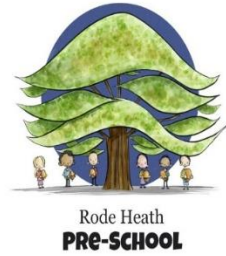




Rode Heath Primary School

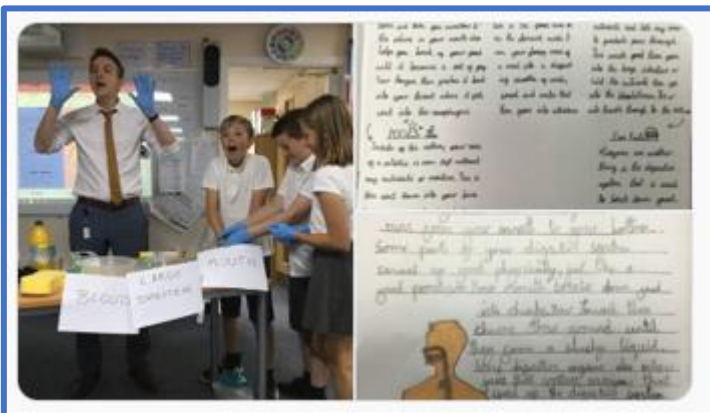
Heath Avenue, Rode Heath, Stoke on Trent, ST7 3RY
Telephone: 01270 314414

E-mail Address: admin@rodeheath.cheshire.sch.uk



Headteacher Recruitment Pack

Summer 2023



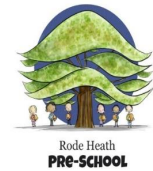
Inspiring learning, nurturing minds, achieving for life

OFFICIAL

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About our school

Rode Heath Primary School is a high performing and successful school which is very much at the heart of the community we serve. There are 216 children on roll, taught in seven single-aged classes. In addition, we also have our very own, 24 place, on-site pre-school provision. The school is open 38 weeks term-time and our popular holiday club offers parents and carers a further eight weeks of childcare. Children can be on-site from 7:30am until 6:00pm daily.

Our commitment is to deliver the highest quality curriculum, where The Arts are seen as an entitlement for all. Language and literature matters; our creative curriculum is founded on the use of quality children's texts. Our mathematics, science and computing provision is exemplary. Attainment measures are strong with 83% of our Year 6 children (2022 results) reaching the expected standard in reading, writing and mathematics (combined). This is 24% above the national average and places Rode Heath Primary School amongst the highest performing schools in Cheshire East.

Our last OFSTED inspection was in November 2022. The whole school were delighted with the outcome that states that our school continues to be a 'good' school; however, the report also states that there is enough evidence of improved performance to suggest that the school could be judged 'outstanding' if inspectors were to carry out a Section 5 inspection. Therefore, the school fully expect a further inspection in the next 18 months.

The school has an annual focus in the School Strategic Development Plan to 'sustain success'. There is a strong awareness that high levels of attainment are not easily come by and it is essential not to lose focus. There is a climate and ethos in the school that recognises the importance of continually striving to improve.

The school has gained a variety of awards including the Inclusion Quality Mark, the Active Mark, Healthy School Award, Arts Mark, and the Gold Space Education Quality Mark. The school has also been recognised nationally by being awarded second place in the Rolls Royce Science Prize. A number of staff hold roles outside of school for organisations, such as the NCETM and STEM Learning, and are released to support practitioners in other settings.

At one time the school was of an open plan design, but now has eight spacious and discrete classrooms. In addition to these teaching spaces, we have a nurture room, a learning resource room and a large area in the centre of school that is used as a library. In 2021 we remodelled the office area to create a new entrance hall, secure lobby, two new offices for the Headteacher and the School Business Manager and a meeting room. The hall provides a natural focus for school activities, being used for assemblies, music and physical education. There are two hard standing playgrounds and extensive playing fields. The grounds include a small woodland area that has been developed as a resource for scientific study.

Our website gives a strong impression of our work in school. The web address is www.rodeheath.cheshire.sch.uk.



Advertisement for the Headteacher Position

Rode Heath Primary School are looking to appoint a new Headteacher who can share our vision of excellence and ambition for all children within our community. Our new Headteacher will have a proven record of being a strong classroom practitioner and successful leader. They must demonstrate a commitment to develop the school further, whilst maintaining excellent relationships with children, parents, governors and staff. They should be able to lead our school forward with enthusiasm and ambition.

Our well-behaved and hardworking pupils are at the heart of all we do. The new Headteacher will be committed to the safeguarding and wellbeing of all children within the school. They will be supported by a committed, dedicated and enthusiastic team of staff and governors. Achievement is constantly celebrated, and aspirations and expectations are actively encouraged.

