



## **All Saints** Inter-Church Academy



### **Head Teacher** Candidate Information

### **Mission Statement**

Sanctus, Sanctus, Sanctus. Holy, holy, holy. The Lord Almighty is holy.  
His glory fills the world. Isaiah 6:3 We all strive to live holy lives at All Saints through "... love that is patient and kind" that "never gives up" enabling us to "Go out into the world, and love the people we meet."  
(Saint Paul and Saint Teresa)"



## Our Vision and Aims

At All Saints we value everyone of our children, their families, our staff, and volunteers. We all strive to live holy lives through "... love that is patient and kind" that "never gives up" enabling us to "Go out into the world, and love the people we meet. We are looking for a leader who will continue to nurture and develop our school family, is able to lead others to realise their full potential, and has the vision and drive to take our school to new levels of excellence. A leader who will motivate, enthuse and inspire our children, staff, parents and Governors both spiritually and academically.

## Dear Applicant,

Thank you for your interest in headship at All Saint. We hope you find this brochure a useful introduction to our school.

Our current Headteacher is retiring this year and the Governing Body is looking to appoint, so if you are the right person you will take up your new post in September 2021.

All Saints is a fantastic school, consistently rated as 'Good' by both Ofsted and SIAMS/Sec 48 – but this only paints part of the picture. Our Christian values are at the centre of all we do and the Governing Body is proud of the distinctive ethos that runs throughout the school and permeates into our community. "... love that is patient and kind" - when you walk in to All Saints that Christian love is tangible.

There are only a handful of inter-church primary schools in the country and we chose to convert to academy status in 2013 to help preserve our special heritage and maintain our distinctiveness. This puts us in the fortunate position of having the support of both the Anglican Ely Diocese and the Catholic Diocese of East Anglia. As a single form entry Faith school we admit 30 pupils per year, up to 15 places for Church (CofE or RC) and the remaining 15 from the local area.

In addition to fully completing the application form please provide a written supporting letter that describes, not only how you meet the personal specification, but also your vision for driving our school forward. We also welcome supplementary submission media, for example video, to support your application. Please ensure one of your three references is from your Priest or Minister.

We look forward to appointing, and supporting, our new Headteacher in leading our school, driving academic & pastoral excellence, and nurturing the ethos and values that make All Saints so special.

**Application closing date is 10:30am 18th January 2021 with interviews during the week commencing 25th January 2021. EPM Ltd. Email: [headship@epm.co.uk](mailto:headship@epm.co.uk)**

On behalf of the Governing Body, I hope the information in this document will inspire you to apply and wish you every success in your application.

*Jon Lynes, Chair*

## Covid-19

Due to Covid-19 our recruitment process will be different from what would normally be expected.

Please be assured that our priority is to keep everyone safe. Please do not hesitate to contact the business manager on **01354 659000** or via email to [Office@allsaints.cambs.sch.uk](mailto:Office@allsaints.cambs.sch.uk) should you wish to receive further information.





## Our school

Back in the early 1990s a joint decision was made by the Catholic Diocese of East Anglia and the Anglican Diocese of Ely to create a new school, adding to only a few existing schools with inter-church status.

From this, All Saints Inter-Church Academy was born. It opened its doors in September 1994 to thirty eager Reception children. Twenty-six years later, All Saints is a flourishing school family which is still full of eager children who are welcoming, happy, confident and ready to learn. With our distinctive status, we are proud that our school is still one of the few of its type in the country. Prayer is an essential part of our school life. Our chapel is suitably situated at the heart of our school. All Saints is a Christian community which provides a shared experience of God's love in all that we do. We embrace all aspects of our school family life and we value each individual, child and adult, in their uniqueness. All members of

our school family are encouraged to acknowledge, celebrate and use their God-given gifts for the good of all.

Our children are not only able to enjoy the benefits of a well cared for indoor environment, they are able to make the most of the spacious grounds which surround the school. The race track and woodland areas, located on our field, are part of our daily routine and encourage each of us to enjoy the benefits of physical activity as well as appreciate the natural beauty around us.

