



Richard de Clare Community Academy

Headteacher Information for candidates



Richard de Clare Community Academy, Halstead

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Richard de Clare Community Academy, Halstead

Headteacher

Required: April or September 2022

Leadership Scale : L11-17

Are you a talented leader with a passion for education, and a vision of excellence for all? Do you thrive on raising standards and developing practitioners to ensure children have access to an excellent education and real choices in life? Are you committed to the principles of inclusion, equality of opportunity & diversity? If so, we may have just the opportunity you are looking for.

Our two-form entry primary school and nursery has faced some significant challenges in recent times, but the corner has been turned. The children and staff of Richard de Clare deserve a passionate headteacher who can lead the school onwards and upwards. We need an expert in teaching and learning; someone who is committed to providing a rich and creative curriculum that inspires children to learn; someone who knows what high quality provision and academic progress looks like and can inspire all stakeholders to achieve the shared vision.

We seek a leader with a proven record of building successful school communities and developing strong relationships with children, parents, trust leadership and the wider community. As a leader within Bridge Academy Trust we seek a partner who has a genuine desire to work with and beyond our primary and secondary schools across mid-Essex, contributing to the wider education system and longer term vision of excellence for our communities. In joining our Trust, we commit to you and your leadership development, and can offer significant opportunities for networking and development within and beyond Richard de Clare.

We welcome applications from all suitable candidates, regardless of any protected characteristic.

We strongly encourage you to visit our school. For further information or to arrange a visit, please contact our Director of Primary Education, Cheryl Allard, by emailing allardc@bridgeacademytrust.org

Timescales:

- Closing date is 3pm on Monday 17th January 2022
- Interview date is Monday 31st January 2022

Closing date for applications:

For an application form please contact Carrie Massey HR Director on 01245 504598 or e-mail masseyc@bridgeacademytrust.org

This Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Bridge Academy Trust welcomes applications from those of all backgrounds, faiths and ethnic groups.



INSPIRE

ENJOY

ACHIEVE



Richard de Clare Community Academy, Halstead

Headteacher Job Description

Pay range: Leadership 11 – 17

Line manager: Director Primary Education

Core purpose: -

To provide the leadership and management which enables the school to give every pupil high quality education and which promotes the highest possible standards of achievement; to meet the National standards (+) as published by the DFE. Additionally, to work in partnership with the Central Team to build leadership capacity and deliver the Bridge People Strategy, and to manage school premises, finances and resources astutely to maximise their use and value.

Key Accountabilities, Duties and Responsibilities: -

Meet Headteacher standards;

- Meet the Conditions of Employment for Head Teachers laid down in the School Teachers' Pay and Conditions Document;
- Ensure the School meets its statutory obligations in relation to Safeguarding, Child Protection and LAC procedures;
- Ensure the development of, and maintaining of effective strategies and procedures for all staff induction, professional development and performance review;
- Promote and maintain a culture of high expectations and standards for self and others;
- Ensure the positive promotion and reputation of the School and the Trust;
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards pupils and staff, and towards parents, trustees and members of the local community.

Creating the Future of School: -

Working with Trust partners including local governors, to create the strategic vision for the School;

- Translate the vision into agreed objectives and operational evidence-based improvement plans and policies;
- Plan and implement first-class CPD for all staff;
- Work alongside other Bridge Schools to provide support and improvement in the quality of provision for children across the Trust;
- Inspire and influence others – within and beyond schools – to believe in the fundamental importance of education in young people's lives and to promote the value of education.



Richard de Clare Community Academy, Halstead

Headteacher

Person Specification

	Essential	Desirable
Qualifications		
✕ Qualified teacher status	X	
✕ Degree level qualification or equivalent	X	
✕ National Professional Qualification for Headship (NPQH)		X
✕ Further relevant professional/academic study		X
Experience		
✕ Outstanding teaching in either KS1 or KS2	X	
✕ Teaching experience in both Key Stage 1 and 2	X	
✕ Teaching experience in EYFS		X
✕ 4+ years' in senior leadership	X	
✕ Senior leadership in a primary school		X
✕ Senior leadership in a school with a nursery		X
✕ As designated Safeguarding lead		X
✕ Of successful subject leadership	X	
✕ Leading on Disadvantage		X
✕ Leading on SEND		X
Professional development (within the last five years)		
✕ Successful performance management reviews	X	
✕ Evidence of pursuit (and achievement) of professional growth	X	



Richard de Clare Community Academy, Halstead

Headteacher

Person Specification

Skills <ul style="list-style-type: none"> ✕ Excellent communication skills – verbal and written ✕ Inspirational leadership – in different contexts and with the range of stakeholders ✕ Flexibility of leadership styles and the emotional intelligence to utilise them appropriately ✕ To nurture and build effective teachers ✕ To nurture and build effective leaders ✕ To nurture and build effective teams ✕ To account to stakeholders and hold others to account 	X X	 X
Knowledge and Understanding <ul style="list-style-type: none"> ✕ The structure and content of the EYFS, KS1 and KS2 curricula ✕ Statutory assessment ✕ Current issues and developments in education ✕ Core features of successful classroom practice ✕ Core features of successful curriculum design ✕ Challenges and best practice regarding disadvantage ✕ Challenges and best practice regarding pupils with SEND (including statutory requirements) ✕ Effective implementation of school-wide skills and systems to promote positive behaviour ✕ How to identify and support your own wellbeing needs ✕ How to identify and support the wellbeing needs of staff and pupils 	X X X	 X X X X



