



Amington Heath Primary School
Recruitment Pack

'Learning Is Our Adventure'

Dear Candidate,

On behalf of the governors and the school, we would like to thank you for your interest in the post of Deputy Headteacher at Amington Heath Primary School.

This is an exciting and unique opportunity for a highly effective and inspiring school leader to support our Headteacher in building on the exceptional reputation and success of our school.

At Amington Heath Primary School, our school motto is central to our values, ethos, and practice. We believe that learning at Amington Heath Primary School is a lifelong journey we are on together, and that this is true for staff as well as pupils. We value creativity and innovation alongside equality and parity of provision.

We are proud to have been recently graded as "Good" by Ofsted in 2024, with our leadership and personal development recognized as outstanding, and to also have been awarded the platinum standard for OPAL (Outdoor Play and Learning).

Our welcoming, friendly and hard-working team is dedicated to making a difference in the lives of our children, who come from diverse backgrounds and have a wide range of needs.

We are looking for a committed and talented Deputy Headteacher who shares our values and has the drive to support the Headteacher and staff team in leading our school on its continued journey towards ensuring all of our children leave primary school ready to embrace the next chapter of their life; academically, socially, and emotionally.

Interested candidates are encouraged to contact the school office to arrange an opportunity to visit the school and find out more. This Candidate Pack provides some background information about the position and our school. We hope it will encourage you to apply for this exciting role.

Best wishes

Charlotte Davies
Headteacher



Amington Heath Primary School

Ofsted 2024, described Amington Heath Primary School as "a friendly school where pupils build positive relationships with staff and each other." The school has "high expectations for pupils' achievement" and aims to make learning "an adventure for all pupils, including those with special educational needs and/or disabilities (SEND)." The school is well-led by leaders who are "passionate about providing the best all-round educational experience for the pupils," and staff feel "valued, respected and well supported to do their jobs."

During the last graded Ofsted inspection (2018) Amington Heath Primary School was found to be good in all areas with outstanding leadership. The school was praised for its "culture of high expectations and ambition" and the leadership team's "clear vision" and effective teamwork. The school offers an "ambitious curriculum" with engaging "mini-adventures" that make learning practical and enjoyable. Staff are described as "dedicated and hard-working," and the school is well-led by leaders who are "passionate about providing the best educational experience." The school community is united and proud, with parents and staff feeling well supported by leaders.

This successful and popular school has a good reputation. With 256 pupils on roll, including in Nursery, we are a small maintained primary school with 1-form of entry. Our strong and committed staff team, supported by an effective governing body, is instrumental in ensuring that the school provides an excellent education for all pupils.

Our Mission Statement

Amington Heath Primary School is a close-knit, community-centred school dedicated to nurturing independent, confident learners equipped for the future. Together, we create a safe, inclusive environment where every child is valued and cherished. At Amington Heath, children love learning through an enriching curriculum that is relevant, varied, and engaging.

Our students are deeply engaged in their learning, actively seeking solutions to challenges. They are resilient, embrace challenges, and use mistakes as opportunities to grow. At Amington Heath, learning truly is our adventure.

We are committed to ensuring that every child reaches their full potential in all areas of school life and look forward to welcoming you into our happy and vibrant school community.

At Amington Heath Primary School, we aim to promote the personal development of all our pupils through a range of teaching and learning opportunities. We strive to prepare them for life in modern Britain by being responsible and active citizens, who contribute positively to society and are respectful of people who are different to themselves.

Our curriculum is carefully crafted to meet the needs of our children and the community they live in. At Amington Heath, Learning is Our Adventure. Children are Amington Adventurers – constantly striving to demonstrate our RESPECT characteristics (resilience, empathy, self-awareness, positivity, excellence, communication and teamwork) which are explicitly taught and delivered throughout the Amington Heath adventure curriculum. PSHE is woven throughout the curriculum, ensuring that our children are prepared for the successes and

demands of the community they are growing up in. Our curriculum also prepares children for life beyond their community, for example, through the high profile of religious education, forest schools and citizenship.

Our curriculum recognises the value of all subject areas and allows children to shine regardless of where their skills and talents lie. Our mini adventure approach ensures that all subjects are taught in an engaging and stimulating manner where purpose and context are key.

Pupils at Amington Heath Primary School have a wealth of opportunities and experiences both inside and outside of the classroom. Exciting offsite educational visits, in school activities and residential trips provide life-long memories. Our children are encouraged to aim high and seize success.

At Amington Heath we believe in the positive impact that outdoor learning can have on children. Through carefully planned Outdoor Adventures, children have an opportunity to experience many of the principles of Forest School whilst also continuing their curriculum learning in the outdoors.

