



*“Aiming High, Reaching Higher”*

# Hilderthorpe Primary School

## Headteacher Recruitment Pack

### July 2019



# Hilderthorpe Primary School

## Letter from the Chair of Governors

Dear Prospective Headteacher,

On behalf of the members of the governing body, staff and parents, may I thank you for your interest in the post of Headteacher for Hilderthorpe Primary School. It is a real privilege to be Chair of Governors at a thriving school which makes such a difference in the lives of its children and their families.

Our retiring headteacher has brought the school to new heights, and we're looking for someone who can build on that success, leading us from good to outstanding. We have a brand new building surrounded by playing fields, just half a mile from the sea. Last year we won the ENTHUSE Award for STEM Primary School of the Year and I delight in telling everyone that we're the best primary school for Science in the country! We're a model school for Read Write Inc and are seeing the good effects of that integrated approach permeate across the year groups. And our finances are healthy, allowing plenty of scope for innovation.

Our local area has a varied demographic with children coming from a range of backgrounds. Coastal communities also have particular challenges, with restricted employment opportunities, migration from difficult situations further inland and often low aspiration. We're looking for someone who will relish these challenges, believe in our children, develop our staff and help to transform our community.

I look forward to receiving your application by the closing date.

*Richard Hare*

Richard Hare (Revd)

Chair of Governors





# Hilderthorpe Primary School

## Welcome to our School

Hilderthorpe Primary School is a thriving centre of learning on the southern outskirts of Bridlington, on the coast of beautiful East Yorkshire.



There are many attractions both within Bridlington and the stunning Yorkshire Wolds that surround it. These places of interest provide a valuable resource for developing an exciting and varied curriculum.

## About Our School

Hilderthorpe was originally opened in 1953 and designed to be used as a hospital if the need arose. In February of this year an exciting new school building was opened, having being built by a local company, from a modular design.

A new housing development of approximately 400 dwellings, within walking distance of the school, has recently been approved. The school population is increasing, particularly in KS1, and currently supports a two form entry.

As a coastal community, Hilderthorpe encounters an element of low aspiration, social deprivation and transience. 56% of pupils are eligible for pupil premium funding. Families are supported by a full-time Social Worker who liaises closely with school staff. The Hub with its specialist staff provides valuable support for pupils with particular educational and emotional needs. One of the school priorities is to further raise the number of pupils achieving 95% or above for their



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weekly attendance. A number of strategies have been put in place to motivate pupils and raise the overall figure which is now steadily improving.

Our recently revised school motto “Aiming High, Reaching Higher” encapsulates our belief that, in spite of many children coming from challenging backgrounds, all pupils can enjoy personal success at the highest level.

Science is a key strength of the school and includes the following:

- Enthuse Primary School of the Year 2018
- Inter-school collaboration
- Industry links
- Child-led Skype summit
- Leading school for STEM
- SLE for Science







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In literacy, as a result of training and hard work, the school has become a model school for Read, Write Inc. This has led to several initiatives working as a school and collaboratively with schools across the region to improve reading levels.

In March this year the school hosted a phonics roadshow with Read Write Inc and the DFE. This included input to demonstrate the teaching of phonics and talking about the school's journey to achieving model school status.



A wide range of other curriculum topics are delivered to all year groups which provide an exciting learning experience making school a place pupils want to attend. This all supports our school ethos of providing all pupils with the opportunity to achieve to their full potential. Music and the arts are a particular strength and are proving to be a successful means of engaging with parents and the community.

This is achieved by a dedicated team providing a stimulating curriculum. The school knows its children and families thoroughly and the staff take time to get to know the individual children's circumstances. Communication is good and staff support each other very well.





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The current school budget is healthy and will enable current and future projects to develop the new building into an inspirational resource for learning.

A wide variety of activities, many of which involve members of the local community, are included in the daily life of Hilderthorpe. Pupils benefit from working with specialists delivering sports, music and drama, safety, art and craft, charities, The Children's University and many more.



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We see the local area and community as a valuable part of Hilderthorpe Primary School and hope to continue to consolidate these relationships.



*School choir with the Boomwhackers and Eastern Lights W.I choir at a recent concert*





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## What do the pupils like about our school?

Y5 It is a unique school in Bridlington.  
It is a new building and it has an  
upstairs. There is also a very big  
sports field.

Y4 I like art because when we  
use the seaside to give us  
ideas it helps me to paint and  
make models.

Y2 Lots and lots of people are  
kind to you and it's a safe place  
to be. Teachers from the Hub  
help you if you are worried.

Y1 I like Maths because I like  
numbers and I like learning.

Y6 The school leaders sort out things in  
school and without them we wouldn't  
be able to do lots of stuff.

