



St Barnabas C of E Primary School

We are a global community, learning and growing together.



Recruitment of a Headteacher at St Barnabas Church of England Primary School, Jericho, Oxford

www.st-barnabas.oxon.sch.uk

INFORMATION FOR APPLICANTS



Welcome from the Governors

Dear Applicant,

Thank you for your interest in St Barnabas Church of England Primary School. The post will be vacant from September 2023, when we look forward to welcoming a new headteacher to lead our vibrant, supportive school community.

The school is situated just north of the centre of Oxford in the historic neighbourhood of Jericho, a unique neighbourhood with a rich cultural history. It attracts both local families as well as those coming from all over the world to study, research and teach at the University of Oxford and other global institutions based in the city. The school is set in the middle of a diverse neighbourhood with a strong sense of community and of its unique place within the city. Our school reflects and supports that diversity and sense of community. St Barnabas' is fortunate to be placed within one kilometre of the museums, colleges, and large green spaces.

St Barnabas is a Church of England school which has close links with the parish church and promotes inclusive and progressive Christian values within a multi-cultural and multi-faith community. We are always evaluating how the role of a Church school can contribute positively to contemporary society.

We aim to equip our children with the knowledge, skills and attitudes to flourish in an ever-changing world. At the heart of our school is an ethos of encouragement that actively values self-awareness, self-expression, self-confidence and independent thought, so that each individual flourishes within the context of a community, whose diversity is truly celebrated. At the last Ofsted inspection in October 2017 the school was rated 'Good', as it had been in 2013. As is the case everywhere, the pandemic has affected everyone, and there is work still to do to rebuild confidence, resilience and pupil numbers. We pride ourselves on the effort that has been made to promote mental well-being and happiness following successive periods of school closure. The future is bright, and the new Headteacher will need to be strong and inspirational, not afraid either to grasp nettles or to make important decisions - yet in a collaborative and consultative way. You will be assured of a supportive group of governors and a very active group of parents. We strongly encourage you to visit our school to sample its atmosphere. I can be contacted at chairofgovs@st-barnabas.oxon.sch.uk and I will happily answer any questions you might have. We look forward to meeting you.

Yours sincerely,
Christopher Woods (The Revd)
Chair of Governors



School Introduction

St Barnabas is a voluntary aided Church of England primary school in the heart of Jericho. It was founded as a Church School in 1854 and is now financed by the Oxfordshire County Council in partnership with the Diocese of Oxford. St Barnabas' serves the community of Jericho and the area immediately to the north of the city centre. Our hall and dining area were specifically designed for community as well as school use, and we encourage close links with our neighbours. The school has a lively and involved PTA and strong links with the parish church of St Barnabas and the wider community. We welcome children of all nationalities and faiths, or of no faith. We regard the range of languages and the knowledge of other cultures within the school as a positive asset in our approach to a multi-cultural education.

St Barnabas is a one-form entry school with a nursery. We are proud of being a close-knit community. Our last Ofsted report singled out the fact that children were known and valued as individuals and that they achieved well in a safe and happy environment.

SCHOOL VALUES

OUR VALUES

Encouragement | Wisdom | Friendship

OUR MISSION

We equip our children with the knowledge, skills and attitudes to flourish in an ever-changing world.

OUR MOTTO

We are a global community, learning and growing together.



School Ethos

St Barnabas school is a happy, welcoming and inclusive multi-cultural community. We celebrate our rich diversity and promote respect for all. As a distinctive Christian foundation, we encourage each other in whatever faith we practise as we seek to develop moral and spiritual awareness.

We prioritise the needs of our children whom we seek to inspire to become responsible, motivated life-long learners at the appropriate level of their abilities, promoting not only (but certainly including) results and attendance data. We encourage a range of extra-curricular activities as part of our concern for the well-rounded development of all children.

We have a dedicated team of teachers and assistants who over the last two years have exhibited impressive compassion and commitment for the wellbeing of all our children. We have a strong focus on staff welfare and seek to achieve an effective work/life balance. All staff work together with behaviour management and curriculum implementation.

All the members of our energetic Governing Body are strategically and practically involved with all aspects of the school's development. We work in partnership with parents and carers through a dedicated PTA, which offers fund-raising events and a committed network of class representatives who provide opportunities for communication with families.

We value our links with the local and global community, particularly with our local parish church and its clergy and lay leaders, several of whom also serve as Governors.

We have a strong ethos for respecting the natural world and accept our responsibility to strive for a sustainable future.





