



Headteacher Application Pack

Langar C. of E. Primary School

Parents say: *We believe Langar school has successfully achieved the balance of educating our children with giving them the skills and values to become well rounded individuals – ready for their next steps in life. Thank you for creating such a wonderful and enriching culture and community in school.*

Ofsted say: *The provision for pupils' personal development is exceptional. Pupils can apply for various responsibilities, including house captains, school council, technicians, reading buddies and librarians. There are daily opportunities for pupils to discuss and debate questions and issues*

SIAMS Say: *Langar School successfully fosters a strong Christian community which serves its children and their families as well as the wider community.*

This Christian family community is valued by adults and children alike. It consistently and continually nurtures its articulate and confident pupils, who have a thirst for learning and who demonstrate Christian values in daily life

Dear Candidate,

Thank you for your interest in the position of headteacher at Langar church of England Primary School. We hope you find this information pack a useful introduction, and that you will be encouraged to apply for this exciting opportunity to lead our school on the next stage of its journey.

Langar C of E Primary is a friendly and welcoming school which predominantly serves the village of Langar, an idyllic rural village on the Nottinghamshire / Leicestershire border. As a Voluntary Controlled Church of England school, the school enjoys a close relationship with the church of St Andrew's and holds regular events and collective worships there

In March 2023, Langar was judged by Ofsted to be Good overall with Outstanding in Personal Development. The lead inspector's feedback was highly positive and we are all immensely proud of this achievement, believing it to have set us on the path to achieve Outstanding in all areas. To that end, we are looking to appoint a headteacher with strong and inspirational leadership qualities, including the ability to articulate a clear vision for the future success of Langar. For the right candidate, this will be an exhilarating and immensely rewarding position.

By joining Langar C of E. you will also become part of Aspire, a friendly, modern and forward-looking multi-academy trust with a supportive network of like-minded head teachers. Langar is also part of the Fosse Schools – a partnership of small rural primary schools situated in the vicinity of the old Roman road, the Fosse Way and The Rushcliffe Schools Alliance, a group of 31 primary schools, which provides services for its members. As you can see, there would be much wider support available alongside the governors and Aspire Trust being fully committed to supporting the work and wellbeing of the new headteacher.

If, after visiting the school and reading all the information, you are up for this opportunity, we very much look forward to receiving your application.

Best wishes,



Mrs Kate Watson

CEO Aspire Multi-Academy Trust

Dear Candidate

Thank you for your interest in the Head Teacher position at Langar C of E school.

Langar school, rebuilt and extended 15 years ago, is a small voluntary controlled C of E Primary school in the heart of the Vale of Belvoir, in the beautiful Nottinghamshire countryside. The school and its extensive playing fields are central to the village and community of Langar and Barnstone.

We have a well established team of staff who know the school, the pupils and the parents very well indeed. As a result the school has an enviable record of delivering excellent KS2 results, and a friendly and familiar feel for all who engage with the school. Our Parents are engaged and very supportive of *their* school and *their* teachers, which was evident throughout COVID, and the two OFSTED inspections which came in quick succession in July 2022 and early March 2023.

The school has a newly strengthened board of governors, with a great range of skills, who have supported the current Head and her team as they achieved the “Good with outstanding Personal Development” OFSTED judgement in March 2023.

The most recent development has seen the school welcomed into the Aspire MAT family of small primary schools. Aspire has already proven to be a supportive partner to Langar. Aspire has a responsive, nimble and imaginative leadership team ready and willing to support the school, its head and its staff, and to share best practice from a supportive network of primary school Heads.

As the school enters Aspire, there is a huge opportunity for our next Head Teacher to provide a clear vision for the future, and to shape Langar as a high performing small Church of England Primary within a successful and growing Multi-Academy Trust.

We are looking for a collaborative and personable leader, who can develop clear plans to address the needs of the school, and to motivate and inspire their team to deliver them. If this is an opportunity that excites you, we look forward to hearing from you and receiving your application.

Best wishes

R Swallow

Richard Swallow
Chair of Governors

About our School

Of course, there are now many sources of information available when researching a school.

