

DENT CE PRIMARY SCHOOL
Laning, Dent, Sedbergh, Cumbria, LA10 5QJ
01539 625259 admin@dent.cumbria.sch.uk
Acting Head Teacher: David Prescott

HEADTEACHER APPLICATION PACK



Learning life-saving skills, River Dee



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WELCOME FROM THE CHAIR OF GOVERNORS



Dear Prospective Candidate,

Thank you for your interest in the post of Headteacher of Dent C of E Primary School.

We are a small, lively school in a rural area and we have very strong support from our local community. This enables us to provide a wide range of opportunities for our pupils, which when combined with a strong focus on individual learning and pastoral support means that they leave us with considerable confidence when they transfer to secondary school.



The Governing Board are fully committed to providing the appointed Headteacher with the support they need both to develop the school and to take up opportunities for their own continuing professional development.

More information about the school, including the most recent OFSTED and SIAMS reports, can be found on our website <https://www.dent.cumbria.sch.uk/>, and information about the local community can be found at <https://www.dentdale.com/>.



If you would like to arrange a visit to the school, please telephone our school office on 015396 25259. Unfortunately, owing to the current situation regarding COVID-19, we are having to restrict visits by prospective candidates to after 3:30 pm, but nevertheless we will be very pleased to welcome you to the school.

To apply, please download and complete a Cumbria County Council application form (<https://cumbria.gov.uk/elibrary/Content/Internet/541/4247991132.PDF>) and also write a covering letter which explains how your past experience has prepared you for this post. The letter should be no longer than two sides of A4, and should be sent to admin@dent.cumbria.sch.uk. The closing date for receipt of applications is noon on Monday, 13th September 2021, and interviews will be held at the school on Thursday and Friday, 23rd and 24th September 2021.

On behalf of the governors, thank you again for your interest in this position; we look forward to receiving your application.

Kind regards,

Kate Cairns

Chair of governors

ABOUT OUR SCHOOL



Dent Church of England Primary School is looking for a leader and colleague who will deliver high standards of academic and personal growth.

While we have many strengths – as seen in our Ofsted and SIAMS inspection reports – we know that we need to build on these solid foundations in order to continue to provide the best individual all-round education for our pupils.

The school focuses on the holistic development of each child, and we expect to treat everyone with fairness, respect and equality. Each pupil is encouraged to achieve their potential through a supportive family-orientated atmosphere which combines strong learning outcomes with excellent pastoral support.

Our most recent full Ofsted inspection said: 'The attention to pupils' well-being and the level of pastoral care is second to none...

...Pupils of all ages and abilities are given plenty of opportunities to try new things and experience success. Consequently, they enjoy school, feel confident, and are well prepared for their new schools when they leave Dent Primary.'



Vision & Values

We are a vibrant and caring rural primary school, working as part of the whole community to provide a creative and nurturing environment where all children flourish. With Christian values at the heart of all we do, each child is encouraged to reach their potential. Every child experiences our personalised approach to learning, which allows children to grow in independence and confidence, aiming high and achieving success. Through the highest quality education, we aim to prepare our children to serve the community, locally and globally, whilst developing a deep appreciation of Christian values, faith and life.

We aim for our children to:

- Achieve high academic standards and success in learning.
- Become energetic and enthusiastic learners with the ability to apply themselves to tasks with independence.
- Take responsibility for their own actions and learning pathways, making informed choices.
- Acquire knowledge, skills and attitudes relevant to the changing world in which they live.
- Make a positive contribution as citizens of the wider world.
- Develop healthily in mind, body and spirit.
- Have an insight into Christian and moral values, as well as an understanding and appreciation of the religions and beliefs of others.

Our Seven core Christian values are:

Wisdom, Trust, Service, Justice, Compassion,
Endurance & Forgiveness.



Each year we have an overarching value which we are exploring and each half-term we have a focus value.

Church of England

Dent CE Primary is part of the Diocese of Carlisle and is served by the churches of the Western Dales Mission Community (WDMC). The most recent SIAMS inspection recorded the school's Christian distinctiveness and effectiveness as outstanding. Ministers from across the WDMC are regularly involved in collective worship and other areas of school life.



