

Bickerton Holy Trinity Church of England Primary School



Headteacher Recruitment Pack

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Our School Prayer

This is our school,
Let peace be here,
Let it be full of happiness.
Let love be here.
Love of one another,
Love of everyone,
Love of life itself,
And love of God.
Amen

Our Mission Statement

Respect for oneself and others is central to our mission of giving every child in our school the highest standard of education and care within a Christian community.

Vision Statement:

'Life in All its Fullness'

I have come so that you may have life-life in all its fullness. (John 10:10)

At Bickerton we provide every child with a loving, caring environment, where each pupil feels safe, respected, and valued. Encouraged by a supportive family ethos and Christian worship which teaches of God's, unconditional never-ending love, Bickerton pupils are determined, ambitious learners, each feeling nurtured as they strive to fulfil their potential, emotionally, socially and intellectually. Our Christian ethos and curriculum are interwoven so as to teach children empathy and compassion for others, alongside knowledge, thoughts, actions and attitudes for themselves, so that they are guided to make a positive impact in the world, both now and in the future.

Core Christian values:

Love and Kindness

Bravery and Courage

Teamwork

Friendship

Exploring and Learning/Wisdom

Honesty



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'Life in All its Fullness'
I have come so that you may have life-life in all its fullness. (John 10:10)



Bickerton Holy Trinity Church of England Primary School
Long Lane, Bickerton, Malpas, Cheshire SY14 8AP
Telephone: 01829 720 240
Website: www.bickertonprimaryschool.net

Thank you for taking an interest in the Headteacher post we are currently advertising at Bickerton Holy Trinity Church of England Primary School. We are looking to make an appointment for September 2024.

We are a Church of England Voluntary Controlled school set in the beautiful Cheshire countryside. Our last Ofsted inspection on 7th December 2022 found that the school continues to be good.

A strong partnership exists between the school, Bickerton Holy Trinity Church, and the Parish. This relationship, based on the solid foundation of Christian principles, extends the spiritual experience of our pupils. It also strengthens the Church's contact with our families. We would expect our new Headteacher to build on this relationship and, through Religious Education, enable pupils to understand different cultures, approaches to ethos and other world faiths.

The children at Bickerton are at the heart of everything we do. They are encouraged and nurtured in a wonderful learning environment and their happiness and enthusiasm is evident when you walk into the school. They are ready and eager to learn and their personal behavior and relationships with other children and staff are excellent.

We provide a broad and rich curriculum, which contributes to all aspects of each pupil's development. It challenges our children in their learning and personal expectations and gives many opportunities for each pupil to express themselves and gain confidence in their own abilities. By the end of Key Stage 2 we ensure they are ready for the next step in their education.

The teachers and supporting staff are dedicated and committed to the school and you will find them friendly and supportive. The successful candidate will lead a positive and enthusiastic team focused on the school's continual improvement.

The Governing Board are resolute in the desire to appoint an exceptional candidate, who has the leadership and management skills to take this desire and build something special.

We would highly recommend an informal visit here to experience firsthand the unique atmosphere of our school.

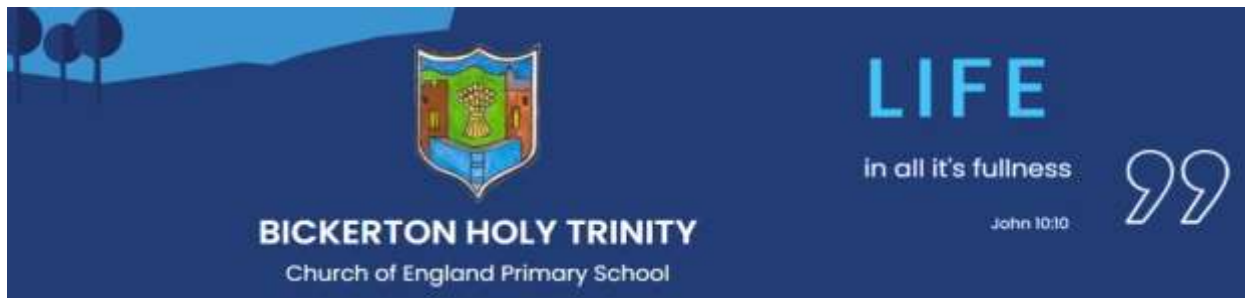
I would like to thank you again for your interest in the post and I look forward to receiving your application.

