



**Application Pack for:  
Head Teacher at Stone with Woodford  
Church of England Primary School**



**Stone with Woodford C of E Primary School**

Stone  
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Let your light shine

## Message from the Chair of Governors

Thank you for your interest in our Head Teacher role. We hope this information pack will give you a taste of the school's current successes and our ambitions for its future development.

Our small school has a big reputation. Our pupils consistently achieve results well above the national average in key subjects, and they also make excellent progress during their time with us. This has helped us to recruit and develop a dedicated staff team.

We are looking to appoint a passionate educator with a proven track record of leadership, classroom teaching, and drive who can:

- Take our unique and visionary curriculum to new heights
- Raise academic standards even further for all groups of pupils
- Uphold the Christian ethos of our school
- Demonstrate excellent communication skills
- Strengthen partnerships amongst all the members of the school community

We became a Single Academy Trust in 2013 and we enjoy active support from our Governors, the Friends of Stone School and our parents. In recent months we have been exploring becoming part of The Cotswold Beacon Academy Trust (CBAT). We currently receive a range of both educational and operational support from their team.

Since the Ofsted inspection in November 2022 we have made huge strides, addressing the points made. The whole team is dedicated to the development and progress that ensures an excellent education for our children.

This pack and our website should tell you about our school and our priorities for this role. Please pay particular attention to the Job Description and Person Specification when you apply.

We are very proud of our school and hope you will visit us before applying. We will be very happy to show you around.

Yours faithfully

**Brian Williams**  
**Chair of Governors**





## About our school

Stone with Woodford Primary School is a small Church of England school, central to its community, that is committed to providing all of its children with a high-quality education. We believe that every child can succeed, and we are dedicated to helping them reach their full potential.

The school combines a friendly warm atmosphere with high standards of educational achievement, putting enjoyment at the heart of every child's education. Our school is one big family where everyone is valued and respected within a Christian context.

**We are dedicated to our vision:  
'Let Your Light Shine' (Matthew 5:16)**

Our aim is to be a school where all students can thrive. We want our students to be happy, healthy, and well-rounded. We want them to be prepared for the next phase of their schooling and beyond. We want them to be successful in education, career, and life.

We work with children and parents to help our pupils make good choices about their lives. Together we develop and hold fast to the values of Respect, Kindness and Resilience. These values are explored through the teachings of the Christian faith to help develop self-worth, celebrate diversity and promote good moral attitudes. Children are encouraged to develop a positive mindset and to persevere in the face of challenge. Time is taken to reflect when things go wrong, and children are supported to resolve problems and bring about reconciliation.

We firmly believe and demonstrate that a love of learning and reading for pleasure, alongside an appreciation of life and our world, are the basis for the very best education.

As well as teaching the essential skills of literacy, numeracy, IT, RE and PSHE, we help our pupils develop a knowledge and understanding of the world in which they live. They learn about their role in society, how to be good citizens, how to develop healthy lifestyles, how to explore issues and how to form their own opinions. The Christian need to respect and care for others, themselves and their environment is a continuous conversation.

As a Church of England School, we come under the wing of the Diocese of Gloucester. SIAMs inspections graded us 'Good', with many positive comments about the Christian ethos generated by a caring and friendly community of both staff and pupils.

## In & out of the classroom

We have an intake of 15 pupils to our EYFS class, with three other mixed classes: one at KS1 (Years 1 & 2) and two in KS2 (Years 3 & 4 and Years 5 & 6). Each class has a Teacher and a Teaching Assistant, and a small number of our pupils have one to one support.

Our buildings are traditional, some date back to 1869. All four classrooms are well resourced and provide a safe and friendly learning environment. The school site is small but we make the most of the facilities. There are approximately 60 shared laptop computers as well as a small nurture room. We have a playground area, a small field, a 'forest school' patch and gardens with planters.



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## Our partnerships

Our school is a partner in a group of six local small rural primary schools – The Tyndale Cluster. Additionally, as a small school, we see the benefits of joining a larger community of schools and currently receive a range of support from CBAT, both with the curriculum and teaching and learning, as well as with operational matters.

Through an external provider, we also offer full wraparound care from breakfast club to afterschool activities, five days a week.

## Our learning

We believe that all children are entitled to a broad and balanced curriculum in preparation for secondary school and the experiences, opportunities and responsibilities of adult life.

Much of the children's learning is delivered through an adapted and bespoke curriculum package. As well as meeting the academic demands of National Curriculum, we look for ways to broaden their moral, spiritual and aesthetic education via a range of extra-curricular activities and school trips. We seek opportunities for them to engage with music, including regular participation in Young Voices, sport including District Sports competitions, as well as public speaking events and mock trials.

Lessons are structured to meet the needs of the children within their classes and the progress of each child is continually monitored and regularly recorded. We are committed to understanding the needs of individual children and providing them with an environment that will enable them to make the best progress. Staff work hard to identify needs and respond with appropriate additional support or challenge.

We use the local church for weekly worship and the 'Open the Book Team' from All Saints' visit us regularly, dramatising bible stories to fully engage our children. Stone is one of the parishes in the Berkeley Benefice. The priest in charge, Reverend Steve Godsell, is also one of our governors.

