

The John Harrox Primary School



Head Teacher Application Pack

"We are exceptionally proud of our school and are confident that we provide a vibrant and stimulating learning environment in which pupils of all abilities thrive".



A warm welcome from the John Harrox Primary School

Dear Applicant,

Thank you for your interest in the Head Teacher position at The John Harrox Primary School. Governors are delighted to present this application pack which serves as a comprehensive introduction to our school and the opportunities that await the successful candidate.

The Opportunity

We are seeking a motivated, dedicated and highly effective leader who will continue to drive the school forwards. In return, we offer the support of a very talented and dedicated staff, friendly and enthusiastic pupils who embody a love of learning, a committed and supportive board of governors and a warm and welcoming community of parents.

About John Harrox Primary School

Our school is located within the picturesque and busy village of Moulton, near Spalding in Lincolnshire. Our school has community links with the local Church and the local Pre-School, which is managed within the school site by an external provider. The school also has very good relationships with our feeder secondary schools in the neighbouring towns of Holbeach and Spalding. Our school currently educates 270 Pupils, with an annual intake of 40 pupils, catering children from Reception to Year 6. We take great pride in being a safe, successful, happy and nurturing place for children to learn, grow and succeed. As a governing body we are extremely proud of our school and are fully committed to raising standards even further.



Continued...

Supportive Community and Resources

The John Harrox Primary School has a successful and committed Friends of the School Association. Over the years they have raised substantial funds, enabling resources to be updated, I-Pads to be purchased, enhancing our lovely outdoor learning area known as 'Bugs Bottom' and much more.

The children and parents have enjoyed events put on by the PTA such as our summer Colour Run, school Discos and film nights. This strong community support is a testament to the dedication and commitment to everyone involved in our school. At John Harrox the children are always eager to help others that are less fortunate than themselves and have also raised money for other charity events for the wider community.

Next Steps

We hope that you find all of the information you need within this application pack. Should you require any additional details or have any questions, please do not hesitate to contact the school. We look forward to receiving your application and discussing how you can contribute to the continued success and improvement of The John Harrox Primary School.

Yours sincerely
Rebecca Edgeley
Chair of Governors

on behalf of the Governing Body





Moulton, Lincolnshire

The Locality



The John Harrox Primary School is situated in the charming and picturesque village of Moulton. The original school within the village was known as Moulton Village Council School and dates to around 1881. The school moved to its present building in 1975 and this is when it became known as The John Harrox County Primary School in memory of John Harrox, a local benefactor from the 17th Century. John Harrox left an estate in the parish from which he decreed part of the income should be used for the education of the children of the parish and therefore the school benefits from an annual endowment.

