

Headteacher Application Pack

Kesteven Way
Bitterne
Southampton
SO18 5RJ



Dear Applicant,

Thank you for your interest in this post. As headteacher of Moorlands you will lead a fantastic and dedicated team of teachers where coaching and enabling is encouraged, as is learning from each other and other schools.

Since 2011 we have successfully grown to a two-form entry Primary School, and take pride in retaining our wonderful 'small community school' atmosphere and values.

Our staff and governors are fully committed to providing the best possible education for every learner in the school and we feel certain that our new headteacher will share this core commitment. We work hard to provide a lively, happy and caring community where learning is exciting and stimulating. We firmly believe that the child who feels happy, valued and secure will reach their full potential.

We are looking for an inspirational headteacher to continue our development as a founder member of Reach Co-operative Trust of local schools. As such you will work closely with our partners to develop the Trust to ensure best educational opportunities for our community. The governing body are proud of the school and its value to both its pupils and community.

There will be an opportunity for you to visit the school if you so wish. The date we have set aside for this is Wednesday 8th February, but we understand you may have work challenges and other commitments and therefore a date can be arranged at your convenience. We have also added a link for our school website moorlandsprimary.com.

We firmly believe this to be an outstanding opportunity for the right person and look forward to receiving your application.

We look forward to meeting you.

Kind Regards

Louise Rankin

Chair of Moorlands Primary School Governing Body.

PERSONAL SPECIFICATION

Key specification	Essential	Desirable
Qualifications and experience	<ul style="list-style-type: none"> ➤ QTS ➤ A minimum of 2 years proven leadership and management experience of at least Deputy Head or Assistant Head level in the primary sector ➤ Proven Track record of improving educational standards ➤ Successful development and management of a primary curriculum that challenges both staff and pupils ➤ Involvement in school improvement planning and school self-evaluation ➤ Proven track record of effective people management ➤ Experience of financial management 	<ul style="list-style-type: none"> ➤ NPQH or previous headship experience ➤ Broad experience of working across the primary sector
Leading teaching and learning	<ul style="list-style-type: none"> ➤ Ability to recognise and promote the highest standards of teaching and learning ➤ Proven experience of ensuring the highest possible standards of achievement ➤ Ability to analyse data effectively at school, class and individual level and to utilise this effectively in setting appropriate targets for pupil progress ➤ Detailed knowledge of Safeguarding procedures, protocols and behaviour management strategies ➤ Detailed knowledge of a School's legal responsibilities in both the national and local context ➤ Awareness and a keen interest in local and national initiatives in Primary Education 	<ul style="list-style-type: none"> ➤ Experience in working with children with complex SEND
Developing self and working with others	<ul style="list-style-type: none"> ➤ A demonstrable commitment to the ongoing and professional development of all staff within the school ➤ Ability to challenge, influence and motivate self and whole school community to attain highest possible standards for all pupils at the school ➤ A commitment to not only working in partnership with other schools and educational institutions within the Reach Trust but those outside of it 	<ul style="list-style-type: none"> ➤ Experience of working with other schools ➤ Experience of working on local and/or national initiatives/projects
Professional Skills	<ul style="list-style-type: none"> ➤ Able to demonstrate a strategic vision for the school and apply this in a way to achieve positive educational outcomes ➤ Able to work flexibly, creatively and strategically to deal with challenges in a fast paced ever changing environment ➤ Able to analyse a variety of data and use the results to evaluate and improve the school's performance ➤ Able to motivate and inspire staff and pupils ➤ Able to monitor and evaluate staff performance, promote development and improvement and challenge underperformance if necessary 	
Personal Qualities	<ul style="list-style-type: none"> ➤ Excellent organisational and time management skills ➤ Able to continue to build on a strong staffing structure with effective leaders, appropriate delegation of responsibility and encouragement of staff to take responsibility at all levels of the organisation ➤ Excellent people management skills ➤ Ability to focus clearly and encourage others in achieving the overall aims of the school and strategies to achieve them ➤ Ability to think clearly and act decisively under pressure ➤ Ability to create a collaborative environment which thrives on trust, respect, equality and diversity ➤ Resilience to cope with the specific challenges of leadership 	

JOB DESCRIPTION

Salary: £67351 - £77237

Contract type: full-time, permanent

Reporting to: Board of Governors

Main purpose

The headteacher will:

- Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community
- Establish and oversee systems, processes and policies so the school can operate effectively
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented
- Monitor progress towards achieving the school's aims and objectives
- Allocate financial resources appropriately, efficiently and effectively
- As a founding member of the Reach Co-operative Trust, we will require a Headteacher who is fully committed to ensuring that Moorland's Primary School plays an integral part in this collaborative project.
- Ensure that the Reach Trust's ethos and values are upheld and built upon.

