

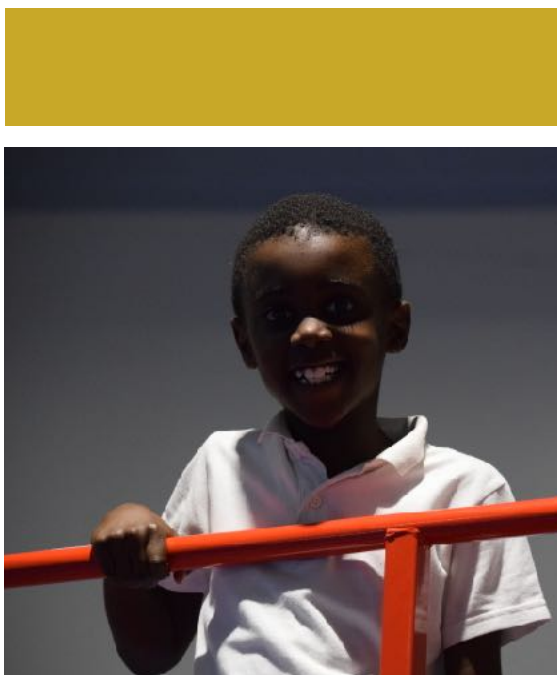


HEAD TEACHER APPLICATION PACK

February 2019



A member of the Minster Trust for Education



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WELCOME FROM THE CHAIR OF GOVERNORS



Dear Applicant,
Thank you for considering the position of Head Teacher at Farnsfield St Michael's C of E Primary School. We are very pleased that you are considering applying to lead

our unique and wonderful school.

The Governing Body is rightly proud of our staff and students, their achievements and the culture and ethos that makes our school the very special place that it is. At St Michael's, we have children who are enthusiastic, caring, compassionate, and who enjoy taking an active role in their learning.

Currently St Michael's has a strong, dedicated, cohesive staff that take great pride in their work and the school. Therefore, we are looking for a leader who has drive, dynamism and clarity of vision, to lead the school to excellence, both academically and spiritually.

Our new Head Teacher needs to be able to build on the already strong foundations and lead the school onwards and upwards in order to reach new heights of excellence. It is an exciting time to be joining St Michael's as we begin our journey as an academy in the Minster Trust for Education, MITRE.

We are seeking somebody who can promote excellence and enjoyment within a creative curriculum, that not only fosters a love of learning but a love of each other, underpinned by our Christian values.

We warmly encourage you to visit the school to see the staff and pupils at work. We look forward to receiving your application by the 18th March 2019. The interview for the post will be held on the 28th and 29th of March 2019.

