**Sherington Primary School**

Applicant Pack – Deputy Headteacher Recruitment



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# Advert

**Deputy Headteacher**

***Aspire Believe Create Achieve***

The children at Sherington believe that their school leaders should:

 Have passion, zest and a love of learning

 Be brave and able to try new things, make good decisions, take responsibility and solve problems

 Be loyal and have the best interest of the school at heart

 Be optimistic and walk into the hall with a smile on their faces every day

 Be inclusive, respect diversity and nurture the learning and development of all

 Be kind, listen carefully and respond with sympathy and empathy

 Be able to lead and set a good example, while working as part of a team

The rest of the community endorses this. At Sherington, we place the child at the centre of all that we do.

Following the recent appointment of a new headteacher, we are now looking for a deputy headteacher who will work in partnership with the headteacher, sharing her vision for the school and making a strong contribution to future developments.

We are looking for someone who is flexible, reflective and open to development. They will demonstrate a love of learning and be prepared to make a strong commitment to Sherington’s ethos. They will be committed to ensuring every child’s safety and equality of opportunity for all. They will have professional integrity and be honest and trustworthy, able to lead the development of others to deliver the best for every child. They will be able to maintain high standards across the school and shape exciting future developments.

In return, we offer the opportunity to be part of a thriving community that is proud of its outstanding achievements. We offer diverse, curious, creative and motivated children who are a joy to work with, along with an enthusiastic, dedicated, professional staff who are committed to the success of the school.

Sherington is proud to be a maintained school with excellent links with our local authority.

Royal Greenwich is one of London’s most exciting boroughs; our communities are vibrant and diverse.

**Key Dates**

School visits are essential. To book a visit, please email Susie Healy at shealy@sherington.greenwich.sch.uk

**Closing Date for Applications Monday 19th April 12 noon**

**Interview Days 29th and 30th April**

**Welcome Letter**

Dear Applicant,

We are delighted that you are considering applying for our Deputy Headteacher post.

Sherington Primary School is an inclusive community, placing the child at the centre of all that we do.  Judged to be ‘Outstanding’ by Ofsted in 2011, our vibrant two-form entry school (with nursery) consistently achieves excellent outcomes for our children. We strive to maintain the highest standards across our rich and diverse curriculum in an environment that is creative, stimulating, inspiring and enabling.

Sherington is proud to be a maintained school with excellent links with the local authority. Royal Greenwich is a borough that invests in the future. It has relatively affordable housing, offers a good quality of life and is proud of its iconic world heritage sites. Transport links have significantly improved with the DLR, and Crossrail is on the way. It is a great place to live, work and visit.

You will be a strong and inspirational leader who will work with the leadership team, staff and governors to build on the existing strengths of the school. You will be key in developing, realising and maintaining our ambitious goals. You will help set direction and move Sherington forward with integrity, managing change in line with our current vision and ethos – keeping children as the centre of your decision making. Your passion for learning, and understanding of current classroom practice, will guide the school’s approach to continuing innovation. You will foster successful relationships with all stakeholders including the wider community and local authority. You will be dedicated to inclusion and equality of opportunity for all – actively promoting this throughout the school.

In return, we offer diverse, curious, creative and motivated children who are a joy to work with, along with an enthusiastic, dedicated, professional staff who are committed to the success of the school. You will be supported by an engaged and reflective governing body and parents and carers who are involved and active in the life of the school.

Please read the rest of this information pack for further information about us and we look forward to receiving your application and meeting you.

Yours sincerely,

Amanda Burnell

Headteacher

**Our Vision Statement**

Sherington Primary School is an inclusive community.   We place the child at the centre of all that we do.   We strive to maintain the highest standards in an environment that is creative, stimulating, inspiring and enabling.

**Aspire**

* Motivating and exciting all to become life-long learners

**Believe**

* Developing the skills and confidence to foster self-belief

**Create**

* Engaging all learners through creative practice and personal reflection

**Achieve**

* Experiencing success and embracing future challenges

**Our Aims:**

* to place the child at the centre of all that we do
* to foster positive, supportive relationships with families and the wider community
* to provide models of excellence drawing on the expertise of our highly skilled team
* to provide an enquiry-based curriculum that promotes the values of resilience, adaptability and perseverance
* to promote life-long learning through developing a whole school culture of challenge and growth
* to prepare learners for a future in an increasingly interconnected global economy.

