

# WARTER CE (VC) PRIMARY SCHOOL

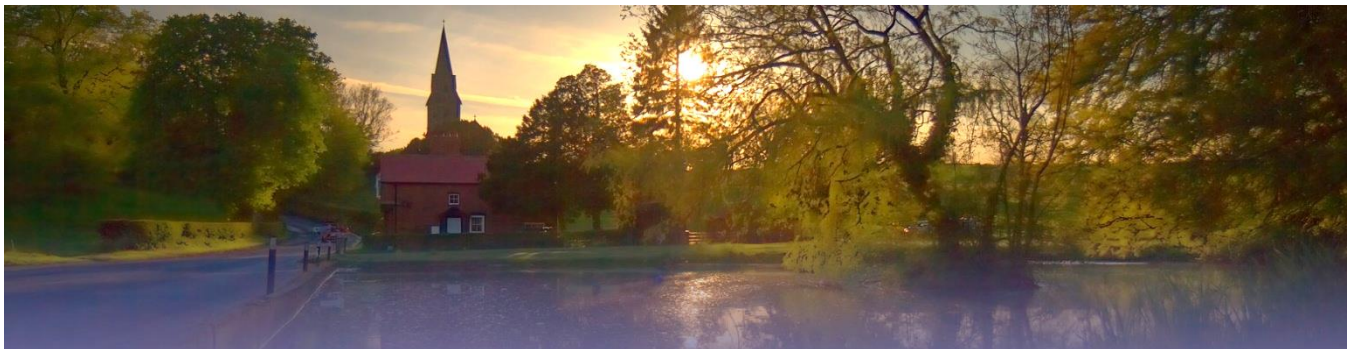


"He set my feet on a rock and gave me a firm place to stand."

Psalm 40:2

## Headteacher Recruitment Pack

June 2022





## Welcome from the Chair of Governors

Dear applicant,

Thank you for your interest in the position of Headteacher of Warter Church of England (VC) Primary School. My name is David Scott and as the elected Chair of the school Governing Body, I would like to extend a warm welcome.



Our school is central to the community here in our lovely village, working together with a supportive PTA (Friends of Warter), a knowledgeable Governing Body, the Local Authority and Diocese to ensure we provide the best possible foundation for our children. Due to the retirement of our current highly regarded headteacher, we are seeking to appoint an inspirational leader who will bring their energy, skills and experience to our community and lead our school to continued successes.

At Warter Primary we are proud to offer a caring and happy atmosphere that is rooted in strong Christian values, where pupils are encouraged to be hopeful and positive, to build strong friendships, demonstrate respect for all and to persevere in achieving their best possible outcomes. These values are deeply embedded within our identity and curriculum and ensure our children are happy, kind and ready to learn.

We want all our children to develop to their full potential both academically and socially. We offer a broad and balanced curriculum delivered across 6 classes, from Nursery to Year 6. The staff are experienced and dedicated and work in partnership with all stakeholders so that we can provide the best education possible. We offer engaging and inspiring experiences which encourage an independent, life-long love of learning both in school and beyond the classroom. We are driven to ensure that all children, regardless of their starting point, receive the support and experiences they need to thrive and reach their full potential.

We are immensely proud of our past achievements but are mindful that we need to sustain our successes. Therefore, we would encourage applicants to visit our school and to see first-hand how special Warter School is and to explore how you might play your part in our future. Please do contact Mrs Paula Harris, School Business Manager on 01759 302061 to arrange a time when I can personally show you round and answer any further questions you might have.

I hope you will find the information in this pack useful and informative. If you feel you are the right person to lead our learning community on our continuing successful journey, we look forward to receiving your application.

Best wishes

Chair of Governors





## About Our School

Warter C.E. Primary School is a successful school situated in the Yorkshire Wolds, a beautiful and uncrowded part of the countryside with a catchment largely made up of rural villages and parishes. It has been serving the young people of Warter, Nunburnholme, Huggate and beyond for over 100 years, providing a safe and stimulating environment where children can enjoy learning and thrive.



For the 2021-22 academic year the school has 157 children on roll across Reception to Year 6, with a capacity of 174 including Warter Babies nursery children. Our school is located within a modern, well-maintained building with a number of extensions, purpose-built play areas and a large field to promote the benefits of outdoor learning. The school is supported by a proactive and creative Friends of Warter which holds fundraising activities throughout the year, the highlight being the Annual Blossom Ball which raised £10,000 in 2022.

The school is nestled in the heart of the estate village of Warter and is within walking distance of St James' Church Heritage Centre. The picture-perfect surrounding area has come to the attention of many through the works of celebrated artist, David Hockney – his largest painting *Bigger Trees Near Warter* is exhibited at Tate Britain. Around Warter you will find a timeless landscape teeming with wildlife, with each of our school year groups taking names of birds which regularly frequent the school grounds – Merlins, Kestrels, Owls, Falcons and Red Kites.