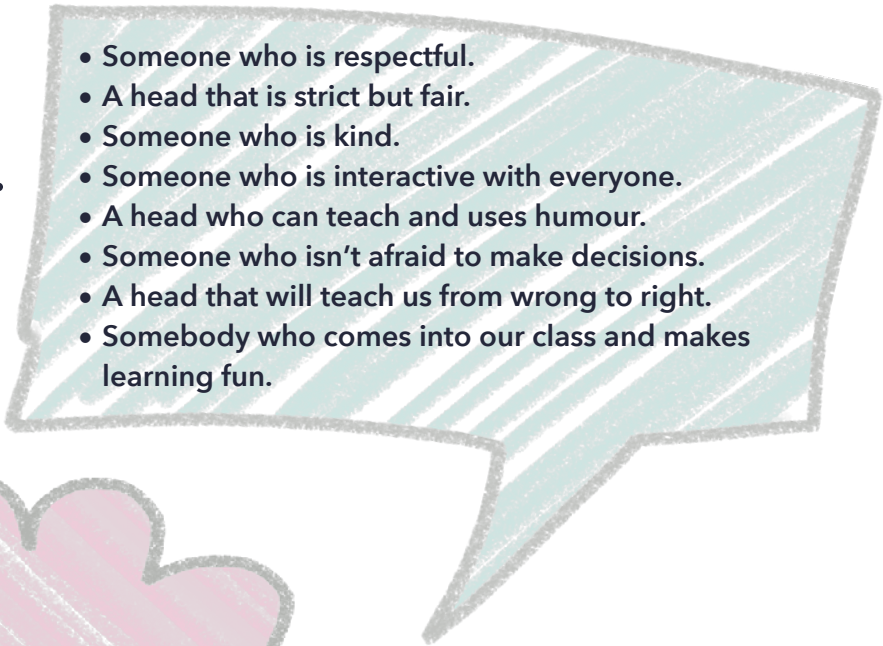
Yours faithfully,

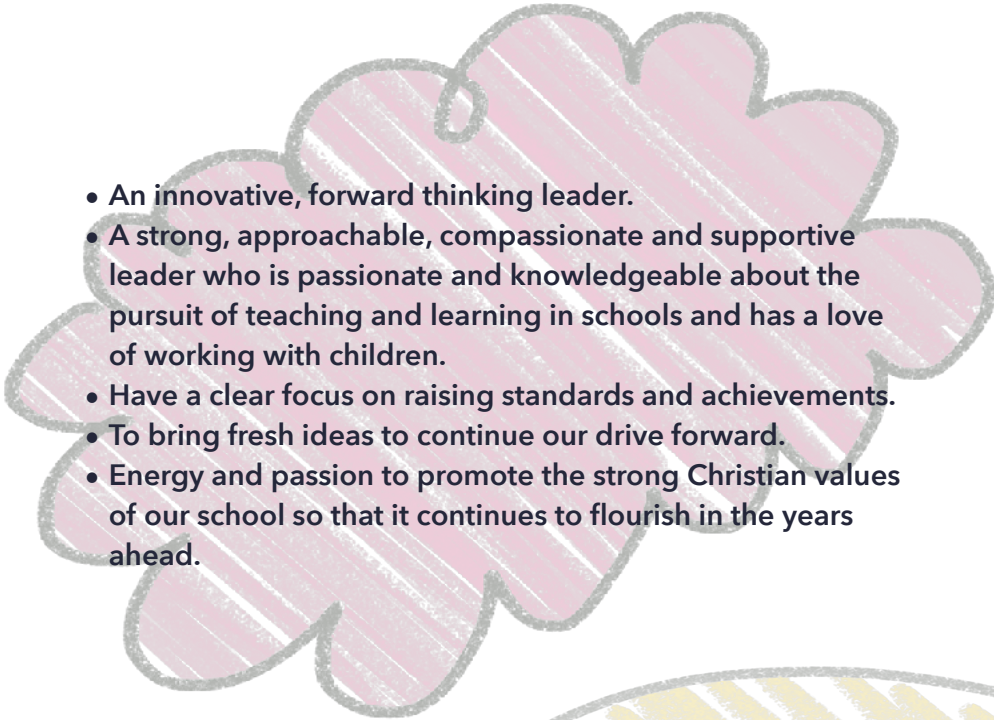
Jennie Fieldwick , Chair of Governors

THE ST MICHAEL'S LEARNING COMMUNITY

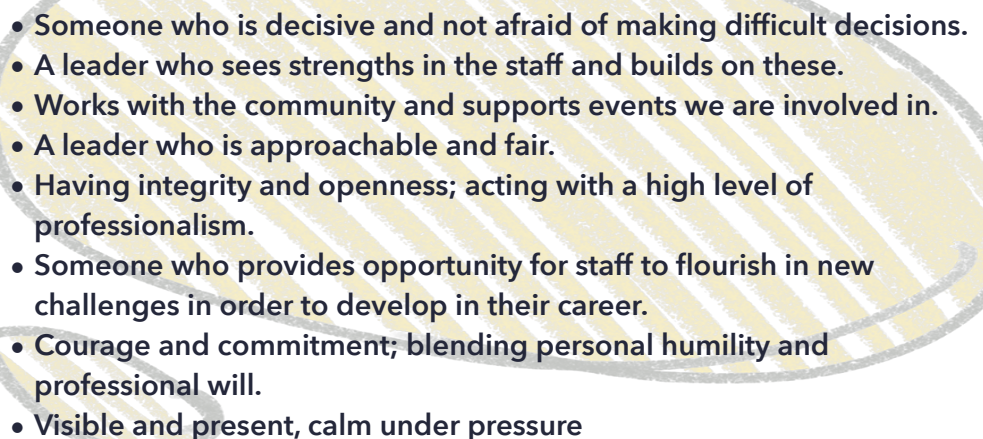
OUR IDEAL CANDIDATE...