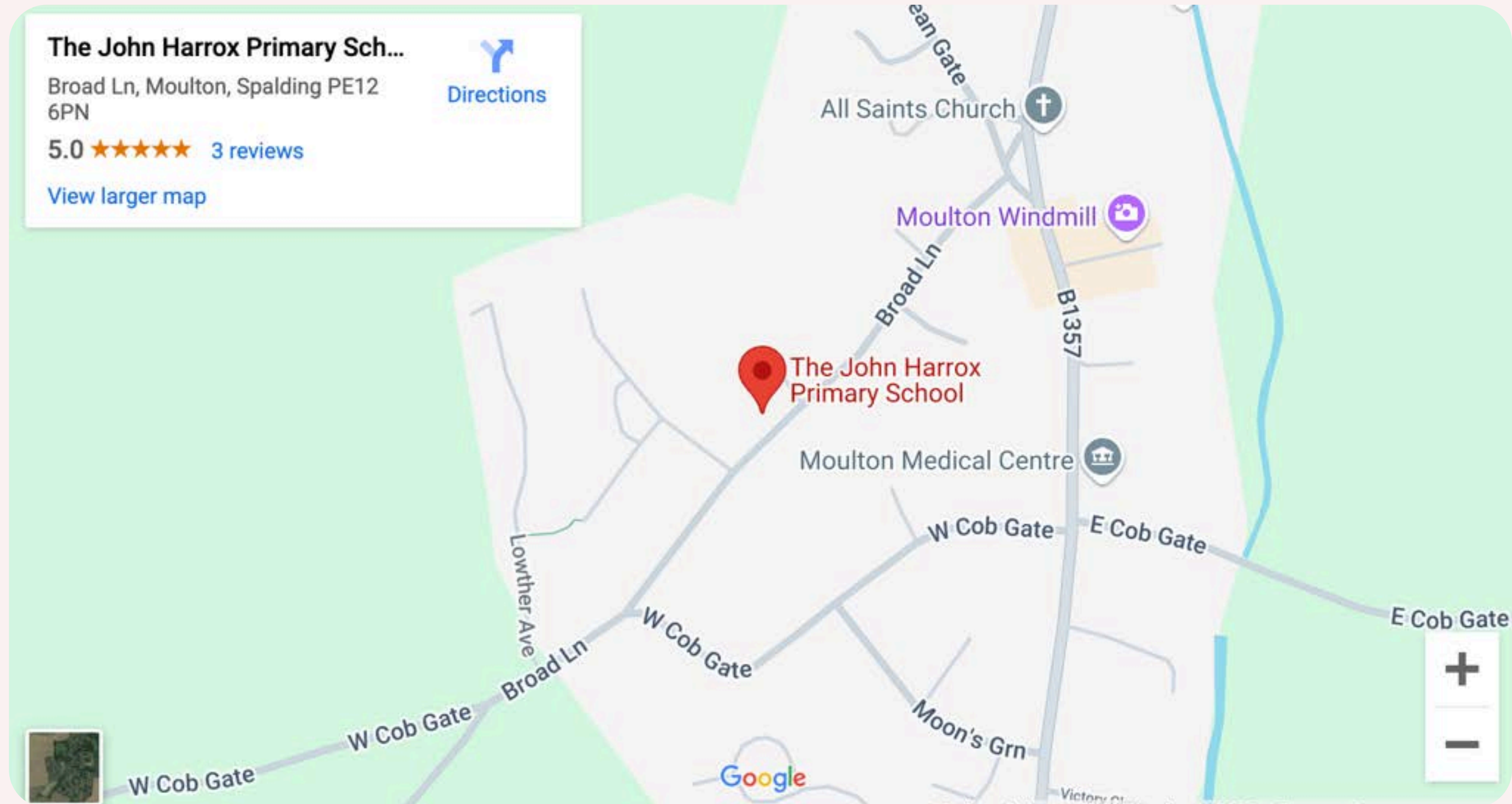
Surrounding Area

The nearest towns to our school are Holbeach and Spalding which are rapidly growing due to new housing developments in the local area. We have children who attend the school who live within the village of Moulton but also neighbouring villages such as Weston, Whaplode and the nearby towns. Due to this many children arrive to school via car. However, children who live in the nearby village of Moulton Seas-End also arrive to school by the local school bus.

The school has very good community links with the local church, All Saints Church, which is situated in the centre of the village, a short walk away from the school. This is where we hold our annual Harvest festival for the whole school and Key Stage 2 Christmas Carols concert.

We have limited staff parking on site but there is on- road parking near the school.

Where we are



Our Values and Virtues



At John Harrox Primary we believe that everyone has the right to feel safe, secure and happy within our community. Within school we have 5 Core Values which the children strive to achieve by the end of their time at the school. These are;

Courteous
towards everyone

Caring
for each other and their school



Conscientious
at all times

Considerate
to others in everything they do

Co- operative
the success of our whole Community is based on us all learning to work together to create a high quality learning environment.

Our Values and Virtues



In addition to the 5C's the school aims to;

- Create a warm, happy, caring, secure supportive and stimulating environment in which children can develop and learn and build on their first hand experiences
- Foster individuality in each child to help them be independent life long learners
- Encourage positive behaviour and attitudes coupled with high personal standards and pride.
- To provide as wide a range of experiences as possible to allow each child to develop socially, emotionally, physically, aesthetically and intellectually.
- To provide a firm foundation in all areas of the curriculum and ensure that children are given the opportunity to reach their full potential
- To ensure that all children are given equal access to all areas of the curriculum, regardless of gender, race, culture, religion, social background or ability.
- To establish and maintain good relationships with parents so that we may continue the development started at home
- To ensure parents are kept regularly informed of their child's progress and are encouraged to participate in the life of the school
- To ensure that members of staff are given the opportunity to continually review and develop their professional expertise so that children will receive a broad, balanced, relevant and differentiated curriculum.

Headteacher Standards



School Culture

- Establish and sustain the school's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community.
- Create a culture where pupils experience a positive and enriching school life.
- Uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life.
- Promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment ensure a culture of high staff professionalism.

Leading Learning and Teaching

- Establish and sustain high-quality, expert teaching across all subjects and phases built on an evidence-informed understanding of effective teaching and how pupils learn, whilst adapting to children's strengths.
- Ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains.
- Ensure effective use is made of formative assessment.
- Performance management of all staff.

Curriculum and Assessment

- Ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught for all children.
- Establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities.

Headteacher Standards



Curriculum and Assessment Continued...

- Ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading.
- Ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum.

Additional Needs

- Ensure the school holds ambitious expectations for all pupils with additional and Special Educational Needs and Disabilities (SEND).
- Understand SEND protocols for Lincolnshire and the future landscape.
- Establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively.
- Ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate.
- Ensure the school fulfils its statutory duties with regard to the SEND code of practice.

Professional Development

- Ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs.
- Prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development.
- Ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning.

