

# Headteacher Recruitment Pack



**Roos Church of England (VC) Primary School**  
Main Street  
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<https://www.roosprimary.org.uk/>



# Our Christian Vision and Ethos

Our Christian vision is for every member of our school family to 'shine' through a positive, nurturing environment, underpinned by an enriched, inspiring curriculum that celebrates learning, fun and the wider achievements of all our children and the community.

We promote excellence in everything we do, inspiring our children for life today, tomorrow and in the future to allow them to "live life in all its fullness." (John 10:10)

We summarise this in the simple statement: "Together we Care, Learn and Shine."

## Our School Christian Values

Truth

Trust

Friendship

Forgiveness

Respect

Responsibility

# Letter from the Chair of Governors

Dear Applicant,

Thank you for your interest in our school. This vacancy has arisen because our highly respected Headteacher is due to retire in July, after many successful years at the school.

We are keen to find an exceptional person to join and lead our school from September 2022. From the moment you walk into our school, you will find happy children and motivated staff.

Roos Church of England (VC) Primary School is a thriving, friendly and caring school, and the whole community works hard to give the children meaningful and stimulating learning experiences. As a school in the East Riding of Yorkshire within a small rural community, we are proud to be able to give our children unique provision founded on our Christian vision. Our vision is for every member of our school family to 'shine' through a positive, nurturing environment, underpinned by an enriched, inspiring curriculum that celebrates learning, fun and the wider achievements of our children and community. We know the children and our community extremely well, and the school has benefitted from the confidence and experience of the current Headteacher. We seek the best solutions and innovations for our school setting. "That's why it's a Roos Primary School Thing".

Our children have a passion for learning, and they enjoy coming to school every day. They develop into well-rounded and thoughtful individuals, who leave confident and ready to progress at secondary school. Our Christian Values of Truth, Trust, Respect, Responsibility, Friendship and Forgiveness are the golden threads which run through everything we do. These values give our children the opportunity to develop into valued members of society. Staff are dedicated, positive and committed to achieving the best outcomes within a nurturing and caring environment. As Headteacher, you would be very well supported by staff, governors, cluster schools, School Improvement Partner, the Diocese and the wider local educational authority.

We value our strong links within the local community and All Saints' Church and seek to appoint a Headteacher who will uphold the distinctive Christian ethos of the school and nurture, inspire, challenge and motivate the whole school family to realise their full potential.

The school was rated good by Ofsted in 2017:

*"Parents are highly positive about the school, praise the staff and say that their children thrive at the school. Parents value the good communication with staff. They appreciate the breakfast club and the after-school provision, and many take up the flexible extra paid hours for nursery children. Extra-curricular activities promote pupils' spiritual, moral, social and cultural development well. Visitors to school regularly extend pupils' first-hand knowledge and understanding of other religions and cultures."*  
(Ofsted Report, 2017)

Statutory Inspection of Anglican and Methodist Schools (SIAMS) Report 2019 commented on our most recent inspection:

*"The strong leadership of the headteacher is empowering all staff to learn, thrive and shine in this nurturing community. The supportive culture of pastoral care and wellbeing in this Christian family community is tailored to the individual needs of pupils, staff and parents within a spirit of respect so all flourish."*

Visitors to the school comment on the warm welcome and friendly atmosphere of the school and on the outstanding behaviour of our pupils. It is important to us that every member of the school community is treated with respect, and we encourage and reinforce the highest standards of behaviour both in and outside school.

We are looking to appoint an inspirational Headteacher with strong leadership and management skills and the ability to inspire, challenge, motivate and empower others to reach their full potential. If you are an experienced leader, and are ready for this exciting challenge, which will include a teaching commitment, we look forward to meeting you.

Harry Gregg  
Chair of Governors

# OUR DIOCESE

York Diocesan Board of Education supports 125 Church of England schools and academies in the area from the Humber to the Tees. We have a dedicated team of professionals who offer a wide range of expertise and can help schools access further assistance.