PUPILS SAY...

- 
- Someone who is respectful.
 - A head that is strict but fair.
 - Someone who is kind.
 - Someone who is interactive with everyone.
 - A head who can teach and uses humour.
 - Someone who isn't afraid to make decisions.
 - A head that will teach us from wrong to right.
 - Somebody who comes into our class and makes learning fun.

- 
- An innovative, forward thinking leader.
 - A strong, approachable, compassionate and supportive leader who is passionate and knowledgeable about the pursuit of teaching and learning in schools and has a love of working with children.
 - Have a clear focus on raising standards and achievements.
 - To bring fresh ideas to continue our drive forward.
 - Energy and passion to promote the strong Christian values of our school so that it continues to flourish in the years ahead.

GOVERNORS SAY...

- 
- Someone who is decisive and not afraid of making difficult decisions.
 - A leader who sees strengths in the staff and builds on these.
 - Works with the community and supports events we are involved in.
 - A leader who is approachable and fair.
 - Having integrity and openness; acting with a high level of professionalism.
 - Someone who provides opportunity for staff to flourish in new challenges in order to develop in their career.
 - Courage and commitment; blending personal humility and professional will.
 - Visible and present, calm under pressure

STAFF SAY...

ABOUT OUR SCHOOL

Farnsfield St Michael's is a Church of England primary school located in the attractive rural village of Farnsfield in Nottinghamshire.

Situated in modern buildings with plentiful outside spaces, we provide a high quality education in all its facets, underpinned by a strong sense of moral purpose and a distinctively Christian ethos.

There are currently 266 children on roll, divided into two foundation classes, three key stage 1 classes and six key stage 2 classes. There is a PAN of 40. The majority of children continue their education at The Minster School in Southwell, also a member of the

***'My commandment is this:
love one another as I have
loved you.'*** John 15 v12

Minster Trust for Education.

The school was judged 'Good' by Ofsted in January 2018 and demonstrates many outstanding features, with the belief that an 'outstanding' judgement is well within our grasp. The most recent report highlights a **warm and welcoming** atmosphere; a team constantly **striving for excellence**; a broad and **rich curriculum**.

The school's most recent Statutory Inspection of Anglican and Methodist Schools (SIAMS) recognised provision as **outstanding**.

The ethos of our school is one of support, nurture and challenge and is underpinned by

a set of rainbow values chosen by the children that apply to staff and pupils alike. These are displayed in a wonderful mural in our entrance hall and include: Happiness, Respect, Forgiveness, Responsibility, Honesty, Acceptance and Perseverance.

We ensure all members of our school (pupils, staff, parents/carers, governors and visitors) feel valued. We achieve this through providing an excellent education rooted in the Christian tradition of the Church of England. As part of this we are inclusive and welcoming of different viewpoints of faith.

Aims of the School

At Farnsfield St. Michael's C. E. Primary School we aim to create a learning environment where all individuals can:

- **Have a positive self-image**
- **Be excited by being at school**
- **Feel a valued and significant member of the school community**
- **Develop a love of learning**
- **Feel secure in a happy and friendly atmosphere**
- **Strive for excellence in all areas of learning**
- **Experience learning in a wide variety of contexts e.g. musical, sporting, academic, dramatic.**

***At Farnsfield St Michael's we
'love to learn, learn to love'***

EXPECTED STANDARD
READING, WRITING,
MATHS



68%

HIGHER STANDARD
READING, WRITING,
MATHS



16%

AVERAGE SCORE
READING



105

AVERAGE SCORE
MATHS



104

End of Key Stage 2 outcomes are above the National
Average for pupils at Farnsfield St Michael's.

