



Headteacher Recruitment Pack

Stretham Community Primary School

Summer 2023



Letter from the Governors

Dear Prospective Applicant

Thank you for your interest in our school. This vacancy has arisen as our highly respected Headteacher is stepping down in July, after 16 successful years at the school.

We seek to find an exceptional person to join and lead our school from September 2023 or January 2024.

From the moment you walk into our school, you will find a thriving, friendly and caring environment, and the whole school community works hard to give the children meaningful and stimulating learning experiences.

Stretham is a one form entry primary school with a dedicated, committed and enthusiastic team of staff. Pupils are happy and engaged, and parents are supportive.

We give every child and family a warm welcome into our school, and with our positive, inclusive and caring ethos at the heart of everything we do, every child has the chance to succeed and become the best that they can be. We know our children and our community extremely well, and the school has benefitted from the confidence the current Headteacher has demonstrated, to seek the best solutions bespoke to our setting.


Our children have a thirst for learning, and they enjoy coming to school every day. They develop into well-rounded and thoughtful individuals, who leave us ready to progress at secondary school. We are looking for a new Headteacher who will keep the children at the heart of our work, and continue to develop the school further.

It is important to us that every member of the school community is treated with respect, and we encourage and reinforce the highest standards of behaviour both in and outside school.


We are looking to appoint an inspirational Headteacher with strong leadership and managerial skills and the ability to inspire, challenge, motivate and empower others to reach their full potential. Reflecting our commitment to professional development, we welcome applications from experienced Heads and also those new to Headship.

If you are interested in taking on this exciting opportunity, we look forward to hearing from you.

J Rist
Chair of Governors



*“A welcoming
school with
community at
its core”*





A flavour of Stretham

The Primary School is located at the heart of the community of Stretham and has a rich history of providing education to families in the village, as well as those from other neighbouring villages. In addition to receiving a broad, balanced and vocabulary rich curriculum which encourages the children to be inquisitive, independent and life-long learners, the children receive a host of extra-curriculum opportunities.

The day starts for some children in our breakfast club, where children enjoy sports, arts and crafts and tasty snacks; wrap-around care is also provided at the end of the day. Throughout the day there is a large playground, grassed play areas, trim trail and a playing field for the children to enjoy and a healthy lunch is cooked on-site, which the parents occasionally join us for.

The children throughout the school benefit from many a curricular enrichment activity, from Greek days to visits to Wicken Fen, trips to the Tower of London to visits from The Animal Experience, as well as two residential adventures in KS2. We also utilise our local area to enrich the curriculum, with lots of seasonal walks around the village, visits to St. James' Church as well as exploring Ely, where the children engage in local history, search for eels and visit the cathedral.

Visiting our Forest School is a regular activity for all the children, particularly for the younger members of the school; whatever the weather, the children get the opportunity to pond-dip, climb, den-build and enjoy time around the fire pit, cooking a multitude of delicious food on the open fire.

The school has its own outdoor swimming pool, which is used throughout the summer term to provide curriculum swimming lessons, as well as after-school fun! The school takes part in many inter-school sports events with our neighbouring schools, as well as enjoying our own annual sports afternoon. Our choir enjoy carol singing for the local residents in Hazel Court, participate in the Ely Arts Festival in the Cathedral and have been wowed by joining in Young Voices at the O2 in London.

Tiddlywinks, the village pre-school, is based on the school site, making transition from Tiddlywinks to Reception seamless.

The school also has a successful Parent Staff Association, that fundraise through organising fun events such as movie nights, school discos and a summer fete; the annual sponsored hike to the neighbouring village of Little Thetford is always a highlight!



