



Anton Junior School

Headteacher Recruitment Information Pack





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Letter from Chair of Governors

Dear Applicant,

Thank you for your interest in the advertised position of headteacher at Anton Junior School.

Our community of pupils, staff, and governors is looking to appoint a substantive head who has the vision, experience, and skills to drive the improvement of the teaching and learning and develop the capacity of leadership throughout the school.

There have been a number of significant challenges over the last 2 years.

The school needs a resilient, passionate and driven leader to take us to our next exciting stage.

From September 2020 the head will cease to be the Accounting Officer for the Anton Andover Alliance SCITT this means that whoever joins our school will have the opportunity and full backing of the community to focus on the school and drive it forward in a new and exciting way.

Governors would welcome someone who is keen to direct the curriculum in its next stage of development; expanding it and moving it towards a more rounded, diverse, inclusive, and enriched curriculum. Our pupils are ambitious to do well, and are keen to take on greater challenges and we would be looking for someone who would encourage them further. There is a busy pupil council made up of representatives from each year group, with strong views on the school and who are, at this moment in time, re-evaluating our school values and ethos. This position would provide the opportunity for an ambitious leader to steer the school and shape the ongoing academic and personal development of both pupils and staff.

I hope you enjoy reading this information pack and to help with your application, I strongly encourage you to arrange a visit to the school where you can personally experience our school, meet our pupils, staff and governors and envisage how you can be a key part of Anton Junior School's transformation.

Yours sincerely,

Dianne Rawlings
Chair of Governors



About our School



Anton Junior School is located in Andover, Hampshire, within the Test Valley. Andover is an old market town, and has close road links via the A303 to Winchester, Basingstoke, and the South Coast. There is also a direct rail connection to London Waterloo, being on the main Exeter to London route.

The School was built in 1972 and has been improved and updated over the years. The building is spacious and there are shared areas for small group work and intervention sessions. There are exciting plans for internal renovations. We have a computing suite, although we are looking to invest in laptops, a nurture room, a large hall, and two additional learning spaces; one of which is dedicated to music, dance, and drama activities, known as the 'MADD' room, and a another classroom with toilets and kitchen attached, for general teaching and training.



Within the school community there are strong relationships between the pupils, staff, governors and parents. Collaboratively, the school community have recently worked together to produce a shared vision and create a set of values for Anton Junior School which include:

- Kindness and Respect
- Innovation and Love of Learning
- Aspiration
- Resilience
- Independence and Pride



Our curriculum is a key area of development for the school. The school has invested in a wide variety of resources to develop the range of teaching and learning opportunities across the curriculum, particularly in Science. As stated by a Year 6 child, “I love the investigations that we have been doing because they are so practical. We can explore our own ideas which helps us to remember more of what we have been taught.”



Recently we have enhanced our music teaching with the introduction of Listen2me sessions which are led by Hampshire Music Service. This enables all of the children in Years 4 and 6 to learn to play a different instrument each term, including the ukulele, and have opportunities to perform to their parents and carers.





All pupils take part in two sessions of PE a week, one of which is led by Premier Education, who provide the children with opportunities to learn a wider range of sports, which this term include fencing, volleyball and American football. We are proud of our sporting success at Anton and the children enjoy representing the school in individual and team sports. Hampshire advisors have been working alongside our Maths, English, Science and RE subject leaders to further develop these curriculum areas.



The outside space is vast and is thoroughly enjoyed by the children during their play-times, sporting activities and fundraising events. We are fortunate enough to have an adventure play area, an all-weather pitch and the installation of outside exercise equipment is currently underway. Utilising the school grounds effectively as part of curriculum learning is an area of focus across the school.



We have a monthly newsletter detailing our exciting learning events as well as school news and upcoming dates. Moving forwards, our Head and Deputy boys and girls, school council members and house captains will be encouraged to contribute to the newsletter as a way of further developing pupil voice within the school.



Contributions from the children:

“The minute I took my first step into Anton I knew this school was the one. The school that would make me feel safe and the school that would let me be me.”

“Anton Junior School is a wonderful place that encourages children to work to our potential.”

“All of us are part of one big community.”

“Through the Anton gates is a whole world of adventures and wonder.”

“This school has made me into a better me!”



“If you are stuck on your work, the teachers will happily help you but at the same time will encourage you to be as independent as you possibly can.”

“Lots of tournaments happen at Anton and we are very good at winning!”

“Reading is encouraged a lot at Anton as the teachers strongly believe that it is vital for children to succeed in life.”

“Our school motto is ‘educating the whole child’ and that is what the teachers here do for us!”





