



CASTLE BROMWICH INFANT AND NURSERY SCHOOL

Green Lane, Castle Bromwich, Birmingham, B36 0BX



HEAD TEACHER CANDIDATE BROCHURE

WELCOME FROM THE CHAIR OF GOVERNORS

Dear Candidate,

Following the retirement of our current outstanding Head Teacher in August 2019, the Governors wish to recruit an experienced, inspirational and ambitious individual for September 2019. The successful candidate must be committed to high standards of education and can demonstrate leadership and management skills compatible with our schools vision, mission and values.

If you have the qualities we are looking for and feel you can provide professional leadership that ensures high quality education for all its pupils and excellent standards of learning and achievement, we look forward to hearing from you.

Yours sincerely,

Jemma Ray

Mavis Avery

Co Chairs - FGB





School Group Size: 3
Individual School Range: L18 – L24
Responsible to: The Governing Body and Local Authority
Responsible for: All staff and pupils within the school

Who are we?

CBINS is a four form Infant and Nursery maintained school in the heart of the Castle Bromwich community, with children ranging from two to seven years.

As the lead Teaching School we are committed to working collaboratively with 9 other schools as part of the Unity Teaching School Alliance.

School Vision:

At Castle Bromwich Infant & Nursery School we want all our pupils, parents & staff to feel safe, valued, happy, included and nurtured.

Our aim is for all children to be able to be independent, critical thinkers who enjoy their learning and are able to succeed. We feel we can do this by providing a creative, inspiring, challenging and exciting curriculum that meets the needs of all learners.

We strive to achieve this vision by working closely with parents, carers, governors and the wider community to encourage our children to be the best that they can be and to “Reach for the Stars”.

Safeguarding Children & Safer Recruitment:

CBINS is committed to Safeguarding and promoting the welfare of children and young people as required under the Education Act 2002 and expects all staff and volunteer to share this commitment.





Who are we looking for?

- An inspirational, progressive and empathetic leader, able to capture the hearts of our children and respect of our parents;
- Has an outstanding track record in Educational Leadership with proven success and demonstrable impact;
- Is able to think strategically, analytically and creatively with due regard for accountability;
- Has the vision, drive, innovation and commitment to add to the strengths of our Strategic Leadership Team;
- Demonstrates commitment to continuous improvement in the development of people and systems, in order to raise achievement of staff and students.



What can we offer?

- A strong senior leadership team and a committed, passionate staff;
- A supportive Governing Body who help drive and challenge this forward thinking school;
- Happy, enthusiastic and well behaved children who love their time in school;
- An inclusive and nurturing environment;
- Supportive parents who work in close partnership with the school;
- A school with an excellent reputation and very high standards.



Job Description

1. Shaping the Future

- Work with staff and governing body to set the strategic direction of the school;
- Think strategically to develop a coherent vision in a range of compelling ways, ensuring it is clearly articulated, shared and understood by the school community;
- Inspire, challenge, motivate and empower others to carry the vision forward;
- Ensure that policies and practices take account of national and local policies and initiatives.
- Work with the school community to translate the vision into agreed objectives and operational plans which promote continuing school improvement;
- Encourage creativity, innovation and the use of appropriate new technologies to achieve excellence;
- Ensure that strategic planning takes account of diversity, values, culture and experience of the school and community.

2. Leading Learning and Teaching

- Expect the highest quality of learning and teaching to enable the children to achieve;
- Demonstrate personal enthusiasm and commitment to the learning process;
- Initiate and support research and debate about effective learning and teaching; develop relevant strategies for performance improvement;
- Articulate high expectations and set stretching targets for the whole school community;
- Challenge, influence and motivate others to attain high standards of excellence and take appropriate action when performance is poor;
- Ensure that learning is at the centre of strategic planning and resource management;
- Inspire a culture and ethos of challenge and support where all children achieve success and are engaged in their own learning.

3. Developing Self and Working with Others

- Sustain a collaborative learning culture within the school and actively engage with other schools to build effective learning communities;
- Foster and open, fair, equitable culture and manage conflict;
- Empower, develop and sustain individuals and teams;
- Secure effective planning, allocation, support and evaluation of work undertaken by teams and individuals;
- Develop and maintain a culture of high expectations for self and others;
- Accept support and guidance from others, including colleagues, governors, the LA and the wider professional community.



4. Managing the Organisation

- Establish and sustain an organisational structure which enables the efficient and effective management of the school on a day-to-day basis;
- Prioritise the safeguarding of children;
- Make professional, managerial and organisational decisions based on informed judgements;
- Produce and implement clear, evidence-based improvement plans and policies for the development of the school and its facilities;
- Combine the outcomes of regular school self-review with external evaluations in order to develop the school;
- Regulate the school's financial, staff, premises and other resources effectively to ensure the school's goals and legal requirements are met;
- Be responsible for the health and safety around the school.

