

**Headteacher**

L18 – L24

£63,508 - £73,559

Full-time / Permanent

January or April 2022 start subject to  
the candidate or as soon as possible

Brayton C of E England Primary School  
Brayton Lane  
Brayton  
Selby  
North Yorkshire  
YO8 9DZ

Telephone: 01757 704308

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## Welcome to our Trust!

There has been a strong tradition of collaboration between our 11 partner schools for many years which culminated in the establishment of the STAR Teaching School Alliance in 2016 and then the STAR Multi Academy Trust (STAR MAT) was 'born' in May 2018. You can visit our website here: [www.starmat.uk](http://www.starmat.uk)

Our Trust is an exciting venture which allows us to strengthen our existing partnerships still further. We have chosen to form a Trust of local schools for the following reasons:

- **Of significance within our Trust aims and values are wellbeing and safeguarding.** We know that effective learning takes place in an inclusive environment, where pupils feel happy, confident and supported, where they are valued for their unique individuality and educated to keep themselves safe from harm. These threads run through all that we do.
- **We want our pupils and students to achieve even better outcomes and for all of our pupils to receive an outstanding education.** We will continue to build and secure local school improvement capacity, and shared development strategies, which will help us do this, by providing appropriate levels of challenge and support within the partnership. We are building on strong relationships and high levels of trust. We are developing shared approaches to the curriculum as well as shared 'pedagogy' for teaching and learning. We are actively developing a 'Digital Entitlement' for our young people such as they can move on to further education and employment with confidence.
- **We are near enough to each other to build a strong local partnership,** building greater community cohesion, and more shared activities across all of our schools, benefiting pupils and students as well as our staff. These include shared approaches to curriculum planning, teaching and learning and already include opportunities to share specialist roles across more than one school – getting the expertise in the right place. Our growth strategy has a simple premise – we want to serve our locality with the best possible education.
- **Together we want to provide greater opportunities for recruiting new staff,** to retain our existing staff, facilitate leadership development and enhance staff professional development. Our staff are proud to work with STAR; we want our ethos and principles to continue to shine.
- **At a time of reduced funding in schools, our formal partnership can more easily achieve 'better value' and financial stability** by having more efficient central and shared services and enabling individual schools within the partnership to focus more resources on teaching, learning and pupil/student support. As a MAT of over 4000 pupils we have access to the School Condition Allocation (SCA) which has enabled us to invest £2 million into our school buildings over the first two years of our Trust. There is still much to do, but we will strive for world class educational premises for all of our students.
- **We will work together to support – and challenge – each other** through effective governance and accountability at local level. As good and

outstanding schools working together in an already strong Teaching School Alliance, we are very well-placed to achieve this. That said, we continue to look externally for challenge, support and partnership from local authorities, other Trusts and organisations – to be the very best that we can be.

### **Our Vision**

To develop outstanding education in all our schools, which will enable every young person to flourish and realise their full potential.

### **Our Aims**

We will:

- Ensure that our children achieve the best possible outcomes
- Develop the whole child; personally, culturally and spiritually
- Be inclusive; have a particular commitment to our most vulnerable children
- Teach our children to live well together and to make wise choices
- Ensure that our children are safe from harm
- Work to ensure that our schools are enjoyable places for children to learn.

### **Our Core Principles**

We:

- Expect our schools to actively support each other and to share best practice for the benefit of all
- Are committed to providing services that will keep our schools compliant, financially robust and continuously improving
- Want all of our schools to retain and celebrate their distinctive identity.

We are:

- Open, honest, fair and straightforward
- Receptive to change and challenge
- Pioneering and outward facing
- Trusting, respectful and supportive of each other
- Prepared to listen to advice
- Empowering of others

### **Our Schools**

- Tadcaster Grammar School
- Appleton Roebuck Primary
- Brayton Church of England Primary
- Kellington Primary
- Kirk Fenton Church of England Primary
- Monk Fryston Church of England Primary and Saxton Church of England Primary (federation)
- Riverside Primary School, Tadcaster
- Sherburn High School
- Sherburn Hungate Primary
- South Milford Primary

We want all of our schools to retain and celebrate their distinctive identity; it is the strong structure and partnership within our Trust which can enable strong practice to exist in all our schools.

