



Flushing Church of England Voluntary Controlled Primary School

Headteacher
Application Pack
2024

Letter from the Chair of Governors

Dear Applicant,

Thank you very much for your interest in the role of Headteacher at Flushing Church of England Voluntary Controlled Primary School, Flushing, Cornwall.

We hope that as you read about us, you will feel that there is something unique and special about our school, and that it is one you would love to lead and help to prosper.

The children are at the heart of the school's loving and caring environment, and we aim to provide the best opportunities to help them develop academically, emotionally, socially, and creatively.

Our staff are experienced, adaptable, and dedicated to our pupils. We pride ourselves on forming positive relationships with our families and the community, supporting each other in times of challenge and need, as well as embracing community activities.

We believe that progress and attainment for all pupils is important, but it should not be achieved at the expense of a broad and balanced education. We believe that we are here for all those that need us, that is why our vision is rooted in the biblical story of the Good Samaritan.

There is a wealth of information about Flushing School on our website. We would strongly encourage you to have a good look to get a real sense of what the school is and what it could be.

As a maintained, church school, we offer exciting opportunities for our next Headteacher to take forward the learning and development of our children and we are very much looking forward to taking the next steps in the life of our school together.

Kind regards,

Robert Hurrell
Chair of Governors





Key Application Information

Job Title Headteacher

Salary L10 - £58,959 to L14 - £65,010

The Governors are seeking to appoint an experienced leader with vision and integrity to inspire the whole school community at our thriving, popular and friendly church school, located in the beautiful coastal village of Flushing.

The successful applicant will be required to build upon the current achievements of our school providing an outstanding education and wide opportunities for our pupils.

The position will incorporate a negotiable class teaching role in our three class school comprising 78 pupils aged 4 to 11.

With a strong roll, healthy financial balance and independent governing body, Flushing School is an exciting opportunity for an energetic and talented leader, with a proven track record of raising standards and improving teaching and learning within their own schools, to potentially achieve great things.

Visits to the school are warmly encouraged, please contact Hayley Tucker to make an appointment. Phone 01326 374498 or email secretary@flushing.cornwall.sch.uk

Closing Date Midnight on Wednesday 17 April 2024

Interview Date Friday 26th April 2024

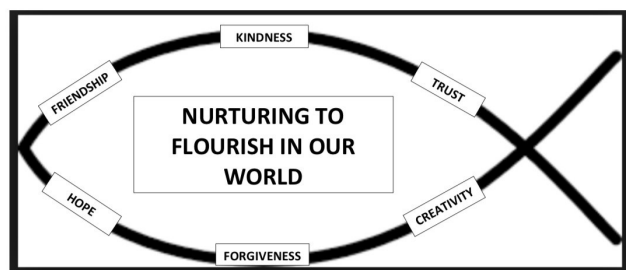
How to apply Email applications to:

headships@cornwall.gov.uk



Job Description

Job Title: Headteacher
Responsible to: Flushing School
Governing Body
Start Date: September 2024



Headteacher Responsibilities

The Headteacher carries out duties in line with the conditions of employment as set out in the current *School Teacher's Pay and Conditions* document, the *National Standards for Headteachers* and the policies and procedures of the Governing Body.

Key Responsibilities of the Post

Take the lead role on working with the Governing Body to develop a collaborative school vision, which embraces excellence, high standards and inclusion. Translate the vision into a development plan that meets the specific needs of the school, underpinned by the vision and values of the Christian ethos and implement it successfully.

Promote and achieve high standards of learning and attainment across the school range.

Continue to raise attainment across the school range.

Ensure inclusion, diversity and access.

Promote inclusion and achieve the five outcomes of the Every Child Matters agenda

Foster an open, transparent and equitable culture.

To be responsible for the internal organisation, management and control of the school

Manage finance and resources effectively to maximise their use and value

Develop and sustain effective relationships with the Governing Body, and the Chair of Governors in particular, to ensure effective governance of the school, and the discharge of GB responsibilities.

To be a member of the school's Governing Body and to report to it on all aspects of school policy and management

Continue effective relationships with the Diocese and the Local Authority.

Build/develop and maintain effective relationships with parents and all members of the school and wider community to enhance the education of all pupils.

