



Church Crookham Junior School

"Achievement By All"

*Our School has the values of *kindness *respect
*resilience *imagination *reflection*

Deputy Headteacher

Application Pack





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Vision Statement for Church Crookham Junior School

Our school is committed to working in close partnership with children, parents, governors and a wider community to ensure each child reaches their potential within a secure and caring environment.

Our motto is ***“Achievement By All”*** and our school values are
**kindness *respect *resilience *imagination *reflection*





Letter from the Chair of Governors and Headteacher

Dear Applicant,

On behalf of the Governing Body we would like to thank you for your interest in the position of Deputy Headteacher at Church Crookham Junior School.

We are seeking a Deputy Headteacher who can continue to help strengthen our Outstanding Ofsted judgement, believes in the five core values of our school and ensures “Achievement by All”. As a school we are exceptionally proud of our caring ethos which encompass and values the education of the whole child. Our school’s aim is to support children in their academic development and for them to become confident and independent learners who make the most of the opportunities available to them.

This is an exciting time for our school: our recent Ofsted in January 2022 reflected the judgements made in the School Self-Evaluation as well as recognising strengths of the school. This most recent Ofsted report stated that, ***“Pupils learn well at this happy and successful school. Leaders’ drive and determination that all pupils will succeed permeate throughout all aspects of school life. Staff have bought into this vision, ‘Achievement for all’. They put pupils’ needs first.”*** Our school has many strengths, but the journey of school improvement is continual. We are seeking to appoint someone with the passion, drive and determination, who, will work alongside our Headteacher, Senior Leaders and Governors to support the development of our school. We have a strong team ethos and our hard-working staff are highly motivated and committed to supporting all children and each other. It is important to us that we maintain this culture in which everyone is valued, cared for and encouraged to do their best.

Church Crookham has a strong and pro-active Governing Body that enjoys an open and constructive working relationship with the Headteacher, Leadership Team and all members of the school community. We have a wide range of expertise which enables us to support the school effectively. The Parent Teacher Association is equally supportive and run a wide range of engaging activities throughout the year.

We are proud of our school and wish to recruit a Deputy Headteacher who shares our values and ensures our children and staff are given the very best opportunity to reach their full potential. We look forward to welcoming a Deputy who has the clear vision and leadership skills required to embrace and drive forward the opportunities ahead.

We highly recommend a visit to the school to appreciate all we have to offer and, to learn more about our school from the opportunity to see our wonderful school.

We look forward to receiving your application.

Miss Pam Meek
Headteacher

Mrs Karen McManus
Chair of Governors



About Church Crookham Junior School

Church Crookham Junior School is located in the heart of Church Crookham, on the south side of the growing town of Fleet.

The school serves a mixed catchment of mainly private housing with easy access to the M3 and London. It is close to local amenities but is also surrounded by the beautiful Hampshire countryside and is near many picturesque villages.

The school was originally built in the mid-sixties; however it has been refurbished and expanded and there are now 20 classes organised into year group clusters.

The school benefits from two large halls, two libraries (one newly refurbished), and rooms dedicated to music and cookery, as well as numerous areas for SEN and small group work. In addition, the schools fully networked IT infrastructure provides easy access for the children to both laptops and iPads, and every classroom is equipped with an interactive whiteboard.



Furthermore, we have excellent outdoor facilities comprising of a large sports field, large playgrounds, wildlife area (complete with pond), an outdoor classroom area and a school allotment. We also offer a broad range of clubs and activities before, during and after school.

Our school is a happy and dynamic place. All staff work extremely hard to achieve excellent standards of teaching and learning. Children lie at the heart of our decision making process.

Our school curriculum is enhanced by a wide range of educational visits and extra-curricular activities. We run several residential visits; including a Year Six visit to the Isle of Wight. Year Five have the opportunity to go on a two night residential visit. A termly highlight is our Fantastic Fridays where the whole school go off curriculum to try new and enriching experiences.

All this demonstrates the strong emphasis the school places on children being involved in their own learning through real experiences - promoting a sense of purpose, motivation, enjoyment, enthusiasm and confidence.