## Our Vision Statement

**“He set my feet on a rock and gave me a firm place to stand.” Psalm 40:2**

The aim of our school is to enable every child to grow intellectually, morally, spiritually and physically. We seek to help children achieve their full potential by encouraging a love of learning and the development of self-esteem and confidence.

As a Church school we develop Christian values and foster a respect for other people and their beliefs, as positive participants in the world community. We are working together to provide a solid foundation to learn, grow and achieve through our chosen Christian values of hope, perseverance, friendship and respect.

These values are celebrated through our weekly Christian Values Award, with at least one child from each class identified by the Values Champions, with recognition in our Golden Book. The reasons why children have been chosen are shared with the whole school to ensure that there is recognition and understanding of how our Christian values are lived out at Warter.



## Our Diocese

York Diocesan Board of Education supports 125 Church of England schools and academies in the area from the Humber to the Tees. We have a dedicated team of professionals who offer a wide range of expertise and can help schools access further assistance.



The Education team aims to:

- Be available as a 'one-stop shop' for pastoral and professional support;
- Work with a range of agencies to promote school improvement;
- Promote excellence and Christian distinctiveness;
- Provide and facilitate professional development and governor training;
- Help schools and academies network, collaborate together and share best practice;
- Offer a Total Property Management scheme in association with DBE Services Ltd;
- Guide schools on matters concerning trusts;
- Work with schools exploring Academy conversion;
- Involvement in recruitment processes for new Headteachers/Heads of School;
- Support Headteacher appraisal;
- Represent Church of England education to the wider church community and more widely to the public;
- Maintain contact with the local authorities and the Regional School Commissioners.

***The Rt Revd Paul Ferguson, Bishop of Whitby and Chair of the Diocesan Board of Education, said:***

"Our schools and academies are a vital part of the mission of the Church of England in the Diocese of York. Staff and governors are strongly committed to their communities, and in many cases the influence of church schools can only be described as transformative.



We strive to offer our young people the very best in every aspect of education, including encouraging them to mature spiritually and to understand how faith informs good relationships and responsible citizenship. We aim for our schools to be places where the love of God in Christ is truly reflected.

If these aims and values resonate with you, we hope that you will consider applying to come to Warter CE Primary School to lead our school into the next phase of its life".

***Andrew Smith, Diocesan Director of Education, said:***

"As a diocese, we are here to help celebrate and strengthen the Christian ethos in our schools. We understand that each school is unique and our aim is to get to know our schools on an individual basis in order to foster the local parish and community links as far as possible.



As such, our Education Team offers a range of support to our headteachers from both a school distinctiveness and effectiveness point of view, as well as providing a range of training and development opportunities for staff and governors to access over the course of each year. In a rapidly changing educational landscape, we are more and more involved in school development, particularly as schools change from one school status to another.

I do hope that you feel able to apply for the position of Headteacher and we would look forward to welcoming you as part of our diocesan family here in the Diocese of York".





*What our children, Warter staff team and parents are hoping to see in our new headteacher*

Kind, helpful, do lots of new prayers. Be good in worship and listen to God.

**Year 1 Child**

Caring and compassionate whilst ensuring the highest of academic standards.

**Parent**

An inspirational leader who respects and values staff equally.

**Staff Team**

Have a positive and open approach to building relationships with the parent community.

**Parent**

Someone who will take care of the school and the children. You should be a good speaker and singer.

**Year 5 Child**

A Headteacher who will maintain the Christian identity of our school.

**Staff Team**

Kind and caring. Someone who respects everyone and shares our school values.

**Year 4 Child**

To inspire and influence pupils and staff to be the very best that they can be.

**Parent**

An approachable decision maker.

**Staff Team**

Somebody who has a secure understanding of Early Years.

**Staff Team**

Be kind but also able to sort out problems. Somebody to respect.

**Year 2 Child**

Someone who recognises the importance of embracing and proudly practising Christianity.

**Parent**



# Warter CE (VC) Primary School

## Headteacher Job Description

### Purpose

- To provide vision, leadership and direction for the school.
- With the governing body, to be responsible for creating and maintaining a productive learning environment which is engaging and fulfilling for all our children, promoting the highest possible standards, and fostering the continuous improvement of the quality of learning offered by the school.
- To preserve and develop the Christian ethos of the school.

### Accountable to

- The Governing Body of the School.

### Accountable for

- The standards, progress and well-being of all our children and staff.
- All the resources of the school.

