

HEADTEACHER RECRUITMENT PACK

ST SAVIOUR'S ROMAN CATHOLIC PRIMARY SCHOOL

Love life, love learning



Application closing date: 04/09/2023 at 12:00

Interview date: 22/09/2023

St Saviour's Catholic Primary School
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Welcome

Thank you for your interest in our school and in becoming our next Head Teacher.

Let me give you a brief introduction to St Saviour's Catholic Primary school, which has been an important part of the community in the West of the Isle of Wight for over 140 years.

We consider ourselves to be particularly blessed by our lovely children and amazing staff, and those blessings are fittingly enhanced by our unique location and special site. The motto of the Island is "All this beauty is of God" and indeed we are in an exceptionally beautiful part of the country, on the doorstep of coast and country-side. We share the site with our Parish Church and the independent West Wight Nursery (Ofsted: Outstanding) which makes us part of a privileged community. It's a fantastic setting for a wonderful school, one which we believe any primary Headteacher would be proud to lead. That's quite a claim, but we're not exaggerating, as we hope you'll find out.

Our current Head has guided the school through the challenges of Ofsted (maintaining our status as a "Good School"), Covid lockdowns, remote learning, and recovery into the "new normal". As Governors, we admire and respect her work, as we do that of all the staff: their commitment and energies are entirely focused on achieving the very best for our pupils, and we are very grateful to them. Equally, the Governing Body is multi-talented and committed, and works collaboratively with school leadership in its task of continuous improvement, ensuring that support and encouragement are matched by rigorous monitoring and challenge, and that the highest standards are expected

and demanded from all. Nevertheless, we are aware that there is much to do in order to recover from the setbacks of the pandemic: as a matter of urgency, we must ensure a speedy return to the very high standards of achievement we hitherto achieved. We and our staff have the energy and the will to make it happen and, with the right leadership, we know that true excellence is well within our grasp.

All this is underpinned by our ethos as a caring and inclusive Catholic Christian community. Our faith is central to what we do and how we express our vision and values. We are looking for a new leader who shares that vision and those values, as well as our joy in Catholic primary education, and who will take us forward on the next stage of our journey. We invite you to visit us to see for yourself our exceptional school in an exceptional place.



Ian Looseley

Chair of Governors

Our School

Love life, love learning

St Saviour's Catholic Primary School is a Voluntary Aided, single form entry (PAN 20) school in the Diocese of Portsmouth.

