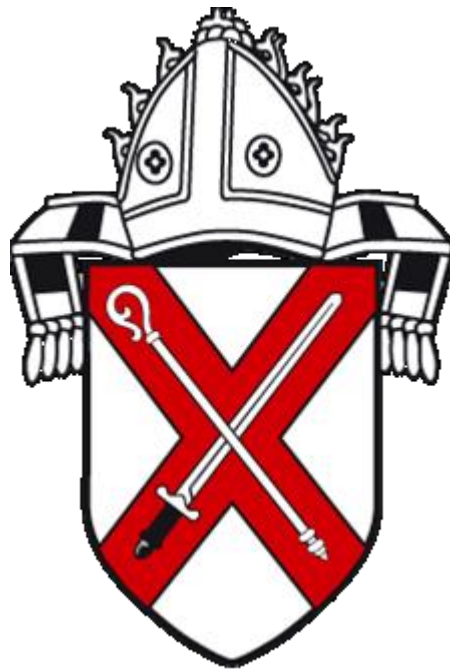


# All Saint's Church of England V/A Primary School



**PERSEVERE • FORGIVE • RESPECT**

*Working together to succeed*

## Appointment of Headteacher Information for Candidates



Essex County Council



## **Contents**

Selection Arrangements

Letter from Chair of Governors

Job Description

Person Specification

Recruitment and Selection Policy Statement



## Appointment of Headteacher

<b>School</b>	<b>All Saints' Church of England (V/A) Primary School, Dovercourt</b>
<b>Telephone</b>	<b>01255 502389</b>
<b>Website</b>	<b><a href="http://www.allsaints-harwich.essex.sch.uk">www.allsaints-harwich.essex.sch.uk</a></b>
<b>School Group Size</b>	<b>Group 2 NOR 198</b>
<b>Salary Range</b>	<b>£52,414 - £59,265</b>
<b>Start Date</b>	<b>September 2019</b>

### Selection Arrangements - The Process

Thank you for your interest in the All Saints' Church of England (V/A) Primary School, Dovercourt, Headteacher post.

Following feedback from colleagues and previous candidates, who have told us that using the Essex schools' website to apply for posts that they are interested in is easy and fast, we would encourage you to apply for this post on-line. You can access the website from any computer, complete and save your application in full confidence that it cannot be seen or accessed until you finish your application form and press the 'Apply' button. When you apply online the Schools Recruitment Team will be sent an email automatically, and you will receive an email via the system confirming that your application has been received.

Applying online is straightforward and the first step is to create your own profile; please follow the instructions below to apply for this post:

- Click [here](#) to register and create a profile.
- When you have created your profile, please click the Apply button at the foot of the online advertisement and complete your details.
- A self-disclosure form (SD2) is attached to the online advertisement for this vacancy; please complete it using Adobe Reader (available to download free of charge at <http://get.adobe.com/uk/reader/>).

To complete the form, please read the notes of guidance on page two and type your responses in the blue boxes on page one. All fields are compulsory; if you have no convictions, cautions or pending prosecutions, please enter 'None' in the appropriate boxes. The *Name, Signature, Date* and *Post applied for* fields must all be completed in full; it is not possible to upload an electronic signature to this version of the form so please type your name into the *Signature* box.

Once you have completed the form, save and submit it as an attachment to your online application form.

Prior to appointment, the successful candidate will be sent an occupational health questionnaire which they will need to complete and return to this office.

We look forward to receiving your application; please do not hesitate to contact on 0333019835 if you have any queries.

**Closing date: Monday 21 January 2019**

**Interview date: Friday 15 February 2019**

**Please be aware that as the applicant you are responsible for ensuring that your application reaches us before the stated closing date, as late applications may not be accepted.**

### **Referees**

In order to comply with the guidance on safer recruitment, you are requested to provide referees in line with the following guidance:

- Existing Headteachers or Acting Headteachers currently employed in a community or voluntary controlled school are required to provide:
  - One reference from the Chair of Governors of their current school
  - One reference from the Authority
  - One reference from their previous employer if employed by them within the last 5 years.
- Existing Headteachers or Acting Headteachers currently employed in an academy, foundation or voluntary aided school are required to provide:
  - One reference from the Chair of Governors/Chair of Trustees of their current school
  - One reference from their previous employer if employed by them within the last 5 years, otherwise one from another professional.
- Existing Deputy Headteachers and others currently employed in any school or academy, are required to provide:
  - One reference from their current headteacher
  - One reference from their previous employer if employed by them within the last 5 years, otherwise one from another professional.



