

HEADTEACHER

APPLICATION PACK



WELCOME FROM THE CHAIR OF GOVERNORS

Thank you for your interest in the Headteacher role here at Thameside Primary School.

With the current Headteacher retiring, we want to continue to drive the school forward and are seeking a strong and ambitious leader to achieve this.

The school has developed and grown over the last five years and now has 420 children. The school has a reputation for being a supportive, collaborative and inclusive community of which the governors are rightly proud. Progress of pupils throughout the school has developed and our focus is to continue the great work that is taking place.

We are also proud of the fact that the school and its teachers are open to change and innovation and we have seen new ideas and initiatives introduced to the school. We are keen to continue this approach, learning from others as well as making the school's strengths available to others.

We view this as a great opportunity for the right candidate to provide new leadership as well to develop and grow their skills, competencies and leadership in a supportive environment.

We look forward to receiving your application.
All the best

Mark Harper
Chair of Governors



"We would like our new Headteacher to be fun and kind."

Oliver, Year 3 pupil

INTRODUCTION TO THE ROLE

We want you to:

- Provide strong, visionary leadership to the school.
- Have high expectations of all children.
- Drive forward a culture of continuous improvement.
- Inspire, motivate and empower colleagues.
- Innovate to improve the school.
- To commit to the values of the school.
- Ensure all pupils in our inclusive school receive the best possible educational experiences to enable them to flourish.

We will offer:

- A supportive environment to develop and grow your skills, strengths and leadership.
- A dedicated team of talented and caring staff where team work is strong and morale is high.
- A welcoming, friendly, culturally diverse school with well-behaved and courteous children who enjoy learning, working hard and growing.
- The opportunity to innovate and be forward thinking.
- A commitment to continuous improvement and professional development.
- An active and supportive parent body.
- A knowledgeable and committed governing body who provide constructive challenge.
- Being part of a wider school network through the North Reading Schools Partnership, in particular working with fellow headteachers.

We would like our new Headteacher to be...

Nice (Cameron Y1)

Able to help other teachers (Sammy Y1)

Fun and kind (Oliver Y3)

Strict when they need to be (Alice Y3)

Fair and kind (Hazel Y4)

Enthusiastic (Eric Y4)

Artistic (Mea-Louise Y5)

Sporty (Noah Y5)

Fun (Amy Y5)

Helpful (Natasha Y6)





"Pupils behave well in lessons and teachers use these positive attitudes to help drive progress within their learning."

Ofsted, March 2016



KEY FACTS AND STATISTICS

Type of school	Primary
School category	Community
Age range	4 - 11
Location	Caversham, Reading, Berkshire
Co-educational or single sex	Co-educational
Number of children	420
Date school established	1906
Number of classes	14
Pupil Premium %	24
% of children with SEND (wave 2+ - EHCP)	20
% of children with SEND (EHCP)	4.5
% of children for whom EAL	24
EYFS GLD	55%
Year 1 Phonics 2018	82%
Key Stage 1 results 2018	Reading – 70% Writing – 63% Maths – 73%
Key Stage 2 results 2018	Reading – 78% Writing – 76% Maths – 63% SPAG – 76% Combined - 62%



"Thameside is a highly effective school. Much of the work it carries out is firmly based on the most up to date research. Leaders at the school enable teachers to support all learners very well."

Mo Galway, School Partnership Adviser

ABOUT OUR SCHOOL

Thameside Primary School is situated in the heart of Caversham. We are an extension of the local community and we celebrate the diversity of it with more than 36 languages spoken here. We are a Rights Respecting School.

Our vision

To work together to enable our pupils to become confident, resilient and independent young people who are fully prepared for the challenges ahead, both in education and in the community.

"Pupils enjoy going to school, with pupils saying the school is 'fun, amazing and exciting'."

"Pupils share the school's strong sense of community."

"Pupils behave well in lessons and teachers use these positive attitudes to help drive progress within their learning." **- Ofsted, March 2016**

Our ethos and values

We are proud of our inclusive nature which means that all pupils, whatever their ability or background, have the chance to take part in all the school's activities and make good progress.

"There is a strong emphasis on encouraging pupils' spiritual, moral, social and cultural development. Pupils are encouraged to appreciate and value diversity and to respect others.

For example, the school takes positive steps to widen pupils' understanding of different cultures and helps to prepare pupils well for life in modern Britain."

