

ST MICHAEL'S

CHURCH OF ENGLAND PRIMARY ACADEMY



HEADTEACHER

RECRUITMENT PACK



CHURCH OF ENGLAND
ARCHBISHOPS' COUNCIL
EDUCATION DIVISION



The Methodist Church

National Society Statutory Inspection of
Anglican and Methodist Schools Report
'Outstanding'

Ofsted
Outstanding

StC
St Christopher's
MULTI
ACADEMY
TRUST

'Enriching lives every day'



Welcome from The Chief Executive Officer

Thank you for taking an interest in applying for the headteacher role at St Michael's Academy, this really is an exciting and rare opportunity. As you can see from the information provided, it is a school at the heart of its community. The school is clear of its strengths and areas for development and is constantly developing, so its outstanding label is not something that should deter any applicant.

St Michael's is a wonderfully diverse community, keen to warmly welcome a new headteacher. For experienced senior leader, the role presents a chance to engage in diversifying the current curriculum and extending the great practice in the school, to be even better.

There is a wealth of support and expertise available throughout the Trust, so you can be assured that you and your team will always have the help and support that you need. We want all our children to be successful, with everyone enabling every school to be awesome places of learning for both pupils and staff. It's no easy task but if we all bring our gifts and talents to the table and work in true collaboration, we will and do flourish.

If you are a passionate practitioner, keen to challenge yourself in the next phase of your career and dedicated to serving this city centre community, then please do get in touch.

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

Jo Evans

Chief Executive Officer of St Christopher's Multi Academy Trust



School rainbow art in lockdown and the nearby Heavitree Park

Job Title:	Headteacher
Salary Grade:	L14-18 (£58,135- £64,166)
Benefits:	Teacher Pension Scheme, Standard Teacher Pay & Conditions
School Name:	St Michael's Primary Academy
Location:	Heavitree, Exeter, Devon
Closing Date:	9am on 14 th September 2022
Interviews:	22 nd and 23 rd 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:

<u>Headteacher Leadership Network</u> An opportunity to learn with and from other Headteachers in the Trust.	<u>Early Headship Support</u> A network for those new to Headship or in the first years of the profession to access a bespoke program of support.	<u>Middle Leadership Skills Network</u> Includes skills such as coaching, building teams, action planning, monitoring teaching and learning.	<u>Subject Leadership Network</u> Science, Maths, English, EYFS, Humanities <u>Lead Practitioners</u> Humanities, EYFS, Maths and Phonics	<u>Leadership Networks</u> 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.

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 it is like to be part of our supportive and learning based trust then please do call 01752 395969

Chris Conners, **Headteacher** St Matthew's, Plymouth

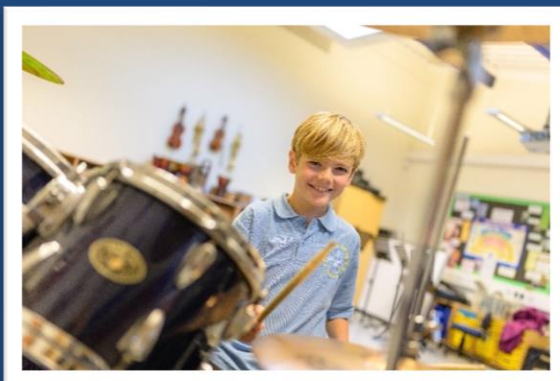
About St Michael's

St Michael's is a diverse, two form entry Church of England Primary School, in Heavitree, a vibrant and wonderful community, just south of the City Centre in Exeter, Devon. The school puts significant emphasis on the personal development, wellbeing and pastoral support of its' children and families.

With a capacity of **420** pupils, the school accommodates pupils aged **4-11** years. There is a separately run pre school on site. 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. It is a friendly and welcoming school in the heart of the area, with an outstanding approach to learning, vision and values.

The pupils come from a range of backgrounds and **11%** of the current number on roll, are PPG eligible. **12%** of pupils are on the SEND register and **30%** of those pupils have an Education, Health and Care Plan. The school has a number of specialist staff, including Teaching Assistants and a Family Support Worker. The school was judged '**outstanding**' in both its **OFSTED** inspection in July 2015 and the last **SIAMS** inspection, in June 2016.

The school is now looking for a substantive headteacher to continue to drive the curriculum experience forward and build on the positive culture and many excellent strengths. The appointed Headteacher will need to lead the school's vision, curriculum and committed staff team, maintaining the highest aspiration and expectation of the children, with the full support of Governors and Trust leaders.



Intentional and Implemented Learning

St Michael's pupils achieve good standards of learning at Early Years, Key Stage 1 and Key Stage 2, in line with primary schools nationally. The school has wonderful grounds and resources, such as a large Forest School area, a play gym and many specific learning zones, both in the building and playground. Leaders and their teams are ambitious in creating purposeful learning areas. For example, a Yurt is currently planned for September 2022 and the school has a new sensory garden.

