



St David's Church of England Primary School



HEAD TEACHER

Applicant Information Pack

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Dear Applicant,

Thank you for your interest in the position of Head Teacher at St David's Primary School.

We are a one-and-a-half form entry, Church of England primary school and a stand-alone academy since December 2012. The school is set in extensive grounds, providing ample space for two playgrounds and a sports field. We are in the process of planning to extend our building and becoming a two-form entry school by Sept 2021.

St David's is located in the centre of the rapidly expanding market town of Moreton in Marsh, in the heart of the North Cotswolds. The town provides a broad range of local amenities and is surrounded by beautiful countryside. Moreton has a mainline station with train services reaching Oxford in 40 minutes and Paddington in 92 minutes.

We are looking for a Head Teacher who will relish implementing the expansion plan, as well as all the other challenges a headship brings. A leader who has the ability to build, communicate and implement a clear vision for the school, based on high expectations and the proven ability to drive up academic standards.

Ofsted rated us as a Good school in our two most recent inspections and since then Governors have continued to work with the school leadership and staff to build on our many strengths and develop in the areas where we needed to improve.

Our SIAMS in 2016, graded us Outstanding. It states: *"Children at St David's have an impressive depth of understanding of how a distinctively Christian education helps them to live their lives well, making wise and compassionate decisions for their own well-being as well as that of others."*

Please do come and visit us, the Head and I would be delighted to show you round. To arrange a visit, or to discuss the role further, please contact me at: ywebster@st-davids.gloucs.sch.uk or the school Finance Officer, Mrs Claire Kinch at: finance@st-davids.gloucs.sch.uk

I look forward to receiving your application

Yvonne Webster, Chair of Governors



Enquiring minds, caring hearts, creative hands





Our School

St David's is a modern, purpose built school. It was completely refurbished in 2008 following a flash flood which affected large parts of the town. It is well maintained and equipped and set in extensive grounds, including a wooded area where our children enjoy Forest School.

We have been a stand-alone academy since 2012 and value the independence this gives us. Plans are now underway to build two extra classrooms and become a two-form entry school by Sept 2021. At present we have 280 children on the roll. We have 11 classes and having a PAN of 45, some classes have mixed year groups.



Breakfast Club and After School Club provide wraparound care which is fully subscribed. The school has a wonderful orchestra, some of whom play at the monthly family services at St David's Church and other local events. We run a variety of clubs - the gardening club and our allotment produced a great crop of vegetables which the pupils and school cook made in to a tasty soup for everyone to enjoy. Spanish Club is very popular also Floorball, which regularly brings the trophy home to St David's.



Vision, Values and Aims

St David's Vision Statement:

Our school's Christian foundation guides, challenges and inspires every child to reach their full potential as they become life-long learners and confident citizens, equipped to lead and serve.

Our motto, **enquiring minds, caring hearts, creative hands** inspires the whole school community.

Our **Christian values** support each strand of the motto and are the guiding principles of the school.



The core values of compassion, respect and perseverance, along with our other values are firmly embedded in every aspect of school life. Each week our greatly prized Values Awards are presented to two pupils who have been seen displaying our termly value.

Our Aims

- To create a safe, positive and dynamic learning environment, shaped by our Christian values, that enables us to grow – intellectually, spiritually, creatively and physically
- To provide a rich and varied curriculum that inspires teachers to challenge and motivate every child
- To nurture curiosity, creativity, enjoyment and interest in all areas of learning
- To develop and strive for the highest standards of teaching and learning by supporting staff and governors in their professional development
- To build on flourishing relationships between school, home, church and the community
- To work collaboratively with other local schools and share best practice
- To be an inclusive school serving our local community as it grows
- To encourage a commitment to democracy, justice, mutual respect and tolerance
- To equip our children with confidence, empathy, self-respect and insight into the world ahead of them

In recent survey:

100% of parents said, ***"My child is taught well at St David's."***





Staff Structure



In recent survey:

87% of staff said they enjoyed working at St David's school.

