



Princess Frederica CE VA Primary School Head Teacher Candidate Brochure

About Us



Princess Frederica (or 'Fred's', as we are known locally) is a two-form entry CE VA Primary School situated at the heart of Kensal Rise – a vibrant, diverse community in North West London. Designated 'good' in the 2017 OFSTED and SIAMS reports, we aim for academic excellence balanced with a values-led culture that nurtures the whole child. Our commitment to a creative and broad curriculum, development of character and respect, and wider community links have helped us build a reputation for equipping confident and happy children who are ready to face the challenges of life in the 21st Century. We enjoy a central place in our close and active community as well as very healthy links with our local churches, St Martin's and St Mark's.

"Parents, pupils and staff overwhelmingly agree that the school is welcoming and inclusive. You focus strongly on pupils' well-being as well as their learning. Pupils enjoy school and most pupils learn well. Some pupils make exceptionally good progress." OFSTED February 2017

Key Facts

Type of School	Voluntary Aided
Denomination	Church of England
Location	Kensal Rise, London NW10
Age Range	3 to 11
Co-Educational / Single Sex	Co-Educational
Number on Role	428 (216 boys, 212 girls)
Average Class Size	29
Number of Teaching Staff	21 Teachers as well as LSA's, administrative staff and others. Total: approx. 50
% Pupils on FSM	6%
% Children with SEND	7%
School Awards	STARS award (sustainable travel) – gold Sainsbury's School Games mark - silver

Letter from the Chairs of Governors



19th January 2018

Dear Prospective Applicant

Thank you for your interest in our school and the position of Head Teacher. Having benefitted from the experience of a talented interim Head Teacher for the last two years we are now looking for a permanent Head to build on the achievements of the past and help us bring renewed vision for the future.

We are a creative, confident and diverse two-form entry primary school with high academic standards as well as a commitment to nurturing the whole child. We are ranked 3rd in Brent school performance tables and are in the top 8% of the country for phonics. Meanwhile we invest in a broader curriculum with full time Music and PE teachers and an array of opportunities for pupils to broaden their experience and skills, which includes residential trips from Year 3 upwards.

At the heart of our community, we believe that every child should be valued and nurtured to achieve their full potential whatever their background and strengths. We enjoy our links with all sections of the community and have particularly healthy relationships with our parish churches of St Mark's and St Martin's, as we look to grow in our Christian ethos and live out our values in our daily lives.

We are looking for a talented and experienced leader with a proven track record as a Head Teacher (or well-established deputy), who can demonstrate their ability to lead a school in raising standards academically, as well as in ensuring healthy cultural, spiritual and social growth. You will be passionate about children and their development as people equipped to face the opportunities and demands of life with confidence and joy.

We hope you are able to visit the school and look forward to meeting you to discuss the post further. We are flexible in terms of visit dates and times as we recognise the busy schedule of a Senior Leader.

Kindly contact Janet Gordon at clerk@princessfrederica.com to make arrangements for a visit and/or to submit your application.

The closing date for applications is 12 noon on 9th February 2018. Shortlisting will take place on Monday 19th February and all candidates will be contacted by phone. Interviews will take place on Wednesday 28th February 2018.

With thanks for your attention,

Yours sincerely,

Rachael Newberry and Joel Wolchover

Co-Chairs of Governors

Our Mission



Princess Frederica is a multicultural school which nurtures children in their learning, behaviour and development as human beings. We promote excellence so every child is inspired to achieve. We provide enriching opportunities in a safe, caring and challenging environment where everyone is valued.

Princess Frederica is a Church of England school that is fully committed to providing a high quality education with full participation and support from children, staff, parents, governors and the wider community.

Our school reflects the rich diversity of the locality and takes pleasure in its different cultures. Through our caring and stimulating environment, we encourage all children to develop into active and considerate members of society.

Each member of our school community is important.



