



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.

Since the Ofsted inspection in 2014, the school has been on a journey searching for innovative practice to support children's learning. Teaching and learning is at the heart of everything that we do and we would want to continue to aim for best practice so that our children learn effectively, understand clearly what is expected of them, and make the very best progress.

We are looking for a leader who can build on past successes, and has the passion and drive to take the school forward. 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. There is a busy pupil council made up of representatives from each year group and who have strong views on their school.

There is a dynamic and generous PTA that supports both Anton Infant and Junior Schools. The school is active in the local community, with various sports teams competing in town and county events and the school council marches in the Andover Remembrance Day parade. The grounds and facilities are available for hire and are used by many local sports and leisure groups.

We have a School Centred Initial Teacher Training (SCITT) facility which has now been in place for three years and has trained over 70 trainee teachers. The headteacher as the accounting officer will have a lead role on the SCITT's Strategic board and has line management responsibility for the SCITT director and their team. The SCITT was recently inspected and achieved 'good'.

This is a truly exciting opportunity for an ambitious leader who can steer the school towards an exciting future and who can continue to shape the ongoing academic and personal development of everyone at the school, both of its pupils and of its 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 part of the school's ongoing achievements.

Yours Sincerely,

Dianne Rawlings
Chair of Governors



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.

About our School

Anton Junior School is located in Andover, within the Test Valley.

The school site has extensive grounds and in addition to the school building and playground there are a number of further facilities; all weather pitch, adventure play area, dedicated music, dance, and drama studio and SCITT training room and which also serves as a teaching room for pupils.

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.



Copy of the Advert

Headteacher

- **Closing Date:** Monday 15th April
- **Interview Date(s):** Monday 29th – Tuesday 30th April 2019
- **Job Start Date:** September 2019
- **Contract/Hours:** Permanent, Full-time
- **Salary Type:** Leadership Scale
- **Salary Details:** The indicative salary range is set at LDR 29-41, £56,436-£65,384
- **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 vision and ambition to build on past successes and drive the school forward in its next stage of development.

There are 256 children on roll with a PAN of 64. The school prides itself on its warm, welcoming and friendly culture.

The school is situated in Andover, within the picturesque Test Valley, having close proximity to Winchester, Basingstoke and Salisbury. The school benefits from extensive grounds and facilities, including a music, dance and drama studio, an all-weather pitch, an adventure play-area, and a SCITT teacher training room.

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
- Have a passion for the ongoing development of the successful Anton Andover Alliance SCITT and its trainee teachers

We can offer the right candidate a unique opportunity to lead a school community with exceptional children and exceptional facilities.

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 I.hodgkinson@anton-jun.hants.sch.uk

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

Closing date: Monday 15th April 2019 (12 noon)
Shortlisting: Tuesday 16th April 2019 5pm
Interviews: Monday 29th and Tuesday 30th April 2019



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, £56,436-£65,384

Flexibility in salary may be possible for an exceptional candidate

General expectations and accountabilities

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.

As designated headteacher, providing strategic leadership for the School and the School Centred Initial Teacher Training (SCITT) hold overall accountability for direction, standards achieved and quality in order to:

1. 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.
2. Actively support the aims of the Anton Andover Alliance, including contributing to the success of all schools within it, through sharing professional activities and collaborating proactively.
3. Build leadership capacity at all levels through actively developing strategic governance, staffing structures and roles and responsibilities in partnership with Governors.

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.

Act as Accounting Officer for the SCITT.

Responsible to

The Governing Body of Anton Junior School. The Governors intend that the National Standards of Excellence for Headteachers (2014) 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 headteacher 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 behaviour 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.

The National Standards of Excellence for Headteachers are set out in four domains and within each domain there are six key characteristics expected of the nation's Headteachers. These domains are:

- Qualities and knowledge
- Pupils and staff
- Systems and process
- The self-improving school system



Person Specification

Key Tasks

1. Have a vision and strategic plan which inspires and motivates pupils and staff and expresses core educational values
2. Provide inspirational leadership of highly effective teaching and learning in order to secure high standards
3. Enable a consistent and continuous school wide focus on pupils achievement
4. Establish creative, responsive and effective approaches to learning and teaching
5. Able to communicate and model vision and values
6. Have experience of successfully initiating, implementing and evaluating change and development

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 innovative practice
- Demonstrate resilient personal behaviour, 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 of what constitutes an outstanding primary curriculum, teaching, learning and assessment
- Evidence of demanding ambitious individual outcomes for all children, whatever their perceived barriers to learning
- 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

Systems and processes

- Evidence of successful implementation of a school improvement plan from conception to conclusion
- Experience of 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

- Evidence of using data 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
- Have demonstrated innovation in achieving excellence

Personal Qualities

- Interpersonal skills and attributes
- Resilient
- Excellent communication skills
- Have a collaborative approach, able to listen to others

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:

- | | | |
|---------------|----------------------|-----------------|
| • Be fair | • Be caring | • Be thoughtful |
| • Be fun | • Be a good speaker | • Be respectful |
| • Be cool | • Sometimes be silly | • Be bubbly |
| • Be reliable | • Be responsible | • Be kind |



School End of Key Stage Two Data 2018

Achieving Expected Standard (EXS)

Subject	School % 2016	School % 2017	School % 2018	Hants % 2018	National % 2018
Reading - All	78	92	77	78	75
Reading - Disadvantaged	83	80	57	64	64
Writing (TA) - All	92	91	92	82	78
Writing (TA) - Disadvantaged	83	100	86	67	68
Mathematics - All	89	92	64	78	76
Mathematics - Disadvantaged	100	80	29	62	64
Reading/Writing/Maths	67	82	56	68	64
RWM Disadvantaged	67	60	14	48	51
GPS - All	80	92	78	79	78
GPS - Disadvantaged	83	100	71	63	67

Achieving Greater Depth (GDS)

Subject	School % 2016	School % 2017	School % 2018	Hants % 2018	National % 2018
Reading - All	23	35	34	32	28
Reading - Disadvantaged	33	20	14	18	18
Writing (TA) - All	16	18	19	24	20
Writing (TA) - Disadvantaged	0	0	14	12	11



Mathematics - All	9	15	22	25	24
Mathematics - Disadvantaged	0	0	14	13	14
Reading/Writing/Maths	6	9	13	12	10
RWM Disadvantaged	0	0	14	5	4
GPS - All	14	35	34	33	34
GPS - Disadvantaged	17	20	14	19	24

Progress at Key Stage 2

	Reading	Writing	Maths
Progress Score	+0.7	+1.2	-1.5
Descriptor (eg average) + colour	Average	Average	Below Average



Anton Andover Alliance Teacher Training SCITT

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. We deliver training at an Alliance school each Friday, throughout the programme and are accredited to award QTS. It is our third year of operation and in our latest Ofsted inspection we were assessed as 'good'.

The trainee is primarily based in a school of their choice, with additional training days throughout the programme. The trainees are based in schools in and around the Test Valley area with nearly 20 x schools currently in the Alliance.

The trainee is supported by a school mentor with additional mentoring oversight provided by SCITT mentors who are selected as specialist leaders of education.

The trainee can complete the programme with QTS and / or PGCE qualifications issued by the SCITT.

Further details on the programme are available on the website - www.teachaaa.co.uk

The daily operation of the SCITT is undertaken by a 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 and this group plays a significant role in defining and monitoring the longer strategy of the SCITT



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 no later than **noon on Monday 15th April**

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 **Tuesday 16th April 5pm**

Shortlisted applicants will be advised within 3 working days from this date

Interviews will take place on **Monday 29th April and Tuesday 30th 2019**

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.