Organisational Chart

Board of Governors

Head Teacher

Deputy Head

School Business
Manager

SENDco

Senior Leadership
Team

Teaching and Support Staff

14 Teaching Staff (equivalent 13 Teaching Staff full time)

29 support staff (equivalent 18 full time)

In recent survey:

98% of parents said, "My child is happy and enjoys school."



School Statistics



St David's converted to become a stand-alone Academy Trust in December 2012.

We are a Church of England, Voluntary Aided, Primary school for children aged 4-11.

There are 280 pupils on the role; our PAN is 45 and some year groups are oversubscribed.

We are at the beginning of the expansion process to become a two-form entry school by Sept 2021.

There are 11 classes with an average class size across the school of 25. Some classes have mixed year groups due to being one-and-a-half form entry.

The number of children with EAL is 6% (17 pupils), which has been increasing slowly.

Pupils Premium children are 14% (40 pupils), our intake is mixed on socio economic grounds.

SEND pupils represent 17% of our children, (48 pupils of which 35 are on My Plan). We employ a part time SENDco and a Parent Support Adviser to work alongside our vulnerable families.

Our last Ofsted Inspection, in July 2016, rated us a Good school (as did the previous one in 2012).

SIAMS, also in 2016, rated us an Outstanding church school.

Our Curriculum

Our curriculum is imaginative and engaging; it is designed to inspire and motivate our children to become life-long learners.





We strive to deliver a balanced curriculum that broadens children's knowledge and deepens their understanding. We help our children to do this through our Christian ethos which permeates every aspect of school life.



Links with St David's Church



We enjoy strong links with the parish church of St David's which is located close by. The whole school regularly holds services in church, which are often led by our enthusiastic Year 6 worship team.

One day a week Collective Worship is led by the Rector or Parish Youth Worker. For the last 10 years a dedicated group of parishioners visit school weekly to "Open The Book" and bring to life Bible stories. The Parish Youth Worker leads JAM (Jesus and me) club which is very popular with KS1 children.

"Collective worship is truly at the heart of life at this school Bible teaching and Christian values are explored in innovative and creative ways. As a result, all are inspired by worship and readily engage with it." SIAMS April 2016.

We work closely with the Diocese of Gloucester and were part of their pilot scheme before the countywide introduction of 'Understanding Christianity'. Last year our worship team leaders, at the invitation of the Diocese, wrote and acted out Bible stories and then had their work filmed professionally. Our lead member of staff for RE is a hub leader for other Church of England schools in the local area.

"Leadership of RE and Collective Worship is exemplary which leads to very high standards of practice by all involved in teaching and learning across the school". SIAMS 2016



Being part of the family.

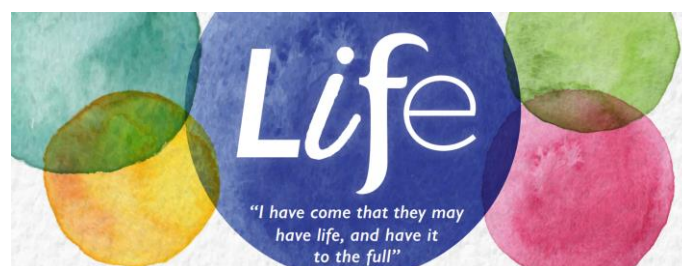
Our school is part of the family of 117 church schools within the Diocese of Gloucester. The Diocese covers almost the entire county of Gloucestershire, a significant part of South Gloucestershire, together with some villages in Worcestershire, Warwickshire, Oxfordshire and Wiltshire.

Currently almost 40% of primary aged children attend Church of England schools in this diocese. Our schools fall into a number of categories

- Maintained schools – both Voluntary Aided and Voluntary Controlled
- Stand-alone academies
- Schools that are part of either the Diocesan Multi-academy Trust (DGAT) or another trust.

Our diocese promotes a range of leadership arrangements across our schools including collaborations, federations, executive head and deputy roles and other models of leadership.

