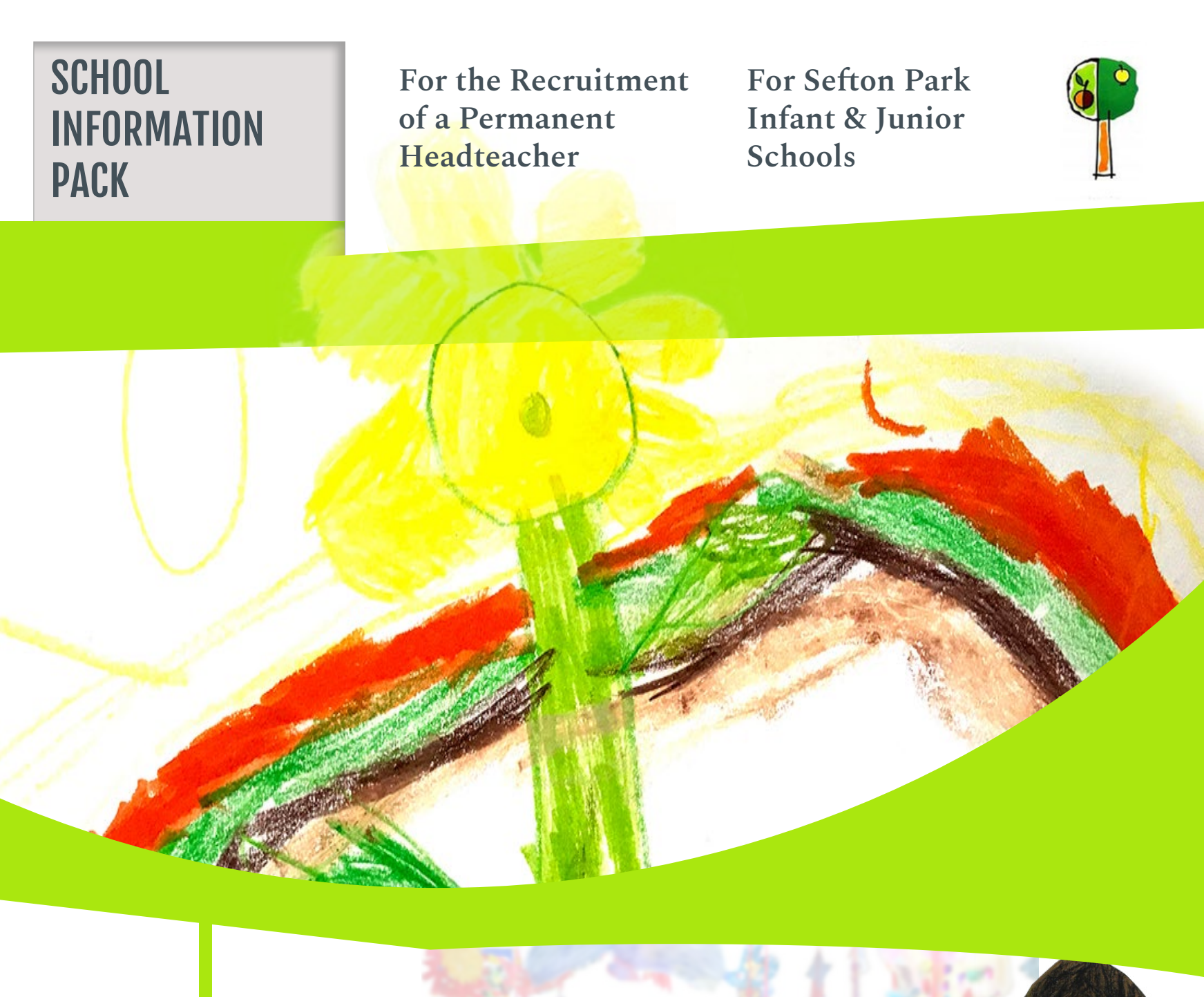
SCHOOL
INFORMATION
PACK

For the Recruitment
of a Permanent
Headteacher

For Sefton Park
Infant & Junior
Schools



Letter from the Chair

On the morning of the 1st December every year at Sefton Park, the sense of excitement is almost palpable. The children are filled with wonder that the staff have overnight transformed the assembly halls, not only with traditional Christmas decorations, but also with great colourful swathes of artworks hanging down from the lofty ceilings, almost to the floor. The children dart around until they find and point out their own piece of art, for each child in the school has one on display. Parents invariably find their children's reactions both enjoyable and touching as they look around in delight.

In many ways this annual event epitomises both the strengths of Sefton Park and what we hold dear. The inclusivity of every child participating, the creativity and individuality of the results, the varied learning that has gone on as children from Nursery to Year 6 respond to a brief, the skill, dedication and kindness of staff, the strong sense of community, even, if we are truthful, the slight sense of well-controlled chaos, are all characteristic of the school. Even in this unusual year, when the whole event had to pivot to be outward-facing, the staff managed to preserve the sense of wonder for the children, and the sense of togetherness for the community, despite the social distancing.