The numbers refer to the *National Standards for Headteachers* which form the remainder of the job description.

Job Description (cont.)

Shaping the Future of the School

Take the lead role on working with the Governing Body to develop a collaborative school vision to embrace excellence, high standards and inclusion.

Think strategically, to build and communicate a school vision of excellence and equality that sets high standards for every pupil and staff member.

Translate the vision into a development plan and implement it.

Set and achieve ambitious, challenging goals and targets.

Inspire, challenge, motivate and empower colleagues and pupils to achieve their potential.

Listen and respond to the contributions of others and integrate team ideas into effective working solutions.

Embrace change and innovation enthusiastically and promote new technologies and strategies relevant to teaching and learning.

Ensure and promote the safeguarding and welfare of children within the school.

Promote Inclusion and a sense of belonging for all key stakeholders.

Promote and achieve high standards of learning and attainment across the school range.

Continue to raise attainment across the school.

Demonstrate a clear understanding of the essential elements necessary for effective teaching and learning.

Monitor, analyse and evaluate data and plan appropriate action for improvement.

Manage effectively student behaviour and attendance.

Acknowledge excellence and challenge poor performance across the school.

Ensure inclusion, diversity and access.

Developing Self and Working with Others

Develop individuals, empower and sustain effective teams. Foster an open, transparent and equitable culture.

Identify professional development needs of all staff through monitoring and performance management process.

Demonstrate a commitment to staff development within both teaching and management roles.

Leading Learning and Teaching



Job Description (cont 2)

Promote the relationship between self-evaluation, continuing professional development and sustained school improvement.

Deal successfully with situations that may include change and/or conflict resolution.

Managing the Organisation

Establish and sustain appropriate structures and systems, adapting to changing requirements and resources.

Manage the school efficiently and effectively on a day-to-day basis.

Delegate management tasks and monitor their implementation.

Manage finance and resources effectively to maximize their use and value.

Prioritise, plan and organise yourself and others.

Think creatively to anticipate and solve problems.

Sustain a safe, secure and healthy school environment.

Securing Accountability

Engage the school community in the systematic and rigorous self-evaluation of the work of the school.

Collect and use a variety of data to understand the strengths and weaknesses of the school in order to promote achievement and accountability for pupil learning.

Combine the outcomes of regular school self-review with external evaluations in order to develop the school.

Strengthening Community

Build/develop and maintain effective relationships with parents and all members of the school and wider community to enhance the education of all pupils.

Ensure effective teamwork and collaboration within the school and with external partners.



Headteacher of Flushing C of E (VC) Primary School Person Specification



Person Specification	Evidenced by	
Essential = (E) Desirable = (D)	Application Form	Interview / Assessment tasks
Qualifications and Training		
QTS (E)	x	
Registered as a practicing teacher in England (E)	x	
Evidence of continuous professional development (E)	x	x
NPQH or substantive Headship experience (D)	x	
Experience and Knowledge		
Substantial primary teaching experience (E)	x	
Leadership experience, with a proven track record of delivering improvements (E)	x	
In depth knowledge of the national curriculum and its delivery, monitoring and assessment at EYFS, KS1 and 2 (E)	x	x
Understanding of the current Ofsted/SIAMS school inspection frameworks (E)	x	x
Experience of developing school governance and promoting effective challenge and support (D)	x	x
An understanding of school financial procedures and budgets (E)		x
Previous experience as a SENCO Coordinator (D)	x	x
Experience of Church School leadership (D)	x	x
Experience of inclusive values that support wider belonging (E)	x	x
Knowledge of current child protection guidance and a commitment to safeguarding and promoting the welfare of children (E)	x	x
Skills and Abilities		
Motivational leader with a clear vision who is able to communicate effectively with pupils, parents, staff, governors and the wider community (E)	x	x
Able to lead by example with resilience and excellent organisational skills. Adaptive and responsive to change (E)	x	x
Proven track record of outstanding teaching (E)	x	
Effective classroom and management IT skills (E)	x	x
Values and Behaviours		
Presence, energy and enthusiasm (E)		x
Committed to continuous school improvement (E)	x	x
Sympathetic to the aims, values, ethos and distinctiveness of the school's Christian values (E)	x	