Key Information

Type of school	Co-educational Voluntary Aided Church of England Primary School
Age range	3-11
No. children on the roll	172 (12 of whom are in the nursery)
No. teaching staff	10 plus Headteacher (not including support staff); 7.8 FTE
No. children on PP	28
No. children on FSM	28
No children with EAL	55
No. children with SEN	25 (one of whom have an EHCP)
Budget	£939,000
School Website	https://st-barnabas.oxon.sch.uk/





Job Description

Applicants should refer to the range of duties and responsibilities for Headteachers set out in the annual school teachers' pay and conditions document available at the link below:



<https://www.gov.uk/government/publications/national-standards-of-excellence-for-headteachers/headteachers-standards-2020>

Salary: L10-L16: £55,360 – £64,225

In addition, to the above duties we are looking for someone who will:

- Lead the school with kindness and determination.
- Provide an excellent and inclusive school environment and education for our children.
- Motivate and encourage teachers while promoting their professional development.
- Support the Christian (Church of England) ethos of the school and its place in our community.



Person Specification

Attributes	Criteria	Essential/ Desirable
Qualifications and Training	Qualified teacher status.	E
	Evidence of continuing professional development.	E
	NPQH	D
Experience	Experience of headship or deputy/assistant headship.	E
	Proven track record of excellence in class teaching	E
	Experience of working in a church school and an understanding of the SIAMS evaluation schedule.	D
	Teaching experience in at least two primary schools.	D
	Experience in staff recruitment, selection and appointments.	D

Continued overleaf....



Person Specification

Attributes	Criteria	Essential/ Desirable
Skills and Abilities	A detailed knowledge of and commitment to safeguarding policy and practice.	E
	The ability to promote a love of learning and to realise the potential and development of each child.	E
	Excellent interpersonal and communication skills.	E
	The ability to drive improvement in the standard of teaching and learning.	E
	The ability to work consultatively and collaboratively with all stakeholders, including Staff, Governors, School Council, parents and carers.	E
	Experience in producing rigorous, fair and supportive performance reviews and school evaluations.	E
	A good understanding of SEND and a commitment to a culture of inclusion, diversity and access.	E
	Experience in school finances/budgets and resource management	E

Person Specification

Attributes	Criteria	Essential/ Desirable
Managing and Leading	Develop and deliver a sustainable, compelling five-year vision for the school and a practical and realistic plan to achieve it.	E
	Support and motivate staff, encourage and address their professional development, and ensure that they carry out their duties to the highest standard. Delegate effectively.	E
	Lead, motivate and direct change across the school, if necessary taking and implementing robust decisions.	E
	Consult and communicate clearly and regularly with the governors and school community.	E
	Celebrate the school's warm, inclusive ethos and social and cultural diversity. Nurture an environment in which all members of the school community feel valued, safe and respected.	E
	Display an understanding of and commitment to St Barnabas as a Church of England School.	E
	Engage with and strengthen the school's strong commitment to its place within the local community.	E
	Develop data-driven strategies to improve pupil attainment and numbers.	E

What parents and staff say

St Barnabas staff say that

they would like a new Headteacher who:

Aspires to make our school an outstanding school.

Is able to build and motivate a strong staff team with a united vision to improve teaching, learning and behaviour.

Prioritises the needs of children

Is an inspiring leader, and is decisive, but always fair.

Is friendly, easy to approach and kind.

Is hard-working and resilient.

Parents and carers of our children would like a new Headteacher

who:

Is kind, friendly, and shares the school's nurturing, inclusive values.

Loves children and values them all individually.

Has vision, creativity and clear direction.

Is a good listener but not afraid of tough decisions.

Will improve pupils' attainment.



How to apply

APPLICATION FORM

Candidates should complete an application form (CVs are not accepted), downloadable from:

<https://documents.hants.gov.uk/recruitment/oxfordshire-teaching-application-form.doc>

INFORMAL VISITS

Appointments for school visits can be made by prior arrangement with the School office which can be contacted at office.3832@st-barnabas.oxon.sch.uk or 01865 557178

TIMELINE

Completed application forms should be emailed to: The Chair of Governors (chairofgovs@st-barnabas.oxon.sch.uk) by **12 noon on 10 February 2023**

Interviews will be held on **27 & 28 February 2023 at the school**

WE ARE AN EQUAL OPPORTUNITIES EMPLOYER

Safer Recruitment

Oxfordshire Schools are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. This post involves the type of work with children and young people that requires applicants to undertake a Disclosure and Barring Service check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post. All users are considered confidentially and according to the nature of the role and information disclosed