A handwritten signature in black ink, appearing to read 'Claire J Carman'.

Claire J Carman
Chair of Governors

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Headteacher Advertisement – Bickerton Holy Trinity CofE Primary School:

Are you an experienced and passionate educator looking for a new challenge? Do you have a strong commitment to Christian values and a desire to lead a school community that nurtures and inspires children to reach their full potential? If so, we would love to hear from you!

The Governors of Bickerton Holy Trinity Church of England Primary School are seeking to appoint an inspirational Headteacher to lead the school into the future.

Our school is a place full of happiness, discovery, and learning, with great relationships at its core. We are a rural school located in Cheshire, open to both boys and girls aged between 4 to 11 years old and we strive to create an environment where children can thrive and grow.

The successful candidate will be an outstanding leader with a proven track record of success in primary education. You will have excellent communication skills, a deep understanding of the national curriculum and a passion for creating an environment where children can thrive and grow, thus reflecting our School Christian value statement which reads 'Life in all its fullness' (John 10:10). And in line with our school mission statement which states 'Respect for oneself and others is central to our mission of giving every child in our school the highest standard of education and care within a Christian community', you will be committed to instilling values of respect, kindness, and compassion in the children.

We are looking for a Headteacher who will bring:

- Energy and passion for developing the school's present academic achievements.
- Strategic leadership and direction for the school.
- Commitment to ensuring the highest standards of teaching, learning and governance are maintained.
- The ability to cultivate a culture of excellence, innovation, and collaboration.
- A focus on building strong relationships with parents, staff, and the wider community.

Desired requirements:

- Qualified Teacher Status (QTS) and a relevant degree.
- Proven experience as a senior leader, and ability to use the school budget to the best educational effect.
- Excellent knowledge of the national curriculum and assessment procedures.
- Strong leadership and communication skills.
- A commitment to promoting Christian values and ethos.

What our school offers in return:

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- An inclusive and caring school that students and staff are proud to be a part of.
- Happy, friendly and hard-working children.
- A supportive environment for professional development.
- An opportunity to further improve a school with solid foundations.

The Headteacher post is a permanent position and will start from 1st September 2024. The salary will be in the range £58,959 - £66,628 (L10-L15). The salary starting point will be agreed on appointment.

The successful applicant will be subject to the conditions of employment for Headteachers contained in the current School Teachers' Pay and Conditions Document 2023.

Our school community places the highest priority on keeping our children safe. Applicants for the post will be subject to stringent vetting and induction processes.

Please telephone the school on 01829 720 240 or email admin@bickerton.cheshire.sch.uk to arrange an appointment to visit our wonderful school on either of the following dates:

Monday 12th February at 4.15pm

Thursday 15th February at 1.30pm

Application forms and further details can be obtained from and returned to: The School Governance Team, 5th Floor, Delamere House, Delamere Street, Crewe, CW12LL. If electronic copies of these documents are required, please obtain them from the Governance team to ensure compliance with recruitment procedures. Telephone: 0300 123 5036. SchoolGovernanceEast@cheshireeast.gov.uk Candidates should complete the application form and return it so that it arrives no later than midday on **Friday 1st March 2024**. You should provide a full statement in support of your application, and this should not exceed two sides of A4 paper. Please do not restate the factual details already included elsewhere on the application form.

Key Dates following Application Submission

Applications to arrive by midday on Friday 1st March 2024

Shortlisting by Governors on Thursday 7th March

Activities day at the School on Monday 18th March

Interview day at Bickerton Village Hall on Tuesday 19th March



Bickerton Holy Trinity
Church of England
Primary School

'Life in all its fullness' (John 10:10)

Mission Statement

Respect for oneself and others is central to our mission of giving every child in our school the highest standard of education and care within a Christian community.

