



Jennett's Park CE Primary School Headteacher Application Pack



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Welcome from the Local Board of Governors

Dear Applicant,

Thank you for the interest you have expressed in the headteacher vacancy at Jennett's Park CE Primary School.

Our school has come a long way since our last Ofsted inspection and we are incredibly proud of our children and our staff whose hard work and dedication saw our results in Maths listed as the third highest in Bracknell Forest last year. Working with our carefully chosen partner, Ranelagh School, in the newly-formed Bonitas Trust, we believe the future can only be brighter. As a Governing Body we look forward to sharing this future with our new headteacher.

We need an inspirational and ambitious new headteacher who will enhance the many strengths of our school. Our ideal candidate will be an approachable and courageous leader, who cares passionately about the success of every child, shares our Christian values and who will continue to develop our links with the close-knit, family orientated community at the heart of Jennett's Park.

Visit our school and see for yourself the enthusiasm that our children and staff have for learning in our bright and modern school.

We look forward to receiving your application.

The Local Governing Body



The Application process

The vacancy is for a full-time headteacher. The salary will be in the range of £55,338 to £69,725 and will be determined according to the skills and experience of the successful candidate.

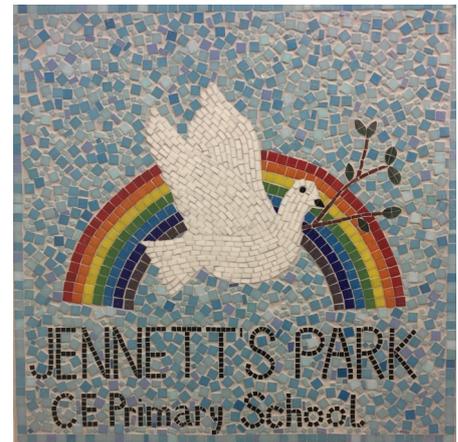
Timetable

Closing date for applications: 5th March at midday

Shortlisting: 7th March

Interviews: 12th and 13th March

Candidates selected for interview will be informed following the shortlisting. When submitting your application, please enclose an email address as confirmation will be sent via this. Full details of the interview programme will also be provided at this time.



Application



When applying please use the relevant page in the application form to tell us about you and why you are interested in the post. Feel free to continue this on a separate sheet, but this should be no more than one side of A4.

Our school has an Equal Opportunities policy for selection and recruitment. In accordance with our Safeguarding policy, the successful candidate will be required to have an enhanced DBS check along with a check against the DBS Children's Barred List, formerly known as a List 99 check.

Visits to the school are warmly welcomed. Please contact our School Business Manager, Jo Morgan, to arrange an appointment.

sbm@jennettspark.bracknell-forest.sch.uk

Completed application forms should be sent to:

