

All Saints Academy

Church of England Primary School

Stoke Ferry



A Member of the Diocese of Ely Multi-Academy Trust
Company limited by guarantee Number 142183. Charity Number 245456

**An exceptional opportunity to be part
of an exceptional future!**

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Headteacher: Mr. A.M. Beeson M.Sc, B.Ed

Chair of Governors: Mr. J. Nicholas-Letch.

A Letter from the Chair of the Local Governing Body.

Dear Applicant,

Thank you for your interest in the position of Headteacher at All Saints Academy. This is an exciting opportunity for an ambitious and experienced school leader looking to further develop their career.

All Saints Academy is a Church of England Academy within the Diocese of Ely Multi Academy Trust. It was formed in October 2014, following conversion from The James Bradfield C.E. Primary School. As such, it represents schooling in the area dating back to 1819. The school lies in a rural setting in the valley of the River Wissey and it serves the villages of Stoke Ferry, Wretton, Boughton and, since 2014, Wereham. Much of the local economy is based on agriculture but there is also a feed mill in Stoke Ferry and a Sugar Beet Factory in Wissington, about four miles away. The community is growing steadily and there are planning applications in the area for more residential property. As a result, there is a changing demographic with a growing number of parents commuting to local towns. Additionally, we have a small number of families from the American Air Bases in the area.

All Saints Academy currently has about 100 pupils on role, having grown from about 80 pupils two years ago. This growth is expected to continue as the area has been designated a rural hub for development and there is room on the site, if necessary, for further expansion of the school.

The academy is very proud of its Christian ethos and values which allow us to provide high quality opportunities for children of all faiths and none. We are also proud of our developments and the children's achievements, which were recognized at our last OfSTED Inspection when we were graded as a Good school.

I hope that you find this pack helpful and that it enables you to gather the information you need to make a formal application. For additional information, please see our website at www.allsaintsacademy.norfolk.sch.uk or, for a confidential discussion, please contact Rachel Beeson, Ely Diocese Deputy Director of Education, on rachel.beeson@elydiocese.org or 01353 652710. Please include in your letter of application a statement as to how you meet the person specification set out in the pack.

Please note that All Saints Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS and other checks will be required.

This is a great opportunity for someone to lead and further develop our academy in partnership with the local community and the Multi-Academy Trust. Thank you for your interest in the post and we look forward to receiving your application.

Yours sincerely,

John Nicholas-Letch
 Chair: Local Governing Body

2. The appointment process:

The timetable of events is designed to appoint a new Headteacher from 1st September 2016.

- The salary offered will be in the range HTR Point10 £48228 to Point16 £55951.
- Applicants are asked to submit an application using the enclosed form with a supporting letter. This should tell us how you satisfy the person specification and give us your views and competencies for how you would take up the challenge of establishing, nurturing and leading the Church academy. Please do not enclose a CV.
- The final closing date for applications is at 5pm 26h February 2016. Shortlisting will take place on Monday 29th February 2016
- Shortlisted candidates will be invited to attend a two day interview process on Monday 7th March and Tuesday 8 March 2016. Interviews will take place at a venues to be confirmed and will include a number of exercises and tasks, some of which will involve working with children. The final individual interview will take place the following day on the 9th March 2016.
- Following ratification of the appointment by the Local Governing Body (LGB) and the Multi Academy Trust, the Chair expects to inform candidates of the outcome the following day.