For academic and financial data, the best starting point is

<https://get-information-schools.service.gov.uk/Establishments/Establishment/Details/146537>

Our school website contains a wealth of additional information:

<https://www.langar.notts.sch.uk/welcome/>

Without wishing to duplicate that information too much in this pack, it is worth emphasising that we are very clear about our vision and values.

Vision

Educating for life in all its fullness – John 10:10

Educating children to access and navigate life in all its fullness, right now and in the future, by equipping them with core Christian values and a set of learning skills that will enable them to achieve academic excellence and flourish.

Academic Excellence

The Langar curriculum promotes risk taking, choice and decision making which enables children to take responsibility for their own learning and lifestyle. It provides our children with learning challenges which are engaging, motivating and exciting. Through a broad range of subjects and balance of experiences every child is encouraged to reach their full potential

Learning Skills

The Langar curriculum utilises children's natural curiosity and seeks to develop time and self-management through problem solving, enquiry and investigation. We inspire children to collaborate, co-operate and reflect through talk, and lead them to apply their skills, knowledge and understanding through a range of real life learning experiences.

Values

The Langar curriculum is built on a core set of Christian values that provide a moral compass and a common language of behaviour for the school family and wider community. The values equip our children with social and relationship skills, intelligences and attitudes to succeed at school and throughout their lives.

Our school values are love, take care, thoughtfulness, gratitude, fairness and respect.

Leadership

The leadership model at Langar values and develops people; encouraging all stakeholders to work towards a clear a visionary goal. Our collaborative working style enables us to create a shared vision and shared decision-making power with all levels of the school. We aim to build community – being more concerned with building strong relationships than just the end goal. Leaders at all levels display openness, accountability and a willingness to learn from others.

Our vision, aims and values are underpinned by our **Statement of Religious Ethos**:

Recognising its historic Christian foundation, the school will preserve, interpret and develop its religious character in accordance with the principles of the Church of England. It works in partnership with church bodies within the community, and with the Diocese of Southwell and Nottingham.

The school aims to serve its community by providing an education of the highest quality within the context of Christian belief and practice. It encourages an understanding of the meaning and significance of faith, and promotes Christian values through the experience it offers to all its pupils. The school also aims to provide an understanding of and respect for world faiths.

Job Description

Job title: Headteacher

Reports to: Local Governing Body

Start Date: Summer term 2024 (April 2024)

Purpose of the post: To provide professional leadership of Langar Primary C of E School in order to secure its continuing success and improvement, ensuring high quality education for all its pupils, leading to excellent standards of behaviour and achievement.

MAIN DUTIES To carry out the professional duties of a Headteacher as provided for under the relevant sections of the School Teachers' Pay and Conditions Document and in line with the expectations of the Headteachers' Standards 2020.

1. Strategic planning and school development

- Provide inspiring and purposeful leadership for the staff and pupils.
- Work in partnership with the LGB, staff and parents generating and sustaining the ethos and values which will underpin the academy.
- Establish and implement a Development Plan which will secure continuous school improvement.
- Monitor and evaluate the performance of the academy and respond and report to the MAT Board and LGB as required.
- Ensure that the management, finances, organisation and administration of the academy supports its vision and aims.
- Ensure that academy policies and practices take account of national, MAT, local and academy requirements.
- Monitor, evaluate and review the impact of policies, priorities and targets of the academy in practice, and take action where necessary.
- Ensure that all those involved in the academy are committed to its aims, motivated to achieve them, and involved in meeting long, medium and short term objectives and targets which secure the educational success of the academy.

2. Teaching and learning

- Ensure that the statutory requirements of the national curriculum are met.
- Maintain an environment that promotes and secures good teaching, effective learning, high standards of achievement and good behaviour.
- Determine, organise, implement and monitor the curriculum and its assessment and ensure that statutory requirements are met.
- Ensure that pupils develop study skills in order to learn more effectively and with increasing

independence.

- Monitor and evaluate the quality of teaching and learning and standards of achievement of all pupils in the academy through appropriate methods.
- Determine and implement positive strategies and programmes which ensure good pupil behaviour and discipline and give support and clear guidance on suspensions and exclusions.
- Develop and maintain effective links with the community including local businesses, to extend the curriculum and enhance teaching and learning.
- Maintain an effective partnership with parents and the wider community to support and improve pupils' achievement and personal development.
- Promote and contribute to extracurricular activities in accordance with the educational aims of the academy.

