

Headteacher

Candidate Pack

Georgeham C of E Primary School



**GEORGEHAM C of E
PRIMARY SCHOOL**
Small school Huge Horizons



Head Teacher required from: 1st January 2024
(Later start date considered for the right candidate)

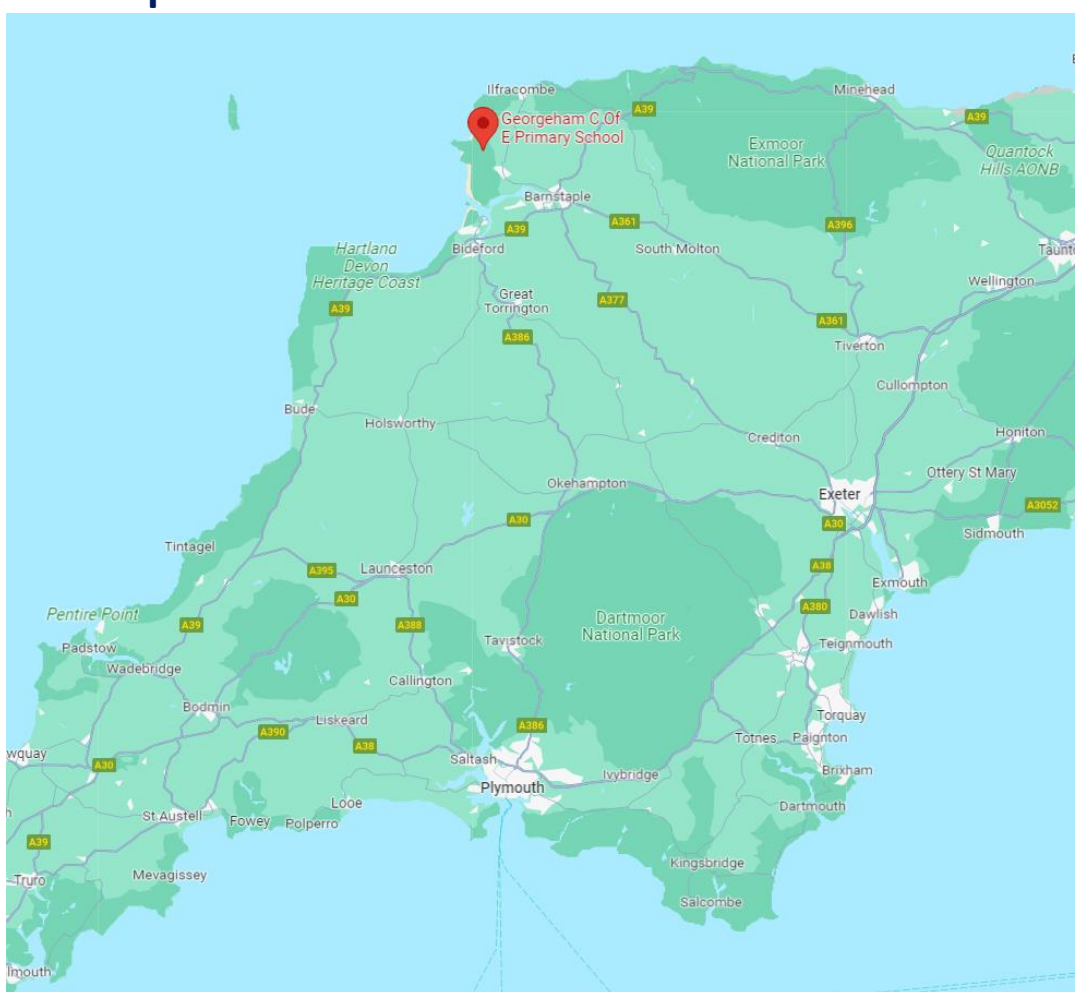
Closing date for applications: 12 noon Monday 9th October 2023

Interview dates: Thursday 12th/Friday 13th October 2023



Age Range	2 - 11
Location	Georgeham, Braunton, Devon
Last Ofsted Inspection	November 2019
Last SIAMs Inspection	November 2017

Location Map



Website Links

Georgeham website:

Georgeham Primary School

Ventrus Multi Academy Trust website:

Ventrus Multi Academy Trust



Introduction to Georgeham

Thank you for your interest in applying for the position of Headteacher at Georgeham C of E Primary School.

