

Southville Primary School



Headteacher Candidate Brochure

‘Enjoyment and achievement in learning’

Contents

Key Facts & Statistics	Page 2
Welcome from the Chair of Governors	Page 3
About Southville Primary School	Page 4 & 5
What do the pupils & parents have to say?	Page 6
Location	Page 7
Job Description	Page 8 & 9
Person Specification	Page 10
How to Apply	Page 11

Key Facts & Statistics

Type of School	Primary
Age range	3 to 11 yrs
Location	Bristol
Denomination	Non-denominational Maintained School
Co-educational or single Sex	Co-educational
Number on roll	497 (planned to increase to 660 when full, including pre-school)
Number of EFT	30
Percentage of EAL	17%
Number of pupil premium	39

Welcome from the Chair of Governors

Dear Applicant,

We'd like to thank you for the interest you have shown in Southville Primary School and would like to tell you about why we think it's a fantastic opportunity for the right person.

As a school we have a clear vision of how we need to be focused on the individuality of the child and address their needs in all areas. It is important to us that we put our children at the centre of what we do and with this approach we know that they will be prepared for whatever the future holds.

We have come a long way as a school and have expanded to two sites over the past 4 years, this has brought both challenges and opportunities for us – something which we know the right person will be able to harness and build upon. Our parent community is very engaged and involved but are a resource which we need to build upon and involve even more in all that we do.

We have a relatively new Governing Body who are extremely active and committed to drive the school to improving and developing further. They are eager to share their thoughts and are not phased by a challenge. Like a lot of schools we have financial challenges and see this as a key area which needs addressing, however this is not out of reach and there are opportunities to generate new income sources to improve matters.

Ultimately we are looking for a new Head that isn't scared of a challenge, is able to drive change and improvement (in an environment where there is a sound base on which to build) and is looking for a longer term project as opposed to a stepping stone. There is a highly professional, committed and loyal group of staff who work across both sites and are very keen to be involved in the future direction of the school to ensure the best possible education and support for all of the children. The Governing Body will seek to provide support and a clear vision, we are really excited to take this next step in the school's journey to becoming one of the best in Bristol.

We'd be delighted to provide a site tour for anyone who thinks this is an interesting opportunity and as part of this will give you a chance to ask more questions and find out more about what makes Southville a fantastic school.

Marc Lyall and Pravashanee Reddy

Co-chairs of Governors

About Our School

‘Enjoyment and achievement in learning’

At Southville Primary, we celebrate your child’s individuality and promote success through diverse learning experiences in an inspiring, creative, happy, caring and respectful environment.

Learning

Children learn when they are inspired, when they feel safe, when they are encouraged to be creative and when they have a strong sense of well-being.

- Our experienced and empathetic staff team will guide and support your child to reach their full learning potential
- Each child is valued and learning opportunities are planned to meet their individual needs
- Your child will be involved in a wide range of activities alongside the core subjects, such as drama, sports, choir, playwriting, art, cooking and music
- Our passionate and caring teachers bring learning to life in the classroom through activities to enhance your child's understanding. Activities such as dressing up, acting out, making radio programmes via the school's radio system and making a replica tomb, are just a few examples



Wellbeing

Your child’s well-being is at the heart of everything we do. We know that healthy, happy children make the best learners.

- We prioritise your child’s well-being, promoting resilience and preparing them for their future
- Your child will be taught how to stay healthy, be active and look after and nurture their mental health
- We promote the health and well-being of the children, staff and the local and wider community as recognised by our prestigious ‘Mayor’s Award for Healthy Schools’



Outdoor learning

Outdoor learning is as important as formal lessons and we use our outdoor space to its full potential. Your child will be encouraged to be adventurous and to take and manage positive risks as well as build friendships and learn about teamwork.

Some of our outdoor opportunities and facilities include:

- School camp
- Forest school
- Family bike rides/Cycle training
- Swimming lessons
- Inter school/Intra school sport competitions
- Gardening in our school allotment
- Feeding the school chickens
- Pond dipping in the school pond



Our Community



Your child will be part of a welcoming and diverse school community where differences are celebrated.

