



BLACKDOWN
EDUCATION
PARTNERSHIP



BELIEF IN EVERY CHILD



WELCOME TO BLACKDOWN EDUCATION PARTNERSHIP

Thank you for your interest in this post. Please take some time to have a look at this pack and gain a sense of who we are and what we stand for. All Multi-Academy Trusts are different and we are keen to explain why we believe that our values and ethos make us a great employer.

The Blackdown Education Partnership is a newly formed trust created by the merger of two founding trusts which shared some important similar values. Put simply, we believe that collaboration, partnership working and sharing our best ideas will enable us to deliver on our mission.

- To nurture and develop the ambition, talents and interests of every child
- To break down the barriers that inhibit the opportunities and achievements of disadvantaged pupils so that they can go on to lead lives of choice and opportunity
- To create a family of schools that are deeply and purposefully connected to their communities

All of our schools share this purpose and we work closely together to understand and deliver it.

We do not believe in creating schools which are replicas of each other. Our philosophy of aligned autonomy enables Headteachers to make effective decisions within the context of each individual school. We do not have a common curriculum but we do have a view on excellence and seek to harness the expertise of our subject leads to ensure that each school delivers schemes of learning that are rigorous, inspiring and rich in knowledge. Curriculum and other leaders across our schools meet regularly to network, share and moderate and the Trust operates a well-developed programme of peer-review to ensure that leaders are challenged, supported and have access to excellent professional development.

Our schools are all characterised by a strong ethos, ambitious culture and compassionate environment which together drive success. We are lucky enough to employ brilliant people who share our vision, many of whom have started careers with us and stayed to progress these careers. We want people to join us who believe that, whatever their role, they can make a difference to the life chances of students. We are totally committed therefore to helping all our staff thrive and fulfil their professional ambitions. A large number of colleagues are currently undertaking leadership development training which ranges from the full suite of NPQs to some more bespoke leadership programmes run through our outstanding network of partners.

We take staff wellbeing seriously and take active steps to reduce workload. We have a wellbeing offer which ranges from gym membership and support with personal fitness to talking therapies and reflexology.

We are always willing to consider flexible working requests and job-shares and pride ourselves on a family friendly approach across our schools. The best resource we can provide for pupils is highly skilled, happy and fulfilled staff.

We are looking for an individual who shares the same vision and values – if you believe that you have the skills, drive and vision to help us achieve our aims we would be delighted to receive your application.

**LORRAINE
HEATH, OBE
CHIEF
EXECUTIVE
OFFICER**





Welcome to Neroche Primary School – we are a happy and successful village school, and our dedicated and hardworking staff provide each pupil with the highest standard of education. We set high academic and behavioural expectations so all children are ready for the next stage of their education.

Neroche is a single form entry school with one class for each year group. We have over 210 pupils from reception to Year 6 as well as 40 children in First Friends, our pre-school setting, age 2-4. We are delighted to be a school of choice in our community and lucky enough to be frequently oversubscribed.

A special place

Whilst we aim to ensure every child reaches their full potential academically, they are also taught that they can be successful in many different ways. Every child is unique and at Neroche, we work hard to ensure that every child is nurtured and supported along their individual learning journey with us. We want to evoke curiosity and a love of learning and as we prepare our learners for the next stage of their educational journey, we want them to know more, remember more and do more.



Why Neroche?

Neroche Primary School is first and foremost a school where children feel safe, happy, confident and enthusiastic to learn. Our dedicated staff team work hard to ensure that both academic and pastoral care needs are at the heart of every decision made at Neroche.



As a school we believe that both children and adults learn new things every day, building upon and retaining their existing knowledge.

We are committed to ensuring that all children including those from disadvantaged backgrounds and those living with identified special needs are equipped for their next stage of their education.

We maintain that learning should be a rewarding and enjoyable experience for everyone and that it should be fun and memorable.

Through delivering coherently planned and sequenced, high quality learning opportunities we endeavour to equip children with skills, knowledge and understanding necessary to be able to make informed choices as they

progress in their educational journey. We work closely with the other primaries within the Trust and are looking forward to welcoming an interim Headteacher to be part of our community.

Above all else, Neroche is a happy place where every member of its community feels that they belong and can be themselves. I strongly urge you to visit Neroche prior to submitting an application, but I also understand if this is not possible and I would not want it to be a barrier to applying. We are setting up school tour sessions in the coming weeks that we hope you will be able to attend:

- Wednesday 3rd July 2024 at 11.00am
- Friday 5th July 2024 at 1.30pm

To book a visit, please contact Tina Coles, School Business Manager - tcoles@holyrood.bep.ac

For a telephone conversation with myself about the position, please email rhealey@bep.ac with your contact details.