Completed application forms should be sent to:

Education Personnel Management Ltd
St.John's House
Spitfire close
Ermine Business Park
Huntington
PE29 6EP

Or to: headship@epm.co.uk

If you have further questions or queries about this post please contact Dr Shirley Hall at the Diocesan Office on 01353 652712 or rachel.beeson@elydiocese.org

The Diocese of Ely Multi Academy Trust (DEMAT) and the Church of England seek to provide a stimulating, happy and safe learning environment within our schools that reflect Christian values and the communities in which they serve. In particular we are committed to:

- Ensuring that all pupils, regardless of ability, gender, religion and background have access to a high quality education within a supportive environment which equips them well as independent learners to take their place in society and contribute to it
- Setting high expectations of leadership and learning
- Developing a common identity and common purpose between our academies whilst preserving each academy's individuality
- Encouraging innovation and collaboration across DEMAT academies and schools in the community of Church schools
- Supporting academies so that they may serve their communities more effectively

Working with the community is key to the Diocese of Ely's vision statement '*we pray to engage fully and courageously with the needs of our communities, locally and globally*'

We believe that church schools and academies should be places where spiritual, moral, social and cultural dimensions permeate the curriculum and enrich the lives of pupils in an increasingly target driven world. They are community schools and academies which admit pupils of all abilities and of all faiths and none. Where Christian values are inbuilt into the ethos and everyday life without any ideological pressure. They are also schools and academies where there is no disconnection between effectiveness and ethos since making an intimate connection is to transform the lives and life chances of all who live and work in our schools and academies and the communities they serve.

We seek to defy any association between background, poverty and achievement.

3. Job Description

The Headteachers job description should be read in conjunction with the National Head Teacher Professional Standards and National Conditions of Employment for Head Teachers. It will be reviewed at least annually as part of Head Teacher Performance Management.

Please note that where word 'school' is used, it also refers to 'academies'.

Core Purpose

The core purpose of the Head Teacher is to provide professional leadership and management for the new school. This will provide a secure foundation on which to build a school achieving the highest standards from the onset.

To gain and maintain this success the Head Teacher will:

1. Provide vision, direction and leadership to create an excellent school.
2. Ensure the highest possible quality of education for all its children, promoting excellence, equality and high expectations for all.
3. Effectively manage and evaluate teaching and learning, so that there is continuous improvement in standards of learning and achievement.
4. Lead the school's development of a broad, creative curriculum, and productive learning environment, which nurture the talents of all and ensures that all children have the opportunity to achieve their full potential.
5. Identify and prioritise the requirements of the new school, as it grows, and deploy resources to achieve the school's aims.
6. Build and maintain effective partnerships within this new community, and the wider community, for the benefit of the school and its children.
7. Work with the Local Governing Body and school staff to develop a strategic view for the school in the context of the community, and ensure accurate school self-evaluation to inform school improvement planning.
8. Ensure that All Saints Academy provides a caring, nurturing and safe environment in line with its core Christian ethos .

The Head Teacher will play a leading role in shaping a distinctive Church school ethos. Supported by DEMAT and the Local Governing Body , they will create a climate for learning where each individual regardless of background and beliefs is given equal opportunity to develop intellectually, spiritually, morally, socially and culturally.

Shaping the future – Strategic direction and development of the school

Working with the Local Governing Body, and listening to all members of the school community, the Head Teacher will:

1. Model the shared values and vision for the school, and inspire, challenge, motivate and empower others to carry forward the vision.
2. Develop a strategic plan for the school, placing it at the heart of the community, and analyse future needs and development within the local, national and international context.
3. Formulate policies and strategies for implementing the school's aims and objectives, based on accurate school evaluation and improvement planning.
4. Create and develop opportunities for partnership and collaboration within the community as both the community and the school grow.

Leading Teaching and Learning

The Head Teacher is responsible for the provision of an exciting education that can fulfil the potential of each pupil. Working with the Local Governing Body, the Head Teacher will provide equal opportunities for all pupils, support pupils' special educational needs, and ensure that all pupils are motivated and sufficiently challenged.

The Head Teacher will create a successful, productive and disciplined learning culture by:

1. Modelling personal enthusiasm for and commitment to the learning process.
2. Demonstrating the principles and practice of effective teaching and learning, so that this is secured and sustained throughout the school.
3. Implementing research and debate about effective learning and teaching, and so develop and initiate relevant strategies to raise pupil achievement and attainment.
4. Monitor and evaluate the quality of teaching and the standards of pupil achievement and attainment, and set targets for improvement.
5. Acknowledge and celebrate excellence, and challenge poor performance across the school.
6. Work with DEMAT and the LGB to enable staff to reach their full potential

Managing The Organisation

The Head Teacher will provide successful management and administration of the academy , and will be committed to continuous improvement of organisational structures and functions based on rigorous self-evaluation and in line with legal requirements. This includes adhering to safe employment procedures which place the safety of the children at the heart of all practices.

