

GREAT GIDDING C. E. PRIMARY SCHOOL



Headteacher Recruitment Pack



Closing Date - Friday 5th May @ 09:00hrs

Email: office@greatgidding.cambs.sch.uk Website: www.greatgidding.cambs.sch.uk

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Welcome from the Chair of Governors



Dear Candidate,

On behalf of the governing board of Great Gidding Church of England Primary School, I would like to thank you for expressing an interest in the post of Headteacher. The information in this pack will give you an insight into this unique school, however, lots more information can be found on the school's website (<http://www.greatgidding.cambs.sch.uk/>).

As a parent and a governor, I am very proud of what the school has achieved over the past few years through collaboration and hard work.

Like many small rural primary schools, we have been through difficult times, however, we have viewed this as a challenge and worked hard to instigate improvements throughout the school whilst working hard to secure its long-term future.

As part of this journey of improvement we are now keen to recruit an innovative, forward thinking leader, who will inspire, motivate and guide our children, staff and governors consolidate the gains we have already made, and take us forward.

You will need to have a clear vision of where the school is going and how we are going to get there with the support of the governing body and amazing staff and children. There is a solid foundation on which to build and this will provide an opportunity for a new Head to aspire to even greater things.

Our school has a very caring and friendly Christian ethos where the children enjoy their learning and feel safe and respected by others. This approach is embedded in the way staff support both the children and each other. This was highlighted by the September 2015 Ofsted inspection, where the HMI recorded

"The school is a welcoming and friendly place. Pupils enjoy school and parents are equally appreciative of the positive 'family' atmosphere".

I would encourage you to visit us and experience this great atmosphere yourself and discover what a wonderful opportunity we can offer to the right candidate. Contact details for arranging a visit are included in this pack.

I would like to thank you again for your interest in this position and I look forward to receiving your completed application along with a covering letter telling us why you believe your skills, qualities and experience would help continue the development of our school.

Best wishes,

Julie

Dr. Julie Byard

Chair of Governors

Letter from Priest in Charge: Mary Jepp



St Michael's Church Great Gidding

Revd Mary Jepp
Rector of North Leightonstone Benefice
The Vicarage, Church Way
Alconbury, Cambridgeshire
PE28 4DX

April 2017

Dear Candidate

GREAT GIDDING CHURCH of ENGLAND VOLUNTARY CONTROLLED SCHOOL

I am delighted that you are considering applying for the post of Headteacher of Great Gidding C of E School.

I have been actively involved with the School as a Governor, but also directly with the children through a variety of activities, since my arrival in the North Leightonstone Benefice in 2011. I have grown to love the school and feel that it is unique in many ways, its size provides opportunities to deliver a holistic curriculum, where every child matters. Great Gidding School is a caring environment rooted in Christian principles where we hope all of our school community can thrive.

As is the case with many small rural school, Great Gidding faces challenges. Its smallness however, can also be seen to be one of its strengths, as we aim to know and allow each child to develop their own unique talents recognizing, that it is essential that we provide a broad and balanced curriculum in all subjects in order to prepare our children for life beyond their primary school.

The Schools Governing body represents a wide range of expertise and is supportive of the whole school community

Perhaps most importantly it should be said that Great Gidding is a happy school, our children are wonderful, happy and caring; it is a good place to be.

Great Gidding School needs a head with a creative spirit who realises that challenges are really only possibilities. I do hope that you will consider visiting and perhaps in due course making an application.

Yours sincerely

Mary Jepp BA, PGCE MA
Rector North Leightonstone Benefice.

About Great Gidding

A brief history

Located beside the Church of St Michael, our school overlooks Main Street in the small rural village of Great Gidding. The school was founded by the Church of England in 1845 although there is evidence that there was a school in the village prior to this.

In 1944 control was passed to the Local Education Authority by an act of Parliament affecting all such schools but we continue to enjoy close links with the church and the Diocese of Ely. Our Priest-in-Charge often visits and leads collective worship regularly.



The Village

Great Gidding is a small, rural village in Cambridgeshire which is part of the Giddings. The Giddings comprise the villages of Great Gidding, Little Gidding and Steeple Gidding – all lying within 3 km of each other close to the Cambridgeshire/Northamptonshire border.



Surrounding towns and cities are Huntingdon, Oundle and Peterborough and the village has excellent links to the A1 and A14.

To find out more information about the community, please visit the Giddings website:
<http://www.thegiddings.org.uk/>



The School

The school consists of modern, modular buildings and playgrounds but retains the use of the original Victorian school and gardens. We are lucky that we have direct access from the school into the beautiful church yard next door, a small playground for the very young children and a much larger playground surrounded by open fields for the older children. The school encourages as much outdoor learning as the weather permits.



Great Gidding is a very special school that thrives on a holistic approach to the needs of all children. As well as within catchment, the school has pupils from further afield due to the inclusivity and the benefits it provides.

It is well known for its friendly and happy atmosphere with several family events taking place throughout the year. Our parents are very supportive of the school which we value enormously.



Our staff are highly dedicated and always seem to go above and beyond for the children and the school. Our children are wonderful. We are committed to their development enabling them to achieve their very best in all they do and to leave the school with fond and happy memories.

