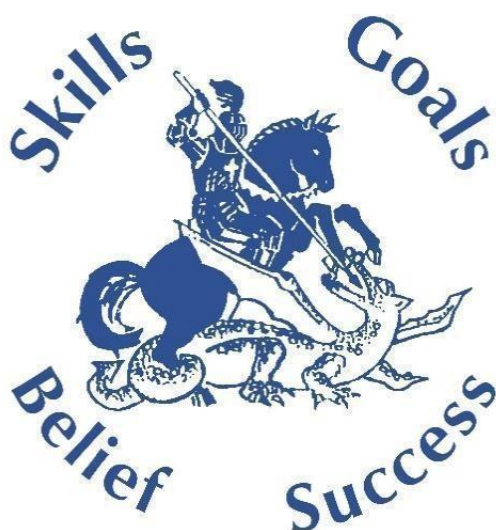


St George's Beneficial C of E Primary School



Headteacher Recruitment Pack



Welcome from our Chair of Governors

Dear Applicant,

Thank you for your interest in St George's Beneficial, a voluntary controlled Church of England primary school. We are a two form entry school situated in the heart of Portsea in Portsmouth.

The area has a high level of deprivation and the school has a high percentage of pupils in receipt of free school meals. The school strives to provide a nurturing and inclusive environment for all our children, many of whom face personal challenges within their lives.

St George's is a wonderfully happy school that feels much more like a family or community than simply a school. It is a very special place that "gets under your skin"; I taught at St George's over thirty years ago and always look back with fondness on my time spent there. I was therefore delighted to be asked by the Diocese of Portsmouth to become a governor at the school and am proud to be the Chair of Governors.

Following the retirement of our present headteacher, the Governing Body is seeking to appoint an inspirational and caring leader, committed to actively supporting the Christian ethos in our school. You will have the ability to enable everyone in our school community to reach their potential. Someone who will champion the wellbeing, safety and happiness of every child and can motivate and empower staff to deliver the highest quality education for all.

This is an exciting opportunity for an outstanding practitioner. You will need to build on the successes of our school whilst leading, challenging, guiding and driving forward whole school improvement. You will have high expectations for every child to achieve more than they think possible. We would welcome applications from experienced headteachers or deputy headteachers looking for their first leadership role who have a proven record of success.

Visits to the school are warmly welcomed. These can be arranged by contacting Andrew Gilbert, Clerk to Governors, at clerk@stgbs.co.uk.

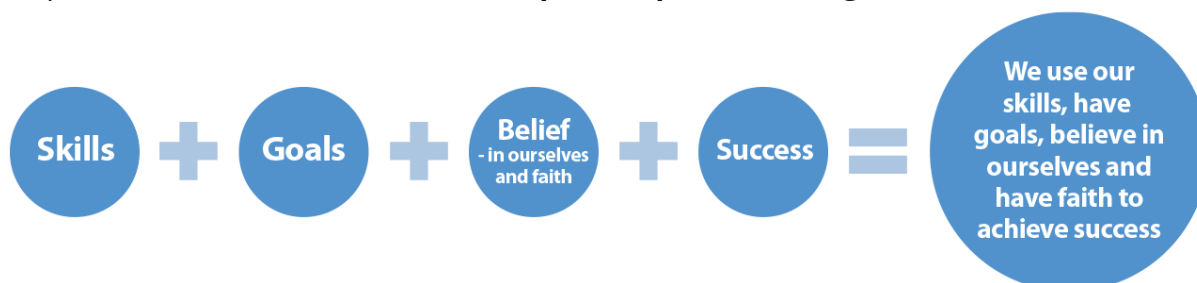
We very much look forward to meeting you.

Lorraine Drinkwater
Chair of Governors



Our School

We are a thriving mainstream school for children aged 3-11 years. We provide exceptional teaching, excellent pastoral care and are incredibly proud to be Christian school. Our distinctive Christian values underpin our aspirations for our community. This inspires us to live out our lives with **respect, hope and courage**.



We offer a safe and secure environment in which every child is nurtured and encouraged to be ambitious and courageous in making choices to achieve their full potential. Our experienced staff are dedicated to providing stimulating fun experiences suitable for each child's individual needs.

