

ST ANDREW'S CE PRIMARY SCHOOL, SHIFNAL

HEADTEACHER

**REQUIRED FROM
SEPTEMBER 2016**

Information for Applicants

St. Andrew's C. of E.



Primary School

Post: HEADTEACHER

School: ST ANDREW'S CE PRIMARY SCHOOL

Address: Park Lane
Shifnal
Shropshire
TF11 9HD

Telephone: (01952) 460226

Email: admin@st-andrews-shifnal.shropshire.sch.uk

Website: <http://www.st-andrews-shifnal.co.uk>

The Governors invite applications for the above post from candidates who meet the criteria outlined on the following pages.

Information is also given in this pack about:

- the school
- primary education in Shropshire
- the post

Further information is available by contacting:

- Leanne Thompson, Schools Human Resources Team, (01743 254549)

We would encourage you to visit the school informally to see what St. Andrew's could offer you. Please contact the school administrator, Mrs Tracy Hammond, on (01952) 460226.

Letter from Chair of Governors



St. Andrew's C. of E. Primary School

Park Lane, Shifnal, Shropshire, TF11 9HD. Tel: 01952 460226 Fax: 01952 463703

October 2015

Dear Applicant

Thank you very much for your interest in the position of Headteacher at St Andrew's CE Primary School. This opportunity has arisen because of the forthcoming retirement of our long standing Headteacher, Mr Adrian Marsh in August 2016.

St Andrew's is a delightful and successful school united in its vision to provide an innovative, evolving and creative curriculum, both inside and outside the classroom, where all pupils are supported to achieve their potential. Our Christian ethos and the caring and inclusive atmosphere which it creates is based on the belief that every child in our community is entitled to an education which inspires them not only to succeed, but also to develop a long lasting commitment to learning.

As a Governing Body we are enormously proud of our school, its role in the community and its many achievements. We have an extremely committed and capable leadership team, excellent teachers and support staff, and an engaged and supportive group of parents. At our last Ofsted inspection in 2011 we were rated a "good" school encouraging us to feel that "outstanding" is achievable.

This is an exciting time for our school. The town of Shifnal is growing rapidly and will increase in population by over 60% within 10 years. St Andrew's School will also grow and with around 90 more children anticipated, we are already in discussions with the Local Authority about a substantial building programme.

At my recent meeting with the children to talk to them about the future, they asked me to make sure their new Headteacher is kind, caring and majestic! If you think you could be at least two of these, please do come and visit us. We would be delighted to show you why we love this school so much!

I hope you find this pack useful and informative and that it will encourage you to apply for this exciting, challenging and rewarding post. Thank you for your interest in St Andrew's CE Primary School.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Mark Lea'.

Mark Lea
Chair of Governors

Letter from Head Teacher



October 2015

Dear Applicant

It is with regret that I am leaving St. Andrew's School after 18 years, but retirement beckons and I feel that the school is in a good place for someone new with fresh ideas to take over and drive this happy and thriving school forward into the future.

St. Andrew's is a caring school with strong family and Christian values. It is at the heart of the local community and is respected by all, both within the town and further afield. The children love learning, want to do the best they can and spend time improving and extending their work and creative ideas. Their parents are supportive and want their children to achieve their full potential, but only if they are enjoying school and in an environment where they can become good citizens. Children take responsibility for their own actions and are very caring towards each other. There are, of course, problems, as there are in any aspect of society, but solutions are found quickly and the one school rule of "do unto others as you would have done to yourself" is one that everyone agrees with and uses effectively.

The curriculum is vibrant and a strong leadership team ensures that all initiatives meet the needs of the pupils and the community. New ideas are embraced, but strategies for implementing them are carefully thought through – and always with the support of staff, governors, parents and children. Innovative work has underpinned the school's vision. Staff are loyal, hard-working and committed to providing the best possible experiences for all children. St. Andrew's is an inclusive school and children of all abilities know that they are taught and cared for by staff who are well trained and whose knowledge of appropriate strategies is exceptional.