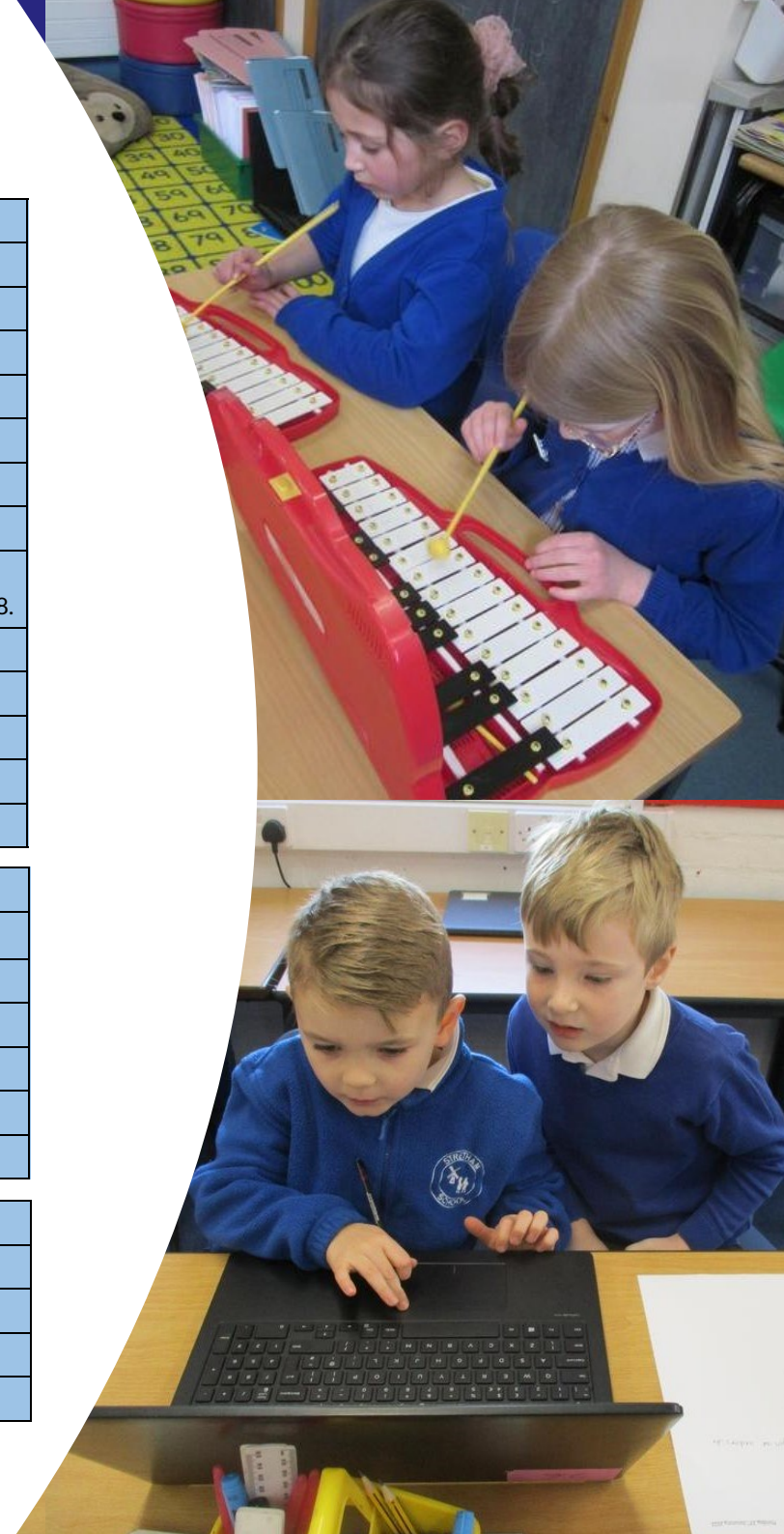
“We aim to support every child in their learning to be the best they can be”

Key school information

Type of school	Community Primary School, Local Authority
Age range	4-11
Location	Stretham, Cambridgeshire
Management structure	Headteacher (DSL), Deputy Headteacher (KS1 Lead, SENCO & DDSL), KS2 Lead
Number of teaching staff	10 Teachers (5 part-time) 3 HLTAs & 7 TAs
Number of children on roll	176
Average class size	25
Attendance (Sep 2022-April 2023)	93.4%
Date school established	Early records show there was a school in Stretham in 1579; the village school opened on the High Street in 1872 and the current school building dates from 1978.
% of children with SEN	15%
% of children with EAL	3%
% of children with BME	16%
% of pupils in receipt of Pupil Premium	24%
Latest Ofsted report	https://reports.ofsted.gov.uk/provider/21/110645

Entry level attainment	Broadly in line with Age Related Expectations	
2022 EYFS	65.4% good level of development (national 65.2%)	
2022 KS1 results:	School	National
Year 1 Phonics Screening	82.6%	75.5%
Reading (Year 2)	50%	66.9%
Writing (Year 2)	56.7%	57.6%
Maths (Year 2)	60%	67.7%

2022 KS2 results	School	National	Progress
Reading (Year 6)	79.2%	74.5%	+0.4
Writing (Year 6)	79.2%	69.5%	+1.3
Maths (Year 6)	79.2%	71.4%	+1.7
RWM combined	70.8%	58.7%	N/A





Our pupils wish...

