

# Wrenbury

# Primary School

## Head Teacher Recruitment Pack



We thrive as a forward-thinking, rural community school that nurtures happy, healthy, and hopeful children prepared for tomorrow.

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“Thoroughly enjoyed coming in to see the children in the school environment.  
I can see how happy and settled they are here.”  
*Parent Voice*

## Letter from the Chair of the Governing Board

Dear Applicant

I am delighted that you are interested in applying for the post of Head Teacher at Wrenbury Primary School, a small rural primary school set in a delightful village in the Cheshire countryside.

We thrive as a forward thinking, rural community school that nurtures happy, healthy, and hopeful children prepared for tomorrow. We are proud of the education and curriculum we offer and continually strive to be the best we can be and do the very best for every one of our children. Wrenbury Primary School is a school where **we all matter**, and this ethos drives everything we do.

We, at Wrenbury Primary School, believe our school is a special place, where our staff, Governors, parents, and children can work closely together to inspire each other and aspire for all to have high expectations, the desire to succeed and the opportunity to achieve their full potential. We strive for our school to be a place where everyone has a sense of self, a sense of place and a sense of belonging both within our rural community and the wider world, where everyone in our school family is valued for their uniqueness and individuality because **we all matter**. We place a strong emphasis on inspiring our pupils and helping them to aspire and achieve their best both academically and personally.

Our School was established in 1876 in a splendid Grade II listed building. We have around 130 children across five classroom bases and in addition, our Governor-run provision for between 20 and 30 3- and 4-year-old children – Little Wrens, and our before and after School provision – The Nest. Our grounds are extensive, overlooking farmland with two sports fields and a hard-core area that surrounds the building allowing for all age play.

I am proud of the journey we have been on as a School over the last few years, and I was delighted that the Ofsted inspection team recognised in January 2023 that the school continues to be a ‘Good’ school under Ofsted’s most recent Education Inspection Framework. Their focus for this most recent inspection was on the ‘Quality of Education’ delivered at Wrenbury, the children’s behaviour and attitudes and ensuring that safeguarding remains effective.

When reading the report, you will see clearly that the school continues to deliver an education for all our children. The Wrenbury Team has always endeavoured to live up to the school’s motto ‘We all matter’ and is continually striving to be the best it can be and do the very best it can for our children.

The inspectors recognised this during their visit, commenting that our ‘*pupils are **proud** to belong to a school where everyone matters*’. The inspectors recognised that our children ‘*are **exceptionally well cared for***’, and that: ‘*Leaders have **high expectations** of pupils’ achievement and behaviour. Pupils take **great pride** in their work and typically behave well... [and]... Pupils, including those with special educational needs and/or disabilities (SEND), are **fully involved** in school life.*’

After leading our School for the last nine years and with almost 40 years total service to teaching, our current Head Teacher has decided to retire at the end of this academic year, and so we are seeking an inspirational individual to join us as our new Head Teacher in September 2024.

We are looking for a dynamic, passionate person who has a passion for developing and leading a team of dedicated staff. We want a Head Teacher who shares, and will help us to further develop, our strong vision for the direction of the school, but above all we want a Head Teacher who cares about our children, our School, and our community. You will be working with a professional Governing Board to drive the strategic direction of the school.

I hope as you visit our website you will gain a sense of the value that we place in each child and our determination to ensure standards remain as high as possible within our caring and happy community.

The Governing Board will only appoint the best; our children, our school and our community deserve the best. If you have the ambition, commitment, expertise, and empathy to meet our expectations we welcome your application and extend a warm invitation to you to visit our school, meet the children, staff, and some members of the Governing Board. You can experience the ethos of hard work and positive attitudes to learning and discover whether you have those special qualities we expect of the future Head Teacher of Wrenbury.

Terry Whalley

Chair of the Governing Board



*“Pupils are proud to belong to a school where everyone matters. They are exceptionally well cared for.”*

*Ofsted Jan 2023*

## Wrenbury Primary School where ‘we all matter’.

Wrenbury Primary School is a smaller than average, warmly welcoming and successful maintained school, situated in the heart of the rural, thriving village of Wrenbury, on the outskirts of the busy market town of Nantwich.