The children love visiting Green Acres Farm where they can work in the on-site classroom on activities that allow theory to be put into practice. They have a strong relationship with St. Andrew's Church, taking the lead in services and also helping with community projects, often – with PTFA support – raising money or providing entertainment. Children have been fully involved in the work with our link school in Western Kenya, helping to raise funds so that staff who have been out to Bilibili School have helped develop a farm, managed by the children, so that the harvested produce provides free school meals for every child every day of the year. The children are talented and they do care.



St. Andrew's C. of E. Primary School

Park Lane, Shifnal, Shropshire, TF11 9HD. Tel: 01952 460226 Fax: 01952 463703

Everyone works hard, but there is no chore in attending concerts and sports events. Our school choir has recently sung alongside the Fron Male Voice Choir and Shropshire-based adult choirs of real note; our sports teams have taken part in more sports tournaments than any other local team; our ukulele band played in Shrewsbury and...so the list goes on. The Governing Body is very supportive. Each governor provides time, expertise and commitment to making the life of the head teacher a lot easier. They are critical friends, keen to ensure that the school is going in the right direction but always ready to listen and to react positively and in a practical way when necessary.

The school has a very good record of results, but there is a belief that we can always do better. Recent innovative purchases and appointments have meant that the school is in a strong position to do more in the future. Finances have often been very tight, but recent changes in legislation suggest that shire counties will benefit from an improved national funding formula. The school will need very carefully managing through the next ten years as the Shifnal Development programme will lead to the number on roll moving from nearly 300 to nearly 400 – challenging, but an exciting prospect for my successor!

Apart from the obvious – like the first day of an OFSTED inspection (!), I have never not wanted to come to school. Remember those people who say how fortunate they are for being paid for a job they love doing - normally rock stars and sportsmen and women. Well, I am one of those people too and, whoever takes over from me, will undoubtedly be able to say the same when they retire...and it will be when they retire, for no matter what job offers come their way (and there could be many as there was for me), they will turn them down to stay at St. Andrew's.

Yours sincerely

Adrian Marsh
Head Teacher

Our School

St. Andrew's C. E. Primary School is a co-educational day school administered by Shropshire County Education Committee, with strong links with St. Andrew's Church, Shifnal.

St. Andrew's caters for pupils between the ages of 4+ and 11, in a 1960s open plan building set in attractive grounds. In addition to the extensive playing fields, there are formal gardens and an environmental area centred around a pool and stream, which are used extensively as outdoor classrooms. There are 10 large classrooms, a multi-purpose area, large hall, dining room and computer suite. An additional demountable building was erected in 2013 to provide a functional area for a range of curriculum activities. The caretaker's bungalow is now being used for peripatetic music sessions and as a training facility. Also on site is an Area-Based SureStart Centre and a private pre-school, nursery and after school care provision. The latter operates between 8 am and 6 pm for 48 weeks of the year.



There are 288 children on roll with an annual intake of 42. As a result of the current growth of Shifnal, it is expected that the roll will increase to over 300 by 2017 and, potentially, to almost 400 by 2026. Currently, the children are organised into 10 classes with all the classes, apart from one pure Foundation Stage class, having children from mixed year groups. There are strong links with all of the school's pre-school providers and, in particular, with Kaleidoscope which is the main provider to the school. There are equally strong links with the area's secondary schools, particularly Idsall which takes the majority of Y6 leavers. We also regularly have children going on to local grammar schools in Newport, Wolverhampton and Shrewsbury. Although the number of children who have special educational needs is relatively small, the school is fully inclusive and has a good reputation for providing support for children of all abilities working well with local special needs providers for learning and behavioural support.



St. Andrew's is a leading member of a soft collaboration of the six primary schools and one secondary academy in the area. This group meet regularly, organise CPD, provide self-evaluation and moderation protocols and work together to provide opportunities for children to take part in sports tournaments and music concerts. This is an invaluable and mutually supportive group.

