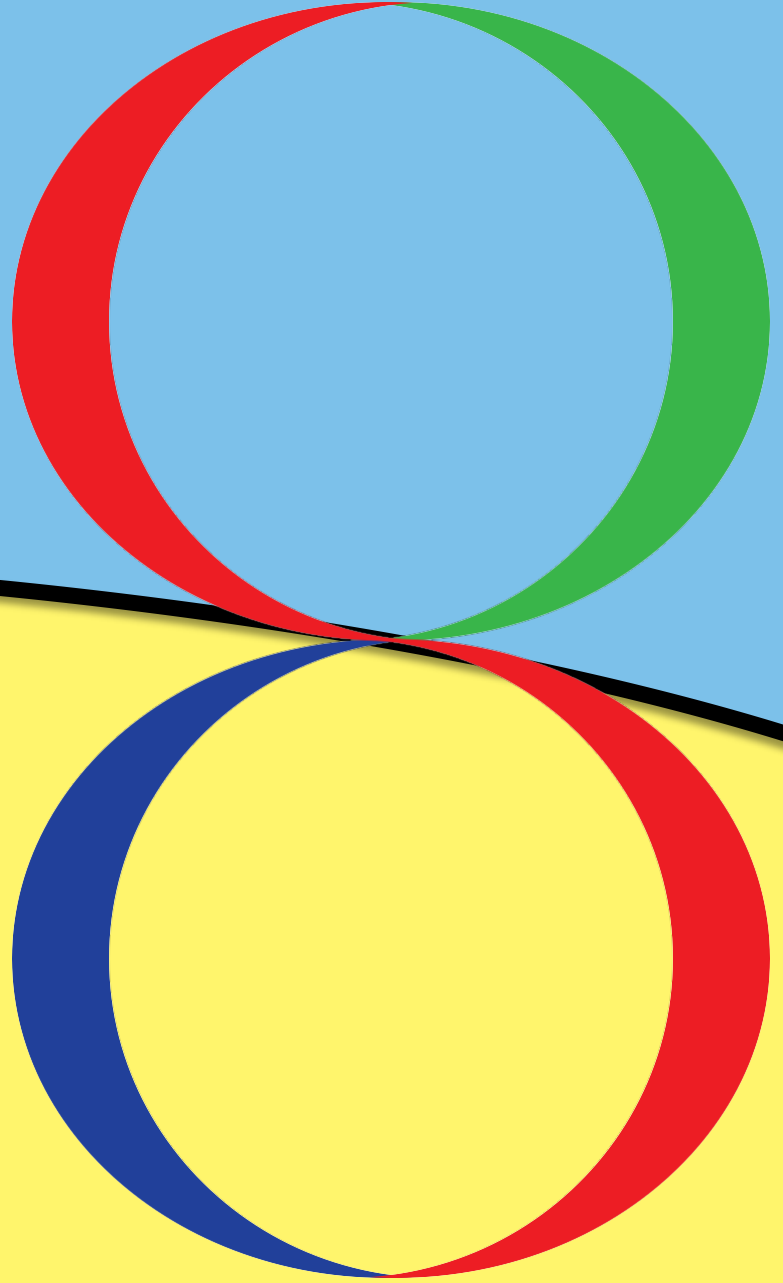




Winnersh Primary School



Headteacher candidate information pack





Winnersh Primary School

Celebrating success together

Winnersh Primary is a happy, welcoming school. Already rated 'good' by Ofsted, we are known for our high levels of academic achievement, rich curriculum and strong pastoral care. Now we're aiming for outstanding and need your leadership to get there.

We put our children at the centre of all we do. They thrive in our lively learning environment, where learning is an adventure, and enjoy taking part in an exciting range of extracurricular activities. We have a strong tradition of attainment in music, PE and art; this contributes to our pupils becoming well-rounded individuals.

Staff are hardworking, motivated and work collaboratively to deliver their best for our children. Supporting them to achieve their own development goals is a priority for our school. We have a good reputation in the community and are well supported by our committed team of governors as well as parents and carers.

