



St Peter's

Church of England (Aided) Junior School



Headteacher Recruitment Pack

St Peter's C of E (Aided) Junior School
Farnborough Place
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GU14 7AP

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Letter from the Chair of Governors

Dear Prospective Headteacher,

Thank you for your interest in the post of Headteacher at St Peter's Church of England (Aided) Junior School. I hope that the information contained in this pack gives you a clear picture of our school.

St Peter's is a warm, happy and caring school where every child is highly valued. As well as striving to provide the best possible education, we seek to develop the whole person so that every child reaches its full potential and are equipped for life in an ever-changing world. Our school motto is 'Learn to Live' and we base our vision on John 10 verse 10 'I have come that they may have life, life in all its fullness'. We have a strong and distinctively Christian ethos, aiming to show the love of God in all that we do and say. We are pleased to welcome children from any faith background or none.

Our school is housed in a Grade 2 listed Georgian manor house set in beautiful grounds adjoining the parish church campus. We enjoy close relationships with the church and its staff team and are keen to see this develop and continue.

St Peter's has been on a journey since our initial RI judgment in March 2017. Although our second requires improvement judgement was a disappointing outcome, our wonderful pupils are deserving of an outstanding quality of education and the Governing Body is keen to ensure that is exactly what they get. The Headteacher we are looking for is an inspirational leader, who has a clear vision for the school and its staff and pupils, and communicates it relentlessly. They will be a leading professional who recognises good teaching is every pupil's right and is uncompromising when it comes to standards. We are looking for someone who will be committed to maintaining our Christian ethos and values whilst developing the many strengths of St Peter's.

I hope that you will visit our school and want to learn more about St Peter's. If this is not possible then we would love to introduce you to the school via Zoom. Governors will be available to show you around the school, either in person or via Zoom. Please contact me (A.Governors@st-peters-jun.hants.sch.uk) and I will be pleased to make the arrangements.

Yours faithfully,

Janet Ruthven

Chair of Governors



About our School

Our beautiful, peaceful site adjoins the grounds belonging to St Peter's Church, with whom we maintain a close, successful partnership. This begins at the Welcome Service when each child receives a Bible as a gift from the church. Children also have regular opportunities to be involved in church life and the wider community.



Our building is a Grade 2 listed Georgian manor house, which has been modified into a modern school with excellent facilities including a dedicated library, wireless ICT network, music area and additional study areas for small groups. Each classroom has its own interactive whiteboard and PC. A wide range of equipment and resources are used to make teaching fun and interesting for the children.

We have superb grounds, with a large playing field, a playground, an adventure play equipment area, outdoor gym, as well as our own wildlife woodland, all within the setting of a conservation area. We use our grounds wherever possible to enhance learning opportunities.



Children participate in collective worship daily: this is integral to our school life and ethos. Whole school worship is based on Christian traditions, in a manner sensitive to the individual faith and beliefs of all our children. Church staff lead collective worship weekly and work alongside teachers on themed 'pause days' and other projects. On special occasions, collective worship takes place in the St Peter's Church building.

We are a two-form entry junior school. All year groups have the opportunities for a wide and varied programme of carefully planned educational visits and activities. These are an important part of our curriculum.



Our core vision, mission and values

Our school motto is 'Learn to Live' - it is our aim that we develop the whole child and prepare the children in our care for life in an ever-changing world.

'I have come that they may have life, life in all its fullness' John 10:10

At St Peter's, we provide the ideal community and framework of values that enable young learners to flourish whilst demonstrating resilience and perseverance.

- We encourage and challenge each child to develop academically, physically and spiritually to the best of their ability.
- We prepare each individual for success and happiness in school and their life beyond, creating an enjoyment of learning and making positive memories.
- We hope the foundations we build will influence their lives as they encounter the challenges ahead of them with confidence.
- We seek to provide distinctive, caring, Christian guidance within a safe environment.
- We prepare each individual for life, success and happiness in school and beyond.

