



Bincombe Primary School

Headteacher Information Pack

Application closing date: Monday 23rd June @ 9.30am

School Visits: Monday 16th June & Tuesday 17th June

Interviews: Wednesday 16th July & Thursday 17th July

Culliford Way
Littlemoor
Weymouth
Dorset DT3 6AF

Peter Marsden 07983390131 or email the school
office on finance@bincombe.dorset.sch.uk

Board of Governors letter

Dear Potential Candidate,

We are delighted that you are showing an interest in applying for the Headteacher post at Bincombe Valley Primary School. Thank you for exploring the possibility of joining our school.

At Bincombe Valley, the love of learning is at the heart of everything we do and we look to offer exciting opportunities for inquisitive minds. Our learning environment is one that is safe and nurturing. We are an inclusive school and aim to support every child, irrespective of their starting point, to reach his or her potential.

We wish to appoint an inspirational and empathetic Headteacher who will work in partnership with our dedicated and caring staff, supportive Governing board and happy, motivated pupils. We invite you to read our application pack and then come and visit our amazing school.

The successful candidate will commit to and further develop our strategic vision to be an integrated part of the community; provide an outstanding education within a secure and happy environment, where each pupil is valued and equipped with the necessary skills, knowledge and understanding to become caring, confident, and successful individuals with high aspirations.

Opportunities for a tour of our wonderful school are available for candidates on 16th & 17th June 2025. If you are interested and wish to have an informal conversation to discuss the role, or would like to visit the school, we would be happy to arrange this. You can contact me on 07983390131 or email the school office on finance@bincombe.dorset.sch.uk

Good luck with your application and we look forward to meeting you in the future.

Yours faithfully

Mr. Peter Marsden - Chair of Governors

On behalf of Headteacher Recruitment Committee

Bincombe Valley Primary School

We would like to invite you to visit Bincombe Valley Primary School before the interview dates so you can meet our team and see our school in action.

To book a visit please contact Donna Rance finance@bincombe.dorset.sch.uk



All About Bincombe



About Our School

Bincombe Valley Primary School is located within the suburbs of Littlemoor on the outskirts of Weymouth, which forms part of the stunning Jurassic Coast, a UNESCO World Heritage Site.

The school itself is only a short distance away from the coast of Weymouth Bay and has beautiful views of local fields and farmland.

Bincombe is fully embedded in the heart of the community and strives to ensure that we provide a friendly, nurturing environment for our children and the local community. We pride ourselves on being a completely all-inclusive school and have a great understanding of our surrounding demographic area – this makes us a vital asset to the local community and have the challenging needs of our community at the centre of our education provision, to be able to fully support our children throughout their learning journey.

We are a happy and welcoming Primary school and with our integrated 2-year-olds' base and Nursery provision, we cater for children aged between 2 – 11 years.

Our dedicated team of staff demonstrates a wealth of experience and work collectively to ensure that all children enrolled at the school receive a broad and balanced curriculum, covering all statutory requirements. Teaching Assistants support every class, helping all children with every aspect of school life, providing important interventions to individual children and small groups as required, tailored to meet individual needs.



History:

The local area is steeped in history, with the school encompassing views of the ancient Bronze-Age earthworks known locally as Bincombe Bumps. In 1348 The Black Death, a severe breakout of the bubonic plague, entered England through the port of Melcombe Regis (this is now part of Weymouth). In relation to military history, during World War 1, the Littlemoor area was used as an Australian army camp; troops embarked from Weymouth and Portland for the D-Day landings in 1944 and until recently, Portland was home to an important naval dockyard. The harbour is now used mainly for a large variety of watersports and is home to the National Sailing Academy & the GB Olympic Sailing team, having hosted the sailing events of the 2012 Olympics.

Our Values - Bincombe Bees

At Bincombe Valley Primary School and community Nursery, children receive the highest quality education within a stimulating and safe environment where each child is valued. Staff, governors and parents strive to work in partnership to achieve this.

Bincombe Valley Primary School is a culturally diverse school with an inclusive ethos and practice. Our children are taught and know how to show respect to everyone, no matter what our differences may be. This, along with their personal development, is intertwined throughout the school curriculum and fundamental to our core values.

