



Headteacher Recruitment Pack July 2021



**Together We Believe,
Together We Achieve**



Dear Candidate

Thank you so much for the interest in the position of Headteacher at Brandesburton Primary School.

We are advertising this position as our current Head Teacher is moving on to exciting new projects, having driven the school forward for more than a decade with great leadership, hard work, enthusiasm, loyalty and inspired professionalism.

Brandesburton Primary is well established at the heart of our East Yorkshire village and we have over 175 years of history here to be proud of. Having said that, we're a school of the 21st century – with a modern ethos which has been instilled by the headteacher and her team of very talented staff.

Our curriculum is exciting and fun, our teachers want our children to enjoy learning – right from Foundation Stage until the time they leave us, at the end of Year 6. In addition to learning, we're proud that our pupils are involved with school sports, art, performance and music. We put 'being a great ambassador for Brandesburton Primary School' at the top of the list of essential qualities that our children develop.

So, what are we looking for from you?

Well, our new Head Teacher will be a strong leader. Somebody at home with budgets, data and admin and somebody who will inspire our staff and pupils to even greater heights. You'll be at least a 'good' teacher yourself and comfortable dropping into any of the school's settings at short notice, as required. You'll lead by example and be an excellent role model to staff and pupils. You'll be engaging, sympathetic and very at home dealing with parents and the wider Brandesburton community.

The Governing Body sees itself as an integral part of the school's success and our new Head Teacher can be assured of our on-going support. We look forward to meeting you and hearing ideas from you which will propel the school forward for the next decade.

We would encourage candidates to visit the school in order to get a feel for our brilliant, modern school in its 175 year old setting. We suggest visiting on either Friday 9th or Friday 16th July. If you'd like to come and see us, please ring the school and speak to Katie Tomlinson to arrange a convenient time.

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

Yours sincerely

Phil White, Chair of Governors, and the Governor Team

Where Are We?



Brandesburton is a small but thriving village located in the East Riding of Yorkshire with a strong community focus. It is located 7 miles west of the coastal town of Hornsea and 9 miles north-east of the market town of Beverley. The village benefits from a wide range of amenities; including a water-ski centre, tennis courts, golf course and a lakeside pizzeria.

The main school building is located on Main Street, part of the site dates back to 1843 and is Grade II listed. It sits on a large site with a variety of outdoor 'settings' that the children have recently enhanced for all. Fairy gardens, play areas and vegetable plots are all thriving and enriching the day to day life of the pupils.

The school sits at the heart of the village and constantly strives to forge strong links with the local and wider communities. Building working relationships with local industry supports the school curriculum and allows the children hands on experience of the world beyond the school gates.

Many pupils have parents, grandparents and even great-grandparents who attended the school and members of the community are regularly invited into school to celebrate the children's achievements. The school benefits greatly from its rural setting but also gives back to the village in a number of ways; Christmas, Easter and Harvest festival celebrations in the village Church and inviting the senior citizens into school for afternoon tea parties! The children are proud of their school and well respected in the community.



Our School



Values and Aims

We aim for all pupils at Brandesburton Primary School to experience a high quality education and develop the knowledge, skills, understanding and attitude required to lead a fulfilling life in our local and global communities, today and in the future.

Children's access to these skills is an entitlement that requires the active and mutual partnership of our whole school community. We are committed to this partnership and summarise this in a simple statement:

Together We Believe, Together We Achieve

We aim to create a happy, caring and co-operative school community that celebrates learning in all its forms. Staff, governors and parents work together to nurture good citizens with strong moral values, attitudes and beliefs. We recognise and celebrate individuality and value everyone. We promote an inclusive school with equality of opportunity for all regardless of race, religion, gender or disability.

Our core school values:

- * Respect
- * Responsibility
- * Perseverance

To achieve our vision we aim to:

- have a strong commitment to every child
- promote learning as an exciting, independent, co-operative and lifelong activity within and beyond the school day
- provide a curriculum that motivates, inspires and meets the need of all pupils
- help pupils develop lively, enquiring, imaginative and creative minds with the ability to question and argue rationally and to apply themselves to tasks
- encourage students to achieve their potential academically, physically, artistically, creatively and emotionally
- provide excellent teaching in a dynamic and supportive learning environment that enables everyone to aspire, achieve and enjoy
- maintain a school ethos and climate of care and commitment to one another, where individuals work as a team and feel valued and safe
- develop a culture where we take appropriate risks
- encourage pupils to appreciate/celebrate spiritual, moral and cultural diversity
- promote good citizenship with the values of responsibility, commitment, co-operation and respect at the core
- develop links and create partnerships with the wider community, local schools, and business to extend learning opportunities

Job Outline

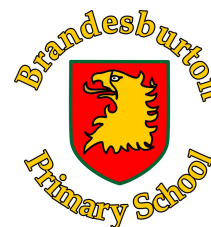


- To provide vision, leadership and direction for the school, its pupils, the staff and the governing body.
- With support of the governing body, to be responsible for creating and maintaining a productive learning environment which is engaging, enjoyable and fulfilling for all pupils.
- To demonstrate an uncompromising drive for excellence in all aspects of the school's life so that all pupils achieve the highest levels of learning and personal development.
- The Headteacher is accountable to the governing board for the Head Teachers standards, the progress and well-being of all pupils and staff and for all resources, including budget setting and monitoring.
- Our children are themselves first-class ambassadors for Brandesburton Primary School and the wider village community too. You will be expected to maintain and further develop this reputation. Additionally, you will be responsible for all aspects of safety and safeguarding of the pupils, the staff and all visitors to the school.
- Be a good or outstanding teacher and undertake teaching commitments, as required, across all of the school settings. You must be able to model good or outstanding teaching for colleagues.