Georgeham Primary is a Church of England school serving the villages of Georgeham and Croyde and the surrounding hamlets. We are situated within the stunning North Devon Area of Outstanding Natural Beauty and have been educating children in our community since 1868. Our school family includes children from a diverse range of backgrounds, including those whose families have lived and worked in local villages for generations and those who have relocated to the area due to the fantastic quality of life it offers families. We pride ourselves on the warm welcome we offer to all pupils, parents/carers and visitors to our school.

There are currently 96 children on roll, including those in our newly formed Foundation Stage Unit which welcomes children from the age of 2 upwards. Children are taught across four classes: Class One (our Foundation Stage Unit), Class Two (for pupils in years 1 and 2), Class Three (for pupils in years 3 and 4) and Class Four (for pupils in years 5 and 6). We benefit from extensive and beautiful outdoor space. Our Foundation Stage Unit has a spacious covered outdoor area for all-weather activities and an adapted garden and forest school space that can provide for an enriched curriculum experience. Our playing fields provide children with ample space for sports and outdoor activities and children in Key Stage 1 and 2 can explore physical play through our Trim Trail and Crinkle Crag climbing equipment.

Our school motto is *Small School, Huge Horizons* and this Headship position is a fantastic opportunity for someone who is passionate about small schools and the role that they play at the heart of rural communities. We are seeking an individual who can provide inspirational and ambitious leadership for our committed team so that, together, we may realise our aspiration to be a school of choice that can sustain and grow within and beyond our local community. Our vision is simple: *we aspire to be a school that's small enough for every child to feel nurtured and confident, but big enough in ambition so that*



there's no limit to what each can achieve. We are looking to recruit someone who can ensure that the education we offer to our children is the very best it can be, resulting in the strongest possible outcomes for pupils, particularly the most vulnerable. You must be able to uphold and support the Christian distinctiveness of the school, however we welcome applications from candidates who may or may not have experience working in a Church School.

We are an outward reaching school and are currently in an exciting Management Partnership with Ventrus Multi Academy Trust. Governors are actively exploring joining this high performing and well-regarded Trust in order to ensure that the school can continue to flourish and improve in the years ahead and to enable leaders to have access to the professional development and support that comes from being part of a larger organisation with aligned values and aspirations.

I am very excited about what the future holds for Georgeham and what you will bring to the school through your experience and expertise. I am confident that you will have a lot of support in your role, through our partnership plans, and a very warm welcome from our community. As one of our year 6 pupils said in a recent Pupil Voice: *"as it's a small school, everyone knows everyone and knows their name. Everyone is welcoming and we have lots of friends"*. Please do get in touch to arrange a tour around the school and find out for yourself – we very much look forward to meeting you!

Alison Smith, Chair of Governors



Our Vision and Values: Small School, Huge Horizons



Our Vision

We aspire to be a school that's small enough for every child to feel nurtured and confident, but big enough in ambition so that there's no limit to what each can achieve.

Our Values

Our vision is expressed through six school values that we believe will help every child live life in all its fullness. Each value is encapsulated by a bible verse that deepens and reinforces the meaning of the value. Together they are brought to life in our daily practice at school.



We Are Kind

Together with our parents and our church, we provide a caring and nurturing environment where we learn to value and respect others by being valued and respected ourselves.

'Do to others as you would have them do to you.' (Luke 6 v31)

We Are Curious

We encourage a sense of joy, wonder and curiosity in the wider world.

'Live life in all its fullness.' (John 10:10)

We Are Confident

We help our children lay foundations for the rest of their lives by helping them develop self-esteem and belief in themselves.

'I know the plans I have for you... plans to bring about the future you hope for.' (Jeremiah 29 v11)

We Are A Community

Our school is a community, but we are also part of a wider local and global community. We encourage a sense of belonging and responsibility towards each other, our environment and the world we live in.