Our Aims:

1. Ensure all children have access to a broad and balanced Christian education.
2. Encourage each child to achieve their full potential through active participation in all aspects of school life.
3. Provide high quality teaching in an environment that fosters an appetite for learning throughout life.
4. Establish a positive, orderly and purposeful school community where all children have the opportunity to develop intellectually, socially, emotionally, physically and spiritually.
5. Develop respect for each other and the world around us.

Freds is Unique



We benefit from:

- A strong, committed, experienced and popular staff team.
- An engaged parent body with an equally enthusiastic, active and supportive PSA. Solar panels recently installed in partnership with the PSA and the Solar School Project. Annual Art and Book weeks organised with world class speakers.
- A friendly Governing Board with a wide range of experience and skills.
- Recently completed OFSTED (Good 2017) and SIAMS (Good 2017) reports, affirming the welcoming and inclusive character of the school.
- Ambitious plans for further raising standards of achievement (we're aiming for Outstanding accreditation) and whole-child development through a broad and explorative curriculum.
- A capable and diligent deputy appointed in 2016.
- Targeted investment in Sport and Music provision through full time staff.
- A broad curriculum including residential trips from year 3 and engagement in environmental concerns.
- High academic standards, reaching the top 8% of schools in the UK for phonics, and 3rd in Brent school performance tables (84% of children meeting expected standard).
- High literacy standards encouraged by weekly book clubs, reciprocal reading and creative writing competitions.
- Strong supportive relationships with the Brent Authority and LDBS
- A diverse, cohesive and creative community that embraces the school.
- Good Transport links across London and surrounding towns via very close Tube and Overground stations.



Our Christian Ethos



Our School Values

Princess Frederica has a natural, confident and generous Christian ethos. Our Christian roots have inspired our school values and we give particular attention to promoting, celebrating and reinforcing these values in a variety of contexts. Within this framework we value each other's backgrounds and views so that children of all faiths and none are welcomed in.

Each term starts and ends with a special service at St Mark's or St Martin's where the children lead the school and parents in lively worship.

Each Thursday there are assemblies led by local clergy and prayers gathered from the classroom prayer boxes are read out.

Princess Frederica is a singing school and children are encouraged to lead each other in worship, singing and actions – not to mention steel pans, ukuleles and recorders.

Through a broad and current RE curriculum, children are equipped and informed for life in a diverse and respectful community, with topics on world religions taught alongside the Christian faith.



The SIAMS report in 2017 noted that:

- Great importance is placed upon nurturing and developing the 'whole' child, enabling pupils to flourish and learn well within the Christian environment.
- The Christian values of love, peace and service are reflected in the positive and caring relationships enjoyed across the whole school community.
- Prayer and reflection is woven naturally throughout the life of this church school, nurturing the spiritual development of both pupils and staff.
- The school enjoys strong partnerships with St Mark's, St Martin's and the diocese, which together make a significant contribution to the Christian character of the school.

Job Description



Job Description: Head Teacher

Starting salary: Group 3 up to L24

Employer: The Governing Board of Princess Frederica CE VA Primary School

This Job Description is based upon The National Standards of Excellence for Headteachers 2015. This document sets out in four domains a set of aspirational standards. The Governing Board at Princess Frederica CE VA Primary School will use these standards with The Headteacher in developing strategic targets for the school and for the setting of performance management objectives.

Overview

This is an exciting time to be joining Princess Frederica. The school is in good shape: we are reinforcing strong academic credentials, particularly in literacy, our staff team is strong and experienced and the children happy and confident. Yet there is much to achieve – we look forward to raising academic achievement more broadly, to further release leadership in the staff team and to creatively enrich our curriculum. We aspire to attaining the Outstanding standard in future Ofsted inspections while also retaining our commitment to a broad and rich curriculum accessible to all children. All of this is set against a backdrop of increasing financial constraint, calling for skilful leadership at our administrative core.