**The post holder will be expected to uphold all the Headteachers' Standards.**

### Key tasks

### Overall

- To be fully committed to the school's Christian vision and ethos and supportive of the links between the Church, Diocese, local community and the school.
- To be committed to safeguarding and promoting the welfare of children.
- To treat everyone fairly and equitably, with dignity and respect so as to create and maintain a shared school culture and positive climate that motivates children, staff and all other members of the school community.
- To nurture all children so that they reach their goals.
- To be an excellent communicator who can build effective relationships with children, staff, governors, parents, other schools, the local community, the Diocese of York, the Local Authority and other external bodies to enhance the positive image of the school.

### Leadership and Management

- To be responsible for the day-to-day management, organisation and administration of the school and to have a flexible approach to their own workload and that of others to allow for a healthy work life balance.
- To have a good understanding of the school finances and work collaboratively with the School Business Manager, Governors and the Local Authority to maintain a secure financial position.
- To lead by example and manage change effectively.



## Governance

- To work with the Governing Body to enable it to meet its responsibilities and present to it, on a regular basis, an accurate account of the school's performance.
- To advise the Governing Body on the formulation of policies and their implementation, to ensure the enhancement of the quality of learning in an efficient and cost effective manner.

## The curriculum

- To be an excellent practitioner with the ability to inspire children to learn, grow and achieve together through a broad and balanced curriculum that successfully promotes spiritual, moral, social and cultural learning and assists children in preparing for life in the 21<sup>st</sup> Century.
- To ensure the statutory requirements of the curriculum are met, that the curriculum is appropriate and relevant to the needs of all children and that it provides equality of opportunity through effective implementation of the school's strategic and development plans for continuous school improvement.
- To ensure the curriculum promotes and sustains a thirst for knowledge and understanding and a love of learning, and challenges children to ensure that they make excellent progress.

## Behaviour and safety

- To fulfil the role of the Designated Safeguarding Lead and to be responsible for establishing and maintaining the processes and policy that secure the safeguarding and welfare of every child.
- To secure effective safe-guarding procedures that ensure the safe recruitment of all staff and the safety of all our children, including in respect of e-safety.
- To establish a positive ethos throughout the school so that children and staff take pride in their school, their work and their behaviour.
- To establish the highest expectations for social behaviour so that respect for others and courtesy are the norm for all.

## The quality of teaching and learning

- To maintain contact with teaching and learning at classroom level in order to provide support, guidance and challenge to all staff so that they provide the very best for all children.
- To ensure that teaching is appropriate to the age and ability of all children and provides challenge, progression and high expectations to enable **every** child to achieve at the highest level.
- Through the effective management of Pupil Premium funding, ensure that disadvantaged children achieve at least as well as their peers and those with Special Educational Needs and Disabilities are given every opportunity to do the same.
- To ensure that teaching helps to develop a culture of excellence, where the highest achievement in academic work is recognised, especially when supporting the achievement of the most able.



## The achievement of pupils

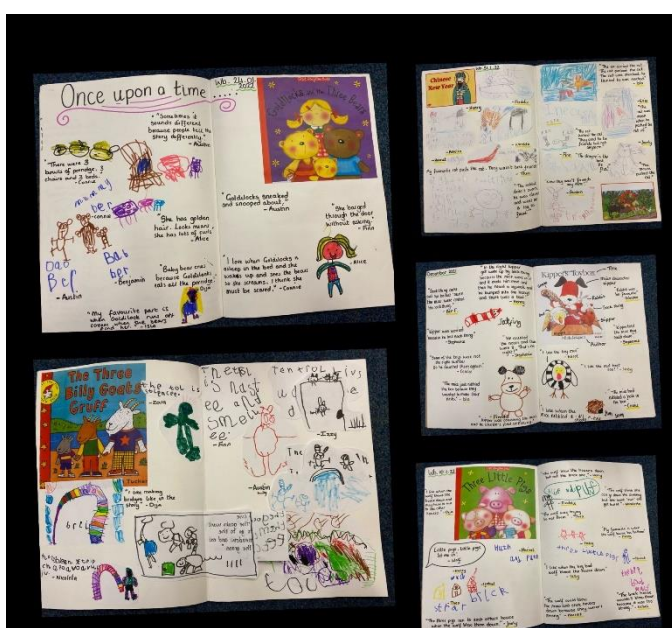
- To ensure that the curriculum and pastoral aims are achieved through the effective implementation of the School Development Plan.
- To have the ability to use data and assessment effectively to raise standards and/or address any areas of weakness.
- To ensure that parents and carers are regularly provided with sufficient information to understand how well their children are doing and what they can do to help improve learning.
- To ensure that there are successful strategies for engaging with all parents to the benefit of all children.

## Early Years provision:

- To ensure that children in the Early Years are safe and happy and achieve well.
- To ensure that teaching nurtures, engages and motivates children and is based on accurate assessment of children's learning needs and development so that activities and experiences meet their needs.
- To ensure that all children are well prepared for Year 1 and subsequent education.