Responsibilities will include:

1. The day-to-day organisation, deployment and effective management of the staff and resources of the academy
2. Establishing and sustaining appropriate structures and systems, prioritising, planning and organising themselves and others.
3. Making professional, managerial and organisational decisions based on informed judgements, and thinking creatively to anticipate and solve problems.
4. Promoting good staff morale, by providing positive leadership, delegating tasks appropriately and enabling staff to achieve a healthy work-life balance.
5. Dealing with matters of staff discipline and grievance in accordance with policies and procedures adopted by the LGB
6. Working with the LGB to ensure that the school delivers effective financial management, including proposing a balanced budget which meets the needs and addresses the priorities within the improvement and development plan, monitoring and reviewing the budget during the year, and presenting timely financial reports.
7. Ensuring compliance with all applicable DEMAT, EfA, DfE and Diocese policies, in consultation with governors and staff, and to provide all necessary information to the DEMAT, EfA, DfE and Diocese.
8. Ensuring that all aspects of academy performance are monitored and evaluated in a robust, cyclical manner; to maintain records of self-evaluation and to identify areas for improvement so as to ensure that an improvement and development plan based on robust self-evaluation is in place, is delivered, and impacts on pupil outcomes

Securing Accountability

The Head Teacher is legally and contractually accountable to the DEMAT board of trustees for the school, its environment and all its activity, which is in part delegated to the LGB. The Head Teacher must also fulfil the wider accountabilities in relation to pupils, parents, carers, DEMAT the Diocese and other relevant stakeholders.

This includes to:

1. Engage the academy community in the systematic and rigorous self-evaluation of the work of the school and work closely with the LGB to ensure that effective self-evaluation informs improvement priorities.
2. Ensure the roles and accountability of all members of staff are clearly defined, understood and effectively managed and that performance management and appraisals are undertaken.
3. Collect and use a rich set of data to understand the strengths and weaknesses of the school.
4. Ensuring that the academy is well prepared and able to respond positively to external inspection and review.
5. Be responsible for promoting and safeguarding the welfare of children and young persons.

Strengthening Community Through Collaboration and Partnership

The Head Teacher will engage with the internal and external community to secure equity and entitlement. This includes collaborating with governors, staff, parents and carers, other schools and agencies for the well-being of all children and to develop extended services to meet the needs of the community.

The Head Teacher will:

1. Recognise and champion opportunities for developing a rich and diverse learning community, which respects the rights, responsibilities and dignities of all.
2. Engage in dialogue which builds partnerships and community consensus on values, beliefs and shared responsibilities.
3. Listen to, reflect and act upon community feedback.
4. Build and maintain effective relationships with parents, carers, partners and the community that enhance the education of all pupils.
5. Develop a strong relationship with the local church.

This job description is not exhaustive. The Head Teacher might also be required to undertake additional duties at the reasonable request of the Local Governing Body.

This Local Governing Body, and the Diocese of Ely Multi Academy Trust are committed to safeguarding and promoting the welfare of children and young people, and head teachers must ensure that the highest priority is given to following guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an enhanced check from the Disclosure and Barring Service (DBS).

