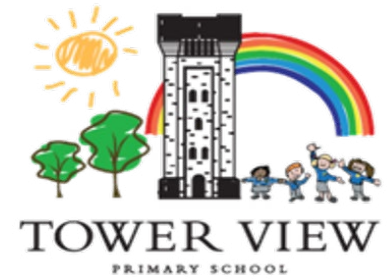


Head Teacher

Candidate Pack



Welcome Letter



Dear Applicant,

Are you looking to lead a team of highly motivated staff who care passionately about the children in their care? Do you aspire to be a role model for 360 children who enjoy coming to school each day? Do you have the passion to drive a curriculum that encourages our pupils and staff to achieve way beyond their expectations? If your answer to these questions is yes, then we would love to hear from you.

As our current Head Teacher is leaving, we are seeking to appoint a strong, highly motivated Head Teacher to lead our team, here at Tower View Primary School, Winshill, Burton Upon Trent.

In the pack below, we outline the current structure and format of our school, which, along with the accompanying job description and person spec, clearly outline the educational and cultural values we hold dear and are at the heart of our whole school philosophy.

Our new Head Teacher will bring their visionary leadership to our school and build on current successes through establishing effective relationships with staff, pupils and the Governing Board, to ensure our school continues to grow and thrive. Our new leader will promote a curriculum which challenges our pupils of all abilities in a flexible yet structured way.

Our new Head Teacher will be proactive about ensuring all pupils achieve the highest possible academic, pastoral, artistic and sporting outcomes, embracing the outdoor education programme which has been so successful at Tower View.

It is essential that our new Head Teacher has an in depth knowledge of current educational priorities, curriculum, pedagogy and safeguarding as well having experience in promoting equity, inclusion and diversity.

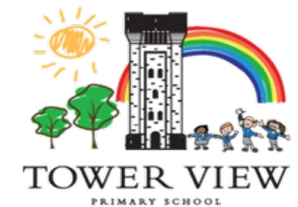
I warmly encourage you to visit the school to see the pupils and staff at work. Please contact Rebecca Beach on 07733 628155 to make an appointment.

Please review the recruitment pack before completing your application form. Please do not send a CV with your application form.

I would like to thank you for your interest in this post at Tower View Primary School and wish you every success with your application.

Chair of Governors

About the School



Tower View Primary School is a unique primary school at the heart of the Winshill community in Burton Upon Trent and set in exceptional grounds. The school is central to the locality, with an intake of 60 per year group and currently 360 pupils on roll who come mainly from the local area. It is an area of significant deprivation with approximately 26% of pupils being on F.S.M.. Although the school is non-denominational it is pro-active in involving all religious beliefs and uses the local church of St. Marks actively, as well as many other local facilities. The school also works closely with several other local settings in a collaborative, but non-MAT, manner to support learning, challenge educational provision and share good practice as part of the Burton Rivers Collaborative Partnership (BRCP).

The school was judged to be securely good at its last inspection in November 2021 and is seeking to appoint a leader who can provide the exceptional leadership that will steer the school to even greater success in the future. We believe in putting children at the centre of all we do and in providing an education that is exciting, engaging and fun.

Our vision as a school is to make sure, through high quality provision and accessing learning through a range of settings and diverse opportunities, along with embracing the Outdoor Experience, our children achieve. Our key values and aspirations are important to us so that everyone in our school will be kind, responsible and respectful to all. Each individual is valued and encouraged to believe in themselves and adopt an 'I can do it!' attitude. Through an active collaboration between home, school and the local community we strive to develop resilient, confident and independent learners who enjoy learning and are ready to face new challenges when they finally leave us at the end of Year 6.

Our curriculum, currently being reviewed and updated to make it more sequential, is based around creative learning, use of the outdoor space and involving the children in developing their interests. We incorporate most subjects into English and maths and have a high emphasis on the use of IPADs in school; indeed each of our year 6 pupils have a dedicated IPAD allocated to them to support learning. We also ensure every child participates in a day of outside learning each week.

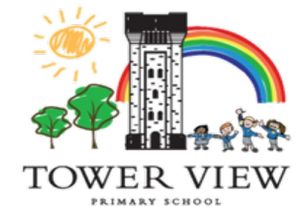
Staffing is made up of 14 class based teachers, two of which are deputy head teachers overseeing each key stage. Every class has a nominated teaching assistant and many pupils are supported by additional staff for their specific needs. We have a SEND team who manage SEND provision across the school and the Headteacher has responsibility for attendance and safeguarding issues (staff use My Concern).

