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# Recruitment Brochure

Headteacher at Danemill Primary School



**Danemill**  
Primary School



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# Thank you for your interest in the post of Headteacher at Danemill Primary School.

**Danemill is one of a group of like-minded schools within Discovery that are leading the way in a truly self-improving school system. We converted to academy status and helped form the beginnings of the multi-academy trust in 2013. Since then, Discovery Schools Academies Trust has grown to 15 schools, with several more expected to join in the coming year.**

As a Trust, we pride ourselves in the development of colleagues and ensuring everyone reaches their potential. The previous Headteacher has gained promotion to a role she aspired to and worked hard to realise through the support and coaching from the Trust.

This post is an opportunity for us to recruit a Headteacher who has the ability and ambition to take Danemill to the next stage of its journey. We are looking for someone who shares our values and ambitions and has the vision, drive, resilience, and experience to build on our success to date. Our credentials are impressive and the progress and attainment of our children at Danemill have been excellent, but we face new challenges, including a changing pupil demographic, an

increasing number of children with high needs, and the need to ensure our curriculum consistently meets the needs of pupils. You will be outward-facing and able to share and learn from research whilst knowing when to develop new initiatives. The school has a passion for using technology to accelerate learning and reduce teacher workload. We are looking for someone who will embrace this journey and continue to develop their expertise.

Exciting times are ahead!



*David Briggs*

**David Briggs**  
Director of Primary



*Paul Stone*

**Paul Stone**  
CEO

# Our School

**Danemill Primary School is in the village of Enderby, which was originally built on a Danish Settlement, hence the name of the school. Originally, the school was built in 1965 as a Junior school, the local Infant school was based on Townsend Road and in 2013 the two schools merged into one site. We are proud of our vibrant pre and after-school care clubs. The school's NOR is currently 374 and we have over 50 colleagues working in school, many of whom are specialist leaders in education. We are a designated ITT Training School for Inspiring Leaders SCITT.**

Danemill is a place where the motto of “**Only Your Best is Good Enough**” permeates through all aspects of work. We have recently been awarded Microsoft Showcase Status - one of only 75 in the entire country. Children at Danemill develop a genuine engagement in learning and are always aiming to achieve their best. We equip children well for the next stage of their education. We already benefit from a collaborative way of delivering primary education and seek to continue providing our children with limitless learning opportunities.

Danemill Primary School has a clear vision to provide the highest quality of education for all children. All children should achieve their potential, make outstanding progress - with the gaps between groups narrowing - with a rich and varied curriculum.

Colleagues at Danemill pride themselves on providing a nurturing environment for our

children and ensuring everyone is treated with equal respect and care. We enjoy close links with local schools and our feeder school Brockington College.

In the Autumn 2022 term, we have 374 children on roll with 24 children in our pre-school. The majority of children transfer to Brockington College, and we draw children from both Enderby Village and the City.

Attendance is very good, usually around 96%, as is the children's behaviour, with very few exclusions necessary. We have 18% of children on our SEND register with a wide range of individual needs, and in 2022/23 we will receive £121,003 Pupil Premium funding. Our Advisory Board is well established, our Chair, James Lewitt and a strong team of professional parents, staff, and community representatives. We have a strong fundraising team within school and have a successful track record with grants. We raise around £12,000 per year to support school projects.

Find out more about Danemill Primary School by visiting our website at [www.danemill.com](http://www.danemill.com) or scanning the QR code below. Follow us on Facebook or Twitter at [@DanemillPrimary](https://www.facebook.com/DanemillPrimary)



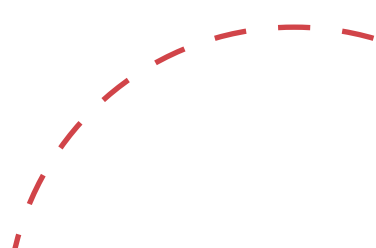
Scan to view the Danemill Primary School - Incubator Graduation Application 21-22



“

**‘Danemill are very good at sports. We attend every competition and even play for teams outside of school.’**

•  
Year 5 child



# Our School

**Danemill Primary School is a Training School for Inspiring Leaders SCITT Home - Inspiring Leaders - Teacher Training : Inspiring Leaders – Teacher Training ([inspiringleadersscitt.com](http://inspiringleadersscitt.com)) providing high-quality Teacher training placements for around 9 students per year and contributing to assessment, moderation and support across the partnership.**