I look forward to meeting you,

Richard Healey

Executive Primary Lead for The Blackdown Education Partnership (BEP)



The Opportunity



Interim Headteacher – Neroche Primary School

Full time, temporary for one year

Leadership L14 – L20 (starting salary dependent on skills and experience)

Blackdown Education Partnership is looking for an experienced Deputy Headteacher or Headteacher to lead Neroche Primary School for the academic year 2024/25 starting in September 2024.

This is an exciting opportunity for an aspiring Headteacher and could be a seconded post. It would equally suit a recently retired Head or an individual seeking Headship in Somerset for relocation reasons.

We are looking for an individual who has a strong knowledge of curriculum, who has experience in safeguarding and who can demonstrate excellent achievement and progress for all children across the Primary and Early Years key stages.

You will be responsible for the strategic leadership of the school in respect of all areas relating to quality of education, behaviours and attitudes and personal development, as well as being the Designated Safeguarding Lead (DSL) for the school.

This post comes at a crucial point in the timeline for Neroche and we are looking for an individual who can build on the strong foundations the team have put in place and take the school forwards on the next phase of its journey.

You will be joining an ambitious and hardworking team of staff who offer incredible support, both in an academic and a pastoral sense, and are relentless in their drive to make a genuine difference to and lasting impact on our young people, families and the wider community.

You will also join our team of fantastic primary and secondary Headteachers leading our other Trust schools and have a unique opportunity to help shape the future of education in Somerset and Devon.

What you can expect from us:

- Eligibility to join excellent pension scheme.

- Access to a range of continuous professional development opportunities.
- Trust wide charity events designed to encourage our people to participate in meaningful activities.
- Access to a range of wellbeing provisions, including counselling, cognitive behaviour therapy, physical fitness support and specific health related interventions.
- Flexible working opportunities.
- Enhanced pay for parents who take time off due to maternity, adoption or paternity leave.
- Free car parking.
- Gym membership. Many of our schools have on-site gyms, the use of which is available to employees at a discounted rate.
- Cycle to work scheme which enables employees to purchase a bike and accessories for their commute to work.
- Free tea and coffee.

CVs are not accepted, please complete the application form in full. If you can meet the requirements of this role, we would love to hear from you.

For a telephone conversation about the position, please email Richard Healey, Executive Primary Lead - rhealey@bep.ac with your contact details.

All applications should be made by completing the online application form via E-teach available at www.bep.ac/vacancies and include evidence of how you meet the person specification for the role. For full details of the role, please see the job description and person specification.

Closing date: Midday on Monday 8th July 2024

Interviews: 17th July 2024



Job Description & Person Specification



Job Title: Interim Headteacher – Neroche Primary School
Location: Broadway, Ilminster, Somerset
Responsible to: Executive Primary Lead
Salary Grade: Leadership scale L14 – L20
Working time: Full time, temporary for one year

Key Purpose of Job

- Ensure that the school provides an excellent quality of education for all pupils at the school.
- Secure continuous improvement with a consistent focus on pupil achievement by setting high expectations and stretching targets, using aspirational data and benchmarking to monitor progress.
- Monitor, evaluate and review school practice and promote whole school improvement strategies.
- Ensure that communication systems and processes are consistent, embedded and working effectively.
- Implement effective change management when change is necessary, leading change and ensuring buy in from all key stakeholders.
- Establish a creative, responsive and effective approach to teaching and learning.
- Enable effective curriculum delivery through appropriate sharing of teaching expertise.
- Ensure that the school is compliant in terms of statutory and legal obligations, such as H&S, Fire Management and Safeguarding and ensure that policies, systems and processes are integrated, consistent and working effectively.
- Provide professional leadership which establishes a clear ethos, develops outstanding learning, achievement and success for all its pupils, and secures the improvement of the school and its professionals in accordance with the development plan/improvement strategy.
- Communicate efficiently the school's vision and drive the strategic leadership, empowering all pupils and staff to excel.
- Model positive relationships and attitudes towards our pupils, and engage parents, governors and members of the local community in the constant improvement of all that we do.
- Ensure that the education and interests of our pupils are at the center of everything we do.
- Develop highly effective relationships in and outside of the classroom at all levels across the school
- Lead on the deployment of agreed Multi Academy Trust systems and processes within the academy which could include: communication, business processes, Information, Governance, HR, behaviour, safeguarding and SEND and H&S, ensuring these are compliant, consistent and embedded.
- Ensure compliance in terms of all statutory and legal duties.