4. Personal Specification

Requirements	Essential	Desirable	Source of Evidence
Qualifications and professional development	NPQH or equivalent Qualified Teacher Status Evidence of on-going professional development	Experience of leading/working within a leadership team to bring about school improvement	Application form /Interview
Experience	Proven successful senior leadership experience as a Head, Acting Head or Deputy Head Teacher Successful teaching experience across the primary age range Demonstrated pro-active track record of leading change Evidence of implementing strategies for raising standards of teaching and learning successfully Previous experience and responsibility for managing budgets, securing funding and developing resources	Experience as a National or Local Leader of Education or other role in supporting other schools Held lead responsibility /designated person responsibility for child protection	Application form/ references/ interview/ discussion/ presentation
Knowledge and Understanding You will possess a	<ul style="list-style-type: none"> thorough understanding of the national agenda in education Sound knowledge of expectations of EYFS, KS1 and KS2 well-developed understanding of what makes for effective teaching and learning understanding of equality of opportunity, child protection and diversity issues clear vision for creating a creative curriculum which meets the needs of all pupils and generates a love of learning use and implement assessment procedures to plan learning across the school 	Involvement in local and national teaching and learning initiatives A desire to promote sport and physical well-being as well as outstanding art, music and cultural diversity	Application form/ references/ interview/ discussion/ presentation

Skills and Qualities You will be able to :	<ul style="list-style-type: none"> • Inspire and lead staff and other stakeholders • resilient to change and challenge, maintaining a positive outlook • demonstrate skills in thinking and planning strategically • demonstrate excellent inter personal skills • forward looking, and entrepreneurial • Able to lead a team and delegate effectively, empowering, valuing and developing other staff • use new technologies to enhance organisational effectiveness • prepare children for the opportunities and challenges of the 21st century by supporting developments in IT and new media • to lead change positively and effectively • positively manage difficult relationships with parents/carers/staff 	Able to market and promote the school to ensure the school is at the heart of the community	References/ interview/ discussion/ presentation
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Attitudes/ Values You will have a commitment to :	<ul style="list-style-type: none"> • making a difference to children's lives. • high aspirations for all children. • working in partnership with staff, governors, parents and the wider community • working in collaboration with and supporting other schools • growing and nurturing a distinctive church school ethos 		Application form/ references/ interview/ discussion/ presentation
Suitability to work with children You will be:	Able to meet all vetting requirements for working with children and young people Able to demonstrate commitment to the protection and safeguarding of children and young people	Trained in safer recruitment procedures. Experienced in working with partner agencies in child protection matters.	Application form/ references/ interview/ discussion/ presentation

Selection decisions will be based on the criteria outlined below. At each stage of the process, an assessment will be made by the appointment panel to determine the extent to which the criteria have been met.

When completing your application paperwork, you should ensure that you address each of these criteria and provide supporting evidence of how you meet the criteria through reference to work or other relevant experience.

5. Opportunities and Challenges

You will need to be able to develop a vision and share it with others.

An important part of the leadership role will be the partnership with the church community.

The Local Governing Body All Saints Academy invite you to turn vision into reality!

If you are new to Norfolk, it has many benefits as a place to live and work including:

- Affordable housing
- Beautiful landscapes and countryside
- Cultural activities in nearby Kings Lynn, Norwich, Cambridge, Ely and Peterbrough
- Good transport links to London
- Easy access to the north Norfolk and East Norfolk coasts

If you are new to DEMAT we can offer you:

- The chance to lead and expand a developing academy
- Support with all aspects of improvement and development
- Opportunity to be part of and support an expanding group of Academies
- Opportunities for career progression and training

6. The School



The school currently has some 100 children from the EYFS class through years 1 to 6. The children have the opportunity to go in school trips to places of interest and education and participate in National Science week.

The school is supported by the “Friends of All Saints” comprising parents and other members of the community. They raise money by holding fetes and other events and run the lost property office for the school. They buy in and sell to the parents the distinctive purple school uniform with the school logo. Funds raised are given to the school for the benefit of the children through helping to fund school trips, school materials and other resources.

The concept of a school council has been developed further into the Academy Parliament. The older children represent the school at various functions, take responsibility for an earlier year and fulfil various other duties such as running the school shop.

The school sends out a newsletter to all parents every week and uses twitter to communicate using social media.

The school has a Chaplain who attends the school weekly to administer spiritual help and guidance to staff, parents and children in times of bereavement, stress or just to be a listening ear. The Chaplain takes collective worship weekly and other festival occasions.

