

Dronfield Junior School  
'Reaching potential'

# Headteacher Recruitment Pack



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DRONFIELD JUNIOR SCHOOL

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February 2025

Dear Applicant,

I would like to thank you for showing an interest in applying for the post of Headteacher at our school.

The Governors are immensely proud of our school and the dedicated staff who have secured its success so far. We are looking to appoint someone for the new academic year, starting September '25, who has the drive and enthusiasm to take our improving school forward and build on the work of the current Head and staff.

Our mission is to provide high quality education in a safe & respectful environment that builds life skills and a foundation for life-long learning. And our vision is for Dronfield Junior School to be one of the best within the next 3 years, measured both through attainment and plenty of fun opportunities for wider development.

Our mission and vision are a natural extension of our core values of respect, resilience, excellence, autonomy, curiosity and honesty, all of which drive our ambition and guide our decisions.

We are a large Junior School that is currently on a journey from 'good to great'. Our school has made considerable progress over the last few years, and we have recently reinvigorated the curriculum. The transition arrangements are good from both the local infants to ourselves and then onto the local secondary school. Making these transitions smooth is important to us and our pupils. We have good relationships with all schools in our local cluster.

We were visited by Ofsted in October '24 where we were pleased to be rated 'good' across all four domains, but we are not complacent and it is a priority to raise achievement across the board and in particular, ensure that every child is being challenged to meet their potential.

Celebrating the good things that are happening in the school is important to us, for example: school visits and residential, including the annual trip to France; the OPAL approach to break times; opportunities for learning a musical instrument and the choirs; our emphasis on inclusion and nurture with both an ELSA-trained Wellbeing TA and a Pastoral Manager and Learning Mentor (PMLM); the collaboration and increasing continuity across the local schools; the variety of after-school clubs; the success we've achieved with Computing and Maths awards as well as our boys and girls football teams! More recently, we are beginning to market and publicise the amazing things that are happening in the school.

The Governors are now looking for a motivational leader who can build on this platform and inspire our children to reach their potential. The successful candidate would be assured of the full support of the pupils, staff and Governors in taking the school forward to the next stage.

We welcome visits to the school by appointment and look forward to receiving your application.

Your sincerely,

**Dr Richard Bull**  
**Chair of Governors**



## Dronfield Junior School

# APPOINTMENT OF HEADTEACHER

### Information for Candidates

Dronfield Junior School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

<b><u>Date of Appointment</u></b>	September 2025
<b><u>Salary</u></b>	Group 3 Individual School Range L17 – L23
<b><u>Estimated Number on Roll</u></b>	345
<b><u>Teaching Establishment</u></b>	Headteacher + 14.7
<b><u>Head teacher commitments</u></b>	Nil
<b><u>Management Structure</u></b>	Headteacher, Deputy Headteacher, 4 TLRs
<b><u>Support Staff</u></b>	

<b>Job Description</b>	<b>Hours</b>	<b>Posts</b>
School Business Manager	<b>37</b>	<b>1</b>
School Business Assistants	<b>45.5</b>	<b>2</b>
School Clerk	<b>4</b>	<b>1</b>
Teaching Assistants	<b>297.5</b>	<b>12</b>
Pastoral Manager and Learning Mentor & ELSA	<b>47.5</b>	<b>2</b>
Midday Supervisors	<b>44.85</b>	<b>8</b>

Cleaning and caretaking services are provided by an external company.

### **Location**

The school is located equidistant between Chesterfield and Sheffield. Dronfield is a town close to the Peak District National Park and has good access to major road and rail networks.

### **Accommodation**

The school is located in one well-maintained building dating back to 1875. The building houses 12 classrooms, a hall, a staff room, a library, a servery kitchen and an office. Two other buildings serve as annexes.

Outdoors, there is a hard surface play area, an adventure playground and trim trail, forest schools area, Opal Play and a small school garden. The school playing field is a short walk from the school.

Midday meals are served on the premises by the Derbyshire County Council Catering Service.

### **OFSTED Inspection**

The school was inspected in October 2024 and was judged to be 'Good' in all areas.

### **Financial Budget**

The school's basic school budget for this financial year is £1,512,251 (25/26 £1,562,008) plus, extra eligible funding £350,638 grant income (25/26 £285,817).

### **Applications**

Candidates should submit applications **online** on a DCC Teacher Application Form, together with a supporting statement letter matching their skills and experience to the headings in the Job Description and Person Specification. The letter should be no longer than 1500 words (please include word count). CVs should not be attached.

If preferred, **postal application forms** are available from Call Derbyshire on 01629 533190, quoting the job reference number attached to this post. Completed applications should be sent to Derbyshire County Council, Recruitment Section, County Hall, Matlock, Derbyshire DE4 3AG, allowing sufficient delivery time to meet the deadline for applications.

In order to comply with the safer recruitment requirements candidates must fully complete the application form including the section on references. It is not acceptable to substitute parts of the form with your own version. All gaps in employment should be accounted for and explained.