Following the retirement of our long-serving head, we are going to appoint a new headteacher to lead Sefton Park forward. We seek a leader who will be able to inspire staff and children alike, and who will build on the Outstanding Early Years practice to ensure that children throughout the school, including SEND and more vulnerable children, are getting the best possible education, while safeguarding the important aspects of our ethos. We strive for – and achieve – high academic standards, but it is not at the expense of a truly broad curriculum or the children's well-being. At Sefton Park children really have a childhood. We place value on creativity and on the way staff nurture children's curiosity, which shape a rich and varied school life. Staff are interested in children as people, not just as 'results'. Children are engaged in their learning because their opinions are genuinely valued, they are involved in shaping their experiences and are empowered to make informed choices. This is a school where, as one senior teacher put it, "children and adults have time to breathe. "

Our new head will be facing the challenges of budget constraints and of attractive but ageing Edwardian school buildings. But we also have a dedicated staff who relish and are motivated by the autonomy they are given, and who are genuinely interested in pedagogy, a site with a good amount of space and trees, and a hugely supportive parental community. Governors are very engaged and look forward to building an open and constructive relationship with our new head as we take the school forward.

The information that follows will tell you about our school in more detail, and we hope, if you are interested in becoming our new headteacher, you will visit to find out more in person. We look forward to hearing from you.

Best wishes,

Sally Dore

Sally Dore
Chair of Governors

> "It has a slight bohemian feel to it which I think suits the spirit of young children"

About Sefton Park

Our school motto is "Being and doing our very best" and we strive to achieve this in everything that we do, ensuring that everyone is a valued and respected member of our school community. We take a holistic, child-centred approach to our pupils' education, where everyone can learn, have fun and feel safe and cared for each and every day. We are proud of our academic standards, encouraging pupils of all abilities to achieve their very best through an active learning approach. We strive to offer a truly broad and balanced education, incorporating a range of exciting and challenging learning opportunities, which prepares our children for the next stage of their education and helps them acquire skills and values that will benefit and guide them for life. We work in collaboration with our parents, valuing their contributions as partners in the education process.

Watch our video to discover more about the school

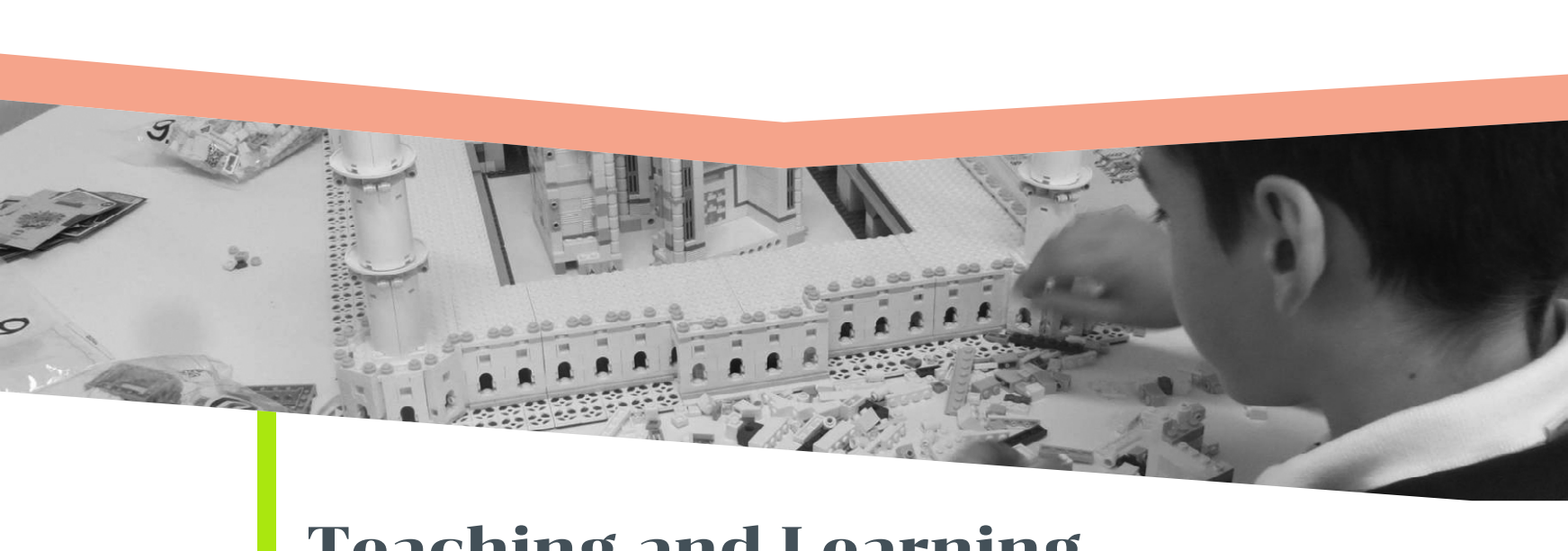
The woodland as its a space of freenes and wildlife and you feel safe.

our opinions really matter!

