



HEADTEACHER RECRUITMENT PACK

July 2022





Dear Applicant,

We are delighted that you are interested in applying to become our new Head Teacher.

Bloxham Primary School offers a child-centered education with a strong emphasis on nurture. We believe that children are best equipped to flourish in all aspects of their lives when they are valued, respected and treated as whole and developing people. Our expectation is that all members of the school community reflect on these values and act as role models, both for our children, and for each other.

We are seeking a visionary leader who will build upon the work already evident at our school and who will develop pupils and staff in new ways. We seek a leader who will ensure that teaching and learning is of the highest quality, and that all our children develop as self-aware and curious members of the school community. Children who are confident in their skills and judgements; tolerant of different outlooks and faiths; and who leave us with the fondest memories of their time at primary school, and a thirst to explore the next stage of their education.

We expect that you will have demonstrable experience of strong educational leadership and management. You will be an innovative and dynamic thinker and have the ability to embrace change. You can show how your unique flare for education has brought positive impacts and improved progress and attainment for a wide range of children. You will be an excellent communicator with strong values, and be able to engage children, staff, governors, and parents in maintaining and refreshing the school's strategic vision.

We are looking for someone who can provide strong and stable leadership, who can demonstrate the courage and vision needed to bring change and who can engage with, and understand, our aspirations.

Our recruitment pack incorporates, in various ways, the hopes and expectations of our school community for their new Head Teacher. Please keep it firmly in mind when considering and crafting your application.

Ian Broome
Chair of Governors



ABOUT BLOXHAM VILLAGE

Bloxham is one of the largest villages in Oxfordshire. Situated just three miles away from Banbury with easy access to the London to Birmingham M40 motorway, and 10 miles from Chipping Norton.

This growing village offers shops, a café, three pubs, a GP surgery and dentists' practice, and is home to over 25 village organisations, clubs and societies.

In addition to Bloxham Primary School, there are two secondary schools, in the village: The Warriner (state school, part of a Multi Academy Trust, 1,400 pupils) and Bloxham School (Independent, 460 pupils).

The village church of St. Mary's, parts of which date from 12th century, is situated in a prominent position in the village and plays a pivotal role in school life. Additionally, there is a congregation of Baptists in the village.



BLOXHAM CHURCH OF ENGLAND PRIMARY SCHOOL

Bloxham Primary School is a thriving school for 420 pupils. We offer the best of all worlds – a strong community and space, with our own playing fields, in a rural setting that you would expect from a village school, combined with the leadership and financial stability you might expect from a large town-based school.

"A warm, open and supportive culture that enables staff and pupils to develop confidence and succeed in their work"

OFSTED, 2017

Despite the village's population of middle- to high-income families, there is also significant deprivation in the area. Our intake is therefore diverse, ranging from families with two working

parents, a proportion of which may run their own businesses, to families with disadvantaged backgrounds, we have significant number of pupil premium students.

The school offers Before and After School Care and is open from 8.00am to 6.00pm every day. Prior to Covid we had a wide range of after school clubs, the school also runs a Partnership Foundation Stage Unit with Bloxham Pre-school and we also have Cherry Tree Children's Centre on site.

There are also many events throughout the school calendar organised by the Friends of Bloxham Primary School committee who fundraise to support the school.



The school recognises and nurtures spirituality and community values for children of all faiths and no faith. A special feature of our school is nurture provision, a service which every child can use, at any time. It is provided by specialist staff who give individual support to any child in need, through time of change or challenge. It is part of our 'whole child' school approach where we enable children to move from concerned or confused to confident achiever. Bloxham Primary School is a Strategic Partner in the Oxfordshire Teaching Schools Alliance where it shares innovative, effective leadership and teaching approaches with other schools.

"Bloxham is an inclusive school, with a highly developed Christian ethos, which ensures rapid progress in learning by all pupils",

The Statutory Inspection of Anglican and Methodist Schools (SIAMS), 2017, Outstanding rating.



We are recognised for our success in music, arts and sports, and have been awarded a Gold Youth Sports Quality Mark and the prestigious Artsmark Gold. Bloxham Primary School has its own music studio, choir, orchestra and ukulele club. We have held the bi-annual Big Festival in the Playground events in the summer term (Pre Covid), as well as a whole school production of A Midsummer Night's Dream in 2018 and Alice in Wonderland July 2022.

