



Headteacher Application Pack

Oakdale Junior School



Successful learners • Confident individuals • Responsible citizens

Contents

Letter from the CEO, Paul Howieson	3
Letter from the Local Governing Body Chair, Linda Naylor	5
Advertisement	6
Additional School Information	8
Links to Further Information	8
Location	8
Headteacher Job Description	9
Headteacher Person Specification	11
Coastal Learning Partnership School Locations	13





Letter from the CEO of Coastal Learning Partnership, Paul Howieson

Dear Candidate,

Thank you for showing interest in the Headteacher vacancy at Oakdale Junior School.

It is our great pleasure to be able to include Oakdale Junior amongst the wider family of schools within Coastal Learning Partnership.

Oakdale Junior is a delightful school, nestled in the heart of the community which it serves. It is a purpose-built building, well-appointed with a wide range of resources, spaces and opportunities for children. It is set within beautifully maintained, spacious grounds. The children at Oakdale Junior are exceptionally well-behaved, polite and courteous and the staff are completely committed. At its last inspection in May 2019, Oakdale was recognised as a 'good' school and we fully expect it to be judged 'good' again at its next inspection. It is a school which has the potential to be even better than; we are looking for a Headteacher to build on its successful work so far and take the school confidently and positively into its future.

Coastal Learning Partnership (CLP) is a Multi Academy Trust of sixteen schools across two local authority areas (Dorset and Bournemouth, Christchurch and Poole councils). Although CLP's central offices are based at Heathlands Primary Academy in West Howe, its two furthest points are St. Clement's and St. John's CE Infant School (in a beautiful Victorian building in sunny Boscombe) and St. Mark's CE Primary School (a purpose-built school close to the Swanage seaside). Oakdale Junior sits proudly in the middle!

CLP encourages and celebrates variety and difference between its schools, setting it apart from other Multi Academy Trusts. CLP does not ask schools to be the same as each other but rather to learn from and support each other. Bringing its own expertise and character, each CLP school adds to the overall diversity of the group. About half of CLP schools are community schools and the others are Church schools. Although all are primary-based, some schools are infant, others junior and others full primary; some of the schools are really large (about 720 pupils in our largest school, Baden-Powell and St. Peter's CE Junior) and others really quite small (about 70 pupils at Corfe Castle CE Primary School). But all schools are equally valued and share the same vision: to be 'schools of choice' which enable all children to become confident, compassionate, respectful and proficient citizens.

As Headteacher at Oakdale Junior School, you will immediately become part of a supportive and professionally-generous network of Headteachers. You will also be supported by a highly-competent central team, ready to assist you in realising your ambitions for the school. You can expect to be supported in all challenges around leadership of your school, including areas such as finance and HR, firmly within a climate of respect for your position as senior lead of the school. CLP ensures that its Headteachers have the space for creativity and vision. They are encouraged to be themselves, bringing their own character and style to their schools. Furthermore, CLP's Headteachers have a genuine 'voice'; through our collaborative approach and the value we place on working together in co-construction, Headteachers' opinions and talents genuinely influence what CLP is like and what it becomes. Each CLP school has its own Local Governing Body and the Local Governors at Oakdale are deeply committed to this next phase of the school's development. For all of these reasons and more, a recent survey of our Headteachers showed that 100% of them feel supported within CLP.

CLP's schools have enjoyed a good deal of success together recently. Since March 2022, we have experienced four Ofsted inspections: three of those inspections have seen 'RI' schools up-graded to 'good' and we are absolutely delighted that the hard work of those Headteachers and their teams has been endorsed in this way. Similarly, the fourth inspection of a good school recognised that the school continues to be good. During the same period, two SIAMS inspections confirmed those schools as 'good' and 'excellent' respectively. These various inspection reports capture the impressive work of those schools and also recognise the positive impact of being part of the CLP family.

CLP's core values are 'serve', 'inspire' and 'empower' and I hope that some early sense of those values comes through this information pack. Our schools serve one another and, in turn, are served by a central team. Our Headteachers are empowered to confidently lead their schools' ongoing improvement journeys – and we all draw inspiration from each other along the way.