'Love your neighbour as yourself.' (Matthew 22 v.39)

We Are Adventurous

We're lucky to live in a truly beautiful part of the world. We give our children a loving, nurturing space in which to take risks, feel free and get a taste for a life full of adventures.

'Encourage one another, and build each other up.' (1 Thessalonians 5 v1)

We Are Ambitious

We have the highest expectations for all our children and teachers. In return we give everyone in our school as many opportunities as we can to fulfil their potential in the widest possible sense.

'Forget what is behind us and reach straight for what is ahead. Run straight towards the goal.' (Philippians 3 v12)



Our Christian Distinctiveness as a Church of England School

We welcome children, staff and their families and friends to Georgeham whatever their faith or tradition. We aim to give all pupils experience and knowledge of the Christian faith explicitly through our Worship and RE, and implicitly through our behaviour and attitudes throughout our school day.

The Christian faith is the focus of our Collective Worship. We aim to give children the opportunity to learn from Bible stories, inspirational and significant Christian people, and to understand how the life of Jesus can guide us in our lives. Assemblies and Collective Worship provide children with the opportunity for daily prayer and reflection.

Our local churches work together as a 'Church in Community' and we invite ministers and members of the church to support us in school. They do this through their prayers, visits, weekly Open the Book and church-led assemblies. The children also treasure their opportunities to visit the local church throughout the year, particularly at Harvest, Christmas and Easter.

In our RE lessons, we introduce children to other faiths. We encourage respect and questioning through experiences of Christianity and other faiths to give the children a basis to work out their own values and beliefs. We promote respect for all our similarities and differences as a community, both in the school and as part of the wider world.

Our most recent SIAMs inspection (2017) noted that "the behaviour and the quality of relationships across all members of the school are strengths and children have a sense that they are part of a caring Christian community".



Our Curriculum

Our principle aim is to provide a broad and exciting curriculum which is ambitious for all pupils and one that offers wide ranging opportunities for children to succeed, achieve excellence and flourish.

Underpinning our curriculum, are our six school values which provide opportunities for our children to develop being Kind, Curious, Confident, Community-minded, Adventurous and Ambitious learners. Through these, we encourage pupils to ask questions, challenge themselves, work together and reflect on their learning. We support every child to acquire the knowledge, understanding and transferable skills needed to prepare them to be confident, caring, and successful adults in an ever-changing world. At our most recent Ofsted (2019) inspectors noted that “the values of being kind, confident, curious adventurous, ambitious and one community thread through the curriculum plan. Pupils live and breathe the school’s values.”

Our curriculum develops children’s understanding of core concepts in each subject, building on their knowledge and skills from prior learning and deepening their understanding to enable them to express their learning to the highest standard.

We use an enquiry-based approach to ensure we inspire curiosity and maximise opportunity within the curriculum. As a small nurturing school, we provide a safe and supportive learning environment where children feel confident to take risks and ask questions, developing the resilience and curiosity needed to become independent, life-long learners.

Trips, workshops and residentials are carefully planned to inspire children, immersing and enriching their learning with relevant experiences and providing opportunities for adventure and challenge. We take full advantage of our incredible setting in North Devon to inspire children with the wonders of nature and develop an understanding of the responsibilities we all have for looking after our amazing world; acting



locally, thinking globally and realising the influence and impact they have in society. We are one of the few schools to take pupils on overnight residentials to Lundy Island — a stunning place of solitude and wonder located 2 hours by boat from the North Devon coast – and we work closely with the local National Trust Rangers (if you look closely at the stone walls on the top of Baggy Point you will find sections built by pupils of the school over many years!).

We were the UK's first Plastic Free School – awarded this designation in 2018 by Surfers Against Sewage for our work to reduce single use plastic from our catering provision. We have subsequently advised other local schools on reducing plastic use and lobbied Devon County Council to consider how the local authority interacts with the issue – our pupils even featured on Blue Peter!

In the last two years we have revitalised our extracurricular activity offer with the support of external sports coaches and our parent community. Children can now access football, basketball, tennis, cross country, art, French and music/choir clubs and peripatetic music teachers offer singing and guitar lessons in school.





