



Winterbourne Earls C of E (VC) Primary School

'As each one does their part, we grow in love'

Headteacher Recruitment Pack

January 2021

P2 – Welcome from Chair of Governors

P3 – Information from our Governors

P5 – Staff and Children - What we are looking for

P6 – Are you the Right Person for Us?

P7 – Person Specification

Please note that Winterbourne Earls C of E (VC) Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All applicants will be subject to a Disclosure and Barring Service check before appointment is confirmed.



Winterbourne Earls C of E (VC) Primary School

‘As each one does their part, we grow in love’

Dear Potential Applicant,

Thank you for showing an interest in our Headteacher vacancy. We hope that this Recruitment Pack will help you in your application. We also draw your attention to our school website [here](#).

The most important fact about our school is that it is a happy place both for pupils and staff. The pupils are eager learners and certainly abide by our vision statement ‘As each one does their part we grow in love’. They did indeed play their part in the introduction and adoption of our new Vision and Values, as did the whole school community.

As governors we are always welcomed by everyone when we visit the school and we see ourselves as full partners in support of the school staff and leaders. We truly hope you will be able to pay us a visit to see what makes Winterbourne Earls CE VA Primary School the unique and welcoming school it is!

In response to our strong 2019 outcomes, The Wiltshire’s Director of Education, Helean Hughes said ‘Winterbourne Earls is one of the best primary schools in Wiltshire’. That made us proud and validates the systematic drive to continue to raise standards.

Please contact me on 07710 636 392 if you have any questions or to make an appointment to see around the school.

I look forward to hearing from you and receiving your application in due course.

Let me hand over to governors, staff and children as they tell you about why our school is so very special and their hopes for the future - a future we very much hope you will see yourself playing a part in shaping.

Jenny Vokes (Chair of Governors)



Information from our Governors

Foundation Governors Rev. Peter Ostli-East and Henry Head

‘Inspired by Collective Worship, pupils are conduits of change and are helping to make a difference in society, locally, nationally and globally’ SIAMS 2018

The current RE curriculum, part based on ‘Understanding Christianity’ has been well researched and delivered. The encouragement of a scientific approach to spiritual education, through a policy of open enquiry, extended questioning and a holistic attitude to the potential for a spiritual dimension in all academic subjects provides a stimulating framework for RE and worship. The School enjoys good links with the two local Parish churches, St. Michael and all Angels, and St Mary’s as well as the Bourne Valley Methodist Church.’



Safeguarding - Claire Jost (Parent Governor)

‘I am in the process of taking over as lead governor for safeguarding. I have been impressed by the commitment of the whole school community to the importance of this aspect of school life.’

We adopt a whole school approach whereby our staff, governors and volunteers all share our commitment to provide our pupils a safe environment in which to learn.

‘Governors take Safeguarding very seriously’ ‘Pupils say they feel safe’.
Ofsted 2018’



Resources – Finance and property – Adrian Burrows



‘The Resources committee cover finances and property matters.’

We consider, support and challenge the financial decisions needed to continually nurture the high standards of learning achievement in the school.

The buildings are well maintained and offer a comfortable and inspiring environment for the pupils. Health and Safety checks are done regularly and immediately acted upon if necessary.’

Teaching and Learning – Governors Julian Redfern (Maths)



‘Governor visits to Maths lessons have been focussed on specific areas of the classroom. We attend pupil progress meetings, with Head, Class Teacher and specialist subject Lead. These are an in depth look at where each individual pupil has progressed and there is also an interchange of ideas, where participants can sometimes suggest a fresh approach for individual pupils.’

Jenny Head –Literacy and SEN

‘As a governor for Literacy I have seen results improve and exceed the National targets. The staff have always encouraged and enabled governor involvement

The school copes extremely well with the small number of children who have especial educational needs which can pose significant challenges. Parents and children are well-supported and their needs are addressed as far as is possible’



Our parent friendly SEN policy states, “Our school values the abilities and achievements of all its pupils, and is committed to providing the best possible learning environment for every child. We aim to support all learners and to provide well resourced, appropriate and effective provision which is personalised to meet the needs of individual children.””



From the staff – Kate Arrandale (staff governor)

gathered these comments...

‘I think what makes us special is being a strong caring team, with colleagues who really take time to look out for us.’

‘We are a community that work together creating a caring environment in which the children grow and learn’.

‘Mental health of everyone is important and recognised’.

‘Most importantly we have a jolly good laugh and like and care about each other.’

‘We all work together for the good of the whole community’

Qualities the pupils would like in their new Headteacher

‘We would like someone who....

Listens and who is friendly and always says hello.

Is willing to do any job to help the school

Is super happy when someone gets a certificate in worship

Is kind and fun and who likes children’



Are you the right person for us?

We can offer you.....

A happy and friendly school with enthusiastic learners who have respect for each other and those around them and live each day according to the school's Christian vision and values.

