

Broom Valley Community School

Headteacher Recruitment Candidate Information Pack



We Dare To Dream Big

December 2021





Our Vision and Values

At Broom Valley Community School we dare to dream big!

We aim to create a learning-centred school that nurtures the talents of all its pupils, with all systems focused on meeting our core purpose: to remove limits and inspire confident learners who will go on to thrive in a world that is ever changing. In order to achieve this, we will continue to develop a memorable curriculum for long-term learning that challenges; ignites a joy for learning and enables children to become successful and independent learners for life. We will continue to provide a healthy and happy school where everyone feels safe to learn.

We will strive to take our place at the heart of our local community whilst embracing a broader global view. As a school community, we will ensure that all learning and teaching is informed by evidence. We will embrace the challenge of change with enthusiasm and commitment. We will grow our understanding of how we can affect the future of the world in which we live. We will value kindness, respect, integrity and endeavour.

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Letter from our Chair of Governors

Mr E Coates-Madden

Dear Applicant,

Thank you for your interest in becoming the new Headteacher at Broom Valley Community School. We are very much looking forward to meeting with you.

Here at Broom Valley, 'We Dare to Dream Big'. Our school is at the heart - literally and figuratively - of Broom Valley, Rotherham's most diverse ward. We are proud to serve a community with the highest minority ethnic population in Rotherham. We are dedicated to our school and wider community and making sure our families know we are there for them is vitally important.

Whilst the local area, and the school are not without challenges, these positively contribute to what makes maintaining our OFSTED status as a 'good' school that extra bit more rewarding. Governors are committed to working with the leadership team to be the very best; supporting all staff in ensuring that they are achieving, and celebrating with them when our children are successful.

We are looking for someone who shares our values, someone who will invest in our children, our staff and our community, and who is prepared to lead in the challenge of driving the school forward.

These are big shoes to fill, but becoming the Headteacher at Broom Valley will be one of the most rewarding and exciting challenges of your career.

If this is the right place, the right time and the right challenge for you, and if you're the right leader, the right manager and the right educator for us, for our children, staff and community, then we can't wait to meet you and to support you on that adventure.

I wish you the very best in your application, and welcome any questions you might have.

Eddie Coates-Madden
Chair of Governors





Broom Valley Community School at a Glance...

Type of school: Local Authority Maintained

Age Range: 3-11

Number on roll: 390 including FS1

Pupils with an EHCP: 0.28%

Pupils with SEN support: 18.55%

Pupils eligible for pupil premium: 39%

Pupils with English as an additional language: 64.26%

Pupils in receipt of free school meals: 36.84%

Our Advertisement

Rotherham Metropolitan Borough Council
Children and Young People's Services

Broom Valley Community School
Headteacher

Salary: Group 3 L15-21

Number on roll: 390 including FS1

Age Range: 3-11

Required for: September 2022

The children, staff and Governing Board of Broom Valley Community School seek to appoint an experienced leader who is an inspirational educator. We are looking for an exceptional, motivated and supportive leader to become the new Headteacher of Broom Valley Community School. We are extremely proud of our school, open to new and creative ideas and believe in the potential of every child in our care.

The successful candidate will share our passion and dedication for the Broom Valley Community; someone who is a motivated, dynamic leader with a passion for learning. Someone who can also demonstrate excellence and uphold our vision – We Dare to Dream Big. If you are a successful, experienced leader with a proven track record looking for your next step or an existing Headteacher ready for new challenge we would be delighted to hear from you.

What we can offer you:

- A welcoming, safe, happy learning environment where everyone is respected and listened to.
- A school where we take pride in ourselves and our achievements, enabling children to become confident and successful learners.
- An environment that you can work in partnership with children, governors, the local and wider community to encourage children to strive for excellence and aim high, laying the foundations for life-long learning.
- Children who have a love of learning.

Our Advertisement continued...

We are looking for someone who will:

- Provide inspirational leadership and management that reflects the vision and values of the school with a child-centred approach.
- Demonstrate innovative and passionate leadership and management.
- Champion our inclusive environment and support all children to thrive and be successful.
- Embrace our commitment to providing a secure and enriching experience, where each child is encouraged to develop strong personal, academic, physical and creative skills
- Support, motivate and challenge our school team with energy, integrity and respect
- Lead the school in partnership with the community for the benefit of all.
- Have the skills to inspire and promote the highest quality of teaching and learning.
- Model best practice, with the knowledge, skills and expertise to develop and build on effective systems.
- Work collaboratively with all stakeholders of the school.

