marcia Northeast

Chair of Governors: Mihaela Reade



Ashbury, Swindon, Wiltshire

SN6 8LN

Tel:(01793) 710259

e-mail: office.3851@ashbury.oxon.sch.uk

website: www.ashburyprimary.org.uk

Contents

Welcome from Chair of Governors	3
Our School – Our Vision and Values	4
Our School – Our Setting	4
Our New Head Teacher – Stakeholder Views	7
Our New Head Teacher – Oxford Diocesan Board of Education Welcome	8
Our New Head Teacher – Job Description	10
Our New Head Teacher – Person Specification	14
Our School – Progress and Attainment Data	16
Application and Selection Process	17

Ashbury with Compton Beauchamp Church of England (Aided) Primary School

Headteacher: Marcia Northeast

Chair of Governors: Mihaela Reade



Ashbury, Swindon, Wiltshire
SN6 8LN
Tel: (01793) 710259
e-mail: office.3851@ashbury.oxon.sch.uk
website: www.ashburyprimary.org.uk

Welcome from the Chair of Governors

Dear Potential Head Teacher,

Thank you for showing an interest in the post of Head Teacher at Ashbury School, a fantastic village school with potential to reach Outstanding status in the not so distant future. This exciting opportunity has arisen because our current Head Teacher, Miss Northeast, has decided to retire after almost 10 years with the school.

The Governing Body is seeking to appoint a Head Teacher who will build on current good practice and also bring a fresh perspective. As the school is at the heart of the local Church and village community, the new Head Teacher will maintain and extend links beyond the school boundaries while leading and developing our enthusiastic staff team. Ashbury School is a member of Faringdon Partnership and the new Head Teacher will be expected to continue to build the excellent relationships that we currently have with the other schools in the Partnership and surrounding area. In return we can offer you a school with a strong Christian ethos, a supportive Governing Body, children that are confident and eager to learn as well as a very professional, committed staff team.

I enclose our Information Pack, which provides more details about the role, and we would strongly encourage you to come and visit our school to see its lovely pupils and staff at work.

I would like to thank you again for your interest in the post and we look forward to receiving your application.

Yours sincerely,

Mihaela Reade
Chair of Governors

Ashbury with Compton Beauchamp Church of England (Aided) Primary School

Headteacher: Marcia Northeast

Chair of Governors: Mihaela Reade



Ashbury, Swindon, Wiltshire
SN6 8LN
Tel: (01793) 710259
e-mail: office.3851@ashbury.oxon.sch.uk
website: www.ashburyprimary.org.uk

Our School – Our Vision and Values

Our vision is to be recognised as an outstanding school that provides a stimulating, creative and dynamic learning environment that strives for excellence and values achievement by providing a strong moral and spiritual foundation for all our children. We will ensure our children learn in a supportive environment where we value everyone as individuals, care for one another and build self-esteem. We will inspire and motivate our children to become independent learners and achieve outstanding progression, maximising pupil achievement through a rich and motivating curriculum fit for the 21st century. We will actively encourage the involvement of parents, Church and village community in building strong partnerships with our school. We aim to be recognised as the outstanding school of choice for the local area and a place highly regarded by the children, parents and the local community.

Our School – Our Setting

Ashbury School has been educating local children for over 200 years and has a tradition in the village that is second to none. Thomas Stock, a parish curate in the local Church, started the school which was to be the first school in England to be held outside a Church, and which set the foundation of the school system we know today.

We are a happy, caring and welcoming school set right at the heart of the village. We have an extremely dedicated and hard-working team of staff, including full time and part time teaching assistants and spiritual values that come from being a church school. At our last OFSTED we were rated 'Good' with lots of Outstanding elements and we do hope our new Head Teacher will lead us to achieve this over the next few years. We are incredibly proud to have been rated Outstanding at our last SIAMS inspection (October 2016). We receive and appreciate great support from our local Church (St Mary's, Ashbury). Our Vicar and ministers from the local Churches regularly take Collective Worship and other Church school services whilst the Open the Book team, who are drawn from the local Churches, offer dramatic Bible stories every other week.