We have also been designated as a Microsoft Showcase school leading the way in the use of digital technology to support learning and the reduction of workload for staff. We have over xxx devices to support learning and dedicated technical support. Our children compete in the Trust Esports league and have access to drones, VR Headsets and other STEM equipment to enrich our curriculum. Our showcase application can be found here [Danemill Primary School - Incubator Graduation Application 21-22](#)

Our children are passionate about sustainability, understanding our impact on our world and campaigning for change. Alongside the children, our forest school provision has expanded and is now provided

for children from pre-school to Year 6. We learn outdoors through a fully equipped forest school, polytunnel area and outdoor classroom. We are proud owners of our Eco-School flag and have an active Eco-School council who support our local Enderby Litter Wombles and Place2Grow community garden. Our pastoral provision is a strength of the school with a team supporting a range of needs led by a proactive and dynamic Inclusion Manager. We utilise our tutoring funds to employ a tutor specifically supporting SEND needs. We work with local councils and deliver Solihull parenting for our parents and those in the local area. We have nine members of staff that are Mental Health First Aiders. We also benefit from a fully utilised sensory room.

“  
**‘I can speak to staff easily and they always help me with anything that I need.’**  
.”  
Parent



## Our Priorities



To review and adapt the curriculum to ensure high achievement with a particular focus on disadvantaged, SALT, SEM



Secure adaptive teaching to ensure all groups of learner achieve



Strengthen middle leadership to ensure subjects are well led



Ensure that teaching and learning throughout the curriculum deepens knowledge so pupils remember more for longer

## Key Challenges



A changing financial picture to navigate



Increasing SEND needs within school and supporting these.



A changing demographic with increasing deprivation



Attracting consistent numbers to the school



Maintain Microsoft case Status

# Our Trust

**In this time of educational change there are many opportunities for outstanding individuals to make a real difference to children, and relish new opportunities to progress in their careers. Working in an academy may be a new experience for some colleagues and we have tried to use the new freedoms to provide the very best working conditions and opportunities to allow the careers of talented individuals to flourish. Discovery Trust is made up of 13 primary schools that are all good or better but that wasn't the case for all schools when they joined.**

The Trust has provided the support and resources needed to ensure that all schools can achieve, and leaders thrive in their roles as Headteachers. We have recently had 2 SEMH special schools join our Trust who have brought with them a wealth of experience in leading SEND in schools, and we have all benefited from working together.

We expect our Headteachers to be autonomous and use the frameworks the Trust provides to lead their schools to excellence and provide the contextual changes to ensure that all resources and policies are applied to the needs of their school.



Scan watch the Discovery Trust's Digital Journey Video

We provide a range of central services and specialist support for schools. Currently the Trust has:

- **Financial Director and Group Finance Team**
- **Director of Operations and Office Manager Network**
- **HR Team and Administration**
- **Head of Safeguarding**
- **Head of Governance and Clerk to Advisory Boards**
- **Estates Team and Health & Safety Leader**
- **Director of IT and Team of IT Technicians**
- **Director of Primary, Quality Assurance Leader, Executive Headteacher and Early Years Leader**
- **Extended Service Manager**
- **Data Analyst and Information Leader**
- **SEND School Improvement Leader**
- **4 Educational Psychologists**
- **3 Speech and Language Therapists**





“

**‘Danemill has the local community at its heart and supports children and families on every level.’**

Deputy Headteacher

# Working Together

**Our school's range in size from one to three form entry schools, from rural to city locations, and are at various stages of their development.**

All schools are now good or better since joining the Trust and we pride ourselves in providing the very best education possible for our children. The schools work closely together, sometimes meeting as a cluster or other times as a group of Headteachers, sharing practice through networking. We have established networks throughout the trust to provide support for leader's areas such as Literacy, Numeracy, SEND, Blended learning, Curriculum, Assessment and Safeguarding. The Headteachers meet regularly to share best practices and to develop policies and procedures across the Trust. There is an extensive programme of inter-schoolwork through sporting competitions, curriculum activities, pupil conferences and activities to support pupil premium children. Each school retains an Advisory board body that feeds back to the Trust Board.

Our Leaders attend an annual leadership conference and are heavily involved in the Trust Awards for both colleagues and children. All school share planning, curriculum mapping and resources through our Trust Microsoft Team structure.