About the role

We need a motivational headteacher to build on our strengths. You will have a positive and forward-thinking attitude, as well as strong analytical skills and the ability to raise standards. You will help us nurture our inclusive and vibrant community and specific priorities for the first 12-24 months in post will be to:

- Continue working towards 'outstanding'.
- Continue to develop crossphase initiatives, especially in writing.
- Strengthen parental engagement and community cohesion.
- Expand the pupil voice.
- Further enhance the buildings and school environment.
- Nurturing and developing staff.
- Show leadership in the integration of sustainability into the school and its curriculum.
- Development of the school curriculum to reflect our schools inclusion and diversity.



Key School Facts and Statistics	
Type of School	Community Primary
Age Range	4-11 years
Location	Winnersh
Co-educational or single sex	Co-educational
Budget	Healthy Balance
Number of Children	421
Average class size	30
Date School Established	1972
% of students PPG	8%
% of students SEND	10%
% of students with EAL	21%
EYFS GLD	71.9%
Year 1 Phonics	75%
Key stage 1 results	Reading: 80% Writing: 75% Maths: 76% Combined RWM: 73%
Key stage 2 results	Reading: 83% Writing: 70% Maths: 85% Combined RWM: 65%



Job description

General

The Headteacher is responsible for the organisation and management of the school; paying due regard to governors, the Local Authority and the DfE. This will be in accordance with the requirements as laid out in the National Standards for Headteachers and the School Teachers' Pay and Conditions of Service 2020.

The Headteacher will provide dynamic leadership with a progressive vision for a primary school in 2022/23.

Leading learning and teaching

- Ensures a consistent and continuous school-wide focus on pupils' achievements, monitoring progress in every child's learning.
- Monitors, evaluates and reviews classroom practice and promotes improvement strategies and sets challenging targets for the whole school community.
- Ensures a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning, assisted by strategic planning and resource management.
- Supporting children using initiatives such as JIGSAW, a nurture room and involvement with the local health service.

Developing self and working with others

- Maximises the contribution of all staff and ensures constructive working relationships are formed between all stakeholders of the school community.
- Plans, allocates, supports and evaluates work ensuring clear delegation of tasks and responsibilities.
- Develops and maintains a culture of high expectations for self and for others through a rigorous process of performance management and celebration of achievements.

Shaping the future

- Formulates a collaborative school vision, values, aims and objectives of the school with relevant policies for their implementation.
- Continually ensures inclusion, ability and right of all within the context of the school development plan, thus promoting and sustaining school improvement.
- Inspires creativity, innovation and champions empowerment of others in furthering their vision.



Leading the organisation

- Produces and implements clear, evidence-based improvement plans and policies for the development of the school and its facilities.
- Effectively manages the school's resources to achieve the school's educational goals and priorities.
- Develops and maintains effective strategies and procedures for staff induction, professional development and performance review. Continuing strong encouragement for staff in their long-term development.
- To develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.
- To inspire and influence others within and beyond schools, to believe in the fundamental importance of education in young people's lives and to promote the value of education.

Securing accountability

- Develops a school ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- Develops and presents a coherent, understandable and accurate account of the school's performance to a range of audiences including governors, parents and carers.
- Works strategically with governing body (providing information, objective advice and support) to enable it to meet its responsibilities.
- Ability to demonstrate sectoral insight, knowledge of OFSTED Framework and other statutory requirements and aware of new initiatives and current policy developments.
- Demonstrates a thorough understanding of systems for Child Protection and Safeguarding the welfare of children.

Strengthening the community

- Identifies and influences key relationships and builds strong partnerships with all stakeholders of the school.
- Balances the varied interests of the external environment, including parents and demonstrates the ability to build strong relationships based on trust and integrity.
- To ensure the school is outward-facing and works with other schools and organisations, in a climate of mutual challenge, to champion best practice and secure excellent achievements for all pupils.

"Leaders think carefully about staff well-being and workload. Staff say that leaders support them in their work and listen to their views."

Ofsted 2020



Person specification

The person specification below shows the key abilities, skills and experience we require in our new Headteacher.