We discuss a lot and do a lot of philosofy.

Ourfriendships will last after we leave.

We celebrate cultures, languages and sesons!



Teaching and Learning at Sefton Park

The common goal of all at Sefton Park is to achieve a genuinely broad curriculum and a solid foundation for children's later life. Some might say that the school is 'a bit different'. This is a school where learning isn't continually set by the clock. It is closer to a journey than a race. The staff strive for high academic standards but not at the expense of a broad curriculum or of children's well-being.

High expectations of teaching and learning are achieved at Sefton Park by all staff reflecting on children's learning through adjusting their pedagogy in response to children's needs and interests. Curriculum intent lies within creating a passion for lifelong learning. The three Cs, curiosity, creativity and confidence, weave their way throughout all curriculum areas, providing children with a well-balanced and inspiring platform for learning. The aim for all children is to become active learners, taking charge of their learning and discovering their talents and interests. As you look around the school, this is reflected in the displays and learning environments; children's work is proudly displayed everywhere. There is space in all key stages to explore and embed learning through play and exploration. The staff have recently focussed on creating a curriculum that aims to equip children with the knowledge, skills and habits of mind which will enable them to thrive in our rapidly changing world, ready and able to take advantage of opportunities and challenges. The teachers plan and implement meaningful, wide-ranging, challenging and purposeful learning opportunities based on an understanding of how their children learn best.

The school building is Edwardian and blends seamlessly into the history of the community. The school often takes advantage of the rich history that Bristol and the local area provides; it is indeed a community-driven school. The local area is often used to stimulate learning. Recently, the whole school spent the same day learning about historical local land owner, George Muller, who built a couple of orphanages near to the school which still stand to this day. Each year learnt about the man and his work at their own level and used age-appropriate skills to investigate his impact - a wonderful opportunity to bring local history to life.

At Sefton Park children are encouraged to think for themselves: children's opinions are genuinely valued and they are encouraged to express their views. Children are provided with the skills to express themselves articulately but they are also guided to respect and value that others may have different perspectives and to be prepared to adjust their views in light of this. Kindness is always encouraged along with caring for others and the world around them. Engagement is built through involving the children in shaping their experiences and empowering them to make informed choices. Taking risks in learning is a big part of everyday life at Sefton Park. Outcomes

In normal times the school engages regularly in school trips to provide real life experiences as stimulation for learning, for example to well-known Bristol landmarks, but also the local library, opticians and mosque. As a city school, outside space is limited but used carefully to give children every opportunity to enjoy learning opportunities outside as well as in - for example each year group has their own playground, and in the younger year groups children can go freely in and out. Forest school takes place under the trees, a MUGA and trim trail are used for sport, and Nursery have even had their own chickens!

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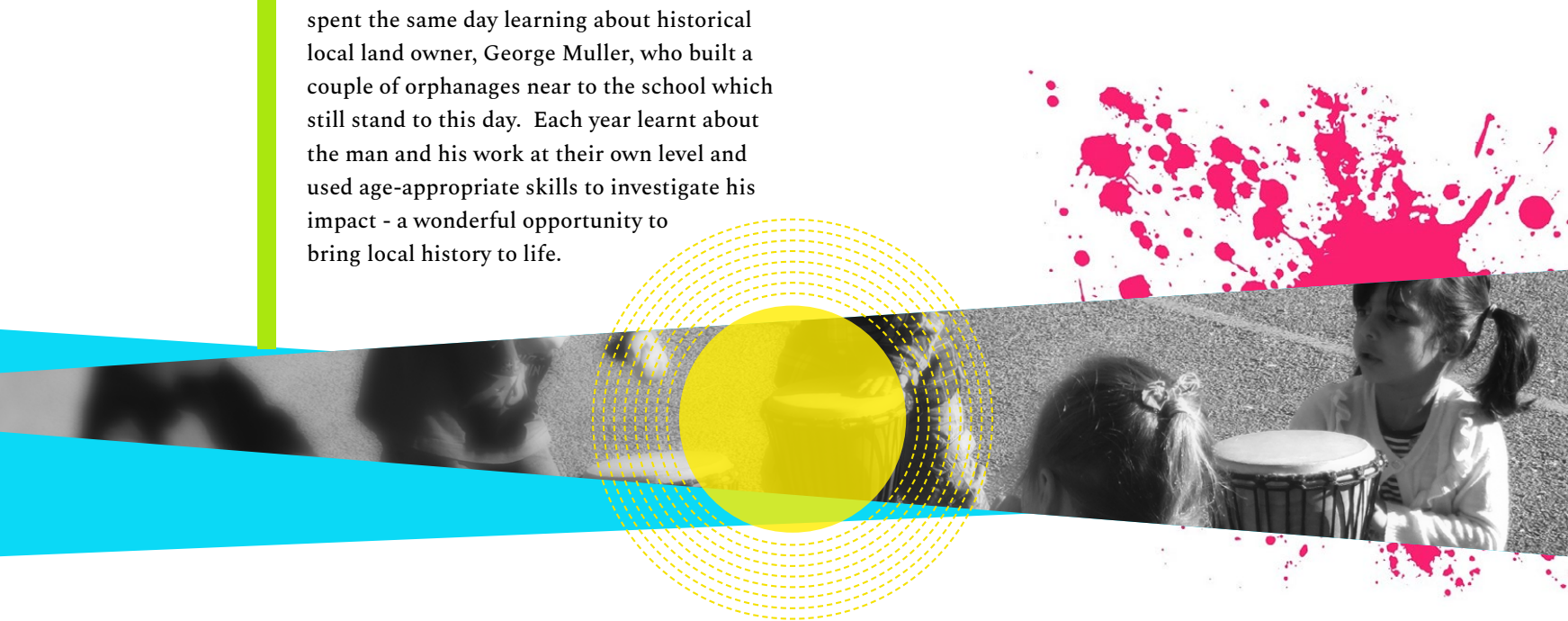