### Location

Built in 1876 and set in expansive and well-resourced grounds, Wrenbury School benefits from its proximity to Wrenbury railway station, the Llangollen Canal, and St Margaret’s Church. We value and embrace the contributions and opportunities that the local community offers the school and our children. We strive for our school to be a place where everyone has a sense of self, a sense of place and a sense of belonging, both within our rural community and the wider world and where everyone in our school family is valued for their uniqueness and individuality.



### Vision and Ethos

*‘We thrive as a forward-thinking, rural community school that nurtures happy, healthy and hopeful children prepared for tomorrow’* is our vision statement. We seek to achieve this by providing a safe, inspiring, and creative learning environment where all can flourish.

### Our Aims

- To provide a welcoming, happy, and safe place to be; where everyone is valued, respected, and can thrive.
- To develop the emotional, physical, spiritual, and social well-being of all within our school.
- To provide an ambitious, rich, balanced, and relevant curriculum to inspire life-long learning.
- To build confidence, independence, resilience, and success through a child-centred, holistic, and creative curriculum.
- To offer a broad range of experiences and opportunities to raise aspirations.
- To prepare our children to take their place in society with confidence, responsibility, awareness and understanding of our diverse and changing world.
- To celebrate achievement and the reaching of full potential in all areas of development.
- To have open, honest, trusting, and positive relationships between home and school.
- To provide an inclusive, collaborative, and engaging environment for staff to work and develop.
- To have a school at the heart of its community and for the community to be proud of its school.

### Wellbeing

Wrenbury Primary is a school where ‘we all matter’ and where personal wellbeing is prioritised for all involved in school life: children and adults alike. At Wrenbury, we understand that children need to feel happy and safe to access their learning. We are very proud of our unique approach to wellbeing.

Our weekly Wellbeing Lunch Clubs and the ‘Colour Monster’ are well-established aspects of the ‘Wrenbury Way’ and valued by children and staff alike. The children enjoy their weekly ‘my happy mind’ positive mental health sessions. Staff wellbeing is equally important ensuring that we can all be the best that we can be for our children. To sustain this, the school has adopted a ‘trauma informed approach’ to support and enable all to thrive.

## Teaching and Learning

Our very popular and nurturing, Governor-run ‘Little Wrens’ nursery provision is the starting point for most of our early years’ children and their ‘learning journey’ at Wrenbury, before applying for places in our reception year.

Our PAN is 20 and, in the primary years, our 130 children are taught in 5 classes known as Bases, with YR-Y2 taught in two Bases and Y3-6 in three Bases. Cohort size determines the make-up of our Bases, most of which are mixed age.

At Wrenbury, we are very proud of the quality of education and ever-evolving curriculum we offer through our bespoke *learning journey*, validated in our most recent Ofsted inspection (January 2023). Reading is at the heart of our curriculum. We aim for our wonderful children to grow, learn, and flourish by ensuring that they have as broad and rich an experience as possible as they follow their *learning journey* through school and in readiness for high school. To this end, the Wrenbury Team continually strives to be the best we can be and to offer the very best we can for each one of our children.

## Our Current Priorities

In driving school improvement our current priorities are:

- To embed the school’s ambitious curriculum planning model to ensure equity for all groups.
- To further improve outcomes for all children in English (reading, writing and oracy) through prioritising basic skills and attendance to support better outcomes.
- To develop teaching practices which will enable all children to understand what they need to do to learn effectively. (Metacognition)

## Beyond the Planned Curriculum

We host extra-curricular activities across the year alongside our annual ‘Health and Wellbeing Week’, STEM days and participate in local events, including maypole dancing at Marbury Merry Days. This summer our Y3s will be receiving brass tuition and performing with the Hallé Orchestra. This year we are supporting a local garden designer with her RHS Tatton show garden entry. We have achieved the Platinum level for Sport. Friends of Wrenbury Primary School (FOWS) make a very positive contribution to our educational visits, visitors, and resources.

Supporting our working families, we offer a very popular before and after school club – The Nest, providing wraparound care during term time.