I would encourage you to contact Oakdale Junior School to make an informal visit if you possibly can. You will find a warm, welcoming and successful school. Similarly, I would be delighted to speak with you about the school and about life in CLP more generally. I would encourage you to visit the CLP website [here](#) to get some sense of our values and our work together; you can read the CLP newsletter ('The Compass') on the website [here](#).

Thank you for your interest in Oakdale School and in Coastal Learning Partnership.

Best wishes for your application.

Yours faithfully,



Paul Howieson
Chief Executive Officer





Letter from the Local Governing Body Chair, Linda Naylor

Dear Candidate,

Thank you for your interest in Oakdale Junior School.

We are seeking a Headteacher to take forward and build upon the successes of the school.

As a local governing body, we are excited to appoint someone to take the school into its next phase. Oakdale Junior is a thriving school, with a spacious building and remarkable outside space and fields. The school is set in a mixed residential community, including areas of deprivation alongside professional householders. This community diversity presents an interesting challenge as we work to continually actively engage parents most effectively. Many parents and grandparents in the community went to the school themselves and take pride in it. A new Headteacher can build on the existing support for the school and further strengthen relationships with parents, raising aspirations along the way.

The school vision is '*successful learners, confident individuals, responsible citizens*' and we see strong evidence of this in our school. Learning is successful with strong special educational needs provision and a recently revitalised curriculum. Building children's confidence is one of the strengths of the school, with children involved in various responsibilities and performances throughout the school. There are many exciting extra- curricular activities available. There is a recently developed area which enables children to have support in a beautiful sensory, stimulating space when they need it. The children leave the school with a strong awareness of British values and ready to contribute as citizens. Continuing to raise aspirations of our families will add to this success.

The staff at Oakdale Junior School are motivated and deeply committed. They will support new leadership to take them to even higher standards. We are seeking an inspirational leader who will continue to strengthen achievement and build on the all-round education children currently receive. Communication with staff will be an essential component in taking the school forward. There is a strong local governing body, supported by CLP, who look forward to working closely with a new Headteacher.

With many thanks for your interest in our lovely school.

Linda Naylor
Chair of Local Governing Body





Coastal Learning
PARTNERSHIP



Headteacher at Oakdale Junior School, Poole, Dorset

Salary: Group 3 (L16 – L22); £64,225 to £74,283

(There may be some flexibility around the salary range for an exceptional candidate)

Start date: 1st January 2024

This is an opportunity to lead a delightful and successful junior school within Coastal Learning Partnership.

Coastal Learning Partnership (CLP) is a Multi Academy Trust (MAT) of 16 schools who work closely together in the spirit of professional generosity and collaboration. This is an exciting time to join CLP! CLP is an established MAT, enjoying a growing reputation as a group which greatly values the individuality of its schools and the character and professionalism of its Headteachers. Schools within CLP do not seek to be the same as each other. Rather, they benefit from each other's experience and expertise so that they get stronger together. CLP schools work to strengthen the opportunities available to staff and children and to operate within a climate of collaboration and service to one another. CLP strives to become both an educator and employer of choice, with families and staff who are proud of their school and the wider family of which they are part.

There are three junior schools within CLP and so the Headteacher at Oakdale Junior will immediately join a professional network which is part of the wider CLP leadership community.

Oakdale Junior is a caring and nurturing school, nestled within the community which it serves and popular with its pupils and parents. At its last inspection in May 2019, Oakdale was recognised as a good school and inspectors noted that:

- Staff are proud to be members of the school and work hard to provide the best.
- Oakdale is an inclusive school where pupils learn well.
- [Pupils] behave well, are polite and well-mannered.
- Pupils learn in an atmosphere that values them. They are diligent and resilient.
- Evidence from your own surveys, and comments during the inspection, show [parents] are very satisfied
- Governors and multi-academy trust leaders support and challenge well.