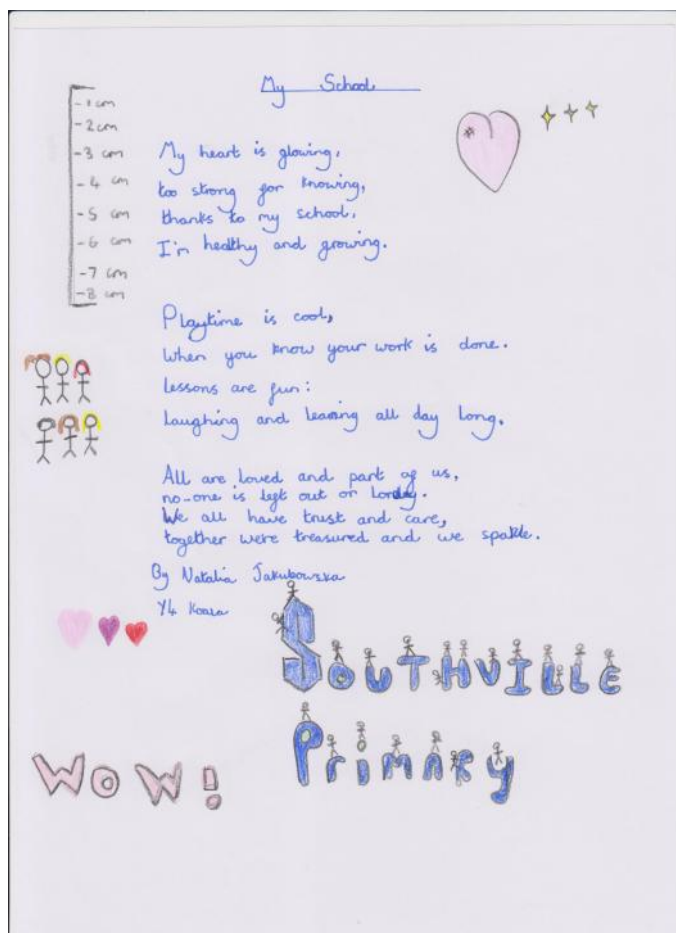
- We teach our children to celebrate living in a diverse world and to be tolerant and respectful to all communities
- Your child will share knowledge and experiences and learn what it means to be part of a wider, vibrant school community
- Your child will take part in a wide variety of local events and trips, some with other schools and groups throughout Bristol and beyond

The two sites of Southville Primary are linked by our strong ethos and shared values.

Each site meets the specific needs of your child's development; a nurturing environment at our Edwardian building promotes security and confidence. Moving on, our purpose built Myrtle site offers older children facilities such as an ICT suite, cookery room and library.

What do the pupils and parents have to say?

Here's what our children have to say...



Here's what our parents have to say...

"Amazing spaces, lovely classrooms, performance hall, computer suite, cookery classroom and library!"

"I have nothing but praise for this school. All the teachers and staff work so hard with the children."

"My son is a totally different little boy to what he was before he started at this school."

"Absolutely love this school. My grandson is so happy here. He loves all his teachers."

"I'm happy because my kids are happy!"

"Southville is a great school and I have constantly been amazed by the genuine care for my child's overall wellbeing from both the teachers and all the support staff. Not only does my son seem to learn a lot, he also has been taught so many really important life skills."



Location

Bristol - The best place to live in the UK

An “**ideal combination of extraordinary culture, impressive schools, buzzing culinary scene, exciting redevelopment and community spirit**”. These are the words of Sunday Times Home Editor, Helen Davies, in explaining why Bristol was named as the Sunday Times’ best place to live in the UK in 2017 (just one of many accolades).

As a school we consider ourselves incredibly lucky to be situated in a city that’s consistently ranked for its high quality of life.

Southville Primary is located to the south of the city, across the River Avon from, but within easy walking (and of course cycling - Bristol was named Britain’s first cycling city) distance of, the historic city centre and vibrant harbourside.



Southville and its surrounding neighbourhoods of Bedminster and Ashton have a strong community and family friendly feel. The 2011 Census figures show that the 24-44 age group forms 39% of the local population compared to a national average of just 27%, reflecting the area’s popularity with young families.

