



Headteacher Kingsteignton School Candidate Information



‘Aiming Higher, Achieving More, Together’ – a philosophy that underpins all that we do

Letter from the David Barnett and Jane Collings , Co-Chairs of Kingsteignton School (UST)

Dear Candidate,

On behalf of the Kingsteignton School Board of Trustees, we would like to thank you for your interest in our school.

Our head teacher is retiring in August 2024. She has led the school since its founding in 2015. The school opened in September 2016 in portacabins on another site with one class. The new school was built for 420 children and today we have 8 classes; 6 single year group classes from Y1- Y6 and 2 classes in reception/foundation due to a bulge year. On site we have Humpty Dumpty Childcare who lease part of the building and provide childcare for children from 6 weeks to 4 years. We also provide full wraparound care with a before and after-school club. We are currently a single-school academy trust and are due to join Education South West in the Spring Term 2024. OFSTED rated us 'Good' in May 2019.

The Board takes great pride in being part of a school community that is friendly and welcoming, and incredibly committed to delivering the very best for all the children in our happy school.

The staff in the school put great energy and hard work into their day-to-day activities, whilst also devoting their effort and thought to school improvement. They bring a wealth of experience and creativity to their roles and work together as a strong team. The school leaders have engendered a strong sense of purpose, uniting the whole school team in the pursuit of success whilst developing a nurturing, supportive and friendly environment.

As a school, we seek to engage actively in the wider community in general and are proud of our Dementia Friendly and UN Rights Respecting School status. We also work closely with our local community of schools and with Education South West. The exceptional behaviour of our pupils both in school, and when involved in activities off-site, is a particular source of pride. We pride ourselves on our calm, quiet school where children are engaged in and develop a love of learning.

The school has a solid foundation to build upon, with both staff and Trustees ambitious to continue to strive for further improvement aligned to our strategic objectives, with the opportunity to build upon this to reap the benefits through delivering impact over the coming years.

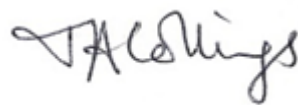
We are looking to appoint a dynamic enthusiastic Headteacher who will continue our drive for school improvement, to ensure that the benefits of the effort invested in the curriculum are realised, and to maintain our role within the wider community. Most importantly, we are seeking a Headteacher who can drive us forward in the pursuit of the very best outcomes for each and every child in the school.

The successful candidate will benefit from an engaged and supportive team of Trustees who work collaboratively with school leaders and the whole staff team within a culture of a happy school for all.

You can find out much more about our school on our website www.KingsteigntonSchool.org.uk and you are warmly invited to visit the school to get to know us better prior to applying. Please contact Hannah Smith our senior administrator on 01626 563888 or HSmith@kingsteigntonSchool.org to arrange an appointment.

We look forward to meeting you and to receiving your application.

Yours faithfully,



Our Vision

Our Vision Statement

By the time our pupils leave you will:

- have grown physically, emotionally and academically and understand how to look after your body and mind and keep yourself safe.
- feel part of our community, proud of yourself and our school and inspired to make a difference.
- love learning new things, feel ready for the future and want to keep on learning more.
- know what it feels like to be good at something and have achieved your very best.
- understand just how amazing you are, believe in yourself and have the confidence and resilience to follow your dreams.
- understand your own strengths and areas to develop and have the confidence to seek support to improve- have known friendship and learned how to get along well with people of all ages.
- have been privileged to work alongside outstanding teachers who inspire, enthuse and motivate you in your learning.
- have learned to love nature, the outdoor environment and learning 'without walls and ceilings'.
- have embraced technology in all its forms and understand how it can help you in life.
- have become a responsible global citizen who respects the rights of others.

We will:

- provide all children with an outstanding and inspiring education within a caring and nurturing environment.
- value pupils' individuality and celebrate their unique gifts and talents through a range of opportunities designed to help achieve personal and academic excellence.
- promote the values of friendship, compassion, justice, courage and perseverance.
- motivate and inspire children to explore and learn about the world around them through our creative curriculum.
- help to develop an awareness of their roles within the community and to prepare them for healthy, active lives that embrace technology.

THE POST

We are looking for candidates who will:

- be innovative, determined and driven to constantly seek improvement for the children and communities that we serve.
- have the creative flair and vision to maximize the resources of the school.
- continue to promote the highest level of pastoral care.
- have proven leadership, management and communication skills.
- be proactive in engaging with Education South West and other schools.

This is a school that is embracing change whilst seeking to maintain all that led OFSTED to proclaim it "a good school" in May 2019. With the appropriate leader Kingsteignton will continue on its journey to becoming an outstanding one.

We can offer:

- the opportunity to lead a successful growing school as part of a successful Multi Academy Trust.
- challenge of developing and implementing a vision for the future of the school.
- the opportunity of working with enthusiastic and well-behaved children.
- a Trust which cares about its employees as well as its outcomes.
- personalised CPD which is second to none as a leading part of, Education South West, Teaching Schools South West and Kingsbridge Research School.