National Average for pupils meeting the expected standard at the end of Key Stage 2 across reading, writing and maths 64% with 10% meeting the higher standard in all three.

LOCATION

A stone's throw from the world-famous Sherwood Forest, Farnsfield is a picturesque village with a selection of shops, cosy pubs and cafés at its heart. It boasts its own local facilities, a strong community and is also close to the market towns of Mansfield, and Newark, and less than an hour's drive from Nottingham. Nearby Southwell is an attractive market town graced by the cathedral for Nottingham, Southwell Minster.



MORE ABOUT OUR SCHOOL

CURRICULUM

While there is inevitably an importance placed on the achievement of good outcomes in reading, writing and maths, this is balanced with more experiential learning. In particular, creativity and active learning is a key principle with frequent opportunities for pupils to participate in sports, performance, collaborative and outdoor learning.

Every pupil at St Michael's has the opportunity to go on residential visits and benefit from visiting speakers, both of which bring real-life context to learning and support the development of our children socially and as young citizens.



CARING FOR PUPILS

'This is a beautiful school and my child is well loved and cared for by staff and other pupils.' - Parent

Knowing each of our pupils as individuals is essential to create the warm and welcoming atmosphere so apparent when you walk into our school. Ofsted recognised that our pupils thrive in a calm, caring environment that supports them well both academically and pastorally.

Pupils enjoy coming to school with strong relationships throughout the learning community. Their well-being is at the core of the work we do and supporting their needs so they can thrive is paramount. At Farnsfield St Michael's we all care for one another, welcoming all newcomers.

PARTNERSHIPS

As an outward looking school we learn a great deal from our work with others. Key partners include the Diocese of Southwell and Nottingham, our teaching school (Minster Teaching School Alliance) and Nottinghamshire Local Authority. We also enjoy important and fruitful links with St Michael's Church.



www.minster.notts.sch.uk/mtsa

The current Head Teacher works to support other local schools and share his expertise and the school has played a leading role in the development of primary maths education as a lead partner in the East Midlands East Maths Hub.



www.ememathshub.org

Farnsfield St Michael's is pleased to be the first primary school member of the Minster Trust for Education, a multi-academy trust formed with the local family of schools and centred around The Minster School in Southwell.



www.mitretrust.org.uk

The job description should be read alongside the range and duties of Headteachers as set out in the current Teachers' Pay and Conditions Document.

Job title : Head Teacher

Start Date : January 2020

Salary : Scale 17 - 21



Core Purpose

The Head Teacher will provide vision and leadership of the school, working in partnership with staff, governors and the Trust to ensure the school's success. He/she will create an inclusive culture and ethos underpinned by strong Christian values such that the school's distinctiveness as Church of England Academy is effectively developed.

The Head Teacher will create a secure environment, where both pupils and staff can achieve their full potential, with due regard to their safety and welfare. She/he will constantly strive for excellence in terms of outcomes, care and breadth of experience for pupils. This excellence will be achieved in close partnership and collaboration with others including MITRE, the Diocese of Southwell and Nottingham, the family of schools and governors.

A forward thinking mindset with a drive for improvement and the willingness to innovate, alongside an astute and perceptive character will be an expectation. Humility, a willingness to serve and care for others will also underpin the Head Teacher's daily practice.

Main Duties

Qualities and Knowledge

- Hold and articulate clear values and moral purpose, focused on providing a world- class education for the pupils they serve.
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community.
- Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them.
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.
- 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.
- Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel.

Pupils and Staff

- 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.
- 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.



- 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.
- Create an ethos within which all staff are motivated and supported 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 and processes 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 school and in the wider society.
- 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.
- 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.
- 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.
- 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.

The Self-improving School System

- 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.
- Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.
- 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.
- Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
- Model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability.
- 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.



