



Sandhills Community Primary School



JOB INFORMATION PACK
HEADTEACHER

WELCOME FROM THE CHAIR

On behalf of the Sandhills governing body, I'd like to thank you for your interest in being our next headteacher and leading the school through the next steps in its exciting journey.

Emma Coleman has done a wonderful job leading the school to a solid Good judgement from Ofsted.

We're now looking for an enthusiastic and experienced headteacher to follow on from her, ensuring that all the school's pupils receive a rich education in our friendly and supportive school.

You'll lead the school's committed and talented

staff in achieving the best for every child.

Sandhills enjoys a spacious building and large grounds, including an amphitheatre and wind turbine, on the outskirts of Oxford.

River Learning Trust's schools around the city provide support and opportunities to share ideas.

We hope this pack gives you a good idea of the school and who we're looking for, and hope you'll be encouraged to visit the school and apply to be our new headteacher.

*Zaki Moosa
Chair of Governors*



OUR SCHOOL & COMMUNITY

Sandhills Community Primary School is an inclusive school serving several vibrant and diverse communities on the outskirts of Oxford.

We offer our children an ambitious curriculum, based around our core values of Respect, Relationships, Responsibility and Resilience, to ensure that all children have the opportunity to achieve their potential both academically and as citizens of the future.

The school is very proud to have been rated Good by Ofsted.

The governors are seeking to appoint a dedicated and dynamic headteacher to lead the school.

Our senior leadership team is ambitious about driving standards of teaching and learning and improving outcomes for all children.

This is a great opportunity for an influential headteacher to lead the SLT to deliver our vision for the school.

Sandhills is part of the River Learning Trust, which presents opportunities for leaders and staff to work collaboratively and efficiently together between schools in the community.

There is an extensive professional network across the trust which supports and enhances collaboration, research and learning opportunities for pupils, staff and parents.

DATA

Number on roll: 258

SEND: 19%

Pupil premium: 15%

English as an additional language: 18%

Ethnic Minority: 41%



WHAT WE ARE LOOKING FOR

Parents want:

- To continue to build on strong foundations
- Enthusiasm about extra curricular activities such as sports, music and forest school
- Experience in leadership roles
- Someone who is visible, accessible and able to communicate with the school community.

Children want:

- A respectful headteacher
- Good sense of humour and smiles

- Someone who is a "bit" strict
- A headteacher who is brave!

Staff want:

- An inspirational, ambitious and creative leader
- A headteacher who can implement effective behaviour management
- Someone who can use strong interpersonal skills to build relationships with the entire school community
- A supportive team player



JOB DESCRIPTION

Title of post: Headteacher

Contract type: Full time, permanent

Salary: L15-L21 (£62,561 to £72,483)

Accountable to: Local governing body

MAIN PURPOSE

The headteacher will:

- Provide inspirational, professional leadership for Sandhills Community Primary School to deliver an outstanding education for all of the children
- Develop and sustain the school's ethos and strategic direction in partnership with the governing board and through consultation with the school community
- Monitor progress towards achieving the school's aims and objectives
- Establish and oversee systems, processes and policies so the school can operate effectively
- Identify problems and barriers to school effectiveness, and develop and implement strategies for school improvement that are realistic, timely and suited to the school's context
- Allocate financial resources appropriately, efficiently and effectively

APPROACH

In accordance with the headteachers standards, the headteacher will:

- Build public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Establish positive and respectful relationships across the whole school community
- Act with good judgement in the best interests of the school's pupils
- Be approachable to staff, pupils and parents
- Show passion, positivity and enthusiasm
- Be ambitious for all pupils
- Be committed to teamwork and working collaboratively with the whole staff

DUTIES AND RESPONSIBILITIES

School culture and behaviour

The headteacher will:

- Create a culture and environment where pupils experience a positive and enriching school life
- Maintain high 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
- Use good communication skills with all members of the school community

Teaching, curriculum and assessment

The headteacher will:

- Sustain and develop quality first teaching across all subjects and phases, based on evidence
- Ensure the teaching of a broad, structured and coherent curriculum, underpinned by subject expertise

- Champion creativity within the curriculum and be committed to outdoor learning
- Promote curriculum leadership, supporting 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
- Use assessment effectively to inform strategy and decisions
- Use research to inform targeted teaching and learning

Meeting the needs of all children

The headteacher will:

- Promote an ambitious culture and practices that enable all pupils to access the whole curriculum
- Have high expectations for all pupils including those who are disadvantaged and those 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
- Provide effective and sensitive leadership and management for staff, with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk
- Respond calmly and effectively to all challenges the school might face

Professional development

The headteacher will:

- Keep up to date with developments in education
- Ensure staff have access to appropriate, high standard professional development opportunities
- 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
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the school operates effectively and efficiently within the required regulatory frameworks and meets all statutory duties
- Work successfully with the River Learning Trust, and other schools and organisations
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