The core attributes that our school council (which is made up of pupil representatives from each class) felt all children should have, are collectively known as 'Bincombe Bees' and are as follows:

- Be Individual
- Be Happy
- Be Respectful
- Be Determined
- Be Helpful
- Be Honest

Our collective school rules are clear and easy for everyone to understand, and are simply:

- Ready
- Respectful
- Safe



School Profile

Littlemoor is an area of high social deprivation and many of the pupils have significant challenges to overcome.

Profile	
Pupils on Roll (including Hub)	303
Attendance	93.2%
Pupil Premium	48%
SEND	30%
EAL	4%



School Attainment

2023 24 Results		School	Dorset	National
Early Years GLD		63%	67.4%	67.7%
Year 1 phonics		80%	81.4%	80.3%
Key Stage 2				
Reading	Expected standard	75.8%	73.2%	74.1%
	Greater depth	21.2%	26.8%	28.3%
Writing	Expected standard	73.0%	67.7%	71.7%
	Greater depth	9.1%	12.1%	12.8%
Maths	Expected standard	60.6%	67.5%	72.9%
	Greater depth	6.1%	18.6%	23.7%
Grammar, punctuation and spelling	Expected standard	51.5%	*	72%
	Greater depth	9.1%	*	31.7%
Combined Reading, Writing, Maths	Expected standard	54.5%	54.6%	60.5%
		6.1%	*	7.5%



Facilities



The original school building dates from 1961 and has had extensions added over the years, which now collectively provides 12 classrooms with interactive teaching boards, as well as Bincombe Buds, our 2-year-olds base, and a purpose-built Nursery.

Our other facilities consist of a large hall with integrated gym apparatus and kitchen area (this doubles up as a dining hall and canteen facility); a newly built Studio (The Studio, used for music and other studies); a recently refurbished teaching kitchen; school library; a fully refurbished ICT Suite as well as ample welfare and office facilities.

We are very pleased to have also opened a Communication and Interaction Inclusion Hub (The Hub) in October 2024, for children with Autistic Spectrum Conditions and associated Communication and Interaction difficulties.

Overall, we are proud to boast that the well-equipped premises of the school enable us to offer up-to-date facilities for the education and the inclusivity of ALL children.

There are two outdoor play areas for KS1 and KS2 children, both of which are marked out with games and activities to enrich playtime. Buds, Nursery and Reception have their own self-contained grounds and play areas, enabling continuous provision and safe play whatever the weather. The KS2 playground also includes a multi-use games area (MUGA). There is a large playing field which is used for multiple sports activities (there is an athletics track marked out and a permanent long jump fixture) as well as playtime (and other events such as the school fayre etc.) in good weather.

SEND Provision

Bincombe Valley Primary School has high aspirations for all children identified as having SEND in our school. We are fully committed to making sure ALL our pupils have the chance to thrive and support them to meet their full potential. We are incredibly focussed on creating a conducive learning environment, where provision is adapted to meet the needs and abilities of all pupils, no matter how varied. This is achieved by utilising the experience and high skill set of our dedicated team of staff, supporting children with a range of SEND as well as working in close partnership with parents and carers. It is well known that children with SEND and/or disabilities are best supported when everyone works together to achieve the best possible short and long-term outcomes.

The Hub (which is our Communication and Interaction Inclusion specialist provision) is situated at the heart of our school. It is a small and structured setting which is driven by routine and supplies the necessary provision required for its children to make continued progress with their own tailored goals and targets. Within the Hub, we strive to enable the children to gain the necessary strategies, confidence, independence and functional skills required to access the main school and curriculum to its fullest.

The SENDCO provides professional guidance to colleagues and works closely with staff, families and external agencies to ensure that all children with SEND receive the necessary support and high-quality teaching.

Alongside our highly skilled teachers, we have a large number of teaching assistants, 6 of whom have undertaken the Emotional Literacy Support Assistants (ELSA) training, providing necessary interventions to support children with their social, emotional and mental health needs.

Bincombe has utilised the whole school programme, 'Zones of Regulation', to teach our children that it is ok to feel the way you are feeling and how to respond to these feelings and emotions.

Facilities:

The Hub is a self-contained Specialist Resource Provision situated within the main school. It has 2 large teaching rooms, quiet room, sensory room, communal spaces and an enclosed outdoor area featuring a large basket swing, sensory play and ride on toys. In addition to this fantastic space, the HUB children have complete access to the main school's comprehensive resources, provision and grounds.

Within the main school, we have multiple functional welfare spaces such as The Orchard, ELSA room and self-regulation areas to assist with any needs identified.