"There is a clear commitment to ensure equality of opportunity. All pupils, whatever their ability or background, have the chance to take part in all the school's activities and to achieve well." **- Ofsted, March 2016**



"The new headteacher at Thameside will benefit from the support of the North Reading Schools Partnership and will be integral in continuing the development of the partnership going forward."

Mark Frost, Headteacher at Micklands Primary School

OUR VALUES

Belonging

- We will respect ourselves, each other, our belongings, the environment and authority.
- We will take pride in our school, our work through the effort we put in, our uniform and PE kit and our achievements.
- We will volunteer in and out of school.
- We will co-operate with others and work as a team.
- We will be tolerant of others.

Resilience

- We will show determination.
- We will keep trying and not give up.
- We will try to find solutions to problems.
- We will be able to resolve conflict with our classmates.
- We will try to help ourselves before we ask an adult.

Assurance

- We will have a go at things even if we find them difficult.
- We will be able to control our emotions and express them effectively.
- We will communicate through our writing, our speaking and through ICT effectively and responsibly with our friends, teachers, visitors and others that we meet.
- We will look forward to the next stage of our education.
- We will participate in all areas of school life.

Independence

- We will try to help ourselves before we ask an adult.
- We will be productive.
- We will look after our belongings.
- We will be able to make decisions.
- We will be curious.
- We will concentrate.

Integrity

- We will be honest and tell the truth.
- We will do the right thing – even when it is hard.
- We will make good choices.
- We will earn people's trust.
- We will know right from wrong.
- We will know when it is right to tell an adult.

No limits

- We will keep improving.
- We will enjoy our learning.
- We will use our imagination.
- We will know what we can achieve.
- We will have ambition and aspiration.
- We will be ready for the next stage of our education.
- We will be the best we can be.

OUR PUPILS

We are a larger than average-sized primary school. Pupil numbers have risen from 253 to 420 in the last nine years. The proportion of pupils who have special educational needs or a disability is above average. The proportion of pupils eligible for the additional pupil premium is average. The proportion of pupils from minority ethnic groups is above average, as is the proportion of pupils who speak English as an additional language. Children in the early years attend full time in the Reception classes. We run successful and over-subscribed after-school and breakfast clubs for our pupils.

"The school's work to promote pupils' personal development and welfare is outstanding. The pupils are friendly and confident towards visitors, welcoming them warmly and opening doors for them. Pupils are clearly very proud of their school and talk happily with each other."

- Ofsted, March 2016

OUR STAFF

The school is led by a strong and effective senior leadership team. Teaching and supporting learning is undertaken by a team of 18 teachers and 21 support staff.

"Staff are very committed to improving the pupils' achievement. A typical comment from staff was, 'All staff work very hard and are dedicated to ensuring all children are happy, confident and learning well.'"

- Ofsted, March 2016





OUR CURRICULUM

Our curriculum is creative and stimulating. We are at the forefront of initiatives, such as Maths Mastery, which aim to improve the attainment of all of our pupils.

We benefit from an exciting and stimulating outdoor learning environment and our pupils enjoy learning in our outdoor classroom, running their daily mile and attending specialist Reading Outdoor Classroom lessons in the local area.

"The curriculum is well organised and provides interesting activities, which pupils enjoy. A range of extra-curricular activities enhance pupils' social, physical and music skills. Effective use of primary sports funding leads to increased participation for all pupils and the development of staff expertise in the teaching of physical education."

- Ofsted, March 2016

OUR GOVERNORS

The school benefits from a strong and experienced governing body who provide support to the school and constructive challenge to its leadership.

"Governors know about the quality of teaching because the headteacher keeps them well informed. They visit the school regularly and know what the school is doing to improve the teaching and eradicate any weaker practice. They are ambitious for the school's future success."

- Ofsted, March 2016

OUR SCHOOL PARTNERSHIP ADVISER

"Thameside is a highly effective school. Much of the work it carries out is firmly based on the most up to date research. Leaders at the school enable teachers to support all learners very well."