Outcomes

The dedicated team at Sefton Park strive for the best outcomes for all children through a creative and broad curriculum. The curriculum is never narrowed or sacrificed for the sake of 'results'. Children at Sefton Park achieve very well. Please see the information given for our EYFS, KS1 and KS2 outcomes in 2019. All outcomes are comparatively higher than local and national data, with EYFS outcomes being within the highest 1% of the country.

Both the Infant and junior school were judged by Ofsted to be good schools. The infant school was inspected by Ofsted early last year and was judged to have outstanding early years provision. The report highlighted the positive learning experiences and the excellent beginnings that children are given. The report for the junior school highlighted the engaging, exciting and highly effective curriculum. Both reports commented on how the schools put the children at the heart of all they do, whilst striving for high academic standards.

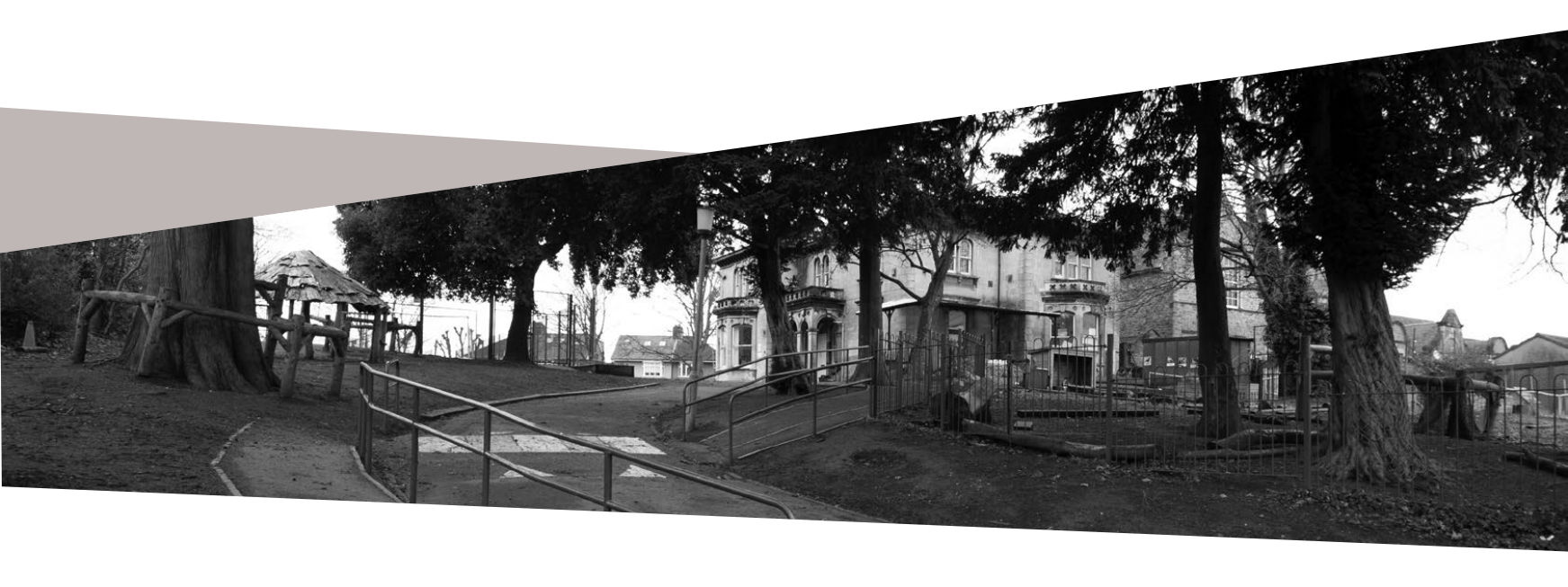
> Latest Junior School Ofsted report
> Latest Infant School Ofsted report
> Comparative data - Junior School
> Comparative data - Infant School