Location, Site and Building



All Saints Academy is located on the edge of the village of Stoke Ferry in Wretton Rd.

Stoke Ferry is on the edge of the fens and the river Wissey meanders around the village providing a heyday for walkers, fisherman birdwatchers and others interested in countryside wildlife. It has good road connections to all the local villages and towns where most of the well known supermarkets and shops can be found. The nearest town is Downham Market some 15/20 minutes drive away..

The school has a playground and a playing field which hosts occasional football, rugby and sports events for the school and sometimes inter schools contests.

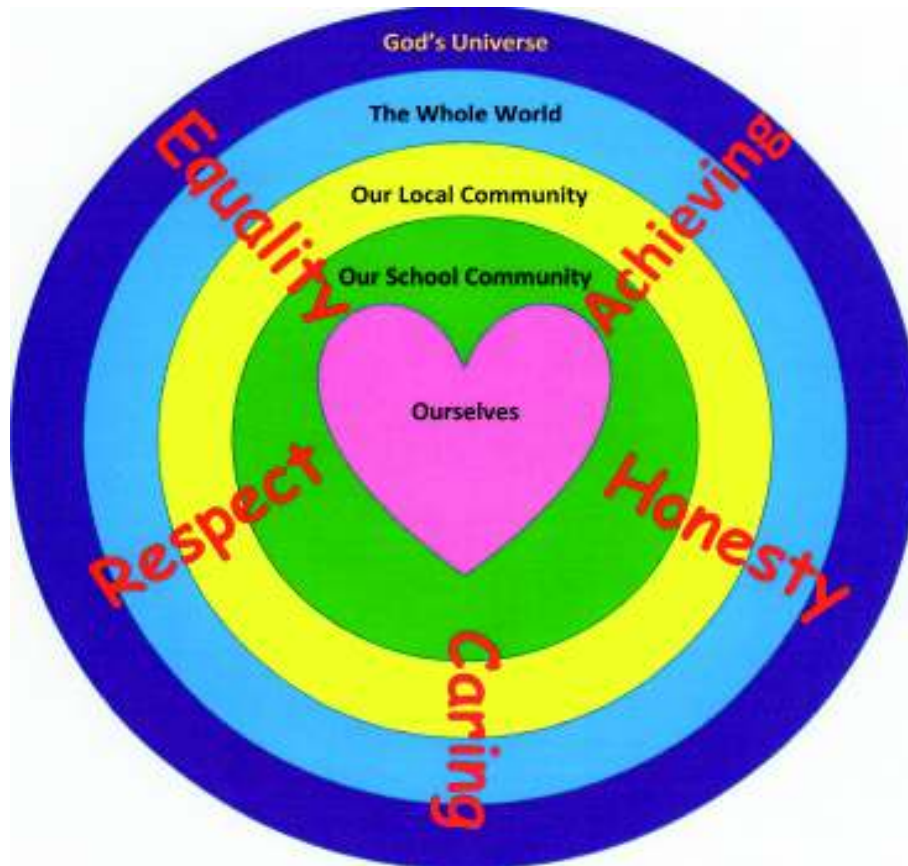
In addition there is a wild life area and a small garden where the children sometime grow vegetables and flowers.

The Academy also has a car park for staff, snd visitors.

The school building also houses a community Centre which is used in the evenings by some local clubs and organisations.

The school building was built and dedicated in 1987

Vision, Aims and Values



Together We Love to Learn and Learn to Love.

“I give you a new commandment: love one another. As I have loved you, so you must love one another.” (John 13:34)

The vision for All Saints Academy for the next three years is to ensure that each and every child is encouraged and helped to achieve their full potential, academically, socially and spiritually, in a loving Christian environment, encouraged by our caring school family and a welcoming local village community and within the wider supportive ethos of the Diocese of Ely Multi Academy Trust.

Our Aims.

