NEWLANDS COMMUNITY PRIMARY SCHOOL

NEWLANDS 'Shine Bright'

HEADTEACHER CANDIDATE INFORMATION

CONTENTS

Welcome	Page 3
About Newlands Primary School	Page 4-7
Vision and Values	Page 8
What our pupils say	Page 9
What our parents say	Page 10
What our staff say	Page 11
Job description	Page 12-14
Person specification	Page 15-16
Advert	Page 17

WELCOME

Dear Applicant,

The Governors and I are very pleased to send you the enclosed information about our school and the key post of Headteacher at Newlands Community Primary School. Thank you for the interest you have shown. We believe that this is an exciting opportunity, and that the successful applicant will be joining a happy and welcoming community that looks to the future.

Our school is at a significant stage in its development. We need a strong, dynamic, experienced leader who will take us forward. A leader who will raise aspirations and challenge underperformance. Staff and Governors of the school are keen to support a new Headteacher with the task of improving and developing the school as it continues its journey.

We have a committed Governing Body with a wide range of skills and abilities. Visits to the school are strongly encouraged. Tours are scheduled for week commencing 27 February 2023, 06 March 2023 and 13 March 2023. Please contact the school office to arrange a visit on 01455 844369 or please email admin@newlands.leics.sch.uk

I am pleased to enclose the applicants pack, which outlines key information about our school. We look forward to receiving your application and learning what you would be able to offer our school, specifically its pupils, staff, parents and governors.

Yours sincerely
Val Moore
Chair of Governors

ABOUT NEWLANDS COMMUNITY PRIMARY SCHOOL

Our Location

Following a move to new premises 4 years ago Newlands is situated 9 miles south west of Leicester. Located on the border, our school serves both Earl Shilton and Barwell. We are fortunate to have a wide variety of community run facilities in the local area including a library, scouting and girl guiding groups, football clubs, community houses and several Church run groups and activities. Parents particularly value the links the school has and continues to develop with the wider community, especially our community food bank, known as the Newlands Cupboard. We have an active PTFA who are keen to raise funds for the school.

There is significant housing development planned for the local area and Newlands now has capacity for increased pupil numbers when the need arises.

ABOUT NEWLANDS COMMUNITY PRIMARY SCHOOL

Our School Premises

We are particularly proud of our new premises, which was opened in October 2018. This will allow for future growth to 2 and possibly 3 classes per year group from our current 1.5. Our current intake allows for 1.5 classes for each year group plus 2 mixed classes (3/4 and 5/6) with 2 smaller classes in Early Years.

Our premises are modern and well maintained. Classrooms are bright, spacious and well equipped. Our playground and field space are a good size, the PTFA have recently funded a daily mile track and are currently raising funds for some playground equipment to make it a more exciting space for the children to use. We also have a separate play area for our foundation stage and preschool to access. One of our biggest achievements since our move has been to establish a forest school area which is used by all classes throughout the year.

ABOUT NEWLANDS COMMUNITY PRIMARY SCHOOL

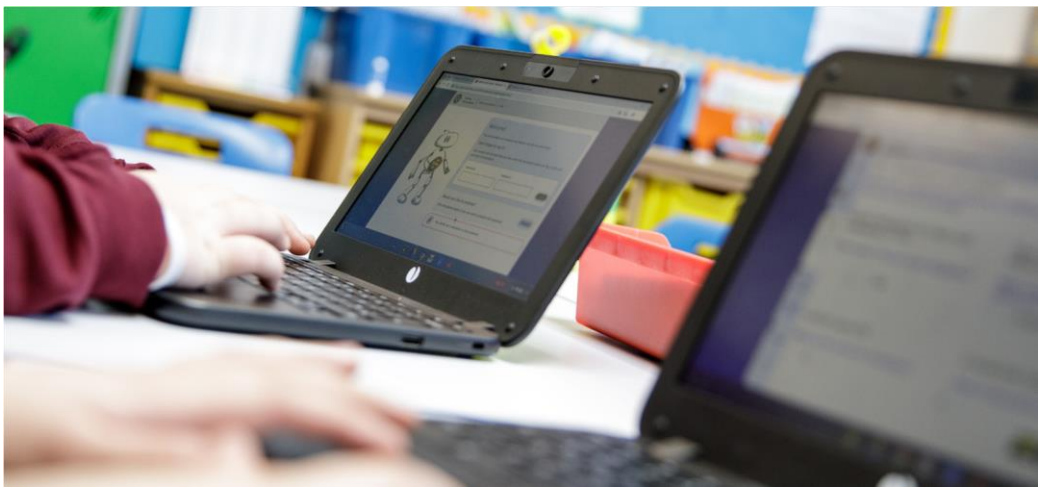
Our School Structure

Newlands Community Primary School currently has 304 children on roll divided into 12 classes. 2 in Early Years, 4 in KS1 and 6 in KS2.