The school employs ten full time teachers and eleven teaching assistants (FTE). The senior leadership team consists of the head, two assistant heads (one for KS1 and one for KS2) and the SENCo. There is an excellent balance of very experienced and more recently appointed teaching staff, who all take on at least one curriculum area as subject leader. Vacancies have only occurred in the last ten years owing to retirement or an increase in the number of children on roll. All staff work hard for each other and there is a strong whole school ethos.

The Governing Body is exceptionally supportive with all members committing time and expertise to the management of the school. They have all had (or have) children at the school. The governors are true critical friends and their knowledge of the school and all aspects of curriculum and non-curriculum matters ensure continuing success. The new constitution provides three parent governors, three church governors, three community governors, one LA, one teacher governor and the head teacher. In the past Shropshire has often had a very poor budgetary settlement although this issue has finally been addressed and our income is increasing. Our improved financial situation has allowed us to reduce class sizes, increase the number of teaching assistants and invest in much needed material resources. Currently, the school is on track, as in all previous years, to have a break-even budget by April 2016. Careful management of DFC money and strong links with the LA's Property Services has meant the school buildings and grounds are well maintained. New boilers, radiators and a partial re-roof have all taken place this year and future programmes of work include re-fenestration, new external doors and additional work on the roof. There is a £1.8 million pound budget attached to the town's two schools for additional classrooms when the Shifnal Development impacts on numbers on roll.



Our extremely supportive parents obviously want every child to make excellent academic progress, but they are equally determined that their children should continue to love coming to school and have fun. Pupils are encouraged to become involved in a very wide range of school and community initiatives. The most important being our links with St. Andrew's Church and The Lichfield Diocese, allowing them to regularly take part in and lead worship at church and in school, as well as attend the vibrant, community Messy Church. In recent years a diocesan initiative has allowed us to develop strong links with Bilibili School in Kenya. Staff have visited the school on numerous occasions and the pupils from both schools are linked by the innovative farm project, which is now being extended to other schools in Western Kenya. The school also supports a number of local charities, often through fund-raising events usually organised by a very strong PTFA. Local businesses are supported by the school and used whenever possible. The sports programme is organised in conjunction with other local schools within the South East Shropshire Sports Partnership based at Idsall School, also in Shifnal.



As a consequence of our embracing of the New Primary Curriculum, recent purchases include the Singapore-based maths scheme, Inspire Maths; Accelerated Reading software to provide detailed assessment of children's reading abilities and styles; Tynker to provide individualised learning programmes for the teaching of Coding and the new version of iTrack which helps provide summative assessment tracking. These programmes have helped resource a curriculum in which children firmly believe it is "cool to be clever". Thorough understanding of concepts is key to the teaching and learning programme, with staff planning effectively and accurately to ensure that children are assessed immediately through formative assessment strategies enabling them to plan next steps. Teaching assistants support teachers to provide immediate and accurate intervention and support so that children are able understand every aspect of their learning on the same day and before they go on to the next stage.

There are strong links with Green Acres Farm in nearby Kemberton, where children often take part in practical learning activities linked to cross-curricular lessons in and around a purpose built classroom. Here they are able to link their school-based learning to real-life applications whether it is by designing barns, conducting experiments and analysing data relating to declining species or looking in detail at life cycles and other science based modules. All reception children visit the farm in each term of their first year in preparation for the regular visits throughout KS2. KS1 staff and volunteers are qualified and committed Forest School leaders, making wonderful use of our mature trees and our very own ten year old, hundred tree woodland which is maturing rapidly.



More widely, all of our school visits, either for the day or residential are designed to support the curriculum. This year, Years 5 and 6 are visiting Ingestre Hall, the only Arts residential centre in the country. Music is a real strength with every child in KS2 learning a musical instrument. The school choir has deservedly built up an exceptional reputation. Their first concert this academic year was with the Fron MVC and their second with two of Shropshire's leading adult choirs. They will be the only school choir representing Shropshire schools at the Shrewsbury Christmas Fair.