### **References**

Open testimonials are not accepted for this post, and it is intended that the Local Authority will take up a professional reference from your **existing employer** and one other professional reference of your choice. ***If you are not currently working with children, references will be requested from a previous employer where this was the case. You are, therefore, requested to supply contact details for this organisation and also to alert all referees to expect a request, should you be shortlisted.*** References from relatives or people writing solely in the capacity of friends will not be accepted.

### **Security Checks**

Due to this post having access to children and/or vulnerable adults, candidates will be required to undertake a Disclosure and Barring Service check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided. **Candidates who are foreign nationals, or a UK national who has lived abroad at any point in their adult life, MUST provide a Certificate of Good Conduct prior to taking up an appointment.**

**Interviews** It is intended that interviews will take place on Monday 28 and Tuesday 29 April 2025. Candidates selected for interview will be contacted by telephone, unsuccessful candidates will be contacted by email. Should you wish to make any further enquiries, please contact the Headship Recruitment Team via [Headship.recruitment@derbyshire.gov.uk](mailto:Headship.recruitment@derbyshire.gov.uk) or on 01629 539455.

The Governors will be advised by a Local Authority HR Consultant and Senior Advisor for School Improvement.

**Closing Date:** 30 March 2025



## Dronfield Junior School

### APPOINTMENT OF HEADTEACHER

#### Job Description

- Post Title:** Headteacher
- Responsible to:** The Governing Board of Dronfield Junior School
- Main Purpose:** To carry out the duties of Headteacher in accordance with the Teachers' Pay and Conditions Act and other relevant statutory provisions.

#### Shaping the Future

The Headteacher will work with the Governing Board and others to create a shared vision and strategic plan which inspire and motivate pupils, staff, and all other members of the school community.

#### **The Headteacher will:**

- Ensure the vision for the school is clearly articulated, shared, understood, and acted upon effectively by all.
- Work within the school community to translate the vision into agreed objectives and operational plans which will promote and sustain school improvement.
- Demonstrate vision and values in everyday work and practice.
- Motivate and work with others to create a shared culture and a positive climate.
- Ensure creativity, innovation, and the use of appropriate new technologies to achieve excellence.
- Ensure that strategic planning and the school culture and curriculum take account of the diversity, values and experience of the school and community at large.

#### Managing the Organisation

The Headteacher will provide effective management of the school and continuously seek to improve organisational structures based on self-evaluation.

#### **The Headteacher will:**

- Take responsibility for safeguarding and promoting the welfare of children.
- Create an organisational structure which reflects the school's values, and enables the management systems, structures, and processes to work effectively in line with legal requirements.
- Produce and implement clear, evidence-based improvement plans and policies for the development of the School and its facilities.

- Ensure that, within an autonomous culture, policies and practices take account of national and local circumstances, policies, and initiatives.
- Manage the school's financial and human resources effectively and efficiently to achieve the school's educational goals and priorities.
- Recruit, retain and deploy staff appropriately and manage their workload to achieve the vision and goals of the school.
- Manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.
- Ensure that the range, quality, and use of all available resources are monitored, evaluated, and reviewed to improve the quality of education for all pupils and provide value for money.
- Use and integrate a range of technologies effectively and efficiently to manage the school.

### **Leading Learning and Teaching**

The Headteacher has a central responsibility for raising the quality of teaching and learning. This involves high expectations, maintaining and evaluating outcomes and establishing a successful learning culture which all impact on pupils' achievement.

#### **The Headteacher will:**

- Ensure a consistent and continuous school-wide focus on pupils' achievement, using data and benchmarks to monitor progress in every student's learning.
- Ensure that learning is at the centre of strategic planning and resource management.
- Establish creative, responsive, and effective approaches to learning and teaching.
- Ensure a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning.
- Demonstrate and articulate high expectations and set stretching targets for the whole school community.
- Implement strategies which secure high standards of behaviour and attendance.
- Determine, organise, and implement a diverse, flexible curriculum and implement Assessment for Learning.
- Monitor, evaluate and review classroom practice and promote improvement strategies.
- Take a strategic role in the development of emerging technologies to enhance and extend the learning experience of pupils.
- Challenge under-performance at all levels and ensure action is taken to secure improvement.

### **Developing Self and Working with Others**

Effective communication and relationships are key to effective headship. The Headteacher needs to build a professional learning community which enables others to achieve.

#### **The Headteacher will:**

- Treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture.
- Build a collaborative learning culture within the school and actively engage with other schools to build effective learning communities.
- Develop and maintain effective strategies and procedures for staff induction, professional development, and performance management.
- Ensure effective planning, allocation, support, and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities.
- Acknowledge the responsibilities and celebrate the achievements of individuals and teams.
- Develop and maintain a culture of high expectations for self and for others.
- Regularly review own practice and achievements, set personal targets, and take responsibility for own personal development. Take account of feedback from others.
- Manage own workload and that of others to allow an appropriate work/life balance.

### **Securing Accountability**

With values at the heart of leadership, the Headteacher has a responsibility to the whole school community and is accountable to a range of groups particularly pupils, parents, carers, Governors and the LA.

