

FULNECK SCHOOL

HEAD OF FULNECK JUNIOR SCHOOL

For September 2020



BACKGROUND

What makes a Fulneck pupil stand out?

Some people achieve amazing things in their lives. Recently, Fulneck School pupils voted for their greatest ever former Fulneck School pupil. The competition was steep, with a field that included a Prime Minister, a Nobel Prize winner and a star of Game of Thrones!

The winner – Benjamin Latrobe – may not be a household name today but as one of the architects of Washington DC he certainly made a contribution to international society!

A Fulneck education opens doors for its pupils, giving them the tools and skills they need to approach the next stage of their careers with confidence and enthusiasm. Our committed and expert staff inspire our pupils to gain a love of learning, an inquisitive mind, the confidence to try new things and old-fashioned Yorkshire grit to pick themselves up if at first they don't succeed.

Opened in 1753 as part of the Moravian settlement of Fulneck, the School retains its Christian roots and emphasises the values of kindness, service and enterprise. Today, the School community contains people of all faiths and none.

Where we differ from other schools, however, is in our emphasis on making a positive contribution to the society around us, whether that be in West Yorkshire, the UK or further afield like Benjamin Latrobe. Our pupils are outward-looking, empathetic and humble.

We are a diverse yet close-knit community with a family feel to it. The welcome you will receive is incredibly warm – do come and experience it for yourself.



STRATEGIC EDUCATION VISION 19-24

VISION AND ETHOS

Fulneck School aims to become the leading small independent school in the UK.

We add value to the lives of our pupils across a range of academic and non-academic pursuits, regardless of prior achievement.

We have an inspirational natural environment utilised imaginatively to develop physical and mental resilience, and a nurturing, warm, family-feel community that prepares pupils for their future lives and careers.

Fulneck pupils are offered a first class start to life which emphasises responsibility for self and others.



“Work hard”: Fulneck pupils who work hard at all they do to meet our high expectations. We have a broad curriculum that satisfies the needs of all our learners and we promote a love of learning, valuing the process and not just the results.

“Be kind”: Fulneck pupils recognise the importance of compassion, humility and empathy and display these characteristics in their daily lives.

“Be useful”: our founders believed in moral responsibility and social action. Fulneck pupils know there is more to life than self and continue to make a positive difference to wider society.

“Go well”: Fulneck pupils thrive on a diverse range of activities that develop their character, instil confidence and maintain their physical and mental well-being.

AIMS AND STRATEGIC OBJECTIVES

Fulneck School's 5 Year Strategy is built around 5 key pillars

Pupil Achievement

A forward-thinking academic curriculum that meets the needs of all pupils and a total curriculum that enables pupils to develop transferable skills to meet their future needs.

Pupil Development and Well-being

Mental and physical good health prioritised and proactively managed. Pupils educated to understand their responsibility for the world around them and equipped to make a difference.

Staff Development and Well-being

A community of life-long learners committed to professional development. All staff offered opportunities for maintaining good physical and mental health.

Leadership and Governance

Demanding that all members of our community strive for excellence. Ensuring that Fulneck School remains excellent value for money.

Business Development

An inspirational environment, in and outside the classroom, enabling pupils to develop their skills and key characteristics. Modern Boarding House facilities that attract a diverse range of UK and international pupils.



FULNECK PRE-SCHOOL

Our Pre-School is situated in its own recently refurbished setting, with four separate rooms dedicated to learning, exploration and creativity. Our outside space includes a brand-new play area for all our Early Years pupils.



The Pre-School sees the start of an educational journey that takes our children from the age of three all the way through to university or employment.

Our community offers a warm, friendly, family environment. The experienced staff balance learning and development with play and imagination, ensuring that the start to a child's education is holistic and fun.

Our ethos of "Work hard, be kind" extends through every area of our School and in the Pre-School it means happy, sociable, caring children who love to learn.

Our curriculum organises the children's learning into seven areas:

- Personal, social and emotional development
- Communication and language
- Physical development
- Literacy
- Mathematics
- Understanding the world
- Expressive arts and design

Our Pre-School is open to children from their third birthday with fifteen free hours available and has capacity for up to 30 pupils. The Early Years are directly managed by an Assistant Head who reports directly to the Head of Junior School.

A wooden sign with a brown border and a light tan background. The sign is mounted on two wooden posts. The text "FULNECK PRE-SCHOOL" is written in bold, black, sans-serif capital letters. There are some green grass-like shapes at the base of the posts.

FULNECK PRE-SCHOOL

FULNECK JUNIOR SCHOOL



The vast majority of our Pre-School children move into our Reception class and continue their journey through the school.

The teaching team possesses vast experience, both of Fulneck School and of other maintained primary schools. They are assisted in each class by an experienced TA or HLTA.