We often talk about being '*stronger together*' through the collaborative, collegiate approach we take within the Trust.

It is a model of close partnership; our Trust has been successful because it has been founded on a group of schools with both a tight geographic footprint and most vitally many years of working together through shared vision, values and culture. We have developed many shared approaches including with regard curriculum planning, teaching and learning and opportunities to share specialist roles across more than one school. The Trust also provides appropriate levels of quality assurance, challenge and where necessary support within the partnership; we do this building on strong existing and well established relationships.

Together we want to provide greater opportunities for recruiting new staff, to retain our existing staff, facilitate leadership development and enhance staff professional development. Our aim is to be an excellent, ethical, employer! As a previous Teaching School, STAR will continue to offer Initial Teacher Training in 21/22 and has many leaders with accreditations such as LLE and SLE. Moving forwards, we are excited to be working with the Selby and Wakefield Teaching School Hub on the roll-out of the Early Careers Framework, NPQs and other threads of CPD in our locality.

At a time of reduced funding in schools, our formal partnership has already been able to achieve 'better value' and financial stability, by having more efficient central and shared services and through the partnership to focus more resources on teaching, learning and student support. As a Trust of over 4000 students, and 11 schools, we have access to significant School Condition Allocation (SCA), which enables us to access significant capital funding to invest in improvements to our school estate.

We provide support and challenge through effective governance and accountability at local level with Local Governing Bodies which are linked through to the Board of Trustees through a Scheme of Delegation. At all levels there are highly evolved and consulted planners, guidance, advice and support.

If you would like any further information, please do not hesitate to [contact me](#)  
Best wishes,

**Ian Yapp**  
**Chief Education Officer, the STAR Multi-Academy Trust**

## **Letter form Chair of Governors**

Dear applicant,

Thank you for your interest in the post of Headteacher at Brayton CE Primary School. I am delighted that you are considering applying to lead our unique and wonderful school.

Together with the STAR MAT, we have put together an information pack, which also links to our main school's website. In the application pack we have provided a flavour of the school in order to give you an indication of the scope and range of opportunities and possibilities that the post offers. I hope that you find the information that we have provided of sufficient interest that you decide to apply for the post.

Our vision is to provide a learning environment that encourages and challenges everyone to fulfil their God-given potential. Our school community is built upon strong values for learning within a distinctive Christian ethos. Our children and our Christian values are at the heart of everything we do. We celebrate every child's unique qualities and achievements, encouraging every child to succeed. We do this within a spirit of collaboration where 'together we shine as one' and the children come first. Rooted in the Christian values of Forgiveness, Friendship, Trust, Compassion and Endurance, we believe in opportunity for all and we want every child to flourish with us and be the best they can be.

We want to employ somebody who is able to build on the strengths that our outgoing head and the staff have achieved over the last few years; we already have an "Outstanding" SIAMS rating and strive to be an excellent school with a strong Christian ethos that nurtures the whole child.

Our new Headteacher should be a strong, approachable, compassionate and supportive leader who is passionate and knowledgeable about the pursuit of teaching and learning in schools and has 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 who is an exceptional leader with the wisdom, experience and confidence to take the school forward; someone who builds on what we are currently doing well and ensures we continue to improve by embracing the opportunities and challenges offered by our school.

I warmly encourage you to visit the school to see the pupils and staff at work. Please contact our Reception on 01757 704308 to make an appointment. If you do decide to apply, please note that your letter should be no more than two sides of A4 paper using Arial 12 font. Any applications which are longer than that, or which use a smaller font will not be considered.

## **Letter from Rev Pete Watson**

### **Headteacher**

It's a great joy for us at St. Wilfrid's that the relationship we have with the school is a strong and flourishing one, and we are committed to supporting the Christian ethos of the school in whatever ways we can.

