



St Peter's School

KETTERING



Head Teacher

Required for January 2020

Application Pack



St Peter's School is a successful, non-selective co-educational Independent day school located in a secure walled campus in a leafy suburb of Kettering in Northamptonshire. Children join us either in Nursery (rising three's) or in Reception Class, leaving at age 11 to go on to their senior school of choice, be that in one of the local independent senior schools, or into the maintained sector; they leave us well prepared for both.



We currently have 40 children in our popular nursery, Sunnylands Nursery, and 88 children spread across Reception, Key Stage One and Key Stage Two.

St Peter's School was founded in 1946 as a charitable trust, in the former Victorian home of William Timpson. Since then the school has grown within its secure grounds to incorporate separate Nursery and Key Stage One buildings. We are in a period of development and have recently completed our new Cedar Hub eco building which incorporates a new Art/DT teaching space and wrap around care facility.

We are proud of the reputation we have built for excellence in education coupled with a caring, supportive and nurturing ethos to enable our pupils to grow in confidence and discover their own talents. Our latest integrated inspection report commends St Peter's School on its excellent pastoral care and with this we are committed to providing the very highest standards of teaching and extra-curricular activities to ensure that every

child is well looked after, happy and fulfilled during their school journey.

Due to the retirement of the current Headmistress who has been with the school for 19 years, we are now seeking a dynamic Headteacher to lead St Peter's School into its next chapter. The successful candidate will be an enthusiastic visionary leader with a passionate commitment to providing a nurturing and enriching experience for every child. The Headteacher leads the school, is the DSL and the key contact for both current and prospective parents and therefore must be a good communicator, an ambassador for the school and a strong leader of people.

We can only give you a flavour of our School here, but if you think you can fulfil this very special role, we can offer you

- A competitive remuneration package
- A happy, secure and bubbling working environment
- Happy, well behaved enthusiastic pupils who enjoy their learning, coupled with supportive parents
- A strong sense of community and job satisfaction
- An incredibly supportive Governing Body and Bursar

Interested candidates should contact Tom Fray, Chair of Governors t.fray@st-peters.org.uk by email or Ali Hurst, Bursar 01536 527111 a.hurst@st-peters.org.uk to arrange a confidential discussion.

The closing Date for applications is midday 12th August 2019. Please see page 09 for further details about the application process, and we welcome you to visit the School before submitting your application by appointment.



St Peter's School Mission Statement

St Peter's School seeks to offer a safe yet challenging environment, where boys and girls between the ages of two and a half and eleven may receive the benefits of an education based on best theory and practise.

St Peter's School recognises the right of all of its pupils to receive opportunities that develop their full intellectual, aesthetic, emotional, physical and moral potential.



Our School aims to

Educate the whole child so that they may take their place with confidence in a rapidly changing world;

Instil a love of learning and the pursuit of excellence;

Foster an atmosphere of mutual respect that will provide a rich, diverse and enjoyable educational experience for the enhancement of all pupils, parents and members of staff;

Promote through friendship and Christian values, an atmosphere of tolerance and respect for others so that as members of society, pupils can make a positive contribution to all aspects of their environment and daily life;

Further develop essential human values that include honesty, trustworthiness, kindness and loyalty.

To these aims we strive to:

- Fulfil our Mission as a School founded on Christian values whilst welcoming all faiths.
- Provide a broad and high quality education for children of mixed ability which will lay strong foundations for a fulfilling and rewarding life.
- Prepare and educate each child for their appropriate first choice of senior school.
- Make St Peter's School a special place for children to begin their school journey through warm and caring pastoral care of the highest standard.