Headteacher Standards



Organisational Management

- Ensure the protection and safety of pupils and staff through effective approaches to safeguarding as part of the duty of care.
- Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds.
- Ensure staff are deployed and managed well with due attention paid to workload, including understanding work-life balance for all staff.
- Lead by example while fostering an inclusive environment where all staff contributions are considered and valued, ensuring effective teamwork and collaboration.
- Establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently.
- Ensure rigorous approaches to identifying, managing and mitigating risk.

Continuous School Improvement

- Make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness and identify priority areas for improvement.
- Develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context.
- Ensure careful and effective implementation strategies, which lead to sustained school improvement over time forge constructive relationships beyond the school, working in partnership with parents, carers and the local community.
- Commit their school to work successfully with other schools and organisation in a climate of mutual challenge and support.
- Establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils.
- Take on board new initiatives and support staff with the time needed to learn and plan for any of these changes.

Qualities

Headteacher Standards



Governance and Accountability

- Understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility.
- Establish and sustain professional working relationship with those responsible for governance. Ensure that staff know and understand their professional responsibilities and are held to account, fully supported by the Head Teacher and the Senior Leadership Team to succeed in this.
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.
- Develop a vision and plan with Governors which is regularly evaluated to move the school forward.

Person Specification

The following person specification outlines the essential and desirable skills, qualifications, experience, and attributes important for this role

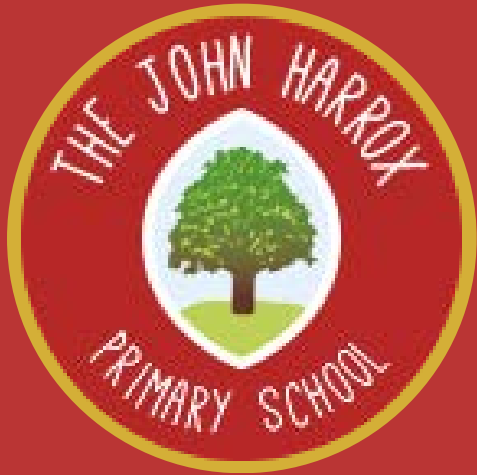


Qualifications and Experience	Essential (E) /Desirable (D)
Qualified Teacher Status	E
NPQH Awarded (unless already a Headteacher)	D
Degree or post graduate qualification	D
Significant leadership experience within a school	E
Evidence of continued career development	E
CRB clearance Enhanced Disclosure	E

Safeguarding Children	Essential (E) /Desirable (D)
Be able to form and maintain appropriate relationships and personal boundaries with children	E
Know best practice and procedures for safeguarding children	E
Demonstrate commitment to safeguarding and promoting the welfare of children	E

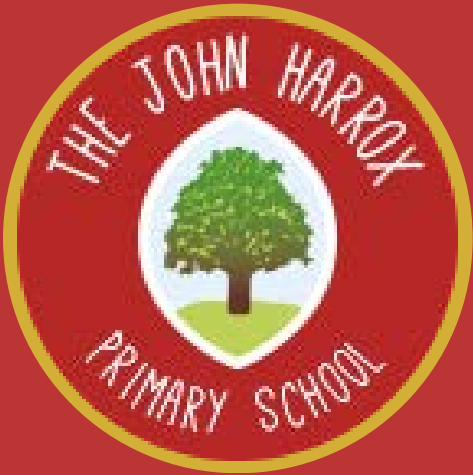
Skills

Developing People and Relationships	Essential (E) /Desirable (D)
Ability to inspire and motivate staff, pupils, parents and governors to achieve the aims of the school	E
Lead the team effectively and efficiently towards the academic, spiritual, moral, social, emotional and cultural development of all pupils	E
Ensure accountability by all staff for pupils' learning outcomes	E
Deploy people effectively by recognising, developing and using their strengths to their full potential to impact upon school improvement	E
Apply good practice in performance management and challenge underperformance in teaching and learning	E
Manage change and empower individuals and teams, whilst promoting positive mental health and wellbeing in their staff.	E
Possess a good knowledge of monitoring and evaluating performance and the use of school self-evaluation in order to raise achievement	E
Share leadership, delegate management tasks and monitor their implementation	E
Develop successful strategies for planning, implementing, monitoring and evaluating school improvement	E