Our new Headteacher will demonstrate a clear understanding of what it takes for the school to retain its 'Good' Ofsted judgement, and competency to lead the school to an 'Outstanding' outcome. In addition, you will be able to exhibit an ability to manage, prioritise and organise your workload, to show flexibility and resilience, and recognise the need for wellbeing and pastoral care for all members of the school.

We can offer you:

- Wonderful children who thrive within the Rode Heath environment
- A high standard of teaching and learning, supplemented by a variety of both curricular and extra-curricular enrichment opportunities
- A supportive team of dedicated governors and an engaged parent community
- Strong links with external partners in education and industry

Rode Heath Primary School is a Group 2 school.

The position is required from 1st January 2024. This is a full-time, permanent role. The salary will be in the range from L12 (£58,105) – L19 (£69,022). The salary starting point will be agreed on appointment.

How to apply

Application forms and further details can be obtained from and returned to: The School Governance Team, 5th Floor, Delamere House, Delamere Street, Crewe, CW1 2LL.

If electronic copies of these documents are required, please obtain them from the School Governance Team to ensure compliance with recruitment procedures.

Telephone: 0300 123 5036. Email: schoolgovernanceeast@cheshireeast.gov.uk

Candidates should complete the application form and return it to schoolgovernanceeast@cheshireeast.gov.uk so that it arrives no later than 12pm on Monday 5th June 2023.



You should provide a full statement in support of your application, and this should not exceed two sides of A4 paper minimum font size 10. Please do not restate the factual details already included elsewhere on the application form.

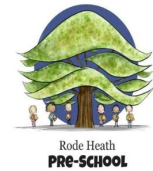
Key Dates

Visits to School	Wednesday 17 th May at 13:30 Tuesday 23 rd May at 9:30 Tuesday 23 rd May at 16:30
Application Closing Date	Monday 5th June at 12pm
Shortlisting Meeting	Thursday 8 th June
Activities Day	Thursday 15 th June
Interview Day	Friday 16 th June

Visits to the school are encouraged. Please contact the school office on 01270 314414 or admin@rodeheath.cheshire.sch.uk to arrange your visit.

The successful applicant will be subject to the conditions of employment for Headteachers contained in the current School Teachers' Pay and Conditions document 2022 and other current education and employment legislation.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and external agencies to share this commitment. Successful candidates will be asked to apply for an Enhanced Disclosure from the Disclosure and Barring Service.



Letter from the Chair of Governors

Dear applicant,

Welcome to Rode Heath Primary School and thank you for showing an interest in the role of Headteacher at our exceptional, community-focused, values-driven school.

Our current Headteacher has provided over twelve years dedicated service to our school and has very deservedly secured a promoted position at another school. He shall be leaving Rode Heath in a very positive place, and we wish him every success for the future. We now have the opportunity to recruit a new Headteacher to continue this journey to outstanding and beyond.

Our core purpose is defined in our mission statement: 'Inspiring learning, nurturing minds and achieving for life'. In order to deliver on our mission statement, our curriculum is underpinned by the schools four core values of curiosity, teamwork, fairness and resilience. These serve great importance and our pupils, parents, staff and governors have embedded these values as we continue to provide a high standard of education that cares for all pupils.

The school provides bespoke learning to support the progress of all pupils in their personal and academic development. The teamwork and pupil-focused approach of staff, along with the dedication and efforts of pupils and parents, ensures that we continue to exceed expectations. This includes our Key Stage 2 pupil progress scores which are now amongst the highest performing schools in Cheshire East for reading, writing and maths. The Governing Board provides a supportive yet challenging approach and will need to be confident that any successor to the role will continue to strive for the highest of standards for all our pupils. This is a dynamic, confident school with a positive outlook and ambition for all.

The Headteacher will continue to support a strong staff community in which the team are empowered and provide excellent subject leadership. All staff have a commitment to deliver the highest quality, creative curriculum, with exceptional attainment rates and strongly led subject areas from Arts to Computing, alongside our well-established Engineering offer. We are also now seeking further opportunities for PE and school sports as we emerge out of the pandemic, supported by some great outdoor facilities.

This is a school in good financial status, amid a challenging public funding environment. We will be looking for a leader that can work efficiently and collaboratively to ensure the future financial security of the school, whilst also considering opportunities for Rode Heath within the academy trust arena.