We have 74 children on roll with 3 classrooms: EYFS/Year 1 (Wayland), Years 2 and 3 (Ridgeway) and Years 4, 5 and 6 (Ashdown). The classes are staffed by a professional team of 3 full time teachers and 4 teaching assistants (some of whom work part time/ TA apprentices). The teaching staff is supported by 2

Ashbury with Compton Beauchamp Church of England (Aided) Primary School

Headteacher: Marcia Northeast

Chair of Governors: Mihaela Reade



Ashbury, Swindon, Wiltshire
SN6 8LN
Tel: (01793) 710259
e-mail: office.3851@ashbury.oxon.sch.uk
website: www.ashburyprimary.org.uk

office staff members and a school cook. Each class has a whiteboard and children have access to laptops and iPads. We also have a fully equipped music/nurture room which has the potential to become a fourth classroom should the need arise. Our children are able to enjoy time outside as we have a good size outdoor space including a field with a play trail and a separate area for our EYFS with a sensory garden. Our school budget is healthy, carefully managed by the Head Teacher and Finance Officer and supports the strategic plan agreed with the Governing Body. There are strong and productive links with the local community and we are incredibly lucky to have an active PTA for Ashbury School (FoAS). FoAS is made up of a committee of mostly parents and some staff. They organise a range of fundraising activities throughout the year, Cake Sales, Christmas Fete, School discos, and sponsored events. Money raised is used to enhance the school in a variety of ways, for example outdoor play equipment and a school camera.

"Our school is the best because everyone is nice to each other and there is no bullying in school"
(Year 3 pupil)



For a small school we have a wealth of lunchtime and after school clubs available to all children including: Craft, Skipping, Choir, Advanced Recorders, Football, Cheerleading, Athletics, Fitness, Rounders, Gymnastics, Sprinting, Art, Woodwind, Guitar, Piano, Skills. Our pupils take part in competitions including Literacy Festivals, maths and singing. This year the choir achieved the highest score in recent years and was awarded the A.J. May Trophy for 2017.



Ashbury with Compton Beauchamp Church of England (Aided) Primary School

Headteacher: Marcia Northeast

Chair of Governors: Mihaela Reade



Ashbury, Swindon, Wiltshire

SN6 8LN

Tel: (01793) 710259

e-mail: office.3851@ashbury.oxon.sch.uk

website: www.ashburyprimary.org.uk

The children said the best things about our school are:

- Our golden rules that we all follow.
- The range of clubs on offer.
- We are proud of winning competitions but we are not boastful.
- We have Christian Values which we all follow.
- We are always ready to learn, not always what you expect sometimes even better.
- Golden rules, Child of the week award, Golden awards, a way of celebrating with everyone.
- Helps us to feel good about ourselves and others.
- Children who need help always get the help.
- Everyone participates in competitions, festivals and challenges.
- All the teachers in the school teach us and we get to know them, they are very good at teaching.
- Sports Day, we work with different groups not always our friends which means we know everyone.

Lily, Year 6

"Ashbury School Council expressed an interest in reviewing behaviour, rewards and consequences. As a result of this, all children contributed to the writing of our current set of school rules which are displayed around the school."

At Ashbury we show that 'WE CARE' by following the Golden Rules:

GOLDEN RULES

Be gentle

Be honest

Be kind and helpful

Listen and respond appropriately

Work hard and do your best

Treat people and property with respect

Move around the school sensibly

These rules were created by School Council with the involvement of all children.

Headteacher: Marcia Northeast

Chair of Governors: Mihaela Reade



Ashbury, Swindon, Wiltshire

SN6 8LN

Tel: (01793) 710259

e-mail: office.3851@ashbury.oxon.sch.uk

website: www.ashburyprimary.org.uk

Our New Head Teacher – Stakeholder Views

One of the key elements for a successful headship at our school is relationship management with all stakeholders (children, staff, parents, governors, Church and the wider community). We want our new Head Teacher to build on the joys and benefits of being a village school which is deeply rooted in the life of the Church and the village community, and to foster those links in ways which encourage our pupils to enjoy and engage with the wider world. We are looking for somebody that will be able to work with our existing experienced, professional and talented team of staff which will involve blending a variety of types of leadership to get the best out of all the School's stakeholders.

