

Headteacher Vacancy Pack



Are you kind and caring ?
Are you warm and approachable ?
Will you create a happy and enjoyable learning
environment ?
Do you have high expectations of yourself and
others and strive for improvement ?

This is the job for you!



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What Our Children say

We learn about religion and we enjoy sharing other religions in our school.

I think this school is special because the teachers are kind. The work is good. The teachers are here for us and teach kindly.

I love the fact that we get so many opportunities and the learning is fun and you can really experience things e.g school trips etc.,

Everyone follows love, trust & forgiveness.

I think this is a good school because it shows people to love trust and forgive. The teachers are really helpful and work is fun.

We learn about relationship issues and how to deal with them using restorative practice.

I think that this school is amazing because it encourages children to learn more and it has all my favourite subjects.

I think that all the teachers are really friendly and trusting. School is a very safe place to learn.

Thank you for teaching us about God.

I think this school is lovely because all the children and teachers are kind and caring. Everybody in the school is watching out for each other.

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Welcome from Chair of Governors

Dear Headteacher applicant,

Thank you for your interest in our School. We hope that you find the attached information a useful introduction. We believe that this is an exciting opportunity, and the successful applicant will be joining a friendly, happy and well-loved school, offering a warm and caring environment. We are a school with a strong set of values; Love, Trust and Forgiveness and we have high aspirations for every one of our children.

We are seeking to recruit a Headteacher who is passionate about children's education, whilst still maintaining high standards. Working with our dedicated staff and governors the new school leader will be highly motivated to deliver our strategy of continuous improvement in teaching, learning and well-being in our fully inclusive setting.

Our new Headteacher must be fully supportive in the ongoing development and wellbeing of our staff, both as individuals and collectively as a team. We want the successful applicant to build on the strengths and good practice that our outgoing Headteacher has embedded and demonstrated throughout the School.

The Person Specification provides a more comprehensive list of the qualities we are looking for, but in essence we wish to appoint somebody with commitment, dedication and drive.

We have a dedicated and pro-active governing body, as well as fully supportive parents who, through the PTA, Church and the local community, organise many events and raise additional funds. Our new school leader would be expected to maintain and nurture the already excellent relationships we have.

I am proud that my four children have been pupils at Bitterne CE Primary. I recognise how important it is to have a well-structured, safe and stable environment for children to develop and be happy to learn.

Maintaining and continually improving this environment is important to me, but at the same time very challenging to sustain. As a governor, I feel that I have contributed to the school's strategic vision, as well as providing a parent's perspective on school issues.

We are very proud of our school and hope that the information within this pack will inspire you to apply for this position. Please contact us to arrange an informal visit, where you will be assured of a warm and friendly welcome from myself and the current headteacher.

Please contact ahumby@bitterneceprimary.net to book an appointment for your visit.

We very much look forward to meeting you.

Kindest regards

Amanda Humby

Amanda Humby, **Chair of Governors**



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Greetings from the Vicar

Dear applicant,

I am delighted you have requested a pack from our school Bitterne CE Primary and wanted to write to share a little of why this school holds such a special place in the heart and life of the parish of Holy Saviour Bitterne.

Bitterne CE Primary is a wonderfully happy school, that feels much more like a family or community than simply a school. Right at the heart of the school life is the close partnership with Holy Saviour and the team at the church. This partnership is demonstrated in the way in which the values of love, trust and forgiveness flow through every classroom, corridor, policy, lesson, collective worship, school service and meeting – it could be said that the school is like a stick of rock with love, trust and forgiveness running right through it.

As a church we celebrate and pray for the school, the staff, leadership, and governors on a regular basis. We have in the past enjoyed joint celebration services and are constantly looking at how we might work more closely with the school and support the community as they seek to celebrate, nurture, and challenge each pupil to become who they were created by God to be.

In the last few years post-lockdown, the church has through the Educational Trust been able to offer significant financial support for pupil and staff well-being and mental health, as well as training up a team of volunteer coaches through the Transforming Lives for Good Early Intervention programme. As an ex-officio foundation governor, I count it an absolute privilege to promote the health and well-being of the pupils, staff and especially the leadership team as they seek to give their all in serving the school community. Some of my ministry highlights over the past 3.5 years have been sitting with staff members, sharing burdens, and offering them to God for His help, sustaining and wisdom.

