

Lindley Junior School



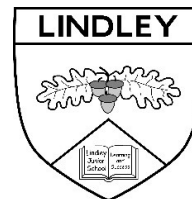
Head Teacher Information Pack

January 2022

Lindley Junior School, George Street, Lindley, Huddersfield HD3 3LY

Mrs Sharon Farr

Chair of Governors



Dear Candidate

As Chair of Governors I would like to thank you for your interest in the post of Head Teacher at Lindley Junior School. I hope the information in this pack is helpful and I look forward to receiving your application. We have been fortunate to have had an exceptional Head Teacher for the last 7 years; she has led a talented team and pupils and their parents feel a strong attachment to the school and are motivated to study.

We hope that you will see this post as the beginning of a new and exciting phase of professional development with a role as Head Teacher of a successful and well-regarded school.

Lindley Junior School enjoys a well-deserved reputation for its high standards of teaching and learning within a caring and supportive ethos. Ofsted rated the school as outstanding in 2008.

Our pupils are encouraged to reach their full potential through both academic and personal development. Our team of staff is hard-working and dedicated with low turnover. The school converted to academy status in October 2011.

Our current aims include a drive to improve teaching and learning even further – there is no complacency here – and we would expect you as the successful candidate to have a proven track record of raising standards and a clear vision of how further improvement can be achieved.

Furthermore, we would like to widen the opportunities available in the curriculum and will be expecting you to explore exciting and innovative options for engaging with this group of pupils and also stakeholders in the wider community.

Of course, a core function of any head teacher is to provide strong leadership within the school; you will additionally be able to stand back and see the bigger picture. Lindley Junior School has a role in the area as a school that supports its peers while maintaining strong academic focus and catering for pupils of all abilities.

Staff development is important to us. As a first-class teacher, you will be able to identify and promote excellence in the classroom. You will recognise and develop potential in teachers at all levels, encouraging them to develop skills of benefit both to their pupils and their own career progression. Lindley Junior School has a reputation for supporting teachers who are inexperienced with a view to enabling them to find a successful and fulfilling career in the profession. We feel that we get the best out of staff, including the Head Teacher, who have a sensible balance between work and home life and would encourage you to be an excellent role model.

We hope that you are excited by the opportunity this post provides.

Yours faithfully

Sharon Farr

The Governors of Lindley Junior School invite applications for the post of Head Teacher to start September 2022.

General information

Lindley Junior School is an oversubscribed junior school, which converted to academy status in October 2011, for children in the age range 7-11 years. The school is close to the centre of Lindley - an attractive and thriving village only three miles from the centre of Huddersfield.

We work closely with Lindley Church of England Infant School from which most of our intake transfer. The Lindley schools are two of the five schools in the Salendine Nook pyramid of schools. Relationships within the pyramid are supportive. Most pupils transfer to Salendine Nook High School Academy, others to the grammar schools in Halifax and Heckmondwike or to independent schools in Bradford, Wakefield, Leeds and Huddersfield.

The admission area of the school has a fairly diverse socio-economic mix including nearby residential estates, private and local authority housing and short term rental properties. A broad range of social and economic backgrounds is reflected in the current school roll of 496 pupils with 64 (12.9%) pupils entitled to FSM and 66 (13%) pupils entitled to the Pupil Premium. There are 42% of pupils from ethnic minority heritage backgrounds. There are currently 25 (5%) pupils with an Educational, Health and Care Plan.

We have strong and effective relationships with parents/carers, supported by regular consultation. The committed and hard working Parents, Teachers & Friends Association makes a valuable and worthwhile contribution to the life of the school.

Lindley Junior School has a strong commitment to the clear vision set out in its ethos and values statement, which is evident in the pupils' achievements and sheer enjoyment of teaching and learning shown by staff and pupils alike.

Vision and values

Our principle aim is to educate the 'whole child'.

We offer a school community that encourages the development of mutual respect and tolerance within a happy, hard - working atmosphere. We seek to develop lively, enquiring minds; to prepare pupils for the challenges, opportunities and responsibilities of life through a high standard of education. We encourage all pupils to reach the highest standards of personal achievement by recognising and being constantly aware of the needs of each individual child according to ability and aptitude.

We passionately believe in educating the 'whole child' and champion an 'I can' culture to raise self-esteem, confidence, resilience, attainment and achievement among our pupils. These are vital ingredients not just for a successful school life but for lives lived in the wider community.