Please visit our website <https://www.broomvalleycommunityschool.co.uk/> for further information about our fantastic school.

All potential candidates are warmly invited to visit the school so you can see for yourself our positive learning ethos. Your visit may be arranged by calling Lyndsey Moore, Clerk to the Governing Board on 01709 828636.

Closing Date: 26th January 2022 (Noon)

Shortlisting: 28th January 2022

Interview Dates: 3rd and 4th February 2022 (Provisional)

Completed application forms should be returned to:

Lyndsey Moore, Clerk to the Governing Board

Email Address: lmoore@bvcs.org.uk

Broom Valley Community School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointment to this post is subject to an enhanced Disclosure and Barring Service check as well as other pre-appointment checks outlined in Keeping Children Safe in Education (September 2021).

ed by
Stanford



I like the design
because it looks
happy & better than



I like the
because it looks

Bee
by
Stanford



Our Ideal School Culture

- We would welcome the chance to work in a school characterised by laughter; where relationships with staff, pupils and their families are authentic, supportive and respectful.
- We would like to go to school each day knowing that risk taking is encouraged; comforted in the knowledge that there is a team there to catch us if we should stumble.
- We would like to work in a school where success is valued and celebrated; one where we are empowered to challenge each other to succeed.
- We would like this school to be a place of work that embodies fun and where collegiality prevails.
- We would like to work in a school that listens to concerns and then acts, whilst not losing sight of maintaining its high expectations.
- We would like to be part of a team that examines, questions and reflects.
- We would like to go to work each day knowing that diversity is encouraged and celebrated.
- We would like to work in a school where everyone genuinely wants to be there; a school that is filled with those who choose to be there because of the difference they could make to themselves and others.

Statement of Curriculum Intent

At the centre of our vision, for every pupil, is our curriculum. We have created it to 'ignite a joy for learning' and to enable children to 'develop the personal and learning skills to help them become successful and independent learners for life'. We have rooted its foundations in our belief that knowledge is key, and that long-term learning is essential. There is a narrative that provides cohesion to our curriculum. The integrity of subject-specific knowledge is maintained across all year groups. It acknowledges that, for most of our children, English is not their first language. Quality literature is at its heart, since we know that reading helps unlock knowledge and, significantly, immerses children in a world of story. Our curriculum is constructed on the premise that children's knowledge, opportunities and experiences, differ considerably from one another. It is infused with rich vocabulary throughout. Since we value agency, we work with our children to shape a legacy that each theme leaves behind. We plan opportunities for the children to continue to build on the 'Characteristics of Effective' learning, through developing the 5Cs. Finally, in realising our curriculum, we rely on high quality teaching and subject advocates.

Appointment Timetable and Process

- Closing date for applications: 26th January 2022 at 12 noon
 - Shortlisting: 28th January 2022
 - Interview days: 3rd and 4th February 2022 (Provisional)
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- The post will be advertised on the RMBC website and Teacher Vacancies.
- Applicants are encouraged to visit the school prior to submitting an application. Contact the school for more details 01709 828636
- Applications should be made on the downloadable application form provided.
- Please read carefully the Job Description and Person Specification. Candidates should address these selection criteria in the application form and supporting statement as they will determine whom to shortlist for interview.
- Applications should be submitted to Mrs Lyndsey Moore, Clerk to the Governing Board: lmoore@bvcs.org.uk
- Shortlisted candidates will be advised by phone or email.
- Written information regarding the interview process will be provided by email.
- References will be taken up at this stage.
- Candidates should be available to attend an interview for the two days.
- Candidates will be advised of the outcome as soon as possible after the second day of interviews.

Person Specification

[A] TRAINING AND QUALIFICATIONS			
	Essential	Desirable	Source A- application I - interview R - references P - presentation T - task observation
Qualified teacher status	✓		A
Degree	✓		A
Recent participation in a range of relevant training (preparation for Headship in the last 3 years)	✓		A,I

[B] EXPERIENCE OF TEACHING AND SCHOOL MANAGEMENT			
	Essential	Desirable	Source A- application I - interview R - references P - presentation T - task observation
Leadership experience at deputy head level or head teacher level	✓		A,I,R
Experience of leading and managing a school initiative	✓		A,I,R
Significant experience working in the primary phase (minimum 5 years)	✓		A,I,R
Experience of strategic financial planning, budget management and the principles of best value	✓		A,I,R
Experience of leading change, creativity and innovation	✓		A,I,R
New technologies – their use and impact	✓		A,I,R
Experience of monitoring and evaluating performance to inform the school SEF	✓		A,I,R
Experience of curriculum design and management	✓		A,I,R