A local firm, Active8, support the PE curriculum providing lessons as well as after school clubs. They also help the PE co-ordinator organise the many sports tournaments within the Shropshire Sports Partnership. Last year, by ratio, St. Andrew's provided more children taking part in competitive sports than any other within the scheme. Our teams are often very successful with, for example, the Y6 cricket team competing in the county finals in each of the last six years.



Over the past two years, the experienced leadership team have helped transform the school so that it now meets the needs of the new curriculum and the demands it places on children and staff. They regularly lead training and moderation programmes with the local school group and more widely in the county. Challenging targets are set, but support, training and guidance are always given. The school's vision is clear and all decision making is based on collaboration which, in turn, is related to carefully analysed research and data.

KS1 Results 2015		
Phonics	=97.5%	
Reading	L2b+ = 90%	L3 =50%
Writing	L2b+ = 87.5%	L3 = 12.5%
Maths	L2b+ = 87.5%	L3 = 37.5%
KS2 Results 2015		
Reading	L4+ = 97%	L5 = 60%
Writing	L4+ = 88%	L5 = 35%
Maths	L4+ = 97%	L5 = 53%
	L6 = 9%	

The most common comment made by parents and visitors is about the family nature of the school. They talk about its caring atmosphere, its warmth, the friendliness of the pupils and staff and its commitment to providing future citizens with a true Christian outlook on life. St. Andrew's is successful because of the team effort involving children, parents, staff and governors.

Our School

Our Parents would like the new Headteacher to

.... embrace and celebrate all of the children's achievements and to be able to see the whole child.

.... have good two-way communication skills with all members of the school community.

.... be visible and approachable

.... be someone who is forward thinking but can build on the educational excellence that the school already provides.

.... be a persuasive communicator who recognizes the value of community links and to ensure the school has a voice within the community during this period of rapid change.

.... be the heart of the school.

.... actively encourage the continued development of the wider curriculum.

Our Teachers would like the new Headteacher to

.... create and maintain stability in both education and the community during changing times.

.... be a good listener who can assess a situation fairly.

.... be an approachable headteacher who recognises and values the professionalism, experience and goodwill of staff.

.... have excellent communication skills ensuring that all staff know what is required.

.... acknowledge the qualities of the existing staff, enabling them to teach with creativity and individuality.

.... be committed to retaining the inclusive ethos of the school ensuring that every child is both nurtured and educated.

The background of the entire page is a dense collage of various children's drawings. These include depictions of people (some with large heads or multiple limbs), objects like bicycles and musical instruments, and abstract shapes. The drawings are done in a simple, expressive style with bright colors like yellow, blue, red, and green. Some drawings have labels like "Art Chair" or "ABAC CUBES".

*The pupils of St Andrew's School
would like
their new Headteacher to be:*

caring	cool
generous	majestic
easy to understand	smart
kind	firm but fair
confident	tidy
patient	responsible
courageous	

*and to
keep us safe
have a good memory for names
stand out from the crowd
tell good stories
give less homework
like good behaviour
improve the toilets*

and finally to be
.... not brave and not shy but in the middle!

-Lucy (age 6)

cool
majestic
smart
firm but fair
tidy
responsible

and finally to be

-Lucy (age 6)

Job Description

Name of School: St Andrew's CE Primary School, Shifnal

Title of Post: Headteacher

Description of Post:

The statutory conditions of the post are as laid down in the School Teachers' Pay and Conditions Document. The following details summarise the major tasks expected of the Head of the school and the skills, knowledge, aptitudes and qualities they require in order to carry out the role.