Job description

The Headteacher is central to creating, inspiring, and embodying the Christian character and culture of Bickerton Holy Trinity School; securing its vision with all members of the school community and ensuring an environment for teaching and learning that empowers both staff and pupils to achieve their highest potential and live life in all its fullness.

Our new Headteacher will provide professional school leadership and management within the context of the Church of England's vision for education. The Headteacher will secure high standards in all areas of the school's work by effectively managing teaching and learning using personalised learning to realise the potential of all pupils, and promoting a culture of excellence, equality, and high expectations of all pupils within a strong Christian ethos to enable them to 'live life in all its fullness' (John 10:10). The Headteacher will ensure that the school is educating for wisdom, knowledge, and skills; for hope and aspiration; for community and living well together; and for dignity and respect (Church of England's vision for education).

The Headteacher is the leading education professional in the school. Accountable to the governing board, the Headteacher provides leadership and direction for the school and ensures that it is managed and organised to meet its aims and targets. The Headteacher, in collaboration with others, is responsible for evaluating the school's performance to identify the priorities for continuous improvement and raising standards; ensuring equality of opportunity for all; developing policies and practices; ensuring that resources are efficiently and effectively used to achieve the school's aims in accordance with its mission statement, and for the day-to-day management, organisation and administration of the school.

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The Headteacher leads in securing the commitment of the wider community to the school by developing and maintaining effective partnerships with, for example, local churches, local and wider Diocesan schools, relevant services and agencies for children, the Local Authority, Diocesan officers, higher education institutions and employers. In doing so, the Headteacher contributes to the development of the education system as a whole to raise standards locally.

Ethics and professional conduct

The Headteacher will demonstrate consistently high standards of principled and professional conduct that meet the teachers' standards and will be responsible for providing the conditions in which teachers can fulfil them. The Headteacher will always uphold and demonstrate the Nolan principles, which form the basis of the ethical standards expected of public office holders.

The Headteacher will:

- Build relationships rooted in mutual respect, and always observe proper boundaries appropriate to their professional position.
- Show tolerance of and respect for the rights of others, recognising differences and respecting cultural diversity within contemporary Britain.
- Uphold fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.
- Ensure that personal beliefs are not expressed in ways which exploit their position, pupils' vulnerability or might lead pupils to break the law.

Main Duties

The school's Christian character overarches all of the Headteacher's main duties which include the following areas:

The school culture

The Headteacher will establish and sustain the school's Christian vision and ethos, founded on Christian values and moral purpose, and its strategic direction in partnership with those responsible for governance and through consultation with the school community.

- Will create a culture where pupils experience a positive and enriching school life that enables them to flourish.
- Uphold ambitious educational standards that prepare pupils from all backgrounds for their next phase of education and to experience life in all its fullness.
- Promote positive and respectful relationships across the church school community and a safe, orderly, and inclusive environment.
- Ensure a culture of high staff professionalism.

- Secure knowledge and understanding of church school distinctiveness, keeping up with national and diocesan developments and ensure high quality RE and collective worship.
- Lead creative Christian collective worship that engages with the school's Christian vision and values, enabling the community to flourish and grow spiritually.

Teaching

The Headteacher will establish and sustain high-quality teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn and underpinned by high levels of subject and disciplinary expertise.

- Will ensure effective use is made of formative assessment.

Curriculum and assessment

The Headteacher will ensure a broad, structured, and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught.

- Will establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities.
- Ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading.
- Ensure valid, reliable, and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum.

Behaviour

The Headteacher will establish and sustain high expectations and standards of behaviour for all pupils, built upon the school's Christian vision, relationships, rules and routines, which are understood clearly by all staff and pupils and in accordance with the church school's behaviour policy.

