**Welcome from the Headteacher, Daniel Farthing**

Dear prospective staff member,

I am pleased that you are interested in applying to be an Assistant Headteacher at Fairstead Primary School. This is a particularly exciting time to join the leadership team at Fairstead as we are entering in to a new phase of school improvement.

We have recently completed a staffing adjustment, which has created two Assistant Headteacher roles. These roles form part of the senior leadership team, which I believe are pivotal to the improvement journey the school is on. One of the Assistant Headteacher roles has already been appointed, this was an internal appointment and has allowed for the development of some of the talent we already have in school.

My own role began at the school in September 2019 and together with the well-established Deputy Headteacher and Local Authority clear objectives for improvement have been identified.

We have some real areas of strength that we are building on having recently put in place a new curriculum structure, including a whole school approach to the teaching of reading and a mastery curriculum for Maths.

In a short space of time we have created an exciting and creative EYFS outdoor area, as we believe in investing in the foundations of our school. This is all led and managed by a newly appointed and experienced EYFS lead.

Our highly experienced inclusion team are not only well regarded but also extremely successful in supporting our more vulnerable children.

The school is well resourced and managed by a highly effective SBM who has overseen many new developments including a Forest Schools area. There are many things to celebrate at Fairstead which is why we need to increase our leadership capacity to embed and continue to develop the many things we have started.

We are looking for someone who is not only an outstanding teacher but is absolutely passionate about developing those skills in others. We want someone, together with the leadership team, to inject enthusiasm, inspiring others using research based evidence, to truly develop teaching and learning. We want the child to be at the centre of everything we do no matter how challenging that may be.

We are forward thinking and outward looking having developed solid external links to groups of other schools. Most notable is a newly formed partnership with VNET who provide professional networks, bespoke CPD, challenge and support for our school.

If you are as passionate about education as we are, if you want to make a difference for children and their families and are up for the challenge afforded by this exciting Assistant Headteacher role at Fairstead Primary School, then I very much look forward to receiving your application.

We are open to applications from both experienced Assistant Headteachers and aspiring new ones. Key leadership responsibilities will be built around the successful applicant taking into account personal skills and the experience of the successful applicant. However, the one thing that is crucial to the success of this role is the passion and ability to demonstrate outstanding teaching and learning. If you think you are ready for an exciting challenge within a proud Local Authority school then please make contact for an informal conversation and then a visit to the school, as this is something we actively encourage.

**About our school**

Fairstead Community Primary & Nursery School was built 50 years ago to serve the new families that moved up from London to “fill” the new estate. The Fairstead estate is one of several “London overspill” estates that were built around the edges of the town at that time.

Our pupil roll and buildings have changed and grown over time. The original building has been extended and modernised and we are in the final stages of a capital programme to replace windows and doors. We now have 15 classes, accommodating 440 children, aged 3-11 years of age including a 52 place Nursery. In addition to our classrooms, we have an ELSA room, sensory room, two adjoining halls and easily accessible computing resources.

We have a spacious and well maintained, attractive outdoor space and playing field with a proactive and committed on-site Site Manager. Our Nursery and Reception classes now benefit from substantial investment in a newly developed outdoor area specifically designed to support the seven key areas of learning in EYFS. Over the last few years we have successfully brought in additional funding and support from local businesses to develop the outside area to include an outside classroom, stage area, large play equipment and a Forest Schools area.

We currently have 17 teaching staff, 20 Teaching Assistants, 1 ELSA, 3 HLTA’s, 6 premises staff, 1 SBM, and 3 administrative staff.

**Why Fairstead Primary school?**

We offer an excellent caring environment in a bright, well-resourced school where you will have the opportunity to either start or advance your career within a supportive community school. We have enthusiastic and polite children, whose excellent behaviour is often commented on. Following our recent short inspection when Ofsted found ‘the school continues to be good’, the inspector also commented ‘The school’s ethos is very inclusive and all pupils are given opportunities to thrive’.

**We can offer:**

* A committed senior leadership team that puts the child at the centre of school improvement
* The opportunity to shape the future of teaching and learning
* A forward thinking school, which is committed to improvement through evidence based research
* Part of the Viscount Nelson Education Network (VNET) incorporating a tailored package of bespoke in-school support as well as a wide range of CPD opportunities across Norfolk and beyond.
* SSS Safeguarding suite training package ensuring that training for safeguarding is highly effective
* An induction package to support successful integration
* A focus on supporting good mental health by being one of the first schools to be signed up to work with a Mental Health Support Team (MHST).
* Friendly and supportive staff including a wellbeing committee
* Norfolk County Council support
* Norfolk Rewards – staff discount programme

**Safeguarding Children & Safer Recruitment**

We are committed to safeguarding and promoting the welfare of children and young people as required under the Education Act 2002 and expects all staff and volunteers to share this commitment.

Fairstead Primary School will ensure that:

* The policies and procedures adopted by the School and Local Authority are fully implemented and followed by all staff
* Sufficient resources and time are allocated to enable the designated person and other staff to discharge their responsibilities, including taking part in strategy discussions and other inter-agency meetings, and contributing to the assessment of children
* All staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed ‘whistleblowing’ practices
* Children and young people are educated about the benefits, risks and responsibilities of using information technology as highlighted by e-Safety.