Our values based curriculum is built upon Gospel values and recognises that the human and the divine are inseparable. The All Saints family strive to live holy lives through love that is always patient and kind. Through the hard work and support of talented and skilled adults, All Saints children are able to go out into the world as happy, well-rounded, confident, resilient, learners who show kindness to all those they meet.

## Key Facts & Statistics

### Pay scale

L14 to L20

### Type of School

Single trust academy

### Location

County Road, March,  
Cambridgeshire

### Ofsted Rating

School inspection November  
2019 rating remained Good since  
previous short inspection in  
February 2016

### SIAMS/Sec 48 Grade

Inspection June 2016 Good

### Age range

Mixed primary 4-11 years

### Faith/Religion

Church of England / Roman  
Catholic

### Year school established

1994

### NOR

206

### Percentage SEND

9%

### Percentage Pupil Premium

20%

### Percentage FSM

23%

### Percentage EAL

16%





## About the role



### Job Description

At All Saints Inter-Church Academy, we believe it is the responsibility of the Headteacher to provide, through inspiring and purposeful leadership, a safe, secure and stimulating environment, maximising the opportunities for the educational and personal development of every child.

The Headteacher is responsible for the conduct, management and administration of the school, with due regard to the Governing Board, the Local Authority and the Department for Education in accordance with the requirements laid out in the current School Teachers' Pay and Conditions document and National Standards for Headteachers.

The Headteacher shall provide professional vision, leadership and management across all aspects of the school. The appointee shall set and maintain high standards for pupils and staff alike and shall be seen to lead by example and to bring out the best in children and adults. The Headteacher shall develop and promote the school as part of the wider community through partnership and collaboration.





## Culture and ethos

- Create a culture where pupils experience a supportive environment which is dedicated to their intellectual, emotional and spiritual needs, that enables them to be the best version of themselves.
- Provide a welcoming, caring and effective learning environment that recognises and celebrates success and strives to make improvements where necessary.
- Encourage relationships based on kindness, respect and understanding of the needs of others, creating a safe and inclusive environment for staff and pupils alike.
- Implement consistent, fair and respectful approaches to managing behaviour.
- Ensure that adults within the academy model and teach inline with our code of conduct.
- Encouraging parents/carers to actively support their children's educational journey.
- Understand the current strengths and opportunities for development within the academy and its staff, to create suitable personal development plans for all staff providing professional development opportunities, so that the needs for the whole academy and individual are met.

## Curriculum & teaching

- Maintain a high quality of teaching standards throughout the academy, making sure that effective teaching methods are employed to meet the nature of the subject and learning styles of the pupils.
- Ensure that all subjects are taught with a high level of underpinning knowledge, to be able to bring the subject to life and delivered with enthusiasm.
- Ensure that the curriculum is exciting and engaging as well as broad and balanced in line with national requirements while remaining consistent throughout the academy building on the pupils existing education, developing not only knowledge but also skills, understanding and respect for others.
- Set ambitious standards for all pupils, overcoming disadvantage, and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.
- Ensuring effective communication with the parents/carers to support learning.

## Organisational effectiveness

- To be actively involved in safeguarding and ensuring that the appropriate systems for safeguarding are in place, implemented and maintained to the highest standards, including safer recruitment.
- To strategically manage and have oversight of the academy's budget, financial and human resources to achieve the school's educational goals and priorities to provide value for money.
- By means of successful recruiting, training, development and deployment of staff, establish suitable staff structure with defined responsibilities and descriptions and the opportunity to grow professionally, whilst ensuring achievable workload are set with high standards of staff welfare and mental health.
- Ensure appropriate systems are in place for the effective maintenance, security and supervision of the academy site and buildings to meet the needs of the curriculum and all regulations.
- Ensure effective two-way communications throughout the academy.



## What the staff say:

I wish to see a new Headteacher as a leader who:

- Has genuine self-awareness with true understanding and experience of different leadership styles. They should be able to move between these, responding to the needs of the situation.
- Understands how staff wellbeing underpins a successful and happy school.
- Values simplicity so that our true work, based on Gospel values, leads our school family into an even better future.
- Able to use their own strengths as well as the strengths of those around them to achieve the best for our school.
- Views every member of our school community as having potential to be a leader in their own right.
- Actively inspires people to be the best person they can be is happy, fair, kind, approachable open and understanding.
- Ensures that shared-values, high expectations and non-negotiable are clearly conveyed to all and lived out through decision making and action.