Our children have said they would like a Head Teacher who:

- Is firm, kind but fair.
- Can work with all the children.
- Is confident.
- Gives us interesting assemblies.
- Can support children who have learning disabilities.
- Smiles and talks a lot.
- Knows about everything, inspires everyone.
- Doesn't pick out favourites, treats everyone the same.
- Will be able to take choir.
- Comes into the classroom and teaches us.



The staff said:

- We need a Head Teacher who is approachable and a team player.
- A confident person but who won't change things for the sake of change.
- A good communicator who can motivate, inspire and support children and staff.
- Leadership needs to be firm, fair and transparent.
- We are looking for someone who can put the children, staff and parents at the centre of the school, who will take time to get to know individuals and have high expectations which are shared with all stakeholders.

Parents said they would like:

- A strong Head Teacher that can communicate well and who is open and honest.
- Someone with a good sense of humour.
- Able to recognise and support the children of different abilities in the mixed year classes and to provide support for those with SEN needs but also provide enough challenge for the more able children.
- Someone who can actively engage with other schools.
- Embrace the Christian ethos of the school and support this as this is one of the great foundations of the school.

Ashbury with Compton Beauchamp Church of England (Aided) Primary School

Headteacher: Marcia Northeast

Chair of Governors: Mihaela Reade



Ashbury, Swindon, Wiltshire
SN6 8LN
Tel: (01793) 710259
e-mail: office.3851@ashbury.oxon.sch.uk
website: www.ashburyprimary.org.uk

Our New Head Teacher – ODBE Welcome



OXFORD DIOCESAN BOARD OF EDUCATION
Serving children and young people in our local communities



Dear Colleague

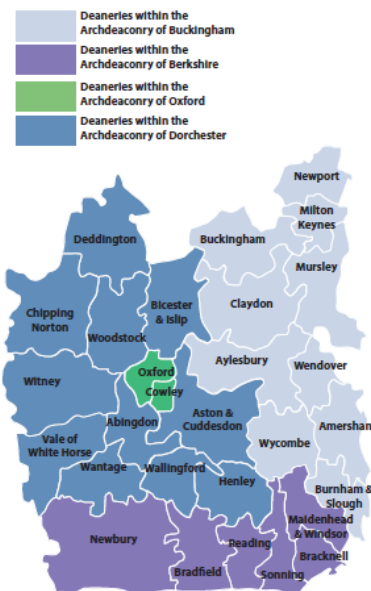
Thank you for considering Headship as part the family of Church Schools in the Diocese of Oxford. This sheet will give you an overview of who we are and what we can offer you as a Church School Head Teacher.

We hope you will find this a helpful summary in preparing your application.

With every blessing

Anne Davey, Diocesan Director of Education

The Diocese of Oxford covers the Local Authority (LA) areas of Bracknell, Buckinghamshire, Milton Keynes, Oxfordshire, Reading, Slough, West Berkshire, Windsor and Maidenhead, and Wokingham. There are 241 Church schools along with 43 Academies, serving some 58,000 pupils. We have 623 parishes grouped into deaneries for administration purposes; these deaneries fall into three Archdeacons along with Oxford City.



The Oxford Diocesan Board of Education (ODBE) is committed to the education of the whole person to their fullest potential, to the development of moral and spiritual understanding, to the uniqueness of the individual and to the education of all within the maintained system. It works within statutory education on behalf of the Diocese of Oxford in developing a Christian Vision of Education. Through its advisory services ODBE promotes RE, Collective Worship and pupils' spiritual development. Advisory team work also focusses on school improvement in order to support schools in dealing with the requirements of Ofsted inspection and relationships with HMI. It ensures that Church Schools are provided with specialist support for building development and legal matters. Among the churches of the Diocese, the Board promotes Church related education and provides advice for clergy, governors and parishes in support of their schools.

The vision and priorities of the Diocese and the pastoral role of the Church underpin all the work of the ODBE. More about this vision especially '**Living Faith for the Future**' can be found on the Diocese of Oxford website.