We offer a curriculum which is broad and balanced providing an educational experience of quality, which will develop the intellectual, expressive, physical, moral, cultural and social skills of pupils of all abilities. Creativity is at the heart of everything we do. We will ensure that we provide our pupils with the best opportunities for personal development and challenging learning goals creating a real and tangible excitement about learning. We strive to offer all pupils equality of opportunity and recognise the importance of different cultures.

We believe this curriculum will encourage achievement and develop caring and positive attitudes and will extend the children's knowledge of themselves and of the world in which they live. We intend that pupils will develop tolerance, sensitivity and understanding, and respect for the rights, views and property of others. Our intention is for all our pupils to achieve their full potential; preparing them for the challenges, opportunities and responsibilities of adult life.

Learning

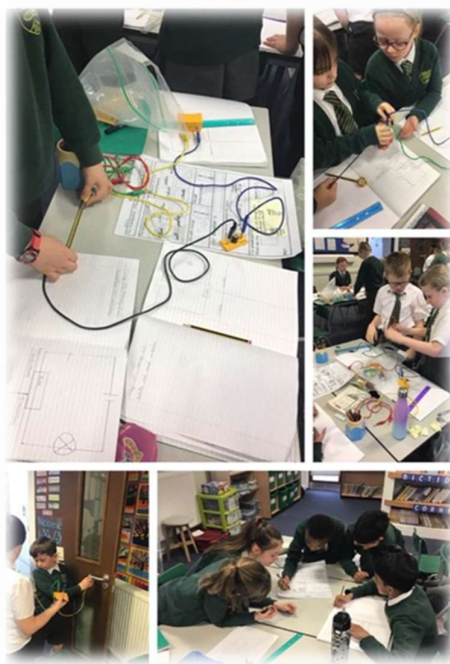
At Lindley Junior School, we offer a broad curriculum which is conceptually rich, relevant, and balanced providing a challenging educational journey. We believe in supporting the emotional and social growth of our children and developing the intellectual, expressive, physical, moral, cultural and social skills of pupils of all abilities, within a safe and inclusive environment.

We seek to develop lively, enquiring minds; to prepare pupils for the challenges, opportunities and responsibilities of life through a high standard of education. Our curriculum is designed to give all pupils the knowledge and cultural capital they need to succeed in life. We encourage all pupils to reach the highest standards of personal achievement by recognising, and valuing each child as an individual with their own unique strengths.

We offer creative, enquiry led learning experiences, with enrichment and enterprise opportunities to engage learning. We believe that childhood should be a happy, investigative and enquiring time in our lives, where there is a thirst for knowledge and new experiences.

Our curriculum encourages achievement and develops caring and positive attitudes which extend the children's knowledge of themselves and of the world in which they live. We intend that pupils will develop tolerance, understanding, and respect for the rights and views of others.

Pupils will leave Lindley Junior School with a sense of belonging to their community; have the confidence and skills to make informed choices, through self-evaluation and making connections and, ultimately become life-long learners.



Teaching

Teaching and learning is the key focus of Lindley Junior School; its leadership sets the highest expectations for both teachers and pupils.

- Over 75% of teaching is outstanding.
- Lessons are characterised by high levels of engagement, concentration, progress and achievement.
- The monitoring of teaching and learning is of prime importance – regular scrutiny of pupils’ books and paired and peer observations mean that effective practice can be celebrated and shared as well as weaknesses addressed.
- Members of staff are supported, valued and encouraged to maintain continuous professional development.
- There are sixteen classes, four in each year group; pupils are set for maths and there is some specialist teaching.

Academic performance

At the end of Key Stage 2, the 2018/19 cohort achieved successes as follows:

Average scaled score per pupil

	Reading	Maths	Grammar, punctuation & spelling
Lindley Junior School	109	108	110
National	104	105	106

% of pupils achieving at the expected standard or higher

	Reading	Writing	Maths	R, W & M	G, P & S
Lindley Junior School	94%	95%	99%	89%	92%
National	73%	78%	79%	65%	78%

% of pupils achieving at the higher standard

	Reading	Writing	Maths	R, W & M	G, P & S
Lindley Junior School	43%	24%	40%	15%	51%
National	27%	20%	27%	10%	36%

Average progress score

	Reading	Writing	Maths
Lindley Junior School	+0.5	-1.0	+0.2
National	-5.0	-7.0	-5.0

There were 124 pupils in Year 6. 6% of the cohort had Special Educational Needs and 13.6% spoke English as a second language. 97% of pupils with high prior attainment reached the expected standard in reading, writing and mathematics.