Numbers on roll: 585 (with capacity for having up to 600 pupils in total)

- Attendance: 94%
- Pupil Premium: 12%
- Service Families: 8%
- SEN: 12%
- EAL: 8%



Key Tasks

Alongside the Headteacher, you will be expected to:

- help strengthen outstanding judgement to continue to improve outcomes for all children.
- support the leadership of our school through strategic change effectively and efficiently whilst maintaining our ethos and values.
- contribute towards strengthening and enhancing teaching standards and build on the current robust teaching, learning and assessment processes and systems.
- Continue to develop a whole-school approach to wellbeing at the school
- continue to develop and drive an outstanding, enriching and creative curriculum in partnership with SLT and Subject Leaders





Person Specification

	Essential	Desirable
Qualities and Knowledge	<p>Is a qualified teacher (e.g. Cert. Ed, BEd or degree with PGCE)</p> <p>Shows evidence of significant and relevant continued professional development</p> <p>Experience in a position which involves leadership</p> <p>Able to analyse data and identify key priorities</p> <p>Understands the principles of school improvement planning</p> <p>Good curriculum knowledge of Key Stage Two and knowledge of good practice for working with more vulnerable pupils</p>	<p>Has completed further study and holds other qualifications, such as MA, Dip. Ed.</p> <p>Experience and good knowledge of both Key Stages One and Two.</p> <p>Has understanding of managing school budgets</p> <p>Has had experience of being a SENCO</p>
Pupils and Staff	<p>Demonstrates personal enthusiasm and has substantial experience in teaching and learning</p> <p>A strong commitment to inclusion and high expectations of all learners, overcoming disadvantage and advancing equality</p> <p>Is an outstanding classroom practitioner who can model principles of effective teaching and learning to a high standard</p> <p>Has an excellent understanding of assessment and how this is central to improving outcomes for all pupils</p>	<p>Has experience of curriculum design and management</p> <p>Has used evidence-based research to inform teaching and learning</p> <p>Has a good understanding of the requirements for transition between key stages</p> <p>Has had training to be a coach and experience of coaching</p>
Systems and Processes	<p>Is able to articulate a strong, clear vision of a high quality Junior education which maximises the potential of a growing school.</p> <p>Can articulate ways of building and implementing a shared vision.</p> <p>Has experience of school self-evaluation and can describe effective strategies for undertaking this.</p> <p>Has a good understanding of the role of Designated Safeguarding Lead</p> <p>Has experience of leading significant change which has impacted upon pupil outcomes (e.g. through subject leadership role)</p> <p>Demonstrates a passion for school improvement.</p> <p>Has an understanding of school improvement, staff accountability and ensuring staff improve and value excellent practice</p>	<p>Has experience of managing change in a growing school</p> <p>Has experience of recruiting staff and managing performance of a range of staff in different roles (e.g. NQTs, upper-pay scale teachers)</p> <p>Has experience of strong governance</p>
The Self-Improving School System	<p>Is able to plan and deliver effective staff training that shows impact on outcomes of pupils</p> <p>Used evidence-based research, including through collaborative work with other schools.</p>	<p>Led training with a range of stakeholders, including teachers and Learning Support Assistants.</p> <p>Worked with a range of agencies to improve outcomes for pupils.</p>



Deputy Headteacher Role Profile

Purpose:

To help lead the school, under the direction of the Headteacher, by having a relentless drive for improvement so that there is a positive impact on the quality of teaching and pupils' achievements are high. They will lead by example and their professional conduct and practice of teachers ensures that they help provide high quality continuous professional development for staff and set a climate for exemplary behaviour from pupils.

Responsible to: The Headteacher.

The key roles will include:

- Having responsibility for Assessment
- Deputy Designated Safeguarding Lead
- Designated Teacher role for Looked After Children
- Support SENCO with an inclusion role, including monitoring and providing professional development for teachers and LSAs so they are empowered to excel
- Leading whole-school approach to wellbeing
- Have responsibility for Educational Visits
- Alongside the Headteacher and Senior Leadership Team to:
 - Lead Performance Management for some members of staff
 - Monitoring the Quality of Learning and Teaching
 - Reviewing the standards of leadership, teaching and learning in specific areas of responsibility and across all areas of school provision and taken an active role in the School Self Evaluation process
 - Monitor the progress made in achieving subject/area plans and targets, and evaluate the effect on teaching and learning

Safeguarding:

The post holder is responsible for ensuring that all school and child protection policies are adhered to and concerns are raised in accordance with these policies.

Employment duties:

To be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and the National Standards of Excellence for Headteachers. These are set out in four domains:

Domain 1: qualities and knowledge

Domain 2: pupils and staff

Domain 3 systems and processes

Domain 4: the self improving school system



Application Procedure

Emailed applications are preferred and receipt of applications will be acknowledged by return of email. Selection Procedure After the shortlist has been drawn up , the selection process will take place just after the deadline. Further details will be sent to those candidates called for interview. The closing date and time for application is **midday on Friday 17th April at Midday.** Applicants will be advised within 3 working days after the shortlisting date whether they have been successful or not. Please email application directly to the headteacher: p.meek@crookham-jun.hants.sch.uk



Safer Recruitment

Church Crookham Junior School 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.”

Data Protection Act 1998

You should 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.