In 2016 the school was rated OUTSTANDING in their SIAMS inspection, which is no surprise given the centrality of the school Christian values, the caring and inspiring leadership team and the family feel of the school community. The school continues to operate to this same standard, I believe, and are working hard to grow and develop further, through initiatives such as the school of sanctuary status, the Christian Aid global citizens awards and through engagement with the Winchester Diocese Ubuntu project.

The school year is punctuated with weekly collective worship from the church team, which was continued online throughout the covid lockdowns. We regularly gather in church to celebrate milestones such as Christmas, Easter, Harvest, and those leaving school. We partner with Southampton City Mission in their Question of Faith days that run across the year groups and enjoy the various opportunities we have to support the curriculum both in classes and through educational visits to the church too.

As a church we are passionate about working together to grow, nurture and develop this wonderful school at the heart of the community – seeking to share those values of love, trust, and forgiveness as the golden thread through all we do.

With every blessing



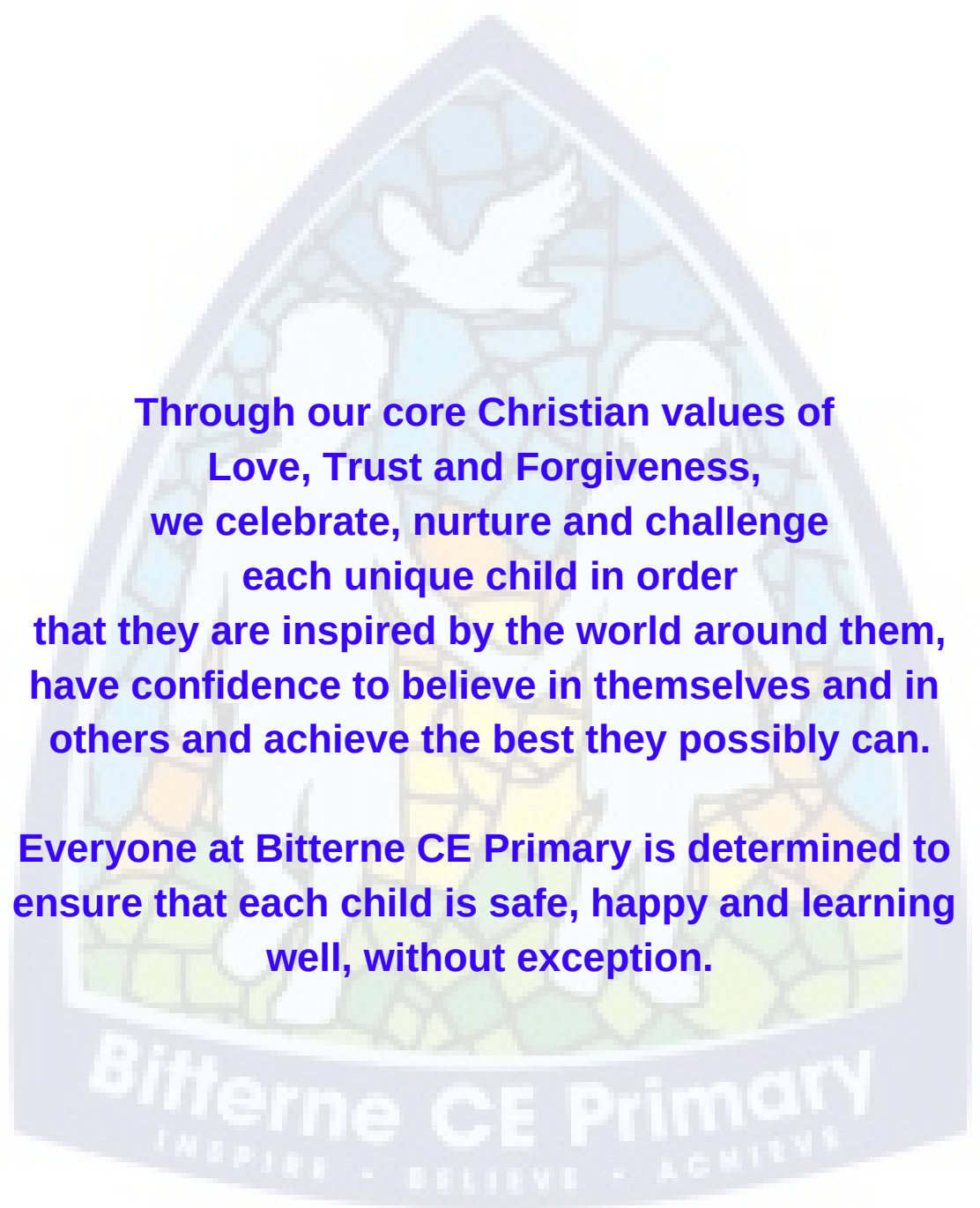
Rev'd Tony Palmer
Vicar
Holy Saviour Bitterne



