



Application Pack for:
**Headteacher at
Berry Hill
Primary School**



Successful Learners, Confident Individuals, Responsible Citizens'



MESSAGE FROM THE CHAIR OF GOVERNORS

Dear Applicant

Thank you for your interest in the post of Headteacher at Berry Hill Primary School.

This post offers an exciting opportunity for an outstanding and experienced school leader. Our new Headteacher will be someone who inspires others; who understands what excellent teaching and learning looks like; who can build the confidence and trust of the whole community; and who will continue to build on the successes of the school.

As governors we seek to appoint someone who is able to further develop and embed our vision of “Successful Learners, Confident Individuals, Responsible Citizens”; someone who is always looking to improve, seeking out and creating best practice, building on established links with the community and wider professional networks, with the best outcomes for our pupils at the heart.

The recent Schools’ White Paper provides the education system with exciting opportunities and challenges. The governors seek a new leader who understands how the national context can be successfully translated into our school community and locality; someone who will be a school, community and system leader.

We have a dedicated staff team and well-behaved pupils, of whom we are immensely proud. Recently we opened our own nursery provision so would particularly welcome your application if you have the skills and vision to be able to grow our ‘Acorns’ pre-school.

We welcome visits to the school and hope that you will consider leading our wonderful school on the next stage of its development.

Stewart Hunter
Chair of Governors



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BERRY HILL

Berry Hill Primary School is located in the village of Berry Hill, in the Forest of Dean, in Gloucestershire, and on the edge of the Wye Valley, both renowned for their stunning scenery and tourist attractions. The extended village also contains an Under5's group and a Comprehensive School, both of which we have close ties with.

The village has a very strong community spirit with local shops, pubs, a rugby club and social clubs, 2 golf clubs within 2 miles, as well as easy access to the outdoor activities and attractions of the Forest of Dean and Wye Valley. There are currently extensive new housing estates being developed in and around Berry Hill and there are also exciting plans to redevelop a local site, where work is already underway, to create a new Council owned destination leisure facility. This will add to existing local facilities to further enhance the health and well-being of Forest residents and to increase the numbers of visitors coming to the area. Annual events in the area include food, music, transport, and arts and crafts festivals.

Berry Hill is close to the historic Market town of Coleford, approximately 6 miles from Monmouth, and 9 miles from Ross-on-Wye. It also has easy access to Cardiff, Bristol, Birmingham via the M50, M4, and M5.



AREA INFORMATION

<http://www.wyedeantourism.co.uk/>

Forest of Dean & Wye Valley

<http://www.royalforestofdean.info/>

Royal Forest of Dean

https://en.wikipedia.org/wiki/Berry_Hill,_Gloucestershire

A History of Berry Hill





OUR SCHOOL

We are proud that Berry Hill Primary School is a place where children are encouraged to be:

Successful Learners, Confident Individuals, Responsible Citizens



We are passionate about our children and we strive to ensure that Berry Hill School is a vital and vibrant part of our community; we value the importance of working with each other, our parents, and the wider community.

We strive for all pupils' to aspire to high achievement in all subjects and are able to forge connections across the curriculum subjects to enable this. A focus on Wellbeing is integral to our provision for children, families and staff. Through taught activities and a range of support opportunities including physical activity. We help children to understand how to stay well, providing access to wellbeing support when needed.

Consistently high-quality provision supported by a wide variety of extra-curricular opportunities ensures skills and knowledge learned are life-long. Inclusion, diversity and respect are integral to our pupil's personal development, equipping them with strong sense of self-belief and confidence. Children's voice is strong: they take age-appropriate responsibility for their own choices and behaviour.



The earliest years of a child's life and the experiences of this period will shape their future love of learning and happiness, from our new "Acorns" pre-school all through to the transition to secondary. We believe that every child is unique.



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We asked our pupils and staff about the type of person they would like to see as their Headteacher.

Our pupils said:

Someone who ...

- keeps the same level of strictness ... a bit firm but fair
- has a good personality and kindness, is nice and full of joy, funny and loyal
- values the importance of sport, physical and outdoor activity
- keeps making us feel important, thinks of everyone
- wants to do activities with us ... like seeing us into school in the morning, holding assemblies, teaching us and leading after school clubs
- values the things we are proud of like we are always being kind, keep making new friends, being at our school

Our staff said:

Someone who ...