One of the greatest blessings of my role in the parish is the opportunity to be part of this school community. Through my engagement with the school, more than anything, my prayer is that by the time they leave this community the children will recognise that God is all around them, that he loves them and wants to be a part of their lives.

Aside from sitting on the school's governing body as an Ex-Officio Foundation Governor and leading school worship on a regular basis (this year through weekly "Pete in Touch" YouTube videos), in non-Covid times I attend other school events, and also eat lunch with the children regularly. This is because for me relationship is key. I am passionate about making the Christian faith and church life relevant and accessible to the children; that it's not primarily about a beautiful old building with a spire, but about friendship with Jesus every day.

Along with myself, foundation governors are drawn from the St Wilfrid's congregation, and their input into the life of the school is invaluable. A half termly Church School Distinctiveness Group meeting provides a regular forum to monitor and evaluate the Christian ethos of the school, feeding into planning and initiatives, and ensuring we are SIAMS ready.

In non-Covid times, the St Wilfrid's church community welcomes the school into the church building for worship at the key Christian festivals, as well as regular year group worships throughout the year, all of which parents/ carers support with enthusiasm.

But the church doesn't just give to the school, it gains a huge amount from it too. At St Wilfrid's we are enormously grateful for the support we receive from the school. Whether it be offering us the use of the school for a range of parish events (in non-Covid times) or supporting other church events and worship services by actively promoting them throughout the year, we feel very blessed by the special link we share.

Let me end my welcome to you with words I use regularly as part of my presentation to new parents/carers to the school:

I think the fact that Brayton Primary School is a church school is not just a nice extra – "added value", as they say. No, I believe it says something about what lies at the heart of this school community.

It's a place where we recognise that God is part of all we do, who we are; that he really enjoys our company and wants our friendship. This I think is like a thread flowing through the life of the school.

May you know God's blessing as you consider your application for the post of headteacher here, and I look forward to, hopefully, meeting you in due course.

***Rev Pete Watson***



## **The Application Process**

If you wish to apply for the post of Headteacher, then you should:

Pay particular attention to the following while assembling your application:

- The School Vision and Values Statement
- The School Improvement and Monitoring <https://bp.starmat.uk/school-improvement-and-monitoring>
- Advert, Job description and person specification for the role of Headteacher
- School Outcomes <https://bp.starmat.uk/about-us/results>
- The school website [www.bp.starmat.uk](http://www.bp.starmat.uk)
- THE STAR MAT website <https://web.starmat.uk/>

Fully complete the application form, ensuring all details are accurate and all declarations are signed. Please ensure you include details of two professional referees with one being your current employer (with email addresses). Do not enclose additional CVs.

1. Support your application with a covering letter (2 sides A4 Arial 12 point) addressing the following:

How your leadership experience to date addresses the requirements of the following sections of the person specification:

- Experience
- Skills and knowledge

Please use *relevant* examples and impact measures from your practice during the last 3 years.

2. Please also provide an outline of actions you would be likely to prioritise during the first 6 weeks from post commencement (in tabular format).

Remember when addressing the above, ***less is sometimes more.***

## Timeline for the selection process -

Post advertised	30 <sup>th</sup> August 2021
Visits to the school can be booked on: w/c 6 <sup>th</sup> September w/c 13 <sup>th</sup> September w/c 20 <sup>th</sup> September	Telephone: Rachel Robinson 01757 704308  Email: <a href="mailto:headteacher@bp.starmat.uk">headteacher@bp.starmat.uk</a>
Informal telephone conversation with Ian Yapp, CEO	Telephone: 01937 538538
Closing time/date for applications:	12 noon on 27 <sup>th</sup> September
Short listing:	w/c 4 <sup>th</sup> October
Invitation to interview by telephone/ Confirmation by email:	w/c 4 <sup>th</sup> October
Selection day 1:	Thursday 14 <sup>th</sup> October
Successful candidates from selection day 1 will be invited to Selection day 2:	Friday 15 <sup>th</sup> October

Please address all return mail to:

Kerry Giroux  
[Kerry.giroux@epm.co.uk](mailto:Kerry.giroux@epm.co.uk)



## **About the School**

Welcome to Brayton Church of England Primary School. Brayton has wonderful people in it and together we are taking this much-loved school onwards and upwards.