We fully expect Oakdale Junior to be judged 'good' again at its next inspection because it is a highly effective school. We are now looking to appoint a Headteacher to inspire the school community to build on its successes and further establish itself as a proactive member of the Partnership. We wish to appoint a Headteacher to take Oakdale Junior confidently and positively into its future; someone who will enable the school to be the very best it can be as well as contribute to the success of the wider CLP family.

This vacancy has arisen due to the retirement of the previous Headteacher. It is an exciting opportunity to build on a secure legacy and lead the school towards excellence in the next phase of its development. The school's strong values permeate its community, curriculum and pastoral identity and we are looking for someone who will embrace and strengthen that further.

We welcome applications from both experienced Headteachers and from candidates who are looking to take their first Headship appointment.

You will:

- Demonstrate drive and energy to inspire our school in a warm and caring manner
- Have experience of leading and motivating a team and of championing excellence in education
- Be passionate about ensuring children have a rich, vibrant and positive education which offers success and opportunity
- Demonstrate dedication to promoting welfare, learning and emotional well-being of pupils and staff
- Be excited about the school's place within the collaborative CLP family.

In return, we can offer you:

- A positive and supportive school community
- A close professional network of Headteacher colleagues
- Empathetic and professional support from senior MAT leaders
- A wide-ranging support package from a highly competent central team

You will be part of a very supportive team, both within the school and more widely within the Partnership. You will be encouraged to develop both personally and professionally and can expect to derive a great deal of job satisfaction from a demanding but privileged role.

Informal visits to the school are warmly encouraged and can be arranged via the school office for the following dates: Tuesday 10th January; Monday 16th January*. To arrange a visit please contact the school office on 01202 685800. *these dates are preferable, but the school may be able to arrange for an alternative date if necessary.

You are also encouraged to contact the CEO who would be delighted to speak with you about the school and the future plans for the wider Partnership. Please contact 01202 806155 to arrange a telephone appointment.

Applications: Please apply via the BCP website or send a completed application form to:
recruitment@coastalpartnership.co.uk

Closing date: Midnight, Sunday 29th January 2023

Selection event: TBC, Week commencing 6th February 2023

To comply with our statutory safer recruitment practices and obligations, we are unable to shortlist incomplete applications. Please ensure you include a full employment and education history, details of two referees and explain any gaps in employment. **CVs will not be accepted.**

Coastal Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment.

The successful candidate will be required to demonstrate that they meet the essential elements of the person specification and will be subject to pre-employment checks including a health check, and Enhanced DBS check, Child Barred List check and satisfactory references. We will conduct online searches of shortlisted candidates. This check will be part of a safeguarding check, and the search will purely be based on whether an individual is suitable to work with children. As care must be taken to avoid unconscious bias and any risk of discrimination a person who will not on the appointment panel will conduct the search and will only share information if and when findings are relevant and of concern. Applicants are advised that it is an offense to apply for the role if they are barred from engaging in regulated activity relevant to children.



Coastal Learning
PARTNERSHIP



Additional School Information

Pupils on roll	436	
Form entry	4	
SEND pupils	51	11.7%
EAL pupils	49	11.2%
Pupil premium	118	27%

Links to further information

[2019 Short Ofsted Report](#)

Location

Oakdale is a residential suburb of Poole in Dorset. The main road through Oakdale is the busy Wimborne Road, which forms part of the A35 road and leads to Fleetsbridge to the north and Poole Town Centre to the south. The home ground of Poole Town F.C. is at Tatnam Farm, which is located adjacent to Oakdale Junior School. Oakdale is well placed for easy access to Bournemouth, Poole, the Purbecks and Southampton areas. Whether you are looking for some of the UK's best beaches, beautiful walks along the Jurassic coastline, shopping or something cultural, you will find it all within the local area.

If this role would require you to relocate to the Poole area, the links below may be of interest to you:

[Poole tourist information](#)

[BCP Guide to Moving to the area](#)

[Bournemouth, Christchurch and Poole Council](#)





Job Description: Headteacher, Oakdale Junior School

Details of the role and professional responsibilities of a Headteacher are provided in the DfE's National Standards of Excellence for Headteachers. While the Headteacher is expected to meet those requirements and to carry out the duties as set out in the School Teacher's Pay and Conditions Document, we are looking for a Headteacher who will also regard the following as priorities in their leadership of the school.