"Someone to help us get better at doing things."

"Somebody who we can understand."

"Someone who does funny great assemblies."

"Respectful of the whole community."

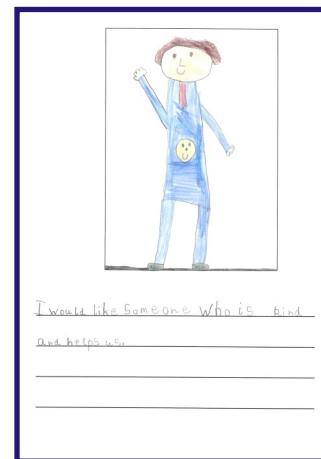
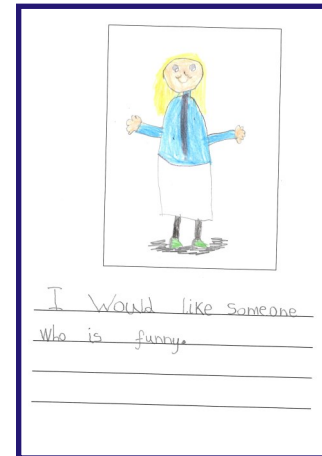
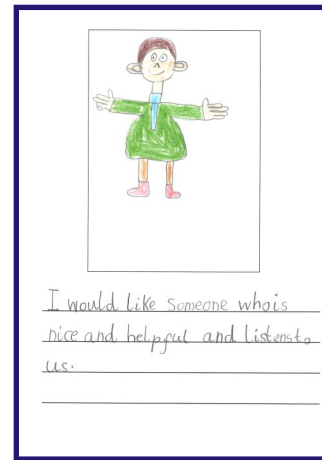
"Kind, helpful, brave and supportive."

"Encouraging, enthusiastic and energetic."

"Someone who asks me how I am feeling."

"A positive smile."

"Someone who wants to know us."



"Pupils are polite and friendly and get on well together"

Ofsted





Our staff wish...

“A good sense of humour, enthusiastic, positive...”

“An advocate for staff wellbeing, a good listener...”

“Encourage children to explore and challenge whilst discovering...”

“Hands on and happy to lead by example in classes...”

“Has passion and vision and brings staff on board to follow...”

“Someone who has their door open - approachable...”

“Confident with conflict resolution and addresses issues...”

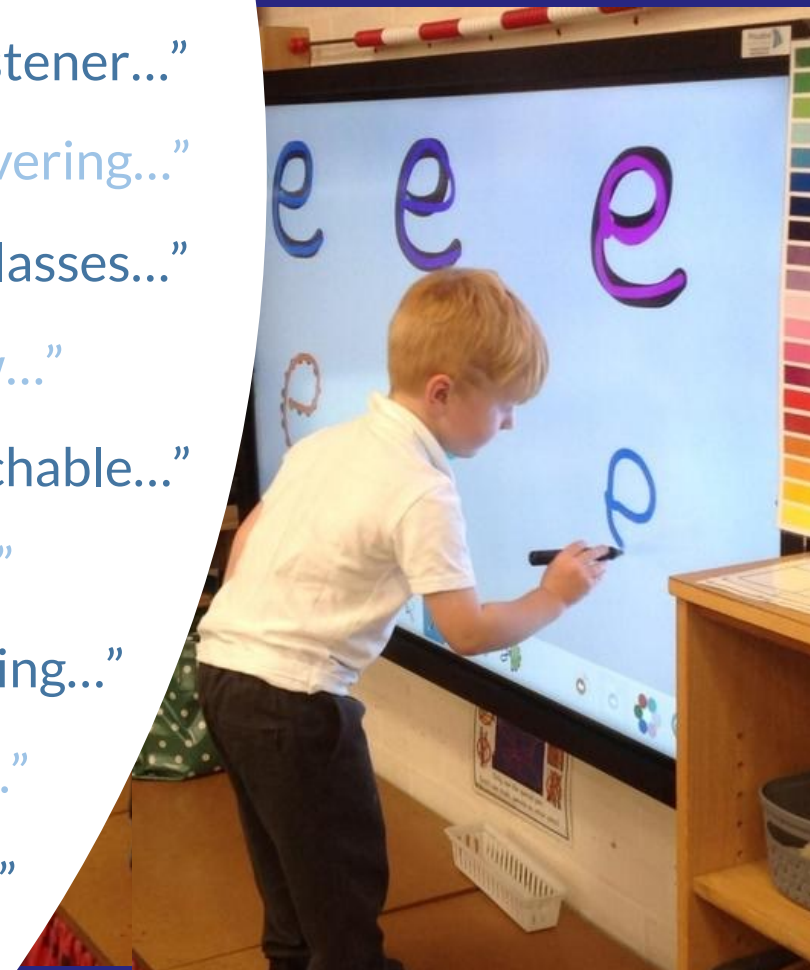
“Transparent, supportive, understanding...”