EYFS - 2019	
% of children reaching'good level of development	88%

Year 1 - 2019	
% of children passing phonics screening	86%

End of KS1 2018 - 2019	Reading	Writing	Maths
% reaching age related	86%	81%	85%
% working at greater depth	35%	21%	28%

End of KS2	Reading	GPS	Writings	Maths	R, W, M combined
% reaching age related	81%	83%	79%	91%	77%
% working at greater depth	45%	30%	36%	42%	21%



Extra-curricular activities

In addition to the Treehouse after-school club which operates on our site, Sefton Park offers a wide variety of extra-curricular activities before, during and after school, run by the school and a range of providers to suit different interests. After school, for example, outdoor clubs such as dodgeball, football, netball, Kung-fu, street dance and the Outdoors Project were offered before Christmas and will be resumed as soon as practical. Pre-Covid, many others were on offer based on children's, staff and parents' interests and the rich provision will be resumed when possible. Previous examples included Latin club, Japanese club, Lego club, cricket, basketball, gymnastics, multi-sports, fencing, drama, board games, mindfulness, yoga, knitting and many more.

As well as the PE lessons that Sports Plus provides during school hours, our students also have swimming lessons from Year 3, the parents run a Saturday morning football club for all ages and the school takes part in various sports competitions. Children are offered music lessons in Years 4 to 6, there are choirs and all children take part in class performances of various kinds each year. Year 6 always goes on a highly enjoyable class camp!

Our school community

The community of Sefton Park is an important aspect of the school for Sefton Park families. The school's friendly, welcoming and warm atmosphere is created by the children, the staff and the families alike. This alchemy, created within the school, pours out into the playgrounds at the end of the school day at pick up time and out into the streets, roads and parks surrounding the school. Happy Lane, officially named several years ago by the children at Sefton Park, is a pedestrian path running alongside the school grounds and is filled with the bubbling sound of school children, younger siblings and adults, a sound marking the start and end of the school day that has been missed over the last few months.

In times before social distancing became necessary, parents and carers would volunteer their time in school to listen to children reading, help take the children swimming each week, and offer extra help for school trips. Sefton Park families are interested and involved in their children's education and, at termly events when year groups showcase their learning, parents and carers fill the halls to see the children centre stage.

The Sefton Park Parent Teacher Association (PTA) organises a variety of events throughout the school year with the principal aim of bringing the school community together. These events also help to raise significant funds which go towards enriching elements of the children's schooling experience. The Summer and Winter fairs draw in crowds from beyond the school community itself and can be seen as a celebration of the whole school community and the role the school plays within the local community.

WHAT MAKES SEFTON PARK !SPECIAL!

Sefton Park is special to our children for these reasons:

The whole community is caring, friendly and welcoming

The teachers provide a great learning environment

We can make friends really quickly

We can take risks with our learning

Our opinions are respected and valued

'In our school we have the opportunities to talk about discrimination and things that we think are really important' Y6

'Sefton Park is a great environment to learn in. The lessons are well taught' Y6

'You make new friends and have lots of fun' Y1

'I like being creative and I can do creative things at my school' Y1

'At Sefton Park you get to learn lots of new things, it is a nice place to be in' Y3

'In our school teachers are fair and kind, they give you so much help if you are stuck' Y5

'You can be you' Y5

'Children in our school feel good about putting their hands up. If you dont want to at first, you will after a few weeks' Y6

Our community responds

A PARENT: The school is inclusive, creative and offers a nurturing environment for learning. There is an emphasis on well-being and kindness, and although the school delivers excellent academic results the children are never made to feel that this is the only important thing.

A TEACHER: As a school we really hold on to the importance of child-centred learning. We do drive for high academic standards but not at the expense of a broad curriculum or of children's well-being. The Sefton Park vision of everyone being a learner and the way in which we aim to involve and motivate children. We encourage children to think for themselves. The way we build engagement through involving the children in shaping their experiences and empowering them to make informed choices.

A PARENT: The atmosphere and the ethos around allowing (and encouraging) children to explore what it is that they are interested in makes it special. It is important that traditional academic subjects are taught, and taught well (which I believe the school does), but the school's real selling point is that the school values all of the things that children are interested in, not just academic subjects. Kids coming home saying "I just had fun today", when they have done activities that taught them maths, English, teamwork etc, is a perfect environment [for learning]. Teaching the children to think for themselves, and not telling them that there is a definite "right and wrong" answer, is good, develops confidence, and prepares the children really well for secondary school and adulthood. Time is also spent teaching the children about teamwork and interacting with each other - it's very impressive.

A MEMBER OF THE SUPPORT STAFF: What makes Sefton Park special? Great teachers and staff that hold the well-being and emotional development of children above everything else and regard every child as an individual and have high expectations for all by promoting a happy, safe and supportive learning environment in partnership with parents.