- Mo Galway, School Partnership Adviser

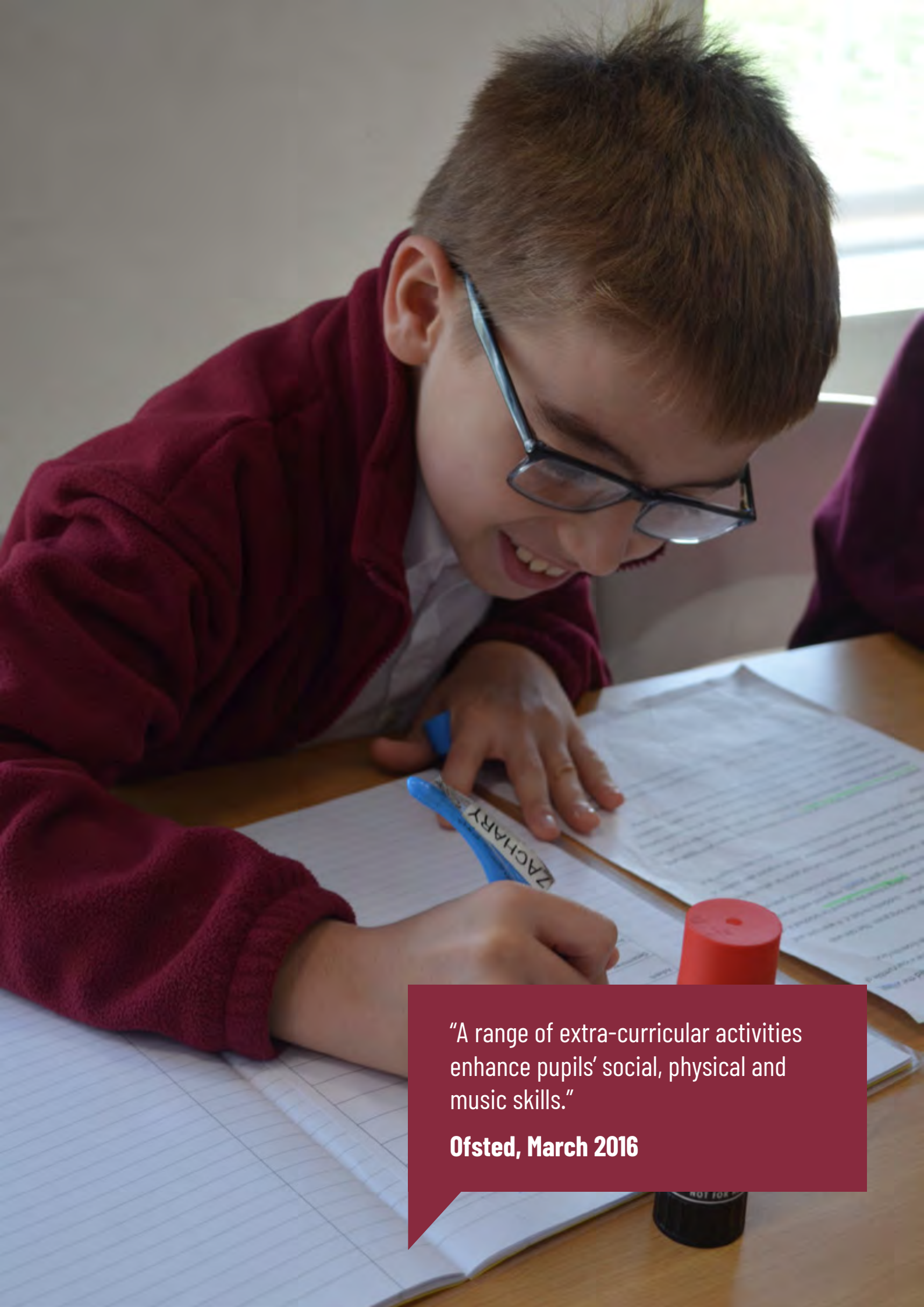
NORTH READING SCHOOLS PARTNERSHIP

We work within the North Reading Schools Partnership to ensure, for example, that all our staff have access to high quality training opportunities, which lead to better provision for our children.

"Thameside Primary School is part of the North Reading Schools Partnership; a small group of local authority maintained primary and nursery schools that work closely together to support the learning and development of their children and staff. Headteachers meet regularly to ensure meaningful collaboration across schools, to share information and to provide support for each other.

Still in its infancy, the group has the vision and drive to further strengthen the partnership in the future and leaders are enthusiastic about the opportunities that lie ahead. The new headteacher at Thameside will benefit from the support of the group and will be integral in continuing the development of the partnership going forward."

- Mark Frost, Headteacher, Micklands Primary School



"A range of extra-curricular activities enhance pupils' social, physical and music skills."