If you want to see an aerial video of this wonderful school, go to the following YouTube video: <https://www.youtube.com/watch?v=Nbw9OfP4x-c>

Great Gidding C.E Primary - Vision and Values



Our vision and values are at the core of everything we do. They underpin our teaching and learning, and provide an environment which prepares our pupils as confident, happy citizens.

Great Gidding. C. E Primary School strives to provide the best education for each individual child, within a stimulating, happy and caring environment, inspired by Christian faith and practice.

At Great Gidding we aim to....

1. Create and maintain a safe, secure, caring, supportive and stimulating environment, which is fully inclusive and non-discriminatory and where each child is valued and encouraged to reach their full potential.

2. Encourage pupils to develop an awareness of moral values and an empathetic and positive attitude towards all members of the school and wider Community.



3. Provide a broad, balanced and relevant curriculum which: ensures continuity and progression, is accessible to all pupils, and appropriate to their individual needs; in accordance with the demands of National Curriculum and with emphasis on the importance of numeracy and literacy.

4. Be aware of the range of abilities and experiences of all pupils and meet their individual needs (including any special educational needs, disabilities, English as an additional language and special gifts and talents).

5. Assess, record and track the progress of all individual children and use the information to guide their future progress, (involving pupils, teachers and parents in their further development); ensuring that each child is set demanding but achievable objectives.

6. Provide opportunities for children to develop their communication, social and problem solving skills, in order to develop independence and self-esteem and to encourage them to take responsibility for their own learning and behaviour and be aware of the effect it has on other people.



7. Provide opportunities for children to develop their personal talents and interests within the wider school curriculum.

8. Provide for children's religious and spiritual development, including appropriate time and opportunity for high quality Collective Worship and Religious Education.

9. Ensure that all staff receives the support and training necessary to attain their full potential and to meet the development needs of the school.

10. Encourage the development of partnerships and professional links between our school and parents, governors, the church, nurseries, secondary and other local schools, all support services, and the wider community.



Much more information is available on our school website:

<http://www.greatgidding.cambs.sch.uk/>

The Cambridgeshire Context

There are around 127,744 children and young people under the age of 18 years living in the county, which represents 21% of the total population. Just over 10% are entitled to free school meals (10.8%), which is below the national average of 18.2%. The proportion taking free school meals as at January 2012 was 11.6% (nursery and state funded primary schools) 9.2% (state funded secondary schools) and 30.0% (special schools).

Children and young people of school age from minority ethnic groups account for 10.8% of the total population, compared with 16.3% in the country as a whole. The largest minority ethnic group is Asian (3.5%). Travellers of Gypsy Roma and Irish heritage account for 0.7% of the school age population compared with a national average of 0.3%.

Cambridgeshire is a relatively prosperous county. Our children generally have above average health, educational attainment and life chances. However, there are pockets within the county where deprivation levels exceed or equal the national average, particularly in parts of Wisbech, Huntingdon North and the north east of Cambridge City. A particular feature of Cambridgeshire is that deprivation is spread widely across the county. 70% of children living in deprivation do not live in the 30% most deprived wards. Areas of deprivation in Cambridgeshire are characterised by:

- high levels of income deprivation (around one in three children live in families in receipt of benefits);
- a high proportion of parents/carers with no formal educational qualifications; and
- a high proportion of families living in rented social housing some of which is overcrowded. Children living in these areas are exposed to multiple social deprivations which adversely affect their health, educational attainment and life chances.

Cambridgeshire is a rapidly growing county. The 0-19 population of Cambridgeshire is expected to increase by 16.8% between now and 2031, although not evenly across the county. Some districts will see a decrease. Huntingdonshire, which currently has the joint highest child population, is facing the greatest decrease of 2,200. In contrast, child population is expected to rise by almost 10,300 in Cambridge City (from 25,900 in 2010 to 36,200 in 2031) and by 8,500 in south Cambridgeshire in the same period. East Cambridgeshire and Fenland face increases of 3,100 and 4,300 respectively. Births are expected to increase by 6.8% between now and 2031.

The number of children subject to a child protection plan at the time of the inspection was 201 and there were 2,594 children in need receiving support from the children's social care service.

The Diocese of Ely

The Diocese of Ely is centred on its magnificent cathedral and covers a diverse area of some 1,500 square miles. Its growing total population is more than 650,000 and there are over 300 parishes and 325 churches.

The Diocese includes the Cambridgeshire fens, the western part of Norfolk, the southern part of Peterborough City, the communities either side of the A1 down to St Neots as well as the city of Cambridge and its surrounding villages.

Both legally and historically, church schools, whatever their category, are bound to their diocese more fundamentally than to the political authority that 'maintains' them. The significance of this is increasing in present times as the school landscape changes rapidly.

They are committed to being distinctive and inclusive and rooted in the local communities they serve. They are 'neighbourhood schools with a Christian character'.