Our school community is built upon strong values for learning within a distinctive Christian ethos. Our children and our Christian values are at the heart of everything we do. We celebrate every child's unique qualities and achievements, encouraging every child to succeed. We do this within a spirit of collaboration where 'together we shine as one' and the children come first.

We are a forward thinking and ever growing school. We always seek to improve and aspire to provide for our children and every member of our school family the best opportunities possible to learn, grow and flourish.

We take great pride in being able to provide improving standards of education and care for our children, and work hard to achieve the best possible outcomes for everyone in our community. Staff and children have to work very hard here but as we hope you will see, we try to make it fun and relevant. When you work with children – anything can happen – so we've learned to stay positive and keep smiling while embracing the fun!

There is always a lot going on and the children benefit greatly from the vibrant atmosphere of Brayton.

## **Partnerships**

We are keen to develop effective partnerships with our parents and families so that together we can meet our high expectations of behaviour, development and achievement. Since November 2019 our school has been part of STAR Multi Academy Trust. We believe that sharing resources, skills and expertise across MAT schools will enable our children to experience the very highest standard of Church of England primary education.

We are also regularly visited by friends from the Methodist Church and we sign post families to Phazers, a local after school club.

We liaise regularly with our local Secondary Schools, Brayton Academy and Selby High School. We benefit from support for our families from the Early Help Team and SEND outreach providers as well as medical professionals such as the Diabetic Nurse.

## **The building**

The school is in a split site, being amalgamated from two separate schools into one in 2014. We therefore have extensive accommodation and grounds with a large field

and numerous play spaces to share. We are developing our outdoor provision for play and learning well as for games and other outdoor activities.

### **Behaviour**

We actively encourage children to take responsibility for themselves and others and understand their part in our school community. The school operates a Restorative Practice approach to behaviour management. This means that we focus primarily on praise and rewards and promoting high self-esteem in our children. In each class, teachers celebrate the achievements of children for good attitude, behaviour and work. Should children make poor behavioural choices we deal with these fairly and consistently, and may impose sanctions. We have a SuperStar Worship every week. Teachers nominate children who deserve particular recognition for effort, attitude or work each week and they receive a certificate.

All staff, including Midday Supervisors and Teaching Assistants, are involved in promoting the good behaviour of children at all times. We give warnings to children who make inappropriate choices about behaviour. If children continue to make poor choices, behaviour or attitudes less than we expect, we inform parents quickly so that action can be taken. By parents and staff working together most issues can be resolved quickly. We take a strong stance against bullying and actively promote anti bullying.

### **School Mascot**

Brayton Bee is our mascot and his positive attributes serve as an inspiration to the children, helping them to self-regulate their behaviour.

Brayton Bee

- is hardworking
- never gives up
- is part of a team
- gets on with his own job
- co-operates to get the job done well
- is important to the success of the team - just like everyone here – together we will shine as one!



The children and staff are all in allocated hives (houses) and they work to earn hive points which will enable them to personally and collectively enjoy rewards for attendance, behaviour and endeavour.



## 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 Brayton CE 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".



## **School Structure**

The school roll has increased considerably in the last three years

Forecast for 2021/2022	
N	27 (TBC)
FS	60 (TBC) Capacity
1	50
2	42
3	46
4	61 (oversubscribed )
5	55
6	52
Total	393

## **Staffing structure for 2021/22**

- Headteacher
- Deputy Headteacher
- Senior Teacher in charge of EYFS
- KS1 Phase Leader
- KS2 Phase Leader

Class Name	Year Group	Teacher
Stars	N	2 PT
Moon	FS	1 FT
Venus	FS	1 FT
Mercury	1	2 PT
Galaxy	1	1 FT
Jupiter	2/3	1 FT
Saturn	2/3	2 PT
Neptune	2/3	1 FT
Mars	4	1 FT
Earth	4	1 FT

Asteroid	5	2 PT
Pluto	5	1 FT
Nebular	6	1 FT
Constellation	6	1 FT

#### Support Staff

- 2 HLTAS
- 17 Teaching Assistants (5FT)

#### Admin Team

- School Business Manager
- Administrative posts – 3 PT to change to 2 FT in January

#### Additional roles

- Senior Midday Supervisor
- 4 Midday Supervisors (the rest are Teaching Assistants)
- Caretaker
- Cleaning and catering staff are contracted.