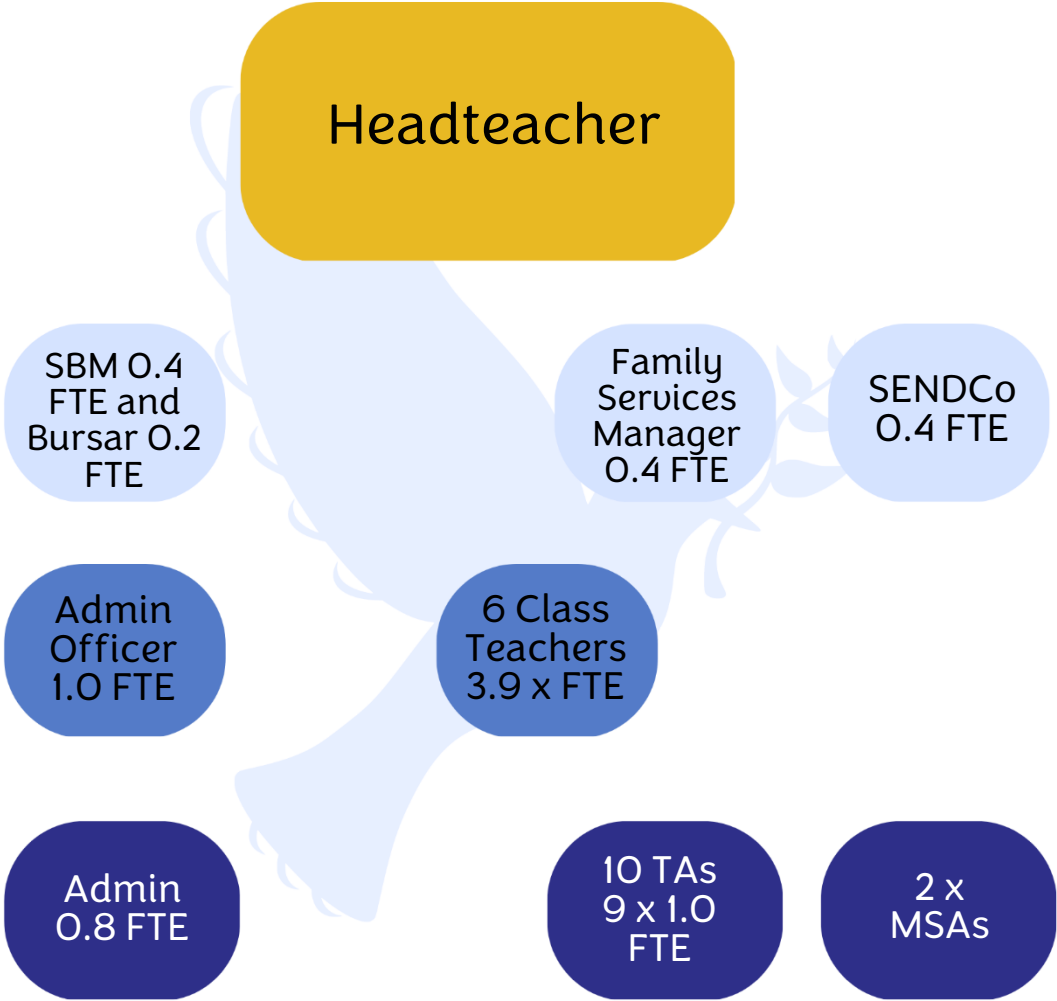
We are located in the village of Totland Bay, the only primary school serving the Totland and Colwell ward in the West of the Island. Our parish church is just 100 metres or so away on the same site, and across the playground is the West Wight Nursery, from where come the majority of our Reception intake. To the North we have Totland and Colwell Bays, and to the South and West are The Needles, Alum Bay and Tennyson Down, an area of Outstanding Natural Beauty.



There are currently (October 22 census) 152 pupils on roll, 28% Pupil Premium and 7% EAL. We are also happy to have five Ukrainian children with us at present. The last Ofsted inspection was 2019 – Good. Every child is challenged to succeed and inspired to learn in a stimulating, safe and inclusive Catholic Christian environment. Our mission has been developed by the school community and underpinned by Christ's message to us in scripture "I have come that they may have life and have it to the full."

Our current staff say St Saviour's is *"A fabulous little primary school with much history, linked to a wonderful nursery just across the playground and a stunning church for seasonal events. An excellent team with a mixture of experience and staff with huge hearts that care and commit to all the children's education and growth."*

Staffing Structure



Our Community

The Isle of Wight (population 145,000) is small, but varied: most of the development has happened to the east, while Totland Bay, the Parish in which St Saviours School is sited, is at the most westerly part of the Island, overlooking the famous Needles rocks, where the landscape is unspoilt, dominated by the sea and the coastline, with wide open spaces and stunning sunsets.

It has attracted many celebrated residents – Tennyson and Julia Margaret Cameron for example – and inspired significant scientific developments, such as Marconi’s first radio broadcast which was sent from Alum Bay, overlooking the Needles, in 1898, and the development and assembly of what was then considered the most advanced rocket in the world at the now famous (but formerly top-secret!) Rocket Testing Station at Highdown, in the 1950s and 60s. Further afield, the Island is host to many arts and sports events, including carnivals in almost every town, walking and cycling festivals, a vibrant Arts Association hosting world-class Chamber Music concerts in nearby Freshwater, and the Pop Festivals held in Newport and the annual sailing regatta in Cowes, both of which are internationally famous.