Qualities

The headteacher will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the school community
- Serve in the best interests of the school's pupils

Duties and responsibilities

School culture and behaviour

The headteacher will:

- Build on the culture where pupils experience a positive and enriching school life
- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy
- Ensure that the wellbeing of the School's pupils, staff and its wider community is upheld in line with our ethos that "Every Learner Matters".

Teaching, curriculum and assessment

The headteacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum
- Ensure the use of evidence-informed approaches to reading so that all pupils are taught to read

Additional and special educational needs (SEN) and disabilities

The headteacher will:

- Promote a culture and practices that enables all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfils statutory duties regarding the SEND Code of Practice.

Managing the school

The headteacher will:

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care in line with the school's policies
- Manage staff well with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk

Professional development

The headteacher will:

- Ensure staff including themselves have access to appropriate, high standard professional development opportunities with particular management of an inclusive school
- Keep up to date with developments in education
- Seek training and continuing professional development to meet needs

Governance, accountability and working in partnership

The headteacher will:

- Understand and welcome the role of effective governance, including accepting responsibility
- Work closely with the governing body
- Ensure that staff 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
- Work successfully with the Reach Co-operative Trust and other schools and organisations
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the headteacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.



BACKGROUND CONTEXT

Our school offers a high standard of education to pupils in Eastern Southampton, serving the community of Bitterne. We also accept pupils from other areas of Southampton, and neighbouring communities in Hampshire. We are a 2-form entry primary school and currently have 410 pupils on roll. Some year groups are full. There is a low level of migration in and out.

Moorlands School is situated in a beautiful, wooded, 6 acre site, and comprises 2 spacious buildings, joined by a covered way. The new building was completed in 2013. The older, "Acorn", building houses the lower school, years R,1,2 and 3, and the upper school, years 4,5 and 6 are in the new, "Oak", building. The staff and governors are fully committed to providing the best possible education for the children. The extensive field and play areas, with a woodland on site, are all exploited for learning.



We respect that all children are different and we aim to treat the needs of each child across the whole curriculum. We are proud of being an inclusive school.

Staff and governors endeavour to make Moorlands a happy, lively and caring place, where learning is stimulating and exciting. We believe that the child who feels happy, valued and secure will make the most of her or his education. Together we aim to ensure that every child reaches the highest level of achievement that they can.

Moorlands works closely with the families who entrust it with the education of their children. They are always welcome at Moorlands whether they want to discuss a child's progress, share a problem or offer their help.

Moorlands staff are pleased to share the school's progress, including curriculum development, children's books, and safeguarding, through governor visits, attendance at governor meetings and training events.



Although a founding member of the Reach Co-operative Trust, staff and governors are still learning how best to exploit the opportunities it offers.

Message from current headteacher:

Moorlands is a magical place - the family ethos permeates throughout the school. At the centre of all we do is the children - their progress and happiness is paramount. They are absolutely wonderful and have a zest for life!

Surrounding the children is a dedicated team of staff who, on a daily basis, go above and beyond to support the children. Moorlands has a committed governing board who support and challenge in equal measure.

It is an absolute privilege to lead a school where 'Every Learner Matters'.

SECRETS OF SUCCESS

At Moorlands our 'Secrets of Success' underpin our entire ethos. All members of the school community use them and they are regularly reflected upon throughout each year.

We feel that they encompass everything needed to become a successful, active participant in both school and the wider community and feature heavily as part of our whole school curriculum.

Try New Things



Understand Others



Don't Give Up

Push Yourself



Imagine



Concentrate



Improve



Work Hard



OUR CURRICULUM

Moorlands Primary is a fully inclusive school and as our School Motto states “Every Learner Matters”. We therefore strongly believe that:

- Every child has the right to a broad, balanced and engaging curriculum which is effectively differentiated to meet their needs, whatever these may be.
- Every child has a right to reach his or her full potential, regardless of additional needs or abilities.
- Every child has the right to feel happy, safe and secure at school.
- Every child has the right to a high quality education that enables them to become confident, successful and enthusiastic learners.