hayley.chapple@bracknell-forest.gov.uk

Our Location & Contact Details

Jennett's Park CE Primary School

3 Tawny Owl Square

Bracknell

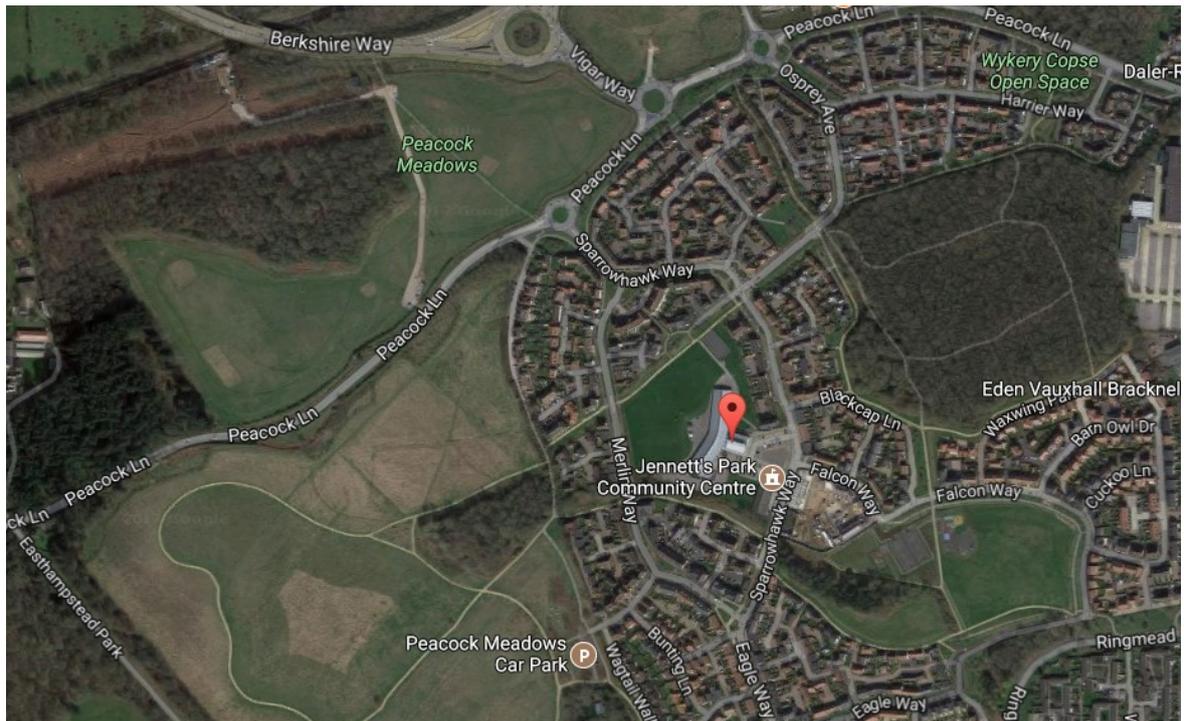
Berkshire

RG12 8EB

Tel: 01344 301269

Email: secretary@jennettpark.bracknell-forest.sch.uk

www.jennettpark.bracknell-forest.sch.uk



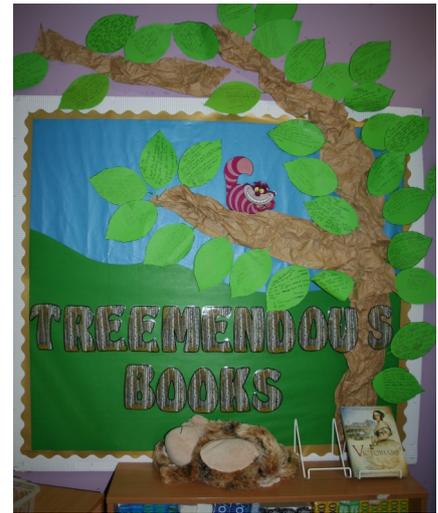
"I love the challenges my teacher sets me every day. Whenever I think I've got something and I know how to do it, they ask me to try and do something different with it. It's always something tricky but fun and that's exciting!"
Year 5 Pupil

Our school

Jennett's Park CE Primary School opened its doors in September 2011 as part of the new Jennett's Park development. We're a growing school and as the local community continues to expand, so do we.

Built to accommodate two classes per year group (from Reception to Year 6) with a Nursery also on-site, we initially opened with just one class per year group. By September 2018 we will have a full cohort of children in all year groups.

We are fortunate to have very well-equipped resource areas both indoors and outdoors. This is a bright and modern learning environment; even in dull weather, the light streams into the main building illuminating the library and our central areas.



Key school information

Age range	3 - 11 years
Management structure	Headteacher, Deputy Head, 2 Assistant Heads
No. of teaching staff	17 Teachers (including part time), 13 LSAs, 3 HLTAs, 1 unqualified teacher, 1 SENCO
No. of children on roll	408 including Nursery
Average class size	30
Attendance % (Sept to Nov 17)	96.6%
% of children with SEN	11.6%
% of children on PPG	12.4%

"I like going to school because we always share the Rainbow Promise and the school is full of friendship."
Year 1 child

Our Visions and Values



We have a very clear vision at our school: that every child will achieve beyond their expectations and we support them to accomplish their potential academically, socially and spiritually.

