

LIFE IN ALL ITS FULLNESS

John 10:10



Stratford-sub-Castle
Church of England Primary School



Dear Applicant,

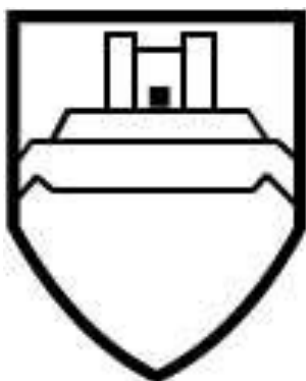
Thank you for your interest in the post of Headteacher at Stratford-sub-Castle CE VC Primary School. This is an exciting opportunity for an inspirational individual who supports the ethos and vision of our school and has the commitment to work with, inspire and motivate our staff, children and families and our wider school community.

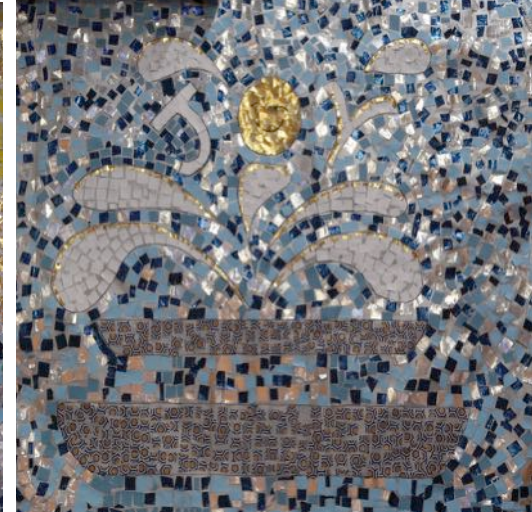
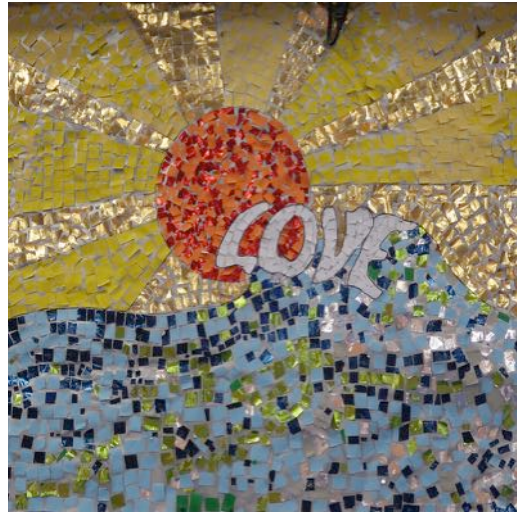
We offer you a dedicated and hard-working staff who are fully committed to each child achieving their full potential, a supportive and fully involved Governing Body, an active "FOSS" (Friends of Stratford School), strong links with our village church and active support from our local community. We are extremely proud of our school. We value it's inclusivity, it's varied curriculum and the opportunities for further learning this creates.

Our most recent Ofsted report states:
 "Everyone is proud to be part of 'Team Stratford'. Staff and pupils alike buy into the school's vision: 'Life in all its fullness'."

Yours sincerely,

Angela Britten
 Chair of Governors





‘LIFE IN ALL ITS FULLNESS’ John 10:10

OUR SCHOOL

A wonderful place to be! This is not just because of the idyllic countryside surrounding us, but primarily because of the special people who make up the school’s community and the sense of purpose we all share.

As a Church of England School, we believe that all children are loved by God, are individually unique and that the school has a moral duty to help each pupil to fulfil their potential in all aspects of their physical, academic, cultural, social, moral, and spiritual ‘life’.

We also recognise our duty to try to remove any factor that may represent a hindrance to a child achieving ‘Life in all its Fullness’. We want all pupils to engage fully in learning in our safe and welcoming environment.

ETHOS AND VALUES

At Stratford-sub-Castle Primary School, our ethos provides the launch pad and our curriculum is the fuel for learning! We want to launch our pupils into the ‘Stratosphere’ of possibilities, extending horizons.

Our school ethos is founded on the Christian values of PEACE, LOVE and JOY.

These values underpin everything we do. Our ethos is one where people are valued for their ‘uniqueness’. This means, that as individuals and as a community, we are able to flourish and live ‘Life in all its Fullness’.

Our curriculum has been designed to fuel ASPIRATION and ACHIEVEMENT and to foster the CELEBRATION of success in all its forms!