The Education team aims to:

- Be available as a 'one-stop shop' for pastoral and professional support;
- Work with a range of agencies to promote school improvement;
- Promote excellence and Christian distinctiveness;
- Provide and facilitate professional development and governor training;
- Help schools and academies network, collaborate together and share best practice;
- Offer a Total Property Management scheme in association with DBE Services Ltd;
- Guide schools on matters concerning trusts;
- Work with schools exploring Academy conversion;
- Involvement in recruitment processes for new Headteachers/Heads of School;
- Support Headteacher appraisal;
- Represent Church of England education to the wider church community and more widely to the public;
- Maintain contact with the local authorities and the Regional School Commissioners.

*The Rt Revd Paul Ferguson, Bishop of Whitby and Chair of the Diocesan Board of Education, said:*

"Our schools and academies are a vital part of the mission of the Church of England in the Diocese of York. Staff and governors are strongly committed to their communities, and in many cases the influence of church schools can only be described as transformative.



We strive to offer our young people the very best in every aspect of education, including encouraging them to mature spiritually and to understand how faith informs good relationships and responsible citizenship. We aim for our schools to be places where the love of God in Christ is truly reflected.

If these aims and values resonate with you, we hope that you will consider applying to come to Roos Church of England (VC) Primary School to lead our school into the next phase of its life".

*Andrew Smith, Diocesan Director of Education, said:*

"As a diocese, we are here to help celebrate and strengthen the Christian ethos in our schools. We understand that each school is unique and our aim is to get to know our schools on an individual basis in order to foster the local parish and community links as far as possible.



As such, our Education Team offers a range of support to our headteachers from both a school distinctiveness and effectiveness point of view, as well as providing a range of training and development opportunities for staff and governors to access over the course of each year. In a rapidly changing educational landscape, we are more and more involved in wider school development, particularly as schools change from one school status to another.

I do hope that you feel able to apply for the position of Headteacher and we would look forward to welcoming you as part of our diocesan family here in the Diocese of York".



## About our School

Roos Church of England (VC) Primary School is located within the East Riding of Yorkshire, close to the coastal town of Withernsea, 14 miles from the port city of Kingston upon Hull, recently the City of Culture. Residents of the local community commute to the historic market and minster town of Beverley, the thriving city of Hull, to Leeds and beyond via the Hull Trains Network.

The school is located in a beautiful rural setting, in a well-maintained building with a large playing field. Due to the popularity of the school, a number of extensions have been built, all in character and to a high standard. The school is nestled in the heart of the village and is within walking distance of All Saints' Church. We continue to develop our outdoor space and promote the benefits of outdoor learning.

For more information, please refer to our website: <https://www.roosprimary.org.uk/>



*Children have the opportunity attend bell ringing at All Saints' Church and join Roos and South Holderness Community Choir. Many remain beyond their Primary years. Family links with the church remain strong during adulthood.*



*Main Street, Roos*

The school has 125 pupils on roll, including nursery (FS1) provision and provides wraparound care from 8am to 6pm. The school's catchment includes the surrounding villages of Tunstall, Owstwick and Hilston and families outside catchment regularly apply to attend the school.

The school currently has a budget supported by a historic carry forward amount with no expected deficit. The school is supported by the Friends of Roos School, which holds fundraising activities throughout the year.

Roos Church of England (VC) Primary School is an extremely happy and hardworking school. Staff morale is very high, and there is exceptional teamwork throughout the school. Staff are actively involved with school improvement. Teacher confidence, experience and skills have been developed, as they are empowered to become subject leaders. Continuous professional development is expected, encouraged and well provided for. Staff comment on how well they are supported, both professionally and personally, so that the family ethos of the school extends to staff well-being.