Copy of the Advert

Headteacher

- ☐ **Closing Date:** 2nd January 2020
- ☐ **Interview Date(s):** 15th-16th January 2020
- ☐ **Job Start Date:** Summer Term 2020
- ☐ **Contract/Hours:** Permanent, Full-time
- ☐ **Salary Type:** Leadership Scale
- ☐ **Salary Details:** The indicative salary range is set at LDR 29-41: £57,990 - £67,185.
- ☐ **Hours of Work:** Full time
- ☐ **Location of Role:** School based
- ☐ **Contact e-mail:** eps-recruitment@hants.gov.uk

Flexibility in salary may be possible for an exceptional candidate

Job/Person Summary

The governors of Anton Junior School are seeking to appoint a new headteacher with a proven track record of school improvement to hit the ground running. They will need to be resilient, passionate and driven to lead the transformation of the school in its next stage of development. They will also need the vision, experience, and skills to drive the improvement of teaching and learning and develop the capacity of leadership throughout the school.

We are looking for someone who is enthusiastic about leading our school and who will:

- ☐ Develop and drive a strategic vision for our school
- ☐ Deliver a diverse, inclusive, and enriched curriculum
- ☐ Ensure every child in our care flourishes to become the best they can be
- ☐ Expect the highest possible standards from all pupils and staff
- ☐ Provide inspirational and strong leadership by supporting, developing, and motivating the whole staff team to deliver quality education for our pupils
- ☐ Work in partnership with the governing board and parents

We can offer the right candidate a unique opportunity to lead a school community with exceptional children and facilities. There are 256 children on roll with a PAN of 64.

Application Procedure

Visits to the school are welcome, and can be arranged by contacting the school office on 01264 352845 or email the interim headteacher l.hodgkinson@anton-jun.hants.sch.uk

For further details and an application pack, please contact Education Recruitment Services on 02380 383 535 (24hour answerphone) or eps-recruitment@hants.gov.uk

Closing date: 12 noon Thursday 2nd January 2020
Shortlisting: 5:30pm Monday 6th January 2020
Interviews: 15th-16th Wednesday-Thursday January 2020



Job Description

Headteacher Job Description

Anton Junior School

Title

Headteacher

- ☐ The Governing Body have determined that this post should be paid on the 2014 Hampshire agreed pay scale.
- ☐ The Governors have set the indicative salary range: LDR 29-41: £57,990-£67,185

Flexibility in Salary may be possible for an exceptional candidate.

General expectations and accountabilities

As designated headteacher, hold overall accountability for direction, standards achieved and quality in order to:

- Work in partnership with Governors (individual and collective) to provide the leadership and management which enables the school to give every pupil high quality education and which promotes the highest possible standards of achievement and wellbeing.
- Build leadership capacity at all levels through actively developing strategic governance, staffing structures and roles and responsibilities in partnership with Governors.

The headteacher must work in accordance with the 'Conditions for Employment for Headteacher (School Teachers' Pay and Conditions)' and the Career Expectations Framework for Leadership.

In addition, the Teachers' Standards (2011, as amended), including the Personal and Professional Code of Conduct which applies to all teachers, provide a foundation upon which the National Standards of Excellence for Headteacher (2015) standards are built. These standards are intended as guidance to underpin best practice, whatever the particular job description of the Headteacher. They are to be interpreted in the context of each individual Headteacher and school, and designed to be relevant to all head teachers, irrespective of length of service in post.



Safeguarding Responsibility

The post holder is responsible for ensuring that all school and county child protection policies are adhered to and concerns are raised in accordance with these policies.

Financial Management Responsibility

Advising the Governing Body on the school's annual budget and the budget revision as appropriate, as well as being responsible for the day-to-day running of the budget at Anton Junior School.

Responsible to

The Governing Body of Anton Junior School. The Governors intend that the National Standards of Excellence for Headteachers (2015) are used to shape the headteacher's own practice and professional development, within and beyond the school and inform their appraisal.

As such, we expect the new headteacher of Anton Junior School to

1. Be a lead professional and significant role model within the community you serve
2. Embody values and ambitions that drive the achievements of the school
3. Be accountable for the education of current and future generations of children
4. Exhibit leadership that has a decisive impact on the quality of teaching and pupils' achievements
5. Lead by example the professional conduct and practice of teachers in a way that minimises unnecessary teacher workload and leaves room for high quality continuous professional development for staff
6. Secure a climate for the exemplary behavior of pupils
7. Set standards and expectations for high academic standards within and beyond the school, recognising differences and respecting cultural diversity within contemporary Britain.