## **Curriculum**

Children in the Early Years enjoy a mixture of teacher planned, structured learning and child led learning. This is where the staff take the learning from 'the moment' and intervene to extend the experience individually for each child.

The curriculum is monitored and overseen by leadership curriculum groups and associated Governors.

We believe very strongly that children learn best when they are happy and when they are fully involved in the learning process. This means that we plan our curriculum carefully to provide lessons which are stimulating and enjoyable.

We use a variety of teaching methods. These include whole class, group and individual teaching. We make realistic links between subjects to provide meaningful learning experiences for all children.

We work very hard to constantly improve and we always have areas of school life that we wish to develop. We strive to achieve consistently outstanding teaching in every class and constantly review the ways we work and develop new approaches.

Teachers plan carefully to meet the learning needs of all the children in their classes, differentiating work for children with special educational needs and more able children.

Parents are invited to discuss their child's progress with teachers twice a year in the Spring and Summer Terms. In the Autumn term teachers meet with parents to discuss how children have settled into new classes and are developing generally. Progress is also summarised in children's annual report at the end of the Summer Term.

## **Teaching and Learning – 'Non Negotiables'**

When teaching at Brayton C of E Primary School we promise that teachers will:

- plan together in year groups so that all children have an equal experience.
- differentiate the work so that there is challenge and support for all children.
- not keep the KS1 children on the carpet for more than 10 minutes.
- not keep the KS2 children on the carpet for more than 15 minutes.
- draw together the learning with a plenary of some kind during or at the end of the learning session.
- encourage children to ask questions and to take part in independent study.
- mark and feedback on the work completed.
- either work with a guided group of children or intervene and help with the learning of all the groups while they are working throughout the lesson.
- encourage children to work quietly and use an indoor voice inside the buildings.

- share and explain the Learning Objectives for the lesson.
- encourage the children to be active and have high levels of participation.
- ensure that their subject knowledge is sound.
- stick to the school policies.
- use good quality visual aids and appropriate resources.
- take children outside to learn whenever possible.
- use IT wherever appropriate.
- utilise the expertise and support of other adults available.
- refer to British Values and the church school ethos wherever appropriate

### **Inclusion**

We work in partnership with families and outside agencies to maximise our pupils' educational opportunities.

We have good systems in place to support all pupils and these include:

- Effective links and practice with relevant outreach professionals to support pupils with identified Social and Emotional difficulties.
- Effective links and practice with Healthcare professionals for support for pupils with identified medical needs.
- Window blinds to benefit pupils with visual impairment.
- A team of support staff to enable access to the curriculum for pupils with identified special needs

### **Safeguarding**

Please click on the link below to access information about Safeguarding at our school:

[Safeguarding](#)

### **School Outcomes & School improvement and monitoring**

Please click on the link below to access official information about at our school:

[Official information](#)

Further information can be found:

[School Website](#)

[School Media](#)

## **Living and working in North Yorkshire**

Within the county of North Yorkshire are the Yorkshire Dales and North York Moors National Parks, three Areas of Outstanding Natural Beauty, the Pennines and a stunning coastline around Scarborough and Whitby. The area hosted the opening stages of the Tour de France in 2014, and due to its success, has created the Tour de Yorkshire with global recognition, which will be contested for the fifth time over three days in 2019. There are ruined castles and abbeys, serene gardens, unique breweries, thrilling rides and industrial heritage. Something for everyone!