# Trust Development

**Over the next few years, we expect to incorporate several new academies into the trust, and there is also the potential to open new schools.**

The Trust growth aims to develop its central capacity to allow schools to focus on their core task of teaching and learning.

We only work with schools that are committed to providing an outstanding education for all children and strive to develop ambitious individuals at all levels, regardless of background. All schools retain their autonomy for decision-making but are held rigorously to account by the Trust for their decisions and outcomes.



## Our Focus

**Our focus needs to be clear and opportunities for children need to ensure that:**

- All children develop a genuine love of learning and make great progress.
- Achievement gaps are narrowing regardless of children's starting points.



## What we offer

### For Headteachers specifically, Discovery Schools Academies Trust offers:

- Children are taught what they need to achieve to the best of their abilities.
  - Our pursuit of excellence is unwavering.
  - We learn from each other and create learning communities to share best practice.
  - Recruiting new staff to work with our Trust is a fantastic and exciting opportunity to expand the pool of talent within our organisation. We hope that all our appointments will have a transformational impact on the children and families our academies serve.
  - With the appointment of a Headteacher, we also have the opportunity to identify potential system leaders of the future and actively seek individuals for this post who see this as an aspiration for their career development.
  - The Trust is determined to provide inspirational learning opportunities and create learning communities where professionals, children and parents can learn from each other.
  - Our academies promote high aspirations and have high expectations of all their stakeholders, and the Trust has built a reputation for delivering high-quality school improvement, leadership and teacher professional development.
- A peer network of like-minded Headteachers.
  - A career structure for talented Headteachers.
  - Recognition that all schools are unique, with an approach that encourages local accountability and governance that is responsive to community needs.
  - A commitment to excellence in education, grounded in a shared moral purpose of ensuring high-quality provision for all learners.
  - An established track record of high-quality education and experience of leading rapid school improvement.
  - An employer committed to offering all staff high quality professional development opportunities, shared resources and expertise.
  - Effective business management systems, ensuring that our academies are able to focus on delivering inspirational teaching and learning.



We lead our own SCITT  
Find out more by  
scanning the QR code



# About Enderby

**Enderby is a village in Leicestershire.  
Enderby, a village, and a parish in  
Leicestershire.**

The Village is located near Fosse Way, the River Soar and the Union Canal, with a good route to all motorways out of the city. It is also only 2 miles from Narborough railway station, and 6 miles away from Leicester City centre. 'Fosse Park Shopping centre' is in Enderby. The village has a population of around Seven thousand residents. This is one of the biggest 'out of city' shopping centres in the country.

Archaeologists have found evidence of Iron Age (Pre-Roman) settlers on the site of Enderby. The earliest inhabitants lived during the Iron Age period and both pottery and post holes from their dwellings have been discovered during recent building work on the Grove Farm commercial site off Leicester Lane.

The school is sited next to Enderby Leisure centre and the school utilises this resource for areas like swimming, basketball and other sports. It is also across the road from the feeder secondary school, Brockington College and has a strong relationship with the school. The school also enjoys a strong partnership with a "Place to Grow" which is also in the vicinity of the school.





“

**‘We have lots of different ways of helping to lead our school. We have House Captains, School Council and Eco-School.’**

•  
Y6 House Captain

# Job Description

**Job Title:** Headteacher

**Direct Line Manager for:** SLT and key staff within the school

**School Improvement Lead:** Director of Primary

**Job Purpose:** To provide professional vision and leadership for the school which secures its success and improvement, ensuring high quality education for all its pupils and improved standards of learning and achievement.

The professional duties of the head teacher are contained in the School Teacher's Pay and Conditions Document and the key areas of Headship are contained in the DfE National Standards for Head teachers.

## Main Responsibilities

- Provide overall strategic leadership for all aspect of the School.
- Formulate the aims and objectives of the school to provide a **"Limitless learning"** opportunities for all children staff and families.
- Establish local policies, procedures and practices to ensure all children **"Discover their Potential"** for achieving these aims and objectives.
- Inspire staff to seek to provide outstanding learning opportunities for children and become self-reflective learners.
- Monitor progress and development of children to ensure that all children are ready for the next stage of education.
- Lead by example and model best practice regarding professional conduct, workload and personal development.
- Be a role model for all in your community and inclusively work with stakeholders.
- Strategically lead the professional development and training of all staff including the training of new teachers.