OFSTED DECEMBER 2022

100% of parents would recommend the school to others.

“School visits and visitors are interwoven into the curriculum. Pupils study a broad range of subjects and appreciate the exciting activities on offer.”

“Staff teach pupils the importance of keeping physically and mentally fit and healthy. Pupils show empathy and value diversity. The school’s Christian ethos instils in pupils a strong sense of right and wrong.”



OUR SCHOOL AIMS ARE TO:

- Ensure that each person knows they are valued and supported, so that they can achieve their full potential; spiritual, emotional, social, physical and intellectual, in an ethos of Christian peace, love and joy.
- Broaden horizons and promote aspiration.
- Serve the whole community and warmly welcome children and their families whatever their faith, culture or means.
- Fuel and sustain every person's love of learning.
- Provide a happy, safe and stimulating environment so that each pupil has the opportunity to achieve and acquire skills and knowledge required for life now and in the future in a meaningful way.
- Create an active, positive and purposeful learning environment where effort, progress and attainment are encouraged, recognised and celebrated.

WE BELIEVE:

- Our school ethos based on Christian values provides our pupils with a strong moral, spiritual and emotional foundation upon which to build their lives.
- In actively promoting and celebrating progress and attainment.
- In providing a wide range of balanced learning opportunities so everyone can achieve.
- That sports, music, drama, charity events, competitions run by community organisations, trips etc. all provide invaluable opportunities for each pupil to develop in a rounded way, enhance school life and fuel motivation and aspiration.
- That positive behaviour as well as academic success should be celebrated.
- Well-balanced, happy children attend well, learn better, remember more and achieve more!



GENERAL SCHOOL & DIOCESE INFORMATION

- Number of children on roll: 146
- Number of classes: 5
- Last Ofsted rating: Good
- Last Ofsted: December 2022
- Last SIAMS rating: Good
- Last SIAMS date: March 2017

LINK TO WEBSITE

www.stratford-sub-castle.wilts.sch.uk

DIOCESE INFORMATION

The Diocese of Salisbury

www.salisbury.anglican.org/schools

SAFEGUARDING STATEMENT

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

SAFER RECRUITMENT STATEMENT

Stratford Sub Castle Primary School is committed to safer recruitment and will follow all relevant safer recruitment processes for our school, including relevant sections in part 3 of Keeping Children Safe in Education (2021).

All applicants will be subject to a Disclosure and Barring Service check before an appointment is confirmed.



Smiles will be returned



OUR NEW HEADTEACHER

Thoughts from the children about what makes a good headteacher:

- Rules and structure- sensible rules, not 'superstrict'
- There for you if you are upset
- Someone who listens
- Fun assemblies
- Looks after teachers and pupils
- Allow us to go on trips/sports tournaments
- Be on the start line for Sports' Day
- Trusts the children
- Helpful
- Make sure the equipment to play on is safe
- Organises Topic Days (where we work in groups with children from all classes)
- Allows us to sit with friends at lunchtimes
- Organises dance-offs at the discos!
- Remembers where they put their glasses!!

INVITATION TO VIEW OUR SCHOOL

We strongly encourage you to arrange a visit to the school to see the full potential of what we have to offer. Please contact the School office, on 01722 327227 or email: admin@stratford-sub-castle.wilts.sch.uk to arrange your visit.

KEY INFORMATION

Closing date: 20th February 12:00

Shortlisting by: 27th February

Interview date: 22nd March
(21st March, additional date if required)

Salary range: L8-L14





STRATFORD SUB CASTLE CE VC PRIMARY SCHOOL PERSON SPECIFICATION FOR THE APPOINTMENT OF HEADTEACHER

The following is an outline of the main attributes the Governing Body would wish to see in the successful candidate for Headteacher. Candidates should also refer to the generic qualifications, knowledge, experience, skills and qualities needed to fulfil this role as set out in 'National Standards for Excellence for Headteachers'.

Please refer to the person specification below when completing your application, outlining how you meet the requirements and evidencing the impact of your work where relevant.

KEY AREAS, WHICH REPRESENT THE ROLE OF THE HEADTEACHER ARE:

- **School culture;** behaviour; professional development.
- **Teaching;** curriculum and assessment; additional and special educational needs.
- **Organisational management;** school improvement; working in partnership.