There are currently 83 Church Schools in the diocesan family serving more than 14,000 pupils in Cambridgeshire, Norfolk and Peterborough, all but one in the primary sector. In September 2016 this number will rise to 85 as the Pathfinder School and the new Church Academy at Alconbury Weald opened their doors. Originally about one third of the Church schools were Voluntary Aided (VA) and two thirds Voluntary Controlled (VC), however, twenty of these schools have now become academies and moved into DEMAT—the Diocese of Ely Multi-Academy Trust.

The Diocese of Ely has a sound track record of opening new schools in new communities; within the last fifteen years new schools have been created and are flourishing at Cambourne and, more recently, Cardea (Peterborough).

Job Description

Statutory

1. To fulfil all the requirements and duties as set out in the School Teachers' Pay and Conditions Document relating to the Conditions of Employment of Headteacher.
2. To meet the National Standards for Headteachers as published by the DfE.
3. To seek to achieve any performance criteria, objectives or targets agreed with or set by the School's Governing Body in accordance with the requirements set out in the School Teachers' Pay and Conditions Document.
4. To promote and safeguard the welfare of all children and young people within the School, by ensuring that the School's policies and procedures relating to safeguarding children and child protection are fully implemented and followed by all staff; resources are allocated to allow staff to discharge their responsibilities; and that staff, pupils, parents and others feel able to raise concerns and that these are addressed sensitively and effectively.

Specific

The School's Governing Body wish a particular emphasis to be placed upon the following: 1.

1. To raise standards across the school with particular reference to academic performance at KS1 and KS2 so that all pupils achieve to the very best of their ability. To lead in the provision of excellent learning and teaching.
2. To formulate a vision of school improvement and to lead the staff and Governing Body in reviewing and evaluating the effectiveness of the School Development Plan.
3. To report to the School's Governing Body on progress made against School Development Plan objectives, making recommendations as to future priorities.
4. To further develop partnerships with a variety of stakeholders including local churches and the diocese through collaboration, in line with voluntary controlled status.
5. To lead the school through rigorous self-evaluation, including quality assurance and performance management at all levels.
6. To develop, inspire and motivate effective school employees in order to raise standards across the school.
7. Maintain a teaching commitment within the school
8. To foster a positive, caring and inclusive Christian ethos, whilst promoting an understanding of and respect for other faiths and cultures.

This Job Description may be amended at any time after consultation with the post holder and will be reviewed annually.

Safeguarding Commitment

This governing body and Cambridgeshire County Council are committed to safeguarding and promoting the welfare of children and young persons and headteachers must ensure that the highest priority is given to following guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an enhanced check from the Disclosure and Barring Service (DBS).

Person Specification – Head Teacher at Great Gidding C of E Primary School

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

QUALIFICATIONS AND TRAINING	Essential on appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
Qualified Teacher status	X	
Honours Graduate or equivalent	X	
Evidence of continuous professional development including recent leadership training	X	
Has NPQH qualification		X
EXPERIENCE AND SKILLS		
Recent experience as a member of a leadership group	X	
Proven skills in strategic management	x	
Experience of developing and enriching a curriculum	X	
Knowledge of provision for 3-11 year olds	X	
Knowledge of dealing with a range of special educational needs	X	
Experience in teaching across the primary range		x
Experience and commitment to sharing good practice across a cluster		X

The Selection Panel will require evidence that you meet all the standards outlined in the National Standards for Head teachers. In addition, there will be a particular focus on the following key competencies:

Key Competencies	Essential on appointment	Desirable on appointment
Passionate commitment to education in a church school	X	
Accepts accountability and holds others to account	X	
Good understanding of performance management	X	
Proven ability to manage finances	X	
Good understanding of assessment and monitoring procedures	X	
SAFEGUARDING These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS check		Essential on appointment
Demonstrate a commitment to safeguarding and the welfare of children and young people		x
Ability to form and maintain appropriate relationships and personal boundaries		X
Appropriate use of authority and discipline		x

Application and Selection Process

The vacancy is for a Head teacher to start in September 2017

The salary will be in respect of: HT Group 1 (L7-L11)

Your application form should be completed with reference to the job description and person specification.

The selection panel will take into consideration the qualifications and skills of each applicant as well as experience and personal attributes.

Key Dates

School open for visits: Wednesday 19th April through to Thursday 4th May 2017.

Please contact the office to arrange by phone on 01832 293466 or email

office@greatgidding.cambs.sch.uk.

Closing date for applications: 5th May 2017 at 9:00am.

Any applications received after this date or late by email will not be accepted.

Shortlisting of applicants: 5th May 2017. Candidates chosen for the shortlist will be notified as soon as possible afterwards. Unsuccessful applicants will also be notified.

Interviews: 18th May 2017

Panel Decision: 18th May 2017

An application form can be downloaded from this web page.

Please return your completed form, marked for the attention of Tracy Hartley, to:

Education Personnel Management Limited
St John's House
Spitfire Close
Ermine Business Park
Huntingdon
Cambridgeshire
PE29 6EP

or via email to:- headship@epm.co.uk

EPM can be contacted on 01480 423434 or via headship@epm.co.uk

FURTHER INFORMATION

If you have any further queries, please feel free to contact Dr. Julie Byard, the Chair of Governors, via the school office.