



Low Furness CE School Headteacher candidate pack

Low Furness is a small, happy, successful primary school in rural south Cumbria, with strong links to the local church and a central role in its community. We are excited to recruit a new Headteacher who will bring fresh ideas and energy to the school and lead it into its next chapter.

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Deadline for applications:
5 January 2024 at 5pm

Start of employment:
Autumn term 2024

Pay Scale: **L11-L16**,
negotiable for exceptional
candidates.

Low Furness CE School is
committed to safeguarding
and promoting the welfare of
children.

For more information please
visit [the school website](#).

Welcome!

And thank you for your interest in the position of Headteacher at Low Furness CE Primary School. We very much look forward to welcoming candidates who have a passion for teaching and learning and who can work with the Governing Body to develop and implement a clear vision and ambition for the school.

Our current headteacher Mrs Little is retiring at the end of this school year after 14 happy and successful years and the new post will commence in September 2024.

Our school is based on Christian foundations, something which is at the heart of everything we do. We strive to maintain strong core values of success and wellbeing along with resilience and hope. We believe every child is individual and unique and we work hard to inspire, educate and prepare the children for progression to secondary school and life in general.

Located just south of the Lake District National Park in the picturesque village of Great Urswick, close to the vibrant market and festival town of Ulverston, we are in one of the most beautiful parts of England with both Morecambe Bay and the lakes and fells within easy reach.

If this sounds like the job for you, we encourage you to read the application pack and apply.



Gary Thompson
Chair of Governors
18 November 2023



Pupils are polite and courteous to visitors. They are keen to talk about their learning and can explain what they have understood. Pupils are proud of their school and of their achievements.

Ofsted 2019

About our school

Low Furness is a Church of England (VC) primary school of 150 pupils, 24 staff and 3 apprentices. It occupies a purpose-built modern building with extensive and well-equipped outdoor spaces. As well as an excellent early years play area there are gardens, polytunnels, a pond, a chicken coop, a walking track, an adventure playground and good, varied sports facilities.

The school is committed to providing a holistic and balanced education for each individual pupil. It takes advantage of its grounds and location to provide a rich variety of outdoor activities including strong sports teams, local field trips, regular Forest School days in Key Stage 1 and a range of lake and fell activities in the summer.

The school was rated Good in its most recent [Ofsted inspection](#). Their report singled out the positive attitude of pupils and the high quality of lesson planning, the range of extra-curricular activities available and the school's attention to the personal development of each child. The school has a good opportunity to become Outstanding in its next graded inspection.

The most recent [SIAMS inspection](#) praised the school's compassionate and inclusive community but found weaknesses in the monitoring and planning of collective worship, and suggested that the ethos and spiritual direction of the school lack clarity. We have made good progress in tackling those problems and look forward to further improvement under the direction of a new head.

In 2023 KS2 SATS 91% of our pupils reached the expected standard in Reading, 86% in Maths and 91% in Spelling and Grammar.



Who we need

We are looking for a warm, insightful, communicative leader who can build on the school's tradition of broad holistic education while bringing us fresh ideas and new energy.

We need a great leader of collective worship, a tactful builder of trust and shared understanding, a firm manager of assessment, reflection, discussion and improvement.

We know that the Christian ethos of the school needs to be more clearly expressed and more consistently applied, so we are also looking for the head who will be able to build, articulate and promote that shared understanding of our deeper purpose.



Above: Gardening, pond-dipping, chicken-feeding and cooking our own produce are all part of the Low Furness curriculum.

What we offer

Great kids! Experienced and enthusiastic staff, engaged and thoughtful governors, a supportive parent group and good working links with nearby schools.

We have a light and airy modern building in good condition, excellent grounds and a solid financial footing that includes generous grant support. The new head will have excellent administrative and IT backing. We hope to provide peer mentor support and the new head will have the option to take on a business manager if they so choose.

The Furness Peninsula is a great place to live and work, with the Lake District National Park only a few minutes away. There are fells, lakes and beaches on all sides and we are committed to maintaining a happy work/life balance for the head and all our staff.

**I loved my time at Low Furness school.
We learned so much but it never felt like
work. Year 6 pupil, 2023**



Dear all the children of year 3,4,5 & 6
of Low Furness CE Primary School...

...It was a hot week; the sun was relentless, exhausting and at times challenging. But each day I turned up to work, there were countless smiley faces who were willing to get stuck in, to try new things and have new experiences.