A SENIOR TEACHER: Sefton Park does stand out. It exists, and has existed for some time, in an educational environment driven by league tables that are in themselves driven by a very narrow curriculum. A situation where schools claim to aim for a broad curriculum but in reality deliver another - non-stop numeracy and literacy. Sefton Park is different. The governors, senior management team and all the staff have worked towards a common goal of a truly broad curriculum and making it the foundation for children's later life that a Primary education should be.

A PARENT: The bright and creative environment; the autonomy that the teachers have in their planning and teaching; the child-centred approach; the fact that creativity and personal development are valued just as highly as academic success; the approach to SATs which means that the children don't worry about them because they are played down; the way diversity is celebrated; the individuality of the school and the pride in its character as a special place where people are valued.

Our wider context

Sefton Park School is situated in an incredibly varied part of the city, on the edge of districts which have their own distinct characters and features. Surrounded by streets of predominantly Victorian and Edwardian houses, it is an area steeped in the history of Bristol - from the Victorians and their buildings and parks, to the memorial to the Second World War 'plane crash in St Andrew's Park, and the derelict WWII battery on Purdown. Pockets of nature can be found nearby with allotments and a city farm within a mile as well as the ancient woodlands of Narroways. Virtually on the school's doorstep is a Scout Hut and a Tennis Club and just a 'cricket ball throw' away is the County Cricket ground. The local high street, Gloucester Road, claims to be the longest high street of independent shops in the country and the famous Stokes Croft, with its internationally recognised street art, is just down the hill. It's a community of artists and people who like to express themselves; politically aware, environmentally conscious, invested in their local community and with a global outlook. Creativity can be found everywhere: in the shops selling the works of local artisans, on the walls, on the annual artists' trails and within the homes of local residents. To brighten the darkest months of Winter, households take park in creating a "Window Wanderland" by decorating their street-facing windows for the enjoyment of passers-by.

visit BRISTOL

The city of Bristol is vibrant, colourful and rich in culture. It is home to some nationally recognised attractions such as Brunel's ship, the SS Great Britain, the science museum 'We the Curious', and MShed which tells the story of Bristol's heritage. All of these are found on the historic floating harbour beneath the iconic Clifton Suspension Bridge. Theatre and live music can be enjoyed in the large playhouses such as the Hippodrome, Bristol Beacon, Bristol Old Vic and Tobacco Factory theatres as well as in the pubs, clubs and halls. Bristol is a city in which the people like to express themselves through their creativity, providing a rich (and educational!) smorgasbord of street art, great food from all over the world, music, theatre, film and festivals.

In honour of the Bristol West Indian Parents & friends Association
KNOWLE WEST 36
ICONIC BLACK BRITONS
EASTON 8
NO COLOUR BAR
BOYCOTT THE BUSES
EVERY MAN HAS THE RIGHT TO WORK
LIBERTY EQUALITY FRATERNITY NO COLOUR BAR

What our community would like in a Headteacher

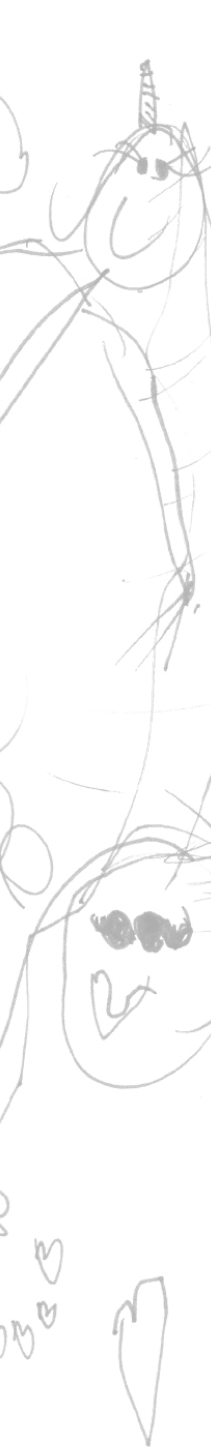
Our children would like a headteacher who:
- Feels excited to be at Sefton Park
- Is friendly, welcoming and kind
- Strives to "do the right thing and make good choices"
- Will care for every child and adult in the school
- Is a good problem solver and will help others with their problems
- Is fair
- Is an excellent teacher

Our staff would like a headteacher who:
- Will provide autonomy as well as support, develop, encourage, trust and value them
- Is friendly and approachable, compassionate and considerate
- Is a clear communicator, listens to all voices and further strengthens the team around a shared vision
- Is fair, honest, acts with integrity and makes decisions in the best interests of the children and staff
- Inspires the learning of children and staff and recognises each as individuals

Our parents would like a headteacher who:
- Embraces the unique ethos and culture of Sefton Park and builds on its success to move it forward
- Is an excellent listener and communicator to all
- Is approachable, personable, visible, kind and caring
- Is passionate about nurturing learning for all children and puts children and their needs and well-being first
- Has clear leadership skills and is able to engage and work with the whole school community