## Partnerships

Wrenbury Primary School is a partnership: our children, our parents, our staff (teaching and non-teaching), our Governors and the local community. We all place a strong emphasis on inspiring our pupils and helping them to aspire and achieve their best both academically and personally. Beyond the village community, we work collaboratively with the family of primaries and two high schools that make up the Nantwich Education Partnership, Crewe and Nantwich Schools Sports Partnership

and Chester University for ITT. We partner with Love Music Trust and Music for Life to enhance our music offer.

### **Ofsted – January 2023**

Our most recent Ofsted inspection again judged the school as a ‘Good’ school and validated all that the school has achieved to date.

### **Safeguarding**

The school takes safeguarding very seriously, and we expect our new Head Teacher to be committed to ensuring all our children are protected from abuse, harm, and neglect and to ensure that safeguarding is everyone’s business.



“There is no doubt that ... kindness, compassion and care is seen through the DNA of the school and are values that are clearly lived by everyone involved at Wrenbury ... “  
*Parent Voice*

## Head Teacher Job Description

The role of Head Teacher is to provide the professional leadership and management of the school, ensuring its continuing success and improvement, high quality education and personalised learning for all its pupils. It will lead to high standards and achievement in an environment which promotes the care and self-esteem of all, inspire and influence others, within and beyond school, to believe in the fundamental importance of education in young people's lives.

- Accountable to the Governing Board for the effective running of the school.
- Lead and manage staff, so they are engaged in their work with clear expectations of their role, ensuring their effective contribution to the school's success.
- Lead by example, with integrity, creativity, resilience, and clarity, demonstrating positive relationships and attitudes towards pupils, staff, parents, Governors, and members of the local community.
- Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to be the best version of themselves.
- Work in a resolution-focussed manner via effective engagement with parents, teachers, and children.
- Hold and articulate clear values and moral purpose, focused on providing an outstanding education for the school's pupils.
- Maintain current knowledge and understanding of education and school systems locally and nationally, pursuing continuous professional development, passing that knowledge to your team.
- Create an ethos within which all staff are motivated and supported to continuously develop their own skills and subject knowledge, and to support each other.
- Work within a clear set of principles centred on the school's vision, translating local and national policy into the school's vision and day to day life.
- Work with Governors to ensure the strategic financial planning, operational budget management and principles of best value.
- Work in line with the School's Financial Value Standard (SFVS).
- Establish a culture of open learning as a basis for sharing best practice within the Nantwich Education Partnership.
- Always ensure the prioritisation of wellbeing for staff and pupils.
- Ensure a culture where the protection and safeguarding of staff and pupils is everyone's business and always a priority.
- Hold all staff to account for their professional conduct and practice, dealing with any issues promptly and professionally.
- Provide regular and meaningful communication in a form appropriate to a range of audiences, Governors, parents, local community, OFSTED, and the Local Authority.



- Work with Governors to oversee Health & Safety, the care, maintenance, and development of the school's facilities, technology, equipment, and grounds.
- Ensure all School policies are maintained and adhered to.
- Work in a manner consistent with Department for Education Head Teachers' Standards 2020.
- Uphold the seven principles of public life – the Nolan principles (selflessness, integrity, objectivity, accountability, openness, honesty, leadership).



“Staff are proud to work at the school, and their morale is high.”