#### **The Headteacher will:**

- Take responsibility for establishing and monitoring the systems and culture of the school to promote and safeguard the welfare of young people.
- Fulfil commitments arising from contractual accountability to the Governing Board.
- Develop a school ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- Ensure individual staff accountabilities are clearly defined, understood, and agreed and are subject to rigorous review and evaluation.
- Work with the Governing Board (providing information, objective advice, and support) to enable it to meet its responsibilities for securing effective teaching and learning and improved standards of attainment and for achieving efficiency and value for money.
- Reflect on personal contribution to school achievements and take account of feedback from others.

- Develop and present a coherent, understandable, and accurate account of the school's performance to a range of audiences including governors, parents, and carers.

### **Strengthening Community**

The Headteacher should engage with the internal and external school community to secure equity and entitlement and collaborate strategically and operationally with a wide range of partners to bring positive benefits.

#### **The Headteacher will:**

- Build a school culture and curriculum which takes account of the richness and diversity of the school's communities.
- Ensure learning experiences for pupils are linked into and integrated with the wider community.
- Collaborate with other agencies in providing for the academic, spiritual, moral, social, emotional, and cultural well-being of pupils and their families.
- Create and maintain an effective partnership with parents and carers to support and improve pupils' achievement and personal development.
- Seek opportunities to invite parents and carers, community figures, businesses, or other organisations into the school to enhance and enrich the school and its value to the wider community.
- Contribute to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and promoting innovative initiatives.
- Co-operate and work with relevant agencies to protect children.
- Create and promote positive strategies for challenging racial and other prejudice and dealing with racial harassment.





## Dronfield Junior School

### APPOINTMENT OF HEADTEACHER

#### Person Specification

<b>Measurements: A = Application I = Interview R = Reference</b>	
<p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>DfE recognised qualified teacher status/Qualified Teacher Learning and Skills (QTLS) status and registered with the Institute for Learning (IFL)</li> <li>Appropriate leadership and management training, accreditation, or qualifications, which may include NPQH, are considered desirable</li> </ul>	<p>A</p> <p>A, I</p>
<p><b>Experience</b></p> <ul style="list-style-type: none"> <li>Significant recent and relevant experience as a Headteacher, Deputy, or Assistant Headteacher</li> <li>A recent senior leadership post for at least 3 years</li> <li>A proven track record of successful leadership</li> <li>Successful experience of raising achievement</li> <li>Working with and engaging the involvement of external partners and the local community</li> <li>Successful teaching of pupils in the KS2 phase</li> <li>Planning, determining, and organising major curriculum areas</li> </ul>	<p>A, I, R</p> <p>A, I</p> <p>A, I, R</p> <p>I, R</p> <p>A, I</p> <p>A, R</p> <p>A, I</p>
<p><b>Knowledge and understanding of current issues and best practice including:</b></p> <ul style="list-style-type: none"> <li>Safeguarding children and young people</li> <li>What constitutes a good/outstanding school</li> <li>The process of strategic planning and school self-evaluation</li> <li>Ways to communicate and translate a shared vision into practice</li> <li>Leading the management of change</li> <li>Application of new technologies to teaching, learning and management</li> <li>Comparative data and performance indicators to establish benchmarks and set targets for improvements</li> <li>National policy framework and current educational legislation and initiatives</li> <li>Principles of effective teaching and assessment for learning</li> <li>Roles and responsibilities of Governing Body, LA and of the requirements for accountability</li> <li>School budget management and financial responsibilities</li> <li>Strategies for fostering school improvement, including attendance and behaviour for learning</li> <li>Equal opportunities and commitment to their pursuit</li> <li>Legal issues relating to school management</li> </ul>	<p>A, I</p> <p>I</p> <p>A, I</p> <p>A, I</p> <p>I</p> <p>I</p> <p>I</p> <p>A, I</p> <p>I</p> <p>I</p> <p>A, R</p> <p>I</p> <p>I</p> <p>I</p>

**Measurements: A = Application I = Interview R = Reference**

**Personal and Professional Qualities**

- Commitment to the welfare and safeguarding of young people I
- Strong personal motivation and drive I, R
- A genuine enthusiasm for, and commitment to, the development of young people, and concern for the development of colleagues and members of the wider school community I
- The ability to inspire, motivate staff, students and the wider community and engage their active commitment to your vision I, R
- Commitment to ensuring inclusion, addressing diversity and access A, I
- Commitment to own personal and professional development and that of all staff A, I
- High order analytical and problem-solving skills and the ability to make informed judgements I
- Excellent communication skills in a variety of media to a range of audiences including students, parents/carers, colleagues, and the wider school community A, I
- The ability to project the school in a positive way and establish the school at the heart of the community I
- The ability to engage parents and carers in supporting children’s learning I, R
- The ability to fill the role of lead professional in classroom practice R
- Commitment to an open, collaborative style of management I
- Evidence of collaborative working and networking with others, within and beyond the school to build and sustain a learning community A, I
- The ability to understand and appreciate the school’s current strengths and the ways in which these might be further developed I
- The ability to form and maintain appropriate relationships and personal boundaries with young people I, R