

Aldbrough Primary School

Headlands Road – Aldbrough – East Riding of Yorkshire HU11 4RR

Telephone: (01964) 527422 Fax: (01964) 529003

<http://www.aldbrough.e-riding.sch.uk> email aldbrough.primary@eastriding.gov.uk

Chair of Governors

Revd Anne White



HEADTEACHER RECRUITMENT PACK



JANUARY 2018



Aldbrough Primary School

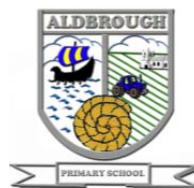
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Welcome from the Chair of Governors

Thank you for expressing an interest in becoming the next Headteacher at Aldbrough Primary School.

It is an absolute privilege for me to be Chair of Governors and I fully endorse the sentiments in our recent OFSTED report that the 'Headteacher, staff and governors have a clear vision of the school that promotes the achievement of every pupil within a caring community'.

We are a small and very happy school at the heart of village life in Aldbrough – a community school that is a great place to be.

Whilst the majority of pupils live in Aldbrough, pupils also come from the village of Withernwick and the smaller communities of Cowden, Flinton, Garton and Grimston.



Whenever I go into school I am very aware that every child is known by all staff and encouraged to achieve their very best at all times – both in personal and academic development. Our mission statement is clear: 'we all work together to achieve our very best'. Indeed all visitors are invariably impressed by the high standards of behaviour and the clear expectations of the pupils. I believe that this is due to the strong ethos of the school which reflects the aims of the Department for Education (Nov 2014) to promote 'British values in schools to ensure young people leave school prepared for life in modern Britain.'

This is not a Church School but there is a very good relationship between church and school, reinforced by end of term assemblies in the Church and weekly assemblies in school led by people of different denominations.

Our governing body has wide expertise and is totally committed to being 'critical friends' to the Headteacher and staff.



Whilst our OFSTED rating was 'GOOD' we aspire to being an OUTSTANDING school. To achieve this aspiration our new Headteacher will be one who:

- Is encouraging to staff (both teaching and support) and pupils, recognising their strengths and weaknesses – and able to help us improve further
- Has a proven track record of raising standards
- Has experience of working in all Key Stages
- Is committed to maintaining the 'family' atmosphere, maintaining the links between community and school
- Is professional in dealing with all those in the school environment
- A team player who always goes the extra mile and is able to embrace the bigger picture
- Is able to work in partnership with other schools in the area

Our children would like a Headteacher who is:



- Thoughtful, kind and a good listener
- Someone who is always fair
- Honest, helpful and fun

If you believe that you're the kind of person who can meet these aspirations then we look forward to hearing from you.

Revd Anne White
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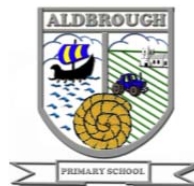
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Local background

Aldbrough is a village of 2,000 people with the school very much at the heart of village life.

Facilities include a doctors surgery, two village convenience stores, one with a Post Office, two public houses, a fish and chip restaurant, two guest houses and two churches, one Methodist and the Anglican parish church. There are also various small businesses based in the village. There is a Youth Club with its own building as well as a Village Hall which offers a range of community activities including sports in a dedicated Sports Hall.

There is a mix of private and social housing in and around the village. A typical three bedroom house will market at about £120,000.

Hornsea is seven miles from Aldbrough. It has all the facilities you would expect of a thriving seaside town as well as Hornsea Freeport and Hornsea Mere. Year Six pupils generally transfer to the secondary school in Hornsea and the Local Authority provide a free bus service for these pupils.

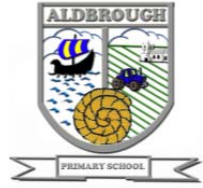
Holderness has a stunning coastline. The sandy beach can be accessed from the clifftop at Aldbrough as well as other nearby points along the coastline.

The metropolitan city of Hull, the historic market town of Beverley and the seaside town of Withernsea are all within a thirty minute drive from Aldbrough village.



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Other Information

Applications are welcome from suitably qualified and experienced candidates.

Forms should be submitted by midnight on 20 February 2018 if submitted electronically, or by midday on 21 February 2018 if submitted by hard copy.