Governing Board - Our Strategic Vision For the School

We have a committed Board of Governors who are looking forward to working with you and excited about what the future holds for Georgeham. We are outward reaching and recognise the benefits that partnership working can bring to the school.

We have been part of the Branton Learning Cooperative Trust since 2019. This partnership of five local primary schools and their feeder secondary (Branton Academy) provides pupils with enriched curriculum experiences through joint creative and sporting activities. Teams across the schools collaborate closely and the partnership enables us to support the transition of pupils to secondary school (the majority of our pupils go on to attend Branton Academy).

To realise our long-term strategic vision, we are formally exploring joining Ventrus Multi Academy Trust with whom we are currently in a Management Partnership. We believe that this journey will support the school to develop excellence in all areas of our practice and provide our team with access to exceptional continuing professional development opportunities. Working with Ventrus enables us to deliver to our pupils the personalised and nurturing experience that they value, whilst benefiting from the access to expertise provided by a larger and well-established organisation that has a track record of supporting schools in North Devon. This desire, to preserve what is unique about our school whilst broadening our horizons, has been the driving factor in the Governors' strategic vision for the school.





Job description

Headteacher, Georgeham C of E Primary School

Salary:	Leadership Pay Scale L6 – 12, £50,122 - £58,105
Hours of Work:	As outlined in the current School Teachers' Pay and Conditions document.
Responsible to:	The Governing Board of the school

INTRODUCTION

The Headteacher is expected to provide ambitious, inspirational, and robust strategic leadership for the school to deliver the highest quality education for all pupils. In this role you should continue to embed existing good practice and identify where there is potential to lead the school towards excellence in *all* aspects of our curriculum and educational offer. You should have the ability to empower and motivate the children and staff so that they can develop and thrive in a safe, supportive, and nurturing environment, where the vision, values and Christian distinctiveness of the school lie at the heart of all relationships within school and across the wider community.

ACCOUNTABILITY

The Headteacher is legally and contractually accountable for the successful operation of the school.

The duties outlined in the Job Description below are link to (and should be in read in conjunction with):

- Those covered by the *National Standards of Excellence for Headteachers* (<https://www.gov.uk/government/publications/national-standards-of-excellence-for-headteachers/headteachers-standards-2020>)
- Those covered by the latest *School Teachers Pay and Conditions Document* (<https://www.gov.uk/government/publications/school-teachers-pay-and-conditions>)
- Other duties which may include achieving any performance criteria, objectives and targets agreed with, or set by, the Governing Body or advised through our Management Partnership arrangement.

MAIN PURPOSE OF THE ROLE

The Headteacher will:

- Uphold and maintain the vision, values, and Christian distinctiveness of the school.
- Ensure that strategic planning is focused on raising the overall performance of the school.
- Maintain a relentless focus on achieving the highest standards and quality of teaching and learning throughout the school.
- Continue to promote and embed an aspirational curriculum which boosts pupils' achievement, their engagement with learning and their personal development and well-being.
- Develop the school's commitment to ensuring that disadvantaged pupils and those with SEND progress and thrive at the school.



- Continue to develop strong and effective partnerships with parents, carers and the local community.
- Strengthen partnerships with other schools to ensure efficiency and the continued success of the school.
- Develop the school's profile in the community enhancing reputation.
- Ensure that the school adheres rigorously to national requirements on Safeguarding and Child Protection and works effectively with external agencies to ensure that all children are kept safe.
- Promote proactive involvement of the whole school in the safeguarding of pupils.
- Ensure that the school maintains a balanced budget.
- Ensure that all legal requirements for health and safety, maintenance and financial management are fulfilled.

STRATEGIC DIRECTION AND LEADERSHIP

The Headteacher will:

- Communicate a shared vision and ambition so that the school moves forward to the benefit of its pupils, staff, parents and the wider community.
- Establish, communicate and implement a strategic plan that inspires and motivates all stakeholders, and which reflects the needs of both the school and its community.
- Monitor, evaluate and review the school's performance robustly and regularly to set clear short, medium and long term priorities for improvement.
- Lead by example and create a shared commitment and responsibility to the school through teamwork, distributed leadership and professional reflection.
- Maintain and develop a strong and effective partnership with the Governing Body and work closely with them to review the strategic direction of the school in consultation with all stakeholders.
- Translate local and national policy into the school's context to ensure that the school is equipped to respond to, and benefit from, this change.

