

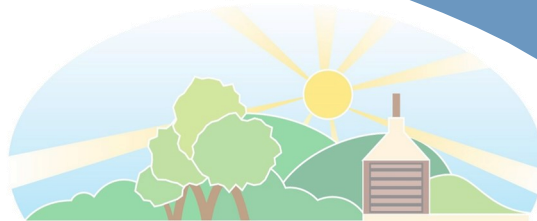
Milverton Community Primary School and Pre-School

**HEADTEACHER
RECRUITMENT PACK
Summer 2024**



We Care. We Aspire. We Belong.





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KEY DATES

- Application Closes:** Monday 13th May 2024 at 12 noon.
Interviews: Monday 20th and Tuesday 21st May 2024.
Appointment starts: September 2024 or January 2025.

Visits: You are strongly encouraged to visit the school. To arrange a visit please contact the school office on 01823 400439 or office@milvertonprimary.co.uk.

Contact Details:

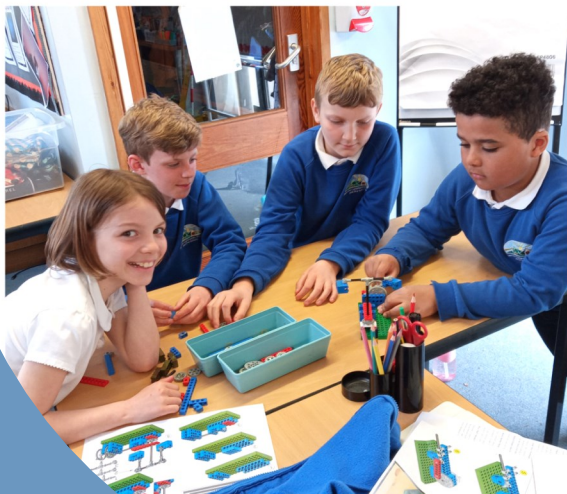
Milverton Community Primary and Pre-school
Milverton, Somerset, TA4 1JP.

Tel: 01823 400 439

Email: office@milvertonprimary.co.uk

Website: <https://www.milvertonprimary.co.uk/>

Location: <https://maps.app.goo.gl/UTcteQv95kSPenR87>





From the Chair of Governors

Dear Candidate,

Thank you for expressing an interest in the position of Headteacher at Milverton County Primary and Pre-School. I hope this information will encourage you to apply for the role.

Our school motto 'We Care. We Aspire. We Belong.' is an excellent summary of our ethos. There is a strong interest in the happiness, well-being and development of each individual child and our excellent academic track record is a reflection of our high expectations and achievements. Our recent Ofsted inspection highlighted the positive relationships at the heart of the School and that children are respectful and caring towards each other.

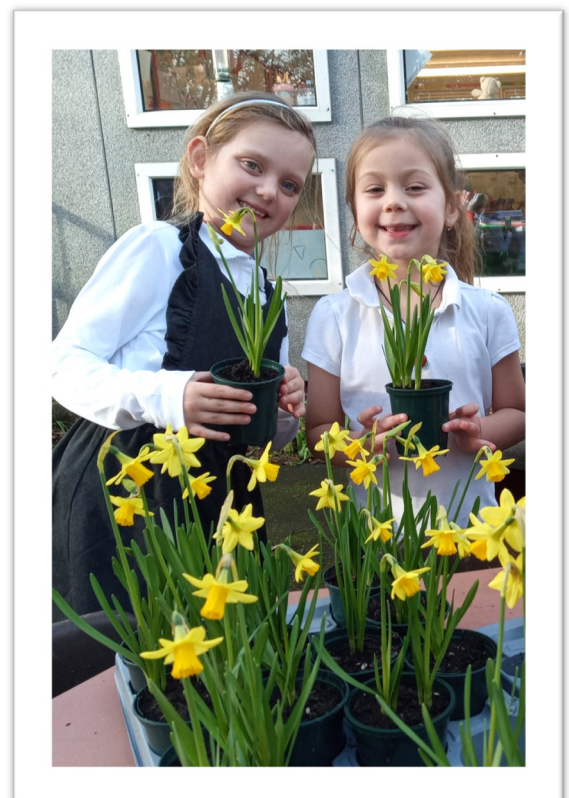
Our curriculum is ambitious and provides a strong foundation for the School's high expectations. The School and the staff are well supported by a strong and diverse Board of Governors who work closely with the staff in an active and challenging way to ensure continued improvements in achievement and attainment.