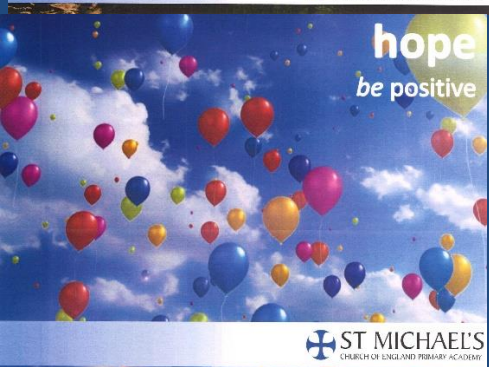
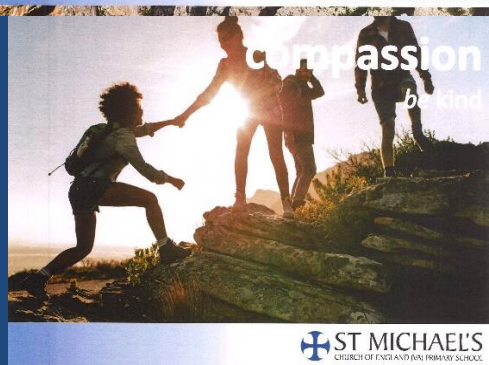
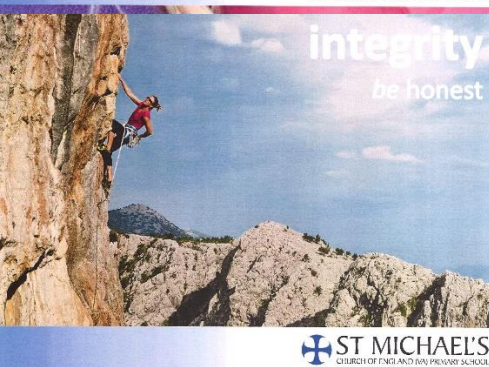
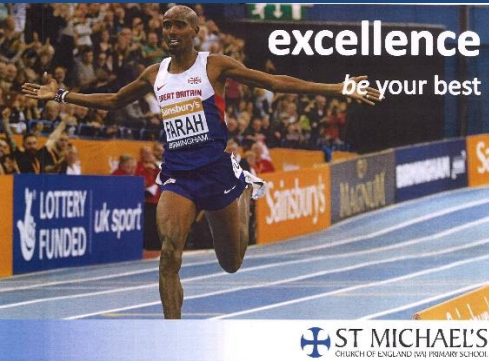
The school also embraces the Arts and has a dedicated Music Room. In assemblies, pupils know that '**when we sing our hearts beat at the same time**' and the school is proud to have a display board updated every year, with every child's statement about what belonging at St Michael's, means to them.

The school seeks to develop pupils' understanding and respect for themselves and the wider world, through 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 located near to Heavitree Park. There are strong links to St Michael's church and with the Parent Teacher Association, who support community occasions and fundraising.

The staff team work hard to deliver outstanding learning opportunities, including residential trips, participation in competitive sports and a range of after school clubs. At St Michael's, a rich web of learning is what provides the capacity for pupils to learn even more and develop their understanding. The learning approach is implemented through a mission statement related to breadth, balance and progression. You can find out more about the school's approach to the curriculum, via this link below:

[Curriculum Overview & Statement of Intent | St Michael's Church of England Primary Academy \(stmichaelsacademyexeter.org\)](https://stmichaelsacademyexeter.org)

*'Behaviour is exemplary in lessons and around school. Pupils are very proud to be at St Michael's and are excellent ambassadors for their academy'.
(Ofsted, 2015)*



ENRICH - St Michael's Vision and Values

The vision and values are at the core of everything St Michael's does. They underpin teaching and learning, and provide an environment which prepares the pupils as confident, happy citizens. It is important pupils, staff and stakeholders understand and demonstrate these values and make the most of all the opportunities that education and positive life experiences present. The values are displayed in every classroom and move with the children each year, as they progress through the school. Everything the school succeeds at is values based and staff are committed to an inclusive and compassionate culture for everyone, adults and children alike.

EXCELLENCE

*In faith, in speech, in knowledge, in all earnest, and in our love for you –see that you excel in this act of grace also.
(2 Corinthians 8 v 7)*

NURTURE

Train up a child in the way he should go and when he is old he will not depart from it. (Proverbs 22 v 6)

RESPECT

*Do unto others as you would have them do unto you.
(Luke 6 v 31)*

INTEGRITY

So follow the steps of the good, and stay on the paths of the righteous. (Proverbs 2 v 20)

COMPASSION

Clothe yourself with compassion, kindness, humility, gentleness and patience. (Colossians 3 v 12)

HOPE

*"For I know the plans I have for you" declares the Lord,
"plans to prosper you and not to harm you,
plans to give you hope and a future." (Jeremiah 29 v 11)*

If you would like to know more about the school's vision and values, please click on the link below:

[Visions and Values | St Michael's Church of England Primary Academy \(stmichaelsacademyexeter.org\)](https://stmichaelsacademyexeter.org)

*'Members of the school community, whether child or adults, have stories they tell with conviction of the way that the school's Christian ethos has made a significant and positive difference to their lives'
(Siams report, 2016)*

PUPIL AND STAFF VOICE

Pupil Voice

Pupils were asked:

What would we like our Headteacher to be?

