

Headteacher Recruitment Pack

St Peter's CofE Primary School, Plymouth





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| Job Title: | Headteacher |
| Salary Grade: | L12-16 (£55,338 - £61,166) |
| Benefits: | Teacher Pension Scheme, Standard Teacher Pay & Conditions |
| School Name: | St Peter's CofE Primary |
| Location: | Plymouth |
| Closing Date: | Wednesday 19 th January, 9am |
| Interviews: | 31 st Jan and 1 st Feb 2022 |
| To Start: | September 2022 |



Welcome from Jo Evans

Chief Executive Officer

Thank you for taking an interest in applying for this Headteacher position at St Peter's CofE Primary School, Plymouth. I hope that the information we have made available gives you a sense of the school and the Trust.

I am Jo Evans, CEO of the trust since 2017. Our Trust is 18 schools across Devon, Plymouth and Torbay, with St Peter's being our most recent addition in April 2021. This is a hugely exciting time for St Peter's. For the successful candidate, the role provides many opportunities to influence current practice and secure the direction of the school, in building community at its heart and benefiting from the regeneration in the area.

We are looking to appoint an inspirational leader who is focused on ensuring outstanding provision relevant to the community it serves, leading to great pupil outcomes. The school has had an Acting Head who has laid the crucial building blocks for enabling improvement in the school. The Trust are now looking for the leader that will take the school forward. As a Trust we have big ambitions and we would like St Peter's to be one of the best primary schools in Plymouth.

The Trust central team provides support in working alongside the school's middle and senior leaders. The word 'alongside' is really important – we want to see all our schools be successful and be wonderful places of learning for both pupils and staff. It's no easy task but utilising the full range of gifts and talents by working in true collaboration, we flourish.

So, as the CEO of the Trust I am seeking a leader with a genuine interest in building community, prepared to get stuck and make a difference. You will need a proven track record of school improvement with a passion for inclusion. If you might be that person, then please do come and see the school and put an application in.

With very best wishes,

Jo Evans, Chief Executive Officer

About the Trust

St Christopher's Trust is a family of 18 Church and Community Schools spanning three local authorities; Devon, Plymouth and Torbay.

Central to our Trust is the spirit and principle of collaborative working which underpins all that we do along with our values of Collaboration, Humility, Respect, Inclusion, Stewardship, Trust. It is through these values and the way we work together that enables us to achieve our mission of Flourishing Communities.

The Trust provides a network of collaboration at many levels. We seek to ensure that within our values framework, schools have enough autonomy to make local decisions that best support the uniqueness of each school community whilst also encouraging a sense of collective responsibility and partnership.

We are an outward-facing Trust and constantly seek to and work with a range of strategic partnerships which include our local Maths and English Hub, Teaching School, ITT partners and Local Authorities to ensure that every pupil has the best possible provision and is taught by a skilled teacher.



- Be part of a supportive and learning based Trust
- Work with a dedicated Central Team who have providing the very best for pupils at the heart of everything they do
- Join 600+ colleagues across the southwest
- Support for Headteachers through professional coaching and personal supervision sessions - a first for any South West Trust
- Opportunity to lead whole school change in spacious modern buildings
- Convenient location in the centre of Plymouth on the doorstep of beautiful Devon beaches and moorland

Our Team

We have a strong central team who work with schools to navigate the challenges of school improvement. This includes HR support, financial management, premises, H&S as well as our team of School Improvement Leaders.

We have a rich programme of CPD that supports leaders, teachers, governors, support staff and aspiring professionals at their various stages of leadership development. This programme is ever-growing and changing in response to needs and includes:

Headteacher Leadership Network

An opportunity to learn with and from other Headteachers in the Trust.

Early Headship Support

A network for those new to Headship or in the first years of the profession to access a bespoke program of support.

Middle Leadership Skills Network

Includes skills such as coaching, building teams, action planning, monitoring teaching and learning.

Subject Leadership Networks

English, Maths, RE, SIAMS and EYFS.

Headteacher Supervision

Regular and individual supervision sessions across the year, in partnership with 'Talking Heads' - a Devon based provider of supervision. We are one of the first Trusts to offer this vital programme of support to Headteachers.

SEND Network

Regular opportunities for leaders of SEND to come together, share, and develop practice.



Our People



// I was fortunate to be appointed as the Headteacher of Lady Modiford's Primary School, Walkhampton from September this year. I have been warmly welcomed and fully supported from day one by the entire team across the Trust. Running a small village school can have its challenges and I have always been able to turn to the Trust for guidance and support. I am proud to be the headteacher of a school whose Trust is committed to each and every member of the school community flourishing. //

Louise Scott, Headteacher
Lady Modiford's, Walkhampton

If you would like to speak to Louise for an informal discussion about her experience as a new Headteacher at St Christopher's Trust then please get in touch by:

email: louise.scott@stcmat.org or call: 01822 853277

We would encourage any applicants to arrange a discussion about the role with our Director of School Improvement, Sean Millar by emailing sean.millar@stcmat.org to arrange a suitable time.