We do this by building confidence, fostering high self-esteem and creating a true feeling of self-worth. We promote academic excellence within an environment in which every child is loved, valued and supported as an individual.

We encourage our children to do their best and help them to develop enquiring minds by giving them the opportunity to experiment, investigate, question, take risks, persevere and challenge themselves in everything they do.

Our Rainbow Promise

At the heart of what we do, believe in and strive to be, is our Rainbow Promise.

In the Bible, God sent Noah a rainbow as a sign of His promise. In our school, we use the rainbow as a way to remember that just as God promises to love every one of us, we promise to love and care for one another in the best way we can.

Our school family all promise to try and display these values in their everyday behaviour both at school and in the community by acting with:

- | | | |
|---|--|--|
|  Love |  Patience |  Peace |
|  Honesty |  Respect. |  Kindness |
|  Forgiveness |  Support | |



“The high profile of the ‘Rainbow Promise’ impacts the attitudes, behaviour and achievements of all children and enables teachers to provide an effective, enjoyable and successful learning environment.”

Statutory Inspection of Anglican and Methodist Schools (SIAMS), October 2014

The Bonitas Multi-Academy Trust

In June 2017 our school became an Academy as part of the Bonitas Multi-Academy Trust. It is our belief that joining the academy with our lead sponsor, Ranelagh School, will allow us to carry on developing and improving our school for the benefit of our children.

The aim of the Bonitas Multi-Academy Trust is to establish a community of schools in which there is an uncompromising commitment to high expectations, unwavering focus upon improvement and the opportunity for all students and staff to excel.

The vision is of a collaborative teaching and learning network bound by a set of principles which are rooted in Christian values. The trust is committed to establishing an inclusive and caring community in which high quality teaching is standard and where children are able to flourish in all aspects of their learning. We want our new headteacher to be enthusiastic about playing an active part in that community.

Membership of the trust also creates opportunities for leadership growth and development. The two schools have already established some key areas of mutually beneficial collaboration and we are excited at the prospect of seeing these develop further - there is much we can learn from one another.

As headteacher in a school which is part of a fledgling trust, in addition to relishing the challenge of leading our school, we hope that you will also be excited at the prospect of working in, and shaping the future of, Bonitas.



Our school partners

Our school has developed a range of partnerships which have and continue to support and challenge us in our ongoing drive to listen, learn and grow.

The Diocese of Oxford

Jennett's Park is a church school within the Diocese of Oxford.

The Diocese serves 283 church schools and the wider community of parishes, clergy, children, young people and families of the diocese who have links with education. Their passion lies in supporting schools to offer an excellent and inclusive education which is welcoming to those of all faiths and none.



Bracknell Forest

HR, finance and school improvement functions provided by Bracknell Forest Local Authority are currently brokered by the school. We continue to work in partnership with local schools and wider networks so that we can emulate the best practice of others, and also share our own expertise, for the mutual benefit of our partners.

St Francis & St Clare Church

As well as regularly attending and leading school assemblies, the Church of St Francis and St Clare meets weekly in the school hall for family worship. This is an important link for the school and reflects our commitment to the spiritual and moral well-being of our children.



Jennett's Park Community Association

As well as being our closest neighbour our Community Association supports our school through the sharing of space and equipment. Many of our children attend a variety of activities, including dance classes, Guiding and Scout groups. The Community Centre is open in the evening for a range of community uses.

