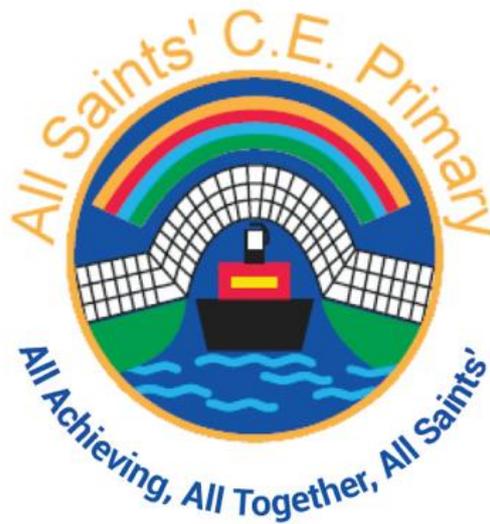


Our Key Principles

*Value Everyone
Encourage Aspirations
Enable Growth
Work Together
Encounter God*

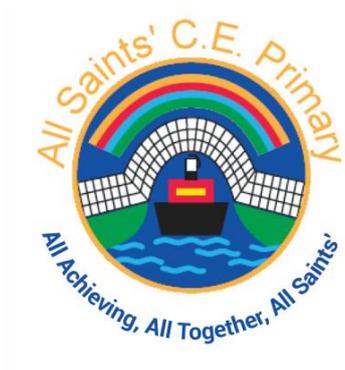
Our Christian Values

*Hope
Peace
Friendship
Forgiveness
Thankfulness
Trust*



**The Lord says "I will guide you along the best pathway for your life. I will advise you and watch over you"
*Psalm 32 v8***





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Letter from the Chair of Governors

February 2018

Dear Applicant,

On behalf of the pupils, staff, parents and governors I would like to thank you for your interest in the post of job-share headteacher at All Saints' CE Primary School. Our current headteacher, Helen Morton, will be returning from maternity leave at the beginning of May and governors have approved her request to return on a part-time basis. We intend the headteacher job-share arrangement to start on 1st September 2018 and will be putting interim leadership arrangements in place for the summer term.

Although we have substantial experience of job-share roles for class teachers, moving to a job-share arrangement for the headteacher role will be new for us and presents an exciting part-time opportunity for the right person to share in leading our school forward. We are looking to appoint someone with excellent interpersonal skills and an ability to communicate and engage effectively with pupils, staff, parents and governors, along with members of the church and local community.

All Saints' is a warm and welcoming Church of England school and we are proud of our caring and inclusive family ethos that is based on our strong and distinctive Christian values (please read our SIAMS report from October 2017 to find out more about our strengths as a church school). The school has strong links with All Saints' Church and these are developed through collective worship and events and activities throughout the year. In making this appointment, we will be looking for someone who is able to sustain and develop the Christian character of our church school and will continue to promote its links with both the church and the diocese.

We have an amazing team of staff who are committed to providing an exciting curriculum that inspires and challenges children to be the best that they can be. Staff set high expectations and create a learning environment where children feel happy and safe and everyone is valued as an individual (please read our very recent OfSTED inspection report of January 2018 for confirmation of this).

You can find more information about what goes on at All Saints' on our website www.marpleschool.org.uk. The weekly Parents' Newsletter and Class Blogs will give you a flavour of life at All Saints'!

You are very welcome to visit our school before deciding whether to submit an application. Appointments can be made by contacting the school office on 0161 427 3008 or admin@allsaints-pri.stockport.sch.uk

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

Yours sincerely

Alan Bailey
Chair of Governors

All Saints' Church of England Primary School - the right school for you ?

We hope that at some stage in the application process you will visit our school to find out at first hand whether All Saints' is a school where you would like to work. In the meantime, here is some information which we hope will help you with your decision.

Our Context

All Saints' Church of England Primary School is a one-form entry Voluntary Controlled school situated in the town of Marple, and currently has 213 pupils on roll. The school is approximately a quarter of a mile from All Saints' Church, and there are very strong and positive relationships between the school and the church.

The school serves families from a mixture of social and private housing and the large majority of pupils are from a white British heritage. Free School Meal eligibility is currently at 17.5%, but we are seeing significantly more families in difficult and disadvantaged circumstances, resulting in them needing a greater level of support from us and from other agencies.

Our intake provides us with many opportunities to show respect and acceptance through our distinctive Christian ethos. All our children take a full and active part in all aspects of school life, and no one is withdrawn from RE or Collective Worship, as our families are aware that these are central to our school culture and ethos.

Our Ethos

We have put together a short paragraph to sum up our ethos at All Saints'. You'll find this on our website, along with lots of other information about our school.

"At our school everyone is important - that's all the children and all the adults. It's a place where everyone is encouraged to be the best that they can be, and a place where they can grow and develop. As a church school, we celebrate the importance of the Christian faith, which guides us in everything we do. We also believe that by working together in the "All Saints' way", we can achieve amazing things."





Our school mission statement is *All Achieving, All Together, All Saints'* and this is underpinned by our school Bible verse from Psalm 32 v8, which was chosen in partnership with the children of the school.

