

E.P. Collier Primary School

Ross Road, Reading, Berkshire RG1 8DZ

Telephone: (0118) 937 5470

Fax: (0118) 937 5472

Email: admin@epcollier.reading.sch.uk

Website: www.epcollier.reading.sch.uk

Head Teacher: Mrs J McMinn B.Ed Hons NPQH



January 2016

Dear Applicant

Thank you for your interest in our vacancy for Deputy Head Teacher.

EP Collier is a very special community to be part of – the fact that there are several members of staff who have been here for a significant amount of time is testament to this!

I am looking for someone who will share my passion for and belief in an equitable and outstanding learning experience for ALL children, acknowledging that for some we have to go the extra mile and then some to ensure that this happens. This person will be able to support our continued journey of improvement and hold high expectations alongside acting as a support and sounding board to the Head as part of the Senior and Extended Leadership Teams. A sense of humour is crucial as well as being able to understand that staff, like pupils, are all individuals with differing needs and strengths.

I have worked hard to develop a positive culture of behaviour management and need to have a Deputy who will endorse this way of working and promote the desire to change behaviours, not just provide sanctions for unwanted behaviours; for me, seeing the positive changes in some very challenging children is always the highlight of my work. I firmly believe that behaviour is a message about how a child is thinking and feeling and that as skilled practitioners it is our job to interpret these messages and skilfully turn unwanted behaviours into positive behaviours to secure the best outcomes for the children.

There will be a thorough selection process – this isn't designed to catch you out but to help us find the right Deputy Head for our school. It is important that you evidence in your application the impact you have had within your leadership role to demonstrate your strengths and potential. As part of this process I may wish to come and visit you in your own setting and observe you in the classroom.

We have a dedicated staff and work well as a team; all roles and responsibilities are valued and respected and we aim to have a culture of mutual respect and care. We are a happy, diverse and vibrant community and this is reflected in the makeup of our staff. We have a good reputation for inclusion and staff work hard to meet the challenges that this brings and celebrate and cater for each child's individual needs.

We have a 12 place Speech and Language Resource which is highly regarded within the Local Authority and maintains high success rates. The children are fully integrated into school life and are representative of the mainstream community. We have a mixed community overall with 10% FSM and a range of ethnic backgrounds. This gives us a rich and diverse culture which we celebrate and are proud of.

EP Collier is an expanding school – we are undergoing a major building project which will see us become a two form entry school. We are looking forward to the completion of the project but recognise that the journey will mean a lot of additional work for the Senior Leadership Team! The school is well situated, close to the station and town centre and with local shops on the doorstep including a fantastic local pub which often hosts end of term celebrations or more casual get togethers! There is plenty of information about teaching in Reading at <http://teachinreading.org/>

The role of Deputy Head in a school such as ours is pivotal to its success and growth. I believe that, for the right candidate, this would be a challenging role bringing with it plenty of rewards and satisfaction. I look forward to forging a new partnership to support me in my quest for the school to become outstanding.

Visits to the school are warmly welcomed. Please email admin@epcollier.reading.sch.uk to make an appointment. I very much look forward to meeting you.

Yours sincerely

A handwritten signature in black ink, reading 'Justine McMinn'. The signature is written in a cursive, flowing style.

Justine McMinn

Head