- We will work with and encourage each and every child to attain the highest academic standards and to achieve their full potential for learning.
- Within our school family, we will help each child to build and increase their own self-esteem and confidence and develop their social skills to enable them to become life-long learners within a diverse and changing society.
- We will ensure that all children at All Saints Academy are able to grow and learn in a safe and secure environment where positive role models and shared responsibility lead to an ethos of caring respect for every person.

Explore Discover Learn

- As part of the Diocese of Ely Multi-Academy Trust, we will promote an inclusive ethos firmly based on Christian values and principles, which is welcoming to all and which respects and values the beliefs and cultures of other faiths and religions and celebrates the links between them.

Our Values.



Caring.

Children and adults who are: compassionate, loving, kind, generous, understanding, considerate concerned and helpful.

Achieving.

Enabling children to: accomplish goals, fulfil expectations, complete tasks, perform well, achieve the best learning that they can, attain high standards and earn the respect of others.

Respect

Developing a value for people and property by: having a regard for importance, appreciating qualities in others, having a good opinion of those who can guide us and thankful for their help, being polite and caring of those around us and treating other people and property in a positive and gentle manner.

Equality

Instilling a sense of fairness and justice, emphasising the inclusion of all regardless of differences, promoting peace and harmony, developing a feeling of community and togetherness.

Honesty

Encouraging honesty and integrity by developing: truthfulness, trustworthiness, a sense of right and wrong, sportsmanship, courage, loyalty, forgiveness and openness as well as an understanding of individuality within a community.

The School Logo



Our School logo represents the circle of school life with the 2 children reaching for the cross, being lifted to ever higher levels of achievement.

The design highlights how Christ and his love is at the centre of all we do at All Saints Academy.

The logo was designed for the school by a school parent.



All Saints Academy Parliament Spring Half Term Update

Since its formation in November 2015, the Academy Parliament has been very busy making changes to the school, raising money, listening to pupils' ideas, representing the school and much more.

Here is an update on all of the activities the Parliament has been involved in since its launch:

1. Representing the school during the Remembrance Service at the village memorial:

The Parliament members were asked to act as representatives for all children in the school during the service. The members laid the school wreath on the memorial, placed memorial crosses in the churchyard and did a reading during the service. They also collected funds for the Poppy Appeal in the run-up to Remembrance Day.



2. Re-launching of the school shop:

The first job on the new Parliament's agenda was to re-launch a school shop. The Parliament representatives spoke to each year group to find out what they wanted on-sale at the shop, and the overall consensus was to be able to buy school supplies, stationery, small toys and second-hand books. The Parliament then organised a book donation, asking children to donate a maximum of three books to them, with parental permission. This was a huge success and the Parliament have been inundated with generous donations from children and staff of the school.

The new Parliament Shop was launched on January 15th 2016 and has been a big success so far. Each Friday lunchtime, Parliament members set up the shop in the dinner hall and serve 'customers' once the children have finished eating their lunch. Year group representatives, particularly those who represent the younger children in our school, help the children with their money and change, and they all work very hard to ensure the smooth and successful running of the shop. To date, the Parliament Shop has raised nearly £10 to be used toward the cost of future Parliament projects, to be decided at a later date.



Explore Discover Learn

3. Updating Celebration assemblies, weekly certificates and rewards:

In the New Year, the Parliament quickly turned their attention to the weekly Celebration assemblies that we hold in school every Friday. These assemblies are a great opportunity for the children and staff to celebrate their achievements of the week, both academically and personally. Three main certificates are awarded for excellent behaviour, great effort and for the star pupil award. Other rewards include achievement stars, sports stars and attendance prizes. The Parliament agreed that it might be time for a change for some of these awards, so the year group representatives spoke to the rest of the children in the school to find out what they thought. From these discussions, it was agreed that the three main certificates should be updated to more subject-specific certificates: for English, Maths and Topic work (which covers many other curriculum areas such as science, computing, geography, history and art). The Parliament are now in the process of designing new certificates for these subject areas, and will launch the updated certificates after the February half-term break. Some other suggestions were made by the children during these meetings, such as: a maths medal to be worn in maths lessons, more recognition for achievements during Enrichment afternoons, and a 'golden book' to record things such as good behaviour, excellent homework, kind acts of citizenship and so on. Some of these changes will also be made after the half-term break to update our weekly celebration assemblies and reward system in-school:



Miss Large would like to thank the Parliament members for their continued hard work and dedication to their roles. They have been superb with everything they have done so far and we look forward to seeing what the future holds for the Parliament as they continue to work hard to improve their school.