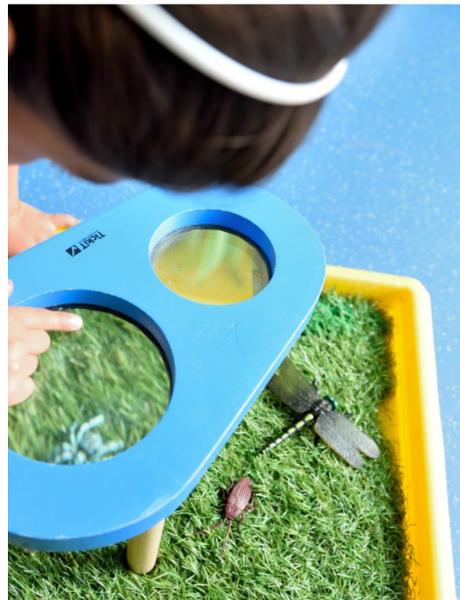


Our Curriculum

We believe it is important for our children to develop a love of learning, an enthusiasm for knowledge and the confidence to share their ideas and thoughts with others around them. Our curriculum is creative and diverse, encouraging children's active engagement in their own learning, alongside a respect for the rights of others to learn.

Our curriculum is organised through the use of whole school 'Big Questions' that encourage cross curricular links and enrich the experiences of our children. It also includes the promotion of our Learning Owl which encourages the children to work independently, manage their distractions, work collaboratively, persevere, challenge themselves, have pride in their work and have optimism as they approach tasks.

We aim to teach our children how to grow into positive, responsible young people who can work and co-operate with others, whilst developing knowledge, skills and attitudes to learning that enable them to achieve their true potential.



Our Performance Data

We have made great strides in the past few years, a fact which is borne out by the achievements of our pupils. However, this does not mean that we are complacent. Our current priorities include:

- Embedded challenge for all
- Continuing to raise standards in literacy
- Improving outcomes for vulnerable learners.

Key Stage 2 (unvalidated)

	% at AGE Related Expectations	National	% at Greater Depth	National
Reading	79%	71%	21%	24%
Writing (Teacher Assessed)	68%	76%	14%	18%
Maths	93%	75%	43%	23%
GAPS	86%	77%	46%	31%
RWM combined	57%	61%	7%	9%

Progress KS1 - KS2

	Progress Measure
Reading	+ 1.00
Writing	- 1.31
Maths	+ 4.6



Key Stage 1 Teacher Assessment

	% at AGE Related Expectations	National	% at Greater Depth	National
Reading	73%	76%	22%	25%
Writing	60%	68%	12%	16%
Maths	80%	75%	17%	21%

Year 1 & 2 Phonics Screen

	2015	National	2016	National	2017	National
Pass Year 1	88%	77%	97%	81%	95%	81%

EYFS

	2015	National	2016	National	2017	National
GLD	80%	66%	80%	69%	81%	71%



Our School Community

A school is a family and at Jennett's Park we work hard to connect with our parents and involve them as much as possible in their children's education and school life. Parents are welcomed into the school throughout the year for events such as:

- Book blinks
- Parent workshops on reading, maths, phonics and e-safety
- Family challenge days
- Stay and play sessions
- Sharing assemblies
- Parent readers
- Celebration assemblies
- Parents evenings.

We are also incredibly fortunate to have a committed PTA which raised £10,000 for our school last year. This paid for valuable resources, including our new play structure, books, science equipment, playground shading. As well as this members of our PTA are often in school offering support through organising refreshments for meetings, running our book fairs and so much more.



What are our most important people looking for in our new headteacher?

Our children would like someone who



- Is artistic and creative
- Is friendly but also a little strict
- Has good ideas
- Can teach and will be visible around the classrooms
- Is active
- Is passionate about the Rainbow Promise
- Is funny and can make us laugh.

Our staff would like someone who

- Is approachable
- Is visible
- Is a good communicator
- Is a strong leader
- Is passionate about learning
- Is a good listener
- Has a strong moral compass
- Has a clear vision for our school.





Headteacher Job Description

This is an exciting and challenging opportunity to lead our school. As headteacher you will be accountable for the education of current and future generations of children at Jennett's Park CE School. You will work with staff and governors to shape the teaching and learning within the school; you will act as lead professional and role model and you will be responsible for inspiring and motivating pupils, staff and the wider school community.

