



Application Pack

Head Teacher Post



March 2023

Beaufront County First School



Letter from our Chair of Governors

Dear Applicant,

Thank you for interest in applying for the position of Head Teacher at Beaufront County First School. I hope that you find this application pack informative and that you enjoy learning about our school.

This vacancy arises as our current Head Teacher, Mrs Eileen Daniel, is retiring at the end of this current academic year.

We are a small, rural school and are extremely lucky to benefit from the surrounding beauty of the Northumberland countryside. Our pupils come from the immediate area and surrounding towns and villages. Pupils benefit from our rural first school organisation as they are taught in mixed age classes. We are proud to be part of the Hexham School Partnership.

We currently have 69 happy and motivated pupils on our roll with 11 children in nursery. We have a dedicated and talented staff team, who are eager to meet and welcome a new Head Teacher this September.

Our governors are extremely invested in the school and are highly strategic in their role, ensuring that a newly appointed Head Teacher will be greatly supported.

At Beaufront our local reputation is excellent, and our academic results echo this excellence. Our most recent Ofsted inspection was in April 2022 and we are proud to be rated Good.

We hope you read on to find out more about Beaufront, however we would be very pleased to welcome you on a visit to our wonderfully happy school.

Yours sincerely

Mr Simon Esland

Chair of Governors



About our school

Beaufront County First School is a unique place.

When thinking about what makes Beaufront stand out, we return to the family atmosphere and sense of community and belonging that we offer our children and families. We know each and every one of our children well and believe that we are much more than our results. We place a special emphasis on supporting the development of children's social and emotional well-being and that forms the basis of our vision that celebrates inclusion.

At the heart of our school is our staff who are dedicated, highly skilled and passionate about the happiness and success of every child. We have high expectations and strive for our children to be high achievers through our carefully crafted curriculum. Staff work collaboratively through professional discussions, taking into account each other's views and skills.

Our staff embody our motto of:

NUTURING HAPPINESS, ACHIEVEMENT and RESPECT

Our children make excellent progress, and their learning is delivered in an imaginative and innovative way, making full use of the school setting. We are fortunate to have exceptional provision for EYFS including a fabulous natural oak woodland, cycle path, mud kitchen, yurt, vegetable and herb garden and wonderful views from the front field.

We believe current parent feedback speaks for itself:

'You have given my children more opportunities than I ever dared to dream possible. The care, support and nurturing they get at Beaufront is second to none. I am overwhelmed by the amazing ability of one little school to be so inclusive and adaptive to the children in its care. You go the extra mile in allowing children to grow and learn at their own pace and help them to grow in confidence and self-esteem.' - Beaufront parent

We are looking for a talented and experienced person who not only shares our values, but who will also maintain the school's excellent reputation and help us all, children and staff alike, to embrace the future and rise to the challenges it inevitably throws our way.



About the role

We now wish to appoint a new ambitious, inspiring leader, willing and able to take a wonderful school on the next stages of its journey. You will find we have a great team of staff and an equally committed and talented governing body, eager to get to know and work with you.

As the new Head Teacher, part of the role will include ongoing commitment to working out how children learn and therefore how to design the curriculum. A strong commitment to ensuring that the staff work as a team, supporting and encouraging them to build their strengths and have the confidence to take on responsibilities within school is essential.

Proactive communication with parents and families, ensuring everyone feels listened to and part of the Beaufront Family is at the heart of the role. We operate an 'Open Door' policy where all staff welcome discussions with parents.

The Head Teacher will work closely with the PTA who play a central role in enhancing and fostering a community spirit, and it is always most generous in the giving of its time and energy.

As of 2019 we were lucky to start welcoming children age 3 into our nursery provision. Since then, we have developed various enrichment activities such as our forest school. In the role, the Head Teacher would support this ongoing development and create opportunities in exciting new areas of learning.





Our Aims

We were last inspected by Ofsted in April 2022. We are proud to have received an overall grading of Good.

We look forward to welcoming a new Head Teacher in September who will work with us to:

1. Continue to develop, enhance and embed the curriculum at Beaufront First School in line with our own ambitions.
2. Continue to develop and nurture our dedicated staff to deliver the highest standards of teaching and support for our children.
3. Continue to embed a love of reading for the children and parents at Beaufront First School.
4. Continue our engagement with the Great North Maths Hub to secure a mastery approach to teaching and learning.
5. Expand the enrichment programme to create diverse opportunities for our children.



