

Application Pack

for the post of

Head Teacher

at

Stallingborough Church of England Primary School

**“Working together, through Christian Values, to develop confidence and a love of learning”**

Contents

* Letter from the Children
* Letter from the Governors
* Letter from the Diocese
* Person Specification





A letter from the Children of Stallingborough Church of England Primary School

We would like a Head Teacher who:

* Is fair, loving, kind, honest, helpful, polite, calm and hardworking
* Comes outside to skip and play, not grumpy and has a smiley face
* Takes the time to listen to us and acts on the things we have discussed
* Understands the way children act and listens to both sides of a story
* Has a sense of humour, can make us laugh, can take a joke, not too serious but serious, strict and calm when needed
* Has a warm heart – we are not just children but a family
* Knows about us and comes into the classroom to talk to us about our learning sometimes
* Has time to talk to us
* Teaches us and makes learning fun, plans exciting trips and adventures
* Helps us to learn
* Challenges us
* Is aware of our school values
* Wants us to reach our targets and helps us to get the levels we deserve
* Creative and exciting and always comes up with new ideas but also will keep some of the things we like, for example ‘golden tickets’ and end of term treats
* Lets us have lunchtime clubs and cookery classes



Dear Applicant,

Thank you for showing an interest in our school.

The Governing Body at Stallingborough Church of England Primary School are looking to appoint an excellent Head Teacher to lead our dedicated team of teachers and support staff to continue to maintain our outstanding provision for our pupils at the school.

We currently have 128 children on roll, all with a willingness and enthusiasm to learn. We hope you are the right person to enhance their love of learning and guide them through this very important phase of their education.

As an active Governing Body we are committed to offering the support required for the Head Teacher to sustain our excellent school.

We only want the best person for the children in our care. We hope you are that person.

Please find attached all the information needed to help you make that important decision as to whether our school is right for you.

Visits to the school are actively encouraged.

We are looking forward to meeting our next Head Teacher.

Jennifer Carter

Chair of Governors

On behalf of the Governing Body



Dear Applicant,

Thank you for your interest in the head teacher vacancy at Stallingborough Church of England Primary School in the Diocese of Lincoln. The Diocese of Lincoln covers a large area in the local authorities of Lincolnshire, North Lincolnshire and North East Lincolnshire. We have 141 church schools, of which four are secondary schools. We also run a growing Multi Academy Trust, Lincoln Anglican Academy Trust (LAAT), which meets the needs of our church schools seeking academy status yet wanting to remain firmly within the heart of the diocesan family.

The Diocese supports schools to achieve their own legitimate aspirations to best meet the needs of their pupils through a wide ranging provision of courses and conferences and a Service level Agreement that enables schools to draw support for, amongst other things, Christian Distinctiveness, leadership, the standards agenda and inspections.

The Diocese has a dedicated and professional team and if appointed, you could expect to receive support during your first year, through prearranged visits undertaken by an education officer, the opportunity to attend a new headteacher’s conference and other events organised by the Diocesan team.

The Diocese not only provides a wide range of training opportunities for all school staff but also events for pupils. Church Schools Festivals are held during the summer term at Lincoln Cathedral for those pupils moving up to new schools. These days are packed full of activities with over 2,500 children taking part. A Special Schools festival, Infant School festival, secondary day and carol service are also held at the Cathedral. For more information please visit our website: [www.lincoln.anglican.org](http://www.lincoln.anglican.org) .

Once again I thank you for your initial interest in this vacancy.

Yours sincerely



Jackie Waters-Dewhurst

Director of Education





Person Specification

(Based on National Standards for Head Teachers January 2015)

|  | **Essential** | **Evidence**Application (A)Reference (R)Task (T)Interview (I) | **Desirable** | **Evidence**Application (A)Reference (R)Task (T)Interview (I) |
| --- | --- | --- | --- | --- |
| **Church School distinctiveness** | * Openness to worship and teachings of the Bible.
* Willingness to promote and engage with Christian values.
 | A, T, IA, T, I | * Experience of church schools.
* Ability to demonstrate and articulate church school distinctiveness.
* Recent experience of a Section 48 OFSTED at a Leadership Level.
 | A, R, IA, IA, R, I |
| **Qualifications and career development**  | * Evidence of appropriate recent professional development.
* Qualified Teacher Status.
* Safeguarding Qualifications and awareness of the Prevent agenda
 | A, IA |  |  |
| **Experience and knowledge** | * Be able to identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
* Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them.
* Proven experience of delivering outstanding teaching and learning within the primary phase.
* Ability to inspire team members to be creative in the spiritual, moral, social, and cultural development of pupils.
* Knowledge and experience of school self-evaluation.
* 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.
 | A, R, IA, R, IA, R, T, IA, R, T, IA, R, IA, R, IA, R, I | * Evidence of giving feedback and using coaching skills successfully.
* Ability to provide feedback that promotes next steps.
* Experience of recruiting staff.

Experience of OFSTED Inspections at a Senior Leadership Level.  | A, R, T, IA, R, T, IA, R, I |
| **Skills** | * Be able to secure excellent teaching through an analytical understanding of:
* how pupils learn
* the core features of successful classroom practice
* curriculum design

leading to rich curriculum opportunities and pupils’ well-being. * Ability to scan the educational landscape and prepare for the future.
* Be an excellent communicator.
* Proven ability to understand and lead successful and sustainable change across the Primary Phase.
* Highly developed skills in reading and analysing data.
 | A, R, T, IA, IA, R, T, IA, R, IA, R, T, I |  |  |
| **Leadership and management** | * Demonstrate the qualities needed to be an inspirational leader with a clear vision for our school.
* Instil a strong sense of accountability in staff for the impact of their work on pupils’ outcomes.
* Establish an educational culture of ‘open classrooms’ as a basis for sharing best practice within and between schools
	+ drawing on and conducting relevant research
	+ using robust data analysis.
* Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
* 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 Head Teacher to account for pupil, staff and financial performance.
* Ability to make and support difficult decisions.
* Experience of strategic planning, implementation and continuous review.
 | A, R, T, IA, R, IA, R, IA, R, IA, R, IA,R, T, IA, R, I | * Understand the impact on the current and future quality of the teaching profession of high quality training and sustained professional development for all staff.
* Recognise the necessity for 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.
 | A, R, IA, R, T, I |
| **Strengthening the community** | * Be able to create an outward-facing school which works with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all pupils.
* Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community.
 | A, R, IA, R, I | * Evidence of involvement with the Church.
 | A, R, I |
| **Personal attributes** | * Demonstrate a passion for creating a rich learning experience where children develop a love of learning.
* To demonstrate our values respect, forgiveness, trust, justice, generosity and aspiration.
* Ability to prioritise
* Self-aware, reflective and forward thinking.
 | A, R, T, IT, IA, R, T, IR, I |  |  |

This appointment is subject to the current conditions of employment in the Schools Teachers Pay and Conditions as they relate to Head Teachers.