- has the children at the heart of what we do
- maintains high standards of learning and behaviour
- who sees all subjects as equally important to English and Maths
- has the passion and drive to take our school from strength to strength from Acorns (pre-school) to Oak (year 6)
- has an 'open-door' approach so they give time to listen to, care for and support pupils, staff, families and our wider community
- promotes and encourages professional and personal development opportunities for all staff including leadership
- recognises the benefits of using technology both for developing learning and increasing efficiency

Statistics

Age range	4-11 (plus pre-school)
Number on Roll	203
Number eligible for Free School Meals	40
Number. who have Special Educational Needs	33
Number who have English as an Additional Language	3
Number in receipt of Pupil Premium Funding	46



PERSON SPECIFICATION

	Essential	Desirable
QUALIFICATIONS, KNOWLEDGE AND PROFESSIONAL DEVELOPMENT	<ul style="list-style-type: none"> • Qualified teacher status • Evidence of Senior Leadership experience • Evidence of professional development in school leadership and management • An up to date understanding of national policy, curriculum developments and the statutory and legal framework within which a school operates including the new OFSTED framework, EYFS framework, SEND requirements, safeguarding and child protection procedures • Up-to-date understanding and working knowledge of how technology enhances and supports learning 	<ul style="list-style-type: none"> • Further professional qualifications, e.g. MEd, NPQH, etc. • Knowledge and experience of Early Years curriculum and pedagogy, including pre-school provision
LEADERSHIP AND STRATEGIC MANAGEMENT	<ul style="list-style-type: none"> • Proven track record of successful senior leadership including the ability to lead and value all members of the school • Able to demonstrate strategic thinking to establish the long-term direction of the school, including its role in the community • Knowledge and understanding of effective school improvement planning, self-evaluation, and analysis of performance data • Experience of taking a leading role in raising standards and curriculum development • An understanding of targeting resources to support pupils with SEND and Pupil Premium. • Understand school budgetary processes and the importance of sound financial management. • Solid understanding of current Ofsted processes and the current Ofsted framework • Experience of implementing rigorous safeguarding and child protection procedures. • Have experience of, and be committed to, performance management and the development of all staff 	<ul style="list-style-type: none"> • Senior leadership experience in more than one school • Experience of recruitment, appointment and induction • Experience of developing a pre-school provision • Understanding of how the current national context can be successfully translated into the school community and locality • Ability to clearly communicate the desire to be a community and system leader • Management of facilities and building development



PERSONAL QUALITIES AND VALUES

- An excellent, natural empathetic and positive communicator
- Evidence of commitment to your own and staff CPD
- Experience of working with a Governing Body, as the lead professional, to enable it to meet its responsibilities

- Team player who is able to be decisive and clearly focused on shared school priorities
- Able to lead by example (including in the classroom)
- Good communication skills (including the articulation and promotion of the vision for the school)
- Welcomes the views of all stakeholders (including parents and governors)
- Willing to embrace and promote a rich community spirit
- Sensitive to the needs of all the children in the school
- Able to secure high standards of safeguarding, behaviour and attendance

- Ability to manage your own workload and effectively support the wellbeing of staff





JOB SPECIFICATION

Post: Headteacher
School: Berry Hill Primary School
Scale: Group 2 ISR 11-18

Core Purpose:

The headteacher will be responsible for the leadership, organisation and management of the school and pre-school* in accordance with applicable legislation, the policies of the governing body (including its annual budget). The headteacher, working with the senior leadership team and school staff, will provide strategic leadership for the school.

The Headteacher will:

- lead, develop and support the direction, vision, values and priorities of the school
- develop, implement and evaluate the school's policies, practices and procedures
- lead and manage teaching and learning throughout the school
- ensure accurate school self-evaluation to inform school improvement planning and the maintenance of high academic standards
- have overall responsibility and accountability for safeguarding and promoting the welfare of pupils within the school

The job description should be read in conjunction with the contractual requirements and responsibilities of headteachers set out in the School Teachers' Pay and Conditions Document.

Principal accountabilities:

Safeguarding

Take responsibility as the Designated Safeguarding Lead. Fulfil personal responsibilities, and secure compliance by those working in school, for safeguarding as set out in all safeguarding legislation.