Fulneck School does not participate in SATS, but does measure the progress of its children through the Centre for Evaluation and Monitoring InCAS assessment. Ultimately, Year 6 pupils take the Senior School entrance assessment, alongside pupils from a large number of primary schools, based on verbal and non-verbal reasoning, and maths. Junior School pupils regularly attain academic scholarships to the Senior School.

Most teaching is carried out by the class teacher. However, as pupils reach years 5 and 6, largely to aid with transition, some lessons are taught by subject-specialist Senior School staff, including Design and Technology, Science and Music.

As an independent school, we do not have to follow the National Curriculum and are free to innovate as we see fit. A review is currently taking place into the teaching of literacy skills, but one of the early tasks for the new Head of Junior School will be to consider the future of our 3-11 curriculum more generally.

We are a progressive school and keen to avoid any sense of complacency in our teaching and learning. However, it will remain central to our ethos that pupils experience the thrills of creative and performing arts as well as the core subjects.

Our pupils benefit from a strong extra-curricular programme which helps to prepare the pupils for the all-round educational philosophy of the Senior School, as well as starting to educate our children on how to look after themselves physically and mentally.

Mirroring the Senior School, netball, football and cricket are our main team sports once the children have learnt the basic skills. We are currently placing more emphasis on music and will be increasing the number of pupils taking instrumental lessons from September 2020.

FULNECK SENIOR SCHOOL



In our vibrant Senior School, we are committed to developing the best possible learning experiences—in and out of the classroom—for our pupils.

We nurture young people who thrive as independent, confident and happy young citizens. We remain explicit in our demands that the children live our “Work hard be kind” motto, but also start to emphasise the impact that they can have on the world around them—“be useful”.

With passion and outstanding subject knowledge, our teaching staff ensures that every pupil is treated as an individual and we all work together to maximise potential.

At Key Stage 3, the curriculum remains broad, with all pupils studying the humanities and creative and performing arts in addition to the core of English, Maths and Science.

This approach reflects a central theme of the School: there is no “Fulneck product”. We encourage our pupils to follow their passions and develop their interests, whatever they may be. The range of our leavers’ destinations ultimately reflects that diversity.

At Key Stage 4, all pupils study English, Maths and the three Sciences (either separately or as the double award depending on prior attainment). In addition, pupils choose three options. For some pupils, that might include further time in our award-winning Learning Support Unit.

Our extensive extra-curricular programme allows pupils to develop their interests as well as leadership and team-work skills. All pupils have one afternoon of games per week but must also commit to another club or society which range from music and drama to cross-country and debating.

Our performance sports are football and cricket for the boys and netball and cricket or rounders for the girls. Regular musical and drama productions take place each year and a large number of pupils also take individual music lessons.



FULNECK SIXTH FORM

The Sixth Form is a time of change and continuity at Fulneck.

Continuity

Our curriculum remains broad with pupils able to choose between traditional A Levels, vocational Btecs or a mixture of the two.

Pupils remain in one of our three Day Houses and retain close contact with their tutors as well as the Head and Assistant Head of Sixth Form who guide the pupils through the academic challenges.

Pupils remain committed to our extensive extra-curricular programme and take up leadership positions within the School.

Class sizes are small. It is not uncommon for classes to have a handful of pupils, permitting a close and personalised learning environment.

Change

The Sixth Form has its own recently refurbished centre with rooms for study and social activity. Pupils also move out of their uniforms and instead have a business dress code.

The Sixth Form is also the stage at which we attract the majority of our boarding pupils. Young adults arrive from around the world—currently 16 different nations, including Russia, China, Nigeria, Brazil, Germany and Spain, adding further to our much-valued cultural diversity.

Pastoral care remains a key priority for Sixth Formers. Although they may be getting more independent, pressures around careers, for example, intensify and our whole-school welfare team, including the School Nurse, remain a significant part of school life.



THE ROLE

The Head of the Junior School is a key member of the Senior Leadership Team, the School's highest executive body. Also on the SLT are the Bursar, Business Development Director, Vice Principal (Risk and Compliance) and Senior School Vice Principals Academic and Pastoral.

The Head of the Junior School reports directly to the Principal, but retains a great deal of autonomy in the strategic direction and day-to-day running of the Junior School, including leadership of the Junior Management Team, within the overall vision and ethos of the School.

The Junior School has a Deputy and a Head of Early Years who both report directly to the Head of the Junior School. There are also whole-school Assistant Principals for Learning Support and High Achievers who sit on the Junior Management Team.

