



# Headteacher Candidate Pack







## Welcome from The Chair of Governors

Thank you for your interest in the position of Headteacher at Crawley Ridge Infant School. We believe this is a stimulating opportunity to build upon our school's strong foundation of teaching and learning excellence. The school was last rated "Outstanding" by OFSTED in 2008 and has continued to make outstanding progress with consistently high standards. We have an open-minded culture committed to continual improvement. In April 2018, our school converted to become an Academy along with local, like-minded schools to form The Alliance Multi-Academy Trust, therefore our Headteacher will also be a member of the TAMAT Executive Team.

The Governing Body is seeking to appoint a new Headteacher who will be an enthusiastic and passionate leader with vision and energy, able to inspire at every level. You will be able to communicate effectively with the wider school community and relate to others with sensitivity. The Headteacher will have a sincere interest in developing the full potential of each child and a real belief in collaborative leadership.

Crawley Ridge Infant School is a well-subscribed, two-form entry infant school with capacity for 180 children in Years R, 1 and 2. We have strong connections to schools within TAMAT and across Surrey Heath. The school has a sound financial footing, though careful budget planning is essential to maintain appropriate resource into the future.

A range of activities such as forest school and sports make use of our lovely, wooded grounds and our large, shared playing fields during and outside the school day. These activities, as well as extra-curricular French, dance and music are valued by pupils and families.

We think our school is very special and the Headteacher is at the heart of it all, providing outstanding leadership to ensure a nurturing, safe, supportive and inspiring school experience for our staff and students.

Mrs Alexandra Wood

## Our Story

Our children tell us that they love coming here and that learning is fun!

We have a team of highly skilled and professional staff who are dedicated to providing the best possible learning opportunities; they have a shared sense of belief and purpose and a commitment to seeing that every child exceeds expectations.

We believe learning is an exciting journey. We work to establish the positive attitudes that will enable our children to become successful life-long learners. We know that effort and motivation is key, and our rich curriculum engages the children's imagination. I am sure you will see the children's eagerness in many of the photographs!

We aim to develop a deep respect for others and an awareness that each individual is unique and important. We want everyone to feel confident of their value.

Children leave our school as enthusiastic learners with a sense of worth, firmly established values and highly developed skills, ready to take the opportunities that the next stage of education will offer.







## Our Vision & Values

### **We believe....**

that every child is unique, with unique gifts and abilities. Our role is not merely to promote the individual learning of the child but also to draw out all his/her unique gifts and to see that each child is valued for his or her particular contribution.

At the very heart of what we believe as a school is a commitment to the development of the whole child, which includes emotional, intellectual, aesthetic, moral, physical, social and spiritual qualities and sees every child developing in their own unique way at their own pace.

### **We intend...**

that every child that comes to Crawley Ridge Infant School should have the very best possible start to the formal educational process, and we seek to give them everything needed to develop the skills, knowledge, understanding and attitudes which will equip them for the whole of their journey through a lifetime of learning.

Great emphasis is placed on learning. There are happy schools and there are hard- working schools, but we believe absolutely that we can be both a happy and a hard- working school – a place where the whole child is developed socially and intellectually, whilst being empowered to achieve the highest possible results and standards.



## **We want...**

this school to be a place where dreams can become a reality, where no ceilings are placed on what can be expected of anyone and where every member of the school community, of every age, is encouraged to see the sky as the limit. We want every child who comes here to be happy, inspired, enthused and challenged.

We want our school to be a place with a buzz, where there is energy and a spirit of curiosity, a place where people are able to make mistakes and take risks; where every individual is equally valued as a person in his or her own right, and where each learns to value and respect others for who they are as members of this community. 'Others First' is an important motto for our school, which every child learns to appreciate.

