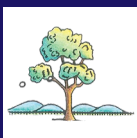
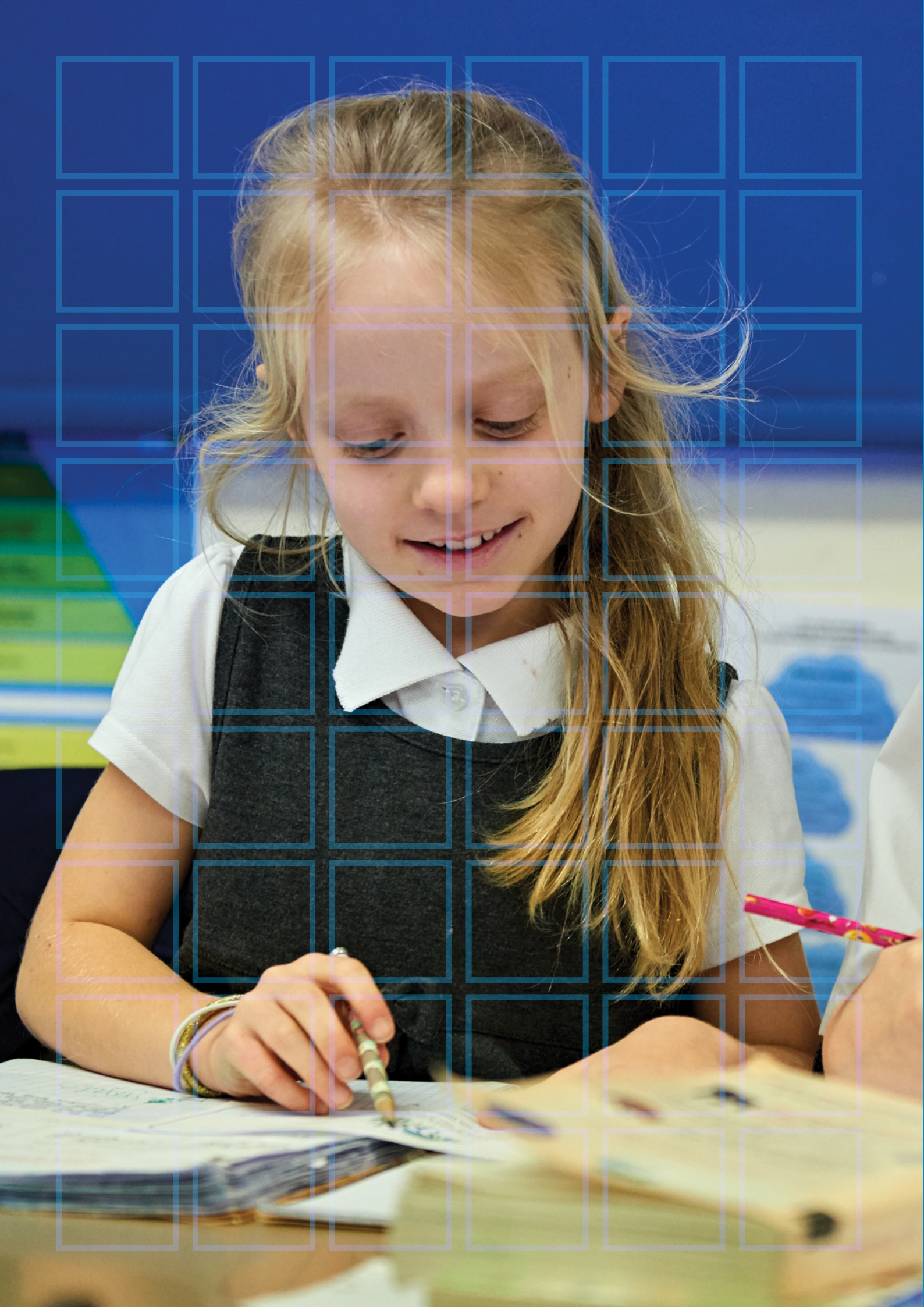


LYNGFORD PARK PRIMARY SCHOOL RECRUITMENT PACK





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WELCOME FROM OUR CHIEF EXECUTIVE

Thank you very much for your interest in the position of Head Teacher at Lyngford Park Primary School. If appointed, you will be joining both the school and Huish at an extremely exciting time as we prepare for the next stages in our growth and development. Much as Lyngford Park is a well-established primary school, it is a new member of the Huish Trust which makes it the perfect time for the successful candidate to join us, work with, and report directly to the School Local Governing Body and CEO. You will be at the heart of establishing life changing education for a supportive and increasing local community. The demographic trends of the surrounding area indicate a significant increase in children well ahead of the national picture, which along with 'garden town' status and an ambitious strategy for building development, the population and infrastructure of Taunton will support the school as part of the Huish journey towards one of the biggest and most diverse educational providers in Southwest.

