

Application Pack for: Headteacher at Stone with Woodford Church of England Primary Academy



Stone with Woodford C of E Primary School

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Educating for life in all its fullness

Message from the Chair of Governors

Thank you for your interest in our Headteacher role. We hope this information pack will give you a taste of the school's current successes and our ambitions for its future.

Our small school has a big reputation. Our pupils consistently achieve results in the top 3% of primary schools in the UK for progress in reading, writing and maths; and Ofsted has rated us 'Outstanding'. This has helped us to recruit and develop a dedicated staff team. As our current Headteacher (Mrs Kim McCalmont) retires after an exceptional twenty years, our school community is excited about the opportunity of appointing a new Headteacher.

We are looking to appoint a passionate educator with a proven track record of classroom teaching, leadership and drive who can:

- Take our unique and visionary curriculum to new heights
- Raise academic standards even further for all groups of pupils
- Uphold the Christian ethos of our school
- Demonstrate excellent communication skills
- Develop stronger partnerships amongst all the members of the school community

Stone is a rural village in the Severn Vale, midway between Bristol and Cheltenham. Our Church of England school has been at its heart for 150 years. We became a Single Academy Trust in 2013 and enjoy active support from our Governors, the Diocese of Gloucester, the Friends of Stone School and our parents.

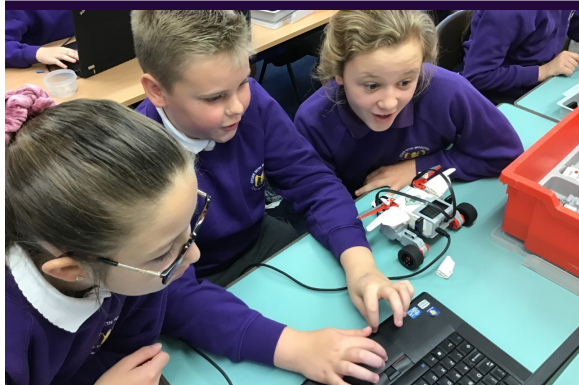
This pack and our website should tell you about our school and our priorities for this role. Please pay careful attention to the Job Description and Person Specification in your application.

We are very proud of our school and hope you will visit us before applying. We will be happy to show you around

Yours faithfully

Brian Williams
Chair of Governors





About our school

Stone with Woodford Primary School is a small, voluntary controlled Church of England school in Gloucestershire. The school combines a friendly warm atmosphere with high standards of educational achievement, putting enjoyment at the heart of every child's education. Our school is one big family where everyone is valued and respected within a Christian context.

We are dedicated to our vision:

'Educating for life in all its fullness' (John 10-10)

Our strategic aim is clear and drives all our activities as staff and governors: *We strive to create a learning community that educates all children for life in all its fullness by providing them with a broad and engaging curriculum with opportunities for deep reflective learning where they can apply their skills and knowledge to achieve their personal best.*

We work with children and parents to help our pupils make good choices about their lives. Together we develop and hold fast to the values of honesty, friendship, responsibility, perseverance, forgiveness and trust. These values are explored through the teachings of the Christian faith to develop self-worth, celebrate diversity and promote good moral attitudes.

Children are encouraged to develop a positive mindset and to be resilient in the face of challenge. Time is taken to reflect when things go wrong, and children are supported to resolve problems and bring about reconciliation.

All of us firmly believe and demonstrate that a love of learning and reading for pleasure, alongside an appreciation of life and our world, are the basis for the very best education.

As well as teaching the essential skills of literacy, numeracy, IT, and PSHCE, we help our pupils develop a knowledge and understanding of the world in which they live. They learn about their role in society, how to be good citizens, how to develop healthy lifestyles, how to explore issues and how to form their own opinions. The Christian need to respect and care for others, themselves and their environment is a continuous conversation.

As a Church of England School, we come under the wing of the Diocese of Gloucester. Recent SIAMs inspections graded us 'Good', with many positive comments about the Christian ethos generated by a caring and friendly community of both staff and pupils.

In & out of the classroom

Currently we have an intake of 15 pupils to our EYFS class, with three other mixed classes: one at KS1 and two in KS2.

Each class has a Teacher and a Teaching Assistant, and some pupils have one-to-one support too.

Our buildings are traditional; some date back to 1869. All four classrooms are well resourced with shared laptops and provide a safe and friendly learning environment.

The school site is small but we make the most of our facilities which include a well stocked library and resources room.

We also have a playground area, a small field, a 'forest school' patch and gardens with planters.





Our partnerships

Our school is a partner in a group of six local small rural primary schools: The Tyndale Cluster. This has provided many opportunities for sharing resources, expertise and experience.

Senior leaders and Governors are currently working on a collaborative partnership with other schools and organisations from a wider area of the district. These links will further strengthen our ability to share good practice and resources and this should be a real area of opportunity for our new head.

Our learning

We believe that all children are entitled to a broad and balanced curriculum in preparation for secondary school and the experiences, opportunities and responsibilities of adult life.

Much of the children's learning is delivered through themes; subjects are woven together where natural links occur. As well as meeting the academic demands of the National Curriculum, we look for ways to broaden their moral, spiritual and aesthetic education, whether through RE, working with our Artists in Residence or via a range of extra-curricular clubs and school trips.

Our children enjoy singing and each year we enjoy the iSingPop programme and we regularly join a Young Voices concert. As well as our weekly music lessons, visiting teachers offer keyboard, violin and guitar lessons.