Person Specification

Criteria	Essential	Desirable	Evidenced in
Safeguarding	Commitment to safeguarding and inclusion, including promoting the welfare of children and young people.	Current training as DSL/DDSL and hands on experience of the role in a school setting.	Interview References
Qualifications	Qualified Teacher Status (QTS) ideally in KS2 or lower. Good degree level qualification or equivalent.	Further academic and professional qualifications e.g. Masters, NPQH qualification or studying towards.	Application Certification
Experience, Knowledge and Understanding	<p>Recent successful leadership as a Head, Deputy, School Improvement Lead or senior/middle manager.</p> <p>Excellent knowledge of current teaching and learning pedagogy, school improvement and policy, including;</p> <ul style="list-style-type: none"> • curriculum to KS2, • assessment, • data analysis and target setting, • pupil wellbeing and • intervention strategies. <p>Taken an active role in school self-evaluation and development planning.</p> <p>Experience of working effectively with Governors, stakeholders, and external agencies.</p> <p>Experience of leading change, including implementing a strategic plan across the whole school, identifying priorities and monitoring the impact thereof.</p> <p>Understanding of current education performance measures and metrics, and the ability to explain these to a 'lay' audience.</p>	<p>Understanding of budget management and resource allocation.</p> <p>Knowledge and understanding of strategic financial planning and budgetary management and their contribution to school development and pupil outcomes.</p> <p>Working knowledge of policies and procedures of external agencies.</p> <p>Knowledge of the independent sector including the ISI Inspection Framework</p> <p>Recently undertaken safer recruitment training.</p>	<p>Application</p> <p>Interview</p> <p>References</p>





Criteria	Essential	Desirable	Evidenced in
Leadership and Management	<p>A positive role model for staff and pupils who leads from the front by example with the ability to adapt their leadership style to the situation as required.</p> <p>A deep understanding of effective leadership and management that focusses on impact and effect rather than activity.</p> <p>The capacity to recognise and build upon the successes of the school and formulate a vision for innovation and continuous improvement.</p> <p>Strong analytical ability which is used to inform school improvement practice.</p>	<p>Member of a professional body for leadership and/or specialism.</p> <p>Experience of responsibility in both pastoral and curriculum roles.</p> <p>Strong system development skills.</p> <p>Access to a network of professional contacts and sources of practice and ideas to challenge and promote continued professional growth.</p>	<p>Application</p> <p>Interview</p> <p>References</p>
Personal Attributes	<p>High expectation of self and others with the ability to inspire staff and pupils demonstrating integrity and commanding respect.</p> <p>Resilient, adaptable and determined with a high sense of optimism.</p> <p>An independent, creative and strategic thinker.</p> <p>Outstanding communication skills, confidently visible and very comfortable to be high profile and influential in the school and wider community.</p> <p>Well organised, meeting deadlines with the capacity for hard work with outstanding prioritisation skills.</p> <p>An astute and decisive decision maker who can listen to advice and feedback, taking responsibility and owning decisions.</p> <p>An open and approachable demeanour.</p> <p>A good sense of perspective and humour!</p>		<p>Application</p> <p>Interview</p> <p>References</p>
Professional Development	<p>Commitment to CPD for self and others.</p> <p>Experience of delivering CPD to others.</p>	<p>Undertaken leadership CPD.</p> <p>Experience of mentoring/coaching.</p>	<p>Interview</p>

Description of the Role

The Headteacher will work in partnership with the Governing Body and Bursar to develop the shared vision and strategic plans which will shape the school, and inspire and motivate students, staff and all members of the School community to ensure that every child leaves St Peter's School well equipped for success.

Purpose of the Role

1. To be responsible for the day to day operational running of the School incorporating the managing of staff and resources and including interactions with parents and all stakeholders.
2. To formulate the overall aims and objectives of the school and to provide overall strategic leadership working within the guidelines of the Governing Body.
3. Be responsible for monitoring and reporting progress towards the achievement of the agreed strategic aims and objectives.
4. To establish and maintain responsibility for policies and procedures for achieving these aims and being the responsible person for external agencies, legal bodies and the Independent School Inspectorate.
5. To lead by example and model best practise with regard to professional conduct, work load and personal development.
6. To represent the School externally being a model for the wider community.