The leadership team consists of a Headteacher, a Deputy Headteacher and an Assistant Headteacher. The Headteacher post will be non-class based.

Currently there are 14 teachers (full and part-time) working at the school, including the leadership team.

We also employ 23 support staff for teaching, site and lunchtime supervision. There are 3 administrative support staff.



ABOUT NEWLANDS COMMUNITY PRIMARY SCHOOL

Our Pupils

Pupils at Newlands enjoy school and standards of behaviour are high. Our latest Ofsted report noted that “Pupils behave well at all times of the school day…relationships are positive. There is an ethos of mutual respect.”

The following table has some statistics about our pupils as of January 2023.

023	NUMBER	PERCENTAGE
Pupils eligible for FSM	70	23.0
Pupils eligible for PP	79	25.9
Pupils with EAL	18	5.9
Pupils with SEN	64	21.0
Pupils with an EHCP	6	1.9
Looked after Pupils	3	0.9

NEWLANDS PRIMARY SCHOOL
VISION AND VALUES

‘Shine Bright’

We think that this captures everything we want for our children and will be easily understood by all within our school. We believe that it links well with our logo, which was chosen many years ago to commemorate the discovery of 'The Barwell Meteorite'.

At Newlands Community Primary School we ‘Shine Bright’

We hold our heads high and look towards the brightest of futures.

We have pride in ourselves; we ensure that our academic learning, physical health and mental wellbeing secure the highest levels of success for all.

We have pride in our school; we believe in our school and look outwards to find the best opportunities to support our children.

We have pride in our community; we care for one another as well as the world around us. We are inclusive, tolerant, respectful and welcoming to all.

WHAT OUR PUPILS SAY

What our children would like to see in their new head teacher.

Someone who...

WHAT OUR PARENTS SAY

What our parents would like to see in their new Headteacher. Someone who...

Promotes fun in learning and provides plenty of opportunities for the children. Someone who is able to run the school with a caring and considerate attitude and knows how to get the best out of the children

Is approachable and visible

Has enthusiasm and passion for teaching

Really takes an interest of wanting children to always do better, the children's best interests at heart

A head teacher that revels in the kids excitement and achievements but is respected as an authoratitive figure

Has a friendly and warm nature

Cares about each child as an individual, and appreciates the importance of holistic learning rather than purely academics. Is supportive of the brilliant things the school already does (eg: forest school & P4C) and wants to continue to help every child access these things. Sees the children as more than just data, and the staff as people who each have strengths and bring not robots teaching to a list. Encourages the parents to be part of the school community and recognises the important role parents play in their child's education

