



Headteacher Recruitment Information



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Dagnall VA Church of England School
Main Road South
Dagnall
Berkhamsted
HP4 1QX

9th February 2023

Dear Candidate,

Thank you for showing interest in the role of Headteacher at Dagnall Church of England School. This is an exciting opportunity to offer our pupils your energy and enthusiasm and to build on the school's recent advancements.

We offer a nurturing learning environment, small classes and great teaching in a beautiful setting at the foot of the Chiltern Hills. In recent years we have been on an exciting journey from First School to full Primary School, having expanded to Year 6 at the start of this academic year. With the expansion have come vast improvements to our school buildings and we are proud of our new, vibrant environment.

We were inspected in 2018 by Ofsted and graded '**good**' with '**outstanding**' in Early Years. Our SIAMS church schools inspection found that we were '**outstanding**' at meeting the needs of individual learners.

Please read through this information pack and visit our school website for further information. We warmly invite you to visit the school by arrangement with the Acting Headteacher. In the first instance, please contact Mrs T. Godbold, Office Manager.

If there are any matters you wish to explore more fully, please feel free to message me at chayden@dagnall.bucks.sch.uk.

Yours sincerely

A handwritten signature in black ink that reads 'Catherine Hayden'.

Catherine Hayden, Chair of Governors

About Our School

Dagnall CofE School is a welcoming, friendly school which caters for girls and boys of primary age; we also offer nursery provision for children aged 3 by September of each year.

School numbers are currently 57 plus 5 in the Nursery. Our pupil admission number in each year group is 15.

The school has recently completed expansion to full primary school status having admitted Year 6 pupils for the first time last September. Our school serves Dagnall village but we also welcome children from a wider area, whose parents have heard of our small classes and nurturing environment.

We received a 'Good' in our last Ofsted inspection in 2018 with 'Outstanding' for our Early Years provision. Our SIAMS inspection in the same year also found us to be 'Good'.

We have an experienced, hard-working staff team and a dedicated governing body. We are supported well by parents and the community and we have strong links with the church and village pre-school.

Our Christian Vision

Everything we do at Dagnall CE School is underpinned by our Bible based Christian Vision,

'Like trees, we grow and keep on bearing fruit.' Jeremiah 17: 8

This quotation encapsulates our vision for our pupils - that they may grow, bear fruit at every stage, and in every aspect of their lives through living out the values we teach.

In Collective Worship, we use 'Roots and Fruits', a resource rooted in the Bible, to teach our children the Christian values that lead to bearing fruit in their lives and the communities they live in.

We aim to create the best conditions for all children to flourish, so they can grow academically, socially, spiritually, morally and culturally.

We aim to give children the resilience and skills to develop so that even when they experience difficulties, they keep on bearing fruit.

***'They are like trees growing near a stream
and sending out roots to the water.
They are not afraid when hot weather comes,
because their leaves stay green;
they have no worries when there is no rain;
they keep on bearing fruit.'
Jeremiah 17: 8***

Our Curriculum

Our curriculum is broad and diverse and complies with the **2010 Equality Act** and the **SEND regulations 2014**. Children who have protected characteristics have equal access and experiences in every curriculum subject. The school makes reasonable adjustments to ensure all children are included in every lesson. Curriculum overviews are on our website.

We are particularly proud of our **Forest School**, now in its second year. Forest School is a child-centred inspirational learning process, that offers children opportunities for holistic growth through regular sessions. It is a long-term program that supports play, exploration and supported risk taking. It develops confidence and self-esteem through learner inspired, hands-on experiences in a natural setting. Its roots reach back to the open-air culture, 'friluftsliv', or free air life, seen as a way of life in Scandinavia where Forest School began.



Job Description for Headteacher

The School Teachers' Pay and Conditions Document defines the role and professional responsibilities of the Headteacher. Within that framework, the Governing Body, the LEA and the Diocese are seeking to emphasise the following:

JOB PURPOSE

- to develop and manage the school effectively and efficiently, providing clear vision and positive, incisive and purposeful leadership and educational direction to the school
- to ensure the highest quality of education, range of educational opportunities and standards of attainment for all pupils

JOB SPECIFICATION

- to have commitment to upholding the Christian vision and values of the school
- to provide clear leadership, educational direction and professional guidance when working with Governors to develop and implement the agreed aims and policies
- to act as Designated Safeguarding Lead, to take lead responsibility in school for all Safeguarding & Child Protection issues as the highest priority and to ensure comprehensive records are maintained
- to lead and manage the school's annual planning, monitoring, budgeting and evaluation procedures in partnership with the Governors
- to promote and champion inclusion and have a sound understanding of the barriers children face in their learning
- to be prepared to teach regularly in the classroom, according to the needs of the school
- to foster excellent practice and high standards across the full age and ability range

