



Headteacher Recruitment Pack 2023





Thank you for requesting a recruitment pack for the position of headteacher at Meadows First School and Nursery. If you haven't yet, we would love to invite you to visit the school to experience our warm and welcoming environment.

We are a First School in Bromsgrove, Worcestershire. Situated between Birmingham and Worcester, Bromsgrove is a market town with excellent rail and motorway links and is surrounded by beautiful countryside.

In March 2019, Ofsted graded the school as 'Outstanding', and we are constantly striving to provide the very best education for our children. Education at its best stems from a partnership between parents, children and staff and we are committed to achieving the highest possible standards and academic outcomes for our children, as well as providing a range of enriching experiences.

Please read the information contained in this pack. We hope it will help to share our visions and values, as well as supporting you in completing the application form.

Meadows First School and Nursery is committed to safeguarding children, and all successful applicants are subject to a Disclosure Barring Service and other relevant employment checks.

WELCOME LETTER FROM OUR CHAIR OF GOVERNORS

Thank you for showing an interest in joining Meadows First School and Nursery as our next headteacher. As a Governing Body we are looking to recruit an exceptional candidate following the planned retirement of our existing headteacher.

The successful candidate will share our values which are fully embedded through our Meadows Mouse and our school Motto of 'Caring, Sharing, Preparing for Life'. This nurturing culture and inclusive ethos is embodied in everything that goes on in our school on a day to day basis and through the relentless drive and strategic vision of our new headteacher we are excited to see what the future holds.

We are ecstatic that our school is sustaining the outstanding quality of education, and this is endorsed once again by being oversubscribed for our next Reception intake. This is something we are very proud of and once again we feel this highlights the positive relationship we have with so many stakeholders in and around the local area.

We are fortunate to possess an excellent staff body with an innovative and knowledgeable Senior Leadership team. We have high ambitions for all children, staff and members of our community and we hope that the following information will provide you with an insight into our fantastic school. As a Governing Body we pride ourselves in how we fulfil our core focus which includes supporting and holding our leadership team to account through the ongoing challenges that they face to support the best possible outcomes for all our children.

If you feel you have the right personal skills and qualities combined with the necessary experience, we would strongly encourage you to visit our school in action and see our wonderful children, talented staff and excellent facilities. Of course, we are proud of our existing Ofsted rating, but this does not define our school. Instead of resting on our current Outstanding Rating we know it is essential to continue to evolve especially in the current climate following the challenging post-Covid years which have continued to dominate and impact the educational progress of our young children.

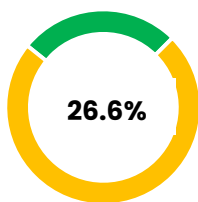
Please note the details below which provide other information that you may find relevant linked to our values, ethos, curriculum and culture. We are offering numerous opportunities to visit our school prior to the close of this application and please contact Louise Beck through office@meadows.worcs.sch.uk or call 01527 872508 if you wish to arrange a visit during the window advertised below.

Andi Lynch, Chair of Governors.

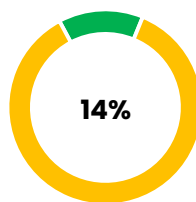
SCHOOL DETAILS



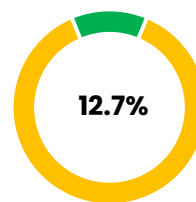
302
Number
on roll



SEN
(5.6% EHCP)



Pupil Premium
(2 LAC)



Free School
Meals

Number of Teaching Staff	Full time 11/Part time 8
Number of Teaching Assistants	30 (inc Base)
Number of Admin staff	3 (inc 1 part time attendance officer)

The school leadership structure consists of Headteacher, Deputy Headteacher and Assistant Headteacher. Alongside these roles, we have experienced Middle Leadership in Maths, Reading & Phonics, Writing and Nursery Lead; as well as individual staff who lead on different curriculum areas.

Meadows First School and Nursery is a PFI, medium-sized school (NOR 302, with a further 37 full/part-time nursery places) situated in the town of Bromsgrove in Worcestershire (three-tier education system). The school is 2-form entry (Reception to Year 4) and is co-located with the feeder middle school. Meadows First School and Nursery has a fantastic Mainstream Autism Base and an above average proportion of SEN children in attendance. The school is renowned for its inclusive approach to SEN provision and enables children from all backgrounds and academic abilities to access education and socialise in a controlled and bespoke environment.

Meadows First School and Nursery has a strong commitment to raising standards and helping all of our children to succeed. Our school adopts a curriculum that reflects the aims and values of the school in content and character of the National Curriculum. Children show respect and tolerance towards others enabling them to make positive relationships with a wide range of people. Whilst at Meadows First School, children develop skills and values to be responsible citizens.