Governors are seeking a headteacher who:
- Inspires children with a sense of fun, and has a clear grasp of what makes learning engaging and active throughout the age range from Nursery to Year 6
- Inspires staff who are truly interested in teaching, and gives them the support to develop individually and as a team
- Inspires confidence in parents through excellent communications
- Is able to identify what areas need addressing to make the school exceptional, while safeguarding our ethos
- Is able to deal efficiently with the non-educational aspects of running a school while providing the pedagogical leadership that is crucial to creating an excellent primary education
- Has a relationship of openness and partnership with the governing body and seeks to build partnerships more widely

Key priorities and what we offer a headteacher



> *We very much welcome a new leader in taking us forward in doing the very best we can for our children.*

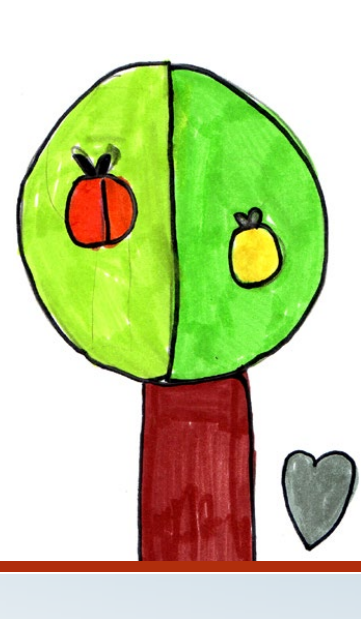
Our current school priorities are:

Overall:
- Supporting the wellbeing of all pupils and staff

Educational
- Narrowing our attainment gap so that all learners are supported and included
- Ensuring SEND children and families are well-supported and feel well-informed
- Ensuring that teachers are supported in providing good or better teaching
- Enabling a successful transition between key stages to ensure steady and better progress in KS2
- Embedding current curriculum development such that progression in key information and skills make a clear scaffold for every area of learning
- Supporting families with punctuality and attendance

Strategic management
- Dealing creatively with budget constraints
- Developing an engaging communications strategy to keep in touch with pupils, families, staff and the wider community
- Making the best of our site and buildings
- Building wider partnerships and making the most of our local environment

Sefton Park will offer you:
- A welcoming and friendly community
- Wonderful children who are keen learners
- Committed and highly motivated staff
- A creative and inspiring learning environment
- A balanced curriculum that reflects the needs of every child
- Tremendously supportive parents and carers
- A supportive and proactive governing body



Facts & stats

(AS AT DEC 20)

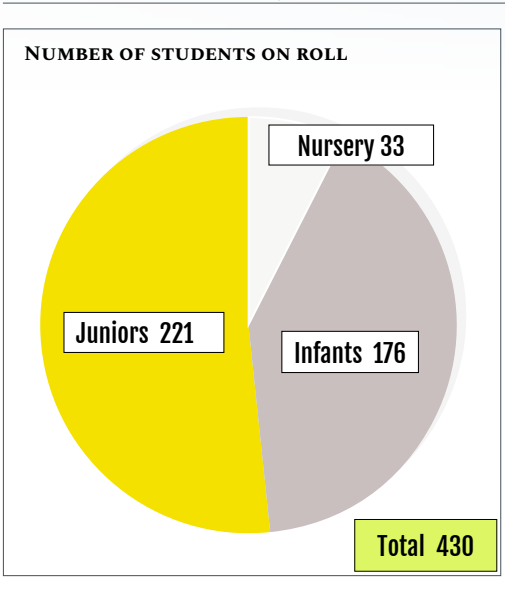
Type of school
LA maintained federated infant and junior schools