Most diocesan Church Schools were established under trusts to provide education for the 'poor of the parish' with teaching according to the Church of England. In 1811 the 'National Society for Promoting Religious Education' was established to support Church of England Schools. We encourage new Head Teachers with governors to reflect on the original aims of the school as expressed in the school's Trust Deed and how this has been translated into the current ethos statement in the Instrument of Government and any aims, mission, values or ethos statement of the school.

The work of the team is supported by a strong administrative group who also act as advisers to schools on some matters such as the appointment of foundation governors.

Each school has a named School Link Adviser, receives a regular Bulletin and has open access to our website.

Support offered to church schools is governed by the Service Level Agreement (SLA). As part of this agreement, new Head Teachers are offered school support visits from their named adviser during their first weeks. The diocesan team also offers regular training and visits for governors and staff. The team provides

Ashbury with Compton Beauchamp Church of England (Aided) Primary School

Headteacher: Marcia Northeast

Chair of Governors: Mihaela Reade



Ashbury, Swindon, Wiltshire
SN6 8LN
Tel: (01793) 710259
e-mail: office.3851@ashbury.oxon.sch.uk
website: www.ashburyprimary.org.uk

and facilitates a range of courses over the school year, including pre- and post-SIAMS (Statutory Inspection of Anglican and Methodist Schools) support.

The ODBE team includes: The Director, School Link Advisers, Premises Officers, Deputy Directors (School Effectiveness/Resources), RE Advisers Admissions/Appeals Officer.

Christian Character

In recent years, the Church of England has increasingly recognised the special significance of the role of the Head Teacher in the development of the distinctive character of Church schools. The Way Ahead report notes that:

'Church School Head Teachers are spiritual and academic leaders of the school. Excellence in headship requires visionary, inspired leadership and management centred on the school as a worshipping community, where educational and academic excellence for all pupils is pursued in a Christian context.'

Our programme of CPD enables Head Teachers (and other school leaders) to access a range of resources to enhance the special Christian character of their schools. These include an induction day, quiet days, an annual conference and commissioning service in addition to specialist courses.

The Parish and the School - The implications of this setting vary, especially between Primary and Secondary schools, but we encourage a strong commitment to partnership between parish and school built upon a common quest for the outworking of shared values and spiritual growth. The ODBE works closely with the Board of Mission on initiatives which relate to our engagement with children and young people. This has included Deanery events and collaboration over provision and policy for children and the Eucharist.

Collective Worship

All schools should provide an act of worship for pupils every day. Arrangements for the act of collective worship in both VA and VC schools are made by the governors after consulting the Head Teacher, taking account of the Trust Deed.

As before **The Way Ahead** has something to offer about this worship:

'In a Church School, the offer of a Christian understanding of the world and the place of humanity in it will be reflected in worship. In particular, it will be reflected in the everyday life of the school, quietly respectful of the beliefs of others and of other faiths, but confident in its own faith.'

We provide support for worship in schools through the direct work of the advisers and, again, through CPD which is available to Head Teachers and other leaders of worship in our schools including governors, staff and clergy. As a Diocese, we hold an annual service for year 6 pupils at Oxford's Cathedral at Christchurch, last year led by the Bishop of Oxford.

Religious Education

The Church School of the Future sets out an ambitious and clear vision ...

'...there needs to be an explicit expectation that religious education is a priority and must be made a focus of both initial teacher education and professional development. The Church should not be satisfied until every Church School is outstanding in this subject.' (3.10)

The Diocese is concerned to support schools in planning, teaching, monitoring and assessment of RE. For this reason, the ODBE retains specialist RE advisers who organise courses, produce support materials and are available to individual schools and clusters of schools for training and support.