- the opportunity to develop your career further as part of an expanding Trust.
- a very supportive, dedicated and enthusiastic staff body.
- a parent body committed to moving the school forward.
- a highly effective, supportive and challenging Trust Board & Local Governing Body.
- the support of dedicated and experienced school leaders.
- a shared services operation which cuts out the 'white noise' and enables Headteachers to focus on running their school.

Kingsteignton School is a popular, creative and vibrant school where children are enthusiastic about their learning. We have highly dedicated staff and committed trustees who are seeking an exceptional Head Teacher to continue to lead our school.

The United Schools Trust Board, with Education South West, are looking to appoint an inspirational and dedicated Headteacher to continue to emphasise the importance of our values of respect, resilience, responsibility and teamwork. We are looking for a Head Teacher who will continue to raise standards for all children and have the ability to communicate their vision effectively and engage staff and the wider community in making it a reality.

If you are a highly motivated, outward-looking, passionate and creative person; able to lead, support and inspire our whole school team to make a difference to our children's lives; then we would be delighted to talk with you.

Situated in a pleasant area of South Devon, the school has excellent facilities and is very well regarded within the local community. The school is situated in the thriving town of Kingsteignton within easy reach of the coastal towns of Teignmouth and Torquay and the wonderful Dartmoor National Park. At Kingsteignton School, we are proud of our local community and are a Dementia friendly School. We think it is vitally important for the children to develop a sense of responsibility and pride for the town in which they live.

ABOUT OUR SCHOOL

Trust Strategic objectives

1. To ensure the leadership team strive to achieve the vision for Kingsteignton School
2. Our children will have access to high-quality teaching and learning that ensures they make good progress from their starting point
3. Maintain financial stability to support high-quality educational provision
4. Continue to ensure effective governance and full compliance of United Schools Trust
5. Conduct a yearly review of the current growth strategy.

Our Pupils

Our pupils are well-motivated and responsible, and we receive many plaudits when they are out and about on visits or engaged in projects in the local community.

Relationships between staff and pupils at Kingsteignton are excellent and are a real strength of the school.



Our Curriculum

Our curriculum is underpinned by UNICEF's Rights of the Child Article 29:

Article 29 Your education should help you use and develop your talents and abilities. It should also help you learn to live peacefully, protect the environment and respect other people



Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights as well as respect for their parents, their own and other cultures, and the environment.

It puts the child at the centre of our school, where positive relationships, based on compassion, mutual trust and respect are at the heart of everything we do.

We have designed our curriculum, using the 'Learning Challenge Curriculum' and Early Years Foundation Stage curriculum. This ensures that the curriculum is planned coherently and sequenced towards the cumulative gain of the knowledge and skills required for future learning. We raise aspirations by promoting a sense of personal pride in achievement and through providing purposeful and relevant learning. We aim to facilitate every child to find and develop their individual strengths and interests. We focus on developing children's moral, spiritual, social and cultural understanding, to ensure that children are well prepared for life in our modern world.

Kingsteignton School provides a highly inclusive environment, where learners enjoy their education. Pupils at all levels are helped to achieve their potential. Those who are most able are challenged and encouraged to expand their skills and knowledge through varied curriculum opportunities. Those who find learning more difficult are supported to embed knowledge and skills.

The aims of our school curriculum are:

- to foster the children's understanding of 'belonging and being' and how they connect to the past, live in the present and look to the future;
- to encourage curiosity and a passion to learn through promoting a 'go-for-it' attitude towards learning, so that all children enjoy coming to school and embrace new challenges and possibilities, pushing their own boundaries
- to enable children to develop their knowledge, understanding and skills through being 'determined to succeed', becoming independent thinkers and questioners and acquiring a solid basis for lifelong learning
- to promote values-based Education so children take responsibility for themselves and their actions, are respectful and develop resilience

- to fulfil all the requirements of the Early Years Foundation Stage, National Curriculum and the Locally Agreed Syllabus for Religious Education.

Our Community



At Kingsteignton School, we are proud of our local community. We think it is vitally important for the children to develop a sense of responsibility and pride for the town in which they live. We help them to understand the way that Kingsteignton and Newton Abbot have developed over time and give them a range of opportunities to get involved in projects and work with local groups to improve our community for future generations. We are a Dementia Friendly school.

Our Facilities and School Grounds

Our school is new, the children moved into it in 2019. Our impressive facilities are too many to mention, but include the following;

- Bright and good-sized classrooms
- Large School hall
- Large playground and school field
- An outdoor area ready and waiting for development into an Outdoor learning site
- Our own school minibus
- A thriving before and after school provision 'Buds'.



KINGSTEIGNTON SCHOOL Job Description

Post Title: Headteacher

Responsible to: Trustees/CEO, Education South West

Scale: L16-L22

Job Purpose

To provide professional Leadership and Management of the School that will promote a secure foundation from which to achieve high standards in all areas of the school's work.