QUALITIES AND KNOWLEDGE

The Headteacher will:

- Hold and articulate clear values and moral purpose, focused on providing a high-quality education and safe, calm environment for all learners.
- Demonstrate personal behaviour that leads by example, forges positive relationships and attitudes towards and between pupils and staff, and with parents, governors and members of the local community.
- Act as a role model for children and staff, treating them with respect and dignity and promoting a culture that values all children as individuals and enables them to reach their full potential within a stable, committed school community.
- Be innovative and challenging, motivating and inspiring stakeholders to create a strong culture of learning within an inclusive environment.
- Model the values of the school and our partners.
- Be committed to maintain and building up our strong links with the Church and community.
- Lead with a genuine passion for Christian ethos, coupled with the ability and enthusiasm to embrace the Christian vision and values of a Church of England school.



- Pursue continuous professional development to sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally.
- Demonstrate political astuteness; anticipate local, national and global trends in education and embrace future opportunities.

LEADING AND MANAGING PUPILS AND STAFF:

The Headteacher will:

- Demand ambitious standards for all pupils, promoting an ethos of challenge and support, overcoming disadvantage and advancing equality.
- Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being.
- Develop creative, effective approaches to learning and teaching, responsive to the needs of the pupil community.
- Establish a culture that supports and facilitates pupil engagement in, and ownership of, their own learning.
- Monitor and evaluate the effectiveness of the curriculum to ensure it is providing the best opportunity for pupils to enjoy and achieve their potential, whilst providing financial value.
- Maintain the school's focus on pupils' achievement, using assessment information and benchmarks rigorously to monitor progress in every child's learning and inform targets.
- Maintain pupils' learning as the core focus of strategic planning and financial management.
- Provide a safe, calm and well-ordered learning environment for pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.
- Implement robust strategies to secure high standards of behaviour, attendance and punctuality and monitor their impact regularly.
- Recruit, retain, develop and motivate staff to become outstanding educators.
- Instil a strong sense of accountability in staff for the impact of their work on pupils' outcomes, ensuring that all teaching is consistently good or better.
- Ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation through performance management.
- Encourage a culture of collaboration within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Take personal ownership to mentor and develop middle leaders with the school and identify emerging talents, coaching aspiring leaders in a climate where excellence is the standard.
- Maintain a strong culture of continuous and supportive professional development, ensuring that best practice is shared within schools and with partners, drawing on and conducting relevant research and robust data analysis.



LEADING SCHOOL SELF-IMPROVEMENT

The Headteacher will:

- Create an outward-looking school, developing the partnership work with other schools and organisations — in a climate of mutual challenge - to champion best practice and secure excellent achievements for all pupils.
- Develop effective relationships, and actively engage with fellow professionals to improve academic outcomes for all pupils.
- Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
- Model entrepreneurial and innovative approaches to school improvement, leadership and governance.
- Inspire and influence others - within and beyond the school - to believe in the fundamental importance and value of education in young people's lives.
- Promote positive strategies for challenging prejudice and building tolerance.

SAFEGUARDING AND PROMOTING THE WELFARE OF PUPILS

The Headteacher will ensure that all statutory and advisory duties regarding safeguarding are in place and robustly monitored and will:

- Ensure the well-being and personal development of every child in the school.
- Be aware of, and support, differences and ensure equal opportunities for all.
- Work with governors and senior colleagues to recruit, induct and develop high-quality staff within national safer recruitment guidelines.
- Ensure safeguarding and child protection policies and procedures are implemented rigorously and reviewed at regular intervals.
- Ensure that all teaching, support staff and volunteers are fully inducted in and understand the school's safeguarding procedures.
- Ensure that ALL staff read the latest national guidance and receive regular updates and training.
- Ensure that the Designated Safeguarding Leader is given the appropriate resources to carry out the duties of the role effectively.