- Funny, kind and caring, respectful, friendly, thoughtful towards other people, smart, confident, compassionate, have a good and positive mindset, calm

What would we like our Headteacher to do?

- Make the school a better place, by taking into account all our needs so everyone is equal
- Carry the school on – change some bits which are needed but don't change the bits that are great like being a Christian school
- Stand up for us
- Come to our classrooms and say hello and smile
- Fundraise for the school and for charities
- Meet with the teachers
- Compliment the teachers
- Make the school more eco-friendly
- Keep us safe
- Test the teachers so they know more
- See our learning as very important
- Have a school dog

Staff Voice

Staff were asked:

What personal qualities in a new Headteacher are important?

How do you want them to operate and what do you think the school needs a new Headteacher to do?

Is there anything else you would like to be held in mind during the recruitment process?

- Collaborative, loving and an active listener
- Leads by example and is fair
- Prioritises wellbeing and role models it in their own approach to work
- Motivated to bring the team with them in vision and decision making and excellent communicator
- A reassuring presence in school
- Strategic thinker, not reactive unless necessary
- Lives the ENRICH values
- A nurturing approach with children, with strong SEND knowledge and valuing the whole child
- Recent classroom experience
- Strong EYFS Knowledge
- Prepared to do the best for all stakeholders and value parents/carers, staff and children. Will make difficult decisions but communicate why to everyone in our community
- Truly respects Christian distinctiveness
- There is a great sense of a team amongst staff and staff do not want that negatively impacted by new leadership
- The family nature of the school should be preserved and built on as it serves the community

PERSON SPECIFICATION

	Essential Criteria	Desirable Criteria	Tested by
Professional Qualifications	• Qualified teacher with Qualified Teacher status • Evidence of continuing professional development relating to school leadership and curriculum development.	• Church of England Professional Qualification for Headship or • NPQH or equivalent.	• Application document inspection.
Relevant experience	• Senior leadership experience with a proven track record of improving the quality of provision • An understanding of, and commitment to, promoting and safeguarding the welfare of pupils • Managing resources, (staff and funding) to best meet the needs of pupils.	• Experience of working within a Multi-Academy Trust. Leadership experience in more than one setting • Leadership within a church school.	• Application and supporting letter • Interviews.
Personal Qualities and Experience	• Lead by example – with integrity, creativity, resilience and clarity demonstrating positive relationships and attitudes towards your pupils and staff, and towards parents, governors and members of the local community • Show commitment to protect and enhance the strong Christian family ethos of the school.	• Be able to articulate knowledge of the Church of England's vision for education • Practicing Christian.	• Application and supporting letter • Interviews.
Pupils and Staff	• Develop a high quality curriculum that leads to deep learning opportunities • Ensure all pupils are included in every aspect of school life.		• Application and supporting letter. • Interviews.
Systems and Processes	• Maintain a safe, calm and well-ordered		• Application and

	environment for all pupils and staff • Welcome strong governance and actively support the local governing body to deliver its functions effectively.		supporting letter • Interviews.
	• Develop effective relationships with fellow professionals and colleagues, to improve academic and social outcomes for all pupils.		• Application and supporting letter • Interviews.
<i>We are looking for you to demonstrate the above criteria and how you:</i> • Hold a clear, personal vision for the curriculum, knowing what you want to be taught and how. • Want the very best provision for every pupil, celebrating their uniqueness and working through others to overcome barriers where they exist. Be able to give clear examples of how you have improved provision and therefore outcomes for all pupils. • Are a thoughtful leader, open to learning and able to draw on a range of skills to meet the demands of running a large school, with a wonderful community. • Maintain a relentless focus on supporting all staff to be the best they can be, whatever their role. • Build productive relationships with the entire school community in order to fulfil the school's vision. • Nurture the school's community culture and ethos while also respecting the Church of England's vision and values of the Trust. <i>Applicants will only be shortlisted if they can demonstrate they have met all the essential criteria.</i>			• Application and supporting letter • Interviews.



How To Apply

For further details about our school please visit:
<https://www.stmichaelsacademyexeter.org>

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

School Visits

If you like to visit the school, Chris Briggs, School Improvement Leader will be available on the following dates. Please ring the school office to book, on 01392 256 669.

21st July 09:00-10:00, 21st July 16:00-17:00, 8th September 09:00-10:00, 9th September 16:00-17:00

Making your application

Please email completed application forms to
HR@stcmat.org

St Michael's C of E Primary Academy 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 Michael's C of E Primary
Academy, South Lawn Terrace,
Heavitree, Exeter, EX1 2SN**

Contact details



www.stmichaelsacademyexeter.org



hr@stcmat.org



01392 255 551 (Central HR team)

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.