A school which thrives in each child achieving their full potential irrespective of ability or background.

A culture which allows all staff to progress and develop.

A staff who work as a team showing support and appreciation for each other's opinions and skills.

A Governing body committed to providing full support, careful monitoring and care of the wellbeing of pupils and staff.

Support from within the community, Wiltshire Local Authority, Salisbury Diocese and a strong local association of school leaders.



Can you offer us.....?

Acceptance and understanding of the route we have taken to achieve our success – coupled with your preparedness to lead us forward with sensitivity and inspirational creativity.

The ability to understand and use processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness and identify priority areas for improvement.

Your commitment to ensure the protection and safety of pupils and staff through rigorous approaches to safeguarding as part of the school's duty of care

Inspirational and motivated leadership that raises aspirations and drives academic performance, leading with respect, showing clear Christian values and moral purpose.

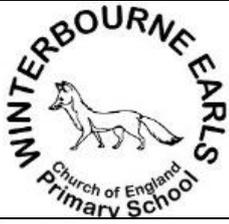
An optimistic approach when dealing with pupils and staff, parents, and members of the local community and our wider partners.

A deep understanding of how pupils learn and an absolute belief in a broad and exciting curriculum.

A strongly held, professional belief in the value of high-quality training and sustained professional development for all staff.

A total commitment to ensure that the pastoral care, mental health and well-being are priorities for all in this family-centred Christian community.

The organisational skills required to ensure the efficient running of the school, and the ability to do so with transparency, and integrity.



Person Specification for the Appointment of Headteacher at Winterbourne Earls C of E Primary School

The following is a summary of the main attributes that the Governing Body would wish to see in the successful candidate for Headteacher. **Application statements should reflect how you can demonstrate your fit with the person specification.**

Qualifications and Experience			
		ESSENTIAL	DESIRABLE
1	Qualified Teacher Status	Y	
	Qualified to at least Degree Level (or equivalent)	Y	
	Qualified to teach and work in the UK	Y	
2	Readiness for headship – NPQH, or evidence of equivalent level of learning - achieved through senior leadership role within a school		Y
2a	Readiness for headship - Successful experience as a School Leader at least at Deputy Headteacher level	Y	
2b	Experience of teaching in a C of E school		Y
2c	Recent in-service training and experience of Safeguarding – holding responsibility as DSL or Deputy DSL		Y
3	Successful teacher in the primary phase, significantly raising the attainment and accelerating progress of children in classes taught and subjects led	Y	
3a	Experience of teaching in both key stages		Y
3b	A proven track-record/ability to develop others to achieve significantly improved outcomes for children via your support/intervention	Y	
4	Recent and relevant in-service professional development and/or training which has had direct, sustained impact upon leadership and school improvement.	Y	
5	Recent and relevant experience and in-service professional development and/or training including Financial Management and Managing Teams		Y
Leadership Skills and Knowledge			
6	The ability to articulate and communicate a Christian vision for Winterbourne Earls School as a distinctive and effective Church School and the commitment to uphold and develop its Christian values	Y	
7	The confidence and ability to lead inspirational Collective Worship appropriate to our Voluntary Controlled school status (1944 Education Act)	Y	
8	Demonstrates the ability to develop others, to lead by example and to support and champion staff and children, creating an inclusive environment that engages all stakeholders and nurtures all children to achieve their potential	Y	
9	Can demonstrate impact of building effective working relationships beyond a school – e.g. cluster working, research hubs or local authority/ diocese work		Y
10	Can evidence successful use of performance management and professional development of all staff, including the effective management of underperformance where required	Y	
11	An inspiring leader who has successfully used whole school self-evaluation (e.g. lesson observations, work scrutiny and data analysis) to identify weaknesses that need addressing, raise standards and bring about sustained school improvement	Y	
12	The ability to secure effective, transparent governance and to build an open working relationship with the Governing Body. Giving support and guidance when needed	Y	

Leading Teaching and Learning			
13	A passionate belief in the potential of every child and successful development and promotion of inclusion.	Y	
14	A Leader of Teaching who can evidence sustained school improvement through leading, coaching and motivating staff	Y	
15	Successful leadership and development of a differentiated, balanced and effective curriculum which develops pupils spiritually, morally, socially & culturally and supports their academic, creative and physical development and well-being		Y
16	Awareness and understanding of the current Ofsted and SIAMS requirements		Y
Personal Characteristics			
17	A believer in the power of education and with a passion for learning that extends beyond the school	Y	
18	An inspirational leader able to inspire trust, commitment and mutual respect between children, families, staff and the wider school community	Y	
19	A person with high personal standards, moral integrity and who 'lives out' Christian values in their daily life	Y	
20	Strong interpersonal, written and oral skills and a good sense of humour	Y	
21	Robust, optimistic and resilient personality.	Y	