- to establish a positive ethos that reflects a commitment to high achievement, an effective learning environment, good relationships and equality of opportunity for all pupils; including the Rights of the Child
- to ensure the successful implementation of the National Curriculum, Foundation Stage and wider curriculum and local management of schools for the direct benefit of pupils and their learning
- to facilitate and initiate new ideas and encourage creative development of the curriculum and methodology
- to lead, co-ordinate and motivate the full school staff team, including volunteers, ensuring effective staff development and training, with opportunities for each individual's personal and professional growth within the wider staff team
- to ensure the care, well-being and fulfilment of staff and pupils
- to promote the use of ICT to benefit pupils' learning and support management systems
- to forge and develop supportive relationships and positive liaison with parents, church, the Diocese, the community, other schools, the Local Authority and the various services and agencies which support the school
- to ensure a safe, well maintained and attractive school environment
- to develop and maintain programmes of extra-curricular activities
- to ensure the school provides value for money in terms of educational standards achieved and the quality of education provided

Person Specification for Headteacher

QUALIFICATIONS AND EXPERIENCE	Essential	Desirable	Assessed through
A proven Headteacher or experienced and successful Deputy Head committed to inspirational learning and teaching	√		Application
Qualified Teacher Status	√		Application
Has current training for Child Protection and Designated Safeguarding Lead and has successfully undertaken the role within the school setting		√	Application
NPQH accreditation <i>or working towards</i>		√	Application
Evidence of appropriate and recent career development for the role of Headteacher	√		Application
Can evidence a significant and recent commitment to continued professional development for both self and others	√		Application
Has proven successful primary teaching experience across the Primary Phase	√		Application
Experience of strategic financial planning, operational budget management, best value principles and creativity in the use of limited resources		√	Application
SHAPING THE FUTURE			
Has the ability to build and articulate a shared vision and values and to engage pupils, staff, governors and parents/carers to ensure a continued successful future	√		Application, Interview
Has experience of working effectively in partnership with the Governing Body to enable the school to realise its vision		√	Application, Interview
Thinks and acts strategically to plan for the future	√		Application, Interview
Proactively creates an environment in which each child can achieve their personal best	√		Interview
Develop collaboration across schools with shared values		√	Application, Interview
LEADING, TEACHING AND LEARNING			
Demonstrates a commitment to safeguarding and ensuring the welfare and wellbeing of staff and pupils	√		Interview
Has experience of developing a broad and enriching curriculum, in which all pupils engage in their own learning and encourages them to become life-long learners.	√		Application, Interview
Can demonstrate an understanding of how children learn and the effective use of teaching methods to establish a creative, responsive and reflective approach to secure excellent learning outcomes for every child	√		Application, Interview
Has a proven track record of monitoring, evaluating and improving the quality of teaching and learning with high standards and expectations. Acknowledge excellence and challenge poor performance across the school.	√		Application, Interview

Person Specification for Headteacher

QUALIFICATIONS AND EXPERIENCE	Essential	Desirable	Assessed through
Can demonstrate the ability to use data, benchmarks and monitor progress and to set and achieve ambitious challenging targets which identify areas for improvement for every child	√		Application, Interview
Is committed to, and has a vision for ensuring inclusion, diversity to ensure equal opportunities for all, including disadvantaged pupils.	√		Interview
Is committed to promoting, the spiritual, moral, cultural, mental and physical development of all pupils.	√		Interview
MANAGING THE ORGANISATION			
A confident and inspirational leader, who listens to and values the views of others, with a positive working relationship, with pupils, parents/carers, staff, Governors and other stakeholders	√		Interview
Maintain a school ethos that enables everyone to work together, share knowledge and understanding, celebrate success and accept responsibility for outcomes	√		Application, Interview
Experience of efficient and effective day to day running of the school to ensure a safe, secure and healthy environment.		√	Application, Interview
Successful track record of developing the performance of staff through effective performance management	√		Application, Interview
Resilient and able to deal with demanding situations, maintain discipline, manage conflict and make difficult decisions without losing empathy and compassion	√		Interview
Approachable and visible to staff, pupils and parents/carers	√		Interview
Excellent communication and interpersonal skills with an ability to communicate effectively to a wide range of different audiences	√		Interview
Self-motivated with a high level of organisational skills, able to prioritise workload effectively, “hands-on” when required but with a strong ability to delegate. Demonstrates a capacity to work with energy and enthusiasm	√		Interview
Evidence the ability to produce, implement and review a strategic school development planning		√	Application, Interview
STRENGTHENING THE COMMUNITY			
Demonstrate a commitment to engaging with parents/carers and the wider community in a collaborative manner e.g. PTA, to enrich the learning experience of pupils	√		Application, Interview

Person Specification for Headteacher			
QUALIFICATIONS AND EXPERIENCE	Essential	Desirable	Assessed through
Can work with feeder pre-schools, secondary schools and others to ensure effective relationships and transitions.	√		Application, Interview
ACCOUNTABILITY			
Ability to review, evaluate and present a coherent, understandable and accurate account of the school's performance to stakeholders	√		Application, Interview
Has an understanding of the Ofsted Framework and statutory requirements	√		Application, Interview
Ability to reflect on personal contribution to school achievements and take account of feedback from others	√		Interview

Key Information

Closing date: Monday 20th March 2023

Interviews: Monday 24th April 2023

To take up post: September 2023

Please send completed application form to:

Mrs Toni Godbold, Office Manager

office@dagnall.bucks.sch.uk

Our Website: <https://www.dagnall.bucks.sch.uk/>