Pupils' Voices

We asked the children to describe what they like about their school – here are some of the things they said:

- "I like **reading new books** in school and **being outside with friends**. I like learning new things in Maths, D&T, Art and Science."
- "I enjoy working with people **in a team**."



- "I really enjoy the different topics that we do in school. You have **to work with others** to find things out."
- "I like being creative

and making things all the time."

- "I like playing games and having lots of fun with friends."
- "I like PE **because you're active**. Geography is good because **it's creative and you're learning** about things like volcanoes at the same time."
- "I like **playing with friends** on the field. I love doing **number work** and History."
- "I love playing with my friends."





Community & PTFA

Dentdale has a population of c.600 located in the northwest of the Yorkshire Dales National Park, 10 miles from J37 of the M6, and 15 miles from the Lake District. It is served by its own railway station with regular trains to Carlisle and Leeds, and is a popular destination for holidaymakers and walkers on the Dales Way path (see the BBC's Winter Walks (<https://www.bbc.co.uk/iplayer/episode/m000qgtx/winter-walks-series-1-lemn-sissay>) for more on the village and surrounding area).



Dent C of E Primary School is fortunate to be supported by the **Friends of Dent Primary**, who raise funds for the school, and act as one of many links between the school, its parents and the wider community. They are very generous with their support.

Another key means of fundraising is the **Dentdale Run**, which started in 1983 as a 14.2 mile road race along the lanes around Dentdale. In 2017 a second 7.9 mile race was added. It is staged each year by a committee of members of the

community in aid of Dent CE Primary School regularly raising much-needed funds for the school.



Much of this financial support goes towards funding a wide range of **Afterschool clubs**, some of which are led by parents and members of the wider community:

- *Music*
- *Chess*
- *Art*
- *Messy Club*
- *Gardening*
- *Well-being Wednesday*
- *Coding*
- *Book Club*
- *Cross-Country Running*





TEACHING HEAD VACANCY

Salary:	Pts L6-L12 £47,735-£55,338
Contract type:	Teaching Head pt. 6
NOR:	34
Responsible to:	Governing Board
Responsible for:	All Staff
Interviews will be held on:	23 rd and 24 th September 2021

WE ARE LOOKING FOR:

A Headteacher who will...

- Be an inspirational leader who has the management skills to deliver the school's ethos and vision.
- Inspire, motivate and nurture our children.
- Provide an enriched and high-quality, creative curriculum, which expects high standards and enables excellent outcomes for all pupils.
- Promote and enhance the wellbeing of the staff team, providing opportunities for all to learn and grow to their full potential.
- Further develop relationships with our families and the wider community to encourage their contribution to school life.
- Lead by example, actively modelling and embedding into all areas of school life, the seven core Christian values of the school, which are: Wisdom, Trust, Service, Justice, Compassion, Endurance and Forgiveness.
- Be outward looking, and work with other schools in the network to share best practice.



You may be looking at this opportunity as either your next Headship or your first. Regardless of where you are in your leadership career, we will ensure you have access to support from the Governing Board, the Diocese and Cumbria Council to help you succeed as our new Headteacher.

WE CAN OFFER:

- A "Good" school as rated by Ofsted.
- Happy and enthusiastic children who thrive in a creative, caring and exciting learning environment.
- An ambitious, exciting curriculum that aims to give every pupil a lifelong love of learning, and offers them enriching opportunities to discover their unique talents.
- Well-equipped school premises, multifunctional outdoor area and large playing field.
- Significant levels of support from both experienced staff and a committed Governing Board.
- A warm, friendly school which has a tradition of treating everyone with kindness and respect.
- Strong financial support from community groups and widespread voluntary help from members of the community.
- The opportunity to live and work in a stunning area of the Yorkshire Dales National Park, close to the Lake District.