## Letter from Chair of Governors



Dear Applicant,

Thank you for your enquiry about the position of Headteacher at our school, which is at the heart of the community of Dovercourt, in Harwich. We hope this information pack will encourage you to visit the school and we look forward to having the pleasure of meeting you and showing you round.

OFSTED rated the school as 'Good' in July 2015 and as a school we are striving to become recognised as 'outstanding.' We are seeking to appoint a Headteacher with the potential to build upon the excellent work that has already been done to help the school achieve its potential and who will inspire the whole school community, as we move forward. In this regard, the development of a 'Growth Mindset' culture in the school is having a positive effect.

As a voluntary aided Church of England School our governing body has foundation governors appointed by the Diocese of Chelmsford and the Parish of the Harwich Peninsula of which All Saints' Church, located across from the school, is one of three churches. Naturally, there are good, strong links between church and school and so our new Headteacher will be in sympathy with the Christian faith, ethos and values.

Governors have been delighted to see the appointment of high quality teaching and support staff over the last few years and we are keen to maintain and build on those standards. Monitoring visits are regularly carried out by Governors, who are generous with their time and expertise.

All Saints' School is a very happy school community with the very real potential to achieve the very best for all our children.

Thank you for your interest and we look forward to receiving your application.

*Revd Canon Margaret Shaw*

Revd Canon Margaret Shaw  
Chair of Governors

# **Generic Headteacher Job Description**

## **Core Purpose**

The Headteacher will be responsible for the internal organisation, management and control of the School in accordance with applicable legislation, the policies of the governing body (including its annual budget) and the instrument and articles of governance of the School.

The Headteacher, working with the governing body, senior leadership team and School staff, will provide overall strategic leadership for the School. The Headteacher will:

- lead, develop and support the direction, vision, values and priorities of the School
- develop, implement and evaluate the School's policies, practices and procedures
- lead and manage teaching and learning throughout the School
- ensure accurate School self-evaluation to inform School improvement planning
- have overall responsibility and accountability for safeguarding and promoting the welfare of pupils within the School.

*The job description should be read in conjunction with the contractual requirements and responsibilities of headteachers set out in the School Teachers' Pay and Conditions Document.*

## **Principal Accountabilities:**

### **Safeguarding**

Fulfil personal responsibilities, and secure compliance by those working in school, for safeguarding as set out in the Children's Act, Statutory Guidance and by the Local Children's Safeguarding Board. These include:

- Operating a culture of listening to children and taking account of their wishes and feelings, both in individual decisions and the development of services;
- Operating clear whistleblowing procedures,
- Sharing information, with other professionals
- Assigning a designated professional lead for safeguarding / take responsibility as the designated professional lead for Safeguarding
- Operating safe recruitment practices
- Ensuring appropriate supervision and support for staff, including undertaking Induction, safeguarding training and reviews of practice
- Establish, operate and monitor clear policies for dealing with allegations against people who work with children.

### **Qualities and Knowledge**

1. Hold and articulate clear values and moral purpose, focused on providing a world-class education for the pupils they serve.
2. Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community.
3. Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them.
4. Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.
5. Work with political and financial astuteness, within a clear set of principles centred on the School's vision, ably translating local and national policy into the School's context.
6. Communicate compellingly the School's vision and drive the strategic leadership, empowering all pupils and staff to excel.

### **Pupils and Staff**

1. Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.
2. Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being.
3. Establish an educational culture of 'open classrooms' as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis.
4. Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
5. Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
6. Hold all staff to account for their professional conduct and practice.
7. Lead and manage the staff with a proper regard for their well-being and legitimate expectations, including the expectation of a healthy balance between work and other commitments.

### **Systems and Process**

1. Ensure that the School's systems, organisation and processes are well-considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.



2. Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in School and in the wider society.
3. Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.
4. Welcome strong governance and actively support the governing board to understand its role and deliver its functions effectively – in particular its functions to set School strategy and hold the Headteacher to account for pupil, staff and financial performance.
5. Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements and the School's sustainability.
6. Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.
7. Develop clear arrangements for linking appraisal to pay progression and advise the relevant body on pay recommendations for teachers.
8. Consult and communicate with the governing body, staff, pupils, parents and carers.
9. Lead and manage/be responsible for safeguarding and promoting the welfare of children.