We are seeking to appoint a Headteacher who will embrace and develop our vision for our children, continuing to raise aspirations and standards.

You are welcome to visit our School where staff will be happy to show you the School at work.

Kind regards,

Linda Burton
Chair of Governors.



Introduction to Milverton Community Primary and Pre-school



Our aim is to help everyone associated with Milverton School and Pre-School feel part of a lively, caring and active learning

community. We believe that education is a partnership between parents, staff and children. Education should be fun. Children, like the rest of us, learn so much better when they are enjoying what they are doing. All of the adults who work in our school have a strong interest in the happiness and wellbeing of our children and are keen to ensure that every child has the opportunity to develop and reach their potential. Our beautiful school grounds, full of mature trees and a variety of natural habitats, encourage us to be innovative in utilising this space as a valuable teaching and learning resource through regular Forest School and outdoor learning sessions. This also inspires an environmental awareness in our pupils and has galvanised a firm environmental commitment in us all. We are very proud to have been an Eco School since 2006.

The school has an excellent academic track record and a long history of high expectations and achievements. We have consistently been in the top 20% of schools in England for progress and the top 10% of schools in England and the top 5% of schools in Somerset for attainment. Our curriculum is broad: we teach termly 'Quests for Learning' which are designed to make learning fun, accessible and tangible to our pupils. It is essential that the children grow to see themselves as learners; eager to explore, understand and find their place in the world. Our primary school is just the beginning of their lifelong journey of learning.

Our Ethos:

Together, we are building a community of creative, successful, life-long learners. We challenge ourselves to achieve whilst sustaining spiritual, moral, emotional and economic wellbeing. The world is our classroom!

Our Aims:

- ◇ We aim to provide a positive nurturing environment in which each individual is valued and where everyone can work and play happily together.
- ◇ We aim to motivate and challenge each pupil creatively and academically to take full advantage of the education we provide, whilst recognising differences in personal needs, experiences, talents and potential.
- ◇ We aim to develop sensitivity and awareness, encouraging everyone to treat each other and their environment with respect at all times.
- ◇ We aim to ensure that our children have a sense of pride in themselves, the school and the community they live in. We teach our pupils to develop a sense of personal responsibility for their actions and talents, to do their best and be proud of what they achieve both personally and academically.

GOVERNORS

The Governing Board consists currently of 10 Governors representing the Local Authority, local community, parents and staff. We are committed to doing the best for the children in the school, both in their education and their wider development. Our shared vision is to establish confident children who are proud of their achievements. We are committed to support the professional development and wellbeing of the staff in the ever changing education landscape.

We meet regularly as a full Governing Board and every Governor has their own allocated areas of responsibility. We routinely conduct monitoring visits and other activities to support the school's development. In this way, we can provide the appropriate strategic oversight and constructive challenge to the school.

Linda Burton—Chair of Governors/ Co-Opted/ LA Governor

James Pyne—Vice Chair/ Co-Opted/ SENDCo Governor

Emily Weiss—Co-Opted/ Safeguarding Governor

Stephen Jones—Co-Opted/ Health and Safety Governor

Chris Mann—Co-Opted

Gwil Wren—Co-Opted

Fiona Taylor—Co-Opted

Stephen Penny—Staff Governor

Chris Barnes—Parent Governor

Headteacher—Ex Officio



JOB DESCRIPTION

To fulfil all the requirements and duties as set out in the 2020 Headteacher Standards; <https://www.gov.uk/government/publications/national-standards-of-excellence-for-headteachers/headteachers-standards-2020#section-2headteachers-standards> and to achieve any performance criteria, objectives or targets agreed with or set by the School's 2023 School Teachers' Pay and Conditions Document.

To promote and safeguard the welfare of all children within the school by ensuring that the school's policies and procedures relating to safeguarding children and child protection are fully implemented and followed by all staff, that resources are allocated to allow staff to discharge their responsibilities, and that staff, pupils, parents and others feel able to raise concerns and that these are addressed sensitively and effectively.