These include:

- Operating a culture of listening to children and taking account of their wishes and feelings, both in individual decisions and the development of services;
- Operating clear whistleblowing procedures,
- Sharing information with other professionals
- Assigning Deputy Designated Safeguarding Leads
- Operating safe recruitment practices
- Ensuring appropriate supervision and support for staff, including undertaking induction, safeguarding training and reviews of practice
- Establish, operate and monitor clear policies for dealing with allegations against people who work with children

Qualities and Knowledge

- Hold and articulate clear values and moral purpose, focused on providing a world-class education for the pupils they serve



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- Demonstrate optimistic personal behaviour along with positive relationships and attitudes towards pupils, staff, parents, governors and the local community
- Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them
- Sustain wide, current knowledge and understanding of education and school systems, locally, nationally and globally, and pursue continuous professional development
- Work with political and financial astuteness, within a clear set of principles centred on the school's vision, ably translating local and national policy into the school's context
- Communicate compellingly the school's vision empowering all pupils and staff to excel

Pupils and Staff

- Demand 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
- Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' wellbeing
- Establish an educational culture of 'open classrooms' as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis
- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning
- Hold all staff to account for their professional conduct and practice
- Lead and manage the staff with a proper regard for their well-being and legitimate expectations, including the expectation of a healthy balance between work and other commitments

**all references to the 'school' in this job description refers to Berry Hill Primary School and Acorns Pre-school.*



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JOB ADVERT

Headteacher
Group 2 ISR L11-L18 (£54,091 - £63,508)
Required for 1st January 2023

Successful Learners, Confident Individuals, Responsible Citizens

At Berry Hill Primary School we are passionate about our children and we strive to ensure that we are a vital and vibrant part of our community; we value the importance of working with each other, our parents, and the wider community.

We strive for all pupils to aspire to high academic achievement. We offer a high-quality provision supported by a wide variety of extra-curricular opportunities to ensure skills and knowledge learned are life-long. Inclusion, diversity and respect are integral to our pupil's personal development, equipping them with a strong sense of self-belief and confidence. A focus on Wellbeing is integral to our provision for children, families and staff.

We believe that an excellent Early Years provides the foundation for lifelong achievement, and to support this we have recently opened our teacher-led 'Acorns' pre-school.

The recent Schools' White Paper provides the education system with exciting opportunities and challenges. The governors seek a new leader who understands how the national context can be successfully translated into our school community and locality; someone who will be a school, community and system leader.

We can offer:

- Enthusiastic, polite children who genuinely love learning
- A dedicated, experienced school team who are eager to grow and develop new skills, working collaboratively with their headteacher
- A dedicated Friends Association that contributes actively to the school community
- A strongly committed Governing Board who will support you and ensure you further your own career and professional development

We are looking for an exceptional leader who can demonstrate:

- A clear strategic vision, built on experience of school leadership and an understanding of evidence-based pedagogy and the national context
- A passion for primary education, including Early Years, with the skills and knowledge to grow our new pre-school provision
- An understanding of the importance of and what is needed to ensure an environment that supports and develops the whole child holistically
- A desire to continually improve, seeking out and creating best practice, to achieve the highest standards of teaching and learning to achieve the best academic outcomes for pupils
- The ability to build the confidence and trust of the whole community
- A clear understanding of how to be a school, community, and system leader



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If you have the vision and enthusiasm to inspire the staff, pupils, parents and wider community, alongside excellent leadership and interpersonal skills then we would be delighted to receive your application.

We warmly welcome and would recommend that potential candidates visit the school. Please contact the school directly and speak with the Headteacher Mrs Sally Hunt on 01594 832262.

If you would like further information and an application pack regarding this position, please email Miss Wendy Gallagher at governor.services@gloucestershire.gov.uk or telephone 01452 427802.

Vacancy advertised:	10 June 2022
Closing date for receipt of applications:	24 June 2022 at 12.00 noon
Shortlisting:	28 June 2022
Interviews:	13 and 14 July 2022



Berry Hill Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for the successful candidate.



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Completed application forms should be returned by email to Miss Wendy Gallagher at governor.services@gloucestershire.gov.uk

Closing date for receipt of applications: 24 June 2022 at 12.00 noon
Interviews: 13 and 14 July 2022

To view our Safeguarding and Child Protection policy, please access it using the web link below:
http://www.berryhill.gloucs.sch.uk/storage/secure_download/dIVaRUp6UkdOazBBWIIOR1FJN2IUUT09

To view our Recruitment of Ex-Offenders policy, please access it using the web link below:
<http://www.berryhill.gloucs.sch.uk/web/vacancies>

Berry Hill Primary School



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