Main Purpose

- Be a visionary leader who continually inspires, motivates and supports colleagues to provide an outstanding learning experience for every pupil in the school, fostering an environment of honesty and openness for all.
- Engender respect and trust throughout the school, and be able to plan and deliver improvements through effective leadership, management and delegation.
- Work closely with the local governing body and the wider Partnership to ensure all children are eager to learn, aspire to reach their full potential and grow as emotionally-intelligent, well-rounded individuals.
- Be welcoming and approachable, have high personal expectations as well as high expectations of colleagues, parents and pupils and show professional accountability, as well as deep loyalty to the school.
- Position Oakdale Junior as a proactive and professionally generous member of the CLP family of schools.

Vision

- Build on the strong relationships with the Local Governing Body and the Partnership in setting and communicating school vision and strategy.
- Clearly communicate the school's vision and drive the strategic leadership of the school, empowering all pupils and staff to excel.
- Lead by example, drawing on own expertise and skills and that of others.
- Embrace and build on existing successful practice, whilst looking at effective and innovative ways to enhance the educational experience for each pupil.
- Maintain a wide, current knowledge and understanding of education and school systems and pursue own continuous professional development.
- Be able to translate local and national policy into the school's context, taking into account ethos and vision.

Leadership & Management – Curriculum and Learning

- Set the climate and standards for inspirational teaching to occur in every classroom.
- Ensure the creation of a rich and inspirational curriculum which meets the needs of every pupil.
- Expect ambitious standards to be set for all pupils, overcoming disadvantage and advancing equality, holding staff accountable for pupils' outcomes.
- Evaluate the school's performance accurately and consistently, identifying priorities and means of improvement.

- Build further upon the current collaborative, friendly and nurturing ethos of the school and the culture of open classrooms in order to share best practice.
- Support, care for and sustain the enthusiastic, dedicated and cohesive staff.
- Encourage and challenge colleagues at all levels to develop through high-quality training and sustained professional development.
- Build on existing strong partnerships with parents and carers, retaining an informal and open approach, ensuring they are well informed about the progress of their children and school curriculum, policies and achievements.

Leadership & Management - Systems and Processes

- Ensure that the school's systems, organisation and processes are well-considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity and aligning with the arrangements of the wider Partnership where appropriate.
- Exercise strategic, visionary, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, is in the best interests of pupils' achievements and the school's sustainability.
- Maintain the safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils, and recognising their exemplary behaviour in school and wider society.
- Work with CLP and local governors to recruit and retain staff of the highest quality, making appropriate arrangements for their induction to the school and.
- Work with colleagues to deploy and develop all staff effectively in order to maintain and improve the quality of education provided.
- Oversee rigorous, fair and transparent systems and measures for managing the performance, professional conduct and practice of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.

Shaping the Future & Strengthening Community

- Fully embrace the work of the CLP, actively engaging in all discussions and developments.
- Share innovation and work with others in the Partnership to develop excellent practice.
- Ensure the school is outward-facing, working with other schools to champion best practice and secure excellent achievements for all pupils.
- Continue to foster links and further develop the strong relationships which exist with parents, Governors, the LA, the wider community and the agencies which support the school.
- Ensure that new initiatives are carefully planned and thoughtfully executed in order to meet objectives, through clear and open communication with pupils, staff and parents/carers.
- Identify emerging talents, coaching current and aspiring leaders.

Safeguarding

- Ensure that robust processes are in place to secure the welfare and safety of children, complying with both local and national requirements.
- Ensure that all staff share a strong commitment to safeguarding.

This job description will be reviewed annually as part of the Headteacher's appraisal arrangements.



