



St Sidwell's C of E Primary School

Thinking creatively, learning together, trusting in God.



HEADTEACHER RECRUITMENT PACK

St Sidwell's C of E VA Primary School

July 2022

'Thinking Creatively; Learning Together; Trusting in God'



Welcome from The Chief Executive Officer

Thank you for taking an interest in applying for the headteacher role at St Sidwell's Primary School. St Sidwell's is part way through the process of becoming part of St Christopher's Trust and whilst there is a way to go in the process, the successful candidate will be coming into role as a Trust employee, rather than a single school. The information in this pack is set out to give you a sense of both the school and the Trust.

We're excited to have St Sidwell's become part of the Trust. In the heart of the city with a richly diverse community, it offers an aspiring or current headteacher, a great opportunity to influence current practice, especially in developing a clear vision for the curriculum.

The Trust central team works alongside every school's middle and senior leaders so be assured that you will have the help you need. We want to see all our schools be successful, wonderful places of learning for both pupils and staff. It's no easy task but we all bring a wide range of gifts and talents to the table and when we work in true collaboration, we flourish.

So, as the CEO of the Trust I am looking for someone with a genuine interest in building community, with a willingness to get stuck in to making a difference. If you might be that person, then please do come and see the school and put an application in.

I wish you the best of luck in your leadership journey and who knows, I may well see you at interview.

Jo

Jo Evans

Chief Executive Officer of St Christopher's Multi Academy Trust

A Message from The Chair of Governors

The Governing Body at St Sidwell's are seeking to appoint and work with an exceptional leader, who is able to update, implement and drive the vision and ethos of the school. St Sidwell's is a one form entry school in the heart of Exeter. The school is well supported by parents and carers, the Governing body, Diocese and Local Education Authority. The Governors welcome joining St Christopher's Multi Academy Trust, in the Autumn Term.

The school was last inspected in 2016. At that time current performance and prospects for improvement were judged as good. Currently, the school has many strengths and Governors also recognise there are a number of important areas for further development that include the school's vision, curriculum and stakeholder engagement. We are also committed to working towards a Race and Conscious Equality (RACE) Charter Mark for the school, which we will achieve through our partnership with Fig Tree International.

Together, we want to work our new Headteacher, as a Governing body, to create the very best outcomes for all our pupils. Thank you for your interest.

Tania

Tania Stapleton

Chair of Governors, St Sidwell's C of E VA Primary School





The nearby Coast, at Exmouth

Job Title: Headteacher

Salary Grade: L8-13 (£50,151 - £56,721)

Benefits Teacher Pension Scheme,
Standard Teacher Pay
& Conditions

School Name: St Sidwell's Primary School

Location: Central Exeter, Devon

Closing Date: 9am on 14th September 2022

Interviews: 27th and 28th September 2022

To Start: January 2023 or as soon as possible thereafter

About our Trust

St Christopher's Trust is a family of 18 Church and Community Schools spanning three local authorities; Devon, Plymouth and Torbay.

Central to our Trust is the spirit and principle of collaborative working which underpins all that we do along with our values of Collaboration, Humility, Respect, Inclusion, Stewardship, Trust. It is through these values and the way we work together that enables us to achieve our mission of Flourishing Communities.

The Trust provides a network of collaboration at many levels. We seek to ensure that within our values framework, schools have enough autonomy to make local decisions that best support the uniqueness of each school community whilst also encouraging a sense of collective responsibility and partnership.

We are an outward-facing Trust and constantly seek to and work with a range of strategic partnerships which include our local Maths and English Hub, Teaching School, ITT partners and Local Authorities to ensure that every pupil has the very best learning opportunities.

- Be part of a supportive and learning based Trust
- Work with a dedicated Central Team who have the very best for pupils at the heart of everything they do
- Join 600+ colleagues across the South West
- Support for Headteachers through professional coaching and personal supervision sessions - a first for any South West Trust
- Vibrant and diverse location, in the cathedral city of Exeter, with beautiful coast and countryside on the doorstep and at the heart of a thriving community.



Our Team

We have a strong central team who work with schools to navigate the challenges of school improvement. This includes HR support, business improvement, financial management, premises, H&S as well as our team of School Improvement Leaders.

We have a rich programme of CPD that supports leaders, teachers, governors, support staff and aspiring professionals at their various stages of leadership development. This programme is ever-growing and changing in response to needs and includes:

Headteacher Leadership Network An opportunity to learn with and from other Headteachers in the Trust.	Early Headship Support A network for those new to Headship or in the first years of the profession to access a bespoke program of support.	Middle Leadership Skills Network Includes skills such as coaching, building teams, action planning, monitoring teaching and learning.	Subject Leadership Network Science, Maths, English, EYFS, Humanities Lead Practitioners Humanities, EYFS, Maths and Phonics	Leadership Networks Regular opportunities for leaders of SEND to come together, share, and develop practice.
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The health and wellbeing of staff and children is one of our strategic priorities; in July we finished the end of our year-long supervision trial for Headteachers with Talking Heads. 90% of our Heads report that supervision is beneficial for them as leaders and that it also benefits the wider staff team, impacting positively on the children in their school. Following the positive outcome of this trial, we are delighted that supervision will continue to be provided for Headteachers across St Christopher's Trust in partnership with Talking Heads.