Ofsted, March 2016



WHAT WE LIKE ABOUT THAMESIDE

Pupils

"I like the climbing frame." **(Cameron Y1)**

"I like having a lovely big playground." **(Sammy Y1)**

"I like how everyone in the school is kind." **(Phoebe Y2)**

"I like that it is a happy place." **(Oliver Y3)**

"I like that it is fair and everyone gets to learn new things." **(Alice Y3)**

"I like that it's spacious and there are lots of resources." **(Eric Y4)**

"I like that you learn in fun lessons." **(Noah Y5)**

"I like that you have the opportunity to be independent." **(Amy Y5)**

"I like that the teachers are kind." **(Dylan Y5)**

"I like that people are helpful." **(Catherine Y5)**

"I like that everyone is friendly." **(Mea-Louise Y5)**

"I like the English lessons because they are interesting." **(Zac Y6)**

"I like how people in the school help you with your learning." **(Natasha Y6)**

"I like how it's small because it means that you know everyone." **(Oisin Y5)**

Staff

"I like that staff wellbeing is important and very well supported."

"I like that there are lots of opportunities for CPD both internally and externally."

"I like the inclusive nature of the school."

"I like the high percentage of EAL children."

"I like the supportive team."

"I like the team spirit."

"I like that it is always moving forward."



Parents

"I like the huge variety of different ways the children learn, including enrichment days, trips, career days and outdoor learning."
Parent of Pupils in Reception and Year 2

"I like that I'm well informed about my child's learning and given opportunities to be involved."
Parent of Pupils in Reception and Year 2

"I like that the teachers and support staff are fantastic, always ready to encourage, guide and support."
Parent of Pupil in Year 4

"I like that the school continues to grow and develop; each of the last four years I have seen improvements to the physical environment, the richness of teaching and opportunities and the pastoral care."
Parent of Pupils in Year 4 and Year 1

"I like the programme of activities and information that they provide to make the transition from nursery/pre-school as smooth as possible."
Parent of Pupil in Reception

"I like that any issues are taken seriously and dealt with swiftly. There is a strong sense of community, equality and values are lived by all. We are very lucky."
Parent of Pupils in Year 4 and Year 1

"I like that our children are known and cared for. Our children are taught to believe in themselves. The love and respect our children have for their school community."
Parent of Pupils in Year 4 and Reception

"I like that everyone at Thameside works together for the children, there is a lovely friendly atmosphere. Our daughter had a great reception year and continues to love school!"
Parent of Pupil in Year 1

Governors

"I like that the school is a diverse, welcoming, supportive community where the staff are focussed on giving the best of themselves to develop all children."

"I like that everyone is so proud of our school and we work together constantly striving to improve things for the children."

"I like that the school never stands still."



"I like that the school continues to grow and develop; each of the last four years I have seen improvements to the physical environment, the richness of teaching and opportunities and the pastoral care."

Parent of Pupils in Year 4 and Year 1

JOB DESCRIPTION

Title: Headteacher
Grade/Salary Range: HT L18-L24 £59, 857 - £69,329 pa

Purpose

To provide strong, visionary leadership to the school. To drive forward a culture of continuous improvement. To inspire, motivate and empower colleagues. To ensure all pupils in our inclusive school receive the best possible educational experiences to enable them to flourish.

Scope and Context

The Headteacher is responsible to the governing body of Thameside Primary School and, where appropriate, Reading Local Authority for the strategic leadership of the school. They have overall accountability for direction, standards, safeguarding and quality of provision.

Key relationships include: The school senior leadership team; staff and pupils; the governing body; the local authority; North Reading Schools Partnership Headteachers; Headteachers of other local schools, special schools and EY providers; other services and agencies.

Main Duties and Responsibilities

To fulfil all the requirements and duties of a Headteacher as set out in the current School Teachers' Pay and Conditions document and to meet the National Standards of Excellence for Headteachers.

Ethos, Direction and Development

- Shape an ambitious strategic vision for the school's continuous improvement. Ensuring effective operationalising, implementation, monitoring and review.
- Ensure evidence-based improvement planning and policies to promote continuous improvement.
- Promote the values and ethos of the school, actively demonstrating these in your everyday work.
- Create a culture of inclusivity, belonging and working together, valuing all members of the school community, actively celebrating diversity and promoting social inclusion and community cohesion.

Community and Partnership

- Sustain and further develop partnerships with other schools and agencies in order to share best practice and bring mutual benefits to enhance provision.
- To build strong and effective links with the community to extend the curriculum, enhance teaching and broaden learning opportunities and to add value to the locality.
- Develop positive relationships with parents and carers to ensure that learning is valued and supported at home.
- Support and actively engage with the Thameside School Association (TSA).
- Work in effective partnership with the Governing Body as it fulfils its governance responsibilities.