## Qualities and Behaviours

- Lead by example, establishing and articulating clear vision, values and moral purpose, and focusing on providing excellent education for all pupils.
- Build positive relationships with all members of the school community, through a **democratic** and inclusive style.
- Work with political and financial astuteness, translating Trust policy into the school's context.
- Communicate the school's vision compellingly and drive strategic leadership by **connecting** the school within the Trust and beyond.
- Seek training and continuing professional **improvement** to meet their own needs, those of the school and the trust.
- Lead with **Integrity** and make ethical decisions in the interests of children first.
- Be outward facing, open to innovation and demonstrate the values of **Altruism**.
- Support the work and development of Trust partnerships.
- Promote the profession and the Trust's activities both internally and externally
- to demonstrate a strong sense of professionalism and courtesy at all times.

## Duties and Responsibilities

### Knowledge

- Keep up to date with developments in education, and have a good knowledge of education systems locally, nationally and globally.
- Maintain and extend their knowledge of pedagogy through active engagement with research from the Chartered College, and other recognised published sources.
- Maintain and extend their knowledge of curriculum provision for all children through active engagement with research including the Chartered College, and other recognised published sources Keep up to date with technological developments that benefit children's learning or workforce efficiency.
- Have effective and up to date knowledge of School operations such as Health and Safety, HR, Financial Budgeting and Estates Management.
- Have a detailed and regularly up to date knowledge of all Safeguarding practices, policies and curriculum needs.
- Have a deep knowledge of the key interventions and thinking around supporting pupil wellbeing.



## Duties and Responsibilities

### Pupils and staff

- Demand ambitious standards for all pupils, instilling a strong sense of accountability/responsibility in staff for the impact of their work on pupil outcomes.
- Drive excellent teaching across the school, including through training and development for staff.
- Establish a culture of 'professional learning communities' as a basis for sharing best practice.
- Create an ethos within which all staff are motivated and supported to develop their skills and knowledge.
- Identify emerging talents, coaching current and aspiring leaders.
- Hold all staff to account for their professional conduct and practice.
- Ensure that the barriers for disadvantaged children are narrowed and tackled.
- Demonstrate a high degree of understanding and the promotion of equality in all areas of work within the school.
- Be able to lead procedures for support and capability effectively with humility.

### Systems and processes

- Ensure that the school's systems, organisation and processes are well considered, efficient and consider staff well being.
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing exemplary behaviour.
- Implement systems for managing the performance of all staff, addressing any underperformance, supporting staff to improve and valuing excellent practice through coaching.
- Welcome and work with the Trust's governance structures as appropriate, providing the information it needs to govern effectively and the promotion of governor voice.
- Support strategic, curriculum-led financial planning to ensure effective use of budgets and resources.
- Ensure the effective distribution of leadership throughout the school and the development of talent to ensure the school has capacity to improve using the Trust succession planning system.
- Develop the capacity and expertise within the school to become centres of good practice for ITT and the Early Career Framework (ECF).



## Duties and Responsibilities

### The self-improving school system

- Create an outward-facing school which works with other schools and organisations to secure excellent outcomes for all pupils.
- Develop effective relationships with fellow professionals within and beyond the Trust.
- Model entrepreneurial and innovative approaches to school improvement and leadership through detailed discussion with the central team.
- Inspire and influence others to believe in the fundamental importance of education in young people's lives and to promote the value of education.
- Seek innovative effective practice from UK & overseas and share it with other leaders.

### Special Factors

- The headteacher will be required to safeguard and promote the welfare of children and young people and follow school policies and the staff code of conduct.
- The headteacher is expected to familiarise themselves with and adhere to all relevant Trust and School Policies and Procedures.
- The headteacher must comply with the Trust's Health and Safety requirements specifically for the school they are working at.
- The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.
- As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether "spent" or "unspent". Criminal convictions will only be taken into account when they are relevant to the post.

**This job description sets out the duties and responsibilities of the post at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot themselves justify a reconsideration of the grading of the post.**

DSAT is seeking to promote the employment of disabled people and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable disabled candidate.