More information about our work, including 'Living Faith' can be found on our webpages:

www.oxford.anglican.org/schools

You may also like to look at:

www.churchofengland.org/education/fags-about-church-schools or <http://goo.gl/uVLHRE>

The Way Ahead' and 'The Church School of the Future' are available on The National Society website:

<http://www.churchofengland.org/education/national-society.aspx>

Headteacher: Marcia Northeast

Chair of Governors: Mihaela Reade



Ashbury, Swindon, Wiltshire
SN6 8LN
Tel: (01793) 710259
e-mail: office.3851@ashbury.oxon.sch.uk
website: www.ashburyprimary.org.uk

Our New Head Teacher – Job Description

Responsible to: The Ashbury with Compton Beauchamp C of E (A) Primary School Governing Body

Responsible for: All the staff and children within the school

The Primary Purpose of the Job

The Head Teacher is the prime mover in creating, inspiring and embodying the Christian Ethos and culture of Ashbury with Compton Beauchamp C of E Primary, securing its Mission Statement with all members of the school community and ensuring an environment for teaching and learning that empowers both staff and children to achieve their highest potential whilst giving due regard to the teaching, leadership and management needs of the school.

Job Description

This job description may be amended at any time following consultation between the Head Teacher and Ashbury Governing Body.

General Duties and Responsibilities

To carry out the duties of the Head Teacher as set out in the current Teachers and Head Teachers Standards and the School Teachers' Pay & Conditions Document.

Key Areas of Responsibility

1. Shaping the Future

Working with the Governing Body to create a shared vision and strategic plan which inspires and motivates pupils, staff and all other members of the Ashbury School community. This vision should express core educational values, moral purpose and be inclusive of stakeholders' values and beliefs. The strategic planning process is critical to sustaining school improvement and ensuring that the school moves forward for the benefit of all its pupils.

The Head Teacher will:

- Ensure that the Christian vision for the whole school is clearly articulated, shared, understood and acted upon effectively by all.
- Work within the school community including the Church, to translate the vision into agreed objectives and operational plans, which will promote high standards and sustain school improvement.
- Demonstrate, with confidence, the distinctive vision and values in everyday work and practice.
- Motivate and work with others to create a shared culture with a very positive climate.
- Ensure creativity, innovation and the use of appropriate new technologies to achieve excellence.
- Ensure that the strategic planning takes account of the values and experience of the school and community at large whilst maintaining the distinctive Church of England nature of the School.

2. Leading Learning and Teaching

Head Teachers have a central responsibility for raising the quality of teaching and learning for pupils' achievement. This implies setting high expectations, monitoring and evaluating the effectiveness of learning outcomes. A successful learning culture will enable pupils to become effective, enthusiastic, independent learners, committed to life-long learning.

Ashbury with Compton Beauchamp Church of England (Aided) Primary School

Headteacher: Marcia Northeast

Chair of Governors: Mihaela Reade



Ashbury, Swindon, Wiltshire

SN6 8LN

Tel: (01793) 710259

e-mail: office.3851@ashbury.oxon.sch.uk

website: www.ashburyprimary.org.uk

The Head Teacher will:

- Ensure a consistent and continuous school-wide focus on pupils' achievements, using data, benchmarks as well as setting targets to monitor progress and improvement in every child's learning.
- Ensure that learning is at the centre of strategic planning and resource management.
- Establish creative, responsive and effective approaches to learning and teaching.
- Ensure a culture and ethos challenge which will support all pupils to achieve success and become engaged in their own learning.
- Demonstrate and articulate high expectations and set stretching targets for the whole school community in order to reach our outstanding goal.
- Implement strategies which secure very high standards of behaviour and attendance within the ethos of a Church school.
- Determine, organise and implement a diverse, flexible curriculum.
- Implement an effective assessment framework that fosters the academic, social, physical and emotional development of every child.
- Take a strategic role in the development of new and emerging technologies to enhance and extend the learning experience of pupils.
- Monitor, evaluate, review classroom practice and promote improvements in Teaching & Learning.
- Challenge underperformance at all levels and ensure effective corrective action and follow-up.
- Work in partnership with staff, the wider community and other service providers to maintain and extend the curriculum in order to sustain a rich diversity of after school clubs.

3. Developing Self and Working with Others

Effective relationships and communication are important in headship as Head Teachers work with and through others. Effective Head Teachers manage themselves and their relationships well. Headship is about building a professional learning community that enables others to achieve. Through performance management and effective continuing professional development practice, the Head Teacher supports all staff to achieve high standards. To equip themselves with the capacity to deal with the complexity of the role and the range of leadership skills and actions required of them, Head Teachers should be committed to their own continuing professional development, including distinctive training and development in Church school issues.

