



**Headteacher Vacancy
Information for Candidates**

Introduction from Chair of the Governing Body

Thank you for your interest in the post of Head Teacher at Ashover Primary School.

The Governors anticipate making the appointment on 16th November, with the successful candidate becoming our Head Teacher from Easter 2018 (or earlier if the candidate is available earlier).

This brochure is intended to provide information about our school and give you a "feel" for what we are about.

Ashover Primary School is a successful and popular school. Its attractions include:

- Achievement of high standards of teaching and learning in a caring and happy environment.
- Talented experienced teachers and teaching assistants who support each other and work well as a cohesive team.
- Enthusiastic and caring children with supportive families and an active Friends of School raising additional funding.
- A welcoming school with extensive grounds in a picturesque location, which is reasonably close to the M1, A61 and A38 major road links and accessible from the major cities of Derby, Nottingham and Sheffield.
- Stable pupil numbers, with reception places always oversubscribed and Key Stage 1 classes usually full.

The Governors (through a not for profit company) operate, within the school buildings, an independent pre-school nursery for children aged 3 years and over, a breakfast club, an after school club and a holiday club. The successful candidate will be expected to accept appointment as a director of this company - the rationale for this appointment is explained later in this brochure.

We are seeking a candidate with the experience, knowledge, skills and personality to continue to get the best out of our teaching resources, whilst retaining the caring and happy atmosphere.



We warmly welcome and encourage informal visits to see our school operating during the school day, or after school if you are unable to visit us during school hours. You will be shown round our breakfast club/aftercare/holiday club facilities, our pre-school nursery and School House by the Chair of the Governing Body and around school by our current Head Teacher. We will be carrying out these informal visits at 9.15am on 9th, 11th and 13th October and at 5.15pm on 10th October. Please let us know in advance which date and time you would like to visit us by email to andrew.coates@ashover.derbyshire.sch.uk or by telephoning Mrs Cooper in our School Office on 01246 590 207. If you cannot make any of these times we will try to accommodate a request for another date and time.

We look forward to receiving your application.

Andrew Coates
Chair of the Governing Body





Letter from School Council

Dear Candidate,

If you want to be a headteacher, Ashover Primary School is definitely the best place to go. Our children are responsible, kind and the school is in a great environment. We participate in many sporting events every year. We also support lots of charities organising a number of fundraising events every term.

At Ashover Primary School our children are careful and caring towards each other and are loyal to each other in and out of school. Our children agree that our staff members are also exceedingly kind and helpful towards other staff members and the pupils. A number of people have come to our school and said that the children here are polite and grateful all the time and that they really love spending time here.

At Ashover Primary School we are looking for a responsible headteacher who is kind, caring, has a sense of humour and most importantly is willing to be part of a family. We are also looking for a headteacher who is open to new ideas and is not afraid to carry them out so we can make the school an imaginative and unique place. We also want the headteacher not to hide behind their desk so they can help us learn and most importantly have fun!

We hope you would like to be a headteacher for our school and fit all the requirements needed.

yours faithfully,

Eric Bell, School council president.

About our school

Encompassed in a very traditional school building is a passion to the holistic development of children; not only academically but through **technology**, **enterprise** and **creativity** to establish a life-long learning ethos.

As the Headteacher of our school, you will have the opportunity to enjoy:

- Pupils who are enthusiastic, willing to learn, engage with school and welcome all the opportunities offered to them.
- Parents who are willing to support their child/children's learning and who are supportive in whole school activities.
- An incredible team of dedicated, experienced, nurturing and hardworking staff who value every single child as an individual and not only want the best academically but really care about the well-being and pastoral care of all children.
- A Governing Body who celebrates new ideas, initiatives and values the best interests of all children – academically, socially and emotionally.
- An opportunity to shape the future direction for the school at a very interesting point in its history.
- A local community which welcomes collaboration with the school.





Our vision: **Aspire & Achieve**

Achieve **S**afe **P**ositive **I**ndependent **R**espect **E**njoy

A

Achieve full potential in academic, creative, personal, physical, moral and spiritual development.

Ask for help or question the opinions of others in a respectful manner.

Acquire a solid range of life skills in preparation for future life.

S

Feel **safe**, keep **safe** in school community, the wider world and online.

Strive to achieve the best.

P

Be **positive**; in their learning and about themselves.

Persevere to achieve a goal.

Work in **partnership** to ensure that all children have the opportunity to reach their personal potential.