Qualifications	Essential	Desirable	Assessment
Qualified teacher status	●		A
Evidence of CPD relevant to school leadership and management	●		A
NPQH		●	A
First degree or equivalent		●	A

Relevant Experience	Essential	Desirable	Assessment
Substantial successful teaching experience in the primary phase	●		A
Experience of leading and developing staff	●		A, I, R
Substantial successful senior leadership experience in primary phase schools	●		A, R
Experience in more than one school		●	A
Experience of working with governors		●	A, R
Evidence of the promotion of the welfare and safeguarding of children	●		A, I, R
Evidence of successfully engaging with parents/carers	●		A, I, R
Evidence of recruiting and managing staff		●	A, I, R
Experience of the successful development and delivery of strategic plans	●		A, I, R
Experience of successful budget management		●	A, I, R

Professional Knowledge and Understanding	Essential	Desirable	Assessment
Up to date knowledge of the primary curriculum	●		A
Wide knowledge of effective teaching methods and strategies	●		A, I, R
Understanding of school improvement strategies	●		A, I, R
Knowledge of current educational legislation and initiatives	●		A, I, R
Knowledge of equal opportunities and commitment in their pursuit	●		A, I, R
Current and comprehensive understanding of child protection and safeguarding procedures	●		A, I, R



Professional Competencies	Essential	Desirable	Assessment
The ability to set a clear vision for the school	●		A, I, R
The ability to think strategically and plan for the future	●		A, I, R
The ability to drive and manage change	●		A, I, R
The ability to develop, maintain and work within policies and protocols	●		A, I, R
A competent user of ICT	●		A
The setting of high expectations with the ability to challenge underperformance	●		A, I, R
The ability to motivate and manage a range of staff	●		A, I, R
Refined and effective communication skills	●		A, I
Decisiveness	●		I
The ability to delegate effectively and ensure accountability	●		A, I, R
The ability to develop and maintain appropriate relationships with pupils	●		A, I, R
The ability to establish and strengthen collaborative partnerships	●		A, I, R
Adaptability and resilience	●		A, I, R
Aspiration for excellence and innovation	●		A, I, R
Efficiency, excellence organisational skills and task completion	●		I, R

Leading a Church of England Academy	Essential	Desirable	Assessment
A commitment to promoting and developing the ethos and values of a CofE Primary Academy	●		A, I, R
Experience of working in a Church of England School		●	A
A willingness to place the spiritual, moral, social and cultural development of children at the heart of school life	●		A, I, R
To be a committed Christian		●	A

Assessment : Application (A) , Interview (I), References (R)

The successful candidate will be required to undergo enhanced disclosure from the DBS and must be willing to undertake all aspects of the job description.

HOW TO APPLY



This is an exceptional opportunity to lead a wonderful school into its next chapter as a newly formed Church of England Academy. Our new beginning builds on a long-held commitment to provide a unique and very special education to every pupil who attends Farnsfield St Michael's Primary School. Our new Head Teacher will have the opportunity to build on already strong and warm local partnerships. She or he will lead the school to excellence with a strong moral purpose, hope for the future and ambition for every pupil.

If you believe you have the relevant skills and experience for this position and the opportunity could be the next step in your career, please apply.

An application form is available online from the school website www.st-michaels.notts.sch.uk or from the Minster Trust for Education at www.mitretrust.org.uk .

Alternatively please contact the Trust HR Manager, Ms Alex Byrne, on 01636 817343. Email hr@mitretrust.org.uk



Applications to be received at the Minster Trust for Education (hr@mitretrust.org.uk or post) by 9am on Monday 18th March (marked Farnsfield Headship Application)



Interviews will take place at Farnsfield St Michael's Primary School on 28th and 29th March.



Minster Trust for Education
The Minster School
Nottingham Road
Southwell
Notts. NG25 0LG



Visits to Farnsfield St Michael's are strongly encouraged and can be arranged directly with the school

FARNSFIELD ST MICHAEL'S CHURCH OF ENGLAND ACADEMY

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Farnsfield
NG22 8JZ



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