Key responsibilities of the Head

1. Establishing and articulating the aims and major policies of the school in collaboration with the staff and governing body.
2. Preparing Development Plans for the school related to the National Curriculum, the school's budget, the in-service needs of teachers, and other requirements, including OFSTED.
3. Maintaining an overview of the quality of the school's curriculum provision in conjunction with the School Development Plan.
4. Managing the quality of the learning environment in the school, including the observation and review of the performance of staff and pupils.
5. Responsibility for all aspects of financial management.
6. Developing and maintaining links between the school and the community that it serves.
7. Managing the communications and support networks of the school.
8. Organising the appointment of staff and establishing programmes for the development of both the teaching and non-teaching members of staff.

Personal skills needed to carry out these responsibilities

A clear overview of all major functions of the school and the ability to formulate and communicate clear statements about them.

An ability to predict, plan and prioritise, together with the skills of negotiation and decision making.

Having a clear vision of the totality and purpose of the whole school curriculum.

The ability to set up a workable process to promote the success of pupils within the school.

An ability to formulate, manage and monitor the School's budget and provide appropriate information to the governing body.

An ability to understand the needs of the local community and to develop positive dialogue with a wide range of people.

An ability to manage effectively.

An ability to define roles and responsibilities and to make effective appointments.

Description of Post/cont'd:

Key responsibilities of the Head	Personal skills needed to carry out these responsibilities
9. Performing regular staff performance reviews that encourage all staff to give their best, leading through personal example. Provide positive feedback on accomplishment, dealing promptly and effectively with issues of underperformance should they arise.	An ability to lead and inspire your team to give their best and feel involved, engaged with and appreciated – teaching staff, non-teaching staff and pupils.
10. Representing the school in the outside world, including the promotion of the school's attributes and achievements.	An ability to communicate a belief about the effectiveness of the school to the outside world.
11. Creating policies for the monitoring and evaluation of the success of the school.	An ability to define and pursue plans, and to search for evidence to see how well these have been achieved.
12. Preparing the school for inspection by OFSTED.	An ability to communicate all that has been done and achieved since the previous inspection.

Person Specification

Name of School: St Andrew's CE Primary School, Shifnal

Title of Post: Headteacher

In making this appointment, the Governors will be seeking the following essential and desirable skills and experience and personal qualities:

Please ensure that the job description and person specification are used as a guide when completing your application form. All of the criteria below will be assessed via your application form or further methods will be used to support this in the interview stage. You are expected to use the application form as a means to demonstrate, with examples, how you meet the criteria below.

Method of Assessment: Application Form (A), Interview Process (I)

Qualifications

	Essential	Desirable	Assessment
Qualified Teacher Status	Y		A
National Professional Qualification for Headship (NPQH) or working towards this		Y	A
Evidence of further degree/post graduate study		Y	A

Work Experience

	Essential	Desirable	Assessment
Proven management and leadership skills	Y		A I
Substantive recent experience of successful classroom teaching		Y	A I
Experience as a deputy headteacher or assistant headteacher or headteacher	Y		A I
Ability to lead the school's curriculum development	Y		A I

Work Experience/Cont'd

	Essential	Desirable	Assessment
A proven record of raising standards	Y		A I
Experience of successful Ofsted inspections and a thorough understanding of what makes an outstanding school	Y		A I
Experience of having an active role in performance management and associated staff development	Y		A I
A working and current knowledge and understanding of all key stages in the primary and EYFS phases	Y		A I
Experience of sustaining a safe, secure and healthy environment for the whole school community	Y		A I
Outstanding leadership skills together with team building skills that inspires trust and confidence within the whole school community		Y	A I
Experience of working with other professional agencies, learning networks and clusters to support the development of children and raise standards	Y		A I

Specialist Skills and Abilities

	Essential	Desirable	Assessment
Has a good understanding of financial planning and monitoring and effective budget management and strong financial management skills		Y	A I
Outstanding knowledge and understanding of the current developments in education	Y		A I
Ability to effectively use data, assessment and target setting to raise standards	Y		A I
Demonstrates good ICT skills and knowledge of how new technologies support teaching and learning		Y	A I