Qualifications	Requirement
Qualified Teacher Status	E
NPHQ (or working towards)	D

Experience	Requirement
Strong experience of professional development	E
Experience in leading whole school initiatives	D
Successful leadership, management and staff development experience in a school	E
Excellence in inspiring staff to raise pupil progress and attainment	E
Has worked with children with SEND, their families and linked professionals	E
Has worked collaboratively with the school community	E
Has worked across the primary age range	D
Effectively planning and implementing change and demonstrate impact	D
Monitoring and evaluation of teaching	E
Has worked strategically with a Governing Body	D

Personal Skills	Requirement
Approachable and committed to working collaboratively with children, parents, staff and governors	E
Organised, inspirational, creative and with a sense of humour.	E
A visible leader in the school and an excellent communicator.	E
Respectful of the ethos and traditions of the school, whilst seeking to challenge and build on achievements to date.	E
Able to use emotional intelligence to build relationships at all levels.	E

NB – D = Desirable, E = Essential



Skills	Requirement
Ability to lead and successfully implement a vision, inspiring others to contribute.	E
High quality teaching with the ability to model this and to support others to improve	E
Raises standards for all in the pursuit of excellence	E
Fosters an open, fair and equitable culture	E
Develops, empowers and sustains individuals and groups/teams	E
Ability to lead change, applying change and innovation effectively	E

Leading Teaching & Learning	Requirement
Demonstrates a commitment to, and vision for, ensuring inclusion, diversity and access for all.	E
Continue to raise standards in the pursuit of excellence through effective teaching and learning for all pupils.	E
Access, analyse and interpret information on attainment and progress, taking appropriate and timely actions.	E
Ensure our curriculum continues to be creative, exciting and richly diverse to develop the whole child.	E

Person specification

(continued)

Developing self and working with others	Requirement
Have effective working relationships with all staff promoting an open and equitable culture.	E
Challenge, influence and motivate others to attain high goals through effective feedback and leading by example.	E
Be an inspirational leader who recognises and motivates emerging talents in the school community and can build open, productive relationships with all stakeholders.	E

Leading the organisation	Requirement
Establish and sustain appropriate structures and systems to make professional, management and organisational decisions based on informed judgement.	E
Prioritise, plan and organise themselves and others including delegation of management tasks and monitoring their implementation.	E
Make professional, management and organisational decisions based on informed judgements.	E
Act as an effective role model, promoting exemplary behaviour across the school community, creating a professional and caring ethos where all individuals are respected	E
Develop and sustain a safe, secure and healthy school environment.	E

Strengthening the community	Requirement
Encourage the positive involvement and support of parents and carers in the daily life of the school.	E
Articulate the vision for the school including curriculum and to communicate that vision within the wider community.	E
Effective in working with feeder preschools, local secondary schools and others to ensure effective relationships and transitions	D
Has demonstrated the ability to build relationships with local authorities, Borough/Parish Council, local faith groups and other community groups.	D

NB – D = Desirable, E = Essential



Securing accountability	Requirement
Engage the whole school community in the systematic and rigorous self-evaluation of the work of the school.	E
Collect and use a rich set of evidence, including performance data to understand the strengths and weaknesses of the school, including challenging poor performance.	E
Combine the outcomes of regular school self-review with external evaluations in order to develop the school.	E
Understand, manage stakeholder and community engagement with accountability for the success, demonstrating celebration of the school's performance.	E
Ensure that individual staff responsibilities are clearly defined, understood and agreed and are subject to robust review and evaluation.	E
Ability to demonstrate sectoral insight, knowledge of OFSTED framework and other statutory requirements and are aware of new initiatives and current policy developments	E
Demonstrate thorough understanding of systems for Child Protection and Safeguarding the welfare of children	E

NB – D = Desirable, E = Essential

“This is a welcoming, friendly school. Pupils are very positive about their school experience. They feel safe and are happy. Parents and carers are overwhelmingly positive about their children's education. Leaders have high expectations of their pupils and encourage them to live out the “core values” of the school: ‘kindness, care and respect’”
Ofsted 2020



Winnersh Primary School
Greenwood Grove
Winnersh
Wokingham
RG41 5LH

www.winnershprimaryschool.co.uk