The population of Totland is around 3,000 and the School has a positive relationship with both Totland and Freshwater Parish Councils. Two of our governors are parish councillors.

Clearly our most important community link is with our own St Saviours Church and parish, which we are working to ramp up after the disruption of lockdown

with regular services in the church as well as in school, and participation in the catechetical programmes of first Holy Communion etc.

The children are fortunate to have regular access to the excellent facilities of our local Sports Centre (West Wight Sports and Community Centre) which is situated in Freshwater, approximately one mile from the School, so that we can offer swimming lessons and other sporting activities as part of the curriculum. Given that the local area is surrounded by the sea, the school appreciates the importance of local children being able to swim! Freshwater also has a thriving local library, with a well-stocked children’s area. There are several retirement homes nearby where we go to sing carols and entertain the residents.

Totland, and its surrounding area, is a vibrant and tight-knit community, and the relationship with the local population and the parish councils is mutually supportive, having been nurtured over many years.

It is our intention to develop and foster even closer links with the community as we go forward into the future.

We would like our new Headteacher to be...

The children's thoughts

"Nice, happy and kind" - Y1 and Y2

"Catholic, organised, supportive, encouraging, sensible and a little bit strict." - Y2 and Y3

"Kind, caring and responsible. Someone who communicates well." - Y2 and Y3



"Kind, good at assemblies, and funny with a good sense of humour." - Y4 and Y5

"A good teacher, smart, sporty, supportive and values boys and girls equally" - Y4 and Y5

"Kind and lovely, respectful, confident and responsible" - Y5 and Y6



"A good leader, a team player and fair." - Y5 and Y6

"A good role model, experienced, inclusive, independent and aware of what is going on in school." - Y5 and Y6

"Helpful, curious, faithful and shows good sportsmanship." - Y5 and Y6

Who is our next Headteacher?

From our staff

“A clear vision of where the school is and where we want to be and a good understanding of how we can achieve this.”

“We are looking for a caring and committed individual that has a clear vision for our school and is able to support and direct it into becoming the greatest it can be!”

“Lead the spiritual life of the school. Consistent application of behaviour policy. High standards of teaching and learning. Visible throughout the school day. Able to build positive relationships with staff, children, and parents. Good communication. Vision for raising standards.”

“Good communication for the safety of all within the school and to provide effective routine and better knowledge for all involved.”

“Closer links with the church and parish. A bit of a fun side (because you really need a sense of humour when working with children and to recognise that life skills are important too!)”

“Someone who is able to plan ahead and anticipate where problems might arise. Someone who is approachable and supportive of staff mental health.”

Person Specification

The Headteacher is employed by the Governing Body and is accountable to them and the Local Authority. The person specification should be read in conjunction with the School Teachers Pay and Conditions Document and the National Standards for Headteachers.

As the Headteacher of St Saviour's, you will provide strategic leadership for the school and hold overall accountability for the direction, standards achieved and quality of education. Your work will be motivated by the school's declared Vision and Values, and informed by the school's SIP, which is monitored through regular review meetings between Governors and Curriculum Leaders, and subject to the scrutiny of the Curriculum and Standards Committee.

The Governing Body have identified five priorities they would like the new Headteacher to focus on during their initial year of headship:

- ✦ Ensure that the school's Catholic Christian ethos is fostered and developed.
- ✦ Focus urgently, with Curriculum Leaders, on the quality of teaching throughout the school, eliminate inconsistencies in expertise and practice, and achieve continuity and progression across the curriculum.
- ✦ Establish strong, strategic, and effective leadership at all levels with a specific focus on building the expertise, capacity and rigour of the Curriculum Leaders and ensuring a safe, inspiring, and aspirational culture.
- ✦ Improve reading, writing and maths outcomes across the age and ability range; language and literacy development to be a whole school focus.
- ✦ Further improve outcomes for pupils who are vulnerable to underachievement and ensure the effectiveness of safeguarding procedures for all as Designated Safeguarding Lead.



Person Specification is continued on pages 8-10.