For more information about our school please visit our website:

[www.stone-with-woodford.gloucs.sch.uk](http://www.stone-with-woodford.gloucs.sch.uk)



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## Headteacher job description

**We are looking for someone very special. Someone who can:**

- Steer the professional vision and strategy for the school to build on its high standards of teaching and learning.
- Uphold the ethos and Christian beliefs that secure the school as a happy, friendly working environment.
- Lead the school team in its unified commitment to ensure that each child is given the opportunity to achieve their personal best, feeling valued and appreciated as part of the school community.

**In summary, the Headteacher will:**

- Plan for, monitor and evaluate the curriculum to ensure children have the skills, knowledge, confidence and positive attitudes ready for the next phase of their learning.
- Maintain a school where children and staff are safe and are aware of how to keep themselves and others safe.
- Regularly evaluate the school's performance, values and learning environment and plan to improve and set challenging targets.
- Monitor provision and progress towards targets across the year to ensure children and staff receive appropriate support.
- Work closely with the governors, sharing the school's vision and direction.
- Uphold the Christian values which underpin our school.
- Work with other schools to ensure the best provision possible for the children within our community.
- Develop links with our local community and explore and initiate opportunities to develop links further afield.
- As the accounting officer: allocate, control and account for the financial and material resources of the school. Work with the Finance officer and governors to present financial reports. (Currently supported by CBAT).
- Arrange for the security and maintenance of the school buildings, their contents and the school grounds, ensuring the health and safety of all children, staff, families and visitors.



The professional duties of the head teacher are contained in the School Teacher's Pay and Conditions Document. The key areas of Headship are contained in the [DfE National Standards of Excellence for Head teachers 2020](#).

As this school is currently a Single Academy Trust, the Headteacher is responsible for all matters of compliance associated with being a SAT.



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## Who are we looking for?

Being Head Teacher in a small school offers a unique opportunity to take your professional skills to the next level.

We recognise that our new Head Teacher will need support; not just to run the school but also to further their own development and so we also have included a list of commitments to you. We intend this to be a successful shared journey. The successful candidate will teach a Year 5/6 class for one day per week.

We're looking for a candidate who can demonstrate the following:

### 1) Leadership Skills:

- Create and secure commitment to a compelling vision for the school, focused on providing an excellent education for all pupils
- Lead by example – with integrity, creativity, resilience and clarity – drawing on their own scholarship, expertise and skills; holding and articulating clear values and moral purpose
- Build on our current high levels of performance by motivating staff, developing team-working and initiating change and improvement across the whole school community
- Provide professional direction, devolve responsibilities and monitor performance to ensure high standards and expectations for all children, including the most disadvantaged, and the development of professional practice among staff

### 2) Competence and Expertise:

- Command credibility and respect in their classroom practice
- Lead the safeguarding of pupils under the school's care
- Make informed use of inspection, benchmarking and research findings to apply good practice from other sectors and organisations

### 3) Communication and Problem Solving Skills:

- Think creatively and imaginatively to anticipate and solve problems, and identify opportunities
- Interrogate numerical and financial data with confidence and use it to make decisions
- Deal sensitively with people, demonstrating an ability to avert and resolve conflict
- Create a culture of effective communication across the whole school community and implement appropriate systems to support this

### 4) Personal Effectiveness:

- Work under pressure and to deadlines while maintaining a healthy work/life balance
- Take responsibility for their own professional development
- Create a strong, positive personal impact, conveying authority, confidence and warmth
- Demonstrate adaptability to changing circumstances and new ideas
- Demonstrate an understanding and commitment to equal opportunities
- Demonstrate reasoned judgement in difficult circumstances

### 5) Qualifications:

- Qualified Teacher Status
- NPQH or NPQSL is desirable
- Commitment to continuous professional development
- Experience at management level





## Our commitment to our new Head Teacher:

We will endeavour to:

- support you as an individual, developing your existing skills and learning new ones
- work with you to develop a strategic plan to deliver our targets and vision, strengthening our school for future generations
- welcome you to the heart of our community
- actively seek additional support from a wider family of schools

## What else can we offer you?

- A team of highly professional, hardworking and dedicated staff who are committed to the school
- Enthusiastic, well-motivated and happy children
- Committed local governors, eager to support and challenge
- A school where shared values are essential
- A truly special place to work

## How to apply

Application is via the [Gloucestershire County Council application form](#) which should clearly demonstrate how you meet our criteria. Please also check that we have the details of your referees: one of whom must be your current employer, while another should be someone who is able to comment on your performance at work from a position of responsibility, not as a peer. Please note that CVs will not be accepted.

We would expect you to visit us prior to your application; please contact our School Secretary on 01454 260309 who will be happy to make an appointment for you.

We are committed to Safeguarding and promoting the welfare of all the children and expect all staff and volunteers to share this commitment. This position is subject to a Disclosure and Barring Service enhanced check for a regulated activity.

Please return your completed application form and supporting letter to:  
[clerk@stone-with-woodford.gloucs.sch.uk](mailto:clerk@stone-with-woodford.gloucs.sch.uk)

The closing date for applications is **Friday 18 October 2024**  
Shortlisted candidates will be informed on **Monday 21 October**  
Interviews will be held on **23 & 24 October 2024** at the school.  
The start date for this post will be **January 6 2025**