Participate in all school activities irrelevant of additional needs.

Be **polite**.

I

Be **independent**.

Be **individual**.

Investigate and learn from the world around us.

R

Show **respect** and demonstrate tolerance; to themselves, each other, the school environment and the wider community.

Understand the importance of and abide by **rules** both in school and the wider world.

Recognise achievement and take pride in themselves and our school community.

Ready to learn.

E

Enjoy the learning journey.

Excel; socially, emotionally academically.

Empathise with others.

Encourage each other to succeed.

Some of our current initiatives

A vital part of our school improvement plan is around developing resilient learners who have a good understanding of global citizenship and possess life skills which will prepare them for secondary school and beyond.

During the last twelve months we have begun working towards becoming a **UNICEF Rights Respecting School** and during this academic year we are committed to further developing a growth mindset philosophy across the school through embedding cooperative learning.

We are also embracing **Investors in Pupils** this academic year. This allows us to celebrate existing practice and welcome opportunities to further enhance the importance of the pupil voice and pupil's understanding of the wider life of the school including Governance and school funding.





Challenges / Opportunities

Ashover Primary School has achieved a high level of academic success for many years, but this cannot be taken for granted. It is achieved through an experienced and dedicated team of teaching staff, supported by parents who encourage their children and bring them to school ready to learn.

We provide a well-balanced curriculum which provides children with a good grounding for secondary school and beyond.

Some of our current challenges include:

a) Our Budget – we would love to have a bigger budget. Under the government's recent national funding consultation, it was indicated that our budget may increase by over £47,000. Keeping our pupil numbers as close as possible to 210 has been a target, to maximise the funding available. Some costs have had to be reduced over recent years and pressure remains on the budget, but we are able to provide a high quality education despite these pressures and to run a balanced budget most years. The successful candidate will need to have a very detailed understanding of the school's finances and throughout the year be mindful of the need to make changes in order to achieve a balanced budget.

b) Online safety - a continuing need to teach children and their parents of the dangers and risks and how to keep themselves safe online, recognising that there will always be new risks and dangers. A need to keep addressing the impression that 'it doesn't happen here'.

c) Continuing to maintain the high level of academic success in an ever increasingly demanding educational environment and ensuring every child can reach their full potential, irrespective of needs and abilities. Continuing to explore the use of IT in the classroom to add to the effectiveness of teaching.

d) Preparing children for secondary education and beyond.

e) Recognising that the Local Authority maintained school model has been under threat during recent years. Being prepared for the future, whether as a multi-school academy, federation or staying as a Local Authority maintained school, if that option remains viable. The successful candidate may need to deal with the transition to a different model but any change needs to be right for our school.

f) New housing developments - planning permission has recently been granted for many new family houses within Ashover, which are likely to be built fairly soon. Families moving into these new homes will expect places to be offered at our school, however we are usually full in many classes across the school.

We believe that challenges can often be turned into opportunities. The successful candidate for the Head Teacher post should have a positive mindset and be able to find solutions to turn challenges into opportunities. The new Head Teacher will be able to help shape our strategic plan for the next 5 years, in order that we are well prepared to deal with challenges and opportunities.

Working closely with other local schools

Ashover School does not feed into a single secondary school. Pupils leaving at the end of Year 6 go on to Highfields, St Mary's, Lady Manors, Brookfield, Tupton Hall and others, with no secondary school usually taking more than 5 or 6 pupils.

Our school is outward facing and we fully appreciate the increasing requirement for school-to-school support.

We are active members of two clusters: the Highfields Education Learning Partnership and the George Stephenson Learning Community. Together these clusters consist of over 20 local schools (including 2 secondary schools).

Our involvement provides vital support; peer to peer mentoring, shared training, NQT and Subject Leader support, TA networks and moderation opportunities along with many other benefits.

Ashover Primary School has been instrumental in organising a range of events for staff and curriculum enhancement days across the academic year so pupils from different schools can engage with each other, for example, digital film days and a cluster School Parliament.





The Governing Body

As a Governing Body we set ourselves objectives at the start of each academic year and we base these on Ofsted's expectations of governors, as set out in their School Inspection Handbook. We use these objectives to help give focus to Governing Body meetings and to our committee meetings. The Ofsted expectations are demanding and hence our own objectives are demanding. Our Head Teacher is our main ally in helping us achieve these objectives.