The Opportunities & Challenges Ahead

We believe that firm foundations lead to future success.

Our dedicated staff work incredibly hard to achieve the best possible outcomes, academically and pastorally, for our amazing children.

The school is unique in the community we serve and the environment. This leads to several challenges that the new headteacher will need to feel comfortable leading through:

- School Size – the school is moving from a 1.5 form entry to single form entry from 2025/6 onwards. This will lead to a reduction in staffing numbers which will need to be carefully managed and coordinated.
- There are several other schools in the area who are also reducing in size. Parents have a choice where to send their children and therefore we want to ensure that we will always be their number one choice.
- The number of SEN and PP children is very high, leading to a hugely rewarding and challenging cohort of children and parents. We need to ensure that we constantly and meaningfully engage with the parents to ensure our children get the optimum conducive learning environment, both in and out of school. The approach needs to be both supportive and firm.
- The school works in close collaboration with 6 other schools in the area (collectively known as 'The Chesil Collaboration') creating great opportunities to share best practice and potentially efficiencies. This journey is already leading to benefits recognised across the county and beyond.
- The school has a fantastic reach from Nursery to KS2. Additional focus and leadership support for KS1 will, over time, benefit the whole school as it is widely known and recognised that a strong foundation in learning is fundamental to achieving a positive educational journey and the establishment of high aspirations.
- More broadly, the school is looking to embrace opportunities from AI across all aspects of teaching and learning.



School Council

The annual election and work of the 'School Council' reflects the inclusivity and democracy encouraged at Bincombe. Every class has two 'School Councillors'. These children are voted in by their peers and attend half-termly council meetings; where they take and discuss ideas from their classes to the Senior Leadership Team in the school. We are proud that the School Council is very proactive at having its voice heard in relation to a variety of topics ranging from potential school improvements, for example, additional play equipment for use in the outdoor areas, to helping to organise our charity work throughout the year. This includes fun days such as Odd Socks Day for the Anti-Bullying Alliance, Children in Need as well as supporting local organisations such as the Food Bank during Harvest Festival.

Gaining responsibility is an important and integral part of personal development.

At Bincombe Valley Primary School, we encourage our pupils to take on extra roles and responsibilities.

Additional Pupil Roles

To encourage and experience responsibility, there are a variety of positions in which our pupils can apply for:

- Class Monitors – each class has several monitors who assist the teaching staff by undertaking certain jobs within the classroom setting.
- Pupils can help in the Hall at lunch and on the playgrounds such as helping to run activities and games.
- Environmental Champions – children in these roles are tasked with making Bincombe School as environmentally friendly and aware as it can be. These positions are applied for by completing written application forms.
- School Librarians – children can apply to the English Lead for the position of a 'School Librarian' and take on responsibility for the upkeep and order of the school library as well as assisting their peers with possible book selection if required.
- In Year 6, pupils have the chance and opportunity to take on more leadership roles through a written application process for the following roles:
 - House Captain
 - Vice House Captain
 - Sports Captain



The Bincombe Community: Staff

Bincombe Valley Primary School provides a safe and supportive learning environment for building life skills, well-being resilience and in developing a strong sense of identity and belonging.

Our dedicated team of staff are made up of 60+ staff (with both F/T and P/T roles), including:

- Head teacher
- Deputy Head Teacher
- SENCO
- Nursery & EYFS Lead
- 13 Teachers
- 21 Teaching Assistants (including 6 ELSA trained)
- ICT Support
- The HUB staff
- Finance Officer
- Admin Office Assistant
- Pastoral Support Officer
- Parent Champion
- Site Manager
- 5 Domestic staff
- 8 Midday Supervisors
- 2 Canteen staff
- Librarian

Before & After School Provision

Fostering healthy relationships with peers, teachers and school staff are essential to children's emotional development and general well-being.

We understand and appreciate the difficulties faced by working parents and therefore offer the following:

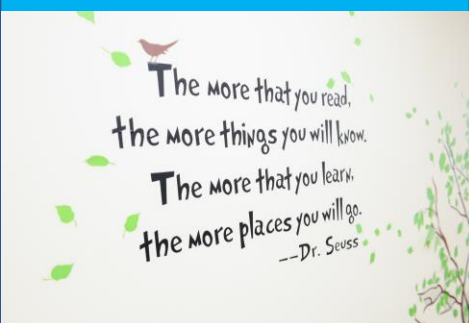
- The Breakfast Sunrise Club – this is open from 07.45-08.45 every day. Children are provided with a bowl of cereal, a glass of fruit juice, toast and a bagel.
- After School Club – this is available to be booked hourly (with sibling discount) between 15.15-17.50 every day and includes a drink, biscuit and light snack.