NON-NEGOTIABLES – INCLUDING QUALIFICATIONS

1. Qualified Teacher Status.
2. Readiness for headship- NPQH or equivalent level of learning achieved through successful senior leadership role within a school.
3. Commitment to support, develop and maintain the Christian ethos of the school.
4. Is suitable to work with children and has the ability to protect them and promote their welfare.
5. Understanding of the Headteacher's responsibilities and accountability to pupils, governors, parents, LA, diocese and the wider community.





EXPERIENCE, KNOWLEDGE AND SKILLS

- A proven passion for fully inclusive education, willing to continue the use of Makaton throughout the school; with experience of inclusive practices to support disadvantaged learners and pupils with special educational needs.
- The ability to provide a happy, safe and stimulating environment, and an enriching curriculum. Valuing the arts, sport, creativity, academic and practical learning, alongside children's physical, spiritual and mental wellbeing) so that each pupil has broad horizons to aspire to. The opportunity to achieve skills and knowledge, and whose effort, progress and attainment are recognised, encouraged and celebrated.
- Proven experience in building trust and confidence in their relationships with children, staff, parents, governors and the wider school community, including the Local Authority and Diocese of Salisbury.
- Experience of successful school leadership in a senior role, in supporting, coaching and enabling staff to develop and improve teaching practice in order to achieve whole school improvement.
- Understanding of the issues specific to small schools, including mixed age classes.
- Able to manage the school efficiently and effectively, including an understanding of school financial systems and setting a balanced budget in the current challenging financial conditions.
- The ability to enable the school to take the next steps in navigating its' future.
- Happy to teach as well as manage.



- The ability to articulate and communicate a vision for the future of Stratford sub Castle CE VC Primary School as a distinctive and effective Church School with a commitment to upholding and developing its Christian values and relationship with St. Lawrence Church and the local community. Able to confidently articulate a deep understanding of the C of E vision for Education- Life in all its fullness.
- Able to work collaboratively with colleagues, governors and the wider community, providing or seeking guidance, help and advice when needed.
- Understanding of the Headteacher's responsibilities and accountability to pupils, governors, parents, LA, diocese and the wider community.

QUALITIES

- A strong belief that every child matters no matter what their ability, placing our children's interests at the heart of all decision-making. Have a passion to see every child thrive and achieve their full potential; intellectual, emotional, social, physical and spiritual, in an ethos of Christian peace, love and joy.
- Being visible, welcoming, approachable and an active listener, providing a place where parents and families continue to feel welcomed and valued whatever their faith, culture or means.
- Be a team builder who can bring out the best in a committed and capable staff, while prioritising staff wellbeing and work-life balance.
- Be an inspirational leader with strong interpersonal skills, warmth, diplomacy, good communication, strength of character and a good sense of humour.
- A desire to uphold and share high expectations in all areas of school life, leading by example.



STRATFORD SUB CASTLE CE VC PRIMARY SCHOOL HEADTEACHER JOB DESCRIPTION

POST TITLE:

Headteacher

CONTRACT TYPE:

Full time; permanent

REPORTING TO:

Board of governors

RESPONSIBLE FOR:

All staff, volunteers and children within the school

MAIN PURPOSE:

To carry out the duties of Headteacher in accordance with the Teachers' Pay and Conditions Act and which are built upon The Headteachers' Standards (2020) and the Teachers' Standards (2011).

ETHICS AND PROFESSIONAL CONDUCT

The Headteacher will demonstrate consistently high standards of principles and professional conduct. The Headteacher will meet the teachers' standards and be responsible for providing the conditions in which teachers can fulfil them. The Headteacher will uphold and demonstrate the seven Nolan principles of public life.

THE HEADTEACHER WILL:

- Serve in the best interests of the school's pupils.
- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct.
- Know, understand and act within the statutory frameworks which set out their professional duties and responsibilities.
- Uphold their obligation to give account and accept responsibility.
- Build positive and respectful relationships across the school community.
- Demonstrate the school's vision and Christian values in everyday work and practice.

KEY AREAS OF RESPONSIBILITY

1. SCHOOL CULTURE:

Working with the Governing Body, the Local Authority, the Diocese of Salisbury and other leaders, the Headteacher will create a strategic plan which inspires and motivates pupils, staff and all other members of the school community.

THE HEADTEACHER WILL:

- Establish and sustain the school's ethos, strategic direction and Christian values in partnership with those responsible for governance and through consultation with the school community.
- Create a culture where pupils experience a positive and enriching school life.
- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life.
- Promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment.
- Ensure a culture of staff professionalism.
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school.