The following will give you a broad indication of the role at Brandesburton Primary School, in line with the school ethos. While not an exhaustive list the successful candidate must be able to:

- Promote effective relationships with all pupils, staff, governors, care-givers, other schools, the local community, the Local Authority and other external bodies to enhance the positive image of the school and the development of the education system as a whole.
- Further develop a culture of effective leadership and staff professionalism.
- Lead by example and demonstrate an uncompromising drive for excellence in all aspects of the school's life
- Nurture all children so that they reach their Own Personal Best.
- Maintain and further develop a culture of high expectations and aspirations that lead to an excellent education for all pupils.
- Develop and influence effective curriculum subject leaders with high levels of relevant expertise with access to networks and communities.

Job Outline (continued)



- Maintain and develop a culture where pupils' attitudes to learning are exemplary. We expect our pupils to take pride in their school, their work and their behaviour.
- Ensure that statutory requirements for the curriculum are met, that curriculum provision is appropriate and relevant to the needs of all pupils and provides equality of opportunity for all.
- Ensure that assessment is appropriate and proportionate, and that assessment information is used effectively by leaders and governors to improve teaching and the curriculum.
- Further develop teaching at the school so that the curriculum is ambitious, fun, promotes and sustains a thirst for knowledge and understanding and a love of learning.
- In keeping with current guidelines, we expect our new Headteacher to ensure that the curriculum promotes the fundamental British Values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.
- To ensure that the school's Appraisal policy, including induction, is effectively implemented, reporting to the governing body as necessary. You will oversee appropriate staff CPD.
- The successful candidate will be responsible for the day-to-day management, organisation and administration of the school, modelling an effective work-life balance and managing the workload of others.
- Importantly, our new Head Teacher will be comfortable monitoring finance and resource effectively in line with the strategic direction of the school.
- Ensure the rigorous implementation of well-focused improvement plans, based on robust self-evaluation. Will work with the governing body to enable it to meet its responsibilities and present to it, on a regular basis, an accurate account of the school's performance and where appropriate, lead and manage change effectively.



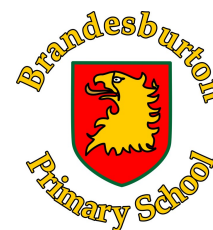
What our children think is good about our school...



kind pupils good food
school trips
amazing equipment massive field
exciting lessons everything is fun
we work as a community
we all help each other excellent teachers
lots of room it's easy to find friends
good athletes we have fun days -lapland fun playtimes
we can try again fun things to play with
it is creative the teachers don't bite
we get surprised children are polite
learn lots fun things to make
work as a team everyone is kind
we have friends



Headteacher Specification



Qualifications and Professional Development	
Essential	How evidenced
Qualified teacher status	A
At least 2 years leadership role. Proven success of moving projects forward and can demonstrate this.	A, I, R
A breadth of experience across all the primary age range	A, I, R
Excellent communication, presentation and interpersonal skills that allow them to interact with a wide range of people	A, I, R
Open honest, approachable, energetic and enthusiastic	I, R
Show tolerance and respect for the rights of others	I, R
Willing to accept support and challenge from others, including colleagues, governors and outside agencies	I
Able to evaluate complex data	A, I
Implement consistent, fair and respectful approaches to managing behaviour	I
Desirable	
Evidence of recent (within the last 4 years) CPD including NPQH	A

Leader of Learning	
Essential	How evidenced
Demonstrate the desire to bring the curriculum to life to make school an enjoyable and stimulating place to be	I
Ability to focus and motivate a group of staff around a shared goal	I
Understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility	I
Promote positive and respectful relationships across the school and wider community	I
Confidence when delegating	I
Demonstrate an ability to lead by example, manage staff effectively and develop strong team spirit	A, I
Desirable	
Not held back by the fear of failure	I
Willingness to harness new and emerging theories and technologies and technologies to improve the school	A, I

Headteacher Specification (continued)



Running and effective School	
Essential	How Evidenced
Demonstrate a thorough understanding of outstanding safeguarding	A, I, R
Demonstrate an understanding of finance and budgetary aspects of school and the use of data to inform school improvement	A, I, R
Ability to demonstrate an understanding of school finance, recognising the need to use public funds effectively and efficiently	A, I
Demonstrate an ability to lead by example, manage staff effectively and develop strong team spirit	A, I, R
Inspirational leader with inspiring teaching skills	A, I
Demonstrate an understanding of the need to create a happy and caring school community that celebrates learning in all its form	A, I, R
Experience of engaging parents and careers effectively to ensure they play a prominent part in their child's learning	A, I
Commitment to rigorous, honest and supportive performance review	A, I
Demonstrate a desire to promote a school ethos of care and commitment to one another	A, I, R
Illustrate an understanding of, and commitment to, high-quality learning behaviour throughout the school	A, I
Desirable	
Experience and training as a Designated Safeguarding Lead	A, I







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Brandesburton

East Yorkshire

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L10-16

Required from January 2022

The Recruitment Process Application forms are available at

www.eastriding.gov.uk/jobs

Visits to the School By arrangement via appointment 9th and 16th July 2021

Closing date: 1st September 2021

Shortlisting: 3rd September 2021

Interviews: Candidates will need to be available across two days; 13th and 14th September 2021

Start date: January 2022



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