Whilst we are keen for schools within the Richard Huish Trust to maintain their own identity, we have a well-established set of values and a clear ambitious vision to ensure that all children and young people achieve beyond their expectations through the benefits of working closely with our other partner institutions. With a strong reputation and commitment to delivering the very best education for all, delivering this ambition provides significant challenge. The successful candidate will be joining a very experienced and able team of senior leaders who share and place high value on the collective benefits of working collaboratively to meet this challenge. The successful candidate will also be joining a broader group of colleagues who understand that Huish has a very special place in the local and wider community. There are exciting and big challenges ahead; recruitment and selection of an exceptional senior leader with the right blend of skills, talents, experience and values is therefore crucial. If you share our vision and if you believe that you have the exceptional qualities, determination and resilience to help lead the way, then I would be delighted to hear from you. If you would like to have a conversation about the role prior to submitting your application, please email stevec@richuish.ac.uk who will be happy to make these arrangements.



John Abbott - Chief Executive

JOB ADVERTISEMENT

HEAD TEACHER

COMPETITIVE SALARY BASED ON PREVIOUS EXPERIENCE AND BACKGROUND

This is your opportunity to be the Head Teacher at a well-established school which has recently joined the Huish MAT. We are seeking a passionate, ambitious and inspiring education leader who will recognise and build on the existing strengths within the team and at the same time recognise, implement and lead change with creative solutions where required. This is a great opportunity to make an enduring impact on education in Taunton and contribute to the wider strategic ambitions of Huish.

Currently, the Huish education group consists of a Sixth Form College, a Secondary School and five Primary Schools. There are further plans to expand this consortium of educational institutions to create a high performing organisation which provides outstanding provision in line with Huish's Vision and Values.

WE ARE LOOKING FOR AN EXCEPTIONAL LEADER WHO:

- is dynamic, motivational and has a proven record of delivering high quality teaching and learning,
- leads by example and has a track record of high standards and levels of achievement,
- is able to inspire and motivate staff,
- is an excellent, engaging communicator who will develop strong relationships with children, parents and the wider community.

WE OFFER:

- an exciting challenge where you can truly make your mark,
- the benefits of being part of a forward thinking organisation that puts educational quality at the forefront of its priorities,
- a wide range of professional development opportunities and the opportunity to work with a team of highly committed and skilled professionals, and
- a competitive salary based on previous experience and background, and a contribution to relocation expenses.

Closing Date: 4th March

Interview dates: 23rd and 24th March

CORE PURPOSE:

The Head Teacher shall carry out the professional duties as described in the School Teachers Pay and Conditions document.

The Head Teacher is accountable to the Local Governing Body (LGB) and CEO for ensuring the educational success of the school within the framework of the school’s strategic plans. The Head Teacher will provide professional leadership and management to the school promoting excellence, equality and high expectations of all pupils.

MAIN DUTIES AND RESPONSIBILITIES:

ETHOS, VISION AND VALUES

- Ensure the vision for the school is clearly articulated, shared and understood;
- Work within the wider school community to maintain the outstanding achievements of the school, through targeted objectives and operational plans;
- Ensure that the ethos and practice of the school reflects the principles of helping children achieve more;
- Promote a culture of encouragement, support and challenge of the highest educational standards, in order that each child achieves their full potential;
- Ensure there is a positive and proactive approach to ‘inclusive practice’;
- Motivate and work to create a shared culture and positive climate, shared by staff and the Governing Body;
- Promote and ensure creativity, innovation and the use of appropriate new technologies to continue to achieve excellence;
- Ensure the strategic planning takes account of the diversity, values and experience of this school and its wider community;
- Ensure that the learning environment successfully reflects the vision of the school and the Huish Trust Values;
- Role model behaviours which are aligned with the Huish Values and school Vision;
- Work in conjunction with the SLT to engage all staff at the school to take ownership of their own continuous professional development.

COMMUNICATION AND WORKING WITH OTHERS

- Build effective relationships with all stakeholders through excellent communication and interpersonal skills;
- Treat people fairly, with dignity and respect to maintain the positive ethos of the school and the Huish Trust Values;
- Develop and maintain effective strategies and procedures for staff induction, performance review and professional development, which are linked to individual and school needs;
- Ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities;
- Ensure that Safeguarding Arrangements are a key priority within the school at all times;
- Communicate the progress of every child to the Governing Body and other relevant stakeholders;
- Ensure data provided to the LGB has a high level of integrity and transparency to facilitating a highly effective working relationship with the Governing Body;
- Ensure the strategic planning takes account of the diversity, values and experience of this school and its wider community;
- Engage effectively with the families in the school and the surrounding community.