The Bincombe Community: Pupils

When the children are enrolled at Bincombe, they are assigned into one of four School Houses that have been based on beautiful areas we are so fortunate to have around our school and the local vicinity:

- Chesil (Chesil's House colour is Yellow) – Chesil Beach is an amazing 18-mile stretch of shingle beach and is part of the Jurassic Coast UNESCO World Heritage Site.
- Bowleaze (Bowleaze's House colour is Blue) - Bowleaze Cove is a fantastic sand and pebble beach and is a favourite for locals and families.
- Greenhill (Greenhill's House colour is Green) - Greenhill is mainly a pebbly beach which lies in Weymouth Bay and is less crowded than the sandier beaches in the area. It is bordered by a promenade as well as a host of colourful beach huts and Greenhill Gardens – a firm favourite for locals.
- Ringstead (Ringstead's House colour is Red) - This pebble beach forms the shoreline of Ringstead Bay and is part of the Jurassic Coast where the coast path is along the beach itself. It is a popular place for those who like water sports and snorkelling with its crystal-clear waters.

At Bincombe, we utilise a reward system in which our children can individually earn merits in several ways, including producing high-quality pieces of work; demonstrating outstanding attitude and behaviour in all aspects of school life; by incorporating and displaying the school values outlined in our 'Bincombe Bees'. Not only is the achievement of these merits celebrated within school, but they also go towards the accumulation of the 'House points' tally – the house with the most points gets awarded the House Trophy! Children also can have the opportunity to spend their merits at the School Shop.



Extra-Curricular Activities



Nurture water sports offers therapy that's a little bit different!

At Bincombe, we like to offer a range of extra-curricular activities to appeal to a wide range of interests. These can be either at lunchtime, in school or after-school clubs; can include visiting speakers or activity leaders; or getting involved within local community projects. The clubs are provided by both school staff or external providers.

Examples of extra-curricular clubs offered include:

- History
- Sports (variety)
- Art
- Music (Guitar/Drums)
- Glee

Nurture Water Sports – utilising the skills and expertise of the local Portland water sports facilities, the water activities offered allow eligible children to seek, play and trust, thus helping them to improve their well-being and withdrawal from their negative emotional states.

Our school visits are linked to a specific area of the curriculum and are carefully planned and designed to enrich the children's learning in this area.