The site is large and has over 1000 trees planted, as well as class allotments, a cookery room, 2 halls, ICT suite, library, dining room, a community bungalow, SEN room and memorial gardens. There is also a private pre-school on site and an Out-of-School Club providing care for school pupils daily.



'Early in the new year, Tower View will be embarking on an exciting new chapter in the school's history. We are in the final stages of becoming an academy and joining 'Endeavour Multi-Academy Trust', along with two other primary schools in the local area. All schools that are already part of the Trust are either 'good' or 'outstanding'. The Trust prioritises the well-being of the leaders and staff who work in its schools and there is access to a range of support services. This aligns with the Trust's focus on ethical leadership.'

About the School



Safeguarding

Tower View Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The school follows safer recruitment practices and the successful applicant will be required to apply for an enhanced Disclosure and Barring Service check.

We are passionate about promoting British values, which is evident through our curriculum and the routines of our daily school life.

School Aims and Vision

Our vision is at Tower View we will make sure, through high quality provision and accessing learning through a range of settings and diverse opportunities, along with embracing the Outdoor Experience, our children achieve.

To have the skills to:

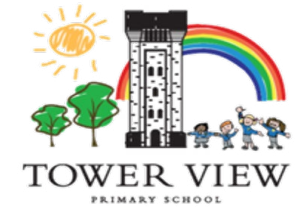
- Reflect on their own learning and be aspirational.
- Achieve personal potential and above.
- Understand the importance of a healthy and safe lifestyle.
- Work as a team player and be positive about new experiences.
- Enquire, question and be open minded.
- Develop an understanding of money, work and the economy.
- Organise themselves and make appropriate choices.

To be:

- Happy, independent and have confidence in their own abilities.
- Active and pro-active.
- Motivated, resourceful and resilient.
- Adaptable, thoughtful, sociable and empathetic towards others.
- A good communicator and aware of the effect of their behaviour on others.
- Proud of and rooted in their communities.
- Respectful and curious about other cultures and the world around them.
- Creative and willing to go out of their comfort zone.



About the School



Ofsted

Our last Ofsted inspection was in November 9th / 10th 2021 (report published December 13th 2021) and our school was assessed as Good. Here are some of the key findings from the inspection report which can be reviewed in full on our website:

<https://files.ofsted.gov.uk/v1/file/50173934>

Some of the positive Ofsted report statements:

- Warm and welcoming place.
- Pupils behave well.
- They enjoy coming to school and learning.
- They enjoy their lessons and demonstrate positive attitudes.
- Pupils develop confidence and self-esteem outside the classroom.
- They feel safe.
- Bullying does not happen very often, but they know that adults will deal with it.
- All leaders have a clear vision for the school.
- Leaders are aware of issues with foundation subjects.

Areas for development:

- In the foundation subjects, including history and geography, the school's curriculum is not yet sufficiently well planned and sequenced. Pupils do not build their knowledge and understanding over time.
- Leaders of some curriculum areas are still developing their roles. As a result, some subject areas are at a much earlier stage of development and plans are not coherent. Senior leaders should ensure that curriculum leaders quickly gain the confidence and skills that they need to be fully effective in their role in developing and implementing curriculum plans