BEAUFONT FIRST SCHOOL
Nurturing happiness, achievement and respect



We are looking for:

- A driven, experienced leader and teacher who can work as part of a close-knit team but also independently when required.
- A leader who can build relationships with staff, pupils, governors and the wider local community and balance this with the demands of teaching.
- Someone who is able to lead an inclusive culture that promotes, for all children, a love of learning and lifelong skills which will help to prepare them for the challenges that the future holds.
- Experience, or an awareness, of the challenges that mixed age classes, and small year groups can bring.
- Someone who is as capable of inspiring children in the classroom as they are at managing a budget and strategically steering the school forward.





‘One who gives the children the chance to say their pupil voice’ – Verity Year 4

‘Wise and Kind like Dumbledore’ - Alex Year 4

‘A fair Headteacher who includes everybody’.





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In return we can offer:

- The committed support of Governors, Local Authority, the community and a strong partnership with local schools.
- A school, and staff, that are always looking to improve and keen to develop the best opportunities for the children.
- A commitment to your continued professional development and that of your staff.
- A community that is open to change that will improve the quality of education for our children and the lives of everyone within it.
- The enthusiasm of our wonderful children and their families.





Our School Facts and Achievements

Type of school	Local Authority Maintained
Setting	Rural
Age Range	3-9
Denomination	None
Ofsted Inspection (April 2022)	Good https://files.ofsted.gov.uk/v1/file/50184788
Pupil roll	68 pupils plus 9 at nursery
Maximum pupil capacity	75 pupils plus 11 at nursery
Classes	3
Year group arrangements	Nursery/reception, Y1 and Y2, Y3 and Y4
Attendance (%)	95.7% (as of 17/2/2023)
Number of staff	5 Teachers; 9 Teaching Assistants and 4 non-teaching staff
Staffing (FTE)	3.5FTE Teachers; 6FTE Teaching Assistants
Children on free school meals	1
SEND	Level 3- 2 pupils, Level 2- 9 pupils, Level 1 – 11
English as additional language	0
Pupil Premium	3



KS1 Results (July 2022)	<p>Reading</p> <p>Pupils working at the expected standard or at greater depth within the standard - 85% (11/13 pupils)</p>
	<p>Writing</p> <p>Pupils working at the expected standard or at greater depth within the standard - 85% (11/13 pupils)</p>
	<p>Maths</p> <p>Pupils working at the expected standard or at greater depth within the standard - 85% (11/13 pupils)</p>
	<p>Y1 phonics June 2022</p> <p>Pupils meeting the requirements of the phonics screening check – 87% (13/15 pupils)</p>



Job Description

Position title: Headteacher (Teaching commitment of 0.2 FTE)

Responsible to: Governing Body

Salary: £50,122.00 to £58,105.00 FTE

Start Date: September 2023

Applications Closing Date: Friday 24th March 2023

Interview Date: Tuesday 18th April 2023

General Description of the Post

To lead the strategic direction and management for the school and to provide professional vision, leadership to fully embed the school values, vision and ethos.

Organisational Relationship

The post holder will be accountable to the Governing Body and the Local Authority for the leadership, internal organisation, management and control of the school.

Conditions of Employment

The appointment is subject to the current conditions of employment for Head Teachers contained in the School Teachers Pay and Conditions Document, the Burgundy Book, the School Standard Framework, the required standard for Qualified Teacher Status and any other current educational legislation as required in various Education Acts.

Key Responsibilities (summarised from full Job Description)

- Working together with the Governing Board to devise, implement and monitor, an ambitious vision and ethos for the future of the school.
- Be an excellent role model, and provide inspiration, motivation, vision and purpose in line with the aims, vision and objectives of the school.
- Lead and manage the school through effective strategic and financial planning.
- Regularly communicate and work effectively with school colleagues to embed shared, collaborative working practices across the school.
- Devise, implement, manage, and monitor change initiatives.
- Promote a culture of inclusion within the school community where all views are valued and taken into account.



Application Process

Please apply using the application form. CVs will not be accepted unless accompanied by the application form.

Timeline Closing date for applications: 12 Midday on the Friday 24 March 2023.

Shortlisted candidates will be notified by: Thursday 30 March 2023.

Unsuccessful candidates will also be informed.

Interview day: Tuesday 18 April 2023.

The local authority School Improvement Adviser will be supporting the process throughout. At least one member of the panel has undertaken training on Safer Recruitment.

Interview Process

Selection activities will be conducted on Tuesday 18 April and carried out by a selection panel of Governors on behalf of the full Governing Body.

Appointment Date: 1 September 2023

Thank you for your interest in our role of Head Teacher and we look forward to receiving your application.