SCHOOL ETHOS AND AIMS

Our motto reflects our vision: **Caring, Sharing, Preparing for Life**

This simple motto was created through partnership with parents, children, staff and governors. As a school, we want the best of futures for our children we want them to find out about, be inspired by and enjoy the world they live in. We aspire for our children to be citizens who care for others and for their world and know the value of sharing their time, their knowledge and their experiences to support others. We wish for them to have the confidence to recognise and grasp opportunities that they are given, and to develop an understanding that they can make a positive impact on the world in which they live.

We strive to provide a happy, caring, safe and stimulating learning environment, where children are encouraged and nurtured to thrive socially, emotionally and academically to achieve the best they possibly can. Our most recent Ofsted inspection (2019), which graded us as Outstanding in all areas, recognised and celebrated our ethos: 'The exceptional nurture, care and support children receive create a positive climate for learning. As a result, children behave extremely well and attain excellent outcomes.' We want learning to be fun and memorable, so that the children will remember Meadows with affection. 'The child is at the heart of the curriculum' (Ofsted 2019).

Our Aims - we believe school should:

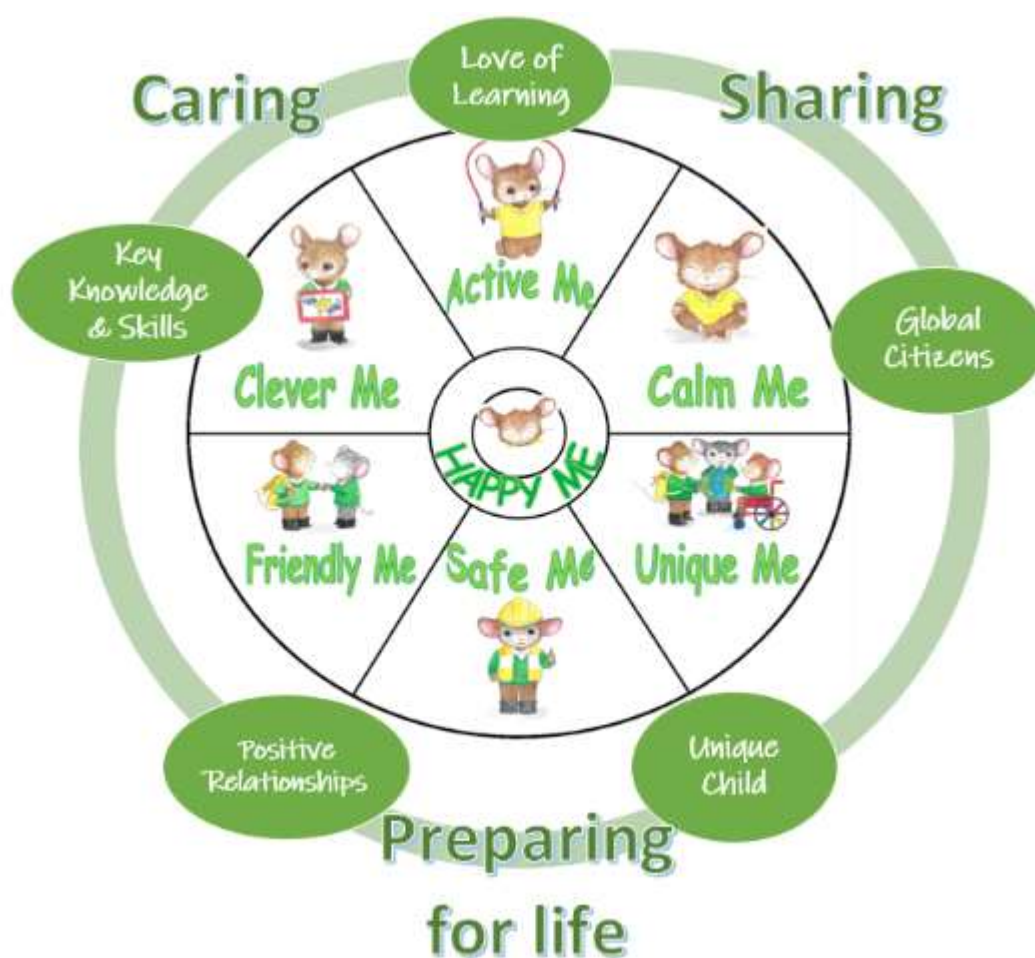
- be a place which every child remembers with affection
- develop a rich acquisition of vocabulary to enable children to confidently use spoken language in different situations
- be a happy, stimulating and safe learning environment for everyone
- develop a growth mind-set and a 'can do' attitude
- inspire and empower everyone to be the best that they can be
- recognise and support children's needs so that they can thrive emotionally, socially and academically, and be happy
- be a place where children's voices are heard
- develop independent learners, encouraging Meadows Mouse's steps to success
- provide a broad, balanced and stimulating curriculum
- promote a love of learning
- become polite, caring and respectful citizens
- embed children's awareness of British values through their spiritual, moral, social and cultural development