To achieve success, the Headteacher will work with the Trustees, Local Governing Body and other key stakeholders to:

1. Provide vision, leadership and direction
2. Effectively lead teaching and learning
3. Promote excellence, equality and high expectations of all children
4. Deploy resources to achieve the school's aims
5. Evaluate school performance and identify priorities for continuous improvement
6. Carry out day-to-day management, organisation and administration
7. Secure the commitment of the wider community
8. Create a safe and productive learning environment that is engaging and fulfilling for all children

Key Responsibilities Qualities and Knowledge

1. Hold and articulate clear values and moral purpose, focused on providing a world class education for the children they serve.
2. Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their children and staff, and towards parents, governors and members of the local community.
3. Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them.
4. Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.
5. Work with political and financial astuteness, within a clear set of principles centred on the school's vision, ably translating local and national policy into the school's context.
6. Communicate a compellingly school vision and drive the strategic leadership, empowering all children and staff to excel.

Children and Staff

7. Demand ambitious standards for all children, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on children's outcomes.
8. Secure excellent teaching through an analytical understanding of how children learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and children's well-being.
9. Establish an educational culture of 'open classrooms' as a basis for sharing best practice both Kingsteignton and between other schools; drawing on and conducting relevant research and robust data analysis.
10. Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.

11. Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
12. Hold all staff to account for their professional conduct and practice.

Systems and Processes

13. Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.
14. Provide a safe, calm and well-ordered environment for all children and staff, focused on safeguarding children and developing their exemplary behaviour in the school and in the wider society.
15. Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.
16. Welcome strong governance and actively support the governing body to understand its role and deliver its functions effectively – in particular its functions to set School strategy and hold the Headteacher to account for student, staff and financial performance.
17. Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of children' achievements and the school's sustainability.
18. Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.

The Self-Improving School System

19. Create an outward-facing School which works with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all children.
20. Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all children.
21. Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improving schools.
22. Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
23. Model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability.
24. Inspire and influence others - within and beyond the school - to believe in the fundamental importance of education in young people's lives and to promote the value of education.

The Headteacher will carry out his/her professional duties in accordance with and subject to, the National Conditions of Employment for Headteachers and Education and Employment legislation.

The Headteacher is accountable to the CEO of Education South West, the Directors and Governors for the standards achieved and the conduct, management and administration of the School, subject to any policies that the DfE may make.

KINGSTEIGNTON SCHOOL Headteacher Person Specification

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process.

Essential	Desirable
Qualifications	
<ul style="list-style-type: none"> • Qualified teacher status • Good honours degree or equivalent 	<ul style="list-style-type: none"> • NPQH or equivalent leadership qualification
Professional Experience and Knowledge	
<ul style="list-style-type: none"> • Successful recent experience of whole school leadership • Proven track record of contributing to sustained school improvement • Experience of leading and managing innovation and change • Experience of performance management processes to maximise the contribution of colleagues throughout the School 	<ul style="list-style-type: none"> • Proven track record of developing community links • Experience of working with other schools • Experience of more than one school • Previous experience of headship
Skills	
<ul style="list-style-type: none"> • Proven ability to drive sustained improvements in teaching and learning • Proven ability to analyse and interpret student performance data, set challenging targets, devise and oversee effective intervention strategies and monitor outcomes • Ability to empower, challenge and motivate staff to become high-performing as individuals and as teams • Ability to develop, embed and maintain systems and processes to ensure excellent outcomes are delivered • Ability to build and develop strategic partnerships • Ability to communicate vision confidently, clearly and passionately 	<ul style="list-style-type: none"> • Proven ability to build capacity in colleagues through coaching or mentoring and brokering/delivering Professional Development
Knowledge	
<ul style="list-style-type: none"> • Thorough knowledge of the statutory requirements and relevant legislation relating to school leadership and management, including health and safety, child protection and safeguarding • Understanding of current issues in education locally, nationally and internationally 	

Personal qualities and attitude	
<ul style="list-style-type: none"> • Strong personal presence • Determination and commitment with an exceptional capacity for productive work • Sense of personal drive and ambition • Enjoys being highly visible and meeting with a range of audiences • Approachability, openness and integrity 	<ul style="list-style-type: none"> • Ability to further own leadership skills

How to apply

Application deadline

Completed applications must be received by **5th January 2024**. Please submit your application to HSmith@kingsteignton.school.org

Completing your application

Candidates are asked to complete all the standard information required on the application form, and to submit a supporting statement outlining your suitability for the role.

The Trustees are committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an enhanced disclosure via the Disclosure and Barring Service.

Discussion and visits

Confidential and informal discussions with the Co-Chairs of Trustees are welcomed, as well as visits to the school. Please arrange a suitable time with Hannah Smith Telephone: 01626 63888 or email HSmith@kingsteignton.school.org

References

Candidates are advised that references will be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are informed of the need to respond within the timescale set. In all cases, at least one professional reference is required.

The post will be offered subject to satisfactory completion of pre-employment checks.

Kingsteignton School, Heron Way, Kingsteignton, Newton Abbot, Devon TQ12 3QY

Telephone: 01626 563888

E: info@Kingsteignton.school.org

W: www.Kingsteignton.school.org