Our Key Drivers for the curriculum are to ensure that we develop:



Successful learners



Creative learners



Active learners

These drivers ensure that wherever possible the curriculum is delivered in a way that explores these issues.



REACH COOPERATIVE TRUST

Moorlands Primary School became a foundation school as part of a co-operative Education Trust called 'REACH' on the 1st September 2019. The rationale for formulating the Trust is as follows:

1. We want to continue to raise expectations and standards in the school and improve the future prospects for all of our learners.
2. To do this - with the many changes taking place in education - we need to build strong partnerships and make our school improvement planning more sustainable.
3. We believe that to meet the needs of our community, we can achieve more through formal education partnerships, than we will be able to by working alone.
4. The Education Trust:
 - Establishes a formal partnership and allow us to work with other co-operative schools
 - Underpins the values of the school, which are in line with universal co-operative values; and
 - Helps us to deliver our school's vision and aims.



The Key aims for the REACH Trust include:

- Develop outstanding learning and develop an outstanding quality of education for all our pupils and staff.
- Increase the level of aspiration and opportunities for our community.
- Realise the potential of all our young people in our community in academic, vocational and social learning.
- Ensure excellent longer term employment prospects for our learners through a robust focus on future opportunities.
- Provide an innovative curriculum across all phases with enrichment opportunities to develop the pupil's knowledge and understanding of the world, raise self-esteem and promote well-being so each young person is both prepared academically and socially and have the vocational skills to succeed in the next phase of education or in the workplace.
- Improve transition for our learners across each Key Stage.
- Develop our education partnership to include our parents and the wider community,
- Develop partnerships with preschools, nurseries, colleges, universities, employers and apprenticeship providers.
- As a Co-operative Education trust, we adopt and support the values and principles of the co-operative movement in our work.



Trust schools are part of the local authority system, but supported by a charitable trust which will appoint some of the governors. It is important to be aware that the governing body continues to run the school, handle the school budget and is responsible for the performance of the school.



SCHOOL STRENGTHS (SCHOOL IMPROVEMENT OFFICER REPORT: NOV 2022)

- Moorlands Primary continues to be a highly inclusive school despite the challenges it brings.
- The behaviour in classes across the school is strong and the vast majority of pupils are engaged in their learning.
- The quality of writing is continuing to develop well. Consistent systems and processes are being implemented resulting in clear signs of impact in children's books.
- There is recognition from the pupils that they are writing more and they can see from the text that they are choosing that this is helping them with their writing.
- Since last academic year, the quality of the history and geography curriculums have developed. Pupils typically know and remember more from these subjects.
- Teaching Assistants support the children well.
- The Governing Body are focussed on developing their strategic role.



SCHOOL PRIORITIES (SCHOOL IMPROVEMENT OFFICER REPORT: NOV 2022)

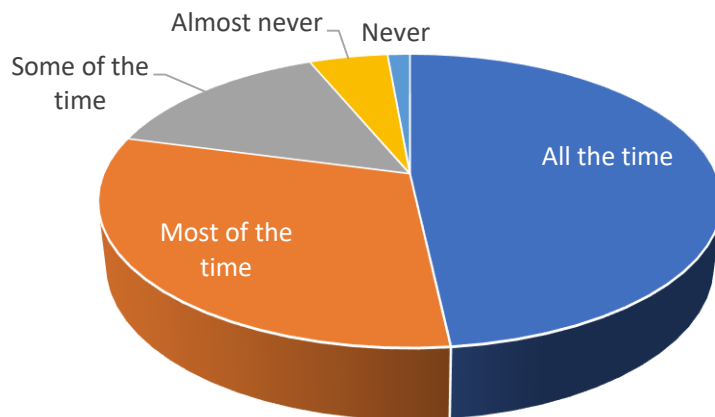
- Ensure all year groups stay true to the curriculum expectations as set out in the school's progression document.
- Make sure all middle leaders are ensuring that all teachers have the necessary knowledge and skills to enable them to teach a broad and balanced curriculum well.
- Strengthen pupils understanding of how the teaching of writing helps them become more effective writers.
- Writing leads to ensure that pupils understand how to apply writing skills purposefully.
- All teaching staff, including teaching assistants, understand and are able to evidence how SEND pupil targets are developed in core subjects and the wider curriculum.