Maths was good when we did an  
Escape Room activity. We had to solve  
problems and puzzles to help us escape  
from the classroom.

Y3 We like all the things we do  
especially when we made model  
birds. Other schools in Bridlington  
came and we had a competition to  
see which flew the furthest.

Y5 We do lots of sport and there are  
different clubs, some during the school  
day and some after school. These include  
music, drama, cooking, science, friendship  
and football.





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## Things to do in Bridlington and the surrounding area

Sewerby Park and Gardens are a short walk along the cliffs or take a ride on the land train.



There are long coastal walks along the Flamborough Headland Heritage Coast and Bempton Cliffs are a haven for wildlife, with a renowned RSPB centre.



Entertainment and Leisure at Bridlington Spa and around the town.



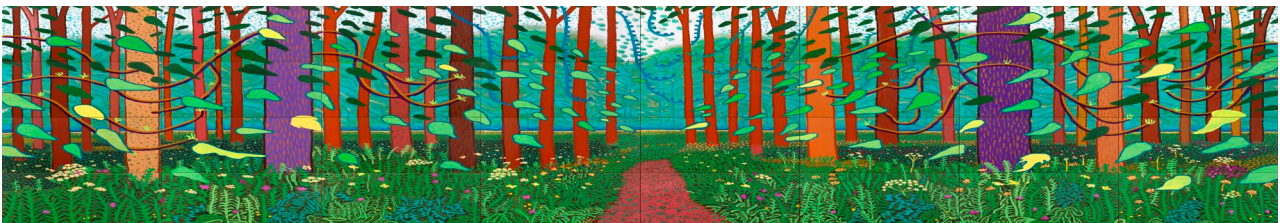


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The Priory and Baylegate Museum can be found in the Old Town along with art galleries at various locations.



The surrounding countryside offers many leisure activities for all ages.



Places to stimulate the curriculum or simply to provide relaxing activities make Bridlington a welcoming place.





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## Headteacher Job Description

### Purpose

- To provide vision, leadership and direction for the school
- With the Governing Body, to be responsible for creating and maintaining an effective learning environment which is engaging and fulfilling for all pupils, promoting the highest possible standards, and fostering the continual improvement of the quality of learning offered by the school

### Accountable to

- The Governing Body of the School

### Accountable for

- The standards, progress and well-being of all pupils
- Investing in staff through continuing professional development to drive change
- Effective and efficient management of all the resources of the school

## Key Tasks

### Overall

- To treat everyone fairly and equitably, with dignity and respect
- To create and maintain a shared school culture and positive climate that motivates pupils, staff and all other members of the school community
- To nurture all children and create a culture of the highest expectations and aspirations that lead to excellent learning
- To promote effective relationships with all pupils, staff, governors, parents, other schools, the local community, the Local Authority and other external bodies

### Leadership and management

- To ensure that parents, pupils, staff and governors share and are committed to the school's vision of excellence
- To be an agent for change through aspirational leadership.
- To be responsible for the effective day-to-day leadership, management, organisation and administration of the school, modelling work-life balance and managing the workload of others
- To ensure that the school achieves its curricular and pastoral aims through the implementation of effective improvement planning
- To ensure the rigorous implementation of well-focused improvement plans, based on robust self-evaluation
- Working with other staff and governors, create and implement appropriate policies and procedures.



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## **Governance**

- To work with the Governing Body to enable it to meet its responsibilities and present to it, on a regular basis, an accurate account of the school's performance
- To advise the Governing Body on the formulation of policies and their implementation, to ensure the enhancement of the quality of learning in an efficient and cost effective manner

## **The curriculum**

- To ensure that statutory requirements for the curriculum are met, that curriculum provision is appropriate and relevant to the needs of all pupils and provides equality of opportunity for all
- To secure a broad and balanced curriculum that successfully promotes spiritual, moral, social and cultural learning and assists pupils in preparing for life in modern Britain
- To ensure that the curriculum promotes and sustains a thirst for knowledge and understanding and a love of learning, and challenges pupils to ensure they make excellent progress

## **Behaviour and safety**

- To secure effective safeguarding procedures that ensure the safe recruitment of all staff and the safety of all pupils, including e-safety
- To establish a positive ethos throughout the school so that pupils take pride in their school, their work and themselves

## **The quality of teaching and learning**

- To recognise good/outstanding teaching and learning and be able to communicate this effectively to all staff and governors
- To ensure that effective teaching strategies are matched closely to pupils' needs, including the most and least able, so that all pupils learn well in lessons
- To ensure that teaching is appropriate to the age and ability of all pupils and provides challenge, progression and high expectation to enable all pupils to achieve at the highest level
- To ensure that effective monitoring and evaluation of the quality of teaching, attainment and progress are used to improve learning
- Through the effective management of pupil premium funding, to ensure that disadvantaged pupils achieve at least as well as their peers and those with Special Educational Needs and/or Disabilities are given every opportunity to do the same
- To ensure that teaching helps to develop a culture of excellence, where the highest achievement in academic work is recognised, especially when supporting the achievement of the most able