We have a lot of different cultures, religions and lifestyles in school; we want all to respect each other's differences and to celebrate the similarities. We have hope that our pupils will be good citizens in our community, making the right choices, even when at times this can be hard for them.

We are fortunate in our ability to offer children from aged 3 years in our Early Years Foundation Stage (FSU). These early years are vital for a child to gain confidence, curiosity and a good attitude to learning. In these first two years the children stay in their class, building strong relationships and trust, whilst enjoying the facilities which only a school can offer.

We see enrichment principal to the development of children. As we recover from the lockdowns and past eighteen months of huge restrictions, we will offer, visits, trips and engage many visitors. We will host full drama productions staged by theatre groups. We will aim to send our children sailing or on a residential and open the door for talent through our cross curricular working and extra- curricular clubs.

Being a church school, we join together weekly for collective worship as well as for major Christian celebrations. By embracing many experiences for social, moral, spiritual and cultural opportunities we enrich our curriculum. We are proud of our good Ofsted status and diocesan rating, knowing that our role is to give our pupils the best possible start in life.

Visit our updated website www.stgbs.co.uk where lots more information is available.



Vision and Aims

‘Everything is possible for one who believes’ Mark 9:23

Through our Christian values of **hope**, **respect** and **courage** we strive to do the best with the gifts God gave us to make the world a better place.

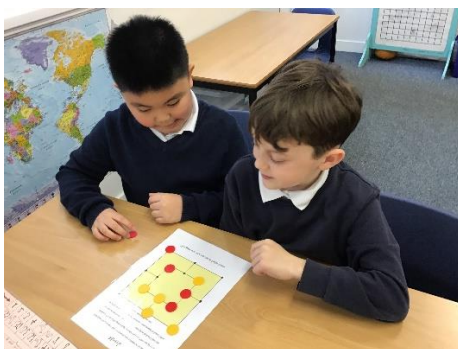
At St George’s we instil hope for a better future. We will be motivated to learn, and capable of working independently and with others. We will respect ourselves, others and the environment. We will be courageous in making responsible and appropriate choices and make a positive contribution to society.

School Aims

We are committed to developing these values through:

- Providing a happy, caring, secure and stimulating child-centred environment.
- Encouraging the essential skills for the effective learner: independence, resilience, co-operation and communication.
- Engendering spiritual and moral values in a Christian context.
- Creating opportunities for physical, cultural, emotional, social and aesthetic development
- Fostering self-worth and respect for others and the environment locally, nationally and throughout the world.
- Providing a high quality of education for all our children.
- Providing a creative curriculum with the emphasis on literacy and numeracy.

We aim to encourage an understanding of the meaning and significance of faith and promote the Christian values through the experience we offer to pupils.



Check out our video through this [link](#) to see pupils and staff explain it to you themselves!

Respect

Hope

Courage

The Dioceses of Portsmouth & Winchester

Diocesan Board of Education

Within the Dioceses of Portsmouth and Winchester there are 153 schools with links to the Church of England. Consisting of 86 Voluntary Controlled, 49 Voluntary Aided, 1 Foundation, 2 Joint Anglican and Roman Catholic, 6 Academies, 11 Affiliated, 7 Federated Schools and 32 Independent Church Schools. These are spread across six local authority areas, Bournemouth, Dorset, Hampshire, Southampton, Portsmouth and the Isle of Wight.

The Bishops of Portsmouth and Winchester encourage Church school Headteachers and governing bodies to consider carefully, with parish clergy and parochial church councils, matters relating to the spiritual, moral, social and cultural development, ethos, worship, religious education and the partnership between the school and parish.

The Diocesan Board of Education and its staff support church schools in these matters as well as working alongside Local Authorities with general support, advice and training for church schools and their governing bodies. The education staff also support parishes and clergy in developing their work with schools.

New Headteachers are encouraged to attend leadership training courses provided by the Diocese as part of their induction process. The Diocese also offers courses and events for school staff on all aspects of church school leadership and management.

The diocesan representative involved in the appointment process at the school you are applying for will be:

Richard Wharton

Church Schools Advisor

If you are successful in the post you are applying for, the Diocesan Director of Education and his staff will be pleased to offer you whatever support they can during your time in the school.