CORE VALUES

We have divided our curriculum into five core values which form the foundation of the education of our children:

Unique Child Positive Relationships Key Knowledge & Skills
Love of Learning Global Citizens

The well-being wheel is embedded within these core values. Through these values, our aim is to develop well-rounded individuals who will have the skills and aptitude to be fully prepared for life in the modern world and feel empowered to make a difference as global citizens to the world in which they live.



CURRICULUM

At Meadows, we strive to inspire a love of learning in all of our children, through engaging with a broad curriculum full of rich and memorable experiences. We are committed to a topic-based approach to learning, making cross-curricular links around a broad theme.

Our curriculum is about the pursuit of real, deep, knowledge and understanding. We believe in nurturing the whole child in preparation for their future roles in society. We take time to develop our children's confidence and recognise and celebrate their achievements. We see questions and mistakes as central to learning. We promote key learning skills such as focus, determination, organisation and enthusiasm through our much-loved mascot, 'Meadows Mouse'. All staff encourage our children to set themselves high expectations and we show them the importance of helping others by instilling values such as tolerance and respect.

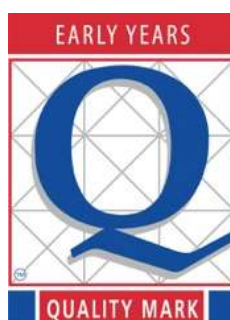
Our curriculum starts with the holistic child, acknowledging their unique needs, and aims to inspire a love of learning, as well as equip children with the skills and knowledge necessary for the next stage of their learning journey. We want our children to have no ceiling in their aspirations and empower them to take ownership of their own learning (Meadows Mouse). As a Rights Respecting School, we want children to be fully prepared as global citizens for life in the modern world and feel empowered to make a difference as to the world in which they live. Our focus on language development permeates all aspects of our curriculum to support our children's communication skills.

Our theme-based literature-rich curriculum embeds deep learning, ignites curiosity and broadens our children's awareness of cultural capital. We use memorable experiences to discover a world of possibilities and opportunities. The curriculum embeds the values of our Wellbeing Wheel so that children are supported to become resilient, confident and respectful; we firmly believe that a healthy mind and body coupled with strong positive relationships will impact on learning. We also acknowledge that the environment in which children learn has the potential to transform the way children learn; at the same time giving powerful messages about school's high expectations, values and beliefs. At Meadows, we strive for very high standards ensuring children achieve the best possible outcomes.

We understand that some of our children's life experiences can lead to an inequality of opportunity. We believe that providing a well-rounded, knowledge rich curriculum building upon cultural capital can help to remove barriers to our children's achievements.

ATTAINMENT AND ACHIEVEMENTS

We are extremely proud of our achievements in both educational and extracurricular settings. In March 2019, we received a 2-day visit from OFSTED, who graded us as **Outstanding in all areas**. We have also attained a Gold Award for our Rights Respecting Work. We have a Platinum Award for our Sports provision. Most recently, we were awarded the Centre of Excellence for Inclusion following a 1 day IQM visit. All these awards recognise the ongoing commitment by our staff to provide the very best education for all children irrespective of their starting points.



MUSIC MARK
SCHOOL
2022 - 2023



Artsmark
Gold Award
Awarded by Arts
Council England



STAFF AND PUPIL VOICE

When asked what they wanted in a new headteacher, staff said they should be someone who:

- fosters the team ethos
- values SEN in our school
- is approachable – both by staff and parents
- is supportive of staff, especially when tricky parent conversations need to happen
- is the face of the school, for example being present on the playground in the morning
- will build on the school's success as well as bringing new ideas
- will be able to take the school forward in the challenges we may face in the future

When asked what they wanted in a new headteacher, children said they should be someone who:

- is friendly, kind and makes the school a fun place to be
- should care about us and listen to what we have to say
- is calm, and makes the school a calm place to be
- makes sure we are safe in classrooms and on the playground
- celebrates what we do well and be proud of us
- knows who we all are and talks to all of us