Lessons are structured to meet the needs of the children within their classes and the progress of each child is continually monitored and regularly recorded. We are committed to understanding the needs of individual children and providing them with an environment that will enable them to make the best progress. Staff work hard to identify needs and respond with appropriate additional support or challenge.

We use the church for several school services each year, and the 'Open the Book' team from All Saints visits us regularly, dramatising Bible stories to fully engage our children. Stone is one of three parishes in the Berkeley Benefice. A new priest in charge has just been appointed, Rev Steve Godsell, and he is one of our Governors.





Headteacher job description

We are looking for someone special. Someone who can:

- Steer the professional vision and strategy for the school to build on its high standards of teaching and learning.
- Uphold the ethos and Christian beliefs that secure the school as a happy, friendly working environment.
- Lead the school team in its commitment to ensure that each child is given the opportunity to achieve their personal best, feeling valued and appreciated within the school community.

In summary, the Headteacher will:

- Be an effective and inspirational teacher.
- Plan for, monitor and evaluate the curriculum to ensure children have the skills, knowledge, confidence and positive attitudes ready for the next phase of their learning.
- Maintain a school where children and staff are safe and are aware of how to keep themselves and others safe.
- Regularly evaluate the school's performance, our values and learning environment and make plans to improve and set challenging targets.
- Monitor provision and progress towards targets across the year and endeavour to ensure children and staff receive appropriate support.
- Work closely with governors, sharing the school's vision & direction.
- Uphold the Christian values which underpin our school.
- Work with other schools to ensure the best provision possible for the children within our community.
- Develop links with our local community and explore and initiate opportunities to develop links further afield.
- As the accounting officer: allocate, control and account for the financial and material resources of the school. Work with the Finance officer and governors to present financial audits.
- Make arrangements for the security and maintenance of the school buildings and their contents and of the school grounds, ensuring the health and safety of all children, staff, parents/carers and visitors.

The professional duties of the head teacher are contained in the School Teacher's Pay and Conditions Document. The key areas of Headship are contained in the DfE National Standards of Excellence for Head teachers 2020.

As this school is a Single Academy Trust, the Headteacher is responsible for all matters of compliance associated with being a SAT.





Who are we looking for?

Being Headteacher in a Single Academy Trust offers a unique opportunity to take your professional skills to the next level, but it also means we have a long list of requirements.

We recognise that our successful candidate will need support; not just to run our school but also to further their own development. We have included a list of our commitments to you, to show how we intend this to be a successful shared journey.

We're looking for evidence that candidates can demonstrate the following:

1) Leadership Skills:

- Create and secure commitment to a compelling vision for the school, focused on providing an excellent education for all pupils
- Lead by example – with integrity, creativity, resilience and clarity – drawing on their own learning, expertise and skills; holding and articulating clear values and moral purpose
- Build on our current high levels of performance by motivating staff, developing team-working and initiating change and improvement across the whole school community
- Provide professional direction, devolve responsibilities and monitor performance to ensure high standards and the development of professional practice among staff

2) Competence and Expertise:

- Command credibility and respect in their classroom practice
- Lead the safeguarding of pupils under the school's care
- Make informed use of inspection, benchmarking and research findings to apply good practice from other sectors and organisations

3) Communication and Problem Solving Skills:

- Think creatively and imaginatively to anticipate and solve problems, and identify opportunities
- Interrogate numerical and financial data with confidence and use it to make decisions based upon analysis and interpretation
- Deal sensitively with people's different and demanding expectations, demonstrating an ability to avert and resolve conflict
- Create a culture of effective communication across the whole school community, and implement appropriate systems to support this

4) Personal Effectiveness:

- Work under pressure and to deadlines, while maintaining a healthy work/life balance
- Take responsibility for their own professional development
- Create a strong, positive personal impact, conveying authority, confidence and warmth
- Demonstrate adaptability to changing circumstances and new ideas
- Demonstrate an understanding and commitment to equal opportunities

5) Qualifications:

- Qualified Teacher Status (NPQH is desirable)
- Commitment to continuous professional development
- Experience at management level

Our commitment to our new Headteacher:

We will endeavour to:

- Support you as an individual, both in developing your existing skills and learning new ones
- Work with you to develop a strategic plan that will deliver our shared targets and vision, strengthening our school for future generations
- Welcome you to the heart of our community

What else can we offer you?

- A team of highly professional, hard-working and dedicated staff who are committed to the school
- Enthusiastic, well-motivated and happy children
- Committed local governors, eager to support and challenge
- A school where shared values are central
- A truly special place to work

How to apply

Application is via the [Gloucestershire County Council application form](#) which should clearly demonstrate how you meet our criteria. Please also check that we have the details of your referees: one of whom must be your current employer, while another should be someone who is able to comment on your performance at work from a position of responsibility, not as a peer. Please note that CVs will not be accepted.

We would expect you to visit us prior to your application; please contact our School Secretary on 01454 260309 who will be happy to make an appointment for you.

We are committed to Safeguarding and promoting the welfare of all the children and expect all staff and volunteers to share this commitment. This position is subject to a Disclosure and Barring Service enhanced check for a regulated activity.

Please return your completed application form and supporting letter to:
clerk@stone-with-woodford.gloucs.sch.uk

The closing date for applications is **7 January 2022**

Interviews will be held on **25 & 26 January 2022** at the school.

The start date for this post will be **April 25 2022**