3. Leading and managing staff

- Plan, allocate, support and evaluate work undertaken by groups, teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities in a manner consistent with conditions of employment.
- Implement and sustain effective systems for the management of staff performance, incorporating performance management and target setting.
- Promote and monitor the continuing professional development of staff, including the induction of early career teachers.
- Ensure that professional duties are fulfilled, as specified in the Terms and Conditions of Service of teachers, including those of headteacher.
- Participate in the arrangements made in accordance with the regulations for performance management and threshold assessment.
- Identify and participate in appropriate further training for yourself as Headteacher.
- Ensure that the Deputy Headteacher or suitable person assumes responsibility for the discharge of the Headteacher's function at any time when absent from the academy.
- Continue the development of good working relationships with staff, pupils, parents and carers, LGB members and the community.

4. Efficient and effective deployment of staff and resources

- Provide sound financial leadership, working with senior leaders, the academy Business Manager and the LGB in the formulation of the annual budget in order that the academy secures its objectives.
- Set appropriate priorities for expenditure, allocation of funds and effective administration and control.
- Ensure the regular monitoring of the budget for the academy and the oversight of the use of resources.
- Work with the LGB and senior colleagues to recruit and retain staff of the highest quality.
- Make arrangements for the security and effective supervision of the school buildings, their contents and the grounds.
- Manage and organise the accommodation efficiently and effectively to ensure that it meets the needs of the curriculum and community use and complies with health and safety regulations.
- Work with colleagues to deploy and develop all staff effectively in order to maintain and improve the quality of education provided and improve pupils' achievements.
- Manage, monitor and review the range, quality and use of all available resources in order to improve the quality of education, improve pupils' achievements, ensure efficiency and secure value for money.

5. Values and ethos

- Champion the Church of England's Vision for Education, so that it permeates and inspires the daily life of the academy.
- Ensure practice that is deeply Christian and completely inclusive, that every child and adult may know life in all its fullness.
- Embed and develop the values of the Aspire MAT and the academy.
- Be a constant, visible example of the academy's Christian ethos to all pupils, staff, parents and carers.
- Nurture each child's spirituality, encouraging them to explore life's biggest questions and grow strong roots in their faith.
- Ensure that the core principles of the academy's ethos are promoted to all pupils, staff, parents and carers to underpin the fundamental values of and vision for the academy and its pupils.

6. Accountability

- Develop close working relationships with the CEO and the LGB.
- Continue to develop an organisation in which all the staff recognise that they are accountable for the success of the academy.
- Present a coherent and accurate account of the academy's performance in a form appropriate to the range of audiences, including the LGB, the MAT Board, the local community and OFSTED to enable them to play their part effectively.
- Ensure that parents, carers and pupils are well informed about the curriculum attainment and progress and about the contribution that the parents and carers can make in supporting their child's learning and achieving.
- Provide information, objective advice and support to the LGB to enable it to meet its responsibilities for securing effective teaching and learning and improved standards of achievement, and for achieving efficiency and value for money.
- Carry out any such duties as may be reasonably required by the LGB, the MAT Board and the CEO.

7. Safeguarding Children and Safer Recruitment

- Ensure that the policies and procedures adopted from the MAT are fully implemented and followed by all staff.
- Ensure that sufficient resources and time are allocated to enable the DSL and other staff to discharge their responsibilities, including taking part in strategy discussions and other inter-agency meetings, and contributing to the assessment of children.
- Ensure that all staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and that such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle blowing practices.

8. Other duties

- Play a full part in the life of the MAT and the academy to support their distinctive vision and ethos, and to encourage staff and pupils to follow this example.
- Demonstrate an ongoing commitment to your own professional development.
- Undertake any other duty as reasonably required by the CEO, LGB or MAT Board not mentioned in the above.

This job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time and may be reviewed in negotiation with the MAT in the future. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions as they relate to headteachers and as adopted by the MAT.

Person Specification

LANGAR CofE PRIMARY SCHOOL APPOINTMENT OF HEADTEACHER PERSON SPECIFICATION

THE PERSON SPECIFICATION IS USED BY THE SELECTION PANEL TO IDENTIFY THE ATTRIBUTES A SUCCESSFUL CANDIDATE WILL NEED TO BRING TO THE POST.

