



Glastonbury Thorn School

Headteacher Information Pack

March 2020

‘Every Day Getting Better In Every Way’

OUTSTANDINGLY
HAPPY school



www.glastonburythorn.co.uk

Glastonbury Thorn School, Pigott Dr, Shenley Church End, Milton Keynes MK5 6BX



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Glastonbury Thorn School

'Every Day Getting Better in Every Way'

Piggott Drive, Shenley Church End, Milton Keynes MK5 6BX

Tel: 01908 504648 / www.glastonburythorn.co.uk

Headteacher

for September 2020

Indicative pay range: L9 to L16, £50,026 to £59,528

(dependent on experience and expertise)

Group: 2

Age Range: 4-7years

NoR 211

Would you like to be part of a forward-thinking school in a thriving local community? Our Headteacher is leaving at the end of the school year after four years in the role and we are seeking to appoint an exceptional leader to build on our existing success.

Glastonbury Thorn School is friendly and very well regarded by parents. Our pupils come from a wide range of ethnic backgrounds and they make good progress in the three years they are with us. We are proud to be an outstandingly happy school and Governors want to appoint a Headteacher who will ensure that children love to come to school each day and that they make good progress socially and academically.

Visits to the school will be held on Thursday 26 March at 9.30am and Thursday 2 April at 9.30am; please contact the school office office@glastonburythorn.co.uk to book a place.

Please forward your application and any enquiries to HTRecruitment@Milton-Keynes.gov.uk

Closing: Friday 17 April 2020 at 09:00

Interview: Monday 27 April 2020.

The school is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be subject to an enhanced DBS check.

It's ability, not disability that counts:

We are an Equal Opportunities Employer





Chair of Governor's Introduction

Dear Applicant,

Thank you for the interest you have shown in our Headteacher vacancy. If you would like to visit our school to learn more, Governors would be pleased to welcome you.

Glastonbury Thorn School is a successful infant school in Milton Keynes with 211 pupils currently on roll and a published admissions number of 60. Glastonbury Thorn is a warm, welcoming, friendly school which values the contribution of all children, whatever their skills and interests helping them to achieve the school ethos; "Every Day Getting Better in Every Way".

Glastonbury Thorn opened in 1994 and since then we have only had three Headteachers. We are seeking to recruit a Headteacher who is:

- An energetic, innovative and exceptional leader able to build on our strengths and identify where improvements are needed to take our school forward,
- Child-centred in your approach with high aspirations for all our children,
- An excellent practitioner able to use your experience to challenge and motivate your team,
- Able to build and maintain effective relationships with parents, carers, partners, governors and the community that enhance the education of all pupils.

Our new Headteacher should be a strong, approachable, compassionate and supportive leader. You should be passionate and knowledgeable about the pursuit of teaching and learning in schools and have a love of working with children. The person specification provides a more comprehensive list of the qualities we are looking for, but in essence we wish to appoint somebody with the passion and drive to take the school forward; someone who builds on our strengths and ensures we continue to improve by embracing the opportunities and challenges which are offered in a leading infant school.

Our strength is our proven ability to provide a high-quality education for all our children in a caring, inclusive environment. We believe we offer the best possible start for all our young people.

'Every day getting better in every way'

**OUTSTANDINGLY
HAPPY school**



Whilst Glastonbury Thorn is located in a relatively affluent part of Milton Keynes, there are areas of deprivation in our catchment area. Our cohort is drawn from across Milton Keynes. About half of our children are white British with the remainder coming from a wide range of ethnic backgrounds.

The governing board comprises mostly parents and ex-parents. They know the school intimately. We are passionate for the success of children, staff and school.

The school operates an open-door policy. We welcome visits from parents and encourage them to raise any concerns with their child's teacher or the Headteacher about either their child or their child's education.

Our vision for the children – every day getting better in every way - also sums up our vision for the school. For us, achievement of the outstanding rating from Ofsted was merely a step on a journey to excellence in everything we do. Indeed, the Ofsted framework has changed significantly since we achieved that rating and it would be complacent to assume that we would achieve the same rating today. We expect our new Headteacher to embrace our vision whilst dealing with the many challenges ahead of us – for example, shrinking budgets and the changing educational and organisational landscape – that will require resilience and flexibility.

