



Stathern Primary School

HEADTEACHER RECRUITMENT
INFORMATION PACK



NURTURE, INSPIRE, DISCOVER, CREATE

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Children's Welcome

Dear Candidate,

We very much appreciate the interest you have shown in our school. Stathern Primary School is a school like no other: incredibly welcoming; is nurturing and teaches us to how to nurture others; inspires us to make a difference in the world we live in; and provide us all with the vast array of opportunities to help shape our futures.

Here at Stathern we are dedicated and passionate about ensuring that all pupils feel included in our school community. Many of our students contribute to this by actively taking on the roles and responsibilities, for example:

- The Zone - a calm area in our playground which brings students together through a variety of activities
- Sports Crew - where seven of our older children take part in leading sporting events and activities and inspire others to have a healthier and active life-style
- School Council - School Council representatives help grow our school by leading fund-raising events that raise money for charities. In addition to this, we are applying our creativity to different ideas to do with STEM projects (Science, Technology, Engineering, Maths) and making an amazing difference to the world we live in

In addition to this, Stathern Primary School staff are approachable, friendly and understanding people, who without a doubt, help us to explain and resolve queries that we may face. Being part of this team will be a pleasurable experience and will make you want to get up and go to work every day.

Our school is looking for a Headteacher that is helpful, nurturing, inspiring, creative and open to new ideas. They need to be committed to help us grow emotionally, socially, academically and physically – maybe even take over the girl's/boy's football team!

We hope that we are the school for you and that you are the head teacher for us!

Best Wishes,

Stathern Student Council



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Welcome to Stathern Primary School

CLARE ALLEN – CHAIR OF GOVERNORS

Dear Applicant,

On behalf of the Governing Board of Stathern Primary School, thank you for your interest in our school and the position of Headteacher. The successful candidate will join our team in the Autumn term of 2020.

The position has become available due to the promotion of our current Headteacher. The Governors, staff and children are looking to appoint a new leader who will embrace our new motto and strive to achieve the best outcomes for all of the children in our school.

Our vision and values were built from a recent project that engaged all stakeholders and therefore reflect the ambition of our whole school community. Our motto 'Nurture, Inspire, Discover, Create' reflects this work and emerged from our innovative, exciting and engaging curriculum.

We are extremely proud of our inclusive ethos and our commitment to equal opportunities for all. Whilst all of our children are special, we have children with additional Special Education Needs and Disabilities and pride ourselves on our provision and the positive team embrace that we offer.

We are looking for someone with a clear vision, great skills and experience, together with courage and resilience; a Headteacher who really wants to make a difference to the lives of the children within our school.

This person will need to be outward facing to establish a strong relationship with parents and the local community and have the ability to share and learn from best practice whilst knowing how to find and exploit partnership opportunities in the Vale and beyond.

Within this recruitment pack you will see just a snapshot of what we can offer to someone who is either looking to embark on their first Headship or is looking for the perfect school to continue their Headship development. I would encourage you to visit our [website](#) where you can find out much more and I would warmly welcome and encourage you to visit the school before submitting your application before noon on Monday, 23rd March. We ask that you contact the school office to arrange this in advance theoffice@stathern.leics.sch.uk or 01949 860316.

To apply, please email the application form with a cover letter, or for more information, please contact the school office.

We look forward to hearing from you.

Clare Allen

NURTURE, INSPIRE, DISCOVER, CREATE



“Small in stature... but not in aspiration, imagination or innovation.”

- PARENTAL SURVEY FEEDBACK

NURTURE, INSPIRE, DISCOVER, CREATE



Welcome to Stathern

Stathern Primary School is an outstanding rural primary school located in the Vale of Belvoir, near to Melton Mowbray in North-East Leicestershire. Stathern is a busy, growing village with active community groups and a parish church. The school works closely with the community, using the village hall for sport and performances and working with the church for special assemblies and village events. We also ensure that we embed regular trips and visits to exciting places and do not see our village location as any boundary to learning about other cultures, national or global issues.