Person Specification

Key Tasks

1. Develop a strategic plan for the next 5 years.
2. Ensure the quality of teaching, learning and assessment is consistently effective across the school.
3. Raise standards so that they are higher than the national averages at the end of KS2.
4. Develop the capacity of the leadership within the school so that all leaders are impacting on provision.

Anton Junior Person Specification

Professional Qualifications

- ☐ Qualified teacher with QTS

Experience

- ☐ Deputy headteacher or headteacher experience in a primary phase school
- ☐ Experience as a skilled and effective classroom practitioner with KS2 children

Qualities and Knowledge

- ☐ Evidence of inspiring and influencing others through the ability to communicate compellingly the vision for the school and drive the strategic leadership, empowering all pupils and staff to excel
- ☐ Is able to demonstrate a range of leadership qualities that develop and inspire the whole school community
- ☐ Evidence of implementation and embedding of school improvement strategies to successful conclusions
- ☐ Evidence of overcoming challenging situations



- ☐ Evidence of drive, ambition and examples of creative problem solving
- ☐ Demonstrate a resilient personality, an ability to build on positive relationships and attitudes towards the school community and members of the local community

Safeguarding

- ☐ Experience of creating a strong safeguarding ethos and culture within school
- ☐ Up to date knowledge of safeguarding requirements and current legislation

Pupils and Staff

- ☐ Demonstrates a clear vision for an outstanding primary curriculum, and experience of improving teaching, learning and assessment
- ☐ Evidence of demanding ambitious individual outcomes for all children, whatever their perceived barriers to learning with strong attainment for all pupil groups
- ☐ Evidence of developing effective delegation in order to secure school improvement priorities and ability to lead and manage a team
- ☐ Evidence of effectively managing the performance of others
- ☐ Nurture emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning

School Council Wishlist

The School Council were interviewed as part of the preparation for this process and were asked what qualities they would like in the new permanent headteacher



Some of their requirements are as follows:

- | | | |
|--------------------------------------|---|--|
| <input type="checkbox"/> Be fair | <input type="checkbox"/> Be caring | <input type="checkbox"/> Be thoughtful |
| <input type="checkbox"/> Be fun | <input type="checkbox"/> Be a good speaker | <input type="checkbox"/> Be respectful |
| <input type="checkbox"/> Be cool | <input type="checkbox"/> Sometimes be silly | <input type="checkbox"/> Be bubbly |
| <input type="checkbox"/> Be reliable | <input type="checkbox"/> Be responsible | <input type="checkbox"/> Be kind |

Systems and processes

- ☐ Evidence of successful implementation of a school improvement plan from conception to conclusion
- ☐ Experience of effective financial and resource management
- ☐ Establish rigorous fair and transparent systems and measures for managing the performance of all staff, addressing underperformance, supporting staff to improve and valuing excellent practice
- ☐ Provide strong leadership and actively support the governing body to undertake its responsibilities effectively
- ☐ Experience of distributing leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making



Self-Improving System

- ☐ Has used a range of evidence to raise the achievement of all pupil groups
- ☐ Ability to harness the findings of well evidenced research to frame self-regulating and self-improvement and to provide relevant information to all stakeholders
- ☐ Evidence of an ability to have an effective working relationship with the governing body
- ☐ Continue to lead an outward facing school which works with schools and other organisations – in a climate of mutual challenge – to champion best practice and secure excellent achievement for all pupils

Personal Qualities

- ☐ Interpersonal skills to include effective decision making, empathy, patience
- ☐ Positive, dependable, and respectful
- ☐ Motivated
- ☐ Excellent communication skills; direct, specific, and clear
- ☐ Have an analytical and collaborative approach



School End of Key Stage Two Data 2018/19

Achieving Age Related Expectations (ARE)

Subject	School % 2017	School % 2018	School % 2019	Hants % 2019	National % 2019
Reading - All	92	77	75	76	73
Writing (TA) - All	91	92	89	81	78
Mathematics - All	92	64	71	80	79



Reading/Writing/Maths	82	56	60	68	65
GPS - All	92	78	82	78	78

Achieving Greater Depth (GDS)

Subject	School % 2017	School % 2018	School % 2019	Hants % 2019	National % 2019
Reading - All	35	34	20	30	27
Writing (TA) - All	18	19	20	25	20
Mathematics - All	15	22	22	27	27
Reading/Writing/Maths	9	13	5	13	11
GPS - All	35	34	40	35	36

Progress at Key Stage 2

	Reading	Writing	Maths
Progress Score	-0.9	+1.3	-1.2
Descriptor (eg average) + colour	Average	Average	Average



Introduction from the PTA

Anton Friends PTA is a small group of committed members running events for the children and parents to raise monies for both the Anton Infant and Anton Junior schools; last year we raised £10,500 (monies are split equally over both schools).