Leadership and Management

- Promote our vision that Fulneck becomes the leading small school in the UK by excelling at what small schools do well.
- Realise that vision by planning the strategy-related improvement plans.
- Play a full and active part in all aspects of school life.
- Report to Governors on all aspects of Junior School life.
- Ensure we have an effective and compliant policy & procedural framework to support the needs of our staff and pupils.
- Inspire confidence amongst our pupils, parents and other key stakeholders.
- Ambitious for the school to become and remain in the forefront of educational thinking and practice, both locally and more widely.
- Advise the Principal on staffing requirements and ensure that the highest calibre of teacher is recruited as necessary.
- Ensure that any new starting staff are comprehensively inducted into the practices and values of the School.
- Establish and maintain high standards of communication with pupils, staff and parents.
- Ensure the provision of the highest possible standards of pastoral care, and that the physical and mental health and well-being of all pupils remains at the top of our agenda.
- Work closely with the Designated Safeguarding Lead to oversee all aspects of safeguarding.
- Work with the Bursar on all aspects of Junior School budget and with the Director of Business Development on the recruitment of new pupils.
- Work with the Senior School Vice Principals Academic and Pastoral on all aspects of the transition process into the Senior School.
- Work closely with the whole-school Di-





Educational Leadership

- Lead our academic provision and produce plans for further improvement of the curriculum and teaching and learning.
- Build on our culture of professional development by improving the means for sharing good practice and finding means for sharing recent pedagogical research.
- Deliver the Professional Review and Development (appraisal) process to ensure that personal and professional objectives are met each year.
- Monitor the progress of all pupils through the InCAS assessment or other system, ensuring that the School secures strong value-added scores.
- Work closely with the Assistant Principal (Learning Support) to ensure that needs are quickly identified and supported.
- Work closely with the Assistant Principal (High Achievers) to ensure that our pupils are appropriately challenged.
- Ensure that the whole-school Directors of Music and Sport are fully supported in their visions for participation and excellence in those areas.
- Ensure that the clubs and societies programme provides a range of other activities for the children to develop their personalities.

Business Development

- The Head of the Junior School is the figurehead for the school and plays a key part in recruiting new pupils.
- Meet with all prospective families as far as is practical.
- Work closely with our marketing team to maximise positive publicity for the excellent work of the School.
- Lead on events that draw publicity such as open days and primary schools events.
- Develop relations with our feeder nurseries and infant schools.
- Maintain good links with our Pudsey and West Leeds primary school Heads.



THE PERSON

We are seeking an inspirational person to help our Junior School to take the next steps in its development and to implement the 5 Year Strategy.

The successful candidate is likely to have experience in leadership at primary school level. The sector that the candidate is currently working in—maintained, MAT, independent or other—is irrelevant. Much more important is the grasp of teaching and learning, and academic processes, in a primary school. Also required in the successful applicant are the following attributes:

- Qualified teacher at primary school level.
- The approach of a life-long learner.
- Successful experience, likely as a Deputy or serving Head, in a primary setting.
- Track record of successfully implementing changes in curriculum or teaching and learning.
- Enthusiasm for evidence-based learning and sound knowledge of up-to-date research.
- Understanding of aspects of positive psychology such as growth mindset theory.
- Belief in inclusivity and the need for the highest expectations for all children regardless of learning need.
- Some evidence of commercial acumen.
- Proven ability to develop positive relationships with all stakeholders; you will be the face of the Junior School!
- Experience in leading and developing successful teams.
- The patience and compassion that define a fine pastoral carer.
- A history of promoting and contributing to the extra-curricular programme.
- Understanding of the world that we are preparing our children for.
- Encouragement of pupils to contribute to the wider community.
- Respect for the Christian traditions of the School.
- The energy, resilience and sense of humour required of all outstanding leaders.



In return, Fulneck School provides an enviable environment in which to work. Our pupils are ambitious, enthusiastic and kind, and our parent body, including an exceptional PFA, is remarkably supportive. Our teaching staff is experienced in a range of educational settings and much loved by our pupils. They are supported in each class by an incredible team of TAs or HLTAs. Our Estates team works incredibly hard to maintain our unique facilities.

The starting salary will be commensurate with the experience and qualifications of the appointed candidate. All staff at Fulneck School qualify for fee reduction for their children. Currently, this equates to 75% reduction on one child and 80% when more than one. There is complementary use of the School's fitness suite, dining room for lunch and car park.

HOW TO APPLY

Candidates are welcome to contact the Principal for an informal conversation or pre-application visit. Paul Taylor can be reached at pct@fulneckschool.co.uk or on 0113 257 0235.

Closing date for applications is mid-day on Friday 21st February.

Short-listing will take place later that afternoon and successful candidates contacted.

First Round interviews will take place on Thursday 27th and Friday 28th February.

Final Round interviews will take place on Monday 9th March.

Start date: September 2020

Only a completed Fulneck School application form and accompanying letter, explaining how the job description and person specification are met, can be accepted. Please return documentation to the Principal at pct@fulneckschool.co.uk

Fulneck School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The successful applicant will be required to undertake an enhanced disclosure via the DBS.