The Lord says "I will guide you along the best pathway for your life. I will advise you and watch over you".

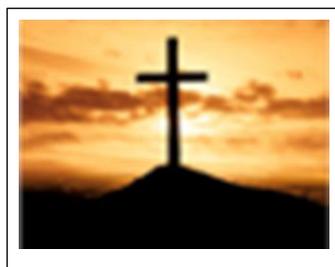
Our Values

We have a set of key principles which guide us in everything we do and - in partnership with our children - we have identified a set of Christian values which underpin our attitudes to life and the way we treat one another. It's really important to us that the person appointed as our job-share headteacher is committed to our key principles and our Christian values.



Our Key Principles

*Value Everyone
Encourage Aspirations
Enable Growth
Work Together
Encounter God*



Our Christian Values

*Hope
Peace
Friendship
Forgiveness
Thankfulness
Truth*



Our Curriculum

Our curriculum is designed to provide the highest standard of education and enable children to acquire the skills, knowledge and concepts that are relevant to their future. We promote an ethos of care, mutual respect and support within every classroom, where effort is valued and success is celebrated. We very much ensure that our curriculum is broad and balanced, with a strong emphasis on PE, the Arts, Music and Forest School - alongside the core subjects of English, Mathematics and Science. We teach our children to respect the environment through our curriculum, including how we should care for it for future generations. We aim to provide a curriculum that is exciting and stimulating and one that children feel part of. We believe that learning should be a rewarding and enjoyable experience for everyone - including the adults!



Our Community

We receive wonderful support from our parents, who show a deep interest in the progress of their children and help them in a variety of ways at home. There is also a strong and flourishing Parents' Association, whose members work tremendously hard to raise money for the school through a wide range of fund-raising activities. Just recently, they have pledged £10,000 to help fund the development of a new Library area within school.



We are also fortunate to have a similar level of support from the staff and congregation of All Saints' Church. The Vicar is a member of the Governing Body and the Children and Families' Worker leads Collective Worship in school on a weekly basis. We hold services in church at key times throughout the year (Harvest, Christmas and Easter) and also use the church for other activities and events. Our annual "Church Week" is a real highlight for both children and staff!

Our governors are very supportive of everything that takes place at All Saints' and give many, many hours of their time in order to carry out their role. Each class in the school has a "Class Governor Friend" who visits them as often as they can and also moves up the school with them, building relationships over a period of several years.

Our Inspections

Although All Saints' is not a school shaped just by inspection criteria, we always want the best for our children and we are proud when our work is recognised through the process of inspection. In October 2017, we had our most recent SIAMS inspection as a Church of England school and were delighted to be judged as "outstanding" overall. Please read the full report on our website to find out more detail about the inspectors' views of All Saints'.

In January 2018, we received a one-day monitoring inspection from OfSTED, having been previously judged as a good school in March 2014. At the time of writing, we are still awaiting the written report, but the oral feedback was very positive and described All Saints' as a "good and improving school". We are confident that the report will be available for you to read before you have to submit your application!



I hope these few paragraphs have given you a flavour of life at All Saints' and we look forward to reading your application, should you decide to apply for the post of job-share headteacher.

Headteacher Job Description

This job description reflects the **National Standards of Excellence for Headteachers** (2015). These standards are built upon The Teaching Standards (2011) which apply to all teachers, including headteachers.

The appointment is subject to the current conditions of employment of headteachers, contained in the **School Teachers' Pay and Conditions** document and other current educational and employment legislation, including that of the Department for Education. In carrying out his/her duties, the headteacher shall consult, where appropriate, with the Diocese, the Local Authority, the Governing Body, the staff of the school, its pupils and the parents of its pupils.

A The Core Purpose of the Headteacher

The headteacher is the prime mover in creating, inspiring and embodying the Christian ethos and culture of this Church school, securing its mission statement with all members of the school community and ensuring an environment for teaching and learning that empowers both staff and students to achieve their highest potential.

The core purpose of the headteacher is to provide professional leadership and management for the school. This will promote a secure foundation from which to achieve high standards in all areas of the school's work. To gain this success the headteacher must establish high quality education by effectively managing teaching and learning and using personalised learning to realise the potential of all pupils. The headteacher should establish a culture that promotes excellence, equality and high expectations of all pupils.

The headteacher is the leading professional in the school. Accountable to the governing board, the headteacher provides vision, leadership and direction for the school and ensures that it is managed and organised to meet its aims and targets. The headteacher, working with others, is responsible for evaluating the school's performance to identify the priorities for continuous improvement and raising standards; ensuring equality of opportunity for all; developing policies and practices; ensuring that resources are efficiently and effectively used to achieve the school's aims and objectives and for the day-to-day management, organisation and administration of the school.

The headteacher, working with and through others, secures the commitment of the wider community to the school by developing and maintaining effective partnerships with, for example, schools, other services and agencies for children, the Local Authority, higher education institutions and employers. Through such partnerships and other activities, headteachers play a key role in contributing to the development of the education system as a whole and collaborate with others to raise standards locally.