For outdoor enthusiasts North Yorkshire has plenty to offer. From the hard gritstone of Almscliff and Brimham Rocks to the limestone of Malham, Gordale and Kilnsey climbing venues are in abundance. The Yorkshire Dales is a premier area for caving while for mountain biking there are the bridleways of the Dales and North York Moors as well as the renowned trail centre at Dalby Forest. Further afield, the Lake District and the fells, crags and coast of Northumberland are all easily accessible for days and weekends away.

There are a small number of sailing clubs on reservoirs around the county and fantastic, if chilly, surfspot venues and sea kayaking on the east coast.

While the county is rightly known for its wide open spaces, it also incorporates attractive market towns including Malton, Helmsley, Northallerton and Skipton - judged the best place to live in Britain by the Sunday Times in 2014 - the traditional seaside towns of Whitby and Scarborough, the Spa town of Harrogate, as well as the ancient city of York, the most visited city outside of London. With a wide range of shopping, leisure and cultural facilities as well as excellent schools, universities, road and rail links, there really is everything to offer you and your family as a place to work, live and enjoy.

Travelling further afield we have convenient connectivity, with close proximity to metropolitan cities of Leeds and Newcastle and a journey time of under two hours by rail from York to London. We border the Lake District, Lancashire, County Durham, and Yorkshire & Humber regions with all they have to offer.

### **Useful Links:**

[www.yorkshire.com](http://www.yorkshire.com)

[www.inspireleadteach.co.uk](http://www.inspireleadteach.co.uk)

## **The School Ethos, Vision and Values Statement**

### **Church School Distinctiveness**

The school aims to serve its community by providing an education of the highest quality within the context of Christian belief and practice. It encourages an understanding of the meaning and significance of faith and promotes Christian values.

We work closely with the other Church Schools in the MAT, the Diocese of York and the school enjoys a close connection to St Wilf's Church in Brayton. The children visit the church regularly to take part in Church services. We were recognised as an 'outstanding' church school at our most recent SIAMS (church) inspection in 2016. We have daily acts of Collective Worship.

This is consistent with the faith and practice of the Church of England. We also celebrate our multi-faith heritage and endeavour to instil values of tolerance and acceptance in our children and we welcome children from all faiths and backgrounds into our school. Parents have the right to withdraw children from Collective Worship if they wish.

### **Ethos**

We seek to develop caring, responsible pupils, who are self-motivated and co-operative. We believe that everyone is unique and special, and therefore provide a happy, secure and caring environment, where everyone is respected, valued, nurtured and their achievements celebrated.

Our creative, stimulating and challenging curriculum aims to ensure that all children will achieve their full potential, developing firm foundations for the future through first-hand experiences, high expectations and enjoyment of learning. We promote positive partnerships between children, staff, parents, governors and the community in a spirit of love and service

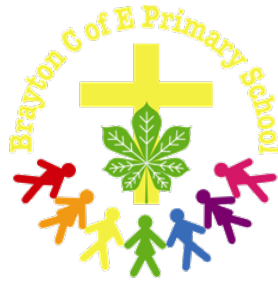
### **School Vision Statement**

Inspired by the words of Matthew : 5 "Let your light shine before others" Brayton C of E Primary School is a community dedicated to enabling each child to grow into the unique person God created them to be.

### **Values**

Rooted in the Christian values of Forgiveness, Friendship, Trust, Compassion and Endurance our learning environment encourages and challenges everyone to fulfil their God given potential. We are committed to working with every member of our school family so that 'Together we Shine as One'





**Advert**

**Headteacher: Brayton C of E Primary School**

**Salary: L18 – L24  
(£63,508 - £73,559)**

**Full time/Permanent**

**(Required:** January or April 2022 start subject to the candidate or as soon as possible)

The Trust Board and governors are looking for a dynamic, creative and experienced person to lead our school. The successful applicant will have a proven track record, excellent people skills, high emotional intelligence and a strong desire to make a real difference for our pupils at this exciting stage of the School's development.

We are seeking to appoint an individual who will lead our School by building on its many strengths, whilst also contributing to the development of our Trust. The pupils, staff, parents, governors and our local community are proud of our School where pupils are happy, well-behaved and enjoy learning.