ATTAINMENTS & EXPERIENCE

ESSENTIAL

- ✦ Has achieved QTS
- ✦ Is a practising Catholic, dedicated to leading the development of a distinctive Church school ethos based on Christian values
- ✦ Demonstrable senior leadership skills
- ✦ Is an outstanding classroom practitioner with primary age children
- ✦ Is a highly-trained professional who keeps up- to-date with pedagogical developments
- ✦ Has extensive experience of curriculum development and implementation
- ✦ Has experience of working collaboratively with Governors and other stakeholders.

DESIRABLE

- ✦ Teaching experience includes EYFS/KS1/KS2
- ✦ Has experience of working in a Catholic and/or other Christian denomination school
- ✦ Has achieved or is in the process of achieving NPQH.

LEADERSHIP & MANAGEMENT

- ✦ Has experience of building a strong culture of safeguarding to ensure all members of the school community feel safe and cared for
- ✦ Can think strategically, build and communicate a coherent vision
- ✦ Can inspire, challenge, motivate and empower others to carry the vision forward
- ✦ Is committed to the setting and achieving of ambitious, challenging goals and targets
- ✦ Has experience of leading and bringing about effective school improvement
- ✦ Is committed to ensuring that professional development opportunities draw on expertise within the school and beyond
- ✦ Is committed to empowering others to lead and grow in their roles
- ✦ Has successfully implemented whole school change
- ✦ Has implemented consistent, fair and respectful approaches to managing behaviour

TEACHING & LEARNING

- ✎ Is a successful classroom practitioner and a role model for other teachers, with successful experience of teaching in the primary phase.
- ✎ Demonstrates sound understanding of the principles of effective learning and teaching and insists on them
- ✎ Is committed to ensuring positive impact on learners is at the centre of strategic planning and resource management
- ✎ Is committed to developing innovative approaches to learning and teaching
- ✎ Understands that assessment for learning must be used to plan interventions that accelerate pupil progress
- ✎ Has experience of working with children & families from different cultures and backgrounds
- ✎ Has experience of curriculum design that supports children to become lifelong learners and global citizens
- ✎ Holds ambitious expectations for all pupils with additional and special educational needs and disabilities
- ✎ Can establish and sustain high quality expert teaching across all subjects and phases.

PERSONAL QUALITIES, INTERPERSONAL SKILLS & ATTRIBUTES

- ✎ Has the ability to communicate effectively and concisely in writing and in public
- ✎ Is emotionally robust and uses effective support mechanisms in difficult times
- ✎ Is a good listener
- ✎ Is flexible and consistent but has integrity and strength of character
- ✎ Is kind, approachable and fair
- ✎ Has a presence that inspires confidence and trust
- ✎ Is able to inspire and motivate
- ✎ Demonstrates a genuine empathy with the children and adults
- ✎ Understands what it means to be the leader of a Catholic Christian school and how this permeates all areas of the life of our school
- ✎ Is able to bring to the role and articulate a strong set of personal values and moral purpose rooted in personal commitment to their Catholic faith
- ✎ Has empathic leadership skills
- ✎ Welcomes support and challenge, and is able to offer both appropriately to all members of staff
- ✎ Models respectful behaviours.

WORKING WITH THE GOVERNORS, THE PARISH, AND THE COMMUNITY

- ✦ Expects and intends to work in strategic partnership with Governors as their professional lead, supporting them to understand and fulfil their role, and respecting their skills, experience and insights
- ✦ Ensures that safeguarding is the first priority of all members of our school community, leading by example
- ✦ Brings to the role experience of creating strong relationships with parish, parents and families
- ✦ Has a vision for developing the role of the school in the local community
- ✦ Networks with other schools to share and learn from best practice.