We have a busy calendar of events; bingo nights, school discos, Christmas fayre, summer fete, Mother's Day and Father's Day gift sales to name but a few.

Funds are then used to subsidise trips and purchase equipment for the schools.

The PTA has recently provided funding for a sculptor to work with all classes.

We are well supported by the senior leadership teams and staff of both schools who are always willing to go the extra mile to ensure that our events are a success.





Anton Andover Alliance Teacher Training SCITT (Until July 2020)

The daily operation of the SCITT is undertaken by a full time SCITT director and administrator in conjunction with the headteacher as the accounting officer. This means that you are ultimately accountable for the performance of the SCITT and overseeing the performance management of the SCITT Director, who manages all elements of the day to day function of the programme.

You will be part of the SCITT management committee, which is formed of Alliance headteachers.

The Anton Andover Alliance SCITT is a one year training programme that allows graduates who want to become teachers, to train in a school-based setting.

The SCITT co-ordinates placements and ensures high quality mentoring is taking place across the Alliance





Education in Hampshire

Choosing to teach in Hampshire may be the best move you can make. As one of the largest authorities in the country, we can offer an unrivalled diversity in teaching opportunities; from the challenges of the urban and city school through to the rural primary which will provide a vibrant environment for development and promotion.

Hampshire schools are encouraged to operate and develop in a way which serves their local community, reflecting the cultural diversity the county has to offer. We feel this is best achieved through local management, with the Local Authority providing a supporting role wherever needed.

The county of Hampshire has over 170,000 school-age children in approximately 438 primary, 71 secondary and 26 special schools and other provisions. Whilst the majority are community schools, the LA has forged strong partnerships with Diocesan Bodies, and seeks to maintain the provision of places in Church schools. The county has 26 special schools, with an additional 42 units in mainstream schools, providing education and support for children with moderate, severe or complex learning difficulties, physical and sensory disabilities, and emotional and behavioural issues

Hampshire's 'Early Admission' policy allows children to start school at the beginning of the school year in which they are five years old. At the other end of the age range, Hampshire was one of the first authorities in the country to establish a joint agreement on the 14-19 education of all students with the Local Skills Council.

With the County Office in Winchester, and 2 Local Offices, Hampshire Authority has an established network of advisors which provides a responsive and flexible service to the schools in their respective areas. There is also a strong ethos for collaboration and liaison, with regular meetings of Headteachers in phase, cluster and area groupings, aimed at maintaining a policy of communication and cooperation with the LA and between schools.

In Hampshire, we pride ourselves on providing first-class learning opportunities for our teachers both internally and with outside course providers. For new Headteachers, in partnership with governors, the LA operates a structured induction development programme which also helps develop close working relationships with other Headteachers and LA colleagues.

Hampshire's most recent Annual Performance Assessment confirmed that we are an Authority that provides excellent education and has an excellent capacity for further improvement. We are continually looking for innovative ways of improving standards in our schools, which can only be achieved through a commitment to our staff.

To find out more about Hampshire and what it has to offer, visit our website at www.hants.gov.uk. Hampshire has a lot to offer. WE hope you will join us.



Application Procedure & Safeguarding Statement

Candidates should complete the application form, returning it electronically to eps-recruitment@hants.gov.uk if applying through hampshire.educationjobs.uk or hr@anton-jun.hants.sch.uk if applying through the TES (Times Educational Supplement), no later than 12pm on Thursday 2nd January 2020

You should provide a full statement in support of your application. Please do not restate the factual details already included elsewhere on the application form.

Informal Visits

We would be proud to welcome you to our school and show you around. Visits to the school are welcome, and can be arranged by contacting the school office on 01264 352845 or email the interim headteacher l.hodgkinson@anton-jun.hants.sch.uk

Selection Procedure

- Shortlisting will take place on Monday 6th January 2020 at 5pm
- Shortlisted applicants will be advised within 3 working days from this date
- Interviews will take place on Wednesday the 15th and Thursday 16th of January 2020
- The number of candidates being considered may be reduced at the end of Day 1
- Further details will be sent to the shortlisted candidates

Safer Recruitment

Anton Junior School and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. The successful candidate will be subject to Disclosure and Barring Service checks along with other relevant employment checks.

Data Protection Act 1998

You should be aware that the information you provide will be stored on Hampshire County Council's secure database and will only be used to process your application. It will not be passed to any other organisation.

Equality Monitoring All applicants are required to complete an Equality Monitoring form.

Thank you for taking the time to consider our school. We hope to receive your application shortly