



Heckington St Andrew's Church of England Primary School



Head Teacher Information Pack

Key Deadline Dates

Preliminary Visits	Application Closing Date	Shortlisting Date	Interview Dates
Week Commencing			
5th June 2017	12th June 2017	15th June 2017	4th July 2017

Inspire, Explore, Nurture, Succeed

Heckington St Andrew's Church of England Primary School

Howell Road, Heckington, Lincolnshire, NG34 9RX

01529 460633 enquiries@heckington.lincs.sch.uk



Letter from the outgoing Head Teacher

Dear Applicant,

I have been very proud to be the Head Teacher at Heckington St Andrew's CE Primary School and will be sad to leave. It has been a privilege to work with such dedicated, hard working staff who inspire our children everyday. The children are a delight to spend time with and show so much enthusiasm for the immersive environments and creative learning opportunities the staff provide. The school has very close links with St Andrew's church and we are proud of the partnership we have. The governing body is very supportive and active in school, supporting leaders and staff. The next Head Teacher will have the exciting task of leading a wonderful team and leading the school on it's continued journey of success.

Hilary Brewster

Letter from Chair of Governors

Dear Applicant,

Many thanks for your interest in applying for the position of Head Teacher at our school. Please find enclosed an application pack that will tell you more about our school and the opportunities that await the successful applicant.

Our current Head Teacher will be leaving us at the end of the summer term. Ideally we would like someone to start in September but we are willing to wait for the right candidate to replace her. She is leaving after two years in the post because the family are relocating to another part of the country due to her husbands work. Already rated a 'good' school by OFSTED and an 'outstanding' church school by the Diocese, she has brought a lot of new ideas and practices that have improved the progress children are making across the board.

One of those practices is the ethos of immersive and project based learning placing the learner at the centre in an environment that stimulates the desire for exploring the subject they are studying.

As a Governing Body and teaching staff team we are committed to building on what has already been achieved and moving the school forward to the outstanding status it deserves. We hope you will be the person to help us achieve that goal of excellence.

As a church school our core values permeate all we do and teach. Collective worship and times for reflection are vital to our distinctiveness as a church school along with our links with the local churches and especially St Andrew's Heckington.

We look forward to meeting you and receiving your application should you sense this position is right for you.

Yours faithfully
Captain Chris





Heckington St Andrew's CE Primary School

At Heckington St Andrew's CE Primary School we are proud of our caring, family atmosphere. Visitors to the school comment on the outstanding behaviour of our children and the way they work and play together. Children's behaviour is outstanding and this, we feel is

attributed to the strong Christian values that run through all we do. Our children learn through enquiry based projects that provide hands on experiences and real life problem solving for authentic audiences. We create immersive environments in which our children can learn, providing engaging experiences every day. When our children are asked to describe learning in our school they say it is 'fun and comfortable'. Our children are encouraged to have a growth mind set and be willing to embrace challenge and our nurturing atmosphere is a strength. The teaching staff are an excellent team of caring people who always go the 'extra mile' for our children and work extremely well as a team. We have an active PTFA who raise vital funds to provide extra opportunities for our children. We have a huge number of volunteers from the church, community, local businesses and colleges. We believe in the power of collaboration so we have strong links with local schools being part of a cluster of eight schools conducting peer reviews, leadership support and teacher development. We also work closely with similar schools in Lincolnshire and belong to a network that provides support and development from National and International sources. Our school has been visited by many teachers and Head Teachers keen to learn from our exciting curriculum and creative learning environments and we are keen to continue to be seen as an innovative school who has an excellent reputation.



Inspire, Explore, Nurture, Succeed

Our aim is to inspire, engage and motivate our children to ignite a passion for learning so that they reach their potential. We will achieve this by providing an immersive, creative, personalised and nurturing environment where children can explore, discover and learn through real life experiences to build the foundations for lifelong learning.



RESPONSIBILITY
RELATIONSHIPS

Grace
Community
Forgiveness
Perseverance
Thankfulness
Hope
Love
Peace
Reverence
RESPECT

Children's Wishes

YR - happy and friendly

Y1 - respectful and a listener

Y2 - someone to turn us into amazing children

Y3 - make learning fun and good topics

Y4 - fair and supportive

Y5 - adventurous, creative and allows children to be involved in school management

Y6 - caring and believes in God



What do our pupil's say about our school ?

H is for happy

E is for everyone is a team

C is for caring

K is kindness

I is for interesting learning

N is for not giving up

G is for growth mindset

T is for trying our best

O is for outdoors

N is for nothing but FUN!



Staff Wishes

Team Player and someone who boosts morale

Supportive and treats every member of staff fairly and equally, valuing their opinions

Someone who allows teachers to be flexible and take risks

Someone who shows and models respect

Strong CPD leader

Our Parents say...

'Amazing school with a huge heart.' 'This school makes sure children achieves their full potential' 'We like how we are invited in and there are lots of opportunities to find out and be part of learning. We feel welcome in school and feel part of our child's education'

'Classrooms are exciting places to be. The staff have made such an effort to make the classrooms and learning fun, our daughter loves school'

'We are very lucky to have staff and a Head Teacher who work so hard to make sure our children are cared for and are receiving the best teaching they can. We can see a big difference in our children. They are happy, confident and enjoy all the new things that are happening. Thank you.'

Our Children say ...

'We are learning all the time.' 'It is tricky but it is fun' 'We do active learning that helps us to remember more.'

'We have a lot of choice now and we are always asked what we think' 'We are trusted and have the privilege to work where we want in our classroom so we want to work hard and do the best we can do' 'We have great learning and we are cared for.'