The Head Teacher will:

- Treat everyone within the school environment and beyond fairly, equitably and with dignity and respect to create and maintain a positive school culture within a Christian context.
- Build a collaborative learning culture within the school and actively engage with other schools within the partnership to build effective learning communities.
- Develop and maintain effective strategies and procedures for staff induction, professional development and performance review.
- Ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities.
- Acknowledge the responsibilities and celebrate the achievements of individuals and teams both among the pupils and staff.
- Develop and maintain a culture of high expectations for self, for others and take appropriate action when performance is unsatisfactory.
- Regularly review own practice, sets personal targets and take responsibility for own personal development.
- Manage own workload and that of others to allow an appropriate work/life balance.

Headteacher: Marcia Northeast

Chair of Governors: Mihaela Reade



Ashbury, Swindon, Wiltshire
SN6 8LN

Tel: (01793) 710259

e-mail: office.3851@ashbury.oxon.sch.uk

website: www.ashburyprimary.org.uk

4. Managing the Organisation

Head Teachers need to provide effective organisation and management of the school and seek ways of improving organisational structures and functions based on rigorous self-evaluation. Head Teachers should ensure that the school and the people and resources within it are organised and managed to provide an efficient, effective and safe learning environment. These management responsibilities imply the re-examination of the roles and responsibilities of those adults working in the school to build capacity across the workforce and ensure resources are deployed to achieve value for money. Head Teachers should also seek to build successful organisations through effective collaborations with others.

The Head Teacher will:

- Create an organisational structure which reflects Ashbury School's values, and enables the management systems, structures and processes to work effectively.
- Produce and implement clear, evidence-based improvement plans and policies for the development of the school and its facilities.
- Ensure that, within an autonomous culture, policies and practices take account of Diocesan, National and local circumstances, policies and initiatives.
- Manage the school's financial and human resources effectively and efficiently to achieve the school's and Governing Body's educational goals and priorities.
- Recruit, retain and deploy staff appropriately and manage their workload to achieve the vision and goals of the school.
- Implement successful performance management processes with all staff.
- Manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.
- Undertake responsibilities as defined in the school's Health and Safety policy.
- Ensure that the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all pupils and provide value for money.
- Use and integrate a range of technologies effectively and efficiently to manage the school.

5. Securing Accountability

With values at the heart of their leadership, Head Teachers have a responsibility to the whole school community. In carrying out this responsibility, Head Teachers are accountable to a wide range of groups, particularly pupils, parents, carers, Governors, the Local Authority and the Diocese. They are accountable for ensuring that pupils enjoy and benefit from a high-quality education, for promoting collective responsibility within the whole school community and for contributing to the education service more widely.

The Head Teacher will:

- Develop a school ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- Ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation.
- Work with the Governing Body, providing information, objective advice and support, to enable it to meet its responsibilities.
- Develop and present a coherent, understandable and accurate account of the school's performance to a range of audiences including Governors, parents and where necessary the community.
- Reflect on personal contribution to school achievements and take account of feedback from others.

Ashbury with Compton Beauchamp Church of England (Aided) Primary School

Headteacher: Marcia Northeast

Chair of Governors: Mihaela Reade



Ashbury, Swindon, Wiltshire
SN6 8LN
Tel: (01793) 710259
e-mail: office.3851@ashbury.oxon.sch.uk
website: www.ashburyprimary.org.uk

6. Strengthening Community

Schools exist in a distinctive social context, which has a direct impact on what happens inside the school. School leadership should commit to engaging with the internal and external school community to secure equity and entitlement. Head Teachers should collaborate with other schools, in order to share expertise and bring positive benefits to their own and other schools. They should work collaboratively at both strategic and operational levels with parents and carers for the well-being of all children. Head Teachers share responsibility for leadership of the wider educational system and should be aware that school improvement and community development are interdependent.