- Implement consistent, fair, and respectful approaches to managing behaviour
- Ensure that adults within the school model and teach the behaviour of a good citizen and reflect Christian values.

Additional and special educational needs and disabilities

The Headteacher will ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities.

- Establish and sustain culture and practices that enable all pupils to access the curriculum and learn effectively.

- Ensure the school works effectively in partnership with parents, carers and professionals, to identify and address the additional and special educational needs and disabilities of pupils, providing appropriate support and adaptation in compliance with its statutory duties within the SEND Code of Practice.

Professional Development Systems and Process

The Headteacher will ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team, and individual needs.

- Prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development.
- Ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning. This includes the development of future church school leaders.
- Ensure that professional development opportunities include access to good quality CPD that supports the understanding of church school ethos and areas inspected under SIAMS.

Organisational management

The Headteacher will ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care.

- Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness, and probity in the use of public funds.
- Ensure staff are deployed and managed well with due attention paid to workload.
- Establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently and identify, manage, and mitigate risk.

Continuous school improvement

The Headteacher will make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness and identify priority areas for improvement.

- Develop appropriate evidence-informed strategies for sustained improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's Christian context.

Working in partnership

The Headteacher will forge constructive relationships and partnerships with parents, carers, the parish, the local community, other schools and organisations, and the Diocese.

Governance and accountability

The Headteacher will understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility.

- Ensure that staff know and understand their professional responsibilities and are held to account.
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.

Additional Requirements

This job description outlines the main duties of the post, incorporating the Department for Education Headteachers' Standards 2020, but does not exclude other duties which may be undertaken to ensure the efficient operation of the school. Other duties required will be consistent with those listed above and appropriate to the title and grade of the post.

The appointment is subject to the current conditions of employment of Headteachers, contained in the School Teachers' Pay and Conditions document and other current educational and employment legislation.

The Headteacher will be required to safeguard and promote the welfare of children and young people and is expected to demonstrate this commitment, holding all staff and volunteers accountable for their contribution to the safeguarding regulations.



Headteacher: Personal specification

The Headteacher is required to safeguard and promote the welfare of children and is expected to hold all staff and volunteers accountable for their contribution to the safeguarding regulations.

E - Essential D- Desirable

Qualifications	E/D
<ul style="list-style-type: none"> Qualified Teacher Status. 	E
<ul style="list-style-type: none"> First Degree or equivalent. 	E
<ul style="list-style-type: none"> Meets the requirements or is willing to work towards the National Professional Qualification for Headship or an equivalent qualification. 	D
Distinctive Christian Ethos	
<ul style="list-style-type: none"> Can demonstrate the specific skills and qualities needed to lead a Church of England School. 	D
Training	
<ul style="list-style-type: none"> Has undertaken successfully, or is willing to undertake within the first half term, approved safeguarding training. 	E
<ul style="list-style-type: none"> Evidence of regular and appropriate professional development. 	E
Experience	
<ul style="list-style-type: none"> Evidence of reviewing and supporting staff performances, challenging, and taking action to ensure continual professional development for all members of staff. 	D
<ul style="list-style-type: none"> To have effective strategic planning, operational budget management and principles of best value which reflects the status of an expanding school. 	D
<ul style="list-style-type: none"> Experience of teaching Early Years and Key Stage 1 and Key Stage 2 and working with a wide ability range including Able and Talented and SEND pupils. 	D
<ul style="list-style-type: none"> Has Senior Leadership experience and is able to demonstrate effective leadership in a school. 	E
<ul style="list-style-type: none"> Evidence of active involvement in systematic and rigorous school self-evaluation. 	D