## **We aim...**

that as one team – staff, pupils, parents, governors alike – we will work hard with happy, cheerful, enthusiastic determination to succeed and achieve the stated aim of the school which is:

*To release and develop the full intellectual, emotional and spiritual potential of every individual child at the start of a journey that they will continue for the rest of their lives, seeing that each child achieves the maximum that he or she is capable of as a unique person. Ordinary people achieving extraordinary things together.*





## Key Facts

Type of School	Academy Infant School; part of a Multi-Academy Trust	
Age Range	4 – 7 years	
Number on roll	179 (180 capacity)	
% SEN	5.6%	
% PPG	7%	
% EAL	10.6%	
Staff	31	
Governing Body	8	Governors have an important and active role in the life of our school. They have responsibility for strategic development and are accountable for the school's performance. Governors meet regularly throughout the year.
Parent Teacher Association (PTA)	<p>We are fortunate to have the support of a very active Parent Teacher Association with an annually elected committee - <b>Crawley Ridge Infant School Association (CRISA)</b>. CRISA raises significant funds and adds so much to the life of our school.</p> <p>For example, last autumn our wonderful PTA contributed significantly towards the cost of the brand new multi-sports court and canopy in the Key Stage 1 playground. Without their help we would not have been able to complete these projects.</p>	
Volunteers	In addition to the wonderful support we receive from our active PTA - Crawley Ridge Infant School Association - we have a wonderful band of regular and occasional volunteers.	

# The Alliance Multi-Academy Trust

On 1st of April 2018, Crawley Ridge Infant School joined The Alliance Multi-Academy Trust (TAMAT). This is a trust of five schools in the Surrey Heath area who have come together to work in partnership with a focus on enriching the education of every child in the trust. Further information about TAMAT can be found at [www.tamat.org.uk](http://www.tamat.org.uk)

When the school converted to become an academy it left the direct control of the local authority and formed a trust company, which is limited under charity law. The governance structure, agreements and key policies can be found on the TAMAT website.

Each school within TAMAT has a local academy board consisting of governors who have delegated powers from the Trust Board to ensure that the standards of education and financial compliance are maintained.

## A note from our CEO

Our alliance of schools is founded on strong leadership that seeks and delivers the very best child-centred education. It is my privilege to serve as Chief Executive of the first combined faith and secular multi-academy trust in Surrey.

Leaders from our five founding schools have been instrumental in designing tools and systems that enable all staff to deliver excellence. Our children deserve the very best and we believe fundamentally that the only way to deliver this is through a strong alliance of schools with a passion to work together, learn from each other and grow together.

We must always remember the privileged position we find ourselves in nurturing the next generation and do so with care and consideration for all.

**Jon Hills**

*Chief Executive Officer*



THE ALLIANCE  
MULTI-ACADEMY TRUST







## Why Crawley Ridge Infant School

Crawley Ridge Infant School is located in Camberley, Surrey which is near the borders of Hampshire and Berkshire. The main entrance of the school is on Crawley Ridge, a quiet residential road within walking distance to Camberley town centre with excellent transportation links via the Camberley rail station and the M3 motorway. The school opened in 1969 and was build on the site of a large country house. Our school has 6 classrooms, library, IT suite, Hall and staff room.

Our staff and students make extensive use of its lovely grounds. We have a courtyard central to the school, two large playgrounds, a wooded area and shared large playing fields.

Although we are judged as outstanding (Ofsted 2008) we are not complacent and are looking forward to a new headteacher taking us on the next exciting chapter of school development.

What Crawley Ridge Infants will offer:

- Amazing grounds
- Incredible children
- Strong behaviour management systems
- Loyal and hard-working staff
- Supportive parents with high expectations
- Team work
- Committed governors
- Attractive and well-maintained learning environment for children and staff
- Large outdoor area with woodland and a Multi-Use Games Area
- Forest school provision
- Creative curriculum
- Robust appraisal process to help you grow
- Commitment to your Professional Development and well-being
- Access to a supportive school network in Surrey Heath
- Active PTA
- Close collaboration with our neighbouring Junior School
- High-quality wraparound care provision at our neighbouring Junior School
- Balanced budget



# Our new Head Teacher

## **What our students are looking for:**

"I want our Headteacher to be friendly and happy. We can sing songs together at the end of assembly."

"The Headteacher is the boss of the school and reads funny stories about tortoises."

"I would like my Headteacher to be nice and happy. I want the Headteacher to make school fun."

"I would like them to be helpful and nice and spend time with us in the playground."