*Ofsted Jan 2023*

## Person Specification

	Essential	Desirable	How Identified (Application / Interview)
<b>Qualifications</b> <ul style="list-style-type: none"> <li>➤ Qualified Teacher status.</li> <li>➤ NPQH accreditation or serving Head Teachers who are exempt.</li> <li>➤ Evidence of regular and appropriate professional development in school leadership and management at Senior Leadership Team level.</li> <li>➤ Evidence of regular and appropriate professional development in teaching.</li> </ul>	 ✓  ✓	  ✓  ✓	 A A A A
<b>Experience</b> <ul style="list-style-type: none"> <li>➤ Successful strategic leadership and management experience in schools for primary age children at a Deputy or Head Teacher level.</li> <li>➤ Evidence of experience across all key stages.</li> <li>➤ Proven track record of raising educational standards.</li> <li>➤ Experience of Inclusion, SEN provision and Safeguarding processes in a primary school setting.</li> <li>➤ Evidence of strategic leadership and impact.</li> </ul>	 ✓  ✓	   ✓ ✓ ✓	 A/I A/I A/I A/I A/I
<b>Shaping the future</b> <ul style="list-style-type: none"> <li>➤ Communicate effectively with staff, children, parents, Governors, and other professionals.</li> <li>➤ Think strategically, by building, communicating, and implementing a shared vision of excellence and equity for all.</li> <li>➤ Lead creative and innovative contributions to strategic plans that realise the vision and sustain measurable school improvement.</li> <li>➤ Set and achieve ambitious challenging goals and targets.</li> </ul>	 ✓	  ✓ ✓ ✓	 A/I A/I A/I A/I
<b>Leading Learning and Teaching</b> <ul style="list-style-type: none"> <li>➤ Lead and implement the curriculum and further develop creative, responsive, and effective approaches to learning and teaching. (including the appropriate use of new and emerging technologies)</li> <li>➤ Demonstrate a clearly articulated philosophy of education.</li> <li>➤ Access, analyse and interpret appropriate data to monitor pupils' progress, set and achieve ambitious, challenging goals and targets. Identify areas for improvement with the focus on every pupil achieving their full potential.</li> <li>➤ Sustain and develop flexible, comprehensive learning opportunities and strategies to meet the personal learning needs of every pupil and foster a culture of lifelong learning for all pupils.</li> <li>➤ Sustain and develop the ethos of the school.</li> <li>➤ Provide a clear understanding of the current educational issues and the ability to focus and deliver the core requirements.</li> </ul>	 ✓	  ✓ ✓  ✓  ✓	 A/I  A/I A/I  A/I  A/I A/I

<p><b>Developing Self and Working with Others</b></p> <ul style="list-style-type: none"> <li>➤ Manage change, empowering individuals, and teams.</li> <li>➤ Manage own workload and the work of individuals and teams effectively, providing support and delegating where appropriate.</li> <li>➤ Provide regular and timely supervision with staff and manage performance, ensuring continuing professional development.</li> <li>➤ Work collaboratively with others, within and beyond the school, to build an open, fair, and equitable learning culture.</li> <li>➤ Demonstrate emotional intelligence, enthusiasm, presence, commitment, flexibility, and impact.</li> <li>➤ Manage conflict effectively.</li> </ul>	✓		A/I A/I A/I A/I A/I A/I
<p><b>Managing the Organisation</b></p> <ul style="list-style-type: none"> <li>➤ Work collaboratively with the Governing Board to deliver positive outcomes for the children, the school and community.</li> <li>➤ Implement clear and appropriate evidence-based improvement plans and policies and monitor, evaluate and review their effects.</li> <li>➤ Work with Governors to ensure the strategic financial planning, operational budget management and principles of best value.</li> <li>➤ Manage the efficient and effective day-to-day running of the school to ensure a safe, secure, and healthy environment.</li> </ul>	✓		A/I A/I A/I A/I
<p><b>Securing Accountability</b></p> <ul style="list-style-type: none"> <li>➤ Use a range of evidence, including performance data and external evaluations to improve aspects of school life, including challenging poor performance.</li> <li>➤ Apply principles and practice of quality assurance systems, including self-review, self-evaluation, performance management and stakeholder and community involvement.</li> <li>➤ Lead teams effectively and efficiently towards the academic, spiritual, moral, social, emotional, and cultural development of all pupils.</li> </ul>	✓		A/I A/I A/I
<p><b>Strengthening Community</b></p> <ul style="list-style-type: none"> <li>➤ Work with groups within the community to further improve outcomes for the school and all its pupils.</li> <li>➤ Promote the school within the local community and beyond.</li> <li>➤ Enhance the value of the school to the wider community (including parents and carers, other schools, and the Nantwich Education Partnership) and involve that community in enriching the learning experiences of pupils.</li> </ul>	✓		A/I A/I A/I

“I've always felt that their well-being comes above anything at Wrenbury, and they now have a genuine passion for learning that stems from an amazing culture and curriculum... thank you so much! “  
*Parent Voice*

## Job Advertisement

The Governing Board at Wrenbury Primary School are pleased to invite you to consider this wonderful opportunity to become our next Head Teacher.