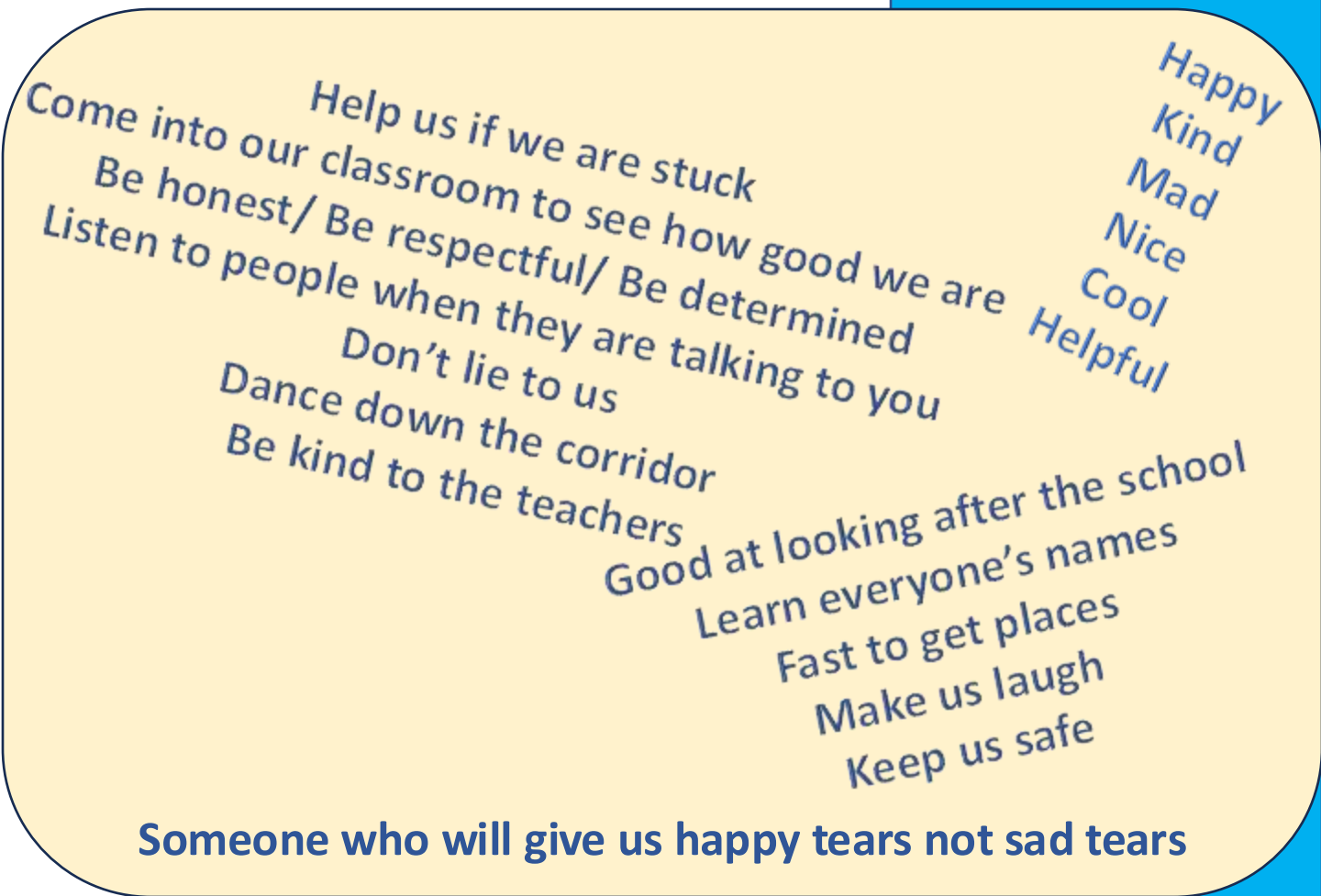
Being so lucky to be located within the world-famous Jurassic Coast and an area so richly steeped with local history, as a school, we like to make good use of this 'learning landscape'.

Residential visits allow children to further develop their sense of independence and resilience and thus, we currently offer two residential trips, one in Year 4 which a 3-day residential to Leeson House; and the second in Year 6 where the children use Springhead as a base for their week-long adventure!

At Bincombe, to enhance our Physical Education curriculum, we actively encourage Sports participation and are very proud to have been able to represent our school in local (and further afield) events and competitions (including Football, netball, swimming gala, basketball) - we love and are proud to display our Cups and Trophies!

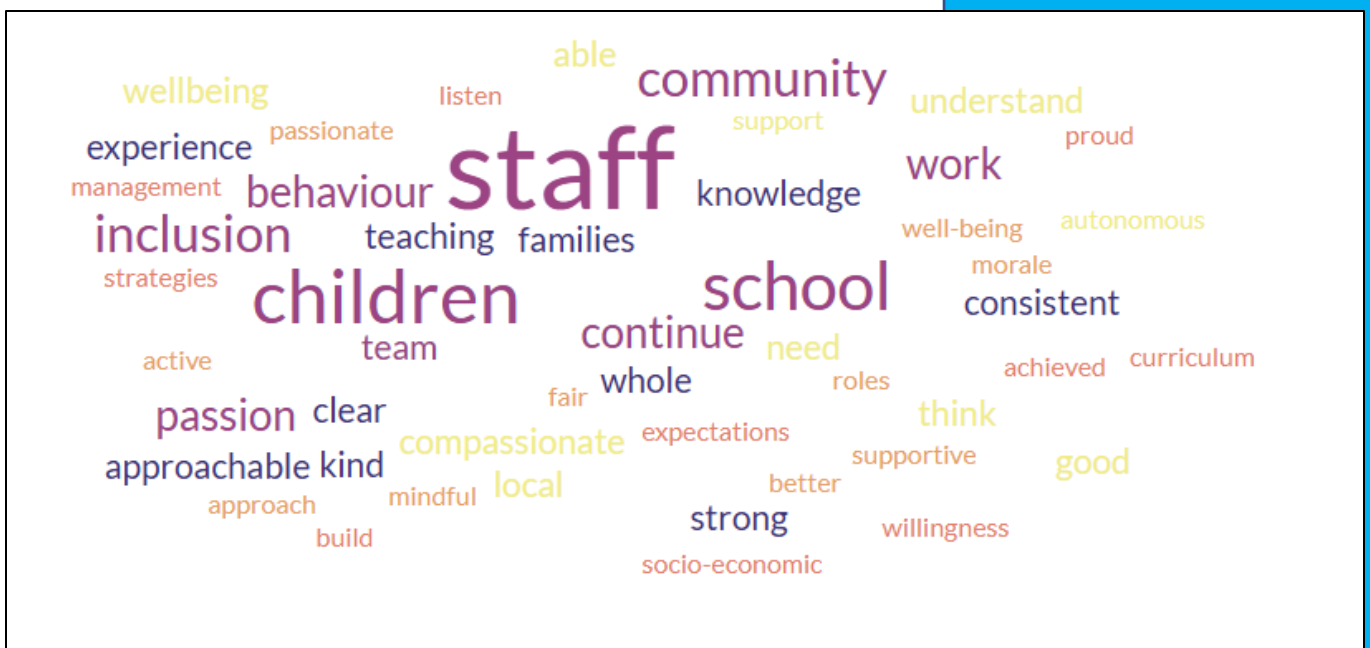
Qualities our pupils want to see in the Head