Work Related Personal Skills and Attributes

	Essential	Desirable	Assessment
Willing to work to continue the distinctive Christian ethos and character of the school and maintain co-operative relationships with the local parish and Diocese	Y		A I
Articulate and professional	Y		A I
Excellent organisational skills, coupled with an ability to work under pressure, to deadlines and to prioritise	Y		A I
Ability to motivate and inspire others	Y		A I
Be able to provide inspirational and clear vision and direction for the school	Y		A I
Excellent communication skills with all stakeholders and has the commitment to establish excellent working relationships with these networks (both internal and external to the school)	Y		A I
An active supporter of the local community and willingness to engage with the local community to the benefit of all	Y		A I
Able to inspire and lead the school through changes and meet new challenges with enthusiasm, creativity, vision and flair	Y		I
Commitment to Continuing Professional Development (CPD)	Y		A I
Can develop effective relationships with parents to ensure the best outcomes for families	Y		A I
Can work closely with the Governing body for the benefit of the school	Y		A I
Visible and approachable to pupils, staff and parents	Y		I
Be committed to extending and maintaining strong links with other schools, sharing best practices and resources	Y		A I

Terms and Conditions

The post is subject to:

- The terms and conditions for teachers as set out in the School Teachers' Pay and Conditions Act 1991 and any orders made under it;
- The other terms and conditions set out in the various national collective agreements in force from time to time;
- The Local Authority's Rules and Conditions including any local agreement entered into with recognised trade unions;
- Statutory regulations regarding the governance and management of schools as prescribed in the Schools Standards and Framework Act;
- The conditions set out in the Job Description and in the letter of appointment.

Salary and Pension:

The salary for this post is Headteacher Group 2 (L13 – L21) currently £51,886 - £62,521 per annum.

The salary of the successful candidate will be determined in accordance with the Schools Leadership Pay Policy and will be dependent upon experience and confirmed once an offer is made.

Details about the Teachers' Scheme may be obtained from Teachers' Pensions
www.teacherspensions.co.uk.

Unless notification to the contrary is given it will be assumed that as a full-time employee the successful candidate will contribute to the Teachers' Scheme.

Equal Opportunities

Shropshire Council is an Equal Opportunities Employer. Applications are welcome from suitably qualified candidates regardless of race, colour, nationality, ethnic or national origin, age, marital status, sex, sexual orientation or disability.

APPLICATIONS

Your application should be completed on-line - <https://shropshirejobs.engageats.co.uk/>. If you require a different version please e-mail hrcontact@shropshire.gov.uk.

Please also submit a concise letter of application, presented separately, that should be no more than two sides of A4 and email to hrcontact@shropshire.gov.uk

Please also submit a letter with your application, on no more than 2 sides of A4, specifically explaining your vision for what “outstanding” would look like in our school and e-mail to hrcontact@shropshire.gov.uk

Please note:

- ☐ your letter of application must be specific to this post; generalised applications are unlikely to be successful.
- ☐ do not include testimonials or a curriculum vitae.
- ☐ two referees should be given, one of which should be the applicant's current Local Authority, and the other the headteacher of their current school. If the applicant is an existing headteacher, the Chair of Governors of the current school should be named.
- ☐ the closing date is Monday 9th November 2015 (12 noon).
- ☐ short-listing for this post will take place during week commencing 16th November 2015. If you have not been notified by 21st November 2015 please assume that your application has been unsuccessful.
- ☐ interviews will be held on 30th November 2015

If you decide to apply, please note the schedule of dates below:

Recruitment Dates	Activity
Week Commencing 19th October 2015	Advert Live
23rd October, 3rd November and 4th November 2015	School Visits
Monday 9th November 2015 (Noon)	Vacancy closes
Week Commencing 16th November 2015	Shortlisting
30th November 2015	Interviews
30th November 2015	Ratification of Appointment

St. Andrew's School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Successful candidates will be required to complete an enhanced DBS.