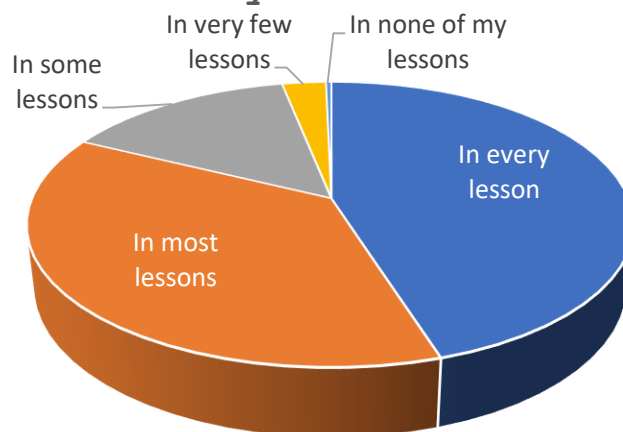
WHAT OUR CHILDREN THINK ABOUT THE SCHOOL

The survey conducted during previous academic year shows that the school is a happy and supportive place where all students are encouraged to achieve their full potential.

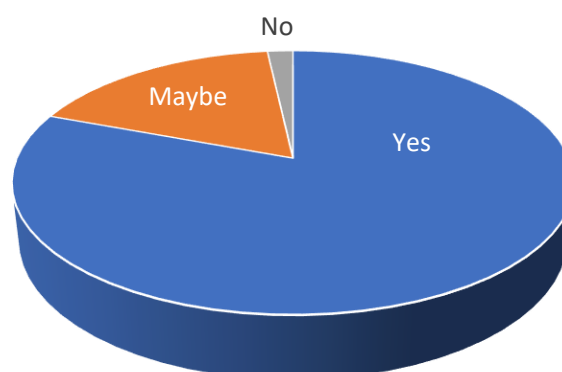
I enjoy learning at this school:



Teachers and TAs help me to do my best:



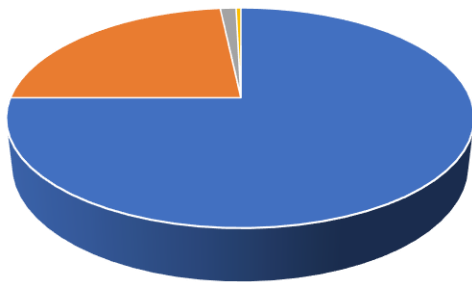
I would recommend this school to a friend moving to the area:



WHAT OUR PARENTS THINK ABOUT THE SCHOOL

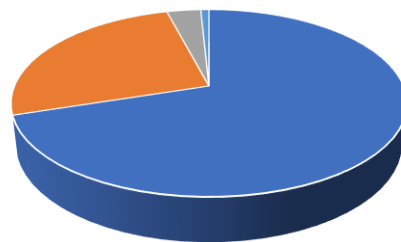
The survey conducted with parents gathered 240 responses out of which 95% of parents would recommend the school to others.

My child is happy at school...



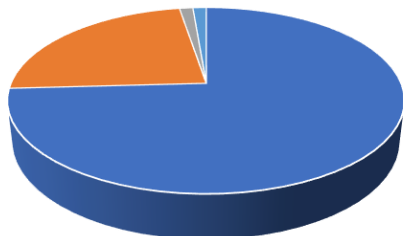
- strongly agree
- agree
- disagree
- strongly disagree
- don't know/ no opinion

Moorlands has a broad and balanced curriculum...



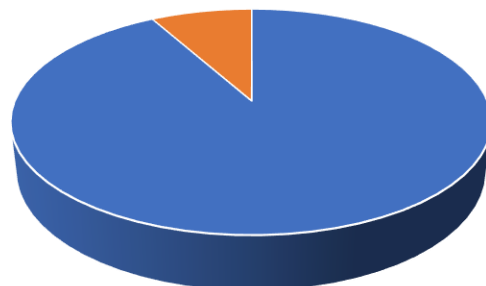
- Strongly agree
- Agree
- Disagree
- Strongly disagree
- Don't know/ No opinion

Moorlands offers a broad range of subjects...



- Strongly agree
- Agree
- Disagree
- Strongly disagree
- Don't know/ No opinion

My child has SEND, and the school gives them support they need to succeed.



- Yes
- No