JOB DESCRIPTION



MAIN PURPOSE

The Head Teacher will:

- Have experience of teaching across the curriculum at Primary School Level
- Establish and oversee systems, financial processes and policies so the school can operate effectively
- Allocate financial resources appropriately, efficiently and effectively
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented
- Monitor progress towards achieving the school's aims and objectives
- Establish and sustain the school's Christian ethos and strategic direction together with the governing board and through consultation with the school and church community

QUALITIES

The Head Teacher will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the school community
- Serve in the best interests of the school's pupils



DUTIES AND RESPONSIBILITIES

School culture and behaviour

The Head Teacher will:

- Create a culture where pupils experience a positive and enriching school life
- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism and dignity at work
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy

Teaching, curriculum and assessment

The Head Teacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum

- Ensure the use of evidence-informed approaches to reading so that all pupils are taught to read



Additional and special educational needs (SEN) and disabilities

The Head Teacher will:

- Promote a culture and practices that enables 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 (<https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>).

Managing the school

The Head Teacher will:

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Manage staff well with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk



Professional development

The Head Teacher will:

- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Seek training and continuing professional development to meet their needs

Governance, accountability and working in partnership

The Head Teacher will:

- Understand and welcome the role of effective governance, including accepting responsibility
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Work successfully with other schools, the diocese and other organisations.
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

Maintain relationships with parents and the community

OTHER AREAS OF RESPONSIBILITY

The Post holder may be required to do other duties appropriate to the level of the role.

PERSON SPECIFICATION



QUALIFICATIONS	Essential	Desirable
Qualified Teacher Status	•	
Evidence of continuing professional development relating to both school leadership and curriculum development	•	
NPQH or alternative leadership qualifications		•
Christian Leadership experience and / or qualification		•

RECENT & SUCCESSFUL EXPERIENCE OF	Essential	Desirable
Leadership and management within a primary school	•	
Teaching at primary school across the key stages	•	
Tracking pupil progress, highlighting areas of concern, planning interventions that have a positive impact on attainment and progress	•	
Effective work to support pupils with SEND	•	
Effective work to promote and support safeguarding	•	
Leadership of a primary school		•
Working effectively with Governors		•
Working with other agencies for the well-being of all pupils and their families		•
Leadership of safeguarding in a primary school		•
Managing financial aspects of primary school operations		•

KNOWLEDGE & UNDERSTANDING OF	Essential	Desirable
The distinctive character of a C of E school as expressed through its vision, values and ethos	•	
Principles for the development of effective teaching and learning	•	
Strategies for raising standards of achievement for each pupil	•	
Principles of school self-evaluation and strategies for planning school improvement	•	
The range of data available for the evaluation and improvement of school performance and how to share this in an accessible way with staff, governors and parents/carers	•	



The principles of sound budget management	•	
Aspects relating to small, rural primary schools and their place within a community		•
The unique context of Dent C of E School in its community		•
The legislative framework for a VA school, including governance, curriculum and inspection frameworks and the requirements for statutory assessment		•
Personnel issues and strategic financial planning		•

SKILLS & ABILITY TO	Essential	Desirable
Inspire, motivate and challenge staff, pupils and others	•	
Create and maintain an effective learning environment and culture that positively recognizes individual strengths and needs	•	
Ensure all children are kept safe from harm and educated in an environment where all are valued	•	
Continue to develop the school's Christian ethos and core values	•	
Promote a vision of a church school and its role in the community	•	
Demonstrate exemplary teaching practice	•	
Manage the school on a day to day basis	•	
Monitor and evaluate the performance of people and policies	•	
Foster excellent teamwork	•	
Manage own workload and that of others to allow a work-life balance	•	
Maintain positive relationships with parents and carers, the Governing Board, the local community, the LA & the Diocese	•	
Foster collaborative links within the local school system-leadership network		•

PERSONAL ATTRIBUTES	Essential	Desirable
Ability to relate constructively with others and to inspire confidence, commitment and respect	•	



Ability to develop a network of partnerships with a variety of audiences	•	
Continuing professional development as a means of fulfilling own potential		•
Commitment to and the involvement in the extra-curricular life of the school community		•

Safeguarding & References

The school is committed to the safeguarding of its pupils and expects all staff and volunteers to share this commitment. The successful applicant will be appointed on completion of an enhanced DBS check and receipt of professional references.