The Head Teacher will:

- Build a school ethos, culture and curriculum which take account of the richness of the school's communities, whilst maintaining the distinctive nature of the school.
- Create and promote positive strategies for challenging racial and other prejudice and dealing with racial harassment.
- Ensure learning experiences for pupils are linked into and integrated with the wider community, including the Church community.
- Ensure a range of community-based learning experiences, building on links with the Church and the Diocese.
- Be the external face of the school to the local community and beyond, ensuring excellent communications between Ashbury School and all those involved.
- Collaborate with other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of pupils and their families.
- Create and maintain an effective partnership with parents to support and improve pupils' achievement and personal development.
- Seek opportunities to invite parents, community figures, businesses or other organisations into the school to enhance and enrich the school and its value to the wider community.
- Contribute to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and promoting innovative initiatives.
- Co-operate and work with relevant agencies to protect children.

7. Safeguarding Children & Safer Recruitment

Ashbury School is committed to safeguarding and promoting the welfare of children and young people as required under the Education Act 2002 and expects all staff and volunteers to share this important commitment.

The Head Teacher will ensure that:

- The policies and procedures adopted by the Governing Body are fully implemented and followed by all staff.
- Sufficient resources and time are allocated to enable the designated person and other staff to discharge their responsibilities, including taking part in strategy discussions and other inter-agency meetings as well as contributing to the assessment of children.
- All staff and volunteers must be able to raise concerns about poor or unsafe practice regarding children, and such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed school whistle blowing practices.

Ashbury with Compton Beauchamp Church of England (Aided) Primary School

Headteacher: Marcia Northeast

Chair of Governors: Mihaela Reade



Ashbury, Swindon, Wiltshire

SN6 8LN

Tel: (01793) 710259

e-mail: office.3851@ashbury.oxon.sch.uk

website: www.ashburyprimary.org.uk

Our New Head Teacher – Person Specification

The post holder will be able to demonstrate:

Professional Qualifications and Experience	Essential (E) Desirable (D)
Qualified teacher status	E
A degree or equivalent	E
A record of recent relevant and continuing professional development that prepares them for this post	E

Professional Knowledge	Essential (E) Desirable (D)
Proven leadership and management skills at Key Stage level or higher	E
Able to lead and manage a team	E
Proven ability to raise standards	E
Proven record of high quality teaching skills	E
Experience of monitoring and evaluating the quality of teaching and learning	E
Knowledge of emerging technology	D
Understanding and experience of working in Church Schools including SIAMS	D
Have a firm commitment and ability to promote the Christian ethos of the school and to organise and lead Collective Worship.	E

Leading, Learning and Teaching	Essential (E) Desirable (D)
Evidence of implementing curriculum development, monitoring and evaluation	E
Able to motivate staff and pupils to enable all to achieve their full potential	E
Ability to use appropriate leadership styles in different situations	E
Able to plan strategically with a sense of priorities	E

Managing the Organisation	Essential (E) Desirable (D)
Adopt and develop the existing quality information to accelerate rate of progress and raise overall standards	E
Be an excellent communicator who is approachable and supportive to all stakeholders	E
Have sound financial acumen and demonstrate effective stewardship of resources	D
Evidence of ability to lead and manage change effectively	E
Create a sustainable school organisation and systems	E