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## **The achievement of pupils**

- To ensure that the curriculum and pastoral aims are achieved through the effective implementation of the School Development Plan
- To ensure that assessment information is effectively used to improve teaching and learning so that all pupils make or exceed expected progress
- To ensure that parents and carers are regularly provided with sufficient information to understand how well their children are doing and what they can do to help improve learning
- To ensure that there are successful strategies for engaging with all parents, including hard to reach parents, to the benefit of all pupils.



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The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria through the **Application**, **References** or **Interview**.

<b>Headteacher Specification</b>	<b>Essential</b>	<b>Desirable</b>	<b>Application</b>	<b>References</b>	<b>Interview</b>
<b>Qualifications and Experience</b>					
Qualified Teacher Status	E		A		
Has NPQH qualification		D	A		
Recent experience as a senior leader	E		A	R	I
<b>Qualities and Knowledge</b>					
Hold and articulate clear values, being energetic and passionate about children's learning.	E		A		I
Demonstrate optimistic positive behaviour, relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community	E		A		I
Communicate the school's vision, lead by example and drive the strategic leadership, empowering all pupils and staff to excel, demonstrating a love of learning and a passion to pass on the love of learning to others	E			R	I
Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue Continuing Professional Development	E		A	R	
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.	E		A		I
<b>Pupils and Staff</b>					
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	E		A	R	I
Ensure the highest quality teaching through analysis and excellent curriculum design, leading to rich and stimulating curriculum opportunities and pupils' well-being	E		A	R	I
Build on our 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	E				I



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Create an outstanding learning culture within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other	E		A	R	I
Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning	E		A		I
Hold all staff to account for their professional conduct and practice	E			R	I
Develop pupils' learning, independence and resilience recognising the need for all pupils to enjoy school in order to become confident and enquiring learners	E				I
Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning	E		A		I
<b>Systems and Processes</b>					
Manage the school's financial and human resources effectively to achieve the school's vision, upholding the principles of transparency, integrity and probity.	E		A	R	
Maintain a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and sustaining their exemplary behaviour in school and in the wider community	E				I
Maintain 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	E		A		I
Welcome strong governance and actively support the Governing Body to understand its role and deliver its functions effectively	E		A	R	I
<b>Self-Improving School Systems</b>					
Maintain effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.	E		A	R	I
Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff	E			R	I
Model entrepreneurial and innovative approaches to school improvement, leadership and governance, being prepared to take measured risks	E		A	R	I
Inspire and influence others – within and beyond the school – to believe in the fundamental importance of education in young people's lives and to promote the value of education.	E		A		
<b>Safeguarding</b>					



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Demonstrate a commitment to safeguarding and the welfare of children and young people	E		A	R	I
Form and maintain appropriate relationships and personal boundaries	E			R	I
Demonstrate emotional resilience in working with challenging behaviours	E			R	I
Use authority and discipline appropriately	E			R	I
Show current knowledge of recent national and local safeguarding developments	E		A		

This school is committed to safeguarding and promoting the welfare of all children and staff.  
The appointment is subject to the receipt of a satisfactory enhanced DBS disclosure.





# Hilderthorpe Primary School

## Key information

### **The School**

*Hilderthorpe Primary School*

*Shaftesbury Road*

*Bridlington*

*East Riding of Yorkshire*

*YO15 3PP*

*Phone: 01262 672475*

*Email: [hilderthorpe.primary@eastriding.gov.uk](mailto:hilderthorpe.primary@eastriding.gov.uk)*

*Website: [www.hilderthorpeprimaryschool.co.uk](http://www.hilderthorpeprimaryschool.co.uk)*

*Number on the Roll: 399 pupils*

### **The Post**

*Headteacher Group: Group 3*

*Post: Full time, permanent*

*National Leadership Pay Scale: L16 to L22 (£57,934 to £67,008)*

### **The Recruitment Process**

*Application forms are available at [www.eastriding.gov.uk/jobs](http://www.eastriding.gov.uk/jobs)*

*To arrange to visit the school please ring Chris Bolton on 01262 672475*

*Closing date: Mon 9 September 2019*

*Shortlisting: Thurs 12 September 2019*

*Interviews: Candidates will need to be available across two days:  
Monday 23 September **and** Tuesday 24 September 2019*

*Start date: 1 January 2020*



**EAST RIDING**  
OF YORKSHIRE COUNCIL