In order to fulfil these expectations you will:

Maintain and enhance our school's ethos and values by

- Working in partnership with the Governing Body, and the Bonitas Multi-Academy Trust to continue to provide a shared vision firmly rooted in our educational and Christian values
- Communicating the school's vision confidently and compellingly to all members of our school community
- Demonstrating our vision and values in your daily practice
- Playing an active role in all aspects of school life.

Develop and embed professional dialogue and development by

- Routinely assessing the impact of whole school practice through systematic monitoring, evaluation and review
- Creating an ethos in which all staff are inspired, motivated and supported to enhance their own practice, skills and subject knowledge
- Actively embracing opportunities for your own professional growth and development.

Establish high expectations & secure accountability by

- Providing a safe, calm and well-ordered environment in which pupils are able to thrive and develop a love of learning
- Setting high expectations for all pupils, recognising differences and respecting cultural diversity
- Instilling a strong sense of accountability on the basis of which staff routinely evaluate the impact of their work on outcomes for pupils
- Securing the core features of highly effective classroom practice as standard across the school
- Implementing curriculum design which leads to enrichment opportunities that promote the development of the whole child.

Manage the organisation by

- Ensuring that the school's systems, organisation and processes are well considered, efficient, fit for purpose and value for money
- Establishing fair, transparent and rigorous systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice
- Appropriately distributing leadership amongst staff, ensuring that roles and responsibilities are well-understood and effectively carried out
- Actively supporting the Governing Body and Trust to understand its role and deliver their functions effectively
- Working with governors to ensure the strategic financial planning leads to fair and transparent deployment of budgets and resources
- Ensuring compliance with statutory regulations and requirements.

Work with and for our community by

- Demonstrating optimism and nurturing positive relationships with pupils, staff, parents, governors and members of the local community
- Strengthening and developing the partnership between our school and our local church
- Continuing to value and nurture our relationship with the PTA
- Working with the Bonitas Multi-Academy Trust to grow and develop our partnership work with local primary and secondary schools.



Person Specification

Qualifications	<ul style="list-style-type: none"> • QTS • Degree • Nationally recognised professional qualification eg National Professional Qualification for Headship (NPQH) or equivalent.
Experience	<p>You will demonstrate experience of:</p> <ul style="list-style-type: none"> • Having ultimate accountability for school improvement as a headteacher or head of school • Providing excellent teaching across the primary phase • Working in a range of school settings • Working closely with staff and governors to develop a school's ethos, values and objectives • Development of an effective curriculum • Leadership of monitoring and assessment • Effective financial planning and budgeting within a school.
Knowledge and skills	<p>You will be able to:</p> <ul style="list-style-type: none"> • Analyse and interpret data accurately and critically in order to raise standards • Communicate confidently and fluently, in person and on paper • Demonstrate a knowledge of all primary key stages, including EYFS and Nursery.
Leadership	<p>You will be able to:</p> <ul style="list-style-type: none"> • Motivate others and provide them with a clear sense of direction • Model excellence in behaviour and relationships, even under pressure • Develop others by delegating and supporting in appropriate measures.
Personal	<p>You will be able to:</p> <ul style="list-style-type: none"> • Demonstrate capacity for creativity, agility and initiative • Demonstrate empathy combined with the courage to hold others to account • Manage your time and prioritise effectively • Relish challenge and tackle aspirational goals with enthusiasm and resilience • Bounce back and remain optimistic.
Development	<p>You will be able to:</p> <ul style="list-style-type: none"> • Demonstrate an awareness of your own strengths and areas for growth and be committed to self-improvement • Absorb feedback and learn from it.
Values	<p>You will be able to:</p> <ul style="list-style-type: none"> • Demonstrate a commitment to developing the school's strong Christian ethos • Be ambitious for all of our learners and for our community.