



ST MATTHEW'S, DERRIFORD

ASSISTANT HEADTEACHER POST

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WELCOME TO ST. MATT'S

School facts

NOR - 479

PP - 53 (11%)

SEN - 64 (13%)

SP - 72 (15%)

Classes - 16 + Nursery

St. Matthew's is proud to be part of St. Christopher's Trust which has 19 schools based in Plymouth and its surrounding areas, Torbay and Exeter.

We are a school of approximately 450 pupils in the Derriford area of Plymouth, located close to Derriford Hospital. Surrounding us is a thriving district centre and a housing estate which is being developed which will eventually have approximately 800 houses. There are excellent road links from the A38 via the newly opened 'Platinum Highway'.

Our school has been on an excellent journey over the last few years in which we have honed our teaching, our leadership and our curriculum. This was reflected in March 22 when we secured a strong Good in Ofsted. However, we have not rested on our laurels and over the last year we have started the exciting journey of improving further. Indeed, our vision is for every member of our school community to be able to 'let their light shine' and, in doing so become a Beacon school.

Therefore, if you were to join us in September it would be at a very exciting time. A time where we are further embedding our teaching and learning practices and also developing our curriculum. We are also further developing our leadership practice in the school, enabling all teachers to become strong leaders within the school and the Trust. Your role would be instrumental in driving forward this continuous development, working alongside your colleagues to be the best we can be.



VISION & VALUES



VISION

Our strong Christian vision is based on Matthew 5. Just as Matthew's Gospel encourages Christians to act in a way that is different so that God's light shines out of them, we want our school community to shine their lights brightly, valuing each individual for the unique skills, knowledge and talents that they have. We hope that God's light will shine brightly from the St Matthew's community showing that everyone is truly valued and enabled to flourish.



VALUES

Our Ethos Committee help the school develop its values and we explore them through our Worship and also throughout everything that the children do in school. They are: Love, Forgiveness, Courage, Hope, Trust, Truth.

In addition to this we also have a clear vision for how we expect our children to develop through our curriculum. We say that our curriculum IGNITES a passion for learning. Each letter in the word IGNITES symbolises an aspect that we aim to develop: Introspective, Global, Nurtured, Inquiring, Talented, Expressive, Self Efficacy



A LITTLE ABOUT THE ROLE

IMPROVING TEACHING AND LEARNING IN KEY STAGE 2 (INITIALLY)

Key to the role will be your secure understanding of what great teaching is and your up-to-date pedagogical and curriculum knowledge, particularly of Key Stage 2 where you will have a proven track record of securing excellent progress from all learners including those who are disadvantaged.

A key understanding of our school comes from Dylan William. "If we create a culture where every teacher believes they need to improve, not because they are not good enough but because they can be even better, there is no limit to what we can achieve."

This is something that all staff buy into and through your coaching and precise feedback you will help your colleagues to achieve this. By applying well researched curriculum and pedagogical ideas, you will be instrumental in shaping our current teachers, teachers of the future and, potentially, teachers across the wider Trust.

Within this, you will be demonstrating, and leading others in, our unshakable belief that all children can let their light shine, and will use research, school and national data to help pinpoint where support needs to be given. As a champion for disadvantaged pupils, you will help to ensure that there is a robust strategy for improving outcomes for disadvantaged pupils and implement that strategy on a day-to-day level.



The St. Matt's culture

We have worked hard to develop a strong culture of high expectation in all we do and, as a senior leader you will play a vital role in furthering the 'St Matt's Way'.

Your strong, professional and friendly relationship with staff is a given. However, as assistant headteacher at St. Matt's you will have the opportunity to take this further. You will help to foster proactive and purposeful relationships with the parents, governors and the myriad visitors and stakeholders that we have. A particular aspect of the role (at this time) is working alongside our service families.

Our school has great children who almost always behave brilliantly. However, that happens because we have a clear understanding of what is expected. As an assistant headteacher you would be expected to be able to demonstrate and foster excellent behaviour management skills, being able to support your colleagues.

Developing leaders for today and the future

A strong organisation needs strong leaders and at St. Matt's we pride ourselves in helping to shape and prepare leaders to be highly effective. There are many opportunities for our staff to take part in external courses including studying for national qualifications. However, it is through support, modelling and coaching on the ground that leaders turn that learning into high quality practice. Working alongside the headteacher and KS1 assistant headteacher, you will use your own expertise as a leader to provide that modelling and coaching.

Through our relationships with the Plymouth Hub and external bodies, such as Marjons, Plymouth University and with Exeter Consortium we are working hard to develop an even more proactive role in shaping teachers and leaders of the future. As a senior leader at St. Matt's you will have a large part to play in this.