Drawing on the support provided by members of the school community, the Headteacher is responsible for creating a productive learning environment which is engaging and fulfilling for all pupils.

B The Four Domains of Headship

Domain One: Qualities and Knowledge

Within the school's Christian ethos, the headteacher will:

1. Hold and articulate clear values and moral purpose, focused on providing a world class 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.

Domain Two: Pupils and Staff

Within the school's Christian ethos, the headteacher will:

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.

Domain Three: Systems and Process

In order to provide an efficient, effective and safe learning environment, underpinned by the school's Christian ethos and values, the headteacher will:

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.

Domain Four: The Self-improving School System

Working in a spirit of collaboration to secure Christian principles of equity and entitlement, the headteacher will:

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 self-improving 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.

This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions Document as they relate to headteachers.

The applicant will be required to safeguard and promote the welfare of children and young people. The Headteacher is expected to demonstrate this commitment to safeguarding and promoting the welfare of children and young people and is expected to hold all staff and volunteers accountable for their contribution to the safeguarding regulations.

Person Specification: Job-Share Headteacher

Candidates failing to meet any of the essential criteria will automatically be excluded

Qualifications and Training

• Qualified Teacher Status	Essential
• Has undertaken a range of recent professional development, including training focused on leadership and management	Essential
• Willing and able to sustain and develop the Christian character of this Church of England school	Essential
• Active member of a church in membership of Churches Together in England	Desirable
• Has successfully undertaken 'safer recruitment' training	Desirable

Experience

• Excellent classroom practitioner	Essential
• Successful strategic leadership and management experience in post as a Headteacher or Deputy/Assistant Headteacher within the primary phase	Essential
• Successful track record of raising standards for pupils	Essential
• Understanding and experience of leading collective worship	Essential
• Experience of building links and working with parents and the wider community	Essential
• Active involvement in planning and leading staff development	Essential
• Experience of developing outstanding teaching	Essential
• Experience of developing the curriculum to ensure continuity and progression between Early Years Foundation Stage, KS1 and KS2	Essential
• Experience of recruitment and selection	Essential
• Experience of appraising staff	Essential
• Experience of acting as a mentor to teaching staff	Essential
• Evidence of recent effective interaction with a Governing Body or similar	Essential

Knowledge and Skills

• Knowledge and understanding of a wide range of effective teaching and assessment methods	Essential
• Knowledge of financial planning and budget management	Essential
• Knowledge of current government policies and the effects they have on school leadership in primary education	Essential
• Knowledge of the legislation and requirements relating to the safeguarding of children and related legal issues (eg. the Prevent agenda)	Essential
• Knowledge of the role of ICT in teaching and learning and as a communication and management tool	Essential
• Knowledge of relevant HR procedures	Essential
• Knowledge of rigorous self-evaluation processes and successful involvement in School Improvement Planning	Essential
• Knowledge of OFSTED inspection processes	Essential
• Knowledge of SIAMS inspection processes	Desirable

• Ability to adopt a range of leadership styles and management approaches	Essential
• Ability to model positive behaviours and implement a range of effective behaviour management strategies	Essential
• Ability to ensure equality and inclusion and celebrate diversity	Essential

Personal Qualities

• Ability to work in a close and effective professional partnership with the other job-share headteacher	Essential
• Ability to lead, motivate and inspire a successful and cohesive team	Essential
• Ability to set targets, meet deadlines and work under pressure	Essential
• Ability to relate to people at all levels through excellent interpersonal and communication skills	Essential
• Ability to act as a Christian role model for pupils and staff	Essential
• Ability to promote and support broad extra-curricular and enrichment activities that enhance pupils' learning	Essential
• Ability to promote the delivery of creative and personalised learning experiences	Essential
• Ability to provide effective pastoral care for the emotional development and wellbeing of the whole school community	Essential

The successful applicant will be required to safeguard and promote the welfare of children and young people and be faithful to the trust deed of the school.

Application Notes

Please complete all sections of the application form.

Your supporting statement or letter of application should be clear and concise and no longer than 3 pages of A4. Please convince us that you are the person we are looking for to job-share the headteacher role at All Saints' and work in partnership with our current headteacher, Helen Morton.

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

Applications must be completed on the Stockport MBC application form and submitted electronically to the Local Authority at hrclientrelations@stockport.gov.uk

References

Please provide details of two professional referees. If you also wish to provide a faith reference, you are welcome to do so - if this is not from your vicar or minister, please explain the reasons for your choice of referee.

Further Information

Please visit our website: www.marpleschool.org.uk

If you have any questions about the recruitment process, please contact our Chair of Governors via the school office (tel: 0161 427 3008 or e-mail: admin@allsaints-pri.stockport.sch.uk)

Key Dates

Informal school visits prior to deciding to submit an application are welcomed: please contact the school office to arrange a convenient time for a visit.

Closing date for applications: Wednesday 21st February
Shortlisting: Monday 26th February
Interview date: Thursday 22nd March

We would expect all shortlisted candidates to visit the school at some point prior to interview. Additionally, during the period between shortlisting and interview, Helen Morton will arrange to visit you in your current school/workplace for an informal but structured discussion.