Our Mission -

Each member of St Peter's School community aims to:

- Trust and respect one another
- Know right from wrong and make wise choices
- Conduct themselves with courtesy
- Respect their environment and serve others
- Recognise and rejoice in each other's talents
- Work co-operatively in all that they do.



Our Values –

'Our Values of respect, truth, responsibility, service, celebration and collaboration are at the heart of all that we do'

All Children are encouraged to take every opportunity they can to demonstrate these values, and to recognise when others around them are exemplifying our values through thoughts words and actions. Children can work towards, and receive, a 'values certificate' for displaying these behaviours, which are presented at our weekly whole school celebration assemblies.





What are the children and school community looking for in a Headteacher?





Our school improvement plan

Our last 2 Ofsted inspections have found us to be requiring improvement although our last one in April 2019 acknowledged the improvements that had been made since the last inspection. The staff, governors and wider community of the school understand we have some hard work ahead of us, to get us to 'good and beyond'. We would love to extend this exciting opportunity to the successful applicant, to lead us on this journey of change and development, and really bring out the potential in all aspects of life at St Peter's junior school.

To support our development into this space, we have an improvement plan in place as outlined below, which the school will be working towards moving forward. We would like our successful candidate to continue and evolve this plan in conjunction with the first aims and objectives described on page 14 of this document;

- Consistent teaching and learning pedagogy and practice used across the school with strategies that enable children to take ownership of their learning.
- Children are involved in the success criteria - they can explain their next steps and give 'kind, specific and helpful' feedback to others.
- Feedback - all books show next step marking/feedback that moves on learning and response to feedback.
- Consistency of work outcomes within year groups and consistency of subject specific practice across the school. Classrooms and books showcase quality work outcomes – capturing the school vision linked to 'life in all fullness'. Work outcomes are celebrated.
- Children are enabled and able to articulate their learning.
- Children receive quality first teaching. Teaching assistants' within the classroom – always with a balance of teacher/TA time, supports groups of learners.
- Planning templates provide maximum impact for teaching and learning.
- Staff know where to draw on specialist advice to ensure that all children's needs are met. Activities are correctly pitched to age related standards and children are appropriately supported/challenged to achieve/exceed.
- All HIAS feedback is actioned with clear evidence of impact. Maths/English leaders have additional time to lead/review their subjects.
- Staff enjoy talking about practice and feel motivated to trial new approaches - a culture of professional enquiry has been established.



Job description

The following job description is subject to the general conditions of service for a Headteacher as set out in the current School Teachers' Pay and Conditions document. This job description is based on the National Standards of Excellence for Headteachers.

Summary of the principal aspects of your role

Together with the Governing Body, to provide the overall strategic leadership and direction of this Church school.

In particular, you will:

- Provide the professional leadership and expertise necessary to ensure that St Peter's school is led and managed effectively and efficiently from day-to-day so as to
 - Identify and implement improvements in teaching and learning
 - raise attainment
 - deliver the best education possible within the available funding and in accordance with statutory requirements
- lead the delivery of a stimulating, flexible curriculum that meets the learning needs of every child, helps equip them all for life in an ever-changing world and enables each individual to develop and reach their full potential
- inspire, challenge, motivate and empower others, maximising their professional development and sustaining an excellent team spirit amongst all our staff
- uphold and develop the Christian vision and values of our school
- ensure that our school remains a safe, happy and caring environment where every child is highly valued
- foster open, honest and effective communication with all members of our school community
- develop and maintain positive, open and constructive working relations with the Governing Body, Local Authority and all other organisations or individuals who are in partnership with our school

Statement of your additional responsibilities

To undertake any duties necessary to achieve these over-arching objectives or which may otherwise be required of a Headteacher in accordance with the terms of the current School Teachers Pay and Conditions Document.