MANAGING THE ORGANISATION

- Create an organisational structure which reflects the school's values, and enables the management systems, structures and process to work effectively in line with legal requirements;
- Analyse performance data, establish benchmarks, and set targets for improvement;
- Produce and implement clear, evidence-based improvement plans and policies for the development of the school, its facilities, and the staff;
- Develop and implement policies to maintain the current high levels of student achievement;;
- Manage the school's financial budget in line with the requirements described in the 'scheme of delegated authority';
- Manage human resources effectively and efficiently to achieve the school's educational goals and priorities;
- Recruit, retain and deploy staff appropriately and manage their workload to achieve the vision and goals of the school, and the demonstrate the Huish Trust Values;
- Manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations;
- Ensure that the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all pupils and provide value for money;
- Ensure all policies and documentation are kept up to date, working closely with all staff and other relevant organisations.

STRENGTHENING COMMUNITY

- Build a school culture and curriculum which takes account of the richness and diversity of the school's communities;
- Create and promote positive strategies for challenging all forms of prejudice;
- Create and maintain an effective partnership with parents and carers to support and improve pupils' achievement and personal development;
- Seek opportunities to invite parents and carers, community figures, businesses or other organisations into the school to enhance and enrich the school and its value to the wider community;
- Co-operate and work with relevant agencies to protect children, with special regard to Safeguarding and Child Protection agencies.

SAFEGUARDING CHILDREN AND SAFER RECRUITMENT

- Where required, fulfil the role of either DSL or DDSL for the school;
- Have due regard for safeguarding and promoting the welfare of children and young people and to follow all associated legislation and child protection and safeguarding policies as adopted by the school;
- Ensure that all policies and procedures adopted by the Governing Body are fully implemented and followed by all staff;
- Ensure that sufficient resources and time are allocated to enable the designated person and other staff to discharge their responsibilities, including taking part in strategy discussions and other inter-agency meetings, and contributing to the assessment of children;
- Ensure that all staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle blowing practices.

HEALTH AND SAFETY

- Work in compliance with the school's Health and Safety policies and under the Health and Safety at Work Act (1974), ensuring the safety of all parties with whom contact is made, such as members of the public, in premises or sites controlled by the school;
- Ensure compliance with procedures is observed at all times under the provision of safe systems of work through a safe and healthy environment and including such information, training, instruction and supervision as necessary to accomplish those goals.

EQUAL OPPORTUNITIES

- Take responsibility, appropriate to the post, for tackling unlawful discrimination amongst all groups in line with the Equalities Act 2010.

DATA PROTECTION

- To ensure compliance with the General Data Protection Regulations (2018), Data Protection Act (2018) and the Freedom of Information Act (2000).

GENERAL

- Any specific actions from the above areas may be delegated wholly or in part as appropriate, as recorded in the job descriptions of other staff in the school.



PERSON SPECIFICATION: HEAD TEACHER

The Richard Huish Trust is committed to Safeguarding and promoting the welfare of the children and expect all staff and volunteers to share this commitment. In choosing a Head Teacher, the Richard Huish Education Group will be looking for a candidate who closely matches the following:

KNOWLEDGE/QUALIFICATIONS AND EXPERIENCE	ESSENTIAL	DESIRABLE
Graduate with Qualified Teacher Status	*	
NPQH (or equivalent) achieved or underway		*
Evidence of further qualifications		*
Evidence of recent professional development that prepares for this post	*	
Experience of leadership within a school	*	
Experience at Head Teacher/Head of School level		*
Understanding of the challenges of leading a large primary school	*	
Experience of developing a differentiated and creative curriculum to pupils with a diverse range of needs	*	
Ability to use a range of evidence, including performance data, to support, monitor, evaluate and improve aspects of school life, including challenging poor performance	*	
Ability to engage the school community in the systematic and rigorous self-evaluation of the work of the school	*	
Experience of monitoring and improving the quality of teaching and learning	*	
Experience of having led, or made a significant contribution to, the success of a school, through its leadership, pupil outcomes and ethos	*	
Experience of supporting staff to optimise attainment and progress of pupils	*	
Evidence of an ability to plan strategically, build and communicate a coherent vision in a range of compelling ways		*
Experience as DSL/DDSL or willingness to undertake training	*	
Knowledge of legislation relating to managing a school including Equalities legislation		*

SKILLS AND ABILITIES AND PROFESSIONAL ATTRIBUTES

Evidence of a commitment to safeguarding and promoting the welfare of children and young people	*	
Demonstrate a personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people and raising standards	*	
Outstanding teaching	*	
Understanding and ability to communicate and successfully implement strategies across all aspects of the school including accountability, learning, curriculum, administration and communication	*	
Proven ability to inspire, lead and actively promote networks within and beyond the school to build a strong learning community and positive relationships with stakeholders	*	
Demonstrate personal and professional integrity, including modelling values and vision	*	
Proven ability to deliver a collective vision and shared purpose		*
The ability to deliver effective strategic financial planning, financial management including budgetary control and value for money	*	
Well-developed interpersonal and communication skills	*	
Excellent organisational skills	*	
An understanding of and competent use of ICT including emerging technologies to aid and promote the quality of teaching, learning and administration		*

We have a **culture that cares** for the individual and promotes inclusivity, equality and mutual respect – specialist support is available for all and diversity is embraced.