Ashbury with Compton Beauchamp Church of England (Aided) Primary School

Headteacher: Marcia Northeast

Chair of Governors: Mihaela Reade



Ashbury, Swindon, Wiltshire

SN6 8LN

Tel:(01793) 710259

e-mail: office.3851@ashbury.oxon.sch.uk

website: www.ashburyprimary.org.uk

Shaping the Future	Essential (E) Desirable (D)
Work with the governing body to set the future direction and strategy for the school	E
Develop positive relationships with key educational partners	E
Maintain and make use of key data and systems to underpin future strategy	E
Be committed to continuous improvement	E
Be an inspirational and motivational leader	E
Developing Self and Working with Others	Essential (E) Desirable (D)
Be committed to partnership working in and beyond the school	E
Leads good practice	E
Must be an effective performance manager	E
Challenge, influence, motivate and empower others to attain high goals and celebrate success	E
Develop and sustain a culture of co-operation and support and wellbeing within the school community	E
Model good practice in all matters of classroom organisation and management	E
Be committed to self-development and continuous learning	E
Securing Accountability	Essential (E) Desirable (D)
Account for the schools performance to a range of audiences	E
Ensure that individual staff accountabilities are clearly defined, understood, agreed and are subject to rigorous review and evaluation	E
Understand the importance of accountability and the reporting of appropriate data	E
Strengthening Community	Essential (E) Desirable (D)
Be committed to listening to, reflecting upon and appropriately acting upon community feedback including that from pupils	E
Communicate the schools Christian ethos and values to the whole school and community	E
Be committed to collaboration and networking with all stakeholders to improve outcomes and to scope the future direction of the school	E
Personal Attributes	Essential (E) Desirable (D)
Demonstrates enthusiasm, energy and resilience, with a warm, approachable personality	E
Able to build and maintain effective professional relationships with children, staff, governors, parents and the wider community	E
Relates well to children and is responsive to their pastoral needs	E
Has a sense of humour!	E

Ashbury with Compton Beauchamp Church of England (Aided) Primary School

Headteacher: Marcia Northeast

Chair of Governors: Mihaela Reade



Ashbury, Swindon, Wiltshire
SN6 8LN
Tel: (01793) 710259
e-mail: office.3851@ashbury.oxon.sch.uk
website: www.ashburyprimary.org.uk

Our School - Progress and Attainment Data

Early Years (Reception) GLD (Good Level of Development) 2016 - 69 %

Phonics Screening (Year 1) 2016 - 85%

Key Stage 1 & 2 SATs Results 2016

KS1 (12)	Pupils Achieving the Expected Standard or above	Pupils Achieving Greater Depth/Mastery
Reading	67%	33%
Writing	67%	33%
Maths	75%	25%

KS2 (13)	Pupils achieving the Expected Standard or above	Pupils Achieving Greater Depth/Mastery
Reading	92%	38%
Writing	85%	23%
SPAG (Spelling, Punctuation & Grammar)	100%	23%
Maths	85%	30%
Reading & Writing & Maths	85%	15%

Key Stage 1-2 SATS Progress Results 2016

Maths progress	3.6
Reading progress	7.6
Writing progress	2.7

Key Stage 2 Average Scaled scores 2016

Maths	105.2
Reading	107.9
SPAG	106.8

Ashbury with Compton Beauchamp Church of England (Aided) Primary School

Headteacher: Marcia Northeast

Chair of Governors: Mihaela Reade



Ashbury, Swindon, Wiltshire
SN6 8LN
Tel: (01793) 710259
e-mail: office.3851@ashbury.oxon.sch.uk
website: www.ashburyprimary.org.uk

Application and Selection Process

Applicants can apply by email to: office.3851@ashbury.oxon.sch.uk

Please complete the online application form, ensuring that your Relevant Skills and Experience response demonstrates your alignment with the vision, ethos and values of Ashbury with Compton Beauchamp C of E (A) Primary School and is a good fit with the Person Specification. The closing date for applications is Monday 26th June 2017 at 17:00. You will be contacted to confirm receipt of your application. If you do not receive an email or a phone call, please contact the office.

Selection Procedure

A shortlist of candidates will be drawn up by Wednesday 28th June. Successful candidates will be invited to a selection process on Tuesday 4th July 2017 to undertake a mixture of practical activities, interviews and presentations. Detailed information will be provided.

Safer Recruitment

Ashbury with Compton Beauchamp C of E (A) Primary School is committed to safeguarding and protecting the welfare of children and expects all staff and volunteers to share this commitment. As part of our recruitment process all successful candidates will be subject to Disclosures and Barring Service checks along with other relevant employment checks.

On the day of interview (Tuesday 4th July 2017)

All applicants will be required to bring in a minimum of three pieces of identification which verify their name, date of birth and current address. The following are acceptable:

- Valid passport, Birth Certificate or driving licence OR
- Marriage certificate, Birth Certificate, NHS Card, NI card
- Additional proof of address – we need at least two (recent utility bill, council tax bill)

Appointments are also subject to the receipt of satisfactory references. References will be sought from the previous employer and any gaps in employment history followed up.

Data protection: You should be aware that the information you provide will be stored at Ashbury with Compton Beauchamp C of E (A) Primary School and will not be passed to any other application.