PERSON SPECIFICATION

Criteria	Essential qualities
Qualifications & Training	<ul style="list-style-type: none"> • QTS • Degree or equivalent • Excellent knowledge of the National Curriculum and on-going educational developments • Recent and relevant CPLD • Experience of effective coaching, training and co-ordinating the professional development of colleagues • A thorough and up to date knowledge of safeguarding procedures.
Headship	<ul style="list-style-type: none"> • Headship or acting head • Substantial and relevant teaching experience across the primary age range (DESIRABLE) • A resolute approach towards, and proven ability in, raising standards • Leading whole school improvement • Sound understanding of educational financial budget management • Experience and involvement in the school self-evaluation process including the assessment data, tracking pupils progress and target setting • Good track record of challenging, motivating and inspiring staff
Teaching & Learning	<ul style="list-style-type: none"> • A clear understanding of what constitutes a broad and balanced creative curriculum that meets the needs of the pupils. • Develops pupils' emotional well-being. • Proven ability to sustain and develop high quality teaching and learning across the school to improve on outcomes for children. • Understanding of targeting resources to support pupils with SEND, disadvantaged pupils and those who are gifted and talented. • Have a good understanding of how assessment strategies are used to inform learning and monitor pupil progress. • Committed to promoting inclusion across the curriculum. • Commitment to an effective approach to the positive management of behaviour. • Experience of enabling disadvantaged pupils to achieve in line or better than their non-disadvantaged peers.
Personal & professional qualities	<ul style="list-style-type: none"> • Ability to lead and be part of a team. • To manage change and meet challenges. • Ability to form and maintain excellent personal relationships. • Ability to relate positively with pupils, colleagues and parents. • Confident to lead by example, motivating and inspiring pupils, staff and parents. • Communication skills needed to provide clear and accurate information as well as informed advice. • Be approachable, fair and consistent with good interpersonal skills. • Be highly visible and have a dynamic presence in the school. • Consult and negotiate effectively with interested stakeholders • The ability to manage and organise work effectively. • Confidence and commitment to direct, delegate and empower others. • Open to new ideas and opportunities. • Being able to engage and work in partnership with the wider community

ABOUT RLT

River Learning Trust (RLT) is a multi-academy trust responsible for a number of primary and secondary schools and a school centred initial teacher training (SCITT) provider within Oxfordshire and Swindon.

OUR VISION

Education has the power to change lives, communities and society for the better.

At the River Learning Trust we believe that we can achieve more for our pupils, trainees, staff and communities by working together rather than alone.

All of the schools in the River Learning Trust are united by a common belief in the benefits of working together, and by our commitment to our three shared principles.

Our vision is for our schools and SCITT to improve rapidly, continuously and sustainably: to be better faster together.

Our 'Why?' is that children and young people 'only get one go' in school and that our schools should improve faster and be better as part of RLT to ensure the best possible 'go' for our pupils.

Our 'How' is through the highest possible support and challenge for our schools and each other, underpinned by our three principles.

We use the principles of 'aligned autonomy' to empower colleagues in schools to perform well; we rarely direct from the centre but rather support leaders and other colleagues to do their work exceptionally well in their own context.

The schools and SCITT are united by their

commitment to the principles of the Trust and a common belief in the benefits of everything that is gained by working together.

WHAT MATTERS TO US

The River Learning Trust is a community of children, young people and adults with shared principles. These principles are:

- Commitment to Excellence; striving for the best educational experience through continuous improvement.
- Everyone Learning; creating and taking opportunities that enhance lives through evidence-based practice supporting adult and pupil learning.
- Respectful Relationships; acting with care, integrity, and fairness in all we do.

THE POWER OF PEOPLE

High performing organisations have the right organisational culture, effective processes and well-trained, motivated colleagues in the right roles.

We focus a great deal on people and the importance of continuous professional learning and development. This role provides an excellent opportunity to impact development and improvement across all of our schools.

OUR SCHOOLS AND OUR SCITT

We currently educate around 14,500 pupils and have around 2,000 colleagues working in the Trust. The SCITT trains some 110 trainees across around 40 schools

SECONDARY SCHOOLS

Chipping Norton
Cheney
Gosford Hill
Kingsdown
The Cherwell
The Marlborough CofE
The Oxford Academy
The Swan
Wheatley Park

PRIMARY SCHOOLS

Barton Park
Bayards Hill
Beckley CofE
Charlbury
Cutteslowe
Edith Moorhouse
Garsington CofE
Horspath CofE
Larkrise

Madley Brook
Middle Barton
New Marston
Rose Hill
Sandhills
Seven Fields
Tower Hill
Witney Community
Windrush CofE
Wolvercote

SCITT

Oxfordshire Teacher Training

TEACHER SCHOOL HUB

Oxfordshire Teaching School Hub
(Based at The Cherwell School)

Please visit our website: www.riverlearningtrust.org. Here you will find more information about the Trust, our history, our schools and SCITT, our approach, and our people. In particular please read our Report to Stakeholders: December 2022