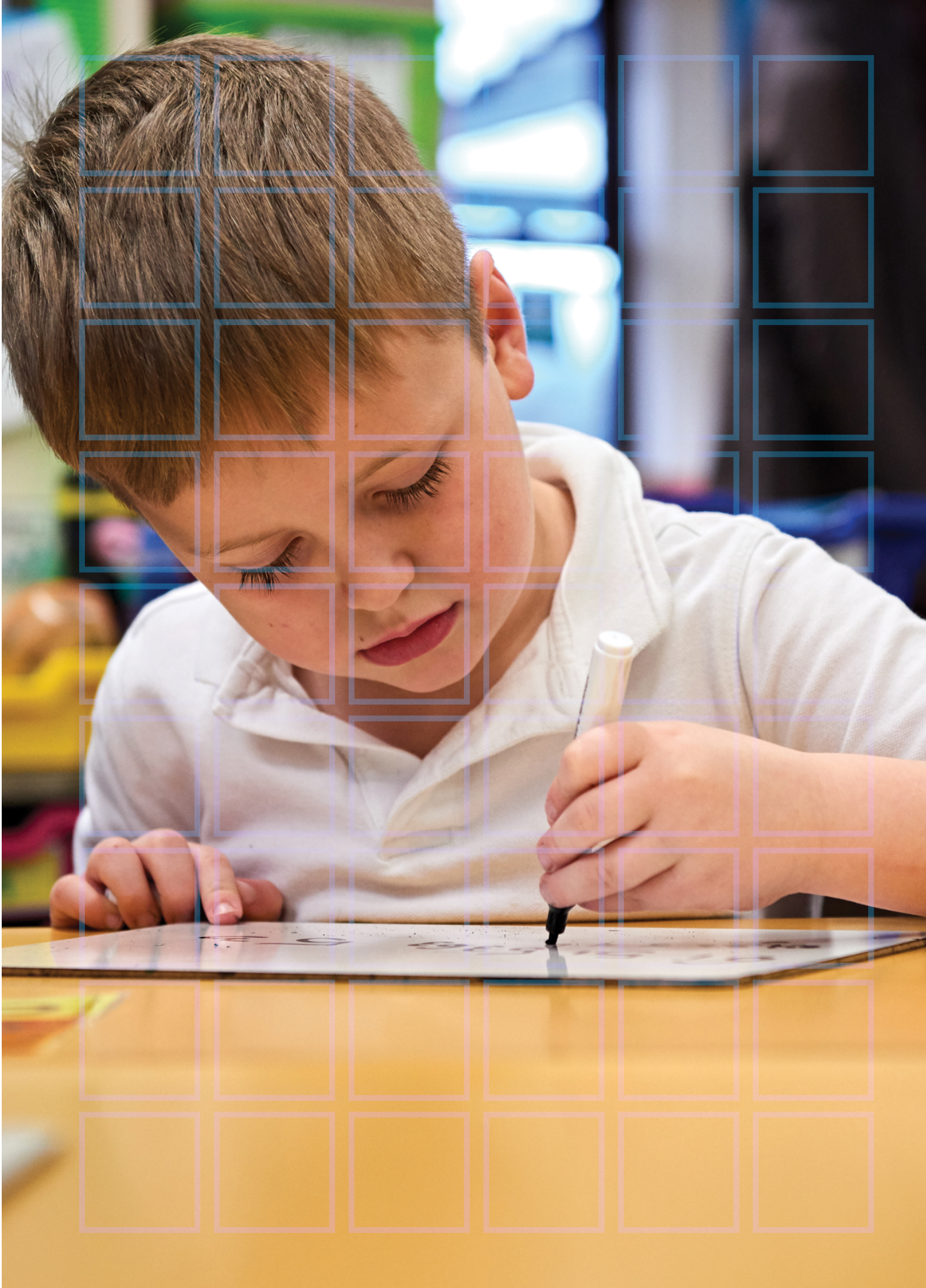
We are determined and rigorous in our pursuit of **educational excellence** – we are individually and collectively committed to making improvements for the benefit of pupils and students.

Pupils and Students are at the centre of everything we do – all decisions are considered in relation to the impact on pupils and students.

We strive to **add value** and are committed to supporting all members of the School and College community to achieve beyond what might be expected.

We **work collaboratively** and constructively as a team in order to best serve the local and wider community – all stakeholders work together positively and professionally.

Honesty and integrity are central to our work – we are committed to being transparent, open and trusting.



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