Strong collaborative partnerships are held with other schools in the Vale area. We also seek external support through the Oadby Learning Partnership to ensure the school remains outward looking and forward thinking.



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Our Vision & Values

We believe in...

- Developing outstanding character and attitudes to learning in preparation for future challenges in a changing world
- Promoting physical and mental health in a happy caring environment that is supportive and encouraging
- Making a difference to the world we live in through creating enterprising solutions to local and global issues
- Developing social skills and an appreciation of each person's unique strengths, respecting and embracing different cultures, races and religions
- Fostering a deep sense of care and nurture for the world we live in and the people around us
- Creating a broad range of inspiring experiences that allows children to develop skills and find their place in the world
- Working in partnership with our school community and beyond to build brighter futures
- High expectations alongside a culture of self-awareness, reflection and self-improvement

Vision Statement

“Preparing children for the future through an inspirational curriculum that makes a difference to the world; outstanding character development; exceptional health and well-being.”



NURTURE, INSPIRE, DISCOVER, CREATE



Our School Motto

“Nurture, Inspire, Discover, Create”

NURTURE

We care for each other and celebrate our differences, achievements and contributions to the world. We support each other through challenges and difficulties, recognising that the mental health and well-being of both ourselves and those around us is one of the key factors in our happiness and success.

INSPIRE

We inspire each other to greater heights through our communication, actions, support and achievements. We take inspiration from the people, places and events all around us. We recognise that whether a situation is good or bad, there is always learning and growth to be gained. These situations inspire us to make positive change a reality.

NURTURE, INSPIRE, DISCOVER, CREATE



Our School Motto

“Nurture, Inspire, Discover, Create”

DISCOVER

We are excited to discover new knowledge, skills, people and places. We are open to alternative ideas beyond our own and enjoy exploring the thoughts, conversations and solutions that others bring to different situations and experiences.

CREATE

We enjoy working together to create new and exciting solutions to make our world a better place. We believe we can make a difference no matter how large or small. Our school is a place where we can experiment and take risks in order that we might better ourselves and the world we live in.

NURTURE, INSPIRE, DISCOVER, CREATE



“Stathern Primary School is without doubt the nicest school I have worked at. The children are wonderful, well-behaved and eager to learn. The parents are very supportive and the staff have a fantastic team spirit. The commute through idyllic countryside is an added bonus.”

- CLASS TEACHER

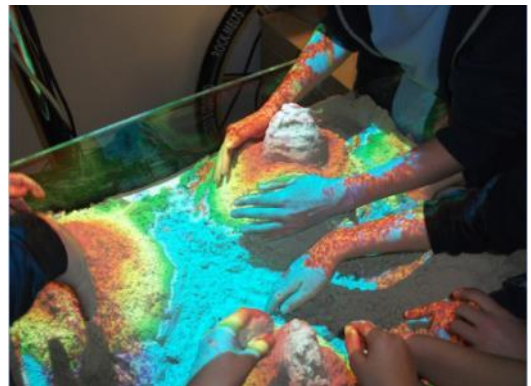
NURTURE, INSPIRE, DISCOVER, CREATE



Priorities

OUR CURRENT SCHOOL DEVELOPMENT PLAN HIGHLIGHTS THE FOLLOWING PRIORITIES:

- To continue to evolve an inspiring curriculum that provides the knowledge, skill and context for pupils to be able to make a difference in the future
- To further develop an enjoyment of reading where children read widely, confidently, fluently and with strong comprehension
- To inspire the highest levels of commitment and best possible attitudes to learning
- To provide motivational context to STEM subjects that will inspire children to greater depth learning and a path to future learning/careers
- To improve mental and physical health resulting in an increased capacity for learning
- To continue to drive up standards using collaborative partnerships



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“What I love the most about Stathern Primary School is how the staff team are committed to provide a curriculum that is relevant and exciting. The learning makes a difference to the lives of children and it promotes the desire for our young people to make a difference to others and the world in which they live.”