We asked our pupils what they see as critical in our new Headteacher:



Qualities our staff want to see in the Head

We asked Staff what strengths they see as critical in our new Headteacher:



What do Parents & families say?

Each year parents complete a Parent Questionnaire during the Parents Evenings and the Headteacher summarises the feedback:

1. My child enjoys coming to school.

4.30

Average Rating



It's absolutely brilliant to see that the majority of the responses to this were positive and that matches what we see in school with happy, smiling children! It is really important that children enjoy their learning so that they can get the most from it.

2. My child feels safe at school.

4.64

Average Rating



It is really important that all children feel safe in their school so that they are confident and ready to learn so it is very encouraging to see that over 90% of you agree that this is the case.

6. My child has a trusted adult in school

4.64

Average Rating



It is really important that all children have in mind a trusted adult who they could talk to if they ever needed to. We encourage the children to think of trusted adults in different walks of life too, for example, at home, in school, at clubs.

7. My child does well at this school.

4.63

Average Rating



The children at Bincombe Valley make good progress, regardless of their starting point. The progress measure is, in our eyes, more important than the attainment measure. We try to instill in the children that the most important thing is that they always try their best at everything they do.

19. The school is well led and managed.

4.54

Average Rating



I have a huge amount of support from the Leadership Team, the staff and the Governors of the school. We have the attitude that we have an amazing school with wonderful staff and children but that there will always be things that will be new or that we can improve upon.

Job Description

For further information or to arrange a visit please contact either Peter Marsden (Chair of Governors) on 07983390131 or email the school office on finance@bincombe.dorset.sch.uk

Main purpose

The Headteacher will:

- Establish and sustain the school's vision and strategic direction together with the governing board and through consultation with the school community.
- Maintain a positive partnership between all members of the school and the wider community and ensure that the school has an open and inclusive ethos.
- Identify barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's unique position.
- Makes sure the school improvement strategies are effectively implemented in a timely manner.
- Monitor progress towards achieving the school's aims and objectives.
- Allocate financial resources appropriately, efficiently, sympathetically, and effectively.
- Manage changes in the school size and optimising opportunities for further areas of growth.
- Ensure equal opportunities and support is provided across all areas, from Early Years, KS1 and KS2.

Headteacher

A nurturing Weymouth school for pupils aged 2-11

Full-time, permanent position to start 1 January 2026

Group:
L14 – L20
£65,010 - £79,475
(plus annual pay rise)

Application closing date: 23rd June 2025

This job description reflects the National Standards for Headteachers'.

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

Duties and responsibilities

Teaching, Curriculum and Assessment

The Headteacher will:

- Establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn.
- Identify any areas of weakness in teaching and implement, monitor and review interventions to improve these areas as well as teaching and learning across the school.
- Ensure focus is given to recommendations from the school's last Ofsted report, in particular, around curriculum and subject leader development.
- Ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains.
- Ensure effective use is made of formative assessment.
- Ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught, using resources and context from the local area.
- 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.
- Ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum.