North Street is the backbone of the area offering many independent shops, cafes, bars and restaurants, not to mention an internationally regarded theatre at The Tobacco Factory and the newly redeveloped Ashton Gate stadium, home to Bristol City FC and Bristol RFC. Housing is primarily Victorian terraced.

Community events abound: front room art trails highlighting the work of both professional and amateur artists, to street parties, window wanderland night-time art displays and an annual winter lantern parade that brings together children from all of the local schools.

Upfest, the largest street art and graffiti festival in Europe, takes place annually, gifting the area with stunning large-scale artworks that we enjoy all year round and the Bristol International Balloon Fiesta lifts off from nearby Ashton Court estate and floats across our rooftops. Historically there has been little ethnic diversity within the area compared with other parts of the city, but this has improved in more recent years as can be seen in the number of EAL pupils and the range of first languages now found in the school.



Southville Primary's pupils come from the school's immediately surrounding area, but as the school's catchment area has increased with the growth of the school, pupils now also come from other local neighbourhoods including Windmill Hill, the Harbourside and City Centre, further increasing the school's diversity.



Due to our location on the edge of the city, we benefit from numerous parks and access by foot and bike to the extensive Ashton Court Estate, Avon Gorge and National Trust's Leigh Woods. The countryside is also on our doorstep offering true rural living in the beautiful Chew Valley and beyond, or even by the seaside in Clevedon or Portishead, all within easy driving distance.

Of course there is more to Bristol than the school's immediate area. Bristol is made up of numerous distinct neighbourhoods, each with its own unique character, offering something for everyone. To name just a few, impressive Clifton, which is home to Brunel's suspension bridge offers beautiful Georgian and Regency terraced flats and townhouses together with boutique shops and a village feel.

Bohemian Montpelier, family-friendly Bishopston and St Andrew's, can be found alongside the Gloucester Road, another lively area that boasts a large number of independent and traders, while nearby Stokes Croft is famed for Banksy's artwork.



We hope that you will have some time to explore Bristol when you come to visit the school.

Job Description

Grade/Salary Scale	£59,264 to £68,643 - As the school grows there is the potential to raise the salary (in line with statutory guidelines) based on meeting key performance objectives.
Closing Date	12 noon on 19th February 2018
Shortlisting Date	21st February 2018
Interview Date	1st & 2nd March 2018
Job Start	September 2018

Role Title	Head Teacher – with the potential and leadership skills to become an Executive Head with two site leaders in time
Reports to	Board of Governors
Location	Two sites in Southville, Bristol
Key internal contacts	<ul style="list-style-type: none"> • Pupils • Teachers • Support staff
Key external contacts	<ul style="list-style-type: none"> • Governors • Bristol City Council • The wider local community • Suppliers of goods and services
Main purpose of job	<ul style="list-style-type: none"> • To assume overall responsibilities for the day-to-day running of the school. • To be accountable and responsible to the Governing Body and Bristol City Council for the effective administration, management and performance of the school • To lead the drive for outstanding provision, so that all pupils are able to progress well and achieve their potential • To promote and maintain a positive and effective caring ethos, based upon the values of the school • To lead and inspire a lively, welcoming and effective teaching and learning atmosphere that recognises the value of the pupils' backgrounds and helps raise achievement and aspiration • To ensure that the school's systems and procedures promote excellence
Key responsibilities	<ul style="list-style-type: none"> • Work with the Governing Body to shape the vision that will inspire and challenge the entire school community, then write and deliver a strategic plan to make that vision a reality • Take a child-centred and innovative approach to meeting the needs of the National Curriculum • In the medium term, ensure a balanced financial budget can be delivered whilst constantly looking for ways to increase income/grant funding and reduce cost – whilst ensuring the highest educational standards