- CHAIR OF GOVERNORS

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Our Curriculum

THE SCHOOL IS DEVELOPING A CURRICULUM THAT INSPIRES ALL CHILDREN TO CHANGE THE WORLD FOR THE BETTER.



Knowledge is skilfully shared to engage all children in projects that 'make a difference' to the local community and the world beyond by considering:

A) Learning from the experience of others – including Geography, History, Science

B) Creative/Fantasy – Using the power of the imagination

C) Designing and making products that could improve the world including Enterprise

D) Understanding and Improving local and global Issues

All children embed knowledge in their long term memory and develop skills alongside a clear understanding of purpose and context, linking their learning to the world they are living in. Children are always encouraged to ask 'why' we learn about the things. There is a great emphasis on high level vocabulary and the ability to articulate their learning and emotions. As a small and non-diverse village school, our curriculum is also designed to enable pupils to: grow in their global understanding of different cultures, to challenge stereotypes and to appreciate diversity.

NURTURE, INSPIRE, DISCOVER, CREATE



“My child loved becoming part of the school ‘family’... it is a fabulous school with a lovely atmosphere and encouraging environment.”

- PARENTAL SURVEY FEEDBACK

NURTURE, INSPIRE, DISCOVER, CREATE



Job Description (1/2)

Job title: Head Teacher

Responsible to: The Governing Body

Responsible for: All teaching and support staff

Job purpose:

To provide professional leadership, strategic direction and management for Stathern Primary School, building on the strong foundations that are in place in order to maintain and further improve all aspects of the school's standards and quality.

- To be a visionary leader
- To raise standards for all across the school
- To deliver a continuous programme to manage the growth of the school

To achieve this, the Head Teacher will work in partnership with all stakeholders to:

- Inspire the whole school community and effectively provide vision, leadership and direction
- Create and maintain an environment which promotes and secures outstanding teaching, effective learning, and high standards of achievement, behaviour and a passion for learning
- Promote excellence, equality and high expectations of staff and pupils
- Create a safe and productive learning environment that is engaging and fulfilling for all staff and pupils
- Evaluate the performance and identify priorities for continuous improvement
- Deploy resources to achieve the school's aims and priorities within financial limitations
- Carry out day-to-day management and organisation of the school



Job Description (2/2)

Main duties and responsibilities:

- To undertake all the duties and responsibilities of the post of Head Teacher
- To ensure that a high-quality education is provided for all children and young people that meets their needs and enables them to make good progress across the school
- To ensure that the principles of being healthy, staying safe, enjoying and achieving, making a positive contribution and achieving economic well-being are embedded within the school
- To be responsible for child protection and the welfare of children and young people
- To develop a positive working relationship with all stakeholders, including the local community group
- To maintain a keen awareness of developments in education, teaching and learning, to ensure that the school is able to meet current and future requirements and resources are secured
- To be responsible for the management of staff, including recruitment, selection, induction, deployment, performance management, attendance and conduct
- To maximise the contribution of all staff, leading by example to develop a performance culture which supports the best possible outcomes for children and young people
- To ensure that the school operates efficient and effective financial and administrative procedures, setting appropriate priorities for expenditure, allocating funds and ensuring effective financial control, in accordance with the requirements laid down by the governing body
- To undertake all the duties of the job in accordance with relevant legal requirement, including health and safety and employment legislation
- To undertake continuing professional and personal development
- To be an effective class teacher



“We love our child being in a small, loving class, supported by experienced staff and outstanding parental communication.”