We would positively encourage candidates to visit the school in order that they may better understand the ethos and pick up on the great atmosphere that the school has. Visits to the school will be held on Thursday 26 March at 9.30am and Thursday 2 April at 9.30am; please contact the school office office@glastonburythorn.co.uk to book a place.

Completed application forms need to be returned to htrecruitment@milton-keynes.gov.uk or Milton Keynes Professional Development Centre, Milton Keynes Council, Galley Hill, Milton Keynes MK11 1PA by 9am on 17 April 2020.

Interviews will be held on **27 April 2020**.

Thank you again for your interest in Glastonbury Thorn School,



Andy Roberts
Chair of Governors,
Glastonbury Thorn School



Headteacher Job Description

The School Teachers' Pay and Conditions Document gives details of the role and professional responsibilities of the headteacher. Below is an extract from the document:

Professional Responsibilities

A headteacher may be required to undertake the following duties:

Whole school organisation, strategy and development

Provide overall strategic leadership and, with others, lead, develop and support the strategic direction, vision, values and priorities of the school.

Develop, implement and evaluate the school's policies, practices and procedures.

Teaching

Lead and manage teaching and learning throughout the school, including ensuring, save in exceptional circumstances that a teacher is assigned in the school timetable to every class or group of pupils. The headteacher must be prepared to teach if required.

Health, safety and discipline

Promote the safety and well-being of pupils and staff.

Ensure good order and discipline amongst pupils and staff.

Management of staff and resources

Lead, manage and develop the staff, including appraising and managing performance.

Develop clear arrangements for linking appraisal to pay progression and advise the relevant body on pay recommendations for teachers, including on whether a teacher at the school who applied to be paid on the upper pay range should be paid on that range.

Organise and deploy resources within the school.

Promote harmonious working relationships within the school.

Maintain relationships with organisations representing teachers and other members of the staff.

Lead and manage the staff with a proper regard for their well-being and legitimate expectations, including the expectation of a healthy balance between work and other commitments.

Professional development

Promote the participation of staff in relevant continuing professional development.

Participate in arrangements for the appraisal and review of their own performance and, where appropriate, that of other teachers and support staff.

Participate in arrangements for their own further training and professional development and, where appropriate, that of other teachers and support staff including induction.

Communication

Consult and communicate with the governing board, staff, pupils, parents and carers.

Work with colleagues and other relevant professionals

Collaborate and work with colleagues and other relevant professionals within and beyond the school including relevant external agencies and boards.



Headteacher Person Specification

Essential (E) - Essential to be considered for appointment.

Desirable (D) - Beneficial for the successful applicant.

How assessed: AF - Application form / SS - Supporting statement / I – Interview.

Criteria	Essential/ Desirable	How assessed
Qualifications / Experience		
1. Qualified teacher status	E	AF
2. Experience as a headteacher / interim headteacher / deputy headteacher / assistant headteacher/head of school	E	AF
3. Relevant further professional qualifications or higher degree	D	AF
4. Experience across EYFS/ KS1	E	AF
Vision and core purpose		
5. Ability to communicate a clear and appropriate vision for the school's strategic development, based on a strong understanding of the school's existing strengths and areas for development	E	SS/I
6. Ability to develop and maintain a positive ethos, with emphasis upon high achievement for all	E	SS/I
7. Ability to effectively translate local and national policy into the school's context.	D	SS/I
8. Prepared to take challenging and difficult decisions that will take the school forward	D	SS/I
Improving learning and achievement		
9. Ability to secure and maintain excellent teaching which results in strong pupil progress in learning	E	SS/I
10. Ability to lead curriculum development to ensure a varied and challenging curriculum that enables pupils to develop a broad range of skills and interests, as well as developing pupils' character and values	E	SS/I
11. Ensure ambitious standards are set for all pupils that overcome disadvantage and advance equality	D	SS/I
12. Ability to actively draw on the richness and diversity within the school community to enhance learning opportunities	D	SS/I

Leadership and management		
13. Ability to challenge, influence, motivate and support individuals and teams to attain high goals	E	SS/I
14. Understanding of safeguarding requirements and commitment to meeting them fully	E	SS/I
15. Ability to ensure financial management systems and processes are in place that are fit for purpose and adhere to the principles of transparency, integrity and probity	D	SS/I
16. Demonstrate high levels of energy, resilience and an ability to manage workload in order to cope with conflicting pressures and priorities	E	SS/I
Wider engagement and contribution		
17. Ability to build and maintain effective relationships with parents, carers, partners, governors and the community that enhance the education of all pupils	E	SS/I
18. Ability to collaborate and network with other schools and settings to improve outcomes	E	SS/I



Welcome to Glastonbury Thorn School

‘Every Day Getting Better in Every Way’

Vision, Aims and Ethos

Our vision, aims and ethos include the values that we hold dear that shape the type of education we provide for the children in our school.