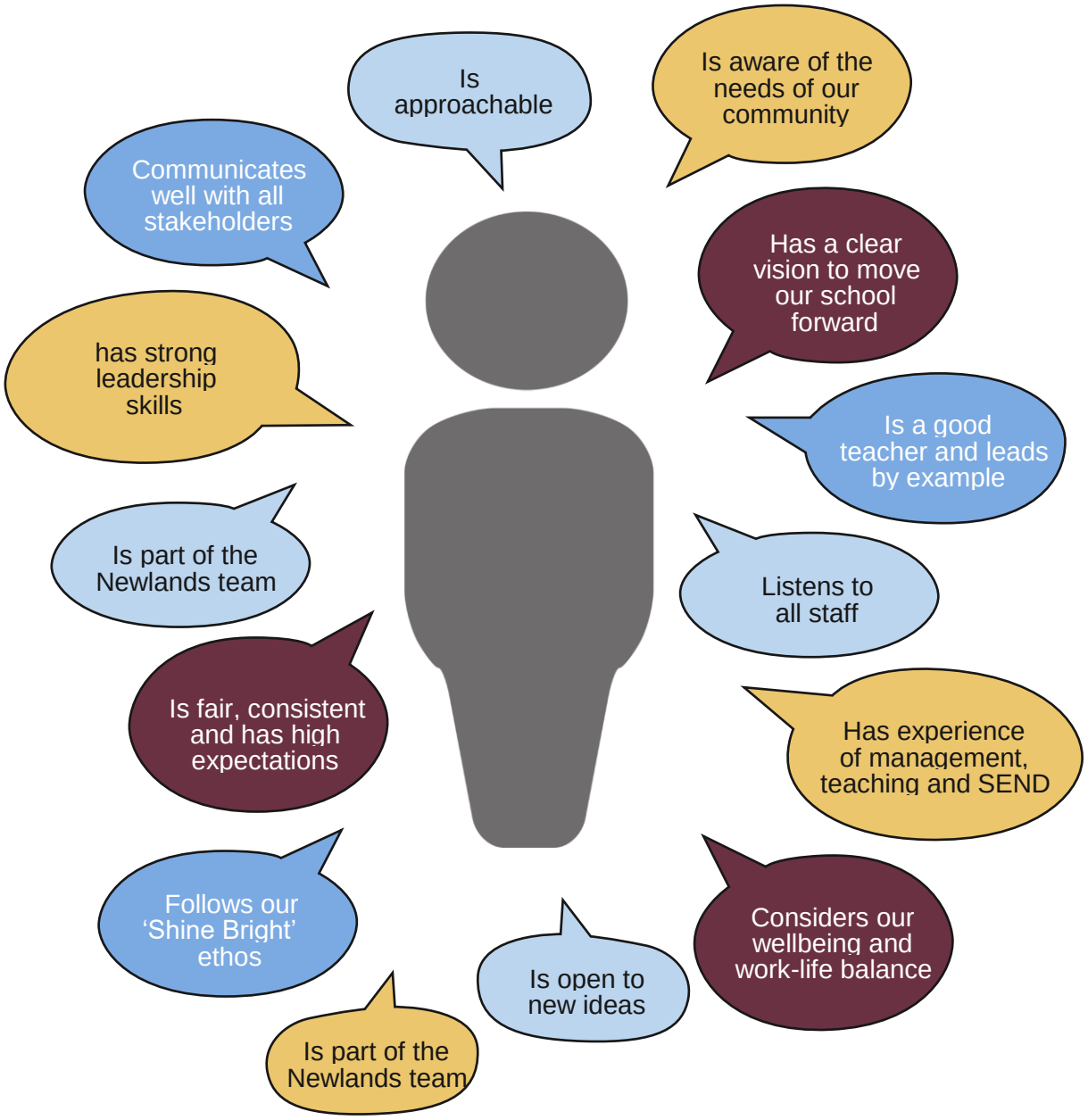
Is firm but fair, a strong leader

Newlands Primary School

WHAT OUR STAFF SAY

What our staff would like to see in their new Headteacher.

Someone who...



JOB DESCRIPTION

Job title: Headteacher
Salary: L18 – L21 (£67,351 - £72,483)
Contract type: Full time Permanent
Reporting to: Chair of Governors

Responsible for: All staff

Core Purpose

- To provide vision and professional leadership which secures high quality education for all pupils with the aim of achieving improved standards of learning and continuous improvement of the school.
- To formulate the aims and objectives of the school and provide overall strategic leadership and establish policies for achieving these aims and objectives.
- To manage staff and resources effectively, leading by example and model best practice regarding professional conduct, workload and personal development.
- To fully understand the current legal requirements, local and national policies and guidance on safeguarding and the promotion of the wellbeing of children and young people, ensuring that all requirements are met in full.

Key responsibilities

- Ethics and professional conduct
- Demonstrate consistently high standards of principled and professional conduct; uphold the Seven Principles of Public Life (the Nolan principles) at all times
- Build relationships rooted in mutual respect, show tolerance of, and respect for, the rights of others, recognizing differences and respecting cultural diversity
- Serve in the best interests of the school's pupils; acting within the statutory frameworks which set out professional duties and responsibilities

School culture

- Establish and sustain a positive and aspirational school ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community
- Create a culture where pupils experience a positive and enriching school life, upholding ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life
- Promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment with a culture of high staff professionalism and conduct

JOB DESCRIPTION (CONTINUED)

Curriculum and teaching

- Ensure a broad, structured, and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught, benchmarked against ambitious and challenging educational standards
- Establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
- 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

Additional and special educational needs and disabilities

- Ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities
- Ensure the school works effectively in partnership with parents, carers and professionals
- Ensure the school fulfils its statutory duties with regard to the SEND code of practice

Professional development

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

O**rganisational management**

- Ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care
- Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds
- Ensure staff are deployed and managed well with due attention paid to workload
- Establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently
- Ensure rigorous approaches to identifying, managing and mitigating risk

Working in partnership

- Forge constructive relationships beyond the school, working in partnership with parents, carers and the local community
- Commit to work successfully with other schools and organisations in a climate of mutual challenge and support

Newlands Primary School

JOB DESCRIPTION (CONTINUED)

- Establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils

Governance and accountability

- Understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility
- Establish and sustain professional working relationship with those responsible for governance
- Ensure that staff know and understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties

All staff and volunteers are expected to share this commitment and all appointments will be subject to appropriate vetting, including an enhanced DBS disclosure check and two suitable references.

