



Landulph Primary School



Deputy Headteacher Candidate Information

Together in Adventure and Discovery

About Our School

Landulph School is a vibrant happy school with excellent outdoor space where all children are able to excel.

Thank you for your interest in the position of Deputy Headteacher. We hope the following information gives you a flavour of our school.

The school is set in a beautiful location bordering an Area of Outstanding Natural Beauty. Landulph School serves the communities of Botus Fleming, Cargreen, Hatt, Landulph and the surrounding area. We also welcome children from Saltash and further afield.

We currently have 66 children on roll, aged 4-11, with a PAN of 12 in each year group. The single storey building was extended and fully modernised in 1982 and has three spacious, light and airy classrooms, each with its own external access, cloakroom and full disabled access. There is a multi-purpose hall equipped for assemblies, drama and indoor PE as well as serving as a dining room. There is also an open-plan area to support the teaching of mixed aged classes and a school library.

In our recent GOOD Ofsted inspection, the team shared that Landulph School is a happy and welcoming place which sits at the heart of village life.

We take pride in knowing our children very well and ensure that they can succeed in all areas of the curriculum and beyond. In our school community, we believe learning comes first and we are all committed to our school's values.



Our Strategic Intent

To inspire - our key strategy is to provide a curriculum which promotes curiosity, excites and embeds a thirst for lifelong learning.

We provide learning experiences that motivate children to believe they can succeed in all that they do, creating a culture where we enjoy challenges in our learning, knowing that we can always aim higher. This is promoted through high aspirations and independence, where children are equipped with the tools they need to continue with their passion for life-long learning.

To challenge - our key strategy is to delve deeper into the conceptual understanding and skills of every child and unlock misconceptions, so they experience the joy of stretching themselves beyond their current confidence.

Our dedicated teaching team consistently has high expectations and a shared understanding of excellence in teaching and learning. We continue to encourage teaching to embrace an exciting creative curriculum that inspires, engages and enthuses all children within a dynamic, safe and secure learning environment, both inside and outside the classroom.

To encourage - our key strategy to create a positive learning culture of mutual trust and honest review that builds every child's foundation of self-esteem, resilience, confidence and the skills to succeed in life. We will demonstrate respect and fairness within a safe, caring and cooperative culture.

We promote active learners who are guided through their school learning journey where each child is nurtured and supported with strengths celebrated, talents developed and risks taken to explore new paths. We promote children respecting each other and valuing all their achievements alongside the achievements of others.

Preparing for an ever-changing world - our key strategies are, to offer diversity of approach, maximising learning beyond the classroom. Empowering children through the development of leadership skills enabling them to solve problems creatively, work collaboratively with others and take opportunities to develop responsibility.



We promote well-structured engaging lessons comprising the appropriate pace and challenge that are inclusive of all children, regardless of differences, to ensure that all learners achieve their full potential. We pride ourselves in making a difference and creating well rounded individuals ready for the future they desire.

The school will continue to establish itself at the heart of the community and will work together to constantly improve outcomes for children. We value collaboration and partnership.

The school will continue to be at the heart of its community maintaining excellent relationships, particularly working alongside parents and governors to ensure each child receives the education they deserve. We actively encourage parental involvement at all stages of their child's school life to develop the whole child. Positive relationships are nurtured to support high expectations of behaviour. Staff and children are equally valued and respected within a welcoming and happy school to promote fun and laughter.

Our Values

Landulph is proud to be a member of the SMART Multi Academy Trust: Six schools in South East Cornwall working together in collaborative partnership.

Together with Saltash Community School, Liskeard School & Community College, Trewidland Primary and Pre-School, Looe Community Academy and Dobwalls Primary School, we are committed to EQUIP

all children with the skills, knowledge and confidence to be outstanding individuals by Expecting the very best of all staff and students, Questioning deeply, Understanding our Goals, Inspiring lifelong learning and Praising positive achievement in all its forms.



It is a core aim of SMART that each school has its own distinctive identity and autonomy so that it is able to be fully embedded in its community. At Landulph, we are proud to be part of a school where children and staff are inspired to learn, challenged to do their best and encouraged to succeed. We have high expectations of what our children can achieve and strive to inspire all children to develop a love of learning, so they make good progress and attain their very best, becoming confident and successful individuals in our ever-changing world. In our school community, we believe learning comes first and we are all committed to the following values:

Honesty

Friendship

Loyalty

Respect



Job Description

Post: Deputy Headteacher

Responsible to: Headteacher

Salary: L1 fixed point, permanent, full time

Start Date: 1st January 2025

At Landulph we aim to provide a curriculum which promotes curiosity, excites and embeds a thirst for lifelong learning. This post is an opportunity to play a crucial role in ensuring that Landulph becomes an outstanding school by working with the Headteacher on the implementation of the strategic direction of the school. The Deputy Headteacher will have delegated schoolwide responsibilities which will be in addition to carrying out the professional duties of a teacher.