Leadership and management

In addition to the Head Teacher the senior team comprises a Deputy Head Teacher (SENCo) who is not class based and two Assistant Head Teachers who are class based. There are four TLR post holders; one fixed term role and an Assistant SENCo.

The 2021-2022 school budget is £2.069 million. The school receives approximately £10,000 annually from fundraising (reflecting strong parental support). Much of the school building has been renewed in recent years with significant refurbishment of the building. The school has excellent IT facilities. The school was a Converter Academy in 2011; and successfully took catering in-house on 1st September 2019.

Lindley Junior School has strong links to, and cooperates with other local schools and continues to buy some services from Kirklees Local Authority. The school has a strong and supportive Governing Body.

There are 25 teaching staff (23.02fte) and 37 support staff (25.59fte) who are dedicated, professional and hardworking. Many members of staff have been with, and advanced within, the school over a long period. The school is committed to the continued professional development of all its staff, both teaching and non-teaching and values them as people.





Job description

Core purpose

The Head Teacher will provide professional and inspirational leadership and management for Lindley Junior School to ensure its continued success and improvement, maintaining high standards of teaching and learning. Drawing on the school's traditions and values the Head Teacher will embrace the school's reputation for excellence and take it forward to meet new challenges and opportunities with energy, commitment, enthusiasm and imagination. The Head Teacher will be strongly visible and communicate a passion and vision for teaching and learning.

Key tasks

Vision and Ethos

1. Develop, in collaboration with staff and Governors, a clear and innovative vision to provide rich opportunities for high quality learning and wider personal development.
2. Ensure the school's continuing evolution, taking into account national and local policies, circumstances and initiatives whilst staying true to the school's vision.
3. Ensure an intrinsic culture of pastoral care; where high standards of behaviour, a sense of personal responsibility, respect for others and a passion for lifelong learning are part of the school ethos.
4. Promote safeguarding, rights and responsibilities in all aspects of school life.

Leadership and Management

1. Use strong, distributive leadership and excellent levels of communication to build and nurture cohesive teams.
2. Empower and inspire staff so that they feel valued, achieve their personal goals, understand their responsibilities and are held accountable in a fair, supportive and consistent manner.
3. Collect and use data to measure, evaluate and account for the school's performance, to support teaching and learning, and to plan for continued improvement.
4. Ensure high quality provision, challenge underperformance at all levels and plan effective corrective action where necessary.

5. Develop and utilise the school's buildings and resources to ensure they are fit for purpose and give maximum value.
6. Recruit high calibre staff, deploying, supporting and appraising them to ensure their continued professional development and preparation for promotion.
7. Maintain an excellent induction and support programme for teachers.
8. Manage workloads to allow for an appropriate work-life balance and high staff morale.
9. Maintain an up-to-date knowledge and understanding of the wider educational agenda, including statutory and legal frameworks and best practice.
10. Ensure concerns and complaints are addressed sensitively, appropriately and in a timely manner.
11. Ensure sufficient time and resources are allocated to ensure due regard is given to safeguarding.

Teaching and Learning

1. Broaden the curriculum to ensure it is relevant, challenging and stimulating for pupils taking account of their needs and aptitudes to effectively prepare them for the future.
2. Ensure high expectations of all pupils and motivate them to become active participants in their learning, to maximise achievement and minimise disadvantage.
3. Harness and nurture talents, utilising innovation and appropriate new technologies to create an exciting and vibrant learning environment.

Accountability

1. Support the Governors in fulfilling their statutory responsibilities including providing regular reports, necessary information and objective advice to ensure effective governance of the school.
2. Ensure the school is fully prepared for inspection and maintains its excellent ratings.
3. Act as Accounting Officer and fulfil statutory duties and requirements including those in the Funding Agreement.
4. Continue a rigorous programme of self-evaluation to inform the School Development Plan.
5. Work successfully on a multi-agency basis to fulfil statutory obligations and secure the best outcome for pupils.