Additional and special educational needs (SEN) and disabilities

The Headteacher will:

- Promote a culture and practices that enables all pupils to access the curriculum.
- Ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities.
- Ensure support for children who are vulnerable so they can fully access learning.
- Make sure the school works effectively with families, carers and professionals to identify additional needs and provide support and adaptation where appropriate, making sure the school fulfils statutory duties regarding the SEND Code of Practice.

Managing the school

The Headteacher will:

- Promote and safeguard the welfare of all children within the School, by ensuring that the School's policies and procedures relating to safeguarding children and child protection are fully implemented and followed by all staff; resources are allocated to allow staff to discharge their responsibilities; and that staff, pupils and students, parents and others feel able to raise concerns and that these are addressed sensitively and effectively.
- Manage staff well with due attention to workload and other factors affecting their wellbeing.
- Ensure rigorous approaches to identifying, managing and mitigating risk and to ensure that the school is a safe environment where pupils and staff are protected and cared for.
- Be responsible for the day-to-day running of the school regarding Health and Safety. Therefore, you have a duty to take reasonable care of your own and your pupils' Health and Safety in school.

Professional development

The Headteacher will:

- Ensure all staff have access to appropriate, high standard professional development opportunities within and beyond their areas of expertise.
- Sustain wide, current knowledge and understanding of education and school systems locally and nationally through continuous professional development that supports confident leadership to adapt and deliver change.

Leadership and management of the school

The Headteacher will:

- Manage senior and middle leaders, maintaining a professional culture amongst all staff at the school.
- Support a distributed leadership structure.
- Support and challenge staff, dealing with underperformance sensitively and effectively while making sure staff are given the support to do their jobs well, maintain a culture of Headteacher approachability and accessibility
- Implement the school's appraisal policy and other management processes and systems.
- Undertake self-evaluation and school improvement planning to improve areas of weakness in the school.
- Recruit and retain high quality teaching and support staff and ensure that safe recruitment requirements are met.
- Identify areas of progression and promotion for staff that support professional development and succession planning for the school.
- Manage the school's budget and resources alongside the School Finance Officer.
- Ensure value for money in any delegated financial responsibilities for purchasing and procurement.
- Ensure the efficient and effective use of school resources.

Governance, accountability and working in partnership

The Headteacher will:

- Work closely with the Governing Board and to maintain a positive working relationship.
- Provide information, objective advice and support to the Governing Board to enable it to meet its responsibilities - in particular, its functions to set school vision and strategy and hold the Headteacher to account for pupil, staff and financial performance.
- Ensure that staff understand their professional responsibilities and are held to reasonable account.
- Maintain an outward-facing school which works with other schools and organisations to champion best practice and secure excellent achievements for all pupils.
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils.
- Engage with and collaborate with the six other Maintained schools (the Chesil Collaboration) in the area to maintain our close working links.

Communication

The Headteacher will:

- Engage meaningfully to strengthen the links between the school and the local community, working collaboratively with parents and stakeholders to build an effective and flourishing partnership.
- Ensure parents are well informed about the progress of their children, curriculum provision, school policies and achievements and about the contribution they can make to the success of the school, through reports, letters, meetings and the school's website.
- Be fully appraised and aware of educational and other appropriate developments, whether national or local, and assess their impact on the school.
- Enhance and sustain the school's standing and role within the local community.
- Develop the communication strategy for the school to ensure an accurate, consistent and informative approach across all media is used.

Person Specification

A candidate will only be considered for shortlisting and move forward in the remaining person specification criteria if they meet the initial **essential** criteria under qualifications, knowledge and experience.

Qualification, knowledge and experience	Essential/ desirable	Application form	Assessment Stage
Degree and Qualified Teacher Status	E	Y	Y
National professional qualification for headship (NPQH)	D	Y	
Experience of working with/ teaching in Early Years Foundation Stage/ KS1/ KS2 pupils and staff	E	Y	Y
Recent successful leadership experience as a Headteacher, Deputy Headteacher, Assistant Headteacher or School Improvement Lead	E	Y	Y
Thorough understanding and experience of Child Protection and Safeguarding and commitment to safeguarding as part of the duty of care	E		Y
Experience of leading safeguarding in a school	D	Y	Y
School Culture			
Ability to articulate a clear vision for the future and provide strategic direction for staff, pupils and the community	E	Y	Y
Proven record of inspiring, enabling and motivating others, promoting positive and respectful relationships across the school	E		Y
Ensures a culture of high staff professionalism, holds others to account	E		Y
Upholds ambitious educational standards for all pupils	E		Y
Demonstrates commitment to principles of diversity, inclusion and equality	E	Y	Y