The staff at Brathay have told me about many times they were positively affected by [Low Furness School]. Children having manners at every mealtime, pleases and thank you without being prompted. Patience whilst waiting for other children to finish their lunches. Determination in each activity we did. Leaving your accommodation buildings clean and tidy. Being polite to our reception staff when visiting the tuck shop. You really did live up to your school Christian values throughout your stay here, thank you and well done.

As you drove away on the final day, one of our team said:
“Wouldn’t it be great if every group was that nice. This week has been a pleasure.” Considering we have nearly 100 groups visit each year, this is high praise!

Duty Manager, Brathay Trust outdoor centre

Left: An unexpected letter received after our 2023 Key Stage 2 residential.

Above: KS2 head out onto Windermere on rafts they have just built.



What our staff want

A bright new head who is fair, thoughtful and sympathetic.

An inspiring leader who is able to innovate and to refresh our approach, but who will take time to appreciate the nature of the school and the dedication of its staff.

A caring, child-centred teacher, mindful of broad outcomes that include happiness, enthusiasm and readiness to learn.

A strategic director with joined-up, long term thinking, alert to the data but not driven solely by what is measurable.

A confident manager who looks after their staff while encouraging their best work.

What our pupils need

A kind, caring, fair and consistent headteacher who is able to talk to children of all ages and see the world from their point of view.

A consistent protector who is always thinking about their safety and wellbeing.

An inspiration in collective worship who will help them to develop spiritually as well as academically.

A lover of the outdoors and the local landscape who will encourage them to get muddy from time to time.

I like it when we go to the pond.

Y2

Always smile, be helpful and kind

Y2

Someone nice who doesn't be strict and makes it fair

Y2

Someone who celebrates when we do well

Y4

Recruitment timetable

5 January: Application deadline 5pm

24 January: Practical exercises

25 January: Interviews

We aim to respond to all applicants by 12 January and we hope to make an offer on or just after the interview day.

Low Furness CE Primary School is committed to the safeguarding of its pupils and expects all staff and volunteers to share this commitment. An online search will be carried out on shortlisted candidates, as directed in Keeping Children Safe in Education 2023. The successful candidate will be appointed on the completion of an Enhanced Disclosure and Barring Service check in line with the Government's Safer Recruitment guidelines, and on receipt of professional references.

How to apply

Please use the standard Westmorland and Furness application form, which you can find [on the school website](#) with this pack.

Please also attach a brief summary of your work as a teacher, your experience of or progress towards headship and the approach you would take if appointed by Low Furness CE Primary school. Shortlisting will be based on this letter and the person specification.

Applications should be sent to admin@low-furness.cumbria.sch.uk by 5pm on January 5th 2024.

If you would like to discuss the role in more detail, please call 01229 588078 or write to the same email address.



Low Furness CE Primary School
Learning Together Through Faith



Appendix 1: Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status; • Evidence of continuing professional development towards school leadership. 	<ul style="list-style-type: none"> • (CE)NPQH, NPQH, or other leadership qualification.
Experience of...	<ul style="list-style-type: none"> • Leadership in a primary school; • Teaching across a range of primary years and subjects; • Contribution to school improvement and strategic planning; • Devising and implementing curriculum change; • Working with parents and the local community to support children's learning; • Leading or participating in high quality collective worship; • Providing a holistic education that takes in the emotional and social as well as academic needs of pupils. 	<ul style="list-style-type: none"> • Senior leadership role: Assistant, Deputy or Headteacher; • Building and communicating a shared vision; • Working with governors; • Working in a church school; • Financial and business management; • Monitoring the effectiveness of curriculum, teaching and collective worship; • Planning and assessing progression through the primary stages. • Positive behaviour management; • Working with other schools; • Ensuring a safeguarding culture and cooperating with external agencies.
Knowledge of...	<ul style="list-style-type: none"> • Best practice in safeguarding; • Current Ofsted and SIAMS frameworks; • Principles for the development of effective teaching and learning; • Principles of school evaluation and strategies for planning school improvement. 	<ul style="list-style-type: none"> • The local context of Low Furness CE School; • Best practice in health and safety • The Church of England Vision for Education;
Leadership and management skills	<ul style="list-style-type: none"> • The ability to consult and reflect, and build consensus; • The ability to inspire, motivate and challenge staff, pupils and others to express and implement a Christian vision; • The ability to manage their own and others' workloads to maintain wellbeing; • The ability (and tact and patience) to challenge poor performance and maintain standards of professional behaviour. 	<ul style="list-style-type: none"> • The ability to develop mutually enriching networks and partnerships; • The ability to build and develop community links.
Personal qualities	<ul style="list-style-type: none"> • Commitment to a holistic approach to education; • Commitment to supporting and developing the Christian identity of the school; • Excellent communication and motivation skills combined with high levels of emotional literacy. 	<ul style="list-style-type: none"> • Active Christian faith and the insight needed to connect the school's vision and values to religious principles; • Commitment to Forest School ideals; • A sense of vocation and optimism.