Pupils and staff have benefited from recent investments in building works to improve teaching and working spaces, as we strive to achieve a positive environment for all. It has been great to have the opportunity to welcome our parents and community back into the building to share events with pupils following the pandemic. Recent events include the summer fair, parents evenings, sporting fixtures and festive plays. The successor will need to be able to engage and work collaboratively with our community.

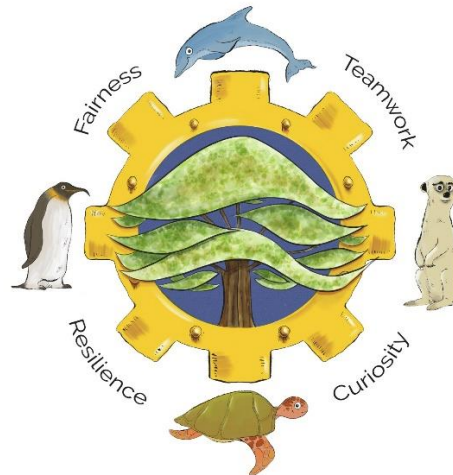
If you would like to contact me, please feel free to email: chair@rodeheath.cheshire.sch.uk.
Kind regards,

Mark Harris
Chair of Governors

Our Vision, Our Values

Our Mission Statement: *Inspiring learning; nurturing minds; achieving for life.*

Our Core Values: *Curiosity, teamwork, fairness and resilience.*



At Rode Heath Primary School our core purpose is defined in our mission statement of
'Inspiring learning, nurturing minds and achieving for life.'

We aim to:

- Ensure that every pupil is stimulated and challenged to fulfil their potential in a nurturing environment;
- Maintain and strengthen yet further the relationships we have with parents/carers and the community we serve;
- Employ, develop and retain the very best staff;
- Remain the school of choice within our community and collaborate with schools to continually learn and improve;
- Provide an inclusive, happy and productive learning environment;
- Ensure that the school is financially sound, making best use of its income in ways which have a positive impact on the quality of teaching and learning, achievement, and pupils' experience of school;
- Encourage every pupil to be community minded and respectful.

In order to deliver on our mission statement our curriculum is underpinned by the school's four core values of ***curiosity, teamwork, fairness and resilience.***

Rode Heath Primary School prides itself on the broad, balanced, creative, relevant and continually evolving curriculum it provides for every child. Our bespoke curriculum builds on the statutory national curriculum; exciting children about the world around them, challenging them to achieve their potential by introducing pupils to the best of what has been thought and said, engendering an appreciation of human creativity and achievement, whilst preparing them for the opportunities, experiences and responsibilities of later life.



Headteacher Job Description

Responsible to: The Governing Board

Responsible for: All pupils, teaching and non-teaching staff

Core Purpose:

The Headteacher is to provide the professional leadership and management of the school, ensuring its continuing success and improvement, high quality education and personalised learning for all its pupils. This leadership will lead to high standards and achievement in an environment that promotes the care and self-esteem of all.

Key Areas of Work:

Strategic Direction and Development of the School – Shaping the Future

- To work with the governors and others to create a shared and strategic vision and plan which inspires and motivates pupils, staff and all other members of the school community
- To lead school self-evaluation, enabling strategic planning to sustain school improvement which ensures that the school moves forward for the benefit of all

Leading Learning and Teaching

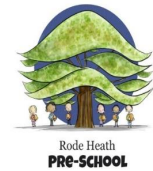
- To ensure the quality of teaching, learning and achievement of *all* pupils
- To create and maintain a learning culture which enables pupils to become effective, enthusiastic, independent learners committed to lifelong learning
- To determine, organise and implement the curriculum and its assessment
- To lead teaching and learning as an exemplar practitioner
- To make evidence informed decisions to aid school improvement

Professional Development and Working with Others

- To build a professional learning community which enables others to achieve in a manner consistent with the aims and values of the school
- To ensure performance management and continuous professional development of staff, governors and self
- To share and develop leadership, build teams and work cooperatively with pupils, staff, governors, parents/carers and other members of the community to achieve the school's goals and objectives
- To maintain the school's strong position as a focal point in and for the local community

Managing the Organisation

- To produce and implement improvement plans and policies for the development of the school and its facilities
- To build and maintain organisational structures and systems which distribute leadership and enable the school to run efficiently and effectively on a day-to-day basis
- To monitor, evaluate and review the effects of policies, priorities and targets of the school in practice
- To manage the school's financial and human resources effectively and efficiently to achieve the school's goals and ensure value for money



Securing Accountability

- To ensure that individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation
- To provide information, advice and support to governors to enable them to meet their responsibilities
- To provide information about and account for the school's work and performance to a range of audiences including parents and governors

Strengthening Community through Collaboration

- To build a school culture and curriculum which takes account of the richness and diversity of the school community
- To build and maintain links with the wider community to sustain and enrich all aspects of school life
- To collaborate with other agencies to support the learning and well-being of pupils and their families
- To create and maintain partnership with parents to support the learning and pastoral care of pupils
- To network and share best practice and continue to be an outward-facing school which works with other schools and organisations to secure excellent outcomes for all children.