[C] PROFESSIONAL KNOWLEDGE AND UNDERSTANDING			
Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to the specific phase.			
	Essential	Desirable	Source A- application I - interview R - references P - presentation T - task observation
Pupils' educational development	✓		A,I,R
School leadership and management	✓		A,I,R
Curriculum and assessment, including subjects and cross curricular aspects	✓		A,I,R
Effective teaching and learning strategies	✓		A,I,R
School improvement strategies	✓		A,I,R
Local and national policies, priorities and statutory frameworks	✓		A,I,R
Governance	✓		A,I,R
Safeguarding arrangements	✓		A,I,R

[D] PERSONAL SKILLS AND ABILITIES

Applicants should be able to provide evidence that they have the necessary personal skills and abilities required by the post:

	Essential	Desirable	Source A- application I - interview R - references P - presentation T - task observation
Think strategically, make decisions and communication effectively	✓		I,R
Inspire, motivate and challenge the whole school community	✓		I,R
Competent in the use of ICT	✓		A
Experience of working with a range of external agencies	✓		A,I
Coaching skills to support staff appropriately	✓		A,I
Prioritise, plan and organise themselves and others	✓		I

[E] OTHER REQUIREMENTS

	Essential	Desirable	Source A- application I - interview R - references P - presentation T - task observation
Application forms should be completed in full	✓		A
Letters should be clear and concise (3 sides of A4 maximum at Times New Roman Point 12)	✓		A
Should address the criteria identified in the person specification	✓		A

[F] CONFIDENTIAL REFERENCES AND REPORTS

	Essential	Desirable	Source A- application I - interview R - references P - presentation T - task observation
Two written references only (one from the most recent employer)	✓		
Confirming professional & personal knowledge, skills & abilities referred to above	✓		
Positive recommendation from current employer	✓		



... started laying, but when
... was missing, Jack stretched
... and scolded down
... inside.

mean! How wrong, and how
cried Jack's mother, "How
be poor again!"

mean! How wrong, and how
cried Jack's mother, "How
be poor again!"

Job Description

Post Title: Headteacher

Contract: Leadership Scale L15-21

Group: 3

Responsible to: The Governing Board

Core Purpose: To provide professional leadership and management for the school, subject to the Conditions of Employment for Head Teachers contained in the current School Teachers' Pay and Conditions Document(STPCD)

The following represent the main purpose, qualities, duties and responsibilities of the headteacher and are based on the Headteachers' Standards (DfE, 2020).

Main Purpose

The headteacher will:

- Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community
- Establish and oversee systems, processes and policies so the school can operate effectively
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented
- Monitor progress towards achieving the school's aims and objectives
- Allocate financial resources appropriately, efficiently and effectively

Qualities

The headteacher will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the school community
- Serve in the best interests of the school's pupils

Main Duties and Responsibilities:

School Culture and Behaviour

The headteacher will:

- Create a culture where pupils experience a positive and enriching school life
- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy

Teaching, Curriculum and Assessment

The headteacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum
- Ensure the use of evidence-informed approaches to reading so that all pupils are taught to read

Additional and Special Educational Needs and Disabilities (SEND)

The headteacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum
- Ensure the use of evidence-informed approaches to reading so that all pupils are taught to read

Managing the School

The headteacher will:

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Manage staff well with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk

Professional Development

The headteacher will:

- Understand and welcome the role of effective governance, including accepting responsibility
- Ensure that staff 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
- Work successfully with other schools and organisations
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

Governance, Accountability and Working in Partnership

The headteacher will:

- Understand and welcome the role of effective governance, including accepting responsibility
- Ensure that staff 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
- Work successfully with other schools and organisations
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

Other Areas of Responsibility

Whilst every effort has been made to detail the main duties and responsibilities of the headteacher, the postholder may be required to undertake other duties appropriate to the role.

Date: December 2021
Signed: Eddie Coates-Madden (Chair of Governors)

The job description is current at the date shown, but after consultation with the Governing Board, may be changed to reflect or anticipate changes in the job requirements.

Whilst every effort has been made to detail the main duties and responsibilities of the post, each individual task and duty to be undertaken has not been identified.

Broom Valley Community School



We Dare To Dream Big