“Has staff and pupil’s well being at the heart of all they do...”

“Natural resilience to the ever changing workload...”

“Teaching is
consistently
strong”

Ofsted





Our parents wish...

“Approachable and community minded - firm but fair.”

“Passionate about getting things ‘right’ for the children.”

“Proactive and caring - able to take charge.”

“Recognises that each child is unique and has special qualities.”

“Dynamic and forward thinking.”

“Trustworthy, approachable and friendly - smiley and kind.”

“Able to put their stamp on the school whilst keeping it special.”

“High standards for pupils and the school itself.”

“A strong communicator, able to engage with all stakeholders.”

“Able to tackle difficult and challenging behaviour.”



*“Parents are
very positive
about the
school as an
exciting place
where their
children enjoy
learning”*

Ofsted

Job Description

The Headteacher is the leader of our school and has an important role to play in building links with the local community. Working with the Governors, they have the responsibility to build an ethic of excellence and shared accountability throughout the school community. This will ensure we develop inquisitive, independent and confident young people who are equipped with all the skills they need for their lifelong learning journey.

The Headteacher is our leader of learning. They:

- Set the overall learning strategy for the school, working with the Governing body;
- Deliver the overall learning strategy in collaboration with the staff;
- Ensure our Raising Achievement Plan is based on robust self-evaluation, and ensure it is delivered, with clear impact on school improvement;
- Take ownership of the school's core purpose of developing inquisitive, independent and confident young people with the skills they need for the lifelong journey;
- Know what outstanding teaching looks like for Stretham;
- Lead development of our creative and innovative curriculum;
- Collaborate widely, bringing external ideas and challenges to the school to aid in development, with the aim of enabling every child to reach their full potential;
- Draw on a broad range of assessment information to monitor and improve attainment;
- Are the external face of the school in our community. Ensuring good communication between the school and everyone with whom we work.

The Headteacher is responsible for running an effective school. They:

- Have responsibility for promoting and safeguarding the welfare of pupils at the school;
- Share responsibility with the Governing Body for the sustainability of the school, and take the lead in financial control, working with relevant staff;
- Set and monitor the school's financial framework to support our educational aims and maintain high standards;
- Are responsible for the development of a high quality team of staff. This includes inspiring all staff to investigate and execute new ideas and share their ideas for the improvement of the school;
- Ensure the school manages staff performance effectively;
- Review teaching and learning methodology with staff, encouraging and enabling staff to meet the demands of curriculum development and their own performance management targets;
- Demonstrate a strong commitment to their own professional development;
- Ensure compliance with all statutory requirements;
- Manage the school environment efficiently and effectively, ensuring it meets the needs of the curriculum and health and safety regulations.



*“Everyone
is viewed
equally
in their
importance,
involvement
and role in
the success of
the school”*

Person specification

Personal General attributes that underpin a candidate's ability to lead Stretham Primary School

ESSENTIAL

Qualified Teacher Status.