We usually hold 5 Governing Body meetings in each calendar year - 3 are reporting style meetings at which our Head Teacher presents a formal report and committee chairs also report to this meeting. The Head Teacher report format has recently been amended so as to tie into the objectives set by the Governing Body (which, as stated above, are based on Ofsted expectations), in recognition that our Head Teacher is the Governing Body's primary source of information for these objectives. In the other 2 meetings, we devote time to discussing special topics, which are agreed with our Head Teacher many weeks or months in advance.

The Governing Body has had a very strong working relationship with our current Head Teacher, who has worked closely with Governors on strategic matters and who has led in making beneficial changes.

The successful candidate needs to be someone who is willing to make changes and able to justify why these changes are expected to be beneficial. If your preference is to do things the way they have always been done and you would

feel uncomfortable about making significant changes, then you are not the person we are seeking to lead our school. The challenges brought through the tight budget, reducing support from the Local Authority and possible changes to the legal status of school, necessitate a school leader who will look at alternatives, consult with other cluster heads on what they have found to work, embrace new technology and find well-thought through solutions.

Mrs Vicky Spender, Head Teacher (January 2015 to December 2017):

"As Headteacher for the last three years, I have always felt extremely well supported by all members of the Governing Body. They, quite rightly, have very high expectations and always aim to achieve the best for the school. They are fully aware of the next steps the school needs to take to improve further and are very open to new ideas and change where they see the benefits. I have also felt very supported in my belief that a school is not just about academic success, but about ensuring that all children have the best all round education and a wide range of experiences during their time at Ashover."

Friends of the School

We have an active and supportive Friends of the School.

Over recent years Friends of School has raised funds to pay for 52 iPads. They have also funded an adventure playground, which helps develop mobility and balance, and is much loved by all the children.

More recently, Friends of the School has:

- paid for a Christmas Pantomime performance
- subsidised school trips
- paid for some of the playground landscaping works
- paid for an African Drumming workshop for all the children
- paid for an author and illustrator to visit school
- organised "jumping clay" activity workshops
- purchased library cataloguing software for the new school library
- purchased soft furnishings for the library





School journeys

A residential trip is held for Year 5 and Year 6 pupils towards the end of each academic year.

In 2017 the trip was to the Isle of Wight and in 2018 it will be to a Kingswood Activity Centre, which is an outdoor adventure activity centre. Kingswood describe these activities as:

"An adventure to remember, a taste of independence, a rush of adrenaline, a breath of fresh air, a sense of achievement and making memories that last a lifetime. By taking pupils out of a formal

classroom environment and into fun and exhilarating experiences focused on challenge and adventure, we encourage whole classes to bond and be captivated, the shyest to shine as leaders and the unmotivated to become the most enthusiastic about developing a new skill."

Children in Year 4 will be going on a residential trip to Lea Green for 2 nights (3 days).



Pre-school nursery and out of school clubs

Ashover Governors Extended Services Limited ("AGES"), a not for profit company limited by guarantee, provides a pre-school nursery (children 3 years and above) plus, for nursery and school children, a breakfast club, after school club and a holiday club – all within the school premises.

AGES was set up around 10 years ago and is financially stable. AGES is run on behalf of the Governors – the directors of AGES are Governors and it is run for the benefit of the school. The efficient running of the AGES is important to school.

Nursery education is an important part of the EYFS education. The nursery is run by a nursery manager, who is a qualified teacher. The nursery is largely funded by DCC (with parents paying for additional sessions).

Until recently, successive Head Teachers have had no legal responsibility for the activities of the nursery and the out of school clubs yet, because these operated within the school premises, many parents treated the Head as having overall responsibility.

The Governing Body took the decision around 12 months ago for our Head Teacher to become the line manager for the nursery manager, in the same way that the Head is the line manager for the class teachers of the 7 year groups. We felt this was particularly important for the nursery, as this is an educational establishment

operating within the school premises. After taking advice from the LA, we appointed our Head Teacher as one of the directors of AGES to give her the legal authority to carry out this role.

The EYFS education is provided partly in nursery and partly in school. We believe that, by giving the Head Teacher responsibility for the whole of the EYFS education, this will lead to more effective education for these young children – a fully joined up approach across the whole of EYFS.

Whilst a child in nursery has no automatic admission to school, the vast majority of children attending our nursery do receive reception places in school.