Accountability

To be responsible to the Governing Body



Person specification

Professional qualifications and experience	<ul style="list-style-type: none"> • Qualified Teacher Status • Be able to demonstrate evidence of on-going relevant personal development (e.g. leadership and management training) • Successful Deputy or Headteacher
<i>Desirable</i>	<ul style="list-style-type: none"> • Further significant accredited study (e.g. MA, Advanced Diploma, LPSH or NPQH) • A successful leader in KS2 • Has taught in more than one school
Shaping the future	<ul style="list-style-type: none"> • Commitment to making the school work effectively towards the academic, spiritual, moral, social, emotional and cultural developments of its' pupils. • Have a clear understanding of what constitutes an excellent school, quality teaching and an ability to develop a vibrant educational environment. • Strategic thinker and practitioner • Experienced in leading school improvement – demonstrating the ability to motivate and inspire. • Can demonstrate a sound understanding and practice of adapting to current educational thinking on how children best learn and how to develop their whole life skills and personalities • Proven commitment to work collaboratively and transparently with the Governing Body • Able to embrace, embody and articulate the school's vision and values • Empowers individuals and develops strong leadership structures and management systems. • Determines improvement priorities and plans effectively to address them • Understands systematic school self-evaluation and how to lead it
Teaching and learning	<ul style="list-style-type: none"> • Develops and maintains a culture of high expectations, and provides appropriate support and challenge for all staff • Able to construct a stimulating curriculum which is up-to-date and meets statutory obligations



	<ul style="list-style-type: none"> • Uses a range of data as part of monitoring, evaluating and raising the quality of teaching and learning to improve outcomes for children • An excellent practitioner who leads by example • Commitment to continuous professional development for all staff through effective performance management and an ability to build a collaborative and creative learning culture. • Experience of using self-evaluation processes, to monitor and improve all aspects of school life.
<i>Desirable</i>	<ul style="list-style-type: none"> • Experienced in carrying out performance management of teachers

Personal skills and attributes	<ul style="list-style-type: none"> • Integrity that engenders confidence and trust • Values every child as an individual with a unique character • Gives clear and positive leadership, leading by example and working as part of the team. • Able to communicate effectively with all members of the school and wider community • Inspires, challenges, encourages and empowers others to achieve their potential • Manage and sustain a good two-way dialogue between the Senior Leadership Team and all school staff • Celebrates success • Able to take difficult decisions and convey outcomes clearly and sensitively • Approachable with excellent people management skills and understanding to establish effective and appropriate relationships • Confident and competent handling data • Seeks and accepts advice and support from others to improve performance
Faith commitment	<ul style="list-style-type: none"> • Committed to upholding the Christian ethos and character of the school • Able to articulate a philosophy for church school education • Able to provide leadership in the spiritual development of pupils and staff • Experienced in leading collective worship
<i>Desirable</i>	<ul style="list-style-type: none"> • A practising Christian



	<ul style="list-style-type: none"> Evidence of active participation in a church which is a member of 'Churches Together in Britain and Ireland' or of the 'Evangelical Alliance'
Leadership and management	<ul style="list-style-type: none"> Demonstrates commitment and leads by example Encourages creative thinking and innovation Delegates effectively Able to sustain a safe, secure, happy and healthy school environment Sound understanding of whole school financial management and planning
<i>Desirable</i>	<ul style="list-style-type: none"> Develops constructive relationships with stakeholders Manages workloads to allow an appropriate work/life balance Experience of recruitment Uses technology effectively Experience of budget-setting and the effective use of resources Success in implementing and managing change
Safeguarding	<ul style="list-style-type: none"> Experience of creating a strong safeguarding culture within school Up to date knowledge of safeguarding requirements and current legislation Currently a Designated Safeguarding Lead (DSL) or Deputy DSL



What would we like you to do first?