- PARENTAL SURVEY FEEDBACK

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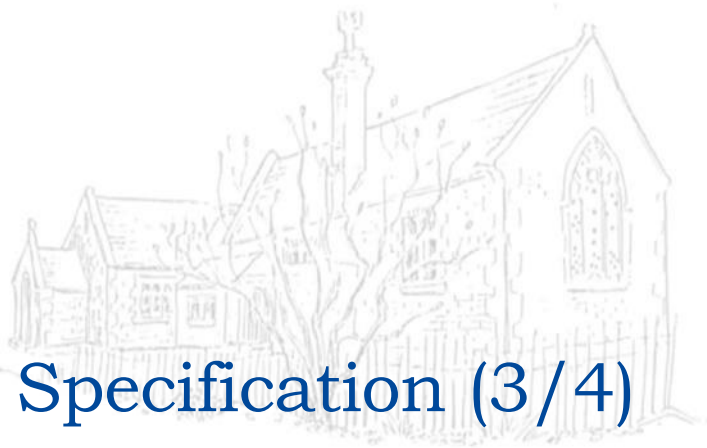
Person Specification (1 / 4)

	Essential	Desirable	Assessed by
Education/training/qualifications			
Qualified Teacher Status.	Y		App, Doc
NPQH		Y	App, Doc
Management training or qualification.		Y	App
Demonstrable commitment to continuing professional and personal development.	Y		App/ Int, Doc
Experience			
Experience of successfully leading and developing teaching	Y		App
Experience of teaching in more than one school.		Y	App
Experience of a range of responsibilities covering different aspects of school life which have had demonstrable outcomes for children.		Y	App
Experience of successfully leading and managing whole school change initiatives.	Y		App/ Int, Ref
Experience of raising achievement.	Y		App/ Int, Ref
Experience of monitoring and evaluating teaching and learning.	Y		App/ Int, Ref
Experience of developing relationships with the wider community.		Y	App
Experience of managing budgets successfully.		Y	App, Ref



Person Specification (2/4)

	Essential	Desirable	Assessed by
Knowledge			
Understanding of the environment within which the school operates – at national and local level.	Y		Int
Knowledge of relevant statutory requirements.	Y		Int
Sound up to date knowledge of developments in education, teaching and learning and best practice.	Y		Int
Understanding of how high quality performance management for all staff is linked to the school improvement	Y		Int
Up to date knowledge of child protection requirements and able to put this into practice.	Y		Int, Ref
Understanding of equal opportunities and able to put this into practice.	Y		Int, Ref
Knowledge of the principles of financial management in schools.	Y		Int
Basic knowledge of health and safety and employment law.		Y	App/Int
Competencies			
To think strategically and develop a vision for the school.	Y		Int
To think creatively and imaginatively to identify opportunities.	Y		Int
To set, monitor and evaluate targets.	Y		App, Int
To develop and promote a positive image of the school	Y		Int



Person Specification (3 / 4)

	Essential	Desirable	Assessed by
To provide a sense of community in school where each individual is valued.	Y		Int
To investigate problems, evaluate options, identify solutions, make and implement plans and monitor outcomes.	Y		App/Int, Ref
To use resources cost-effectively.	Y		Int
To work effectively within policies and procedures.	Y		Int, Ref
To make sound decisions, often under pressure and to tight deadlines.	Y		Int, Ref
High standard of written communication skills.	Y		App
To use numerical and financial data confidently.	Y		Int,Ref
To communicate sensitively, clearly and persuasively with people at all levels.	Y		Int, Ref
To manage and motivate individuals and teams to achieve high standards of performance.	Y		Ref
To manage conflict effectively.	Y		Int, Ref
To develop and maintain collaborative relationships with a wide range of agencies and individuals.	Y		App/ Int, Ref
To undertake the responsibilities of a class teacher as required	Y		Ref



Person Specification (4/4)

	Essential	Desirable	Assessed by
Personal attributes			
To command credibility and respect from all members of the school community.	Y		Int, Ref
Commitment to valuing cultural diversity	Y		Int
Emotional resilience and a sense of humour.	Y		Int, Ref
Able to adapt to changing circumstances and new ideas.	Y		App/Int, Ref
To be an inspiring role model for staff and pupils.	Y		Ref
Able to achieve challenging professional goals.	Y		App/ Int, Ref
Other requirements			
Satisfactory Enhanced Criminal Records Bureau Disclosure.	Y		Doc



“I love Stathern school because everyone is kind and cool.”

“Our school is friendly and I like it because the teachers expect the best from me. I love the sport the most!”

- PUPILS – AGED 6 & 10

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