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Through our core Christian values of
Love, Trust and Forgiveness,
we celebrate, nurture and challenge
each unique child in order
that they are inspired by the world around them,
have confidence to believe in themselves and in
others and achieve the best they possibly can.

Everyone at Bitterne CE Primary is determined to
ensure that each child is safe, happy and learning
well, without exception.

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The children's wellbeing is at the heart of everything we do and the Governing Body is seeking an inspirational leader with high expectations who is committed to supporting all of our children and to continue the Christian ethos which is fundamental to our school. We believe that all of our work is underpinned by our school values of; Love, Trust and Forgiveness.

Headteacher Role

- To provide professional and effective leadership in order that every child can fulfil their potential;
- Have at least 2 years of experience at SHT or DH level;
- Safeguard the welfare of our children and school community;
- Promote a secure foundation from which to achieve success in all areas of the school's work and development;
- Be subject to the current conditions of employment for Headteachers contained in the current School Teachers' Pay and Conditions Document.

Accountability

The Headteachers' Standards form the basis of our Headteacher job description. They can be found [here](#)

The Headteacher will carry out their duties with the ethics and professional standards expected of their role and uphold the seven principles of public life, as stated in section 1 of the current Headteachers' Standards document. They will fulfil the ten Headteachers' Standards as specified in section 2 of the Headteachers' Standards document.

Salary Scale: The indicative pay salary is set at £67,351 (L18) - £78,010 (L24)

The Governing Body would like the new Headteacher to focus on the following areas:

- *Demonstrate a drive and commitment to build on the successes of our school and continue to develop and steer the school forward.*
- *Empower our children and offer opportunities for them to demonstrate the school's vision and values – Love, Trust and Forgiveness.*
- *To lead, further enhance and deliver a broad, balanced, innovative and creative curriculum to meet the needs of each and every one of our children emotionally, socially and academically.*
- *Be an inclusive, inspiring and a visionary leader for children in vulnerable groups.*

Safer Recruitment:

Bitterne CE Primary School is committed to safeguarding and promoting the welfare of children and expect all staff and to share this commitment. The successful candidate will be subject to all necessary pre-employment checks, including: an enhanced DBS; Prohibition check; Childcare Disqualification (where applicable); qualifications (where applicable); medical fitness; identity and right to work. All applicants will be required to provide references.

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Person Specification

The Governing Body of Bitterne CE Primary is looking for an inspirational leader who will embody and lead our School's ethos and vision, whilst providing an excellent learning environment with the highest aspirations.

For the leader of our School, we seek someone who will have the following characteristics:

Education & Qualifications	Essential	Desirable
Degree or equivalent	✓	
Qualified teacher status	✓	
Senior Leadership Development (e.g. National Professional Qualification for Headship (NPQH))		✓
Safeguarding Children Level 3	✓	

Professional Experience & Leadership	Essential	Desirable
Successful experience of raising standards with measurable outcomes	✓	
Has significant senior leadership experience	✓	
Headship/Leadership experience at EYFS, KS1 and KS2		✓
Has a strong safeguarding ethos and culture with a good working understanding of KCSIE	✓	
Experience of being a designated Safeguarding Team Member	✓	
Thorough understanding of Safeguarding practices and Safer Recruitment		✓
Can demonstrate experience of making reasoned judgements and taking difficult decisions, conveying required outcomes clearly, positively and sensitively to a wide range of audiences	✓	
Make and maintain professional working relationships with those responsible for governance in the Local Authority and other school partnerships		✓
Understands and welcomes the role of effective governance upholding their obligation to be accountable and accept responsibility	✓	
Have experience of ensuring that staff know and understand their professional responsibilities and are held to account	✓	
Can demonstrate and explain how they have effectively and efficiently operated within the required regulatory frameworks and meet all statutory duties	✓	