5. Securing Accountability

- Provide evidence that all children enjoy and benefit from a high quality, best-value education;
- Fulfil commitments arising from contractual accountability to the governing body;
- Ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation;
- Secure a consistent and continuous focus on children's achievement using data and benchmarks to monitor progress of all.

6. Strengthening the Community

- Recognise and take account of the richness and diversity of the school's communities;
- Build and maintain relationships with the wider school community to enhance and enrich the school;
- Collaborate with other schools and education professionals to share best practice

7. Other Duties

- The Head Teacher will be required to undertake any such reasonable duties as the Governing Body may require.



PERSON SPECIFICATION

JOB TITLE: HEAD TEACHER, CASTLE BROMWICH INFANT & NURSERY SCHOOL

This person specification should be read in conjunction with the latest School Teachers' Pay and Conditions Document.

Method of Candidate Assessment: A = Application Form I = Interview R = Reference

Essential (Qualifications)	Desirable	A/I/R	Essential (Qualifications)	Desirable	A/I/R
Honours degree and QTS	NPQH and/or Masters Degree	A	Evidence of relevant professional development at senior leadership level		A
Evidence of recent relevant professional development and training, including in safeguarding and financial management	Leading the professional development of others in schools/settings	A	Commitment to further develop own professional knowledge and skills		A
Essential (Experience)	Desirable		Essential (Experience)	Desirable	A/I/R
Willing to work as lead member of a collaborative Teaching School Alliance	Experience of working across other schools and partnerships	A/I	Proven track record of managing school self-evaluation and the ability to lead whole school improvement initiatives, which have positive impact on pupil achievement	Experience of working with, organising and evaluating Early Years settings	A/I/R
Experience of working in collaboration and/or partnership with governors, external stakeholders, other educational bodies and the wider community to develop positive relationships and achieve strategic objectives		A/I/R	Successful experience of effective strategic, financial and resource management to achieve educational priorities and ensure value for money	strategic and financial management of additional settings e.g. childcare	A/I/R

Essential (Knowledge)	Desirable	A/I/R	Essential (Knowledge)	Desirable	A/I/R
An in-depth knowledge and experience of Child Protection, Safeguarding & Safer Recruitment Procedures	Recent training as Designated Safeguarding Lead	A/I	A clear understanding of performance management of staff and the capability and competence processes for teachers	Experience as an Appraiser	A/I
An in-depth knowledge and understanding of the wider educational agenda, including current national policies and educational developments and statutory	Adaptability to changing circumstances and new ideas	I	A determination, knowledge and enthusiasm to improve children's learning through the development of a rich varied and innovative curriculum with high expectations of all and a belief that all can succeed	Understanding of child development especially Early Years development	A/I
Essential (Skills)	Desirable		Essential (Skills)	Desirable	A/I/R
Ability to work effectively with other services to support pupil achievement		A/I	The capacity to develop in partnership with all stakeholders a vision and strategy for the future		A/I
Excellent communication & motivational skills		A/I	A secure understanding of the National curriculum & Early Years development		A/I
A highly visible style of leadership with the charisma, energy and enthusiasm to inspire the whole school community and the ability to manage every aspect of the school		I	Ability to lead by example and provide a clear strategic vision and direction for the school in collaboration with the Governing Body through appropriate consultation		I
An excellent practitioner with experience in more than one phase, who has been involved in curriculum development	Leadership of EYFS and/or KS1	I	Commitment to equal opportunities, inclusion, diversity and access for all, in order to ensure an open and transparent school culture		A/I
The ability to develop innovative ideas in a school environment and drive them through action	The ability to develop innovative ideas in an child care setting	A/I	Ability to identify professional development needs of all staff through performance appraisal and assessment and to promote professional development appropriate CPD and support		A/I



APPLICATION PROCESS

Visits to the school are warmly welcomed.

We are holding **Open Days** for visits on
Wednesday 6th February
Tuesday 12th February
Friday 15th February

Please telephone the school office to make an appointment on 0121-747-3369.

Email your completed application form to s11shewlett@cbins.solihull.sch.uk
or by post to:

Miss S Hewlett, Castle Bromwich Infant & Nursery School, Green Lane, Castle
Bromwich, Birmingham B36 0BX

References will be requested prior to interview.

Completed applications to be received by no later than:
12 noon on Friday 22nd February 2019

Shortlisting:

Successful Candidates will be notified by Friday 1st March 2019

Interviews:

6th & 7th March 2019