Wrenbury Primary School and Little Wrens Nursery is at the heart of our rural community. ‘We all matter’ is central to the culture across the whole school as children are fostered to embrace their true identities and be proud of their achievements. The school continues to be GOOD (Ofsted Jan 2023), acknowledging the strong emphasis on pupils’ personal development and highlighting how they are exceptionally well cared for.

The Wrenbury Team have developed an inspirational curriculum which supports each child to aspire and achieve their best. All partners work together to ensure our pupils understand how they learn and to communicate this effectively to others. Everyone is committed to nurturing happy, healthy, and hopeful children prepared for tomorrow.

The school is a Group 2 school with 130 pupils on roll.

The role, which will start on 1<sup>st</sup> September 2024 is a permanent full-time post. The salary range will be L7 – L12 (to be confirmed on appointment).

We are hoping that the next Head Teacher at Wrenbury Primary School will:

- Take on this important role with passion and commitment to ensure the pupils, families and staff feel that they are in safe hands.
- Use their vision and experience to strive for excellence and build upon the school’s solid foundations.
- Work collaboratively with all partners to provide our amazing pupils with the positive early school experience that they deserve.
- Have a track record of achievement which demonstrates positive impact and improved outcomes for pupils.
- Demonstrate excellent leadership, organisation, and communication skills.
- Be able to think strategically, ensuring sound governance and effective management of the budget.
- Value and develop all staff.
- Protect and safeguard members of the school community.
- Promote an emotionally balanced approach to ensure children feel confident and resilient in their learning and interactions with each other.

In return, our Governing Board aim to provide:

- A positive working environment, supported by committed staff and enthusiastic pupils.
- A valuable opportunity to be a key part of the Nantwich Education Partnership and to gain support from neighbouring primary and secondary schools.
- Regular supervision and support to ensure your well-being is prioritised.
- A culture that values and nurtures leadership and professional growth.

## Key Dates:

Date	Activity
<b>Monday 29<sup>th</sup> April 2024</b>	Completed applications to be submitted by <b>midday</b>
<b>Tuesday 16<sup>th</sup> April 2024 at 2.15pm or Monday 22<sup>nd</sup> April 2024 at 4pm</b>	School Visits To arrange email <a href="mailto:admin@wrenbury.cheshire.sch.uk">admin@wrenbury.cheshire.sch.uk</a>
<b>Wednesday 8<sup>th</sup> May 2024</b>	Shortlisting meeting
<b>Monday 20<sup>th</sup> May</b>	Activities Day
<b>Tuesday 21<sup>st</sup> May</b>	Interview Day

Application forms can be obtained from the School Governance Team, 5th Floor Delamere House, c/o Municipal Buildings, Earle Street, Crewe, CW1 2BJ. Telephone: 0300 123 5036.

Email: [schoolgovernanceeast@cheshireeast.gov.uk](mailto:schoolgovernanceeast@cheshireeast.gov.uk)

Application forms to be **returned by midday on Monday 29<sup>th</sup> April** to the School Governance Team, 5th Floor Delamere House, c/o Municipal Buildings, Earle Street, Crewe, CW1 2BJ. Telephone: 0300 123 5036.

Email: [schoolgovernanceeast@cheshireeast.gov.uk](mailto:schoolgovernanceeast@cheshireeast.gov.uk)

You may provide a supporting letter with your application; this should not exceed two sides of A4 paper, font size 12. Please do not restate the factual details already included elsewhere on the application form.

The successful applicant will be subject to the conditions of employment for Head Teachers contained in the current School Teachers' Pay and Conditions document 2023 and other current education and employment legislation.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, and external agencies to share this commitment. Successful candidates will be subjected to an Enhanced Disclosure check from the Disclosure and Barring Service.



# We all matter