Children develop socially, emotionally, spiritually, physically and intellectually. Outdoor Adventure creates a safe, non-judgemental nurturing environment for learners to try new activities and take risks. It inspires a deep and meaningful connection to the world and an understanding of how a learner fits within it. Our approach to risk means that learners constantly expand on their abilities by solving real-world issues, building self-belief and resilience. We believe that risk is more than just potential for physical harm, but a more holistic opportunity. There are risks in everything we do, and we grow by overcoming them. Outdoor Adventure therefore, helps participants to become, healthy, resilient, creative and independent learners.

To ensure that this time and our fantastic school grounds are used to their full potential, our school has adopted an OPAL (Outdoor Play and Learning) philosophy that allows the children freedom to explore and play in their own imaginative ways, often using found and gathered resources in the natural outdoor environment. Playing outdoors enhances learning and is fundamental for children and young people to thrive, be creative, develop their imagination and generally have a great time at school. We feel passionately about providing children with great play: making mud pies, building dens, play fighting with foam swords, dancing to music, and foam and water play to name but a few.

At Amington Heath, we have carefully considered the experiences we want children to have before they move on to the next stage of their education. We have carefully woven these experiences into our curriculum and wider school offerings to ensure that all children have a broad cultural capital.

The Deputy Headteacher Post

The post requires an experienced and outstanding classroom practitioner with proven leadership skills. The successful applicant will have a clear vision and understanding of primary education and will have the necessary skills to work with the Headteacher, the Leadership team, staff, parents and Governors in driving our school vision and ethos. This role will provide

the successful candidate with the opportunity to join a successful and well-respected school that has all the necessary ingredients to continue to provide all children with a solid basis for their growth. This is a non-class based role. Specific areas of responsibility will be negotiated with the successful candidate.

The school has a well-established induction programme, and support is provided for newly appointed staff.

If you would like to be part of this wonderful school or would like to find out more about us, information about the school can be found on our website at www.amingtonheath.staffs.sch.uk or take a look on our Facebook Page: <https://www.facebook.com/AmingtonOfficial>

All candidates will be informed, in due course, of the result of their application.

Completed applications should be submitted by email to office@amingtonheath.staffs.sch.uk
Visits to the school are welcomed and will be scheduled via the school office.

Job Description

Deputy Headteacher

Please note that this is a generic job description. The specific details of the role will be negotiated with the successful candidates to reflect their strengths.

Job Title and Level

Salary: L5-9 (£54,939-£60,644)

Hours: Full-time

Contract type: Permanent

Main Purpose of the Role

The Deputy Headteacher at Amington Heath Primary School will be a key member of the senior leadership team, supporting the Headteacher in providing strategic direction and operational management to ensure the school's vision and values are upheld. The Deputy Headteacher will play a crucial role in driving school improvement, raising standards, and creating a positive, inclusive, and engaging learning environment for all children.

If the headteacher is absent, the deputy headteacher will deputise, as directed by the governing board. The deputy headteacher will also be expected to fulfil the professional responsibilities of a headteacher, as set out in the School Teachers' Pay and Conditions Document (STPCD).

Professional Development

Amington Heath Primary School is committed to supporting the professional development of all staff, including the Deputy Headteacher. The school will provide opportunities for the Deputy Headteacher to attend relevant training, conferences, and networking events, as well as access to coaching and mentoring support. The school will also encourage the Deputy Headteacher to take on additional responsibilities and projects to support their career progression and leadership development.

Key Responsibilities and Duties

School Leadership and Management

- Support the Headteacher in leading the strategic development of the school, contributing to the creation and implementation of the school's vision, policies, and improvement plans
- Deputise for the Headteacher in their absence, taking on all necessary responsibilities and duties
- Assist the Headteacher in monitoring and evaluating the effectiveness of the school's activities, identifying areas for improvement, and implementing appropriate strategies
- Contribute to the recruitment, management, and professional development of staff, ensuring high standards of teaching and learning
- Promote a culture of high expectations, collaboration, and continuous improvement among staff
- Oversee the efficient and effective use of school resources, including financial management, to support the school's objectives

Teaching, Learning, and Curriculum

- Lead on the development and implementation of the school's curriculum, ensuring it is broad, balanced, and engaging for all children
- Monitor and evaluate the quality of teaching and learning, providing support and guidance to teachers to improve their practice
- Implement effective systems for assessing, recording, and reporting on children's progress and attainment
- Promote the use of evidence-based, effective teaching strategies to raise standards and support the progress of all children, including those with additional needs
- Lead on the school's approach to supporting children with special educational needs and disabilities, ensuring they have access to a inclusive and enriching curriculum