Key responsibilities (cont'd)	<ul style="list-style-type: none"> Increasingly develop a <i>can-do</i> and accountable approach to the school's key stakeholders Successfully manage the growth of the school from 497 to 660 pupils and from one, to three form entry Ensure the school retains and grows its reputation for nurturing pupils who have Special Educational Needs Become a beacon for child protection and anti-bullying Lead from the front and take a dynamic approach to senior leadership Ensure Southville Primary School is increasingly the preferred choice for graduates, experienced teachers and the support staff Develop and deliver an effective communications strategy for all key stakeholders Help ensure the two school sites are increasingly integrated and capitalised on potential economics of scale/savings Take a strong and inspiring approach to senior leadership Uphold and reinforce Southville Primary School's values
Knowledge & experience	<ul style="list-style-type: none"> Extensive experience within the education sector A track record of delivering against strategic objectives A strong head for numbers The ability to lead a cultural change of approach
Skills	<ul style="list-style-type: none"> Dynamic, energetic and innovative Inspirational Confident Delegation A real starter-finisher Excellent attention to detail, analytical and organisational skills Proactive and solution-finding approach Highly tenacious with the ability to stand their ground A great team player Appropriate range of IT skills The ability to take and see through difficult decisions Strong Communication Emotional intelligence
Measures of good performance	<ul style="list-style-type: none"> Successfully delivering a resilient 5 year plan A good/outstanding level of pupil achievement Positive feedback from pupils, parents and teachers A balanced budget A positive relationship with Bristol City Council Increasingly collaborating with the local community

Person Specification

Professional qualifications & experience	<ul style="list-style-type: none"> • Qualified teacher • Broad experience as a Headteacher or Senior Leader, including teaching or managing across the full Primary curriculum • NPQH • Evidence of sustained professional development throughout career • Evidence of ability to quickly and successfully acquire and apply new skills and knowledge in a professional context • Able to demonstrate reflectiveness, resilience and perseverance
Safeguarding & child protection	<ul style="list-style-type: none"> • The candidate is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment
Shaping the future	<ul style="list-style-type: none"> • Experienced about ways to build, communicate and implement a shared and strategic vision for the school's future sustainability • Experience of successfully initiating, implementing and evaluating change and development • Committed to inclusion and the ability and right of all to meet their full potential • Committed to setting and achieving ambitious and challenging goals and targets • Experienced in leading change, creativity and innovation
Leading teaching & learning	<ul style="list-style-type: none"> • Experienced in the use of strategies for raising achievement and achieving excellence • Experienced in the principles of effective teaching and assessment for learning • Experienced in the development of a personalised learning culture within the school • Able to use data, benchmarks and feedback to monitor progress in children's learning and development to inform personalisation
Developing self & working with others	<ul style="list-style-type: none"> • Able to build and motivate a strong team that enables all staff to carry out their respective roles to the highest standard and all staff to work effectively together to deliver school improvement • Understands the relationship between managing performance, continuous professional development (CPD) and sustained school improvement • Appreciates the significance of interpersonal relationships, adult learning and models of continuing professional development
Managing the school	<ul style="list-style-type: none"> • Experienced in delivering the principles and strategies of school improvement • Understands strategic financial planning, budgetary management and principles of best value • Makes professional, managerial and organisational decisions based on informed judgements
Securing accountability	<ul style="list-style-type: none"> • Committed to the school working effectively and efficiently towards the academic, moral, social, emotional and cultural development of all its pupils • Committed to the individual, team and whole-school accountability for pupil learning outcomes • Excellent knowledge and understanding about community engagement and its implications for all stakeholders', and the school's, continuing success
Strengthening community	<ul style="list-style-type: none"> • Able to build and maintain effective relationships with parents, carers, partners and the community that enhance the education of all pupils • Understands the wider curriculum beyond school and the opportunities it provides for pupils and the school community • Understands the benefits of working with other agencies and opportunities for collaboration



**If you would like further information, or to arrange a school visit,
please contact Carlie Ford at Academicis on:**

Switchboard: 01223 907979

DDI: 01223 907976| M: 07771 330123| E: cford@academicis.co.uk

**All applications are to be sent to
Carlie Ford no later than
12 noon on Monday 19th February 2018**

We reserve the right to research applicants on social media platforms and the internet, and the Board of Governors may take this information into consideration during the recruitment process.

Southville Primary School is committed to Equal Opportunities and to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be subject to satisfactory employment checks, references and an enhanced Disclosure and Barring Service check.