Our Diocese has a central team of officers who provide a broad range of support to the family of schools. These officers work with us to support the development of our Christian character and high standards of achievement. In addition our Diocesan LIFE vision aims to put schools at the heart of our mission. Find out more at <https://www.gloucester.anglican.org/about-us/our-vision/>



Pupils' Views: The best things about St David's:



Staff views: We would like our new Head Teacher to:

- Have a clear vision and the ability to innovate
- Maintain strong, consistent boundaries for behaviour
- Be an effective communicator
- Have high expectations for all
- Be a motivational leader

Parents' views: We would like our new Head Teacher to:





	PERSON SPECIFICATION		
Criteria	Qualities	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• Qualified teacher status• National professional qualification for headship (NPQH)• Evidence of relevant professional development in school and staff leadership	<div>*</div> <div>*</div>	<div>*</div>
Experience	<ul style="list-style-type: none">• Successful leadership and management experience as a Head teacher or exceptional Deputy Head teacher in a Primary school with a minimum of 3 years in role• A track record of leading, inspiring and motivating staff to create an outstanding team• Demonstrable experience of managing and driving up academic standards• A highly effective teacher with a proven and consistent record of outstanding teaching in the primary classroom• Previous experience in managing a significant school expansion• Able to demonstrate a rigorous approach to all safeguarding matters	<div>*</div> <div>*</div> <div>*</div> <div>*</div> <div>*</div>	<div>*</div>
Skills and knowledge	<ul style="list-style-type: none">• Evidence of an ability to build, communicate and implement an outstanding vision for the school in consultation with all stakeholders• Ambitious to achieve successful outcomes to high standards• Communicates in a compelling, impactful way and draws from a wide range of influencing styles• Has a high level of analytical rigour and can accurately digest large amounts of information to present in a consistent and clear format• Effective at cultivating positive working relationships and can empathise with staff, parents and pupils• Able to draw on a wide range of strategies for managing pupil behaviour and attendance• Demonstrates a high level of initiative and self-awareness so they can drive themselves and others to successful outcomes• Ability to track teaching standards to support improvement to an outstanding level• In depth understanding of school finances and financial management	<div>*</div> <div>*</div> <div>*</div> <div>*</div> <div>*</div> <div>*</div> <div>*</div> <div>*</div> <div>*</div>	



	PERSON SPECIFICATION		
Criteria	Qualities	Essential	Desirable
	<ul style="list-style-type: none">Knowledge of legal requirements affecting a stand-alone Academy		*
Personal qualities	<ul style="list-style-type: none">Approachable and visible to pupils, parents, staff and the wider community	*	
	<ul style="list-style-type: none">Fully supportive of the distinctive values of a Church of England Academy and has enthusiasm for collective worship	*	
	<ul style="list-style-type: none">Committed to the Christian ethos which permeates all aspects of school life and maintains strong links to the parish Church	*	
	<ul style="list-style-type: none">A desire for pupils and staff to achieve their best and promote their wellbeing	*	
	<ul style="list-style-type: none">Member of a Christian Church		*
	<ul style="list-style-type: none">Resilient and able to prioritise and delegate effectively	*	
	<ul style="list-style-type: none">Maintaining integrity and probity at all times	*	
	<ul style="list-style-type: none">Committed to equality and diversity	*	
	<ul style="list-style-type: none">A role model that leads by personal example and shows respect to all	*	



Job Description

JOB TITLE: Head Teacher

RESPONSIBLE TO : The Governing Board of the School

RESPONSIBLE FOR : Duties in line with the conditions of employment as set out in the current School Teachers' Pay and Conditions Document, the National Standards of Excellence for Head Teachers and the policies and procedures of the Governing Board.