Pastoral Care and Pupil Welfare

- Promote a positive, safe, and inclusive school culture, where children feel valued, respected, and supported
- Oversee the implementation of the school's behaviour management and attendance policies, ensuring a consistent and fair approach

- Work closely with the Headteacher, staff, and external agencies to safeguard and promote the welfare of all children
- Develop and maintain strong partnerships with parents, carers, and the wider community to support children's learning and well-being

Additional and special educational needs (SEN) and disabilities

- Promote a culture and practices that enable all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfils statutory duties regarding the SEND Code of Practice

Professional Development

- Lead by example, demonstrating a commitment to continuous professional development and modelling best practice
- Provide support and guidance to staff, identifying their training and development needs and facilitating appropriate opportunities
- Contribute to the school's appraisal and performance management processes, helping to identify areas for improvement and supporting staff in their professional growth

Governance, accountability and working in partnership

- Understand and welcome the role of effective governance, including accepting responsibility
- Ensure that staff understand their professional responsibilities and are held to account

Qualities

- Excellent leadership and management skills, with the ability to inspire, motivate, and empower others
- Strong understanding of primary education, curriculum development, and effective teaching and learning strategies
- Proven track record of driving school improvement and raising standards
- Effective communication and interpersonal skills, with the ability to build positive relationships with a range of stakeholders
- Excellent organisational and problem-solving skills, with the ability to prioritise and manage multiple tasks effectively
- Commitment to promoting the safeguarding and well-being of all children
- Ability to work collaboratively as part of a senior leadership team
- Enthusiasm for continuous professional development and a commitment to personal growth

Safeguarding

The Deputy Headteacher will have a key role in ensuring the safeguarding and welfare of all children at Amington Heath Primary School. They will be responsible for:

- Implementing and monitoring the school's safeguarding policies and procedures, ensuring they are up-to-date and effective
- Providing leadership and guidance to staff on child protection and safeguarding matters
- Liaising with external agencies, such as social services and the local authority, to support the needs of vulnerable children and their families
- Promoting a culture of vigilance and a safe environment where children feel secure and able to talk about any concerns they may have
- Ensuring all staff receive appropriate safeguarding training and are aware of their responsibilities
- Taking on the role of Designated Safeguarding Lead in the absence of the Headteacher

The Deputy Headteacher will be expected to work within the framework of statutory safeguarding guidance and the school's commitment to prioritising the safety and well-being of all children.

Person Specification Deputy Headteacher

| CRITERIA | QUALITIES | |
|------------------------------------|---|---|
| | ESSENTIAL | DESIREABLE |
| Qualifications and training | <ul style="list-style-type: none">• Qualified teacher status• Degree• Safeguarding training | <ul style="list-style-type: none">• National Professional Qualifications |
| Leadership and Management | <ul style="list-style-type: none">• Evidence of leadership and management of a whole school aspect.• To have a vision of the overall aims and direction of a successful school and be able to communicate these to inspire and motivate others• To provide evidence of good management, which incorporates detailed planning, successful implementation and effective monitoring and evaluation of strategies | <ul style="list-style-type: none">• Demonstrable experience of successful line management and staff development• Knowledge of the statutory requirements and other relevant legislation relating to school leadership and management |

| | | |
|------------------------------|---|---|
| Learning and Teaching | <ul style="list-style-type: none"> • Teaching experience across two key stages • Understanding of high-quality teaching, and the ability to model this for others and support others to improve • To have a good understanding of how assessment strategies and target setting are used to inform learning to help pupils make progress • A clear understanding of what constitutes a broad and balanced curriculum that meets statutory requirements, and which is sufficiently well differentiated and resourced to meet the needs of all pupils | <ul style="list-style-type: none"> • Teaching experience in Early Years • The ability to help create and maintain a school site that presents a stimulating and attractive learning environment for pupils |
| Skills and knowledge | <ul style="list-style-type: none"> • Data analysis skills, and the ability to use data to set targets and identify weaknesses • Effective communication and interpersonal skills • Ability to build effective working relationships • Strategies for ensuring inclusion, diversity and access • Strategies to promote individual, team and organisational development • The wider curriculum, beyond school and the opportunities it provides for pupils and the school communities • Strategies which encourage parents and carers to support their children's learning | <ul style="list-style-type: none"> • Understanding of school finances and financial management • Ability to communicate a vision and inspire others • New technologies, their use and impact • The impact of change and organisations and individuals |
| Personal qualities | <ul style="list-style-type: none"> • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position. | |