### **The Self-Improving School System**

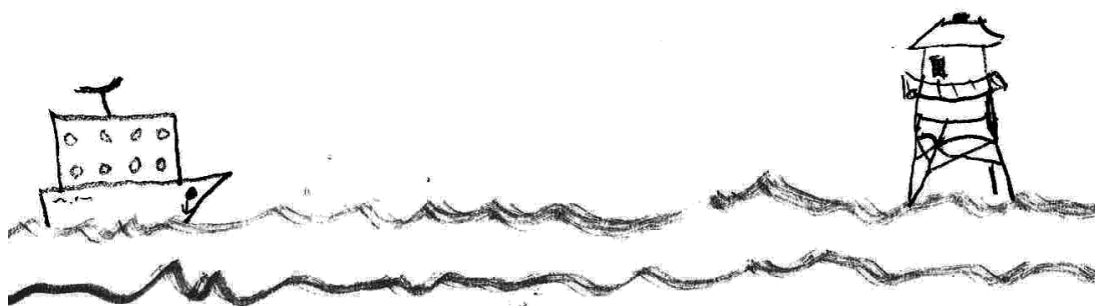
1. Create outward-facing schools which collaborate with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all pupils.
2. Develop effective relationships and collaborate effectively with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.
3. Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improving schools.
4. Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
5. Model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability.
6. Inspire and influence others - within and beyond schools - to believe in the fundamental importance of education in young people's lives and to promote the value of education.
7. Participate in arrangements for their own further training and professional development and appraisal and review of own performance.



## Person Specification

Essential	Desirable
<p><b>Management and Leadership</b></p> <ul style="list-style-type: none"> <li>• A clear vision of excellence in primary education.</li> </ul> <p>Evidence of strategic thinking and planning skills.</p> <ul style="list-style-type: none"> <li>• A clear understanding, appreciation and recognition of high quality teaching and learning.</li> <li>• Leadership skills: to motivate and work with the whole school community – pupils, staff, parents, governors, the church and the diocese</li> <li>• Partnership working skills to ensure good relationships are built with the community</li> <li>• Clear knowledge of and commitment to safeguarding responsibilities.</li> <li>• Good organisation and time management skills to ensure that the school runs smoothly and efficiently.</li> <li>• Target setting and monitoring skills that raise standards</li> <li>• Effective people management skills, including delegation and performance management and a commitment to CPD of all staff</li> <li>• Understanding of the strategic role of the Governing Body and the ability to work effectively with Governors</li> </ul>	<ul style="list-style-type: none"> <li>• Experience as a leader of Foundation and Key Stage 1 and 2</li> <li>• Experience of working with a diverse community.</li> <li>• Experience of developing close working relationships to manage pupil transitions.</li> <li>• Experience of financial management and planning in a primary school.</li> <li>• Knowledge of current Health and Safety regulations</li> </ul>
<p><b>Qualifications and Experience</b></p> <ul style="list-style-type: none"> <li>• DfE recognised qualified teacher status.</li> <li>• Experience across the Primary age range.</li> <li>• Successful leadership and management experience in a senior position within a school.</li> <li>• Evidence of relevant continued professional development.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of outstanding teaching at Primary level</li> <li>• Previous role as a Headteacher or Deputy.</li> <li>• NPQH</li> </ul>

<p><b>Knowledge</b></p> <ul style="list-style-type: none"> <li>• Knowledge and understanding of the statutory and legal frameworks within which a school operates to meet all children's needs.</li> <li>• An in depth knowledge of primary education and children's learning from Foundation to KS 1 and 2</li> <li>• A clear understanding of assessment and monitoring procedures and the ability to implement these</li> <li>• A commitment to inclusion and equality of access to educational provision for all pupils.</li> <li>• A good knowledge of current educational issues.</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of the demands of children with high levels of social, emotional and behavioural difficulties and SEND.</li> </ul>
<p><b>Personal Attributes</b></p> <ul style="list-style-type: none"> <li>• Have a commitment to ensure the Christian ethos of the school is maintained and developed</li> <li>• Enthusiasm, reliability, drive, and a sense of humour!</li> <li>• Passion for teaching and learning.</li> <li>• Dedication to achieving outcomes for the school</li> <li>• Ability to make decisions that always put the children first</li> <li>• Demonstrate personal and professional integrity, including modelling Christian values and vision</li> <li>• Ability to deal with the unexpected and re-prioritise quickly to meet changing needs.</li> <li>• Well organized</li> <li>• Supportive</li> </ul>	<ul style="list-style-type: none"> <li>• A practicing Christian</li> </ul>



## **Recruitment and Selection Policy Statement**

1. The Governing Board is committed to:
  - safeguarding and promoting the welfare and safety, and the spiritual, moral, social and cultural development, of children and young people;
  - promoting equality of opportunity and community cohesion where the diversity of different backgrounds and circumstances is appreciated and positively valued;
  - promoting the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs

and expects all staff, volunteers and other workers to share this commitment. It is recognised that this can only be achieved through sound procedures, good inter-agency co-operation and the recruitment and retention of competent, motivated employees who are suited to, and fulfilled in the roles they undertake.