Key Responsibilities

- Ensure a consistent and continuous school-wide focus on pupil achievement to reach the highest standards of learning and attainment across the school
- Be a visible and inspirational leader to the staff, pupils and parents of the school
- Manage finance and resources to achieve the school's educational goals
- Manage your own workload and that of all staff to allow an appropriate work-life balance
- Embrace our Christian ethos and the deep links to both the local parish and wider community
- Demonstrate and live out the school vision and values in every day work practice
- Implement strategies which maintain high standards of behaviour and attendance
- Commit to safeguarding and the welfare of our children and follow all child protection and safeguarding policies as adopted by the school and Local Authority

Qualities and Knowledge

- Hold and articulate clear values and moral purpose, focused on providing a world-class education for the pupils you serve
- Demonstrate optimistic and empathetic personal behaviour to develop positive relationships and attitudes towards your pupils, staff, parents, governors and members of the local community
- Lead by example - with integrity, creativity, resilience, and clarity - draw on your own scholarship, expertise and skills, and that of those around you
- Sustain a wide and current knowledge and understanding of education and school systems locally and nationally and pursue continuous professional development
- Work with political and financial astuteness, within a clear set of guiding principles centred on the school's vision, ably translating local and national policy into the school's context
- Communicate a compelling view of the school's vision, driving strategic leadership, to empower all pupils and staff to excel



Pupils and Staff

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

Systems and Process

- Ensure that the school's systems, organisation, processes and policies are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in both the school and wider society
- Establish rigorous, fair and transparent systems for managing the performance of all staff, addressing under-performance, supporting improvement and valuing excellent practice
- Welcome strong governance and actively support the governing board to understand its role and deliver its functions effectively – in particular the boards setting of the school strategy and holding the Head Teacher to account for pupil, staff and financial performance
- Distribute leadership through the organisation and forging of staff teams with distinct roles, responsibilities and accountability, holding one another to account for their decision making
- Provide pupil achievement data to the governing body in a timely, clear, accessible and goal-orientated manner



Head Teacher

St David's Church of England Primary Academy, Moreton in Marsh, Gloucestershire

Start date: September 2019

NOR 280

Contract type: Full time

Salary: L14-L21, Group 2, £55,064 - £65,384

Contract term: Permanent

St David's Academy seeks an exceptional leader to develop, communicate and deliver an outstanding vision, whilst enhancing standards in an expanding school. This is a fantastic opportunity to work in a well-resourced church school in the Cotswolds.

We are looking for a Head Teacher who will relish the implementation of an ambitious expansion plan as well as all the other challenges a headship brings. A leader who can set a clear direction for the school, based on high expectations and the proven ability to drive up academic standards as well as possessing:

- A track record of leading, inspiring and motivating staff to create an outstanding team
- A demonstrable ability to build, communicate and implement a coherent vision
- Ambition to achieve successful outcomes to high standards
- The drive to cultivate positive working relationships with staff, parents and pupils
- A commitment to the Christian ethos in all aspects of school life

We can offer you:

- A modern, well-resourced C of E School set in spacious grounds, located in the Cotswolds
- The independence of being a stand-alone academy with strong links to local cluster
- An engaged Governing Body with an ambitious vision
- Hardworking staff who are committed to achieving the best outcomes for our children
- Children who develop and embody the school's motto: Enquiring minds, caring hearts, creative hands.

St David's is located in the centre of the rapidly expanding market town of Moreton in Marsh, in the heart of the beautiful North Cotswold countryside. The town provides a broad range of local amenities including a mainline station with services reaching Worcester, Evesham, Oxford and London Paddington.

Visits are warmly welcomed and can be arranged by contacting the finance officer, Mrs Claire Kinch, at finance@st-davids.gloucs.sch.uk Tel: 01608 650521. We look forward to meeting you.

Completed applications should be returned to: Wendy Gallagher, Governor Services, Shire Hall, Gloucester. GL1 2TP, Email: governor.services@gloucestershire.gov.uk Tel: 01452 427802

Closing date for applications: 22nd February 2019 at 12 noon.

Interviews: Monday 11th March and Tuesday 12th March 2019

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. The successful applicant will be subject to an enhanced DBS check. References will be requested in support of candidates called for interview.