Appendix 2: Job Description

Job title: Headteacher
Reports to: The Governing Board and Local Authority
Responsible for: All teaching and non-teaching school staff
Pay range: L11-L16

This post currently holds a teaching responsibility of 0.1 FTE.

Statement of purpose

To create, inspire and embody the Christian ethos and culture of Low Furness CE Primary School, providing professional leadership, vision and direction, while ensuring high-quality education and standards of learning and achievement for all. The headteacher will seek to strengthen constructive relationships beyond the school by developing networks and working in partnership with parents, carers and the local community.

Key responsibilities

- To fulfil the requirements and duties as set out in the School Teachers' Pay and Conditions Document relating to the Conditions of Employment of Headteachers (2022).
- To work within the National Standards for Headteachers (2020) and Teachers' Standards (2011, as amended) as published by the Department for Education.
- To seek to achieve any performance criteria, objectives or targets agreed with or set by the school's governing board in accordance with the requirements set out in the agreed School Teachers' Pay and Conditions Document.
- To ensure that the school is an effective church school within the standards set by the Church of England Vision for Education and the SIAMS Framework.
- To promote and safeguard the welfare of all children and young people within the school, by ensuring that the school's policies and procedures relating to safeguarding children and child protection are fully implemented and followed by all staff; resources are allocated to allow staff to discharge their responsibilities; and that staff, pupils, parents and others feel able to raise concerns and that these are addressed sensitively and effectively.



Role and requirements

1. School Christian culture and ethos

The headteacher will:

- communicate the school's Christian vision and drive the strategic leadership, ensuring all have the skills needed to succeed.
- inspire and lead the school as a worshipping community, which demonstrates the Christian vision and Christian values in everyday work and practice.
- regularly review their own practice, set personal targets and take responsibility for their own personal and spiritual development.
- ensure that Religious Education and Collective Worship are central to the life and teaching of the school and set a high personal example in these aspects.

2. Teaching

The headteacher will:

- establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn.
- ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains.
- ensure effective use is made of formative assessment.

3. Curriculum and Assessment

The headteacher will:

- ensure a broad, structured, and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught.
- establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities.
- ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum.
- work with the curriculum and subject leads to promote effective evidence-gathering and assessment, and build a shared model for progression through the school years

4. Behaviour

The headteacher will:

- establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils.
- ensure high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy.
- implement consistent, fair and respectful approaches to managing behaviour.

5. Additional and Special Educational Needs and Disabilities

The headteacher will:

- ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities.
- establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively.
- ensure the school functions effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate.
- ensure the school fulfils its statutory duties with regard to the SEND code of practice.

6. Professional Development

The headteacher will:

- ensure staff have access to high-quality, continuing professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs.
- support the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development.
- identify emerging talents, coaching current and aspiring leaders, in order to support and develop the organisational structure of the school.

7. Organisational Management

The headteacher will:

- ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care.
- prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds.
- ensure staff are deployed and managed well with due attention paid to workload.
- establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently.
- ensure rigorous approaches to identifying, managing and mitigating risk.

8. Continuous School Improvement

The headteacher will:

- make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness.
- develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context.
- ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time.

9. Governance and Accountability

The headteacher will:

- understand the role of effective governance, upholding their obligation to give account and accept responsibility.
- work with the governing body to develop a school development plan which will secure continuous improvement, underpinned by sound financial planning and with clear links to the long term strategic plan for the school.
- ensure that staff know and understand their professional responsibilities and are held to account.
- ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.

The appointment is subject to the current conditions of employment of headteachers, contained in the School Teachers' Pay and Conditions document and other current educational and employment legislation. In carrying out his/her duties, the headteacher will consult, where appropriate, with the Local Authority, the governing body, the staff of the school, the pupils and the parents/carers of the pupils. This job description may be amended after consultation with the post holder and will be reviewed annually.