SYSTEMS, PROCESSES AND RESOURCES

The Headteacher will:

- Assist the Governing Body to ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.
- Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements and the school's sustainability.
- Follow best practice for the induction, professional development and performance review for all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.
- Regularly evaluate the allocation of roles within the school to ensure these underpin the best possible learning environment.

- Ensure that best practice systems are in place for the management of Health and Safety, the delivery of technology support and the management of staff.

COMMUNICATION WITH STAKEHOLDERS

The Headteacher will:

- Work closely with and provide information, advice and support to the Chair of the Governing Body to enable it to meet its responsibilities.
- Develop and present an accurate account of the school's performance to a range of audiences including Governors, parents/carers, School Improvement partners, external agencies and Ofsted to enable them to play their part effectively.
- Ensure that parents and pupils are well informed about curriculum attainment and progress.
- Develop and foster strong relationships with the community that reflect the school values.
- Commit to building strong links with the church and community locally and across the Diocese of Exeter.





PERSON SPECIFICATION

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• Qualified Teacher Status• Degree	<ul style="list-style-type: none">• National Professional Qualification for Headship• Evidence of further study (this could be ongoing and/or further professional qualifications)
Experience	<ul style="list-style-type: none">• Successful substantive experience at senior management level within a primary school• Experience of successful working leading team members• Experience of the successful leadership of change• Experience of improving teaching and learning• Experience of promoting safeguarding procedures in a school	<ul style="list-style-type: none">• A range of leadership, management, and teaching experience in more than one context• Teaching in experience in more than one Key Stage• Experience working in a school with a Foundation Stage Unit and/or Governor Run Preschool• Experience of school improvement in more than one setting and/or evidence of supporting another school• Experienced Designated/Deputy Designated Safeguarding Lead
Christian Distinctiveness	<ul style="list-style-type: none">• Ability to articulate a clear Christian vision for the school and to develop Christian distinctiveness.• Ability to maintain and build strong relationships and links with church and community.	<ul style="list-style-type: none">• Experience working in a Church School• Understanding and knowledge of current issues in Church education, including the current SIAMS Inspection Framework
Professional Development	<ul style="list-style-type: none">• Have a broad current knowledge of education and school systems locally and nationally.• Have a broad understanding of research and best practice relating to leadership, curriculum and management of schools – be able to evidence examples of impacting successful change as a result.• Evidence of contributing to the professional development of other colleagues and impact as a result	
Skills and Knowledge	<ul style="list-style-type: none">• Ability to communicate a vision and inspire others• Ability to build effective working relationships• Ability to initiate and lead change by inspiring and influencing others	



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| | <ul style="list-style-type: none">• Effective communication and interpersonal skills• Ability to build effective relationships with staff, parents, governors, the Church and the wider school community• Understanding of high-quality teaching and the ability to model this for others.• Commitment to safeguarding and promoting the welfare of children• Understanding of the key tenets of promoting a culture of equality, diversity and inclusion in schools• Understanding of best practice SEND provision• Evidence of supporting and impacting improvement in practice in prior roles.• Data analysis skills and the ability to use data to set targets and identify weakness.• Excellent time management skills and ability to prioritise• Understanding of school finances and financial management.• Understanding and knowledge of current issues in education, including the current Ofsted Inspection Framework | |
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**GEORGEHAM C of E
PRIMARY SCHOOL**
Small school Huge Horizons

ventrus
Multi Academy Trust

How to apply

To apply for this position please submit your application online via the Ventrus Multi Academy Trust website; your supporting statement should outline your suitability for the post.

Closing date for applications: 12 noon on Monday 9th October 2023

Interviews will be held on: Thursday 12th and Friday 13th October 2023



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Small school Huge Horizons

Georgeham C of E (VC) Primary School
Putsborough Road
Georgeham, Braunton
EX33 1JT

01271 890440
admin@georgeham-primary.devon.sch.uk

ventrus
Multi Academy Trust

Ventrus Multi Academy Trust
Woodwater Academy
Exeter
EX2 5AW

01392 274147
hr@ventrus.org.uk