## **What our parents are looking for:**

"It is important that our Headteacher is approachable and visible. I don't want to be intimidated if I need to discuss something important about my child."

"I want to know that the Head can see the school from my child's unique perspective and can give her every opportunity to explore her creativity."

"We hope the Headteacher keeps a close eye on the well-being of staff. Happy teachers make for happy children!"

"A great Headteacher always has the school's and pupils' best interests at heart."

## **What our governors are looking for:**

"I would like our Headteacher to listen to staff, pupils and parents and take on board the views of all stakeholders."

"Our Headteacher will be passionate about learning and teaching with the enthusiasm to deliver a rich and inspiring Early Years and Key Stage 1 curriculum."

"They are naturally aligned with our school values with the vision to inspire."

"More and more importantly these days – we want to see our Headteacher prioritising the well-being of children and staff."

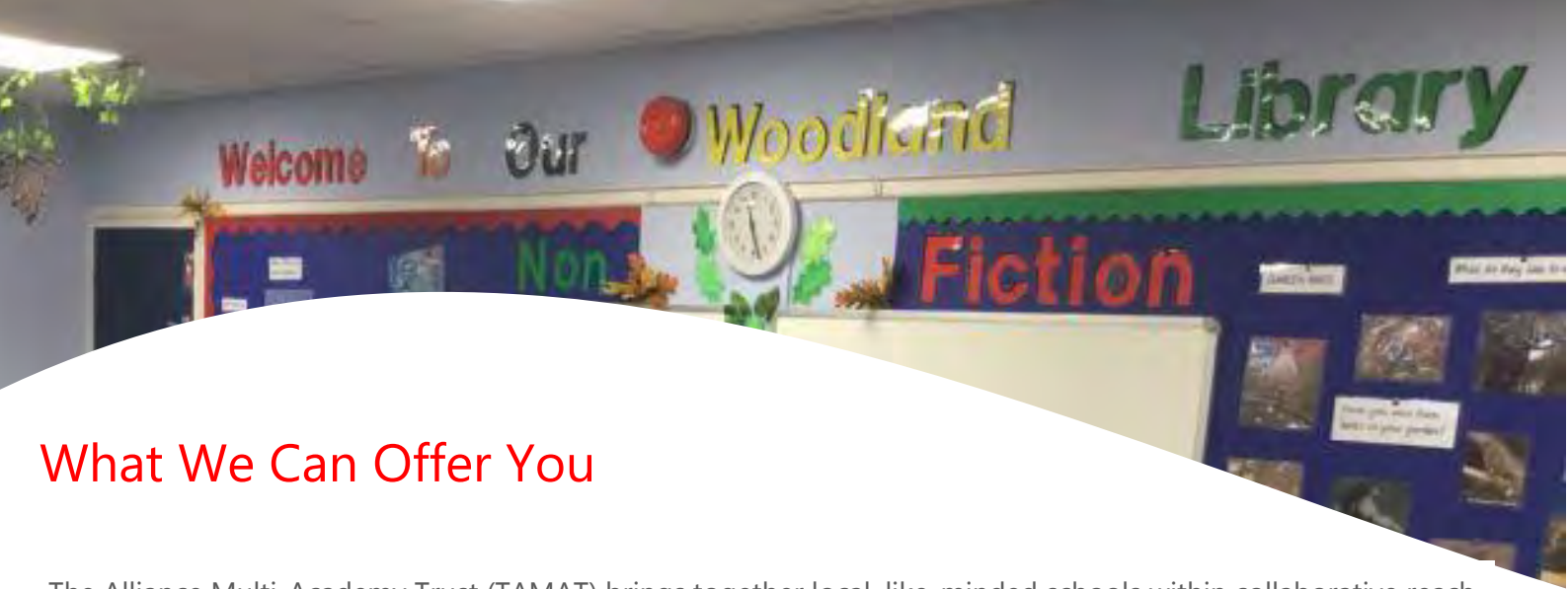
## **What our staff are looking for:**

"We want a Headteacher who provides guidance and inspiration to children and staff alike."

"A Headteacher who is approachable and leads by example."

"Our Headteacher would allow staff the freedom to make professional decisions that are right for the children they are teaching."