School Trips

Banham Zoo

The fascination of animals



The children had the opportunity to see amazing animals up close and talk to the Zoo staff about them. They gained a better understanding of the Worlds wealth of wild life.



UK Computer Museum Cambridge

The centre for computer history.

To use the “hands-on” exhibits, attend the workshops and other events.

A true fun learning experience



Science Week



The whole school and teaching staff, as time permitted, participated in the event.

Parents were advised of the event through the school newsletter sent out to all parents each week.

The demonstrations started with the groups using signalling flags, semaphore, to signal to each other.

We then had a fascinating demonstration and explanation by a local pigeon fancier of the use of pigeons to carry messages.

The radio station was hard at work. There were a number of other school radio stations active. Our pupils were able to talk to their pupils about their school and their favourite subjects.

The children spoke to radio amateurs in some 29 different countries the furthest being Australia.

A map of the world was put up in the school assembly area. When a new country was contacted they put a marker in the map to identify the location of the country. This created discussion. Which group had contacted the station furthest away or was the most difficult station to contact due to its location or size of the country ?

Groups then proceeded to the Morse code station to transmit Morse code to each other.

Friday afternoon was reserved for parent visits to the radio station. Many parents attended.

A local Astronomer also gave a talk about the planets and stars.

All enjoyed the event.



Explore

Discover

Learn

The Diocese of Ely and its Church Schools

The Diocese of Ely is centred on its magnificent cathedral and covers a diverse area of some 1,500 square miles. Its growing total population is more than 650,000 and there are over 300 parishes and 325 churches. The Diocese includes the Cambridgeshire fens, the western part of Norfolk, the southern part of Peterborough City, the communities either side of the A1 down to St Neots as well as the city of Cambridge and its surrounding villages. Both legally and historically, church schools, whatever their category, are bound to their diocese more fundamentally than to the political authority that ‘maintains’ them. The significance of this is increasing in present times as the school landscape changes rapidly. They are committed to being distinctive and inclusive and rooted in the local communities they serve. They are ‘neighbourhood schools with a Christian character’.

There are currently 83 Church Schools in the diocesan family serving more than 14,000 pupils in Cambridgeshire, Norfolk and Peterborough, all but one in the primary sector. In September 2016 this number will rise to 85 as the Pathfinder School and the new Church Academy at Alconbury Weald open their doors. Originally about one third of the Church schools were Voluntary Aided (VA) and two thirds Voluntary Controlled (VC), however, twenty of these schools have now become academies and moved into DEMAT—the Diocese of Ely Multi-Academy Trust.

The Diocese of Ely has a sound track record of opening new schools in new communities; within the last fifteen years new schools have been created and are flourishing at Shouldham, Godmanchester, Cambourne and, most recently, Cardea (Peterborough). The expertise of the founding headteachers of these schools will be available to the new head of Pathfinder School.



The Diocesan Board of Education team supports the Church schools and their governing bodies through the Service Level Agreement with training, resources (including web-based resources), and bespoke support on standards and effectiveness as well as matters relating to Christian distinctiveness.

VA and VC schools are also allocated an Ely Diocese Regional Adviser. Throughout the year events are organised to engage the pupils of the schools, such as the October Cathedral Days for KS2 and Bishop Stephen’s Lent Challenge. With its proximity to Cambridge, the Pathfinder School will also be able to benefit from the opportunities offered by the Church Schools of Cambridge’s wider network.