PERSON SPECIFICATION

Person specification - Headteacher	**Assessment** A – Application I – Interview R - Reference	**Essential**	**Desirable**
Education, training and qualifications			
Qualified teacher status	A	✔	
National Professional Qualification for Headship	A		✔
Evidence of sector-specific training and further qualifications	A		✔
Knowledge and experience			
Significant senior leadership experience in at least one primary school	A,I	✔	
Previous headship experience	A,I	✔	
Knowledge of structure and content of current primary curriculum including revised Early Years framework	A,I	✔	
Experience of leading and improving teaching and curriculum with demonstrable impact	A,I,R	✔	
Track record of leading rapid and sustained improvement in pupil outcomes in a primary school	A,I,R	✔	
Experience of leading a school to achieve a Good or better Ofsted inspection outcome	A,I	✔	
Knowledge and understanding of school budgets and finances	A,I	✔	
Experience of financial planning, budget setting and monitoring with a track-record of delivering balanced budgets	A,I		✔
Teaching experience in more than one key stage	A,I	✔	
Teaching experience in more than one school	A,I		✔
Experience and successful track record in staff management	A,I,R	✔	
Good knowledge of statutory requirements and legislation	A,I	✔	
Understanding of the role of effective governance	A,I	✔	

Continued...

PERSON SPECIFICATION

Competencies and attributes			
An enthusiastic, positive, relentless and resilient leader	A,I,R	✔	
Ability to create, communicate and deliver a clear and engaging vision for the school and inspire others	A,I,R	✔	
Ambitious for the children, staff and community of the school	A,I,R	✔	
Understanding of high-quality teaching and ability to model this for others and support them to improve	A,I,R	✔	
Ability to use data to identify areas for improvement, set targets and take action to address them	I,R	✔	
Ability to create effective supportive teams that operate in a culture of openness and trust	I,R	✔	
Ability to secure collaboration and cooperation and take on board other peoples' ideas	I,R	✔	
Commitment to SEND and supporting a culture of inclusivity	A,I,R	✔	
Ability to build productive relationships including with governors, parents and the wider community	I,R	✔	
Strong people management skills	I,R	✔	
Holding self and others accountable for delivery and impact	I,R	✔	
Honesty and transparency with colleagues and governors	I,R	✔	
Commitment and drive to move the school forward, relishing a challenge to implement changes needed	A,I,R	✔	
Other requirements			
Satisfactory Enhanced Disclosing and Barring Service Check	-	✔	
Satisfactory references	R	✔	

Permanent Salary: L18 – L21
Hours: Full time Head Teacher

Start date: August 2023
Live date: 17 January 2023
Closing date: 20 March 2023 – 9.00 am

The governors of Newlands Primary School wish to appoint an experienced, motivated and inspirational leader, who has had experience of headship in an improving school. Who will continue to build upon our achievements and embrace the challenges of the future.

Newlands is at an exciting time in its development, having recently moved to a new, larger school site as part of a refurbishment and expansion plan. The school's intention is to grow to become a two form entry in the future.

We are committed to providing a nurturing, safe and vibrant environment that adopts a love of learning and enables every student to become the best they can be. We are here to help our students learn the skills they need to become successful, motivated and resilient young adults who, as a result, are fully equipped to move on with their educational journey. Respectful and supportive relationships are at the heart of all that we do; we value every member of the school community equally.

We are looking for a Headteacher who:

- Is a strong, dynamic, experienced Head teacher who will endorse the changes and challenges the school has.
- Is passionate about teaching and learning – believing in the potential of every child and putting their well-being and development at the heart of every decision.
- Understands the importance of an aspirational and challenging curriculum in improving outcomes for pupils.
- Recognises the progress and achievements that the school has already made but is not afraid of being innovative and creative in developing a clear vision.
- Has a strong commitment to the principles of inclusion, equality of opportunity & diversity.
- Demonstrates care for the spiritual, moral, social & cultural development & wellbeing of pupils.
- Is approachable and engaging.

Our school can offer you:

A warm welcome from happy, polite, well behaved pupils.

- A loyal and hardworking team of staff.
- A committed, proactive and supportive Governing Body.
- A supportive local family of schools and strong links with Thomas Estley.
- A commitment to your professional development and personal well-being.

If you believe that you are the Headteacher that Newlands needs to drive the school forward and ensure that every child receives the quality education they deserve, we would love to hear from you.

If you wish to have an informal conversation with the school regarding this position, please contact the chair of governors via the school office. We welcome all applicants to arrange a tour of the school. Tours are scheduled for week commencing 27.02.23, 06.03.23 and 13.03.23. Please contact the school office on 01455 844369 to book an appointment.

To apply for this post, please send a covering letter (between 1500 – 2000 words) and an application form to kplaza@newlands.leics.sch.uk. Interviews will be held 30.03.23 and 31.03.23.

This school is committed to safeguarding and promoting the welfare of children. As this job is designated as a 'regulated activity' an enhanced DBS check with barred list check is essential. Newlands also supports the Leicestershire County Council's Equal Opportunities Policy.

Newlands Primary School