WORKING WITH PUPILS, STAFF AND SYSTEMS

- ✦ Encourages all children to be confident, curious and independent
- ✦ Has high expectations for all children and provides robust support and challenge for all staff to achieve these goals
- ✦ Expects to improve the life chances of every child by recognising their unique gifts and talents, and providing the opportunity for them to flourish
- ✦ Creates an ethos within which all staff are highly motivated, mindful of their responsibility to secure excellence for children and themselves, and both challenged and supported to improve the outcomes of their work
- ✦ Continually appraises the quality of teaching and provides both appreciation and constructive feedback
- ✦ Recognises and develops the potential of staff, identifying emerging talents and aspiring leaders and ensuring that staff at all career stages receive high quality professional development that is used effectively in practice
- ✦ Creates a distributed model of leadership with clear roles and responsibilities for all staff and holds all staff to account for their professional conduct and practice
- ✦ Ensures the smooth running of our school through effective deployment of systems, organisation and processes
- ✦ Establishes robust, fair and transparent performance management systems that address under-performance and provide support to develop and improve.

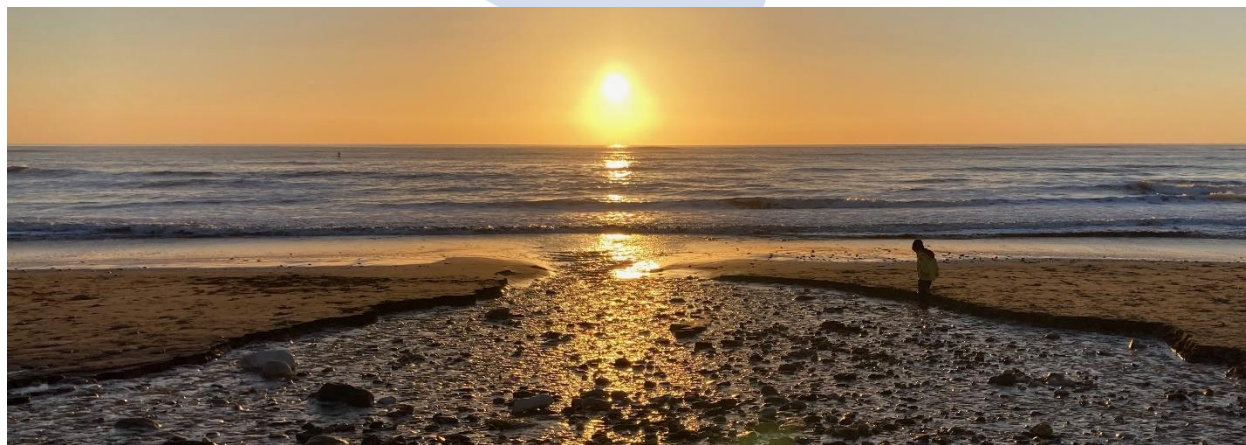
Diocese and Local Authority

Portsmouth Diocese is one of the larger Diocese in the country, stretching from Oxford in the North down to the South coast, and includes the Isle of Wight and the Channel Isles.

There are 46 primary schools, grouped into partnership areas for mutual support. On the Island there are three other Catholic primary schools, a joint RC/C of E primary and a joint secondary school, Christ the King College.

The Diocesan Catholic Academies and Schools Office (CASO) provides resources to promote Catholic education provision and works to support Governing Bodies and school

leaders in their statutory and legal responsibilities. It provides induction and training at all levels, including for Head Teachers new to the role or to the diocese. CASO works closely with local authorities, in our case the Isle of Wight Council (IWC), in the work of school improvement. The IWC outsources some educational functions and responsibilities, including Learning and Leadership partners, to the much larger Hampshire Council.



Application Information

CLOSING DATE: 04/09/2023 at 12:00

INTERVIEW DATES: 22/09/2023

JOB START DATE: 01/01/2024

CONTRACT/HOURS: PERMANENT, FULL-TIME

SALARY TYPE: LEADERSHIP SCALE

SALARY DETAILS: L8 - L14: £52,659 TO £61,042

HOURS OF WORK: Full Time

LOCATION OF ROLE: St Saviour's Catholic Primary School, Totland, Isle of Wight

Reasonable relocation expenses could be discussed.





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