Our keys tasks are:

- Be a strategic leader who is able to establish a shared vision for the staff team which will enable the outcomes of children and teaching and learning to improve
- Be able to build on our vision and values, underpinned by our Christian distinctiveness, to change and develop the culture so that the wellbeing of the children is central
- To introduce a broad and rich curriculum to enable a love of learning throughout the school
- To be committed to enabling all leaders and Governors to develop. To have a commitment to leadership with openness and integrity, and to promote that culture throughout the school, in order to improve the education of the children
- Be fully engaged with the local community, and to promote opportunities for collaboration with local schools



Application procedure

Candidates should complete the application form and return it so that it is received no later than **midday on Friday 11th September 2020**, to:

Education Recruitment
Education Personnel Services
2nd Floor, Hampshire House
84-98 Southampton Road
Eastleigh
SO50 5PA

Email: eps-recruitment@hants.gov.uk

Telephone: 02380 383537/33

Please provide a full statement in support of your application, which should not exceed two sides of A4 paper. In doing so, please do not restate the factual details already included elsewhere on your application form.

Selection Process

The shortlist will be drawn up on **Wednesday 16th September 2020** and the selection process will take place **on Monday 29th and Tuesday 30th September 2020**. Further details will be sent to those candidates called for interview.

Applicants will be advised within 3 working days after the shortlisting date whether or not they have been successful.

Failure to send your application form to the above address may invalidate your application.

Receipt of Application

Applications are acknowledged (by email whenever possible) within 3 working days of receipt. If you do not receive an acknowledgement within this time, please telephone Education Recruitment immediately.

Applications by post and email

Please be aware that Education Recruitment is unable to receive hand-delivered mail outside normal office hours i.e. 9:00am - 5:00pm (4:30pm Friday). Emailed applications are acceptable, but please do not send both paper and electronic applications.

Postage

Insufficient postage occasionally leads to application forms being received after the closing date for application has passed. To avoid this, please ensure that you attach the correct postage to your application.



Equality Monitoring

You will be required to complete an Equality Monitoring form.

Safer Recruitment

St Peter's Church of England (Aided) Junior School and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure & Barring checks along with other relevant employment checks.

GDPR 2018

Please be aware that the information you have provided will be stored on Hampshire County Council's secure database and will only be used to process your application. It will not be passed to any other organisation.



Education in Hampshire

Choosing to teach in Hampshire may be the best move you make. As one of the largest authorities in the country, we can offer an unrivalled diversity in teaching opportunities; from the challenges of the urban and city school through to the rural primary which will provide a vibrant environment for development and promotion.

Hampshire schools are encouraged to operate and develop in a way, which serves their local community, reflecting the cultural diversity the county has to offer. We feel this is best achieved through local management, with the local authority providing a supporting role where needed.

The county of Hampshire has over 170,000 school-age children in approximately 438 primary, 71 secondary and 26 special schools and other provisions. Whilst the majority are community schools, the LA has forged strong partnership with Diocesan Bodies, and seeks to maintain the provision of places in church schools. The county has 26 special schools, with an additional 42 units in mainstream schools, providing education and support for children with moderate, severe or complex learning difficulties, physical and sensory disabilities and emotional and behavioural issues.

Hampshire 'Early admission' policy allows children to start school at the beginning of the school year in which they are five years old. At the other end of the age range, Hampshire was on for the first authorities in the country to establish a joint agreement on the 14-19 education of all students with the local skills council.

With the county office in Winchester, Hampshire Authority has an established network of advisors, which provide a responsive and flexible service to the schools in their respective areas. There is also a strong ethos for collaboration and liaison, with regular meetings of Head teachers in phase, cluster and area groupings, aimed at maintaining a policy of communication and cooperation with the LA and between schools.

In Hampshire, we pride ourselves on providing first-class learning opportunities for our teachers both internally and with outside course providers. For new Head teachers, in partnership with Governors, the LA operates a structured induction development programme which also helps develop close working relations with other Head teachers and LA colleagues.

Hampshire's most recent Annual Performance Assessment confirmed that we are an Authority that provides excellent education and has an excellent capacity for further improvement. We are continually looking for innovative ways of improving standards in our schools, which can only be achieved through a commitment to our staff.

To find out more about Hampshire and what it has to offer, visit our website at www.hants.gov.uk. Hampshire has a LOT to offer. We hope you will join us.