Respect

Hope

Courage

What our children, parents and staff want from you!

The views of our pupils – someone who

is a good listener is joyful
rewards success is understanding

is lovely, comes into our class
has a sense of humour is brave
is creative

is creative smiles
builds relationships with children
and parents

is fair is approachable
is visible around school
has a strong personality



Respect

Hope

Courage

The voices of our parents

Not someone
who is just here
as a job

Someone
who puts the
children first

The ability to
speak to the
children at
their level

Someone who
will listen and
work with
parents

Someone
children can
trust

Involvement with
P.E.G./P.A.G. meetings so
they are aware of what is
important to the local
community



Respect

Hope

Courage

The opinions of our staff

Knows our Christian values are an integral part of our everyday life in school

Someone conscious of staff well-being and work life balance

Understands our children and doesn't just value results

Sense of humour

Creative

Appreciates where our children come from

Not afraid to get under the table with a child

Will develop school grounds in order to have more outdoor learning

Will lead weekly whole school assemblies

Has a presence around the school

Builds good relationships with children and parents

Good understanding of safeguarding issues

Tough and resilient

Continues to develop themselves and keen to develop their staff



Respect

Hope

Courage

Headteacher Job Description and Person Specification

Post Title: Headteacher
Salary: £65,699 to £76,122 (L17-L23), depending upon experience
Accountable to: Governing Body

Accountable for: The day-to-day management of the school, the quality of education provided, the progress of pupils and the safety and welfare of the children and staff.

Job Description:

The headteacher will understand and promote the distinctive ethos of our Church of England school, foster and model the school's Christian values and maintain good links with Harbour Church, St Thomas's Cathedral and the Diocese.

The headteacher will be a strong and effective leader of staff, pupils and stakeholders and will work in partnership with the Governing Body and the Local Authority to provide leadership that gives clear educational direction to the work of the school.

The headteacher will play a major part in maintaining a positive ethos reflecting the commitment of the school to achievement, an effective learning environment, good relationships between and equality of opportunity for all pupils, staff and stakeholders.

The headteacher will promote a positive image of the school to the wider community.

This job description is written to complement the description of the headteacher's responsibilities in the current School Teachers' Pay and Conditions Document, which can be found [here](#).

Main Responsibilities:

- Exercise the role of headteacher in accordance with the Headteachers' Standards (2020), which can be found [here](#).
- In consultation with the Governing Body and stakeholders, lead on the process of delivering continuous improvement
- Take a proactive approach to strategic change as determined by the Governing Body and central government Education Policy
- Make best use of available resources and develop an effective staff team
- Undertake relevant personal and professional development



- Oversee the provision of extended day and curriculum activities
- As Designated Safeguarding Lead, take lead responsibility for safeguarding and child protection (including online safety)

St George's Beneficial Primary School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.

Person specification

For the leader of our school, we seek someone who will have the following characteristics:

QUALIFICATIONS		
Specification	Essential/ Desirable	Evidenced by
Qualified Teacher Status	E	Application form References
NPQH (or equivalent further qualification)	D	Application form References
Evidence of significant and relevant continued professional development	E	Application form References
Further study and qualifications	D	Application form References
Safer Recruitment trained	D	Application form References
Designated Safeguarding Lead trained	D	Application form References
LEADERSHIP AND MANAGEMENT COMPETENCIES AND EXPERIENCE		
Experience and proven track record in a senior leadership role as Head/Assistant Head/Deputy Head or Advisor within the primary age range	E	Application form References Interview
Proven track record of raising standards	E	Application form References Interview
Substantial involvement in school improvement planning, including its implementation, monitoring and evaluation	E	Application form References Interview
Experience of leading a senior management team, delegating and devolving responsibility appropriately and establishing relevant monitoring / control mechanisms	E	Application form References Interview