Experience of leading in a Church School		✓
Awareness of the SIAMS processes and framework		✓
Has high standards of pupil behaviour and courteous conduct in accordance with the whole school policies and an awareness of how restorative practice can be used	✓	
Have a proven track record of managing staff ensuring that they model the values of the school and teach the behaviour of a good citizen	✓	

Knowledge & Understanding	Essential	Desirable
Has a thorough understanding of how valid, reliable and proportionate approaches of assessment are used to improve outcomes and set realistic targets	✓	
Understand quality of learning and teaching and how to achieve excellence	✓	
Ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains		✓
Ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught		✓
Articulate how 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	✓	
Has an awareness of appropriate, contemporary research that underpins teaching practice and is proven to have a positive impact on the attainment of pupils	✓	

Skills & Abilities	Essential	Desirable
An understanding of leading, managing and monitoring strategic financial planning to achieve educational goals and priorities	✓	
Has experience of leading successful school improvement and can demonstrate how this has impacted on pupil achievement	✓	
Has ensured the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care	✓	
Has a proven track record of rigorous approaches to identifying, managing and mitigating risk	✓	

Self-Development & Working with Staff	Essential	Desirable
Able to manage own workload and that of others, in order to maintain an appropriate work/life balance, well-being and mental health for all	✓	
Experience of effectively developing staff, ensuring that they have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs	✓	
Can demonstrate that they have drawn on expert school development provision from sources outside of the school as well as within it, and show the impact of this		✓
Values and promotes positive and respectful relationships across the school community and provides a safe, orderly and inclusive environment	✓	

Personal Qualities & Attributes	Essential	Desirable
Approachable and caring, forms constructive relationships with all, and has a high level of commitment	✓	
Has a presence that inspires confidence and trust, and an ability and willingness to delegate	✓	
Is emotionally intelligent and can give examples of using effective support mechanisms in challenging times		✓
Is committed to upholding a developing the distinctive Christian ethos of our school		✓
Has a passion for learning; recognises themselves as a learner who needs a team approach for success	✓	

Inclusion	Essential	Desirable
Has ambitious expectations for all vulnerable pupils including those with additional and special educational needs and disabilities and that this is a strand that runs through every decision that is made	✓	
Have experience of working with the SENCo and the Pupil Premium Lead to ensure that the culture and practices of the school enable all pupils to access the curriculum and learn effectively	✓	
Can demonstrate the ability to work effectively in partnership with parents/carers and external agencies, to identify the additional needs of all vulnerable groups, providing support and adaptation where appropriate		✓
To value the role of the SENCo and Mental Health Lead and understand how their roles and responsibilities have positive impact for the school community	✓	

Shaping the Future	Essential	Desirable
Can explain how they have made 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		✓
Have developed appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context	✓	
Have created development plans and shown careful and effective implementation of improvement strategies	✓	
Can show in their application how they have impacted on the changes they have put into place in their current School.	✓	

We look forward to receiving your application and welcoming you to our School.

As a School of Sanctuary, we are committed to being a safe and welcoming place for all, especially those seeking sanctuary. This could be people whose lives were in danger in their own country, who have troubles at home or are just looking for a space of safety. Through our well-developed PSHE curriculum and additional focused theme weeks, we also help our students, staff and wider community understand what it means to be seeking sanctuary and to extend a welcome to everyone as equal, valued members of the school community.

We aim to ensure that all students are treated fairly and have equal opportunities. Within our inclusive educational environment, student diversity and uniqueness are celebrated. All students regardless of their ability, race, religion and additional needs learn together. The School Information Report provides further details.

Underpinning all that happens at Bitterne CE Primary is sensitive and effective pastoral care, providing children and families with the additional support they need in the short term or on a long-term basis. This may include signposting to other appropriate agencies whom we work closely with.