Duties should be carried out with due regard to statutory orders and regulations, articles of government and policies of the governors. This Job Description is not exhaustive and further reference should be made to The Teachers' Pay and Conditions Document and The National Standards for Headteachers.

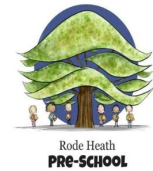


Headteacher Person Specification

Criteria			
Qualifications	Essential	Desirable	Evidence
Qualified Teacher Status	✓		Application
Whole School Leadership Qualification e.g. NPQH	✓		Application
Evidence of a continued commitment to professional development or further study e.g. STEM CPD facilitator, Mastery Specialist, MA		✓	Application
Experience	Essential	Desirable	Evidence
A minimum of three years successful leadership and management experience in a primary setting.	✓		Application
A minimum of six years teaching experience.	✓		Application
Experience of working across more than one key stage.	✓		Application
Experience of carrying out regular and accurate self-evaluation and effective monitoring to inform and drive school improvement planning.	✓		Application
Experience of recruitment and effective deployment of staff.		✓	Application
Experience and evidence of effectivity managing performance and holding staff to account.	✓		Application
Safeguarding	Essential	Desirable	Evidence
Commitment to the safeguarding and promoting the welfare of children by building a safe learning environment.	✓		Application / Interview
Experience or training as a Designated Safeguarding Lead or Deputy DSL.		✓	Application / Interview
Skills and Knowledge	Essential	Desirable	Evidence
Ability to communicate a vision and inspire others.	✓		Application / Interview
Manage the efficient and effective day-to-day running of the school to ensure a safe, secure and healthy environment.	✓		Application / Interview
Commitment to meeting the needs of all pupils, including those with SEND, high attainers and vulnerable groups.	✓		Application / Interview
A rich understanding of current pedagogical thinking.	✓		Application / Interview
Demonstrate raising standards of teaching and learning across the curriculum.	✓		Application / Interview
To be able to effectively use data, assessment and target-setting to raise standards and address weaknesses.	✓		Application / Interview
Develop effective communication mechanisms with the Governing Board to ensure governors are provided with the information they need to meet their responsibilities.	✓		Application / Interview



Prioritise, plan and organise themselves and others and delegate management tasks where appropriate and monitor their implementation.	✓		Application / Interview
Manage the school's physical, financial and human resources effectively, working with the Governing Board to ensure the strategic financial planning, operational budget management and principles of best value.		✓	Application / Interview
Personal Qualities	Essential	Desirable	Evidence
Approachable, fair, caring and kind.	✓		Application / Interview
Creative, enthusiastic, and resilient, keen to embrace new ideas and demonstrate adaptability to changing circumstances and challenges.	✓		Application / Interview
Able to work as part of a team and empowering others to take the lead when appropriate.	✓		Application / Interview
Ability to work under pressure and prioritise effectivity.	✓		Application / Interview
Ability to manage work/life balance of self and others.	✓		Application / Interview



Policy Information

The school's Child Protection and Safeguarding Policy can be found [here](#).

The pertinent excerpt from the Staff Code of Conduct can be found below:

Position of Trust and Authority

All staff have a responsibility to maintain public confidence in their ability to safeguard the welfare and best interests of children. They should adopt high standards of personal conduct in order to maintain confidence and respect of the general public and those with whom they work.

The staff code of conduct is taken from the guidance given in the Safer Working Practice document Professional and Personnel Relationships (cimpress.io) (updated February 2022)

There may be times where an individual's actions in their personal life come under scrutiny from the community, the media or public authorities, including with regard to their own children, or children or adults in the community. Staff should be aware that their behaviour, either in or out of the workplace, could compromise their position within the work setting in relation to the protection of children, loss of trust and confidence, or bringing the employer into disrepute. Such behaviour may also result in prohibition from teaching by the Teaching Regulation Agency (TRA) a bar from engaging in regulated activity, or action by another relevant regulatory body.

It is acknowledged that staff may have genuine friendships and social contact with parents of pupils, independent of the professional relationship. If a pupil or parent seeks to establish social contact, or if this occurs coincidentally, the member of staff should exercise her/his professional judgement. NB. Staff should not have pupils of the school as friend on Facebook etc.