The Head Teacher pay scale was amended in March 2017 to reflect these additional responsibilities and the pay scale advertised for the current Head Teacher post is on the basis that the new Head Teacher will accept the position of director of AGES and the responsibility for the nursery (in the same way as accepting responsibility for the other 7 classes).



Ashover Primary School

Inspection report

Unique Reference Number 112501
Local Authority DERBYSHIRE LA
Inspection number 310904
Inspection date 8 November 2007
Reporting inspector Geof Timms

Overall effectiveness of the school

Grade: 1

Ashover Primary is an outstanding school. It provides pupils with an excellent start to their education and prepares them very well for secondary school and their future lives. It is a very caring school that challenges pupils well through detailed and effective target-setting, and the close monitoring of progress. This ensures that all pupils make excellent progress and meet high standards. The school provides excellent value for money. Parents are very happy with the school. One wrote 'I feel my child is encouraged to achieve in a safe and supportive learning environment'.

Our last OFSTED inspection was in 2007 and our school was judged to be Outstanding at that time.

We fully appreciate that the standards, by which judgements are made by Ofsted, have changed numerous times since our last inspection.

We are also aware that many schools which were judged as Outstanding by older standards, have been judged as Good when re-inspected.

Whilst it would be a fantastic result if a re-inspection returned another Outstanding judgement, retention of this judgement is not the "be all and end all".

What is important to the governing body is that every individual child, out of the 200 children attending our school, gets every opportunity to achieve their full potential in their academic, creative, personal, physical, moral and spiritual development.

We do, however, expect candidates to understand what is required for a school to be Outstanding and to use Ofsted's expectations as one form of guidance in pursuing our aim to provide outstanding education to every one of our pupils, whatever their individual abilities.

Number on Roll																	
Pupil Group	Year	R		1		2		3		4		5		6		Sch Age	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
All Pupils	2016-2017	30		30		30		32		25		29		25		171	
	2015-2016	30		30		30		26		32		24		27		169	
	2014-2015	30		30		26		32		26		29		27		170	
Disadvantaged	2016-2017	1	3.3	1	3.3	3	10.0	3	9.4	0	0.0	0	0.0	1	4.0	8	4.7
	2015-2016	1	3.3	3	10.0	3	10.0	2	7.7	1	3.1	2	8.3	3	11.1	14	8.3
	2014-2015	3	10.0	2	6.7	2	7.7	1	3.1	1	3.8	5	17.2	2	7.4	13	7.6
EAL	2016-2017	0	0.0	1	3.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.6
	2015-2016	1	3.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2014-2015	30	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Statement/EHCP	2016-2017	0	0.0	0	0.0	3	10.0	0	0.0	0	0.0	1	3.4	0	0.0	4	2.3
	2015-2016	0	0.0	3	10.0	0	0.0	0	0.0	1	3.1	0	0.0	1	3.7	5	3.0
	2014-2015	3	10.0	0	0.0	0	0.0	1	3.1	0	0.0	1	3.4	1	3.7	3	1.8

KS2: RWM Test

Current Year											
Pupil Group	Pupils	No Score/Below/Expected/High	Below		Expected		High		Expected+		
			#	%	#	%	#	%	#	%	
All Pupils	25	<div><div></div><div></div><div></div></div>	4	16.0	18	72.0	3	12.0	21	84.0	
Female	9	<div><div></div><div></div><div></div></div>	1	11.1	6	66.7	2	22.2	8	88.9	
Male	16	<div><div></div><div></div><div></div></div>	3	18.8	12	75.0	1	6.3	13	81.3	
Disadvantaged	1	<div><div></div><div></div><div></div></div>	1	100.0	0	0.0	0	0.0	0	0.0	
Not Disadvantaged	24	<div><div></div><div></div><div></div></div>	3	12.5	18	75.0	3	12.5	21	87.5	
SEN	0		0	-	0	-	0	-	0	-	
EAL	0		0	-	0	-	0	-	0	-	

Comparison													
		School								Derbyshire			Nati
Grp	Level	2015-2016		2016-2017		No Score/Below/Expected/High			Perform		'16	'17	'16
		#	%	#	%				Last Yr	%	%	%	
All Pupils	Expected+	24	88.9	21	84.0				-10.2	↓	53.1	59.2	53.2
	High	6	22.2	3	12.0				-5.3	↓	5.5	8.6	5.4
	Expected	18	66.7	18	72.0				5.3	↑	47.6	50.6	47.8
	Below	3	11.1	4	16.0				4.9	↑	46.9	40.8	41.4



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