FURTHER INFORMATION FOR APPLICANTS

- any canvassing in respect of this selection process will disqualify the applicant;
- the appointment may be terminated upon three months' written notice by either side taking effect on 30 April or 31 December, or upon four months' written notice by either side taking effect from 31 August, except in the case of dismissal for misconduct or any other cause;
- the Local Authority requires all applicants to give statements about, and permission for the Authority to conduct a check on, any criminal convictions as described in the application form. Failure to give such permission will mean that the application will not be considered;
- the Local Authority will carry out appropriate checks where an applicant is seeking appointment for the first time within the County. Any offer of appointment will be subject to formal confirmation after checks have been carried out. All checks will be made in the strictest confidence and used solely for the purpose of considering applications for the post;
- candidates called for interview should bring with them original documents or properly certified copies of all qualifications and a form of identification e.g. driver's licence or passport;
- expenses on the Local Authority scale will be allowed to candidates attending for interview. Candidates will be responsible for arranging any accommodation requirements themselves. Any shortlisted candidate who withdraws from the process will not be reimbursed with travel or other expenses;
- post interview feedback is offered to candidates who are interviewed and who wish to take up the opportunity, focusing on issues of professional development highlighted by the interview.

EDUCATION IN SHROPSHIRE

Shropshire is the largest inland county, bordered by Wales, Worcestershire, Herefordshire, Telford and Wrekin, the West Midlands, Staffordshire and Cheshire. It is a county of interesting variety of character and landscape, from sparsely populated agricultural areas to the County Town of Shrewsbury. It offers a wide range of places in which to live and work and easy access via the M54, A5, M6 and rail to the rest of England, Scotland and Wales.

The Council's headquarters is located in the Shirehall on the outskirts of Shrewsbury. The Council's Children's Services is led by Karen Bradshaw (Director) and offers a full range of services to primary schools and their parents, pupils, governors and staff.

The Local Authority's policy is that the school curriculum should help all pupils to:

- enjoy learning and perceive education as a life-long process
- develop the attitude, understanding and skills necessary, now and in the future, to exercise independence and initiative and to work, participate and thrive in a democratic society
- to fully involve pupils in each of the following areas of learning and experience in all years:

aesthetic and creative;	mathematical;	scientific;
human and social;	moral;	spiritual;
linguistic and literacy;	physical;	technical.
- develop lively, enquiring minds and the ability to:
 - find and use information
 - question and debate rationally
 - apply understanding and skills in order to address issues, solve problems and carry out practical tasks
- develop worthwhile personal values and attitudes, including good manners and respect for others, and gain a clear understanding of the ways of life of other people and other cultures
- understand the world in which they live and the interdependence of individuals, groups and nations
- develop appreciation and concern for the environment
- work co-operatively with others, including developing confidence and respect in relating to adults
- develop self-reliance and the ability to learn independently

The Local Authority has 133 primary schools and several general and specialist teachers' centres.

Schools are supported by a strong Advisory Service which includes both subject specialists and primary generalist area advisers. Each school has an allocation of area adviser time, related to school size, for work on the school's agenda. There is a substantial programme of Continuing Professional Development (CPD), including management development courses, and consultancies which can be purchased to support particular development needs.

Children's Services gives support to schools in financial, human resources and management matters.

Newly appointed heads, whether in their first or a further headship, can expect particular support from their Attached Adviser and to be invited to take part in an induction programme.

Emphasis is placed upon the school development planning process as a means of ensuring a successful cycle of monitoring and evaluation of the school's progress. This is assisted by the primary advisers' monitoring and support roles. Shropshire advisers carry out inspection contracts under the Ofsted framework so that they continue to blend both evaluative and advisory functions, to the benefit of the schools.

Emphasis is also placed upon the support that is available through schools working together in groups and clusters. There are nineteen school development groups and several informal clusters and an association for small schools has been formed.

Standards in Shropshire schools are high and there is a tradition of continuous development and improvement.