Qualities and Knowledge

- To lead by example, modelling and articulating the vision and values of the school.
- To inspire others, developing positive and collaborative relationships with pupils, staff, governors, parents and the wider community.
- To contribute and sustain a broad and current knowledge of education in order to continually improve the quality and breadth of education and school processes.
- To supervise and enhance our budgetary processes so as to harness our resources to ensure that the strategic aims of the school are met.

Pupils and Staff

- To demand and enable ambitious standards of achievement for all pupils, overcoming disadvantage and advancing equality.
- To critically adapt the curriculum to ensure the education of the whole child: mentally, spiritually, physically, creatively, emotionally, culturally and socially.
- To continually improve standards of teaching by building on our feedback culture, informing and promoting best classroom practice, and demanding mutual accountability across the organisation.

- To champion the development and progression of staff, motivating them to grow in professional skills, subject knowledge and leadership.
- To develop and promote the Christian ethos of the school, working collaboratively with the LDBS, governors and local clergy.

Systems and Processes

- To ensure that the systems and process of the school are fit for the purposes set out in our strategic vision.
- To provide a safe, calm and well-ordered environment for pupils and staff to flourish, ensuring the highest standards of safeguarding, dealing firmly with any instances of bullying and insisting on respectful behaviour.
- To establish and maintain clear, open and fair personnel processes, managing performance and supporting staff in continually improving standards.
- To work strategically and collaboratively with the governing board in setting out a clear strategic vision in a school improvement plan, ensuring financial stability and in holding the head teacher to account.
- To establish structures within the school that release and encourage leadership, collaboration and healthy teamwork.
- To ensure that communications and administrative processes within the school and with pupils' parents and carers are managed effectively.

Self-Improving School System

- To work constructively with other schools and organisations so as to help improve educational standards across the board.
- To inspire and influence others to believe in the fundamental importance of education.
- To appropriately inform and challenge government, local and central, and the diocesan board so as to constructively shape the future quality of teaching.
- To work effectively with organisations representing teaching and other staff so as to ensure sustainable and enjoyable patterns of work.

The Headteacher is accountable to the Governors for the standards achieved and the conduct, management and administration of the School subject to any policies which the Department for Education and the Governors may make.

The duties outlined in this job description may be modified by the Governing Board to reflect or anticipate changes in the job commensurate with the salary.

This job description is not a comprehensive definition of the post; duties may vary within this framework in line with its general character and level of responsibility entailed. It should be read in conjunction with Section 2 of the prevailing School Teachers' Pay and Conditions Document.

Person Specification



The successful candidate will be:

- An experienced head or senior leader with a proven track record in a primary setting.
- Strategic: confident in setting an inspiring vision and bringing others with them, with the operational and financial aptitude to set achievable goals.
- Able to demonstrate how they have positively impacted the educational performance in the past.
- A strong communicator with excellent interpersonal skills, getting the best out of staff, pupils and parents alike.
- A skilful team-builder with experience in identifying leadership in others, developing skills and seeking out talent.
- Able to work collaboratively with a broad mix of people and external organisations from the Governing Board to the local authority and service providers.
- A role model with absolute integrity who is committed to celebrating diversity and championing the Christian ethos and values of the school while ensuring that people of all faiths and none are welcome.



Application Procedure



Thank you for taking the time to read our candidate brochure. If you would like to take your application further we would encourage you to make arrangements to visit the school at your earliest convenience by emailing Janet Gordon at clerk@princessfrederica.com.

Please then download the Application form (either alongside this brochure or from the school website: <http://www.princessfrederica.brent.sch.uk/job-opportunities.htm>) taking time to complete each section. The form should be emailed, together with a covering letter, to Janet Gordon (clerk@princessfrederica.com). Please note that the closing date for applications is **12 noon on Friday 16th February**.

Shortlisting will take place on **Wednesday 21st February**, and interviews will be held on **Wednesday 28th February**.