Those marked **E** are *essential* and must be met in order for a candidate to be shortlisted for interview or appointed to the post.

Those marked **D** are *desirable* and will strengthen a candidate's likelihood of being invited to interview or appointed to the post.

All other abilities and aptitudes will be judged 'by degree' from application, references and interview activities to guide the selection panel in appointing a candidate who is personally and professionally suited to successfully filling this particular post.

A = application form/ letter: **I** = interview process: **R** = reference

Candidates should ensure that they will satisfy the essential elements before applying and ensure that they construct their letter of application to include the areas requested in the details sent to potential candidates.

CATEGORY		EVIDENCE
QUALIFICATIONS		
Qualified Teacher Status	E	A
NPQH or CEPQH	D	A
Recent CPD relevant to the post	E	A
Other professional qualifications	D	A
EXPERIENCE		
Substantial successful teaching experience in the primary phase	E	A/R
Experience in more than one school	D	A
Substantial successful senior leadership experience in primary phase schools	E	A/R
Experience of appraising the work of others	D	A/I
Experience of working with governors	D	A
CHURCH of ENGLAND CONDITIONS		
Experience of working in a Church of England School	D	A
A passionate commitment to promoting and developing the ethos and values of a Church of England primary school	E	A/R/I
A knowledge of the SIAMS framework	E	A
Experience of leading effective collective Christian worship	D	A/I
There can be genuine occupational benefit where the post holder is a practising Christian (this is of a denomination which is a member of the Churches Together in England)	D	A
PROFESSIONAL KNOWLEDGE & UNDERSTANDING		
Up to date knowledge of the primary and early years curriculum	E	A/R/I
Wide knowledge of effective teaching methods and strategies	E	A/I
Up to date knowledge of assessment and tracking	E	A
Understanding of school improvement strategies	E	A/I
Knowledge of current educational legislation and initiatives	E	A/I
Knowledge of equal opportunities and commitment to their pursuit	E	I

PROFESSIONAL COMPETENCIES		
The ability to establish and promote a clear vision for the school as a church school	E	A/I
The ability to think strategically and plan for the future	E	I
The ability to drive and manage change efficiently	E	A
The ability to establish appropriate priorities for spending and effectively manage and monitor the school budget	D	A
The ability to maintain and work within policies and procedures	E	I
A competent user of IT	E	A/I
A commitment to setting high expectations and the ability to challenge underperformance	E	I
A commitment to ensuring inclusion, addressing diversity and access	E	A/I
The ability to motivate and manage members of staff with different skills and experience and to delegate appropriately	E	A/I
Good communication skills: - <ul style="list-style-type: none"> • the ability to present orally with clarity and authority • the ability to write effectively 	E	A/R/I
The ability to take clear decisions	E	I
The ability to establish and maintain effective relationships with parents, carers and other agencies or individuals with a connection to the school	E	A/R
The ability to form and maintain appropriate relationships and personal boundaries with pupils in the school	E	I/R
The ability to collaborate and network with others beyond the school in order to build and maintain a learning community	E	A/I
The ability to delegate effectively and ensure accountability	E	I
The ability in promoting the wellbeing of all members of the school community, including leading by example	E	A/R/I
SAFEGUARDING		
Evidence of up to date safeguarding training	D	A
Knowledge of the headteacher's responsibilities in managing safeguarding matters	E	I
An understanding of the school's role in keeping pupils and staff safe	E	A/I
An enhanced DBS check (if not already employed by the local authority)	E	Post Appointment
PERSONAL ATTRIBUTES		
To be adaptable and resilient	E	I
To be efficient and able to complete tasks on time	E	I
To be able to create effective working relationships with all staff , governors and parents/carers	E	I/R
To be a living example of the school's values and ethos	E	I
REFERENCES		
The candidate will have appropriate references recommending for the post	E	R
SPECIFIC REQUIREMENTS		
The ability to structure and write a convincing letter of application as requested in the letter to potential candidates	E	A
The ability to present professionally and manage tasks and an interview with confidence, authority and conviction	E	I