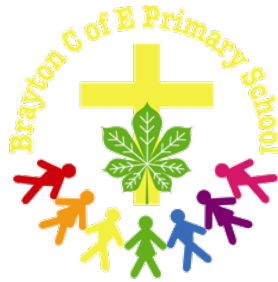
Please access the STAR MAT's website which contains further details of this vacancy. If you would like to apply for this post, please send your completed application form with an accompanying letter of application, no longer than 2 sides of A4 (12 point font) to Kerry Giroux, [kerry.giroux@epm.co.uk](mailto:kerry.giroux@epm.co.uk). This should address how your leadership experience to date addresses the requirements set out in the person specification. Candidates will be subject to an enhanced DBS check as part of our commitment to safeguarding children.

Applications should be returned by no later than 12 noon on 27<sup>th</sup> September 2021 and interviews will take place on 14<sup>th</sup> & 15<sup>th</sup> October.

For more information please visit our website: [www.starmat.uk](http://www.starmat.uk)

If you require assistance in applying for this position, please contact us. TEL: 07983630109

The STAR MAT is committed to equality, and to making fair and equitable treatment an integral part of everything we do. The Trust is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The post is subject to a successful DBS check and pre-employment checks will be undertaken before an appointment is confirmed



## **Job Description**

### **Headteacher at Brayton C of E Primary School**

**Date Effective** – January or April 2022 start subject to the candidate or as soon as possible.

Inspired by the words of Matthew : 5 “Let your light shine before others” Brayton C of E Primary School is a community dedicated to enabling each child to grow into the unique person God created them to be.

### **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 Brayton C of E School is:

1. To be an inspirational leader who is called, connected and committed to Brayton C of E to deliver the school’s Christian 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 ensuring a life in all its fullness for all.
3. 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 to enhance the contribution to school life and outcomes and opportunities for 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.

Figure: Headteacher Standards, October 2020



### 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 / Trust, parents, the local church, the community and wider partners, including the Diocese 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 and professional development to 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. Ensure that collective worship, RE and SMSC are effectively led, monitored and evaluated across the school so that all areas of provision are of the highest profile and quality.
12. Manage the financial and human resources effectively and efficiently to achieve the school's Christian vision.
13. Sustain current and wide knowledge and understanding of education and school systems locally, nationally and globally.
14. Implement consistent, fair and respectful approaches to managing behaviour.
15. Regularly review own practice and achievements, set personal targets and take responsibility for own personal and professional development, taking account of any feedback.
16. To promote and safeguard the welfare of all children and young people within the School, by ensuring that the School's policies and procedures relating to safeguarding children and child protection are fully implemented and followed by all staff; resources are allocated to allow staff to discharge their responsibilities; and that staff, students, parents and others feel able to raise concerns and that these are addressed sensitively and effectively.

### **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 postholders 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.



## Person specification

### PERSON SPECIFICATION - Headteacher of Brayton C of E (VC) Primary School/Academy

The selection panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

#### **Called**

Leaders who are called can articulate a strong sense of personal vocation to their role, and demonstrate this through their words, actions and decision making, exemplifying a strong moral purpose, confident vision, and ambitious trajectory of improvement. They show integrity, honesty and a deep sense of resilience, underpinned by their personal sense of vocation as a leader.

#### **Connected**

Leaders who are connected operate deliberately within communities of practice, positioning themselves within positive relationships that sustain and encourage all parties. They embrace interdependence, demonstrate compassion and embody service to others humbly. They create shared identity within their teams and draw colleagues around a common purpose.

#### **Committed**

Leaders who are committed exude energy and passion in all they do, inspiring confidence and faithfulness in their teams. They are clear about their purpose and resilient in the face of challenge. They take long-term decisions and not easily swayed by short-term changes of policy or procedure. They articulate a sense of mission in their approach to education to which they draw others and are committed to the flourishing of their pupils and colleagues.