Experience of reviewing the performance of staff, acknowledging and developing excellent performance, and challenging poor performance, taking action where performance is unsatisfactory	E	Application form References Interview
Able to direct and co-ordinate the work of others, motivating, inspiring and supporting staff in all matters of classroom practice, organisation, management and teaching methods	E	Application form References Interview
A good understanding of the primary curriculum and have a proactive approach in developing the curriculum	E	Application form References Interview
Experience of setting and implementing, with the support of the Governing Body, aspects of the strategic direction of the school	E	Application form References Interview
Experience of managing and implementing effective development and responding to new initiatives	E	Application form References Interview
Experience of successfully managing school budgets and the effective use of resources in accordance with the priorities of the school	E	Application form References Interview
Proven expertise in developing and managing school policies and procedures	E	Application form References Interview
Effectively collect, analyse and interpret data to understand the strengths and weaknesses of the school and drive school improvement for all pupils, including those with additional educational needs	E	Application form References Interview
Demonstrate commitment to working collaboratively with the Governing Body	E	Application form References Interview
TEACHING, LEARNING AND ASSESSMENT COMPETENCIES		
Understanding of the curriculum and its assessments across all relevant key stages; Early Years Foundation & Key Stages 1 and 2	E	Application form References Interview
Track record of excellent classroom practice and innovative curriculum development	E	Application form References Interview
Teaching experience in more than one school	D	Application form References Interview



Evidence of using data to monitor children's progress in learning. Ability to review, monitor and evaluate progress and attainment and have impact on further strategies to accelerate learning, including for pupils with SEND	E	Application form References Interview
Experience of effective benchmarking and assessment	E	Application form References Interview
PARTNERSHIP WORKING AND ACCOUNTABILITY		
Ability to communicate the aims, objectives and values of the school to parents, pupils, staff, Governors, local employers, the Church and the community	E	Application form References Interview
Able to demonstrate an understanding of national policy and the statutory frameworks for education	E	Application form References Interview
Able to demonstrate an understanding of current legislation and opportunities and their impact on schools and their wider community	E	Application form References Interview
Able to ensure positive links with other schools, organisations and partners, including secondary schools	E	Application form References Interview
PERSONAL SKILLS AND ATTRIBUTES		
Understands and supports the Christian ethos of our school and is committed to further develop its Christian character	E	Application form References Interview
Is committed to demonstrating and developing Christian Collective Worship within the school	E	Application form References Interview
Experience of working in a church controlled or aided school	D	Application form References Interview
Have vision and enthusiasm with high expectations of pupils and self	E	Application form References Interview
Ability to be reflective, self-aware and self-critical	E	Application form References Interview
Personal impact, presence and excellent interpersonal skills	E	Application form References Interview



Application and selection procedures

Application forms can be downloaded, or are available from the Recruitment Team by emailing recruit@portsmouthcc.gov.uk quoting reference number **1106**.

Your application should relate specifically to the person specification and also include information on:

- Your education philosophy
- Your view of the role of the headteacher
- What you feel you could bring to this school, including your vision for the school and what your priorities might be
- your skills, qualities, knowledge, and experience, with examples, showing how you meet the person specification

Please send completed applications to recruit@portsmouthcc.gov.uk

Deadline for applications: 23rd June 2023 at midday

Assessments, Presentations and Interviews: 10th and 11th July 2023

References will be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are advised of this. For candidates who work in a Local Authority school it is expected that one of the references will be the Head of Education or equivalent.

Candidates selected for interview will be invited to spend a day at the school on **Monday 10th July 2023**. On this day you will be asked to undertake a number of tasks relating to the role of headteacher and at the end of the day the governors will shortlist candidates required to attend for the second day.

Day two will be **Tuesday 11th July 2023** and will involve formal presentations and interviews.

Data Protection Act 1998

You should be aware that the information you have provided will be stored on Portsmouth City Council's secure recruitment database and will only be used to process your application. You can read the full Data Protection Privacy notice [here](#).

Safer Recruitment

Portsmouth Local Authority and St George's Beneficial Primary School are committed to safeguarding and promoting the welfare of children, and young people, and expects all staff and volunteers to share this commitment. Disclosure and Barring Service (DBS) at



Enhanced level will be required prior to any offer of employment. For a copy of the school's child protection policy, please go to www.stgbs.co.uk/policies.

Living and working in Portsmouth

To find out more about what it is like to live and work in Portsmouth go to <https://careers.portsmouth.gov.uk/working-in-portsmouth/> or look at the Teach Portsmouth webpages <https://www.teachportsmouth.co.uk/>



Thank you for your interest in our school
We look forward to receiving your application



Respect

Hope

Courage