Richard de Clare Community Academy, Halstead

Headteacher Person Specification

A commitment to the following: <ul style="list-style-type: none"> ✕ Equalities and the Equality Act 2010 ✕ Promoting and working within the Trust vision and ethos ✕ High ethical standards ✕ Relating positively to and showing respect for all members of the Trust and wider community ✕ Further relevant professional self-development ✕ Safeguarding and child protection 	X X	
Personal Attributes <ul style="list-style-type: none"> ✕ Resilience in the face of challenge ✕ Enthusiasm and sensitivity ✕ Caring attitude and ability to empathise with pupils and parents ✕ Optimism ✕ Flexibility and adaptability 	X X	

In addition to candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- ✕ Motivation to work with children and young people;
- ✕ Ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- ✕ Emotional resilience in working with challenging behaviours and situations;

Any relevant issues arising from references will be taken up at interview. Bridge Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.



Richard de Clare Community Academy, Halstead

About Us



At Richard de Clare Community Academy, we pride ourselves on being a school in which children dream big, believe in their own capabilities and work hard to achieve the dreams and ambitions that they have. Our school's core values of being kind, safe and respectful underpin our curriculum and the work that we do

to ensure that children who attend our school are respectful and safe members of the school and wider community. The children that attend Richard de Clare are happy and enthusiastic and so eager to learn. Alongside our delightful pupils, we offer a supportive environment with a welcoming team who are very hardworking and committed to achieving the very best outcomes for our pupils. As a school, and Trust, we have a commitment to high quality continual professional development to ensure all at Richard de Clare are continually learning and improving.



Our school is located in the picturesque town of Halstead, North Essex and accommodates children from nursery age to 11 years



We have 55 members of staff



We have 346 children on roll



Joined Bridge Academy Trust in April 2021.

EYFS (age 3-5)

Knights Nursery & Reception

Key Stage 1 (age 5 -7)

Year 1 and 2

Key Stage 2 (age 7-11)

Year 3 to 6



Richard de Clare Community Academy, Halstead

Our Vision

Richard De Clare is a community school, where individuals are valued and differences celebrated.

Our motto is: *'Dream big, work hard, believe and achieve.'*

Everything we do is underpinned by a set of values, agreed in consultation with our community. Children are at the centre of everything that we do and we aim to ensure that all children have a happy and successful experience at our school.

We believe in firm but fair discipline with an emphasis on positive behaviour management. As a fully inclusive school we welcome all children and work closely with parents and outside agencies to make any necessary adaptations both before admission and during a child's time in our school.

School Ethos

As a school community we...

- ✕ work in partnership with the whole community to enable all our learners to be healthy, engaged, independent and resilient
- ✕ aim to provide enjoyable, challenging opportunities where everyone feels valued and believes that they can reach their full potential
- ✕ provide a community where progress is made, lifelong learning is encouraged, and achievement is celebrated

Bridge Academy Trust

Join us and be part of our Trust



Mark Farmer,
CEO

“We are a strategic and forward-thinking Trust and we recognise that our staff are a precious resource. We aim to appoint and develop professionals who are welcoming, compassionate, highly motivated and who can promote high expectations. Being committed to excellence, our staff will work in collaboration to build strong partnerships, allowing us to achieve our vision.”

Bridge Academy Trust wants schools to work with each other in localities for the benefit of the local children and communities.

High quality continuity of every child's journey through education

High quality and effective transition work between key stages and school transfers, ensures that children are 'ready', academically, socially and emotionally for the next stage of their learning journey.

A community and school-led school improvement system

All children and adults are positive citizens within the areas they live and the school it serves.



- ✕ **ENJOY** coming to school and learning experiences available to them;
- ✕ Are **ENRICHED** with a wealth of opportunities inside and outside of lessons and the curriculum, so that all talents are identified and nurtured;
- ✕ **ACHIEVE** high standards:
 - ✕ academically, in terms of examination results;
 - ✕ personally, through their respect for others and their environment;
 - ✕ socially, through their contribution to the life of the school and wider community

Bridge Academy Trust

Our People Strategy



We aim to transform teaching, leading, and learning to fulfil our commitment to giving our children, young people and our communities, the high-quality education they deserve. Each facet of our improvement strategy recognises the need for schools and the wider MAT to recruit, nurture, grow and plan for the succession of a high-quality workforce.

We recognise the development (support and challenge) of leadership at all levels as the key to sustainable school improvement and this is evident in our ongoing financial and resource planning. Frequent and regular time with core improvement team members provides our school leaders and those with leadership responsibility with mentoring, coaching and additional capacity to drive school improvement day to day and over time. There is a shared understanding that school leaders will then work with us to similarly develop staff within their schools, creating a high-quality, committed workforce across our Trust.



You can view our full People Strategy via the [Trust website](https://www.bridgeacademytrust.org/work-with-us/):
<https://www.bridgeacademytrust.org/work-with-us/>

Bridge Academy Trust

Schools in our Trust



Acorn Academy



Chipping Ongar Primary School



High Ongar Primary School



Mildmay Infant and Nursery School



Mildmay Junior School



Moulsham High School



Notley High School & Braintree Sixth Form



Oaklands Infant School



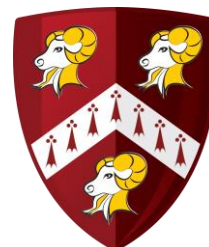
Ongar Primary School



Richard de Clare Community Academy



The Ongar Academy



The Ramsey Academy

Bridge Academy Trust

Contact Us

For an application form please contact:

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Bridge Academy Trust

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