Teaching, curriculum & assessment			
Clear understanding of the curriculum and how to ensure this can be effectively accessed by all	E		Y
Reviews and monitors progress against agreed, measurable targets	E		Y
Absolute commitment to inclusion and to ambitious expectations for all pupils including those with SEND and higher attainers	E	Y	Y
Knowledge and experience of working with children with SEND across the primary phases	E	Y	Y
Able to understand the needs of children with challenging behaviours and develop strategies to successfully manage this	E		Y
Experience of deploying and managing staff to deliver effective outcomes	D		Y
Professional development			
Evidence of formal and/ or informal professional career development for the role of Headteacher	E	Y	
Has successfully undertaken approved safer recruitment training	D	Y	
Commitment to prioritising the continued professional development of all staff (including themselves) in the best interests of the individual, the team and the school	D	Y	Y
Successful track record of developing staff through effective performance management	D		Y
Organisational management/ continuous school improvement			
Have had active involvement in effective school self evaluation and development planning	D	Y	Y
Have had responsibility for whole school policy development and implementation	D		Y
Experience of leading change effectively and successfully	D		Y
Clear commitment to promoting health and safety and the wellbeing of children and staff	E		Y

Working in partnership/ Governance & accountability			
Experience of working with stakeholders including governors, school improvement partners, other schools and organisations to improve outcomes for pupils	E	Y	Y
Understands and welcomes the role of effective governance, upholds their obligation to give account and accept responsibility	E		Y
Experience of and contributing to a successful governing body.	D		Y
Experience of managing school finances effectively, understanding their contribution to school development and pupil outcomes	E		Y
Personal Qualities/ Ethics and professional conduct			
Passion for education, coupled with ability and enthusiasm to see every child fulfil their potential	E		Y
Excellent communication skills, including written communication. Ability to tailor message to different audiences.	E		Y
Visible and approachable, empathetic and enjoys engaging and inspiring children and others	E		Y
Adaptable leadership style, 'hands on' when required, balanced with knowing when to delegate	E		Y
Capacity for sustained hard work with energy and enthusiasm	E		Y
Shows resilience and calmness in the face of criticism	E		Y
Demonstrates consistently high standards of principled and professional conduct both within and outside school, upholding the Seven Principles of Public Life at all times	E		Y
Upholds fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs	E		Y

Our offer, benefits and rewards

As a maintained school under Dorset Council, we are committed to providing you with a competitive range of benefits, including:

- We are open to discussing flexible working at hiring point. We believe flexible working enables us to attract and retain the best talent to enable the very best outcomes for pupils in our school;
- Annual performance pay rises;
- Learning, career development and progression and opportunities;
- CPD time and resources to enable you to keep a personal portfolio;
- Additional leave and other leave entitlements including:
 - Unpaid parental leave;
 - Paid compassionate leave;
 - Paid time off for some medical appointments;
 - A paid volunteering day per year;
 - Relocation scheme (if eligible);
 - Family friendly policies including; enhanced maternity, adoption and paternity pay (above statutory provisions);
- Salary sacrifice schemes including the Bike to Work Scheme;
- Membership to the Teachers' Government Pension Scheme (TPS);
- Health and well-being support with a dedicated Employee Well-being Team;
- Sickness provision - we provide sick leave and pay for periods of absence due to illness.

We want you to build a rewarding and successful career with us. That's why we offer a generous range of benefits. They are designed to help you perform at your best by:

- Providing the work/life balance to support your wellbeing;
- Encouraging your personal and professional growth.

Application Procedure

Please apply for this position using EPlay via Dorset For You, attaching a copy of your CV, including a letter of application (no more than two sides of A4, Calibri, Size 10 font). In your letter, please tell us about you and why you are suitably experienced for the position; how you meet the job specification and your vision for the school as the next Headteacher.

Visits to the school are welcomed and days have been allocated for this to take place on either Monday 16th June or Tuesday 17th June 2025. Tours are by appointment only, and to arrange this, please contact Peter Marsden on 07983390131 or email the school office on finance@bincombe.dorset.sch.uk

Interviews will take place on Wednesday 16th & Thursday 17th July 2025. Information about the format of the two days will be communicated upon invitation, if you are successfully shortlisted.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to have an Enhanced DBS check in line with government safer recruitment guidelines.

*We wish you well
with your
application and
hope to see you
soon!*