'I remember things more because I have had a different way to learn things than just listening or reading.' 'We are respected and respect each other.' 'We are encouraged to try really hard learning so that we can achieve more than we thought we could.' 'Our school is caring, safe and fun.'

Attainment Data 2016

EYFS

70% Good Level of Development

80% Achieved 2+ in the Prime Areas

Year 1 Phonics

83% at Expected Level

Key Stage 1

79% Reading

75% Writing

88% Maths

Key Stage 2

80% Reading

70% Writing

67% SPAG

63% Maths



Advert

Vacancy: Head Teacher

Location: Heckington St Andrew's Church of England School, Heckington, Sleaford,
Lincolnshire NG34 9RX

Salary: L12-18

Contract type: Permanent

Position type: full time

Closing Date: Monday 12th June 2017

Following the relocation of our Head Teacher, our children, staff and governors are seeking to appoint an inspirational leader to our very successful, popular and happy school. This is an exciting opportunity to join our family-orientated community and take the school on its next journey to outstanding, building on the most recent 'good' Ofsted and 'outstanding' Church school inspections.

As our new Head Teacher, you will be

- an inspirational leader, team manager and team player
- able to build on existing strengths and lead the school in further developing and enhancing the quality of our provision
- fully committed to promoting the Christian ethos and values of the school
- dynamic, determined, approachable and visionary
- able to develop strong relationships with children , staff, parents, governors and others within the community
- able to motivate and inspire both staff and children to ensure a continued focus on learning and have high expectations of achievement and behaviour
- able to demonstrate exceptional interpersonal skills



Advert

We have

happy, enthusiastic, attentive children
supportive parents who actively raise additional funds for the school
committed, enthusiastic, caring and friendly staff
a knowledgeable and supportive team of dedicated Governors

Interviews are scheduled to take place on Tuesday 4th July 2017.

We would encourage visits to our school. Please contact Mrs Ann Riddell, Senior Administrator on 01529 460633 or enquiries@heckington.lincs.sch.uk to make an appointment.

Application packs are available on the school website under 'contact us' or from the school office, details as above.

The school is committed to safeguarding and promoting the welfare of children, and expects all staff and volunteers to share this commitment.

Any offer of employment to this post will be subject to receipt of a satisfactory Enhanced Disclosure from the Disclosure and Barring Service (DBS). The full version of our Recruitment of ex-offenders and Criminal Records Bureau Disclosure procedure can be accessed from the following website at www.lincolnshire.gov.uk/jobs

Job Description - Headteacher

Duties

This job description is subject to the general conditions of service for a Headteacher as set out in the current School Teachers Pay and Conditions Document. This job description is based on the National Standards of Excellence for Head Teachers (2015).

Main Purpose

The Headteacher will provide professional leadership, vision and strategic direction for the school in order to maintain and develop the Christian character which enable pupils and teachers to achieve effective learning so that the school's aims and objectives are implemented in accordance with the policies of the governing body and national and local education strategy.

Key Accountabilities

Qualities and knowledge

1. Hold and articulate Christian values and moral purpose, focused on providing a world class education for the pupils they serve.
2. Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community.
3. Lead by example -with integrity, creativity, resilience, and clarity –drawing on their own scholarship, expertise and skills, and that of those around them.
4. Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.
5. Work with political and financial astuteness, within a clear set of principles centred on the school's vision, ably translating local and national policy into the school's context.
6. Communicate compellingly the school's Christian vision and drive the strategic leadership, empowering all pupils and staff to excel.

Pupils and staff

1. 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.
2. 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.
3. Establish an educational culture of 'open classrooms' as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis.
4. Create a strong Christian ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
5. Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.



Job Description - Headteacher

Systems and process

1. 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.
2. Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.
3. Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.
4. Welcome strong governance and actively support the governing board to understand its role and deliver its functions effectively –in particular its functions to set school strategy and hold the headteacher to account for pupil, staff and financial performance.
5. 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.
6. Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.

The self-improving school system

1. Create outward-facing schools which work with other schools and organisations -in a climate of mutual challenge -to champion best practice and secure excellent achievements for all pupils.
2. Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.
3. Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improving schools.
4. Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
5. Model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability.
6. 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.

Accountable for

Inclusive leadership of all teaching and support staff.

Accountable To

The Governing Body



Jackie Waters-Dewhurst
Diocesan Director of Education

Dear Applicant,

Thank you for your interest in the head teacher vacancy at Heckington Church of England Primary School in the Diocese of Lincoln. The Diocese of Lincoln covers a large area in the local authorities of Lincolnshire, North Lincolnshire and North East Lincolnshire. We have 142 church schools, of which four are secondary schools. The Diocese supports schools to achieve their own legitimate aspirations to best meet the needs of their pupils.

The Diocese has a dedicated team of staff that provides support for all schools across a range of areas, and if appointed, you could expect to receive support during your first year, through prearranged visits, by an education officer, the opportunity to attend a new headteacher's conference and other events organised by the Diocesan team.

The Diocese provides a wide range of training opportunities for all school staff as well as events for pupils. A Church Schools Festival is held during the summer term for primary schools at Lincoln Cathedral. These days are packed full of activities for the children to take part in. A Special Schools festival and Infant School festival is also held at the Cathedral. For more information please visit our website: www.lincoln.anglican.org.

Once again I thank you for your initial interest in this vacancy.

Yours sincerely

Jackie Waters-Dewhurst
Diocesan Director of Education

How to Apply

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Visit arrangements; Contact us as per details below to arrange your visit on the planned dates above.

Contact Us

Heckington St Andrew's Church of England Primary School
Howell Road
Heckington
Lincolnshire
NG34 9RX
(01529) 460633
enquiries@heckington.lincs.sch.uk

Safer Recruitment

Lincolnshire County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to enhanced Disclosure Barring Service checks.