Degree-level qualification.

Senior leadership experience in primary environment that demonstrates ability to raise performance.

Excellent communication, presentation and interpersonal skills that allow them to interact with a wide range of people.

Able to evaluate complex data.

Shares a vision of school-led development through an innovative curriculum that delivers both academic performance and a love of learning.

Demonstrates high levels of integrity and tact in their work.

DESIRABLE

NPQH qualification.

A strong commitment to teamwork and collaboration in the development of the school. Record of effective delegation.

Strong commitment to personal and staff development as a route to improving the school as well as their own career.

Experience of multiple approaches to raising pupil attainment and progress.

Involvement in the wider debate about primary education.

A positive approach to work life balance for all.

Leader of learning

ESSENTIAL

Can clearly articulate their vision of what outstanding learning and teaching looks like.

Demonstrable record of raising attainment.

Evidence of commitment to school-led development, including an ability to engage in critical self-analysis.

Ability to develop curriculum strategy for school and support staff to deliver.

Understanding of the importance of curriculum enrichment activities in underpinning the development of children.

Success with focusing and motivating a group of staff around a shared goal.

Has demonstrated the ability to be open, collaborative and participatory with peers.

DESIRABLE

Ability to use the whole school to drive development.

Willing to take risks.

Willingness to harness new and emerging theories and technologies to improve the school.

Sound understanding of corporate governance and the role of Governing Bodies.

Experience of teaching in more than one key stage.

Understanding/experience of the challenges of supporting specific groups.

Running an effective school

ESSENTIAL

A strong commitment to the welfare of every child and staff member, with a particular focus on the protection of vulnerable individuals.

Understanding of the budget process and aligning the school's budget with educational goals.

Experience of managing and developing a range of teaching and non-teaching staff.

Commitment to rigorous, honest and supportive performance review.

Understanding of, and commitment to, high-quality learning behaviour throughout the school.

DESIRABLE

Experience of taking the lead on safeguarding.

Record of strong time management.

Can use resources creatively to achieve the aims of the Raising Achievement Plan.

*"Every day
is a new adventure"*



Selection process

Safeguarding

Stretham Community Primary School is committed to safeguarding and the welfare of children and young people and expect all staff and volunteers to share this commitment. The post is subject to an enhanced Disclosure and Disbarring Service (DBS) check. Reference checks will be performed prior to interview.

School visit

We encourage all applicants to make a school visit, which can be arranged by contacting the school office.
office@stretham.cambs.sch.uk

Applications

Please complete the application form which is available online or contact the school office for a copy. Applications should include a covering letter outlining your suitability for this role.

Closing Date

Applications must be received by 12pm on Wednesday 21st June. Emailed applications should be sent to irist@stretham.cambs.sch.uk

Shortlisted applicants will be informed by 9am on Friday 23rd June.

Interviews

These will take place over 2 days on Monday 26th and Tuesday 27th June. Shortlisted candidates will be advised on the range of tasks and activities that will make up the selection process. Please confirm your availability to attend both days.

Appointment timescales

We are seeking a Headteacher to take up the position from September 2023. Applications with a starting date of January 2024 are also welcome.

Pay scale

The pay scale for this post is L11-L17.

Contact information

School office:
office@stretham.cambs.sch.uk

Stretham Primary School
Wood Lane
Stretham
Ely
CB6 3JN





Our location

Stretham is a village situated 4 miles south of Ely and 11 miles north of Cambridge. It has a thriving community of about 2000 with more homes currently being built. The village community celebrate an annual feast, parade, and many seasonal markets in the village square.

Stretham Community Primary School sits within the village and has Tiddlywinks Preschool within its grounds.

The school has close links with St. James' Church in the village centre.

Ely has good shopping with convenient and free car parking. It also offers a busy market on a Thursday and craft market every Saturday, with a Farmers' market every third Saturday. There are a wide variety of restaurants, cafes, pubs and hotels.

The picturesque City of Cambridge is best known for its university and is an exciting and vibrant setting for a modern and diverse community. The city boasts a wealth of museums, galleries, and entertainment.

With excellent rail links to London, the city is a wonderful place to live or visit.

*“A lovely village for children to grow up in -
a close community with exciting
opportunities on the door step”*

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