Statutory Inspection of Anglican and Methodist Schools (SIAMS) Report 2019 commented on our most recent inspection:

*“The strong leadership of the headteacher is empowering all staff to learn, thrive and shine in this nurturing community. The supportive culture of pastoral care and wellbeing in this Christian family community is tailored to the individual needs of pupils, staff and parents within a spirit of respect so all flourish.”*



We are proud of every child in our school: we all embrace our Christian vision that every member of our school family aspires to ‘shine’ through our positive, nurturing environment, underpinned by an enriched, inspiring curriculum that celebrates learning, fun and the wider achievements of all our children and the community. “Together we Care Learn and Shine”. Ofsted commented on our most recent inspection *“The governing body is highly committed to the school and its ethos.”*

Behaviour on our school is excellent. Children are treated with respect and are expected to treat each other and all staff with the same high level of courtesy. As a result of the highest expectations and of lessons which are highly engaging and tailored to meet their needs, pupils have outstanding attitudes to learning and are proud to be part of the Roos Church of England (VC) Primary School community.

We pride ourselves on the excellent relationship with parents and the surrounding community, and believe in providing a curriculum rich in a variety of experiences. Roos’s “family” feel makes us unique: we know our children and families thoroughly and staff take time to get to know each individual children’s circumstance. As a result, children learn in a happy and safe environment.

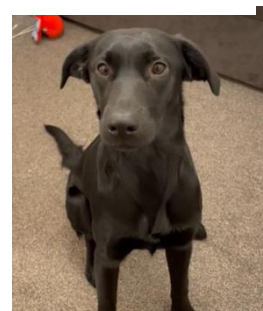
## **Our Curriculum Aims**

Our aim is to deliver an enquiry based curriculum, underpinned by our Christian Values of Respect, Friendship, Truth, Trust, Responsibility and Forgiveness. The curriculum demonstrates progression and high expectations, while retaining flexibility and creativity through active learning in real-life contexts.

We also incorporate problem solving and have developed an environment that encourages independent learning and the application of basic skills. Our curriculum gives space for learning beyond subject boundaries and allows pupils to feel success both in the classroom and the outside world.

## **Staff and Pupil Wellbeing**

Staff and pupil wellbeing forms an integral part of the School Development Plan this year. To enhance this area we have introduced a school dog, Stella. She is used to improve communication, behaviours and outcomes for pupils, staff and parents throughout the school.





# What the Children say about our School

"We learn how to keep ourselves safe at the beach"



"We love to sing, dance and perform"



"Teachers make learning fun"



"Some days are just great fun"



"I have lots of friends and we are kind and respectful to others"



"Everyone cares about our environment"



"We work together and take turns"





## **Roos Church of England (VC) Primary School**

### **Headteacher Job description**

#### **Job purpose**

In the light of the school's Church of England foundation and its commitment to sustaining and developing its Christian ethos and values, the purpose of the role of Headteacher at Roos Church of England (VC) Primary School is:

1. To be an inspirational leader who is called, connected and committed to deliver the school vision for the children, staff and community it serves.
2. To lead by example, actively modelling and embedding into all areas of school life, the Christian vision and core Christian values of the school.
3. To deliver and ensure an enriched and high-quality curriculum which delivers high standards, expectations and outcomes for all pupils.
4. To undertake the expectations of a Headteacher as set out in the October 2020 Headteacher Standards.
5. To promote and enhance the wellbeing of the team, developing a distributed leadership, nurturing opportunities for all staff to learn and grow to their full potential.
6. To further develop relationships with our families, partners and the wider community, in order to enhance their contribution to school life, outcomes and opportunities for our children.

#### **Main Responsibilities**

The main responsibilities of the role are based upon meeting and upholding the National Headteacher Standards and the Christian vision of the school that are an integral part of our school ethos.

The Headteacher will:

1. Meet and uphold the Headteacher Standards which clearly set out the expectations of the role of Headteacher.
2. Hold, articulate and demonstrate a clear Christian vision, values and moral purpose, firmly rooted in the Christian faith and respecting diversity and difference.
3. Provide a rich and relevant curriculum where children can flourish, widen their horizons and aspire to be the best that they can be.
4. Uphold ambitious educational standards which prepare pupil from all backgrounds for their next phase of education and life.
5. Demonstrate the Christian vision of the school in everyday working practice, building positive relationships and attitudes towards others, rooted in mutual respect and ensuring proper professional boundaries and treating each person as a unique individual of inherent worth.