Strengthening community

1. Engage with parents/carers and the wider community to enrich the educational experience of pupils and to enhance the school's value to the community.
2. Provide parents/carers with regular information about pupils' progress and the life of the school, encouraging their active participation.
3. Working within a culture of collaboration, fairness and openness, engage in dialogue with stakeholders, valuing each other's knowledge and ideas and accepting shared responsibility.
4. Ensure that Lindley Junior School is known for its quality of education both locally and nationally.
5. Promote inclusion, equality and access, ensuring that every member of the school community feels included, cared for and valued.

This list is not exhaustive and the Head Teacher can expect to carry out other related duties whenever reasonably required.



Person specification

It is expected that the Head Teacher of Lindley Junior School will demonstrate a range of qualities, skills and experience as outlined below. The appointing panel will assess candidates against these requirements and weigh the factors in the light of what is said about the wider requirements of the post and the school.

Personal Qualities

- The ability to demonstrate a passion and vitality for teaching and learning and working with young people – at the forefront of educational thinking.
- Commitment to uphold the seven principles of public life (the Nolan Principles) at all times.
- The ability to inspire others with high quality interpersonal skills with a reputation for integrity and high personal values which earns the respect of staff, pupils, parents and carers.
- **(E)** Strong leadership, underpinned with the skills to motivate effective team working whilst being open to challenge.
- Excellent communication skills, both written and oral - for a variety of audiences.
- To act as a positive role model for pupils and staff.
- The ability to create and maintain an effective partnership with parents/carers to support and improve pupils' achievements and personal developments.
- The ability to think strategically, analytically and creatively.

Qualifications and training

- Graduate qualification.

- **(E)** Qualified Teacher status.
- Experience in post as Head Teacher, or Deputy/Assistant Head Teacher, in a primary school environment.
- An impressive classroom teaching record.
- **(E)** Evidence of significant continuing professional development.

Leadership and Management

- The ability to plan collaboratively, prioritise and delegate effectively.
- Understanding and experience of effective strategic change, successful financial and resource management.
- The ability and drive to develop an exciting vision for the school, to articulate it and to work collaboratively with the staff and governing body to realise it.
- Data analysis skills, and the ability to use data to set targets and identify weaknesses.
- The ability to monitor and evaluate teaching and learning effectively within a robust framework of performance management, encouraging and celebrating excellence, and having the ability to mentor and motivate others to produce outstanding results.
- Commitment to a pupil-centred approach, prepared to listen and respond to the pupil voice.
- Commitment to balancing educational and non-educational outcomes.
- Knowledge and understanding of the national education agenda.
- Knowledge of the statutory and legal framework governing an academy, a charity and a company.
- Suitable approach to work/life balance for self and staff.

Leading Teaching and Learning

- A track record of effectively managing, monitoring and evaluating pupils, resulting in improved educational outcomes.
- Capacity to inspire and motivate colleagues and pupils to enable all pupils and staff to achieve their full potential.
- Experience of successful teamwork focused on improving standards and outcomes for all pupils across the curriculum.

KEY (E) = Essential

The appointment

Lindley Junior School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. Therefore, this position will be subject to the appropriate clearance checks including an Enhanced DBS check with the Disclosure & Barring Services (previously known as the Criminal Records Bureau). Lindley Junior School is an equal opportunities employer.

Pay

The Governors have created a Lindley Junior School pay scale which recognises the National Pay and Conditions agreement. The remuneration package for the Head Teacher will reflect the spirit of those arrangements, but acknowledge the additional responsibilities borne by the head teachers of academies. Starting salary point 23 (£72,497).

Please find the following documents included in this candidate pack:

- Letter from the Chair of Governors
- Job Description
- Personal Specification
- Application process

All appointments will be subject to receipt of satisfactory Enhanced DBS check, pre-employment checks and satisfactory references.

You are welcome, and encouraged, to visit the school in advance of your application. Please book your visit with Mrs Lawler, the School Business Manager:

Email: bursar@lindleyjunior.org.uk; telephone 01484 654650

Application process

Application must be made on the form provided; it must be hand-written and accompanied by a supporting letter (which may be typed). The application form and letter will be used as a basis for shortlisting candidates and candidates need to demonstrate how they meet the requirements of the post.

The application form can be downloaded from the school website, under the vacancies section; www.lindleyjun.org.uk

Applications should be addressed to the Chair of Governors and posted to Lindley Junior School, George Street, Lindley, Huddersfield, HD3 3LY. The closing date for such applications 3.30pm on Monday 31st January 2022.