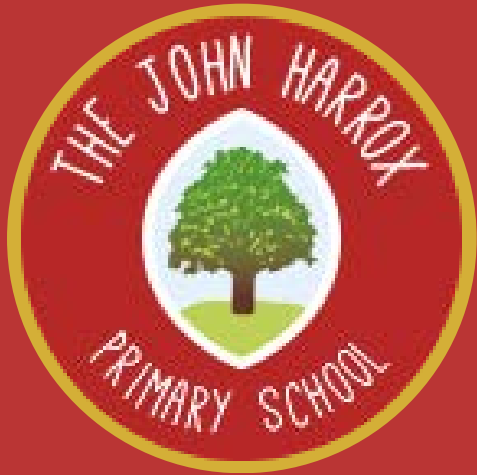
Skills

Developing Children and the Curriculum	Essential (E) /Desirable (D)
Implement a shared vision of quality first teaching, equal opportunities and high standards for every child	E
Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils	E
Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management	E
Have a clear understanding of SEND code of practice and experience of managing SEND, including the protocols for Lincolnshire and the future landscape of changes.	D
Experience of effective monitoring and evaluation of teaching and learning	E
Secure knowledge of statutory requirements relating to the curriculum and assessment	E
A secure understanding of assessment strategies, the analysis of data and the use of assessment to inform the next stages of learning	E
Lead successful and innovative curriculum development	E
Value diversity and the unique contribution that every child and member of staff makes to the learning community	E
Know and understand the primary curriculum and its assessment at all relevant Key Stages	E
Set high expectations for all pupils and monitor and evaluate the effectiveness of learning outcomes to inform school improvement	E
Utilise the wider curriculum beyond school and the opportunities it provides for pupils and the school community	D
Use new and emerging technologies to enhance learning outcomes	D
Commit to high expectations of behaviour and attendance	E



Skills

Personal Atributes	Essential (E) /Desirable (D)
Display the ability to communicate effectively, orally and in writing to a range of audiences e.g. staff, pupils, parents, governors	E
Demonstrate a passion and enthusiasm for the school's vision, aims, objectives and values, communicate them and motivate others to achieve the school's goals	E
Demonstrate the ability to remain positive and enthusiastic when working under pressure	E
Have the ability to organise work, prioritise tasks, make decisions and manage time effectively	E
Demonstrate drive and commitment to children's learning and excellence	E
Inspire, challenge, motivate and above all nurture others to create a forward thinking organisation	E
Demonstrate and promote excellent classroom practice	E
Build an excellent rapport with children, staff, parents, governors and the wider community	E
Display a sense of perspective and the ability to be reflective and self-critical	E
Be approachable, accessible and listen to children, staff and parents in a professional and caring way	E
Be an advocate for children and an ambassador for the school and be pro-active in the community	E



Skills

Legislation and Governance	Essential (E) /Desirable (D)
Know and understand current educational legislation and frameworks and their impact on schools and their wider communities, and be aware of current developments locally, nationally and globally	D
Implement school policies through informed decision-making, consultation and review	E
Understand the role of the Governing Body and promote effective collaboration between staff and governors	E
Be strategic in ensuring inclusion, diversity and access	E

Developing Resources & Enviroment	Essential (E) /Desirable (D)
Carry out strategic financial planning, budgetary management and apply the principles of Best Value	E
Use the resources and facilities of the school to their full potential	D

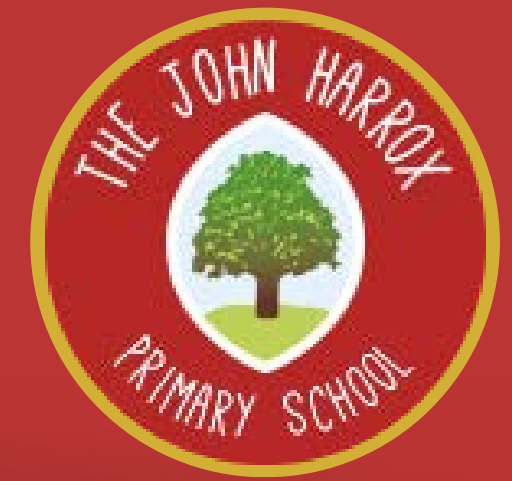


Next Steps



Pay Range	L16 – L21a £72,162 - £80,633 (based on September 24 pay scale)
Start Date	1st September 2025
Closing Date	17th March 2025 @ 11:59pm
Short List Date	24th March 2025
Interview Date	3rd April 2025
Visits to the School	6th, 7th & 17th March 2025 Please Contact Amanda Jones on 01406 370 426 or amanda.jones@johnharrox.lincs.sch.uk to book an appointment and tour with one of our Governors
School Website	https://www.johnharroxprimary.co.uk/
Send your completed application to	Amanda Jones - amanda.jones@johnharrox.lincs.sch.uk

Important Information



The John Harrox Primary is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to also share this commitment.

Appointments to this post is subject to an enhanced Disclosure and Barring Service check as well as other pre- appointment checks, including an online check, as outlined in Keeping Children Safe in Education September 2024.

This Job Description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future and the appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions as they relate to Headteachers.

To help us meet our high standards and aspirations of a fully diverse and inclusive workplace, we strongly encourage suitably qualified applicants from all backgrounds to apply and join us.

The John Harrox Primary School
Broad Lane
Moulton
PE12 6PN