Person Specification

	Essential	Desirable	Tested by
Professional Qualifications	<ul style="list-style-type: none"> • Qualified teacher with Qualified Teacher Status • Evidence of continuing professional development relating to school leadership and curriculum development • Enhanced DBS • Willingness to undertake NPQH or equivalent. 	<ul style="list-style-type: none"> • NPQH or equivalent. 	<ul style="list-style-type: none"> • Application document inspection.
Relevant experience	<ul style="list-style-type: none"> • School senior leadership, with developing Headship responsibilities • Promoting and safeguarding the welfare of pupils • Protecting and enhancing the Anglican ethos of a school. 	<ul style="list-style-type: none"> • Experience of working within a Multi-Academy Trust • Worked alongside the Church community with impact. 	<ul style="list-style-type: none"> • Application and supporting letter • Interviews.
<p><i>We are looking for you to demonstrate how you:</i></p> <ul style="list-style-type: none"> • Have a clear vision for the curriculum, knowing what is to be taught and how. • Want the very best provision for every pupil, celebrating their uniqueness and through others, overcome barriers to learning where they exist. • Have improved an aspect of provision and therefore outcomes for pupils. • Are a thoughtful leader, open to learning and recognise and draw on a range of skills to meet the demands of running a highly diverse city school. • support staff to be the best they can be, whatever their role. • Build productive relationships with the entire school community to fulfil the school's vision. • Nurture the school's community culture and ethos whilst also respecting the Church of England's vision and values of the Trust. 			<ul style="list-style-type: none"> • Supporting letter • Interviews.

Our People



I was fortunate to be appointed as the Headteacher of Lady Modiford's Primary School, Walkhampton from September this year. I have been warmly welcomed and fully supported from day one by the entire team across the Trust. Running a small village school can have its challenges and I have always been able to turn to the Trust for guidance and support. I am proud to be the headteacher of a school whose Trust is committed to each and every member of the school community flourishing.

Louise Scott, Headteacher
Lady Modiford's, Walkhampton

If you would like to speak to Louise for an informal discussion about her experience as a new Headteacher at St Christopher's Trust then please get in touch by email:

louise.scott@stcmat.org or call: 01822 853277

We would encourage any applicants to arrange a discussion about the role, with our Director of School Improvement, Sean Millar

Email: sean.millar@stcmat.org Tel: 07734202518

Sean Millar
Director of School Improvement
St Christopher's Multi Academy Trust



Chris is Headteacher of St Matthew's in Plymouth, having previously held the role at St Peter's and St Rumon's in Tavistock. If you would like to have an informal discussion with Chris about what is it like to be part of our supportive and learning based trust, then please do call 01752 395969

Chris Conners, Headteacher
St Matthew's, Plymouth



ABOUT ST SIDWELL'S

St Sidwell's is a diverse, single form entry Church of England Primary School and Nursery, in the heart of Exeter City Centre. Described as a **'wonderful and happy community'** for families in the local area, the school puts significant emphasis on the personal development, wellbeing and pastoral support of its children and families.

With a capacity of **210** pupils plus a nursery, the school accommodates pupils aged **3-11 years**. The staff know all the children well and can make sure they do their best to develop their learning in a happy, safe, secure and rights-respecting environment. The school is currently in a managed partnership with St Christopher's Multi Academy Trust with plans to academise, during the next academic year. Governors and leaders are ambitious in their plans to support the school, in the transition to this new stage.

The school seeks to develop pupils understanding and respect for themselves and the wider world, thorough a broad and balanced curriculum. The school uses the facilities in the local community as much as possible, to enrich children's learning experiences and is fortunate to be able to undertake many trips by foot off site, due to the central location and nearby amenities.

The pupils come from a diverse range of backgrounds, with over **59.8%** of the pupils on having English as an additional language. **10.5%** of the current number on roll, are PPG eligible. **11%** of pupils are on the SEND register. The school was judged **'good'** in its OFSTED inspection in October 2016 and **'outstanding'** at the last SIAMS inspection in March 2017.

The school is now looking for a substantive headteacher to drive the curriculum experience forward for our children and build on the positive culture and current strengths. The appointed leader will be challenged to develop the school's vision and curriculum whilst maintaining the highest aspiration and expectation of the children and with the full support of the Governors.

Embracing All Learning

St Sidwell's is a school with many strengths and the children achieve good standards of learning at Early Years, Key Stage 1 and Key Stage 2, in line with primary schools nationally. The school embraces the Arts and PE and the staff team work hard to deliver a rich curriculum that includes residential trips, participation in competitive sports and a range of after school clubs facilitated by school staff and sports coaches.

Vision and Values

The school has a clear learning approach, developed in partnership with all stakeholders and underpinning curriculum design and this is known as **'Thinking Creatively, Learning Together and Trusting in God'**. The values are embedded through the principles of **'Hope, Friendship, Forgiveness, Trust and Peace.'**

It is fundamental to our thinking that the best learners understand and demonstrate these values and make the most of all the opportunities that education and positive life experiences present.

In the Summer Term of 2022, the school began the accreditation process to achieve the **Race and Conscious Equality (Race) Charter Mark**, through Fig Tree International. The school community and wider Trust are proud to be engaging in this equality, diversity and inclusion journey.



How To Apply

For further details about our school please visit:
<https://www.st-sidwells-ce.devon.sch.uk>

For details about the Trust please visit:
<https://www.stchristophersmat.org/>

School Visits

If you like to visit the school, Sean Millar will be available on the following date. Please ring the school office to book on the number below.

Thursday 8th September at 4pm

Making your application

Please email completed application forms to
HR@stcmat.org

St Sidwell's Primary School and the St Christopher's C of E (Primary) Multi Academy Trust are committed to equal opportunities. If you require any adjustments as part of the recruitment process, please make these known through the cover email of your application.

Address

**St Sidwell's Primary School, York
Road, Exeter, EX4 6PG**

Contact details



www.st-sidwells-ce.devon.sch.uk



hr@stcmat.org



01392 255 551

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS check is required for all successful candidates. Candidates are encouraged to read our Safeguarding policy before applying.