## What our children say they would like in a new Headteacher

- Regularly visits our classrooms and interacts with us in our learning.
- Be a good listener and have a sense of humour.
- Keeps us safe and is friendly and kind.

## Person Specification

The following outlines the key skills and experience required for this position. The selection panel will assess each candidate against the criteria listed below, expecting the candidate to demonstrate knowledge and understanding of each area and show evidence of having applied (or awareness of how to apply) this knowledge and understanding in our school context.

The panel will use the following assessment tools: application form, interview, various assessment activities, references and other employment checks.

## Qualifications and experience

- To have qualified teacher status with extensive experience as a successful classroom practitioner.
- To have held a range of roles within a primary school setting.
- Hold a degree or equivalent.
- Have recent successful experience of Headship or Senior Leadership in Early years Foundation Stage / KS1 and KS2.
- Has current training for Designated Safeguarding Lead and / or Deputy Designated Safeguarding lead and has successfully undertaken the role within the school setting.

## Leadership

- Ability to articulate a clear vision for the future embedding of the Church (RC and Anglican) values of the school.
- Proven record of inspiring, enabling and motivating others to succeed in an inclusive environment.
- Able to delegate and effectively achieve outcomes and provide development opportunities for staff.
- Ability to build effective relationships with staff, parents, governors, the Church and the wider school community.

## School management and development

- Ability to drive and motivate all staff to carry out their respective roles to the highest standards.
- Understand the importance of and ability to create a working environment that all staff can work effectively together to deliver the school's objectives and continuous improvements.
- Have experience of recruiting, managing and developing teaching and support staff.
- Have experience of carrying out staff performance reviews, acting on any issues that arise and reporting accordingly.
- Be able to set, interpret, monitor and manage the school budget.
- Be proactive and supportive to the Governing Body in the continuous development of the school.
- Ability to create a working environment where staff and pupils are inspired and driven to set themselves and achieve high goals and celebrate success.
- Be committed to and supportive of others in continued professional development.
- Have the ability to handle difficult situations effectively with subtlety and sensitivity.
- Have the ability to gain the confidence of and foster strong relationships with families, staff and the wider community.
- Be committed to being an active and visible presence for children, staff and parents.
- Promote the schools ethos and ambitions such that they are well-understood and shared by all.
- Knowledge of the workings of a church school.





### Personal Attributes

- A practising Catholic or a communicant member of the Church of England.”
- A genuine passion for Christian ethos, coupled with the ability and enthusiasm to embrace the Christian values of a faith school and help every child fulfil their potential.
- Visible and approachable, empathetic and enjoys engaging and inspiring children, staff, parents, the Church (RC and Anglican) and the wider community.
- Adaptable leadership style, being ‘hands on’ when required balanced with knowing when to delegate.
- A commitment to preserve and develop the distinctive joint Church character and ethos of the school.
- Have a sense of humour.
- Be approachable and visible to children and parents.

### What else we need

- Values simplicity so that true work, based on Gospel values leads our school family into an even better future.
- Is a present hands- on leader.
- Views every member of our School community as having potential to be a leader in their own right.
- Is a happy, fair, kind approachable, open and understanding professional.
- Actively inspires everyone to be the best person they can be.
- Able to use their own strengths as well as the strengths of those around them to achieve the best for the school.
- Ensures that shared-values, high expectations and non-negotiables are clearly conveyed to and lived out through decision making and action.





## A Parents survey

Parents are very positive and support the school with complimentary comments.

"All the Staff are approachable and supportive with children and parents. Thank you to everyone for their hard work and dedication"

## Quotes from Ofsted Report November 2019

"Pupils say that they feel a part of a family at school. Staff place pupils' wellbeing at the heart of all they do and ensure pupils are happy and well cared for."

"Staff willingly go the extra mile to raise pupils' aspirations and give them memorable experiences."

"Leaders are determined to prepare children well socially for the next stage in their education"

"Teamwork across the school is strong, while leaders are committed to school improvement and know what needs to be done."



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