"We want someone with a sense of humour who plays by the rules",

Year 5 child

Every child has a chance to develop their musical talent and learn an instrument for one year in Year 4 at no charge. We have specialist teachers for games, and our teams in football, rugby, cross country, tennis, netball, athletics, and swimming represent the school in many sporting competitions both locally and across the county.

Our school has a strong Governing Body that provides support to the school leadership. In September 2021 we conducted a County Council external governance review from which we have implemented many of the recommendations.

SAFEGUARDING

To ensure that the school is a place where the safeguarding and welfare of children is of prime importance, and that the school works effectively to comply with all statutory requirements, guidance, procedures and agencies.

LEADERSHIP

Working with the Governing Body, to clearly articulate the school's vision and ethos to all stakeholders and to lead its implementation operationally.

Formulate a clear school improvement plan providing clear evidence to the Governing Body of its implementation and effectiveness

Ensure all school policies are up to date and clearly known and adopted by all relevant parties.

To ensure that the school upholds its Christian ethos and promotes its relationship with the Church.

Clear and effective communication that inspires all stakeholders both within and outside of the school.

To model self-care and respect for one's own welfare. To balance the competing demands of professional and private life and to undertake professional development that supports and improves capacity to lead the school.

TEACHING AND LEARNING

To develop effective and innovative approaches to teaching and learning.

To ensure that the curriculum remains broad, follows the national curriculum guidelines and is developed both within and beyond the school day, creating a rich set of opportunities for every child.

Consistent focus on pupils' progress with the effective use of data and benchmarking to monitor and improve teaching and learning.

COLLABORATION

Collaborative learning culture in and out of school with particular focus on engaging parents, governors, Local Authority, the Church, the local community and the Warriner partnership schools.

To communicate the school vision to all stakeholders.

Highly visible in and around school, and spending quality time with staff and pupils.

MANAGEMENT

Recruitment and deployment of staff to best deliver the school vision and improvement plan.

Effective management of all teaching and non-teaching staff, clear communication and effective on-going review and appraisals carried out at regular intervals.

To ensure that all new staff are appropriately inducted and that there are sufficient opportunities for professional development.

Using strategic financial planning, budgetary management and principles of best-value, to manage financial resources effectively to deliver the school's priorities.

To manage and organise the school environment to ensure that it meets the needs of the curriculum, safeguarding and Health and Safety, and is also a safe and inspiring space that reflects the school's vision.

Applicants should also refer to the range of duties and responsibilities for headteachers set out in the current headteacher standards.

QUALIFICATIONS

ESSENTIAL

Qualified teacher status

Evidence of a commitment to continued professional development over time eg. NPQH, financial training, performance management

EXPERIENCE

ESSENTIAL

To have held a permanent deputy headteacher or headteacher role.

Have worked in more than one school.

DESIRABLE

Worked in a church school.

Experience of working in all three primary phases.

SAFEGUARDING

ESSENTIAL

Can demonstrate highly effective and outstanding safeguarding.

Committed to outstanding nurture provision that supports the welfare of all children.

DESIRABLE

Experience and training as a Designated Safeguarding Lead.

LEADERSHIP

ESSENTIAL

Committed to upholding the Christian vision and values of the school.

Ability to recognise and develop outstanding teaching in others.

Leading the implementation of school-wide strategies to improve teaching and learning

Understanding of the importance of a healthy balance of professional and private life.

TEACHING AND LEARNING

ESSENTIAL

Demonstrate and implement the benefits of a broad curriculum.

Develop and implement successful school wide strategies to create an inclusive curriculum that supports SEND and Pupil Premium children.

Monitor and improve the quality of teaching and learning using data and benchmarking.

DESIRABLE

A rich understanding of current pedagogical thinking.

HEADTEACHER PERSON SPECIFICATION

An understanding of the far-reaching impact of technology on society and in the classroom.

COLLABORATION

ESSENTIAL

Successful collaboration with external agencies and stakeholders.

MANAGEMENT

ESSENTIAL

Effective communication skills.

Excellent ability to organise, prioritise, and manage projects.

Able to formulate and implement a school improvement plan.

Understanding of the key drivers of school budgets and the key controls of expenditure.

Ability to think imaginatively about use of facilities within the constraints of health and safety guidance, and finances.

Supporting staff in their professional development.

Experience in recruitment and deployment of staff.

Management of staff appraisals.