Person Specification: Headteacher

Criteria	Essential	Desirable
Qualifications:	<ul style="list-style-type: none"> ▪ Qualified Teacher Status ▪ Evidence of, and commitment to, continuing professional development 	<ul style="list-style-type: none"> ▪ A relevant degree or higher degree qualification ▪ NPQH qualification
Experience:	<ul style="list-style-type: none"> ▪ Significant senior leadership experience (not necessarily at Headteacher level). ▪ A proven track record of effective leadership and implementing whole school initiatives which have brought sustained improvement. ▪ Effective management of the performance, professional conduct and practice of colleagues, including addressing underperformance, supporting all staff to improve. ▪ Understanding of the current Ofsted evaluation framework. 	<ul style="list-style-type: none"> ▪ Leadership experience within a junior school environment ▪ Recent experience of the inspection process. ▪ Experience of collaborative working across schools.
Professional knowledge & skills:	<ul style="list-style-type: none"> ▪ Excellent understanding of how to achieve highly effective education. ▪ Knowledge of the latest and proposed changes in educational policies and procedures. ▪ Up to date knowledge of exemplary safeguarding practice. ▪ Ability to articulate and communicate a vision for the development of the school. ▪ Have the credibility as an excellent teacher to monitor, evaluate and review classroom practice, promote improvement strategies and challenge underperformance at all levels. ▪ Ability to accurately analyse and appropriately use performance data and other contextual information to identify areas for improvement. ▪ Enhance the value of the school to the wider community and involve that community in enriching the learning experiences of pupils. ▪ Ability to identify emerging talents and grow current and aspiring leaders. 	<ul style="list-style-type: none"> ▪ Awareness of key policy areas including inclusion and equal opportunities and health and safety. ▪ Knowledge of the wider legal and financial context of school leadership. ▪ Exercise strategic, visionary, curriculum-led financial planning to ensure the effective use of budgets and resources.

Philosophy & Commitment

- Champion the pursuit of an inspiring educational experience for all where every pupil can achieve success and be engaged in learning.
- Commitment to the school's wider community

Personal Attributes

- Set the highest standards of honesty, integrity and professionalism at all times.
- A self-initiator and developer, capable of self-reflection and able to set challenging personal targets.
- Ability to work accountably under authority.
- Approachable, visible with the ability to inspire trust and commitment from the school community.
- Excellent interpersonal skills to foster the links with staff and stakeholders, e.g. governors, parents/carers, Partnership, local community, etc.

The post holder may be required to travel to other local sites, including other CLP schools as part of routine networking

Coastal Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment.

The successful candidate will be required to demonstrate that they meet the essential elements of the person specification and will be subject to pre-employment checks including a health check, and Enhanced DBS check, Child Barred List check and satisfactory references. We will conduct online searches of shortlisted candidates. This check will be part of a safeguarding check, and the search will purely be based on whether an individual is suitable to work with children. As care must be taken to avoid unconscious bias and any risk of discrimination a person who will not on the appointment panel will conduct the search and will only share information if and when findings are relevant and of concern. Applicants are advised that it is an offense to apply for the role if they are barred from engaging in regulated activity relevant to children.



Coastal Learning Partnership – an employer of choice

CLP is committed to creating a diverse environment and is proud to be an equal opportunity employer. All applicants who meet the person specification will receive equal consideration for employment. We value the fact that our schools are very different, as are our colleagues within them. Our culture is one in which colleagues serve and inspire each other in the spirit of professional generosity; colleagues are empowered to be themselves and to be their best. At CLP, everyone is welcome and encouraged to achieve and be heard.

CLP offers its employees a range of benefits, including:

Financial

Competitive Salary

Recognising Continuous Service from other relevant employments

Higher than average Pension Contributions via our Occupational Pension Schemes

Holiday pay, increasing with service

Occupational Maternity and Paternity pay

CPD and Training

Excellent networking and training and development opportunities for all staff, from courses and qualifications to effective appraisal and internal transfer and promotional opportunities

Medical and Wellbeing Support

Free and confidential counselling, physiotherapy, weight management support, menopause help, personal training, GP referral service and some private surgical procedures

Employee discount schemes

Discounted BH Active Membership

Discount schemes offering a range of high street, restaurant, holiday, finance and other benefits

Cycle and Tech Schemes offering discounted equipment via payroll

Free Eye Tests for VDU



CLP's family of schools