School Data 2024

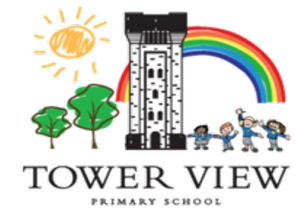


Reception		
Area	Total	National Data
Good Level of Development	63%	68%

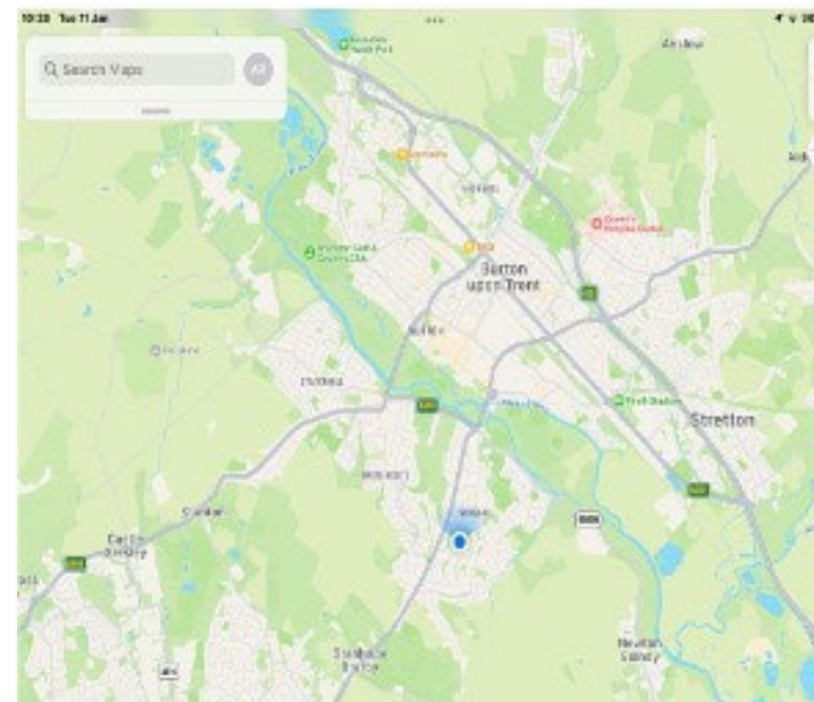
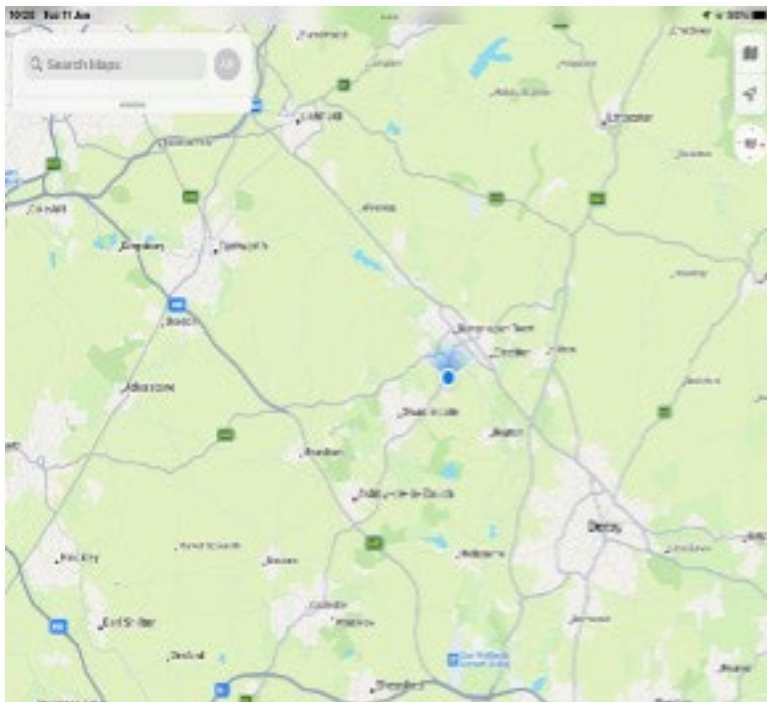
Year 1		
Phonics	% 'pass'	National Data
Year 1	65%	80%
Year 2	79%	91%

Year 6				
	Expected Level	National Data	Greater Depth	National Data
Maths	69%	73%	13%	24%
Reading	69%	74%	18%	29%
Writing	49%	72%	0%	13%
SOaG	69%	72%	15%	30%

Location



Tower View Primary School is located to the east of Burton Upon Trent on the edge of the Staffordshire / Derbyshire border. It is named after the water tower built in 1907 on the opposite side of the main A511 Ashby Road. It has good links to the A38, A50 and A444 and is easily commutable from areas around Derby, Uttoxeter, Ashby, Coalville and Burton Upon Trent itself. Winchill has a few small shops and leisure facilities, but Burton Upon Trent provides a wide range of easily accessible facilities and amenities expected of a town of its size.



Head Teacher Job Description



Post Title: Head Teacher

Responsible to: Governing Board

Salary: L18 – L22, £75,675 to £83,464 (Possible enhancement would be considered for an exceptional candidate)

Mission Statement

At Tower View we will make sure, through high quality provision and accessing learning through a range of settings and diverse opportunities, along with embracing the Outdoor Experience, our children achieve.

Statement of Purpose

As the leader of the school, the head teacher is responsible for inspiring, developing and leading the school's vision with all members of the school community and ensuring an environment for teaching that empowers staff and children to achieve their highest potential.

General Duties

To carry out the duties of the head teacher as set out in the School Teachers' Pay and Conditions document and related guidance by:

- Leading by example, providing dynamic, consistent, and motivational leadership, ensuring the successful delivery of the vision, ethos and aims of the school.
- Sustaining wide, current knowledge and understanding of education and school systems locally, nationally, and globally, and pursue continuous professional development.