## What We Can Offer You

The Alliance Multi-Academy Trust (TAMAT) brings together local, like-minded schools within collaborative reach to achieve even greater outcomes for every child than would be individually possible. We place learning at the heart of our communities. We pool our resources to deepen and nourish the education of all. We aim to improve the life chances of all our children, by helping them develop wisdom, hope, a sense of community and dignity. Each school's unique ethos and values, whether secular or faith, are strengths to be celebrated and enrich our trust. Fundamental to all schools within our alliance is a belief in a child-centred approach to education and a commitment to raising the aspirations, achievements and well-being of every one of our children, our staff and our communities. Although each school is different, being part of a larger group gives permission for our leaders to dream big dreams and can help support innovation through close collaboration, sharing of resources and making use of expertise across our schools. TAMAT brings together governors and school leaders to share best practice which helps every school to be the best it can be.

As a relatively new MAT (April 2018) it is an exciting time for TAMAT school's leaders as they play a significant part in steering the direction of TAMAT so being part of a MAT makes a difference to everyone.

We aim to add capacity to all our schools whether small or large so that all staff are able to flourish and so all schools can offer pupils and staff quality provision. TAMAT central team ensures Headteachers in our MAT have easy access to quality financial, HR, compliance, H&S support and expertise so that our schools can operate smoothly and so Headteachers can focus on the important role of leading teaching. Our CEO, as an Executive Headteacher and Ofsted Inspector, helps to provide the strategic and day-to-day support for school improvement which is complemented through our external improvement advisor who provides another layer of support. Our Headteachers are an integral part of steering the direction of the MAT to make the most difference at the right time. Through collaboration we have created networks covering all key areas to proactively support improvement but to also be able to react to circumstances that arise, such as: SEND, Assessment, Curriculum, Subject Leaders, Deputy, Office Managers, IT and Safeguarding. Staff with particular expertise have opportunities to work across all schools to add capacity and share good practice.

The strength of being together to share the challenges of teaching has been particularly noticeable during the time of this pandemic. Leadership at TAMAT means you are not alone.

TAMAT has been set up to truly develop and value its staff. Clear structures and systems are important, but it is the right people that make the difference to the education of our children. TAMAT builds on the legacy of a successful single academy trust in attracting, developing and retaining the best. We do this with awareness for all our staff's well-being and some innovative strategies to enable teachers and leaders to concentrate on teaching & learning instead of wasteful administration. So, if you are passionate about being a leader within a positive, forward-thinking trust, then do contact us.



## Recruitment Process

<b>Start Date</b>	September 2021
<b>Salary Range</b>	London Fringe Leadership Points L8 – L13 (currently £51,314 - £57,890)
<b>Closing Date</b>	Friday 9 <sup>th</sup> April 2021 at 5pm
<b>Interview Dates</b>	Thursday 22 <sup>nd</sup> and Friday 23 <sup>rd</sup> April 2021
<b>Visits to the School</b>	A visit to the school is warmly welcomed ( <i>subject to Covid restrictions</i> ) and can be booked through Gina Buxton 07588 174788.
<b>Visit our Websites</b>	<a href="https://www.crawleyridge.co.uk/">https://www.crawleyridge.co.uk/</a> <a href="http://www.tamat.org.uk/">http://www.tamat.org.uk/</a>
<b>To Apply</b>	<p>Please complete the Headteacher Application Form included as part of the advert and submit with the following supporting documents:</p> <ul style="list-style-type: none"> <li>Fully respond to each of the Person Specification requirements for this role and include evidence of impact.</li> <li>Provide a Personal Statement (no longer than one A4 page) summarising the reasons why you would like to be our next Headteacher, with reference to the specific skills and attributes that you would bring to the role.</li> </ul> <p>Send your application via email to <a href="mailto:hr@tamam.org.uk">hr@tamam.org.uk</a></p>
<b>Questions</b>	If you have any questions about the process of application, please contact: Alex Wood, Chair of Governors on 07811 132438

Crawley Ridge Infant 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 (DBS) as well as other pre-appointment checks outlined in Keeping Children Safe in Education (September 2020).