- Manage all staff, ensuring they are working consistently and effectively across the school
- With the support of the Chief Financial Officer/School Business Lead, lead on strategic financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupil outcomes and the sustainability of the school
- Develop a transparent and positive relationship with all stakeholders
- Maintain a thorough knowledge and understanding of policy direction and key accountability changes from DfE, Ofsted, Ofqual and other regulatory bodies and regularly review practice in the light of this information
- Work effectively and maintain positive relationships with leaders at neighbouring schools

This list is not meant to provide a narrow definition of specific responsibilities but to serve as guidance and should be seen as enabling rather than restrictive.

Key Duties and accountabilities of the post

Delivering High Quality Education

1. Lead the improvement and development of the school on the basis of evidence about effective practice, and promote a strong culture of continuous professional development of Trust staff.
2. Demonstrate political astuteness in promoting the best interests of the school in the context of Trust core objectives, translating opportunities arising for local and national policy into the school context.
3. Ensure that developments within the school are consistent with our core objectives and further seek to serve our local community.
4. Demand ambitious standards for all pupils overcoming disadvantage and advancing equality, instilling a shared sense of accountability in staff for the impact of their work on pupil outcomes
5. Maintain and secure outstanding teaching for all pupils through an understanding of the features of successful classroom practice and curriculum design.
6. Ensure that a commitment to a fully inclusive approach permeates all decision making
7. Seek to create and sustain a highly ambitious culture which secures excellence both in and outside of the classroom



Leadership and Management

1. Promote the sharing of best practice across the school between teachers and a culture where less than good practice is challenged and improved.
2. Create an ethos within which all staff are motivated and supported to develop their own skills and support each other.
3. Ensure high levels of staff morale and well-being
4. Engage in the effective recruitment, induction and retention of high quality staff

5. Identify emerging talents at all levels, coaching and encouraging aspiring leaders in a climate of excellence, leading to good succession planning.
6. Hold all staff accountable for professional conduct and practice.
7. Ensure that systems, organisation and processes are all effective, efficient and fit for purpose, upholding the principles of transparency integrity and probity.
8. Provide a safe, calm and well-ordered environment for all pupils and staff with a strong focus on safeguarding and the development of exemplary behaviour in school and in the wider society.
9. Enable effective curriculum delivery through appropriate sharing of teaching expertise.
10. Establish and implement rigorous systems for managing the performance of all staff, addressing under-performance, supporting staff to improve and valuing excellent practice.
11. Monitor, evaluate and review school practice and promote school improvement strategies.
12. Welcome strong governance and actively support the local governing body and Trustees to deliver their functions producing relevant reports and key information as required
13. Ensure that all leaders within the school are supported and challenged to undertake their leadership responsibilities and seek to create effective teams of developing leaders at all levels in the school.
14. Uphold and model the highest personal and professional standards including integrity, honesty, diligence and respect for others at all times when executing duties in line with the post and taking a tough principled stand where necessary

Wider engagement and contribution

1. Develop the capacity for the school to work across Blackdown Education Partnership and improve outcomes for all pupils.
2. Develop effective relationships with other services to improve academic and social outcomes for all pupils.
3. Use well evidenced educational research to help contribute to self-improving and school led systems.
4. Support the Primary Executive Lead to create a centre of good practice in initial and continuing teacher education.
5. Work effectively with other Headteachers across the Trust to share best practice and create effective Trust wide systems where appropriate
6. Inspire and influence others-within and beyond the Multi Academy Trust-to believe in the fundamental importance of education.
7. Engage positively with parents, governors and friends of the school to maintain strong relationships and partnerships and safeguard the reputation of the school at all times

General

1. Prepare policy review papers as required and requested.
2. Maintain a presence in local and national professional networks and through these and other means ensure a current overview of relevant policies and developments.
3. Comply with and uphold all respects of the Trust's code of Practice on equality and diversity.

4. Maintain strong relationships with the School's Local Governing Committee and provide them with accurate, timely and relevant information to enable them to discharge the duties that have been delegated to them by the Trust Board.
5. Contribute to the safeguarding and promotion of the welfare and safety of children and young people with regard to the relevant documents published by the Department of Education, within any School within Blackdown Education Partnership.