#### Job Description

**Job** **details**

**Salary:** L14 –L17

**Contract** **type:** Permanent; full-time

**Reporting** **to:** Headteacher

**Main purpose**

The deputy headteacher, under the direction of the headteacher, will take a major role in:

* Formulating the aims and objectives of the school
* Establishing policies for achieving these aims and objectives
* Managing staff and resources to that end
* Monitoring progress towards the achievement of the school’s aims and objectives
* Promoting the welfare and safeguarding of children and staff

**If** **the** **headteacher** **is** **absent,** **the** **deputy** **headteacher** **will** **deputise,** **as** **directed** **by** **the** **governing** **board.**

**The** **deputy** **headteacher** **will** **also** **be** **expected** **to** **fulfil** **the** **professional** **responsibilities** **of** **a** **headteacher,** **as** **set** **out** **in** **the** **School** **Teachers’** **Pay** **and** **Conditions** **Document** **(STPCD).**

**Duties** **and** **responsibilities**

**Qualities** **and** **knowledge**

Under the direction of the headteacher:

* Support with the day-to-day management of the school
* Embrace and communicate the school’s vision compellingly and contribute to and support strategic leadership
* Leadby example, holding and articulating clear values and moral purpose, and focusing on providing excellent education for all children
* Build positive relationships with all members of the school community, showing positive attitudes to them
* Keep up to date with developments in education, and have a good knowledge of education systems locally, nationally and globally
* Work with political and financial astuteness, translating policy into the school’s context
* Seek training and continuing professional development to meet own needs

**Children and Staff**

Under the direction of the headteacher:

* Ensure excellent teaching in the school, including through training and development for staff
* Promote a creative and inspiring curriculum which will engage all children
* Demand ambitious standards for all children, instilling a strong sense of accountability in staff for the impact of their work on children’s outcomes
* Establish a culture of ‘open classrooms’ as a basis for sharing best practice
* Create an ethos within which all staff are motivated and supported to develop their skills and knowledge
* Identify emerging talents, coaching current and aspiring leaders
* Hold all staff to account for their professional conduct and practice

**Systems** **and** **processes**

Under the direction of the headteacher:

* Ensure that the school’s systems, organisation and processes are well considered, efficient and fit for purpose, including Data Protection
* Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing exemplary behaviour
* Implement systems for managing the performance of all staff, addressing any underperformance, supporting staff to improve and valuing excellent practice
* Work with the governing board as appropriate
* Support strategic, curriculum-led financial planning to ensure effective use of budgets and resources Support distribution of leadership throughout the school

**The** **self-improving** **school** **system**

Under the direction of the headteacher:

* Create an outward-facing school which works with other schools and organisations to secure excellent outcomes for all children
* Develop effective relationships with fellow professionals
* Model innovative approaches to school improvement and leadership
* Inspire and influence others to believe in the fundamental importance of education in children’s lives and to promote the value of education

The deputy headteacher will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the deputy headteacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher.

**Person** **specification**

All qualities are essential for the role

|  |  |  |
| --- | --- | --- |
| CRITERIA | QUALITIES | EVIDENCE |
|  | Qualified teacher status DegreeEvidence of continued professional development, including in preparation for a leadership role | Application ApplicationApplication / Interview |
| **Qualifications** **and** **training** |
| **Experience** | Successful leadership and management experience in a schoolTeaching experience across all key stagesInvolvement in school self-evaluation and development planningLine management experienceExperience of contributing to effective staff developmentLeadership of core subject | Application / InterviewApplication / Interview Application / Interview Application / Interview Application / InterviewApplication / Interview |
| **Skills** **and** **knowledge** | Data analysis skills, and the ability to use data to set targets and identify weaknessesUnderstanding of the ways in which children learn and effective pedagogies to support their developmentAbility to improve the effectiveness of teaching - to model this for others and support others to improveUnderstanding of school finances and financial managementEffective communication and interpersonal skillsAbility to communicate a vision and inspire others Ability to build effective working relationshipsAbility to communicate effectively with parents / carers and wider community | InterviewApplication / InterviewApplication / InterviewInterviewApplication / InterviewApplication / Interview Application / Interview Application / Interview |
| **Personal** **qualities** | Commitment to safeguardingMaintaining a positive and optimistic outlookA commitment to getting the best outcomes for all children and promoting the ethos and values of the schoolAbility to work under pressure and prioritise effectivelyCommitment to maintaining confidentiality at all timesPromoting equality and inclusivity | Application / Interview InterviewApplication / InterviewInterviewInterviewApplication / Interview |

# Key School Facts and Statistics

|  |  |
| --- | --- |
| Type of school  | *Primary School with a Nursery* |
| Age range  | *Age range 3 – 11* |
| Location  | *Charlton* |
| Co-educational or single sex | *Co-educational*  |
| Max Number of children/pupils (including nursery) | *480* |
| Average class size  | *30* |
| Date school established  | *1907* |
| School awards  | *Basic Skills**Artsmark Gold**ICT mark**Healthy Schools**Dyslexia Friendly Mark* *British Council – International School Award* |
| Number of teaching staff  | *21*  |
| % of children on FSM | *15% (Jan 2021)* |
| % of children with SEN | *20% (Jan 2021)* |
| % of children with EAL | *26% (Jan 2021)* |
| Key stage 1 % at expected standard 2019 | *Reading 78%**Writing 73%**Maths 80%* |
| Key stage 2 % at expected standard 2019 | *Reading 77%**Writing 85%**Maths 88%**RWM 77%*  |

**For further information, please visit our website [sheringtonprimary.co.uk/](https://www.sheringtonprimary.co.uk/)**