Head Teacher Job Description



Key Responsibilities:

Shaping the Future

- Ensures the vision for the school is clearly articulated, shared, understood and acted upon effectively by all.
- Works within the school community to translate the vision into agreed objectives and operational plans which will promote and sustain school improvement.
- Demonstrates the vision and values in everyday work and practice.
- Motivates and works with others to create a shared culture and positive climate.
- Ensures creativity, innovation and the use of appropriate new technologies to achieve excellence.
- Ensures that strategic planning takes account of the diversity, values and experience of the school.

Leading Teaching and Learning

- Takes the leading role in improving pupils' learning through a constant drive to raise the standards of teaching throughout the school.
- Rigorously monitor the school's data and benchmarks to identify the quality of teaching through evaluating pupils' progress.
- Ensures that learning is at the centre of strategic planning and resource management.
- Maintains creative, responsive and effective approaches to learning and teaching.
- Ensures a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning.
- Demonstrates and articulates high expectations and sets stretching targets for the whole school community.
- Implements strategies which secure high standards of behaviour and attendance.
- Determines, organises and implements a diverse, flexible approach to the curriculum and implements an effective assessment framework.
- Takes a strategic role in the development of new and emerging technologies to enhance and extend the learning experience of pupils.
- Monitors, evaluates and reviews classroom practice and promotes improvement strategies.
- Challenges underperformance at all levels and ensures effective corrective action and follow-up.

Promoting continual professional development & working with others

- Promote and provide opportunities for the continuing professional development of all staff.
- Treats people fairly, equitably and with dignity and respect to create and maintain a positive school culture.
- Builds a collaborative learning culture within the school and actively engages with other schools to build effective learning communities.
- Develops and maintains effective strategies and procedures for staff induction, professional development and performance review.
- Ensures effective planning, allocation, support and evaluation of work undertaken by teams and individuals.
- Ensuring clear delegation of tasks and devolution of responsibilities.
- Acknowledges the responsibilities and celebrates the achievements of individuals and teams.
- Develops and maintains a culture of high expectations for self and for others and takes appropriate action when performance is unsatisfactory.
- Regularly reviews own practice, sets personal targets and takes responsibility for own personal development.
- Manages own workload and that of others to allow an appropriate work/life balance.

Managing the Organisation

- Provides effective school management and continuously seeks to improve organisational policies and structures based on effective self-evaluation.
- Ensures that all safeguarding policies and procedures are in place and are acted upon by all staff and governors.
- Creates an organisational structure which reflects the school's values, and enables the management systems, structures, and processes to work effectively in line with legal requirements.
- Produces and implements clear, evidence-based improvement plans and policies for the development of the school and its facilities.
- Ensures that, within an autonomous culture, policies and practices take account of national and local circumstances, policies and initiatives.
- Allocates, controls and manages the school's financial and human resources effectively and efficiently to achieve the school's educational goals and priorities.

Head Teacher Job Description



Managing the Organisation *continued*

- Recruits, retains and deploys staff appropriately and manages their workload to achieve the vision and goals of the school.
- Implements successful performance management processes with all staff.
- Manages and organises the school premises and environment efficiently and effectively to ensure that it is used to enhance and meet the needs of the curriculum and health and safety regulations.
- Ensures that the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all pupils and provide best value for money.
- Uses and integrates a range of technologies effectively and efficiently to manage the school.

Accountability

- Effectively fulfils commitments arising from contractual accountability to the Governing Board.
- Maintains and develops a school ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- Ensures individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation.
- Works with the Governing Board (providing information, objective advice and support) to enable it to meet its responsibilities.
- Develops and presents a coherent, understandable and accurate account of the school's performance to a range of audiences including Governors, parents and carers.
- Reflects on personal contribution to school achievements and takes account of feedback from others.
- Has oversight of the maintenance and development of the premises and grounds to ensure maximum practical use and that Health and Safety requirement are met.
- Allocates and monitors the school budget and ensure 'best value' across all areas.

Strengthening Community

- Builds a school culture and curriculum which takes account of the richness and diversity of the school's communities.
- Creates and promotes positive strategies for diversity.
- Ensures learning experiences for pupils are linked into and integrated with the wider community.
- Ensures a range of community-based learning experiences for all members of the school community.
- Collaborates with other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of pupils and their families.
- Creates and maintains an effective partnership with all stakeholders (especially on site care providers, parents and carers) to support and improve pupils' achievement and personal development.
- Seeks opportunities to invite parents and carers, community figures, businesses or other organisations into the school to enhance and enrich the school and its value to the wider community.
- Contributes to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and promoting innovative initiatives.
- Co-operates and works with relevant agencies to protect children.