2. TEACHING, CURRICULUM AND ASSESSMENT

The Headteacher has a central responsibility for raising the quality of teaching and learning. This involves high expectations, maintaining and evaluation outcomes and ensuring a successful learning curriculum.

THE HEADTEACHER WILL:

- Ensure and sustain high-quality teaching across all subjects and phases, based on evidence informed understanding of effective teaching and how pupils learn.
- Ensure a consistent focus on pupils' achievement using a robust system of assessment in order to set ambitious but realistic targets for all children.
- Ensure teaching is underpinned by subject expertise .
- Effectively use formative assessment to inform strategy and decisions.
- Ensure the teaching of a broad, creative and coherent curriculum which sets out the knowledge, skills and values that will be taught.
- Ensure and sustain effective curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities.
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum .



3. BEHAVIOUR

The Headteacher will create and maintain an environment and implement a Behaviour Policy that reflects the school's ethos and promotes the development and learning.

THE HEADTEACHER WILL:

- Provide a safe and calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in wider society.
- Uphold high expectations of behaviour for all pupils built upon relationships, respect and personal responsibility.
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy.
- Ensure that adults within the school model and teach the behaviour of a good citizen.

4. ADDITIONAL AND SPECIAL EDUCATIONAL NEEDS (SEN) AND DISABILITIES

The Headteacher takes responsibility for a professional community which enables all children to flourish.

THE HEADTEACHER WILL:

- Promote a culture and practices that enables all pupils to access the curriculum .
- Have ambitious expectations for all pupils with SEN and disabilities.
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate.
- Make sure the school fulfils statutory duties regarding the SEND Code of Practice.



5. MANAGING THE SCHOOL

The Headteacher provides effective management of the School and continuously seeks to improve organisation structures based on self-evaluation.

THE HEADTEACHER WILL:

- Ensure that the school's ethos and commitment to Christian values is evidenced in how all work and learn.
- Create an organisational structure which reflects the school's values, and enables the management systems, structures and process to work effectively in line with legal requirements.
- Ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care.
- Ensure staff are deployed and managed well with due attention to workload.
- Ensure rigorous approaches to identifying, managing and mitigating risk.
- Establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently.

- Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public fund.

6. PROFESSIONAL DEVELOPMENT

The Headteacher needs to build a professional learning community which enables all to flourish and to be committed to their own continuing professional development.

THE HEADTEACHER WILL:

- Take responsibility for their own continued professional development, engaging critically with educational research and attending training and development as appropriate for Church school leadership.
- Ensure staff have access to appropriate, high standard professional development opportunities.
- Keep up to date with developments in education.
- Seek training and continuing professional development to meet needs.

7. CONTINUOUS SCHOOL IMPROVEMENT

Working with the Governing Body, the Local Authority, the Diocese of Salisbury and other leaders the Headteacher will create a strategic plan which inspires and motivates the pupils, staff and all other members of the school community. This vision should express the school's core Christian educational values and moral purpose and be inclusive of stakeholders' values and beliefs.

THE HEADTEACHER WILL:

- Lead the process of evaluation to identify strengths and weaknesses of the school, and prioritise areas for improvement.
- Develop appropriate strategies for improvement which are realistic, timely, appropriately sequenced and suited to the school's context.
- Ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time.

8. GOVERNANCE, ACCOUNTABILITY AND WORKING IN PARTNERSHIP

With the school's values at the heart of leadership, the Headteacher has a responsibility to the whole school community and is accountable to a range of groups, in particular: pupils, parents, carers, Governors, the Diocese of Salisbury and the Local Authority.

THE HEADTEACHER WILL:

- Understand and welcome strong governance and provide information, objective advice and support to enable the governing body to meet its responsibilities in fulfilling its function to set school strategy.



- Present a coherent and accurate account of the school's performance to a range of audiences including governors, parents and carers.
- Ensure that staff understand their professional responsibilities and are held to account.
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.
- Forge constructive relationships beyond the school, working in partnership with parents, carers and the local community.
- Work successfully with other schools and organisations.
- Maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the headteacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.

This job description will be reviewed at least annually as part of the Headteacher's Performance Management programme.

LIFE IN ALL ITS FULLNESS

HORIZONS

HORIZONS

ACTIVE
RELEVANT
POSITIVE
PURPOSEFUL

ASPIRE

ACHIEVE

CELEBRATE

PEACE LOVE JOY