Age range
3-11 years old

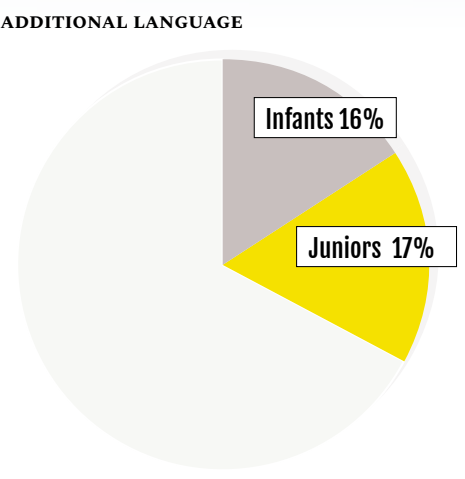
Latest Ofsted reports

School Website

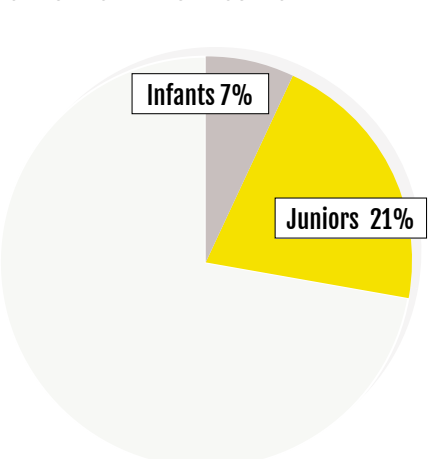
NUMBER OF STUDENTS ON ROLL



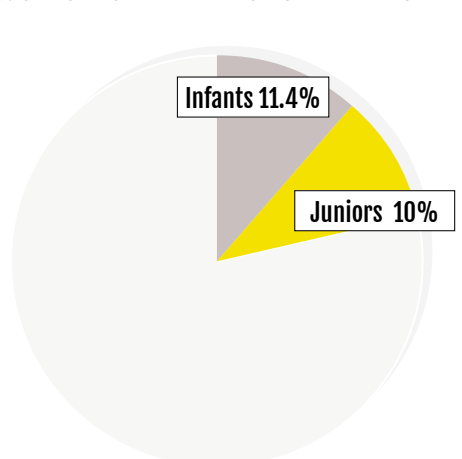
% OF PUPILS WHO SPEAK ENGLISH AS AN ADDITIONAL LANGUAGE



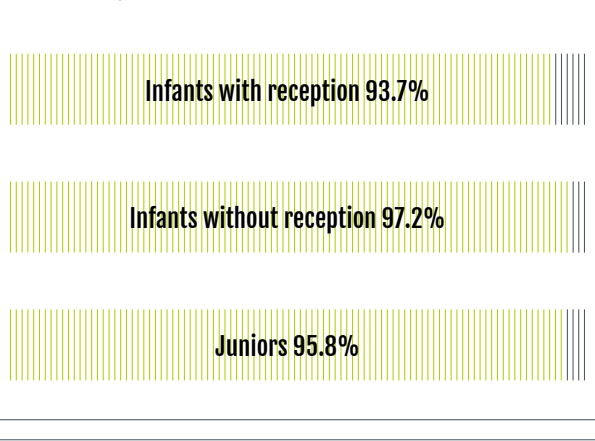
% OF PUPILS WITH SEN SUPPORT



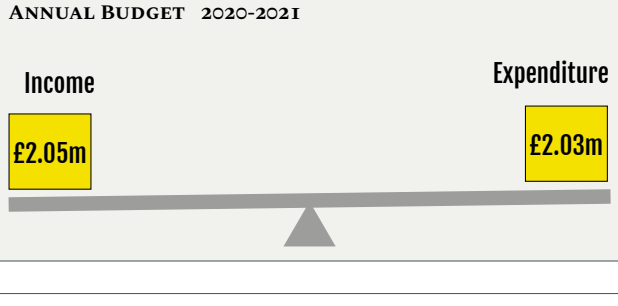
% OF PUPILS ENTITLED TO PUPIL PREMIUM



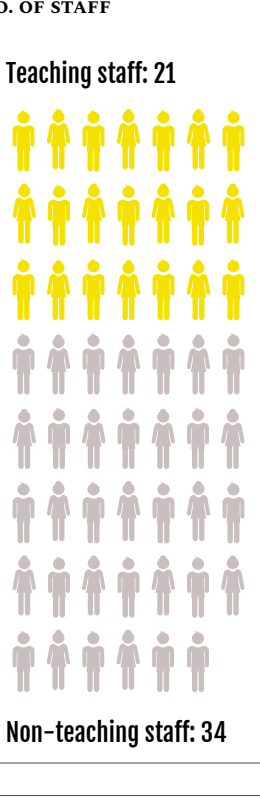
ATTENDANCE



ANNUAL BUDGET 2020-2021



NO. OF STAFF



Famous connections to this school

Maya Jama, Radio and TV Presenter went to Sefton Park!

Portishead practiced and Roni Size recorded his debut Mercury prize-winning album in Ashley House which is now the nursery.

Recruitment Process

Timetable

Please note that we expect tours and selection activities to take place in person, although this may be modified depending on Government pandemic regulations.

Week beginning 22nd February, 1st / 2nd March: Tours of the school are encouraged - please contact school to arrange this

Wednesday 3rd March at 5 pm: closing deadline for applications

Week commencing Monday 8th March: Shortlisted candidates notified and references sought. Further information on selection activities will be given to shortlisted candidates.

Thursday 18th and Friday 19th March: Selection days Candidates will have a variety of activities including an interview.

Contact

For further information and to book a tour, please contact our School Business Manager, Ruth Watts, on **0117 3773290 ext 208** or email mrs.watts@seftonparkschools.co.uk

Documents

Download the Job Description, Person Specification and Application Form from the the eteach or TES sites.

Please complete the Application Form, and add a statement (1600 words maximum) in which you tell us why you are applying for this post and how you meet the criteria for the headteacher we are seeking. Please send to mrs.watts@seftonparkschools.co.uk

Thank you for your interest in this post!