Safeguarding

- Responsible for promoting the welfare of all children and young people taking overall responsibility for their safety and welfare.
- Maintains an organisational culture which is vigilant to, monitors and prioritises the safeguarding of children and young people above all considerations.
- Co-operates and works proactively with relevant agencies to protect children.
- Monitors attendance to ensure that pupil lateness and absence is followed up rigorously.
- Continues to promote a culture of safety and e-safety.
- You will be Designated Safeguarding Lead for the School.

Person Specification



Factors	Essential or desirable	Measured by
Qualifications		
Qualified teacher status/Qualified Teacher Learning & Skills.	E	A
Appropriate leadership and management training, qualification or accreditation e.g. NPQH.	D	A
Safeguarding training at appropriate level for post.	E	A/I
Evidence of further study, action research, significant curriculum development or school improvement.	E	A
Experience and knowledge		
Recent and successful experience (at least 3 years) as a senior leader in a primary school or academy.	E	A
Knowledge and understanding of primary education including current national policy framework and initiatives.	E	A/I
Successful experience of leading school improvement and raising achievement.	E	A/I
Planning, determining and organising major curriculum areas.	E	A/I
Knowledge and experience of initiating and implementing strategies to embrace multi-agency partnership working.	E	A/I
Experience of organisational and financial management including budget responsibilities.	D	A/I
Evidence of successfully leading and managing change in pursuit of strategic objectives which are translated into action plans.	E	A/I
Experience of using assessment data to track and analyse pupil progress and setting targets for improvement.	E	A/I
Successful experience of coaching and mentoring colleagues to achieve continuous improvement.	E	A/I
In-depth knowledge and understanding of safeguarding legislation and statutory guidance.	E	A/I
Knowledge and experience of preparing and participating in school inspections.	E	A/I
Application of new technologies to teaching, learning and management.	D	A/I
Record of working collaboratively with the governing board including producing and presenting information to support them in their governance role.	E	A/I
Skills and attributes		
Exemplary primary teaching practitioner with ability raise and maintain high standards.	E	A/I
Ability to think strategically and articulate a clear vision for the future of the school which is implemented through managed and monitored action plans.	E	A/I
Ability to build and support a high performing team, holding staff to account for their performance.	E	A/I

Person Specification



Factor	Essential or desirable	Measured by
Skills and attributes continued		
Ability to promote and maintain high standards of behaviour in school.	E	A/I
Excellent interpersonal skills with a variety of audiences.	E	I
Be an inspiring and motivating role model for staff, children, and the wider community.	E	I
Ability to enhance parent/carer engagement to support children's learning.	E	A/I
Ability to maintain a positive approach under pressure, meeting deadlines and being able to reprioritise when required.	E	I
Ability to understand and appreciate the school's current strengths and be open to, and generate, new ideas to develop and improve.	E	I
Ability to work on own initiative and with a team, being willing to undertake professional duties at short notice when the need arises.	E	A/I
Personal skills		
Ability to articulate own educational vision and how this will enhance learning at the school.	E	A/I
Ability to form and maintain appropriate relationships and personal boundaries with young people and being committed to the welfare and safeguarding of young people.	E	A/I
Capacity to relate to all pupils from a variety of backgrounds in order to motivate them to achieve their potential.	E	A/I
Resilient and reliable leader with strong motivation and drive who is committed to the development of young people and staff.	E	A/I
Be approachable and have personal presence with the ability to gain confidence of colleagues and school community and engage in school activities.	E	I
Able to gain credibility and respect of colleagues quickly to establish productive working relationships.	E	I
Handles sensitive issues constructively to avoid or resolve conflict quickly, ensuring inclusion, addressing diversity and access.	E	A/I
Demonstrates integrity, professional courtesy and role models high standards of behaviour.	E	I
Commitment to own personal and professional development and that of all staff.	E	A
Commitment to open, collaborative style of management welcoming discussion and encouraging engagement.	E	A/I
Able to work effectively with the physical and financial resources available to the school.	E	I

How to Apply

If you would like to discover more about this exciting opportunity, need any further information or you wish to have an informal discussion, please contact our retained consultant at **Academicis, Rebecca Beach:**

rbeach@academicis.co.uk or 01223 907979/07733 628155

Closing date: **25th November 2024**

Shortlisting: **28th November 2024**

Interviews: **4th December 2024**



Tower View Primary School

Vancouver Drive
Winshill
Burton upon Trent
DE15 0EZ