6. Be responsible for establishing and maintaining effective partnerships with the Governing Body, parents, the church, parish and the Diocese, the local community, the Local Authority and wider partners, to ensure the vision for the school is delivered.
7. Ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement.
8. Ensure leaders at all levels within the school have an opportunity to develop their leadership qualities and experience.
9. Ensure all staff are provided with consistent and high quality opportunities for professional development, so that they flourish in their roles.
10. Know, understand and act within statutory frameworks which set out professional duties and responsibilities, giving account and accepting responsibilities.
11. Manage the financial and human resources effectively and efficiently to achieve the school's Christian vision and values in line with legal requirements.
12. Sustain current and wide knowledge and understanding of education and school systems locally, nationally and globally.
13. Implement consistent, fair and respectful approaches to managing behaviour.
14. Regularly review own practice and achievements, set personal targets and take responsibility for own personal and professional development, taking account of any feedback.

## **General**

1. The above principal accountabilities are not exhaustive and may vary without changing the character of the job or level of responsibility.
2. The postholder must be flexible to ensure the operational needs of the school are met. This includes the undertaking of duties of a similar nature and responsibility as and when required, throughout the various work areas in the school.
3. The Health and Safety at Work Act (1974) and other associated legislation places responsibilities for health and safety on all employees. Therefore, it is the postholder's responsibility to take reasonable care for the Health, Safety and Welfare of him/herself and other employees in accordance with legislation and the schools Health and Safety policy and procedures.

## Roos Church of England (VC) Primary School - Headteacher Person Specification

	Essential on appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)	How identified - Application Interview References Exercise
<b>Qualifications and Training</b>			
Qualified Teacher status	x		A
Evidence of gaining or working towards NPQH or CEPQH qualification		x	A
Evidence of continuous professional development including recent leadership training	x		A
<b>Experience and Skills</b>			
Knowledge and understanding of the National Headteacher Standards October 2020 and how these can be applied in practice	x		A/I
Understanding of the statutory duties and regulatory frameworks which govern a CE VC school including supporting the governing body in discharging these duties	x		A/I
Teaching experience across the appropriate age range and in a primary school	x		A
Up to date knowledge and understanding of the National Curriculum and experience of curriculum design at primary level	x		A/I/R
A proven track record for improvement, using evidence relevant to the school and community context	x		A/I/R
Ability effectively to analyse data to evaluate school performance	x		A/I/E
The ability to challenge in a respectful and positive manner to maintain and develop relationships and improve outcomes	x		I/R
Experience of maintaining school systems and processes which are fit for purpose	x		A/I/R
Experience of financial management or making budgetary decisions	x		A/I/R
Experience of setting challenging goals for staff and pupils and effectively monitoring progress towards them	x		A/I/R
Experience of leadership	x		A/I/R
Up to date knowledge and understanding of Ofsted and SIAMs expectations		x	A/I/R
Ability to promote and maintain an open, fair and equitable culture	x		A/I/R
Ability to reflect and develop the Christian ethos of our school whilst promoting and understanding other faiths and cultures	x		A/I/R
Demonstrate a commitment to safeguarding and the welfare of children	x		A/I/E
Ability to form and maintain appropriate relationships and personal boundaries	x		A/I
Emotional resilience in working with challenging behaviours	x		A/I
Appropriate use of authority and discipline	x		A/E

**Please note this post is also subject to a satisfactory enhanced DBS disclosure.**

# Roos Church of England (VC) Primary School

## Key Information

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Hull  
HU12 0HB

Phone: 01964 670535

E-mail: [roos.admin@eastriding.gov.uk](mailto:roos.admin@eastriding.gov.uk)

Website: <https://www.roosprimary.org.uk/>

Number on Roll: 125

## The Post

Headteacher Group:	Group 1
Post:	Full time, permanent, including a 2 day teaching commitment
Pay scale:	L6 – L13

## The Recruitment Process

Applications available from: <http://www.eastriding.gov.uk/jobs>

Closing date:	27 February 2022
Shortlisting:	3 March 2022
Interviews:	17 and 18 March 2022
Start date:	1 September 2022

To arrange visits, please contact Mrs Dawn Megson (01964) 670535

All visits must be pre-arranged.