Knowledge & Skills	
<ul style="list-style-type: none"> • Excellent interpersonal and communication skills with the ability to communicate effectively across the spectrum of stakeholders. 	E
<ul style="list-style-type: none"> • As a possible teaching head, possesses a range of effective teaching and assessment methods with the ability to access, analyse, interpret, and use appropriate data to monitor pupils' progress and set and achieve ambitious, challenging goals and targets. 	D
<ul style="list-style-type: none"> • Able to identify areas for improvement with the focus on every pupil achieving their full potential and incorporating strategies for those children with complex SEND challenges. 	D
<ul style="list-style-type: none"> • Able to work collaboratively with others beyond the School by further building on the strong links between the School and the local Church and promoting the successful profile of the School to a wider audience. 	D
<ul style="list-style-type: none"> • Can demonstrate sound knowledge of Safeguarding procedures. 	E
<ul style="list-style-type: none"> • ICT skills relevant to Headship, and sound knowledge of the role of ICT in teaching and learning across the curriculum. 	D
Personal Qualities	
<ul style="list-style-type: none"> • Has the ability to lead, motivate and develop an effective school team. 	D
<ul style="list-style-type: none"> • Has the ability and willingness to challenge under achievement and set targets, meet deadlines and work under pressure. 	D
<ul style="list-style-type: none"> • Has a clear understanding that primary education needs to encompass security and emotional development for pupils as well as academic progress <u>in order to</u> be successful. 	D
Commitments	
<ul style="list-style-type: none"> • A commitment to raising educational standards by sustaining and developing flexible, comprehensive learning opportunities to meet the personal learning need of every pupil and to foster a culture of lifelong learning. 	E
<ul style="list-style-type: none"> • Commitment to the School and its links with the wider community. A strong commitment to ensuring equality of opportunity, inclusion and celebrating diversity within a positive Christian ethos. 	E
<ul style="list-style-type: none"> • Commitment to maintain and develop the Christian character of the school and links with the local Church and Diocese. 	E

Our school

Our Curriculum: Broad and accessible to all, with a range of subjects and activities to develop the whole child

Our Children: Wonderful and precious, each with their own talents and potential

Our Ethos: A Church of England Voluntary Controlled primary school where the Christian ethos can be felt in everything

Our environment

Situated within the Cheshire countryside, we are a small rural school, open to both boys and girls aged between 4 to 11 years old. Our school is a proud part of the community, surrounded by outstanding countryside and sits within walking distance to Bickerton Holy Trinity Church and the Village Hall



WELCOME

Our Mission: to give every child the highest standard of education and care within a Christian community

Our Values: Respect for oneself and others, happiness and enjoyment of childhood, discovery and learning, great relationships



Bickerton Holy Trinity CofE Primary School



A wonderful place to grow up

Outdoor Area: The school has a large outdoor area with a playground, a field, a pond, a wildlife area, and a vegetable garden where the children can enjoy various activities and learn about nature

Hall: The school hall is a hub of activity and is well equipped to be used for assemblies, PE lessons, lunch, and after-school clubs

Classrooms: The school has 5 classrooms, each with an interactive whiteboard, a computer, and a range of resources to support learning. The classrooms are bright, spacious, and well-organized

Library: Our pupils run the school library which has a wide selection of books, as well as magazines, newspapers, and online resources. The library committee also organises class reading sessions, events and competitions

Why choose our lovely school

High Quality Teaching: Our staff are dedicated, experienced and passionate about providing the best learning opportunities for every child

Personalised Support: We cater for the individual needs and interests of each child, ensuring they are happy, safe and confident

Enriching Experiences: We offer a variety of extra-curricular activities, trips and visits, clubs and events to enhance the children's learning and enjoyment

Strong Partnerships: We work closely with parents, carers, the church and the wider community to create a supportive and inclusive environment

Outstanding Outcomes: Our children achieve excellent results in academic, social and emotional aspects of their development, preparing them for their future



'Life in all its
fullness'
(John 10:10)

Visit our unique school

We encourage all applicants to visit our school to learn more about us and find more information on our brand-new website.

www.bickertonprimarschool.net

To arrange a visit please contact the school business manager, Mrs Tracy Weaver:

Telephone
01829 720 240

Email
admin@bickerton.cheshire.sch.uk

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