



# Larkrise Primary School

## Help us on our 'Journey to Outstanding'

Larkrise is seeking an inspirational and forward-thinking leader

### Your application

Our 5Cs values (see below) underpin the workings of our school; they are fundamental characteristics that we hope to foster in our whole community.

When applying for this exciting position, we'd like you to reflect on how your experiences and ambitions will support the whole Larkrise community in achieving them. Please use the 'Relevant Skills and Experience' section (applying a 3-page limit), within the application form, to do this and also respond to how you meet our section criteria (below).

- ✓ **Confident** – we want staff and pupils to work hard together to achieve. This relies on setting high expectations and developing the perseverance and resilience to meet them.
- ✓ **Caring** – the whole school community cares for each other. This may be demonstrated in many ways – through the way we communicate, coach, mentor and lead.
- ✓ **Curious** – the children need to be curious to drive their own learning and the adults should be too. Staff need to be committed to their own professional development, inquisitive about new developments in pedagogy and discerning about what they read to improve outcomes for all pupils.
- ✓ **Creative** – we value creativity in our children and are committed to creative teaching, as well as a broad curriculum, that values different types of learning and successes. Teachers and pupils need to take risks to maximise progress for everyone.
- ✓ **Celebrating** – success is driven by values and leadership and we share our successes as a whole community. We embrace our differences and are united by a shared sense of purpose in learning and developing the 'whole child'. We have fun together and we endeavour to share this love of all types of learning effectively with the whole Larkrise community.

Our children tell us that they want a headteacher who is caring, creative, confident and fun. If you can be these things for our children and share our values, then we look forward to reading your application, and meeting you: either during a visit, or at interview.



### Headteacher Selection Criteria

The selection criteria, set out below, show the key abilities and skills required for this leadership opportunity. The selection panel will assess each candidate against the criteria listed, expecting them to demonstrate knowledge and understanding of each area and show evidence of having applied (or awareness of how to apply) this knowledge and understanding in a primary school context.

The panel will use the following assessment tools throughout the assessment process:

- Application form
- Assessment Day/s activities including interviews
- References and other employment checks (see further information below the table) at shortlisting stage

The National Standards define key areas of competency for the role of Headteacher. We have used six of these areas to structure our Relevant Skills selection criteria:

- Shaping the future
- Leading learning and teaching
- Developing self and working with others
- Managing the organisation
- Securing accountability
- Strengthening community

|                            | <b>Essential</b>  | <b>Desirable</b>  |
|----------------------------|---|---|
| <b>Relevant experience</b> | <p>Ability to ensure a value-driven school and curriculum</p> <p>Ability to articulate a clear philosophy of primary education and its development within the whole school</p> <p>Evidence of successful track record in achieving whole school excellence in attainment and progress</p> <p>Evidence of being an excellent classroom teacher at primary level</p>  | <p>Experience of successful management of inclusion and SEND provision in a primary school setting</p> <p>Evidence of leadership role in achieving good or outstanding Ofsted grade</p> <p>Experience of managing a school with a similar diversity profile to Larkrise</p> |
| <b>Personal qualities</b>  | <p>An exceptional communicator – with children, parents and staff</p> <p>An excellent people manager</p> <p>Committed to own CPD, communities of practice, and uses evidence-based research to change practice</p> <p>Able to inspire, motivate and empower those around you</p> <p>Demonstrates valuing all staff equally</p> <p>Models a good work/life balance</p> <p>Demonstrates integrity, positivity and transparency</p> <p>Creative, caring, confident and fun</p> |   |

|                        | Essential  | Desirable   |
|------------------------|--|---|
| <b>Relevant skills</b> | <p><b>Shaping the future</b><br/>Able to help define (with governors) and then implement a shared vision and strategic plan which inspires and motivates our children and the school community</p> <p>Able to effectively lead and work with the SLT to deliver accountable and empowered change</p> <p><b>Leading learning and teaching</b><br/>Can recognise outstanding teaching and track, challenge and support teachers in progressing to this level</p> <p>Able to determine, organise and implement the school curriculum to ensure a creative and effective approach to learning and teaching</p> <p>Create flexible, comprehensive opportunities and strategies to meet the personal learning needs and interests of every child</p> <p>Analyse and interpret various sources of data, benchmarks and feedback to monitor and ensure progress for every child</p> <p><b>Developing self and working with others</b><br/>Effective record in leading, developing and motivating all staff</p> <p>Able to implement effective CPD plan and pathways for all staff, including non-teaching staff</p> <p>Able to effectively recruit new staff who deliver good/ outstanding lesson outcomes and complement the Larkrise team</p> <p>Effectively manage performance of staff and act where unsatisfactory</p> <p><b>Managing the School</b><br/>Able to identify and implement clear and appropriate evidence-based improvement plans and policies and monitor and evaluate their effects</p> <p>Able to effectively manage the smooth day-to-day running of the school to ensure a safe, secure, calm and healthy environment for all</p> <p><b>Securing accountability</b><br/>Able to undertake school self-evaluation and using the outcomes to improve children’s achievements.</p> <p>Able to define the responsibilities and accountabilities of the staff and supporting where necessary</p> | <p>Able to deliver strategic financial planning, operational budget management and the principles of best value</p> |

|                                    | <b>Essential</b>   | <b>Desirable</b>   |
|------------------------------------|--|--|
| <b>Relevant skills</b>             | <p>Ability to track and keep all policies up to date</p> <p>Able to work closely and collaboratively with the governing body to deliver impactful reports and recommendations</p> <p><b>Strengthening community</b></p> <p>Ability to work with local schools and achieve benefits for school and the community</p> <p>Able to develop a clear and impactful communication strategy for parents, children and other stakeholders</p> | <p>Ability to present a clear account of the schools' performances to all members of the school communities</p> <p>Able to utilise the strengths and skills of the community, parents and carers to help enrich children and staff within our school</p> |
| <b>Knowledge</b>                   | <p>Knowledge of changes across the schools sector and the ability to creatively and positively manage their impact for the good of their school</p> <p>Knowledge of issues and best practice in teaching and learning, care and welfare, safeguarding, SEND and curriculum development</p>   | <p>Knowledge of appropriate educational legislation and regulations, including Equal Opportunities and Data Protection</p>   |
| <b>Safeguarding and well-being</b> | <p>Form and maintain appropriate relationships and personal boundaries with children</p> <p>Oversee a strong and cohesive safeguarding and well-being strategy for the benefit of children and staff</p>   |  |
| <b>Education and training</b>      | <p>B Ed. /T Cert./PGCE</p> <p>Evidence of management and leadership training and development activities</p> <p>Evidence of CPD activities in teaching practice</p>   | <p>NPQH completed, enrolled or committed to undertake</p>  |

Our selection process will assess rigorously all candidates' suitability and their commitment to safeguarding children. This will include:

- Identifying gaps and anomalies in career histories;
- Asking referees specific questions about:
  - ▶ Reasons to doubt candidates honesty, trustworthiness or reliability;
  - ▶ Whether candidates are currently the subject of any form of disciplinary or competency inquiry or warning;
  - ▶ Any disciplinary offences relating to children including any in which the penalty is "time expired"; and
  - ▶ Any child protection concerns.
- Testing candidates understanding and commitment to safeguarding children;
- Examining original certificates of professional qualifications and proof of identity.

We reserve the right to contact referees to check out any concerns arising from the application, reference or interview.