In addition to the DfE role requirements listed above, the Governing Body of Milverton Community Primary and Pre-school have identified the following as specific and essential roles of the Headteacher of our school:

- ◇ To provide effective leadership to ensure that the school is maintained as a stimulating place of learning,
- ◇ To continue the rise in standards across the school with particular reference to academic performance, so that all pupils achieve to the very best of their ability. To lead in the provision of excellent learning and teaching.
- ◇ To provide an innovative and enriched curriculum including the spiritual, moral, social and cultural development of all pupils, to support our vision of four walls that hold tomorrow.
- ◇ To have due consideration for the National Standards of Excellence for Headteacher as published by the DfE.
- ◇ In consultation with the Governing Body and staff, to review the School Development Plan and, underpinned by sound financial planning, set a clear vision and direction for the school, identifying priorities and targets, and determining how high standards will be maintained.
- ◇ To lead the school through rigorous self-evaluation, including quality assurance and performance management at all levels.
- ◇ To further develop partnerships with a variety of stakeholders through collaboration.

Thank you for your interest in this wonderful opportunity at Milverton Community Primary and Pre-School. We look forward to hearing from you.

Completed application forms and covering letters to be emailed to:
sserecruitment@somerset.gov.uk





PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
Qualifications	<p>Qualified Teacher Status.</p> <p>Evidence of recent and relevant professional and personal development in preparation for this post.</p> <p>Recent experience in Senior Management.</p>	<p>Hold a current NPQH certificate or equivalent.</p>
Experience	<p>Proven leadership experience in the primary sector.</p> <p>Teaching experience across the primary age range including effective assessment methods.</p> <p>Experience of leading and managing a diverse team combined with the ability to nurture and sustain outstanding teaching and learning.</p> <p>Experience in the use of a variety of forms of pupil assessment, including monitoring, tracking, data analysis and assessment. Then to utilise this information with the staff to set and monitor targets for pupil progress and outcomes.</p> <p>Collaborative working and relationship building with a broad range of stakeholders.</p> <p>Demonstrable commitment to the social and emotional wellbeing of pupils leading to strong achievements.</p> <p>Experience of working with a Governing Board in an open and transparent manner, enabling them to perform their strategic role effectively resulting in continuing school improvements.</p> <p>Experience of managing school finances within constrained budgets for the benefit of the school.</p>	<p>Experience of coaching or mentoring.</p> <p>Experience of more than one school.</p>



	ESSENTIAL	DESIRABLE
Professional Knowledge	<p>An In-depth knowledge of the statutory duties, responsibilities and procedures with respect to safeguarding children.</p> <p>Demonstrable knowledge of how children learn and how this translates into high quality teaching and learning for every pupil.</p> <p>A working knowledge of school governance, including providing suitable data in a meaningful form that enables Governors to hold school leaders to account.</p> <p>A thorough knowledge of all statutory requirements including the national curriculum, assessment and Ofsted frameworks.</p> <p>Knowledge of the Early Years Foundation Stage curriculum.</p> <p>Knowledge of and commitment to the promotion of diverse and inclusive schools and society.</p> <p>Understanding of British Values.</p>	<p>Up to date, broad, knowledge of the national agenda for schools, particularly with regard to school structure and funding.</p>
Professional Skills	<p>Excellent oral and written communications combined with strong data analytics abilities, resulting in an ability to analyse, produce and present information to a variety of audiences.</p> <p>The ability to promote positive behaviour for learning and to ensure effective programmes for pupil behaviour, guidance, support and welfare are in place.</p> <p>Understanding of tools and techniques to manage and support the wellbeing of all staff.</p>	<p>A strong track record of improving school performance through the use of a selection of school improvement strategies and knowledge of school performance and priorities.</p>

"The best words that describe our school: awesome! Caring. Beautiful. Friendly. Eco-focused. Sensational!"



"There is always lots to interest us; loads of clubs and we go on many great trips out."



"Our teachers always make our lessons really fun!"



"We really feel part of the school and feel that we belong."



"It is a friendly and welcoming school with lots of things always going on. We love the fact we have lots of outdoor space and lovely old trees!"