Sean Millar, Director of School Improvement
St Christopher's Multi Academy Trust



Chris is Headteacher of St Matthew's in Plymouth having previously held the role at St Peter's and St Rumon's, Tavistock. If you would like to have an informal discussion with Chris about what it is like to be part of our supportive and learning based Trust then please do call 01752 395969

Chris Conners, Headteacher
St Matthew's, Plymouth

About the School

Description of the School

St Peter's Church of England Primary School is situated in the Stonehouse area close to the centre of Plymouth with approximately 150 pupils on roll. Families come from a rich variety of different ethnic backgrounds and over a third of pupils have EAL. In addition, children identified as SEND are well above the national average and ability levels on entry to the school are generally well below national expectations. The school has a dedicated nursery for up to 30 children which aims to nurture an environment which makes a real difference to children's early lives and foster supportive relationships with their families. The school is a historic part of the local community which aims to provide a safe, secure and caring environment where children and staff can learn and flourish together. At St Peter's we see children as the most important part of our school; we want them to develop a lively and enquiring mind, a positive desire to learn and the resourcefulness to be wise and effective problem solvers.



Ethos and Values

We are a school inspired by Christian values and driven by the Gospel "that they may have life and have it abundantly" (John 10.10), and we are supported by St Peter's Church and its Parish Priest. Each child, whatever their background, is an important individual and their needs are supported by the school's distinctive vision, expressed through our mission statement to "Live hopefully, learn joyfully and love each other". We believe that all children can achieve regardless of their background; alongside securing academic success and developing a rounded personality, we aim to help children understand the Christian faith and develop their own understanding of God.



Catchment Area

The school serves a diverse inner-city community in one of the most disadvantaged areas of the country. Stonehouse has gone through many changes in recent decades, many of these driven by changes in Royal Navy policy and maritime economy. The types of housing in the area are very diverse from Victorian Terraces, Edwardian Town Houses, post war flats, to relatively new builds. A lot of the accommodation is social housing. In recent years there has been a growth in community development, with some very large community projects beginning to emerge.



Community Links

St Peter's Church works closely with the whole school to build collaborative partnerships with other community groups and to develop the role of the school within the parish. The school has worked on many community art and drama projects held within the community. The school has been an active participant in the 'Widening Horizons' project and has benefited from working with the Millfields Trust.

Person Specification

| | Essential | Desirable | Tested by |
|---|--|--|--|
| Professional Qualifications | <ul style="list-style-type: none"> • Qualified teacher with Qualified Teacher Status • Evidence of continuing professional development relating to school leadership and curriculum development • Enhanced DBS | <ul style="list-style-type: none"> • Church of England Professional Headship Qualification • NPQH or equivalent | <ul style="list-style-type: none"> • Application • Document inspection • Interviews |
| Relevant experience | <ul style="list-style-type: none"> • Significant experience at a Senior Leadership level in a primary school • An understanding of, and commitment to, promoting the safeguarding and welfare of pupils • A commitment to protect and enhance the Anglican ethos, working with the Church and guided by Christian values. | <ul style="list-style-type: none"> • Experience of working within a Multi- Academy Trust • Experience as a Headteacher | <ul style="list-style-type: none"> • Application and supporting letter • Interviews |
| We are looking for you to demonstrate how you: <ul style="list-style-type: none"> • Hold a clear, personal vision for the curriculum, knowing what you want to be taught and how. • Want the very best provision for every pupil, celebrating their uniqueness and working through others to overcome barriers where they exist. Be able to give clear examples of how you have improved provision and therefore outcomes for all or some pupils. • Are a thoughtful leader, open to learning and recognise and draw on a range of skills to meet the demands of running a small school with a wonderful community. • Maintain a relentless focus on supporting all staff to be the best they can be, whatever their role. • Build productive relationships with the entire school community in order to fulfill the school's vision and values. • Nurture the school's culture and ethos, informed by the Church of England's vision and expectations of its schools. | | | <ul style="list-style-type: none"> • Supporting letter • Interviews |

Relocating?



- Opportunity to live and work in one of the most beautiful parts of the UK
- Two thriving cities Plymouth and Exeter
- History, culture, hospitality, sports, landscape - Devon has it all
- Plentiful activities - cycling, walking, sea swimming, climbing, surfing
- Great transport links with the rest of the country (M5, Exeter Airport, Train)



How to Apply

For further details about our school please visit:
www.st-peterscofe.plymouth.sch.uk

For further details about our trust please visit:
www.stchristophersmat.org

To arrange an informal discussion about the role with our Director of School Improvement please email Sean Millar: sean.millar@stcmat.org to arrange a time.

Completed applications should be returned to the HR team: HR@stcmat.org

St Peter's School and St Christopher's Multi Academy Trust are committed to equal opportunities. If you require any adjustments as part of the recruitment process, please make these known through the cover email of your application.

Addresses

St Peter's Primary School
Rendle Street,
Stonehouse,
Plymouth
PL1 1TP

Trust Contact details

www.stchristophersmat.org
HR@stcmat.org
01392 241576

The Trust are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS check is required for all successful candidates. Candidates are encouraged to read our safeguarding policy before applying.