2. The Governing Board recognises the value of, and seeks to achieve a diverse workforce which includes people from different backgrounds, with different skills and abilities. We are committed to ensuring that the recruitment and selection of all is conducted in a manner that is systematic, efficient, effective and promotes equality of opportunity. Selection will be on the basis of merit and ability, assessed against the qualifications, skills and competencies required to do the job. We will uphold obligations under law and national collective agreements to not discriminate against applicants for employment on the grounds of the protected characteristics of age, sex, sexual orientation, marriage or civil partnership, pregnancy or maternity, gender re-assignment, disability or health, race (which includes colour, nationality and ethnic origin), religion or belief.
3. We will implement robust recruitment procedures and checks for appointing staff and volunteers to ensure that reasonable steps are taken not to appoint a person who is unsuitable to work with children, or who is disqualified from working with children, or does not have the suitable skills and experience for the role.
4. We will ensure that the terms of any contract with a contractor or agency requires them to adopt and implement measures described in this procedure. We will monitor the compliance with these measures and require evidence that relevant checks have been undertaken for all workers deployed.
5. The following pre-employment checks will be required where applicable to the role and settling:
  - receipt of satisfactory references\*
  - verification of identity
  - a satisfactory DBS disclosure if undertaking Regulated Activity
  - verification that you are not on the DBS Children's barred list and therefore not barred from working with Children verification that you are not prohibited from teaching verification of medical fitness
  - verification of qualifications
  - verification of professional status where required e.g. QTS status
  - the production of evidence of the right to work in the UK
  - verification of successful completion of/exemption from statutory induction period

- verification that you are not subject to any s128 directions preventing you from holding a management position within a school
- a declaration that you are not disqualified from working with children by virtue of the Childcare (Disqualification) Regulations 2009 or that you have provided a disqualification waiver from Ofsted

***NB It is illegal for anyone who is barred from working with children to apply for, or undertake Regulated Activity.***

\*In exceptional circumstances, where you have good reason not to want your referees to be contacted prior to interview, you should set out your reasons with your application form. Where it is agreed to defer, referees will be contacted immediately after interview before an offer of employment is made.

6. We will keep and maintain a single central record of recruitment and vetting checks, in line with the current DfE requirements.
7. All posts/voluntary roles that give substantial unsupervised access to children and young people are exempt from the Rehabilitation of Offenders Act 1974 and therefore all applicants will be required to declare spent and unspent convictions, cautions and bind-overs (save for those offences that are subject to filtering by the Police).

Applicants will be required to sign a DBS consent form giving consent for the DBS certificate to be copied and shared (within strict guidelines) for the purposes of considering suitability for employment and consent for an online status check to be carried out in the event that the applicant subscribes to the DBS update service.

The Governing Board is committed to ensuring that people who have convictions / cautions / reprimands on their record are treated fairly and given every opportunity to establish their suitability for positions. Having a criminal record will not necessarily be a bar to obtaining a position, except in the case of school settings covered by the Childcare (Disqualification) Regulations 2009 where certain convictions, cautions or warnings will mean an individual is disqualified from working in that setting and will prohibit employment at the school (unless a waiver can be obtained from Ofsted).

Positive disclosures will be managed on a case by case basis taking into account the nature, seriousness and relevance to the role. The following factors will be considered in each case:

- The seriousness/level of the disclosed information eg was it a caution or a conviction.
- How long ago did the incident(s) occur?
- Whether it was a one-off incident or part of a repeat history/pattern.
- The circumstances of the offence(s) being committed and any changes in the applicant's personal circumstances since then.
- The country where the offence/caution occurred.
- Whether the individual shows or has shown genuine remorse.
- If the offences were self-disclosed on the SD2 form or not (non-disclosure could, in itself, result in non-confirmation of employment on the grounds of trust, honesty and openness).

When making a recruitment decision The Governing Board will disregard any filtered convictions/cautions/reprimands which were disclosed in error.

A previously issued Disclosure and Barring Service Certificate will only be accepted in certain restricted circumstances or where you subscribe to the DBS update service and the appropriate online status checks have been satisfactory.

The Disclosure and Barring Service has published a Code of Practice and accompanying explanatory guide. This Governing Board is committed to ensuring that it meets the requirements of the Disclosure and Barring Service in relation to the processing, handling and security of Disclosure information.

A copy of our Recruitment Procedure is available upon request.