The vision and school aims are developed by the staff, governors, parents and the children.

Our Vision

To create a learning environment that is safe, secure, nurturing, positive and challenging in which everyone in our school community feels valued, happy and can grow in self-esteem to develop their full potential.

We encourage our children to enjoy challenge and develop a love for learning, through a broad, balanced and personalised curriculum. This will enable them to develop their skills and attitudes in order to achieve their individual potential in a collaborative and caring atmosphere. We aim for children to develop their understanding of themselves, their diverse community, the wider world and realise their place within it. We value children for who they are as much as for who they will become, celebrating childhood in the here and now and developing in them a positivity for the journey ahead. We give everyone the opportunity to succeed and celebrate their achievements.

Aims for the children

Glastonbury Thorn School promotes high achievement by supporting children to:

- have high self-esteem and the confidence to try
- become independent and motivated with a life-long love for learning
- achieve high standards and reach their full potential in all areas of their learning
- be flexible and adaptable for the demands of a modern world
- be excited and inspired by our world and each other
- enjoy and appreciate the achievements of others
- develop a positive sense of moral responsibility and self-discipline



- learn and live together in a community showing sensitivity to one another
- adopt a healthy lifestyle to achieve physical, mental and emotional well-being

Mission for the school

We believe that each child will achieve success through:

- a rich, inclusive and personalised curriculum
- an enriching programme of extra-curricular activities and visits
- a stimulating and colourful learning environment
- a varied range of appropriate learning resources
- innovative teaching and an investigative approach to learning
- an ethos of support, challenge and encouragement to succeed
- a celebration of everyone's strengths and achievements
- a professional, clean, and safe environment which supports high quality learning and teaching
- open and welcoming partnerships between school, home and the community

As a learning community we demonstrate our commitment by:

- striving for continuous improvement in all we do
- working collaboratively towards common goals
- being learners alongside the children
- recognising and developing individual strengths and talents
- sharing our practice with others

The values we seek to promote include:

- enthusiasm in learning
- resilience in learning
- enquiry and curiosity in learning



Our School







Milton Keynes

Milton Keynes is a cultural and historical oasis. Although Milton Keynes is a new city, it manages to effortlessly blend modern-day culture with deep-rooted history.

Culturally and historically, Milton Keynes is a vibrant and diverse city bringing together theatre, museums, art, sculpture and architecture all within the city centre and the surrounding areas. You can easily spend a weekend or even a week exploring the cultural offering alone.

- Milton Keynes Theatre is the most successful theatre outside London's West End with productions ranging from show stopping musicals to world-renowned opera and the yearly pantomime.
- The newly developed MK Gallery offers free exhibitions of international contemporary art.
- The Stables is Milton Keynes' premier live-music venue offering a wide range of musical genres including jazz, blues, folk, rock, classical, pop and world music.
- The Milton Keynes Arts Guide gives you loads of information on the many different artforms available to visitors and includes a walking tour of the art within the City Centre - it is available free from MK Gallery and libraries across MK.
- Woburn Abbey, the ancestral home of the Duke of Bedford, houses private collections of art, furniture and porcelain on public view.
- Museums galore including Bletchley Park, Milton Keynes Museum, National Badminton Museum, The National Museum of Computing and The Cowper & Newton Museum.
- The beautiful gardens at National Trust Stowe are steeped in history and are just outside Milton Keynes.
- The historical market towns of Stony Stratford, Newport Pagnell, Wolverton and Olney are just a stone's-throw away from the city centre.

The culture and history alone, in and around Milton Keynes, could keep you and your family occupied for a long time but combine this with the wide range of other activities available and you'll be surprised at what a great destination Milton Keynes really is.