## As a Church school:

- To confidently articulate, support and promote a vision for the school rooted in distinctively Christian values.
- To ensure that arrangements for religious education and collective worship meet statutory requirements.
- To work closely with the local churches and the Diocese to promote an understanding of the Christian faith and respect for other faiths and cultures.







## Warter C.E. Primary School

Headteacher Specification	Essential	Desirable	Application	References	Interview
<b>Qualifications and Experience</b>					
Qualified Teacher Status	E		A		
Has NPQH qualification		D	A		
Current, successful experience as a Senior Leader	E		A	R	I
Expert practitioner who will lead by example	E		A	R	I
<b>Qualities and Knowledge</b>					
Knowledge and understanding of the curriculum from Nursery to Year 6	E		A		I
Commitment to maintaining and developing the Christian ethos of the school and promoting an understanding of other faiths and cultures	E		A		I
Demonstrate excellent communication skills with pupils, staff, families and governors, whilst developing strong liaisons with the local community for the benefit of the children	E			R	I
Lead by example driving the strategic leadership, empowering all pupils and staff to flourish	E			R	
Sustain wide current knowledge and understanding of education policy and practice within a local, national and global context	E		A		
<b>Pupils and Staff</b>					
Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes	E		A	R	
Develop pupils' learning, independence and resilience recognising the need for all pupils to enjoy school in order to become confident, inquisitive and enquiring learners	E				I
Create an outstanding learning culture within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other	E				I
Demonstrate a proven track record of improving teaching and learning	E		A	R	I
Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning		D	A		I
<b>Systems and Processes</b>					
Maintain a safe, caring and well-ordered environment for all pupils and staff, developing their exemplary behaviour	E			R	I
Maintain rigorous, fair and transparent systems and measures for managing the performance of staff	E		A		I



<b>Headteacher Specification</b>	Essential	Desirable	Application	References	Interview
Embrace strong governance and actively work with the Governing Body so it continues to be highly effective	<b>E</b>				<b>I</b>
Demonstrate effective financial and strategic planning skills to maintain a sustainable budget, and to recommend changes for continuous improvements	<b>E</b>		<b>A</b>		<b>I</b>
<b>Self-Improving Systems</b>					
Provide the innovative leadership required to maintain a vibrant outward looking school where all children are well prepared to flourish in 21 <sup>st</sup> century life	<b>E</b>		<b>A</b>		<b>I</b>
Develop and maintain positive relationships with the local parishes, school cluster, Diocese, Friends of Warter and the Local Authority	<b>E</b>		<b>A</b>		<b>I</b>
Shape the current and future quality of the teaching profession through the highest quality training and continuous professional development for all staff	<b>E</b>			<b>R</b>	<b>I</b>
<b>Safeguarding and Behaviour Management</b>					
Demonstrate a commitment to safeguarding and the welfare of children and young people	<b>E</b>		<b>A</b>		<b>I</b>
Ability to form and maintain appropriate relationships and personal boundaries	<b>E</b>			<b>R</b>	<b>I</b>
Emotional resilience in working with challenging behaviours	<b>E</b>			<b>R</b>	<b>I</b>
Appropriate use of effective behaviour management	<b>E</b>		<b>A</b>	<b>R</b>	<b>I</b>

**This school is committed to safeguarding and promoting the welfare of all children and staff.**

**The appointment is subject to the receipt of a satisfactory enhanced DBS disclosure.**





# Warter C.E. (V.C.) Primary School



EAST RIDING  
OF YORKSHIRE COUNCIL

## Key Information

### The School

Warter C.E. Primary School  
Addlekeld  
Warter  
York  
YO42 1XR

Telephone: 01759 302061

Email: [office@warterschool.eriding.net](mailto:office@warterschool.eriding.net)

Website: [www.warterschool.eriding.net](http://www.warterschool.eriding.net)

Number on Roll 157

### The Post

Headteacher Group: Group 2

Post: Full time, permanent

National Leadership Payscale: L12 – L18 (£55,338 - £64,143)

### The Recruitment Process

Application forms are available from: [www.eastriding.gov.uk/jobs](http://www.eastriding.gov.uk/jobs)

Closing Date: Midnight 4<sup>th</sup> September 2022

Shortlisting: 8<sup>th</sup> September 2022

Interviews: Thursday 22<sup>nd</sup> September 2022 (in school)

Friday 23<sup>rd</sup> September 2022 (off-site)

Start Date: 1<sup>st</sup> January 2023

To arrange to visit the school on Thursday afternoon 14<sup>th</sup> July 2022 or Friday morning 15<sup>th</sup> July 2022 please contact Mrs Paula Harris, School Business Manager on 01759 302061