Key Responsibilities

Core Purpose:

- To play a major role under the direction of the Headteacher in formulating the aims and objectives of the school, establishing the policies through which they shall be achieved; managing staff and resources to achieve the aims and objectives of the school and monitoring progress towards their achievement.
- Undertake the professional duties of:
 - A class teacher and to model best practice in teaching, learning and subject leadership
 - A Deputy Headteacher who will have delegated schoolwide responsibilities which will be in addition to carrying out the professional duties of a teacher
 - The Headteacher, in the event of their absence from school
- In partnership with the Headteacher, provide professional leadership and management of the curriculum and teaching pedagogy.
- To provide professional leadership and management of School Development priorities.

Shaping the Future

To work with the Headteacher to further develop the strategic view of Landulph Primary School within the Trust, local and national context.

- To promote the ethos, vision and values of Landulph Primary School under the direction of the Headteacher and to ensure alignment with the EQUIP principles more generally across the wider Trust.
- To inspire, challenge, motivate and empower others to continue to develop a shared, forward-looking culture and positive climate.
- To work within the school and community to translate the vision into agreed objectives and operational plans which will promote and sustain school improvement.
- To play a significant role in setting aims and objectives for the school and in formulating the School Development plan alongside the Headteacher and Governors.
- Assisting in formulating whole school policy and its implementation.
- Assist in the preparation of the Self Evaluation Form and the School Development

Plan and to meet the priorities and secure improvement, taking responsibility for appropriately delegated aspects of it.

- To initiate and manage change and improvement to develop the school and its staff, ensuring positive staff participation and effective communication and procedures.
- Helping to ensure that the management, finance, organisation and administration of the school support its vision and aims, ensuring that policies and procedures operate effectively.

Learning and Teaching

The Deputy Headteacher will work with the Headteacher to secure and sustain effective learning and teaching throughout the school.

- To be a high quality, reflective practitioner with the capacity to support others, inspiring and motivating other staff.
- Work with the Headteacher to ensure high expectations and excellent practice in learning and teaching.
- To ensure a realistic, consistent and continuous school-wide focus on pupils' achievement, using data and benchmarks to monitor progress in every child's learning.
- Share in whole school data analysis to determine how well the school is performing and assist with target setting as appropriate.
- To support the leadership of the school as a successful and inclusive learning community that ensures all pupils are developed to their full potential, irrespective of level of prior attainment, cultural or social background.
- To establish creative, responsive and effective approaches to learning and teaching in line with the school's vision.
- To ensure that learning and teaching is at the centre of strategic planning and resource management.
- To continue our journey of curriculum development, ensuring secure understanding of concepts, identifying gaps in knowledge and supporting the implementation of an effective assessment framework.
- To be proactive and effective in collaborating with learners, parents/carers, governors, other staff and external agencies in achieving the best outcomes for students.
- To investigate and evaluate local and national strategies to accelerate improvement at Landulph and the wider Trust.
- To ensure plans and policies are grounded in evidence-based judgements focused on continuous improvement

Developing Self and Working with others

The role of the Headteacher and the Deputy Headteacher is one of leading a learning community.

- To work with the Headteacher to lead,



motivate, support, challenge and develop all staff to secure continual improvement including your own continual professional development.

- To be an exemplar of all school policies and practices.
- Treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture.
- To assist the implementation process of school plans and their subsequent monitoring and evaluation with an emphasis on impact.
- To initiate and manage effective staff development, in line with the school improvement plan and appraisal.
- To build relationships based on mutual respect, and at all times observe professional expectations of a senior member of staff.
- Support the induction of staff new to the school, including ECTs and students
- Ensure the quality of the appraisal process for all identified support and teaching staff for whom you are the appraiser.



Accountability

The Deputy Headteacher will support the Headteacher in fulfilling their responsibilities to ensure the school's accountability to a wide range of groups, particularly parents, carers, governors and the DfE.

- Supporting the Headteacher and Governors in accounting for the efficiency and effectiveness of the school to all relevant stakeholders.
- Working with the Governing body to enable it to meet its responsibilities.
- To further develop a school ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibilities for outcomes.
- Develop and present a coherent, understandable and accurate account of the school's performance to a range of audiences.
- Promote and protect the health, safety and welfare of pupils and staff.
- To be responsible for promoting and safeguarding the welfare of children and young people within the School and across the Trust.
- Publicly supporting all decisions of the Headteacher and Governing Body.