# Person Specification

**Job Title:** Headteacher **Grade:** Leadership Scale

**App** = Application Form

**Test** = Test

**Int** = Interview

**Pre** = Presentation

**Med** = Medical Questionnaire

**Doc** = Documentary Evidence (E.g., Certificates)

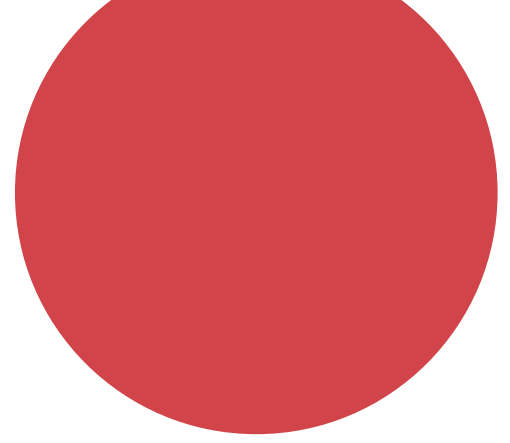
	Essential	Desirable	How assessed
<b>Qualifications</b>			
Qualified teacher status	ü		<b>App/Doc</b>
Degree	ü		<b>App/Doc</b>
National professional qualification for headship (NPQH)		ü	<b>App/Doc</b>
MA or have studied at Level 7 in some form		ü	<b>App/Doc</b>
<b>Experience</b>			
Successful leadership and management experience in a school within 2 Key stages	ü		<b>App/Ref</b>
Teaching experience of teaching within 2 key stages	ü		<b>App/Ref</b>
Involvement in school self-evaluation and development planning	ü		<b>App/Ref</b>
Demonstrable experience of successful line management and staff development	ü		<b>App/Ref</b>
Have been a Deputy or Assistant Headteacher for a minimum of 2 years	ü		<b>App/Ref</b>
Have worked in a two or more schools	ü		<b>App/Ref</b>
Have been an assistant DSL within a school	ü		<b>App/Ref</b>
Have held a responsibility for a whole school leadership in some form	ü		<b>App/Ref</b>

<b>Skills and Knowledge</b>			
Data analysis skills, and the ability to use data to set targets and identify weaknesses	ü		<b>App/Ref/Test</b>
Understanding of high-quality teaching, and the ability to model this for others and support others to improve	ü		<b>App/Int</b>
Understanding of school finances and financial management	ü		<b>App/Int</b>
Effective communication and interpersonal skills	ü		<b>App/Int</b>
Ability to inspire others and communicate a vision to all stakeholders	ü		<b>App/Int</b>
Ability to build effective working relationships	ü		<b>App/Int</b>
Experience of building a culture of high performance with colleagues	ü		<b>App/Int</b>
Have experience of working extensively with SEND groups or have been a SENCO	ü		<b>App/Int</b>
Have a good working knowledge of 21st-century learning and skills and how blended learning can be used to raise standards	ü		<b>App/Int</b>
<b>Personal Qualities</b>			
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	ü		<b>App/Int</b>
Ability to work under pressure and prioritise effectively	ü		<b>App/Int</b>
Commitment to maintaining confidentiality at all times	ü		<b>App/Int</b>
Commitment to safeguarding and equality	ü		<b>App/Int</b>
Ability to inspire others and themselves in challenging times	ü		<b>App/Int</b>
Demonstrate resilience and perseverance in aspect of school leadership	ü		<b>App/Int</b>
Be a self-reflective practitioner in all areas of Teaching and Leadership	ü		<b>App/Int</b>
Seek and get involved with outward facing initiatives to support school improvement	ü		<b>App/Int</b>

**Line manager's signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Postholder's signature:** \_\_\_\_\_



# Further Information

**Deadline For Applications:** 12pm on Friday 3rd February 2023

**Shortlisting:** 6th February 2023

**Interviews:** 15 & 16th February 2023

**Start Date:** Easter 2023 (or Autumn 23)

## Further Information:

### David Briggs

**Email:** dbriggs@discoverytrust.org

**Telephone:** 07855 822376

### Paul Stone: CEO, DSAT

**Email:** pstone@discoverytrust.org

**Telephone:** 07870 194191

We would expect and encourage potential applicants to visit us at school informally. Please contact David Briggs or Paul Stone, as above, to arrange a visit before the application deadline.

Please apply for this vacancy via the My New Term recruitment portal – see link <https://www.mynewterm.com/jobs/140316/EDV-2022-EDPS-92631>

As well as completing the online application you will need to answer 5 specific questions as part of the personal statement section which are clearly shown on the vacancy listing.





“

**‘Danemill is an amazing school. They support my children and even though I’ve moved area, I will never forget the family feeling.’**

Parent



**DISCOVERY**








**Danemill**  
Primary School

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