The mental health and wellbeing of our children, staff and parents is extremely important to our school culture. Within school, highly skilled members of the leadership team co-ordinate appropriate interventions to support all members of the school community.

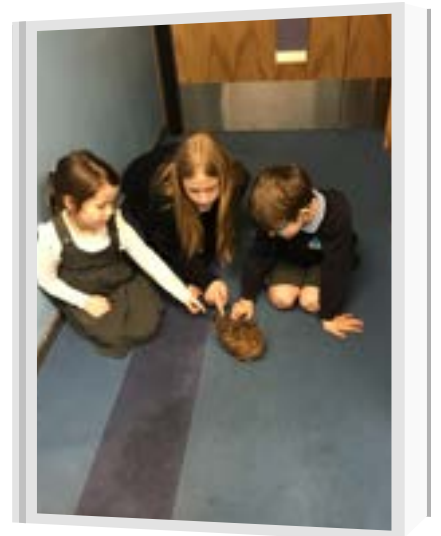
Sharing our ethos of 'Love,' Trust,' and 'Forgiveness' in all we do, including the use of restorative practice strategies, creates a consistent and united approach developing tolerance and understanding of Christian and British values.



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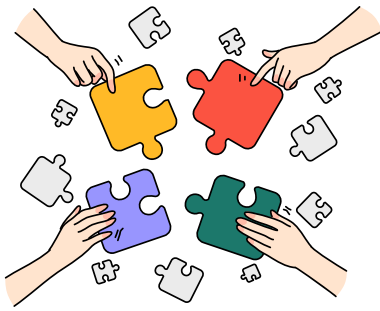
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Nurture the child as a whole not just academics

Concerns quickly addressed.
Teachers front and centre.
Good community atmosphere.
Core values.
Links with church.

*Building a strong community.
Strong staff team.
Strong Christian values.*

My time as a parent is now coming to an end at Bitterne C of E school. The school has provided a good foundation academically for both my children. However, perhaps more importantly, it has taught them that everyone is unique which will be valuable for their future. The link with the church has been very important for my children and myself as a parent as it provides a real sense of community. I wish the school well for their next chapter; the incoming head is certainly a very lucky headteacher; it will be real privilege to lead this school. I wish the school well for the future.

The school are very supportive and actively try to work with parents in the interest of the children. Teachers are approachable and kind and the communication is really good. Very happy that my child attends.

The school is very clean, tidy and well looked after. The teachers are very supportive and caring. I feel happy and relaxed knowing my daughter is being taught at such a good school. There is nothing I can find any fault with. A brilliant school.

The ethos of the school, the Headteacher, the teachers and all the staff. They always work for the good of the kids and are so good at meeting each child's needs where they are.

One of the main attractions of the school for our family was the amazing attitude towards the children's emotions and mental health, including having chill out areas for each year group and student mentors throughout the school.

Generally making school an enjoyable place to be.

The friendliness of all the staff both support and teaching. The attention to detail of the needs of every child; the planning is bespoke for each child's need. My son has had such a fantastic time here, he doesn't want to leave.

It's Christian values and link with the local parish church. Availability of teachers and senior team at the school gates give a sense that my child is well cared for and that any issues could be resolved quickly. An emphasis on care and all round development of children rather than academic results.

Creates a fun learning environment for my child.

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Our Governing Body consist of:

3x Foundation Govs

2x Parent Governors

1x Co-Opted Govs

1x LA Governor

1x Staff Governor

Headteacher & Deputy Headteacher & Business Manager

Working in partnership with the school, our Governors are committed to securing the best possible education for every child. The Governors work strategically with the Headteacher and staff to agree school priorities, improve standards and provide a range of challenge and support.

They are well trained, hard working with specific areas of responsibility. They visit school regularly and are well known amongst the children and wider school community.



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Advert Opens: Tuesday 21st March 2023

Closing date for Applications: Tuesday 25th April 2023 at 12pm

Assessment and Interview days:
Monday 15th and Tuesday 16th May 2023

Start Date: 1st September 2023

Further Information

Find out more about Our School on our website:

www.bitterneceprimary.net