Shortlisting will take place in the week beginning 26 February 2018 and those applicants invited to attend for interview will be informed by 2 March 2018.

Interviews will be held on Wednesday 14 March and Thursday 15 March, 2018.

The full Governing Body will meet to ratify the appointment of the candidate recommended by the Governors Selection Committee on the evening of Thursday 15 March, 2018.



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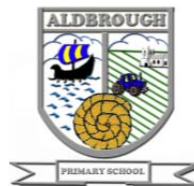
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Headteacher Job Description

Job purpose:

- to provide vision, leadership and direction for the school
- to be responsible for creating and maintaining a productive learning environment which is engaging and fulfilling for all pupils, promoting the highest possible standards, and fostering the continuous improvement of the quality of learning offered by the school

Accountable to: The Governing Body

Accountable for: The standards, progress and well-being of all pupils and all staff and also for all resources

Overall:

- To ensure that children are safe and happy within a culture of high expectations and aspirations that leads to excellent learning.
- To ensure that teaching nurtures engages and motivates children and is based on accurate assessment of children's learning needs and development so that activities and experiences enable them to reach their goals.
- To treat everyone fairly and equitably, with dignity and respect so as to create and maintain a shared school culture and positive climate that motivates pupils, staff and all other members of the school community.
- To promote effective relationships with all pupils, staff, governors, parents, other schools the local community, the Local Authority and other external bodies to enhance the positive image of the school and the development of the education system as a whole.

The Governing Body fully embraces the guidance set out in the National Standards of Excellence for Headteachers (Department of Education, January 2015) with the aim of raising aspirations, securing high academic standards, empowering staff and building public confidence in relation to Aldbrough Primary School.



The selection committee of the Governing Body are particularly keen to investigate with prospective Headteachers the characteristics highlighted (*italic, underlined*) which are key areas of development for the school.

The Four Domains

1. Qualities and knowledge

1. Hold and articulate clear values and moral purpose, focused on providing a worldclass education for the pupils they serve.
2. Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community.
3. Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them.
4. Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.
5. Work with political and financial astuteness, within a clear set of principles centred on the school's vision, ably translating local and national policy into the school's context.
6. Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel.

2. Pupils and staff

1. Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.
2. Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being.
3. Establish an educational culture of 'open classrooms' as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis.
4. Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
5. Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
6. Hold all staff to account for their professional conduct and practice



3. Systems and process

1. Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.
2. Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.
3. Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.
4. Welcome strong governance and actively support the governing board to understand its role and deliver its functions effectively – in particular its functions to set school strategy and hold the headteacher to account for pupil, staff and financial performance.
5. Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements and the school's sustainability.
6. Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.

4. The self-improving school system

1. Create outward-facing schools which work with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all pupils.
2. Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.
3. Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and selfimproving schools.
4. Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
5. Model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability.
6. Inspire and influence others - within and beyond schools - to believe in the fundamental importance of education in young people's lives and to promote the value of education.



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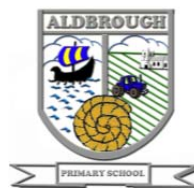
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PERSON SPECIFICATION

The Governing Body consider these characteristics to be essential in the person appointed to be the Headteacher of Aldbrough Primary School.

Qualifications and training

Honours degree or equivalent

Qualified Teacher Status (DfE recognised)

Recent professional development relating to leadership and management

Professional skills and abilities

Outstanding classroom practitioner

Ability to communicate effectively with staff, parents, governors, pupils and community members

Effective use of assessment to monitor and evaluate learning outcomes for all pupils

Ability to monitor and evaluate the quality of teaching and standards of learning in all key stages

Professional experience and knowledge

Successful experience of headship or senior leadership in a primary school environment

Understanding of the strengths, advantages and challenges of small schools

Proven experience in managing change and implementing new initiatives, identifying priorities and evaluating impact

Experience of inspiring, enabling and motivating others to succeed

Demonstrable track record of raising attainment and securing pupil progress

Excellent understanding of the primary curriculum across all key stages including Foundation Stage

Lead role in effective safeguarding and child protection procedures



Personal qualities

Passion for education with the ability and enthusiasm to see every child and staff member fulfil their potential

Visible and approachable, empathetic and enjoys engaging with children, staff, parents and the wider community

High quality organisational and time management skills

Resilience and commitment