Leading, Learning and Teaching

- Promote an exciting and challenging curriculum to build creative, responsive and effective approaches to learning and teaching, inspiring children to learn.
- Provide a safe and effective learning environment focused on safeguarding pupils.
- Ensure that the curriculum is regularly reviewed, evaluated and updated, taking account of local and national initiatives.
- Raise achievement and attainment and engender a culture of continuous improvement.
- Ensure that differentiated learning opportunities and strategies are in place to support all pupils, including those with additional needs.
- Ensure policies and practices promote good conduct and behaviour and reinforce the school's approach to positive behaviour management.
- Promote good attendance by both pupils and staff, taking appropriate and timely action when required.
- Ensure a broad range of extra-curricular activities are offered to provide opportunity for all.

Strategic Leadership and Management

- Provide visible, accessible and inspiring leadership to pupils, staff, parents, and governors.
- Build leadership capacity and develop distributed leadership within the school.
- Effectively recruit, select, induct, performance manage, retain and develop the highest quality teaching and support staff.
- Manage the school's financial resources effectively and efficiently, maximising resources to achieve the school's educational goals and priorities.
- Manage and organise the school's premises, optimising the site to provide a stimulating learning environment and overseeing necessary maintenance.
- Ensure the ongoing development of an organisational structure which reflects the school's values, and enables effective and efficient operations.
- Regularly review your own practice, seek feedback, set personal targets and take responsibility for your own development, seeking advice and support where necessary and effectively managing your own workload and that of others, to achieve appropriate work-life balance.

Communication

- Ensure effective team communication mechanisms to ensure that all staff are involved in and kept informed of key priorities and developments.
- Ensure that parents, pupils and governors are well informed about the school's direction, priorities, curriculum and pupils' attainment and progress.
- Act as an advocate of and ambassador for the school, actively participating in all aspects of school life.



PERSON SPECIFICATION

Qualifications, Education and Training

- Qualified Teacher Status in England and Wales.
- Evidenced continuing professional development relevant to the role.
- National Professional Qualification for Headteachers preferred.
- Recent safeguarding training.

Experience

- Successful leadership in a senior management role in a primary school.
- Successful teaching of EYFS / KS1 / KS2.
- Raising teaching standards using effective monitoring, evaluation and feedback.
- Raising pupil achievement, including of underperforming groups.
- Leadership of innovation in teaching, learning and/or the curriculum.
- Embracing and effectively initiating, leading and evaluating change.
- Recruiting, managing and developing staff.

Skills and Attributes

- Highly committed to and ambitious for the school.
- Have high aspirations for all pupils and staff.
- Have a good understanding of and commitment to inclusion and the celebration of diversity.
- The ability to influence, inspire, motivate, and enthuse others.
- Resilient, adaptable and able to deal with complexity and challenge.
- Able to build, communicate and implement a coherent strategic vision for the school in consultation with all stakeholders.
- Committed to collaboration, empowering others and distributed leadership.
- Able to build highly effective relationships to enable partnership working with others including parents, teachers, governors, the local community and other agencies.
- Committed to personal and professional development and to appropriate work-life balance for yourself and your staff.
- Excellent organisational skills to ensure effective prioritisation, work load planning and delegation.
- Visible and accessible role model for and ambassador of the school.

Professional Knowledge and Understanding

- Educational, legislative, curricula and pedagogic developments.
- Strategies to ensure high standards of pupil behaviour and attendance.
- Strategies for raising pupil achievement.
- The use of information and communication technology for effective and efficient management and to support teaching and learning.
- OFSTED requirements.
- Effective school governance.
- Safeguarding, safer recruitment and promoting children's welfare.
- How to use data to raise standards.
- Budgeting and strategic financial planning.





TO APPLY

We would encourage you to visit the school so that you can see the school for yourself and the welcoming, inclusive environment. Please contact Mrs Harrop or Miss Raciborska in the School Office on **0118 937 5551.**

An application form can be requested by emailing the school at **admin@thameside.reading.sch.uk**

Please send your completed application forms to the school address or electronically to **admin@thameside.reading.sch.uk**

Application closing date:
Midday, Friday 18th January 2019

Interviews:
Thursday 24th January 2019

Start date:
April 2019

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