We know that being a leader in a school is a wide, challenging and varied role. You will be well supported in your role both from within, by developing a great relationship with the staff working around you and from St. Christopher's Trust.

PART OF ST CHRISTOPHER'S

As a senior leader within St Christopher's Trust there are a wealth of opportunities on offer to support you in your role. We are a learning-centred Trust and give high priority to the development of all staff.

As a senior leader you can expect:

- An assigned mentor who is an existing deputy headteacher/ senior leader in the Trust
- Access to our half termly leadership networks
- A bespoke CPD programme aimed at helping you achieve your career aspirations (whether this is to be the best deputy you can be or aspirations to headship or system leadership)
- Access to a range of NPQ programmes which the Trust deliver on behalf of the Church of England
- Access to a range of CPD subject networks
- Part of the local Plymouth and West Devon hub of schools who work in partnership to undertake joint CPD, training, moderation, curriculum development and practice development
- Have the opportunity to work in the newly developed deputy headteachers learning network.



PERSON SPECIFICATION

St. Christopher's Person Specification for Assistant Headteacher

1 Qualifications and Training

Essential Desirable

1.1 Qualified teacher with Qualified Teacher status



1.2 Evidence of ongoing professional development e.g NPQSML etc



2. Experience

2.1 A successful track record of teaching across the whole curriculum and able to evidence at least good progress and achievement of pupils.



2.2 Significant experience of successful teaching in Key Stage 2



2.3 Proven successful leadership of a significant area of whole school development delivered within the last two years



2.4 Experience of teaching across the primary age range



2.5 Experience of building positive links with parents and the wider community



PERSON SPECIFICATION CONTINUED

St. Christopher's Person Specification for Assistant Headteacher

3. Teaching and Learning

Essential Desirable

3.1	An understanding of the requirements (depth and breadth) of the curriculum – please state any particular strengths and phases in application	✓	
3.2	Sound pedagogical understanding of how children learn, including effective teaching and behaviour management strategies	✓	
3.3	Ability to use data of various forms to inform and prioritise school improvement	✓	
3.4	A demonstrable commitment to inclusion	✓	
3.5	Experience with using a coaching approach to improve own performance		✓

PERSON SPECIFICATION CONTINUED

St. Christopher's Person Specification for Assistant Headteacher

4. Developing self and working with others

Essential Desirable

4.1	Planned and delivered effective staff CPDL	✓	
4.2	Able to challenge, influence and motivate others in the interests of improving provision	✓	
4.3	Evidence of ability to deal successfully with situations that include change and/or conflict resolution	✓	
4.4	Experience with using a coaching approach to improve the performance of teachers		✓
4.5	Experience of creating plans to address areas of school improvement and of successfully implementing those plans	✓	

PERSON SPECIFICATION CONTINUED

St. Christopher's Person Specification for Assistant Headteacher			
5. Personal Qualities		Essential Desirable	
5.1	Highly resilient with a positive outlook	✓	
5.2	Able to assume the day-to-day management of the school in the absence of the Headteacher	✓	
5.3	Empathy for the aspiration of the Church of England's vision for education (you MUST acknowledge this as it is central to the Trust's operation)	✓	

We hope that you have read enough to make you excited at the prospect of being St. Matt's new assistant headteacher. Please contact the school office at smpa.office@stcmat.org if you would like to know more and to arrange a visit.

LIVING IN PLYMOUTH

Plymouth is a vibrant city and excellent place to live. It is nestled between stunning coastline and beautiful Dartmoor, only a short drive from the most beautiful beaches the country has to offer. So whether you are after a strenuous romping across the wild terrain of the moor or you fancy some paddleboard, kayaking or surfing all are easily achievable.

It has benefited from significant investment over the last few years with ambitious projects still to come meaning that it has an incredible offer for evening entertainment. Whether that is going out and partying in the historic Barbican of Plymouth or enjoying a relaxing meal at one of the many wonderful bars and restaurants at the redeveloped Royal William Yard you will never be short of options.

Plymouth is an excellent city for families too. Its mixture of safety, with low rates of crime, and plethora of attractions and activities make it an ideal place to bring up a family. Attractions such as the Box, ready access to boat trips, the huge array of events on offer throughout the year and the amazing history and heritage of the city make Plymouth a great location to live, work and play.

To find out more, why not explore this booklet created by Plymouth City Council:

https://issuu.com/visitplymouth/docs/living_and_working_in_plymouth





ST. MATTHEW'S PRIMARY AND NURSERY ACADEMY

THANK YOU FOR YOUR INTEREST



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