Other Duties

1. To undertake additional duties as required, commensurate with the level of the post.
2. To participate in induction training, staff review processes and professional development opportunities.
3. The post-holder will be expected to have an agreed working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, members of other agencies and community members.

Special Factors

- There will be a requirement to work beyond school hours particularly in supporting and attending school and Trust based events.
- The post-holder will support the achievement of the Trust's objectives by working proactively with colleagues on projects or activities outside their direct area of responsibility as required.
- To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the Trust's safeguarding policies.
- To comply with and adhere to all relevant Trust and School Policies and Procedures.
- To comply with legislation, policies and procedures relating to confidentiality and data protection, reporting any concerns to the appropriate person.
- To comply with the Trust's ICT Acceptable Use and Confidentiality Agreement for Staff.
- To comply with the Trust's Health & Safety policy, procedures, and statutory requirements.
- As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether "spent" or "unspent". Criminal convictions will only be taken into account when they are relevant to the post.



Person Specification

Qualifications	Essential	Desirable
Minimum of degree level qualification or equivalent	✓	
Qualified Teacher Status	✓	
NPQH		✓
Advanced (Level 3) safeguarding training		✓
Relevant post graduate management qualification or equivalent		✓
Completion of other recognised leadership development qualification		✓
Knowledge and Experience		
A proven track record of senior level strategic leadership and management in a similar setting	✓	
Knowledge of the wider educational developments and policy	✓	
A comprehensive understanding of curriculum development, pedagogy, innovation and delivery to a high standard	✓	
Awareness of regulatory and inspection frameworks	✓	
Secure knowledge of DfE publications and guidance which regulate safer working practices and approaches to vulnerable children and young people.	✓	
Effective management of student behaviour in order to drive aspirations and success	✓	
Effective management of people to maximise their performance	✓	
Experience of working with a range of early years providers to ensure an effective transition into primary education		✓
Experience of working with and reporting to a Board or Governing Body		✓
Experience of managing budgets combined with a proven track record of maintaining robust financial management systems		✓
Experience of developing successful partnerships with a wide range of external stakeholders including local authorities,		✓

employers, businesses, educational institutions, professional organisations and government agencies.		
Ability to establish a positive ethos with an accent on high achievement for all	✓	
Clear knowledge and understanding of an excellent early years and primary curriculum	✓	
Strategic vision and the ability to articulate and implement the strategy	✓	
Excellent written and verbal communication skills, including the ability to carry out effective negotiation	✓	
Personal Qualities		
Empathy with the needs and aspirations of all pupils	✓	
An excellent communicator, able to take the lead in promoting the academy and trust to the wider community and larger audiences	✓	
A passionate commitment to the raising of standards of achievement	✓	
High standards of personal and professional integrity	✓	
A personal commitment to the principles of equality and diversity	✓	
A willingness to contribute to system leadership and to support the development and improvement of other schools within and outside of the Trust	✓	
A sense of humour and the ability to bounce back when things don't work out as hoped for	✓	
Appreciation of work life balance	✓	
Willingness to ask for help and support if necessary.	✓	

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands, or final warnings as well as convictions, whether "spent" or "unspent". Criminal convictions will only be taken into account when they are relevant to the post.

You have a duty of care for your own health and safety at work and that of others who may be affected by your actions at work.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to a satisfactory Disclosure and Barring Service (DBS) Enhanced Disclosure Certificate.

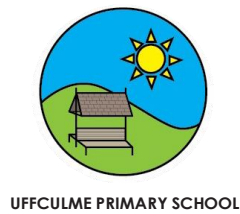


We believe in the potential of every child

OUR MISSION

- To nurture and develop the ambition, talents and interests of every child
- To break down the barriers that inhibit the opportunities and achievements of disadvantaged pupils so that they can go on to lead lives of choice and opportunity
- To create a family of schools that are deeply and purposefully connected to their communities.

Our Schools





LOCATIONS

All our schools are situated in the beautiful countryside of Devon and Somerset, within easy commuting distance of Exeter to the west and Bristol to the North, being close to some of the most beautiful coastlines of Devon and Dorset.

Our schools' varied locations allow our staff to access not only beautiful beaches, but also some of the best areas for walking, biking and other outdoor activities; yet the cities of Exeter, Bristol and Bath are close by.