National Standards of Excellence for Headteachers

We believe that the principle responsibilities of the Headteacher should be based upon the four domains of the National Standards of Excellence for Headteachers. These have been expanded upon below to reflect a more comprehensive description of the requirements of the role at St Peter's School.





National Standards of Excellence for Headteachers

Qualities and Knowledge

1. To hold and articulate clear values and moral purpose, focussed on providing an excellent education for all pupils.
2. To demonstrate optimistic personal behaviour, positive relationships and attitudes towards pupils, staff, parents, governors and the wider community.
3. To lead by example, with integrity, creativity, resilience and clarity drawing on their own scholarship, expertise, skills and experience and also that of those around them.
4. To develop and sustain wide current knowledge and understanding of education and school systems locally and nationally, and to pursue continuous professional development.
5. To work with political and financial astuteness, within a clear set of principles centred on the School's vision and having regard to translating local and national policy within the School's Independent School status and context.
6. Communicate the School's vision compellingly and drive strategic leadership, empowering all pupils and staff to excel.

Pupils and Staff

1. To 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 by reference to the development of the School Improvement Plan, target setting and maintaining effective partnership with parents and staff.
2. To ensure excellent standards of teaching through an analytical understanding of how pupils learn and the core features of outstanding classroom practice and enriched curriculum design.
3. To establish a culture of 'open classrooms' as a basis for sharing best practice drawing on relevant research and robust data analysis.
4. To create an ethos in which all staff are motivated and supported to develop their own skills and knowledge, and to support one another.
5. To identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard leading to clear succession planning.
6. To hold all staff to account for their professional conduct and practice.



Systems And Processes

1. To ensure that school systems, organisation and processes are well considered, efficient and fit for purpose upholding the principles of transparency integrity and probity.
2. Provide a calm, safe and well-ordered environment for all pupils and staff, focussed on safeguarding pupils and developing exemplary behaviour in school and the wider community.
3. Ensure 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.
4. Welcome and empower strong Governance enabling the governing body to be strategic, a critical friend and accountable by providing all necessary information, advice and support.
5. Exercise strategic, curriculum-led financial planning through working with the Bursar to ensure the equitable deployment of resources in the best interests of pupils' achievements and the sustainability of the school.
6. Distribute leadership throughout the school, ensuring colleagues have distinct roles and responsibilities and hold each other to account.

The Self-Improving School System

1. To lead an outward facing school which works with other organisations as necessary to champion best practise within a climate of mutual challenge by building a collaborative learning culture within school.
2. To develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.
3. To challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulation and self-improvement.
4. To shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
5. To model entrepreneurial and innovative approaches to school improvement, leadership and governance.
6. To inspire and influence others to believe in the fundamental importance of education in your people's lives and to promote the value of education.



Salary and Banding

L10: £49,937 to L18: £60,755

Application Closing Date

Midday 12th August 2019

Interview Date

Week commencing 23rd September 2019

Start Date

January 2020

Application Forms

Candidates should complete their application form and send it electronically with a covering letter addressed to:

Mr T Fray, Chair of Governors, St Peter's School, 52 Headlands, Kettering NN15 6DJ

outlining their reasons for applying.
There is no need to submit a separate CV.

Visiting the School

You are welcome to visit the School by appointment between 15th July 2019 and the closing date.

Completed Application Forms should be emailed to a.hurst@st-peters.org.uk

To arrange to visit the School, please contact Ali Hurst, Bursar at stpetersaccounts@btconnect.com
Telephone 01536 521777

Please visit the School website at <http://st-peters.org.uk>

School Inspection

Latest School Inspection Reports may be found here

Integrated Inspection
January 2016



Regulatory Inspection
November 2018



St Peter's School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. You will be required to undergo appropriate Child Protection screening including checks with past employers and an enhanced DBS disclosure.