**\*Essential or desirable to be agreed by panel**

**\*\* panel can add /amend the list of experience, skills and knowledge for their specific context**

<b>Qualifications and Training</b>	<b>*Essential or Desirable on appointment</b>
Qualified Teacher Status	Essential
Further professional/ academic study e.g. MA	Desirable
NPQH or equivalent qualification	Desirable
Evidence of commitment to continuous professional development including recent leadership training	Essential
<b>**Experience, skills and knowledge. - Candidates will be able to demonstrate:</b>	
Knowledge and understanding of the National Headteacher Standards October 2020 and how these can be applied in practice	Essential
Experience of senior leadership as a minimum as a Deputy Head, Assistant Headteacher or equivalent	Essential
How they would inspire confidence for the future, develop and implement the Christian vision of the school	Essential
How they have nurtured and developed colleagues in previous roles, delegating effectively and holding each other to account in a professional and respectful manner	Essential
Knowledge and application of setting high expectations and monitoring progress in order to continually raise standards of teaching and learning and outcomes for pupils	Essential
A proven track record for improvement, using the most appropriate evidence, taking into account the school and community context and opportunities for collaboration.	Essential
How they have challenged in a respectful and positive manner to maintain and develop relationships and improve the quality of outcomes	Essential
Up to date knowledge and understanding of the National Curriculum and experience of curriculum design at primary level	Essential
Up to date knowledge and understanding of Ofsted and SIAMs expectations	Desirable
How they would ensure that collective worship, RE and SMSC are effectively led, monitored and evaluated across the school so that all areas of provision are of the highest profile and quality.	Essential
Manage the financial and human resources effectively and efficiently to achieve the school's Christian vision, paying due regard to the interests of the pupils learning, their achievements, and the sustainability of the school.	Desirable
<b>Philosophy and Commitment</b>	
Able to demonstrate a commitment to maintaining and developing the Christian vision of the school whilst promoting an understanding of other faiths and cultures	Essential
Demonstrate a commitment and an ability to promote and safeguard the welfare of all children in school (in line with DfE and Ofsted requirements and best practice) by ensuring that all policies and procedures relating to safeguarding and child protection are fully implemented and followed by all staff; that resources are allocated to allow staff to discharge of their responsibilities; and that staff, pupils, parents and others feel able to raise concerns and that these are addressed sensitively and effectively	Essential
<b>Practical Wisdom</b>	
Able to demonstrate a character of practical wisdom developed through experience and critical reflection, which enables the Headteacher to perceive, know, desire and act with good sense. Including discerning, deliberate action in situations where virtues collide	Essential

Able to articulate what support and self-development is required to fully undertake the role of Headteacher at Brayton C of E School effectively	Essential
<b>Safeguarding</b> These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure	
Demonstrate a commitment to all aspects of safeguarding and the welfare of children and young people	Essential
Ability to form and maintain appropriate relationships and personal boundaries	Essential
Emotional resilience in working with challenging behaviours	Essential
Appropriate use of authority and discipline	Essential

## **Terms and Conditions**

Salary Grade	L18 – L24  (£63,508 - £73,559)
Working Hours	You will be expected to work the hours to meet the demands of the post in accordance with STPCD. It is recognised there will be fluctuations with this work especially during school term time.
Payment	Staff are paid monthly in arrears by credit transfer.
Notice	Your notice period will be in line with the provisions of the Burgundy Book for Headteacher's notice periods.
Pension	You will be automatically enrolled on to the Teacher's Pension Scheme, unless you choose to opt out.
Collective Agreements	The conditions applicable to your post are those contained in the school teachers' pay and conditions document and the conditions of service for school teachers in England and Wales ('The Burgundy Book') and in other relevant documents which are issued nationally from time to time.
General	<p>The successful candidate will be required to complete a medical form.</p> <p>The successful candidate will be required to provide proof of eligibility to work in Great Britain in accordance with the Asylum and Immigration Act 1996, before employment may commence.</p> <p>An enhanced disclosure from the Disclosure and Barring Service will be requested in the event of a successful application.</p>