Strengthening Community

The Deputy Headteacher supports the Headteacher in the development of the school in the wider education context and therefore works in collaboration with parents, community colleagues across the Trust, and other agencies.

- Ensure learning experiences for pupils are linked into and integrated with the wider community.

- To further develop a range of community-based learning experiences.
- Build on effective partnerships with parents and carers to support and improve pupils' achievement and personal development.
- Seek opportunities to invite parents and carers, community figures, business or other organisations into school to enhance and enrich the school and its value to the wider community.
- Collaborate with other schools and organisations in order to share expertise and bring positive benefits to their own and other schools.
- To develop and maintain external links which will enhance, secure and develop the curriculum, teaching and learning experience across the Trust.

Specific Responsibilities

- The Deputy Headteacher will be designated specific responsibilities by the Headteacher and governing body that fit the strategic needs of the organisation. These will change over time and will be communicated to the Deputy Headteacher by the Headteacher.
- The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document and this role is in addition to the standard job description of a class teacher.
- The postholder must be flexible to ensure that the operational needs of the school are met.
- The Deputy Headteacher must have sufficient understanding of the school's needs and strategic direction to effectively lead the school in the absence of the Headteacher.



Person Specification

SMART Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified teacher status • Degree or equivalent • Evidence of further professional development 	<ul style="list-style-type: none"> • Evidence of further training in leadership and management
Safeguarding	<ul style="list-style-type: none"> • Commitment to the protection and safeguarding of children • Up to date knowledge of relevant safeguarding legislation and the ability to promote a culture of safeguarding across the school community 	<ul style="list-style-type: none"> • Safeguarding qualifications
Experience	<ul style="list-style-type: none"> • Successful teaching experience across a wide primary age range • Excellent classroom practitioner • Experience of leading and implementing whole school initiatives and managing change 	<ul style="list-style-type: none"> • Experience of teaching in mixed age classes • RWI trained • English specialism or experience of leading it across a key stage • Leadership of a significant area or phase, including contributing to self-evaluation and school improvement • The ability to monitor the implementation and impact of Landulph's bespoke curriculum
Strategic Leadership	<ul style="list-style-type: none"> • Ability to analyse data, develop strategic plans, set targets and monitor and evaluate progress towards these • Ability to articulate and share the vision of Landulph Primary • Inspire, challenge, motivate and empower others to carry the vision forward • Understanding and commitment to promoting and safeguarding the welfare of all pupils • Coach and challenge people to work towards common goals • Committed to continuing professional development for self and others • Commitment to equal opportunities 	<ul style="list-style-type: none"> • Evidence of working towards successful strategies for planning, implementing, monitoring and evaluating school improvement • Experience of undertaking effective performance management • An understanding of financial and resource management

	Essential	Desirable
Learning & Teaching	<ul style="list-style-type: none"> • Demonstrate excellent pedagogy • Clear understanding of what good quality teaching and learning looks like and strategies to develop this • Knowledge and understanding of learning and teaching at KS1/2/EYFS • Secure understanding of assessment strategies and the use of assessment to inform the next stages of learning • Clear understanding and experience of successful behaviour management 	<ul style="list-style-type: none"> • Experience of effective monitoring of teaching and learning
Knowledge & Skills	<ul style="list-style-type: none"> • Communicate effectively to a wide range of different audiences • Ability to prioritise workload, excellent organisational skills and the ability to work to specific deadlines • Up to date knowledge and understanding of the current national education agenda 	<ul style="list-style-type: none"> • Confident in whole school self- evaluation
Personal Attributes	<ul style="list-style-type: none"> • Ability to inspire, challenge, motivate and empower others • A 'can do attitude' and an ability to solve issues as and when they arise • Is a team player • Belief in and ability to foster a fair, open and supportive culture • Creative, enthusiastic and proactive, keen to embrace new ideas and challenge • Loyalty and confidentiality 	<ul style="list-style-type: none"> • Experience of working with other stakeholders and/or members of the community • TIS/Thrive/Emotional coaching experience

How To Apply

For further details, please contact Cathy Pethick, School Secretary on 01752 845572 or by email: secretary@landulph.cornwall.sch.uk. Alternatively, please visit the School website: www.landulph.net

We would really like to welcome prospective candidates to our school for a visit.

A fully completed application form should be submitted by **9am, Tuesday 15th October 2024**. Please send your application by email to: secretary@landulph.cornwall.sch.uk

Interview day is planned for Wednesday 23rd October 2024.

For more information regarding SMART Schools Trust, please visit our website at www.smart-trust.net

