



Wantage C of E Primary School



RECRUITMENT OF HEADTEACHER AT WANTAGE C OF E PRIMARY ACADEMY

Information for Applicants

PART OF VALE ACADEMY TRUST

Dear Applicant

On behalf of the governors, I would like to thank you for your interest in the position of Headteacher at Wantage CE Primary Academy and to provide some general information about the school.

The school serves the centre of the historic market town of Wantage, birthplace of King Alfred the Great in 849, and nestles below the North Wessex Downs Area of Outstanding Natural Beauty, 17 miles south of the university city of Oxford, and 6 miles from the internationally renowned Harwell campus, home of the Diamond Light Source Synchrotron. The Bronze Age monument of the White Horse lies 4 miles to the west of the school on the oldest highway in Britain – the Ridgeway.

We aim to create a happy, fun and challenging environment where every child reaches their full potential and is valued as an individual. The capable, committed staff work hard to ensure that the learning environment is inclusive and secure. The Headteacher is supported by a strong Senior Leadership Team who play an active role in the monitoring and development of teaching and learning, both within the school and throughout the Vale Academy Trust.

The school sits in a catchment area that is growing rapidly. The resulting increase in diversity provides both opportunities and significant challenges for the school. The strong Early Years provision is a key part of helping children and families to become part of the school community. The school has a part-time Home School Link Worker and all members of staff help to develop positive and supportive relationships with the families of our pupils.

Respect is central to the way we work and all members of the school community are expected to reflect this and the school's other core values of Service, Honesty and Forgiveness in their daily lives. The school's Christian ethos underpins school life and the children enjoy the weekly Open the Book assemblies and special celebrations such as Harvest and Christingle, some of which are held in the Parish Church. However, the school is committed to an inclusive and understanding approach to those of all faiths and none.

As Headteacher at Wantage CE Primary School you would be part of a dynamic and mutually supportive group of Heads who meet regularly to share ideas and best practice in Teaching and Learning. All members of staff take part in Trust-wide training, subject meetings, benchmarking and other activities. Governors from the Trust schools meet regularly for discussion and workshops and children come together for a wide range of sporting and enrichment activities.

Our dedicated and talented staff also provide support to other schools. This year, our teachers were offered valuable CPD opportunities and took up key posts within other Trust schools, the Diocese and Oxfordshire Teaching Schools Alliance. We recruit and train some of our own teachers as an accredited teaching school.

Alongside this, as part of the Vale Academy Trust, the school benefits from administrative support and advice from the central team of the Trust. (See section below for more details).

At the last Ofsted inspection (2015), the school was rated as Good. The inspection came during a period of close focus on raising standards after an extended period of disappointing results. Recently the staff have been able to shift the focus more towards developing an increasingly exciting and creative curriculum with plenty of opportunity for enrichment. Science and IT are strong and the school has recently started working towards the Primary Science Quality Mark. Staff and pupils are rightly proud of our sporting achievements, with significant successes within the Trust, in other local events and wider. The school currently holds the Gold School Games Quality Mark. Creative Arts are a focus in the current development plan and the school is working towards the Artsmark awards. A wide variety of after-school clubs provide further extra-curricular opportunities for the children.

After an exciting but tough period of school improvement, we are now looking for an inspiring, visionary leader who will form positive relationships with children, staff, parents, governors and colleagues across the Vale Academy Trust to build on recent successes and steer the school forward.

If you have any questions or would like to visit the school prior to submitting an application, please make contact as detailed on the last page, under Application Process.

We look forward to hearing from you.

Yours sincerely

Sue Hunter
Chair of Governors and Director of Vale Academy Trust





HEAD TEACHER

WANTAGE C OF E PRIMARY ACADEMY

WANTAGE, OXFORDSHIRE

SALARY: L18-24 £59,857 - £69,330

(BASED ON NATIONAL PAY AND CONDITIONS 2017-2018)

Wantage CE Primary is a successful and thriving school at the heart of the community in the historic town of Wantage, a rapidly expanding market town 17 miles south of Oxford with excellent road and rail links to major towns in the area and London. We are seeking an experienced and dynamic Headteacher to build on the success of the current Head and lead the school into an exciting future.

The school occupies pleasant, well-maintained buildings near the centre of the town, and was rated by Ofsted as "Good in all areas" in 2015. We have 421 pupils, aged 3 – 11. As Headteacher, you would be supported by an experienced and committed team of senior leaders, staff and governors, as well as the central team from the Vale Academy Trust.

Wantage CE Primary School was a founder member of the Vale Academy Trust in 2013, which now comprises 2 secondary and 6 primary schools, and is set to open a free school in nearby Grove in 2021. It is also expected that this locally grown Trust will continue to expand over the coming years. It is important to note the section below on how schools within the multi academy trust operate.

For candidates who are invited to interview there will be ample opportunity to meet with secondary and primary Headteachers working in the Trust, along with the Chief Executive of the Vale Academy Trust. Further information is available on the Trust's website www.vale-academy.org

We are looking for someone who:

- Has been a successful Head or Deputy Head, with a strong track record in leading a professional team and motivating pupils
- Has first-rate and demonstrable leadership and communication skills
- Will make a commitment to the provision of an excellent and inclusive education and outstanding opportunities for our children
- Will support the school's Christian ethos and its place in our community
- Will support and work collaboratively with other Heads and schools within the Trust

For more information on the school please visit <http://wantagece.org/index.html> and the Vale Academy Trust <http://www.vale-academy.org/>





KEY INFORMATION

ABOUT THE SCHOOL

Type of school	Coeducational Voluntary Controlled Church of England Primary Academy and Nursery within the Vale Academy Trust
Age range	3-11
Number of children on roll	421
Number of teaching staff	18 (FTE)
SLT structure	Deputy Head, Senior Leaders in Maths and English, SENCo
Number of children on PP	66
Number of children on FSM	28
Number of children with EAL	1
Number of children with SEN	45
Budget	£1,467,873





JOB DESCRIPTION

WANTAGE C OF E PRIMARY ACADEMY

APPLICANTS SHOULD REFER TO THE RANGE OF DUTIES AND RESPONSIBILITIES FOR HEADTEACHERS SET OUT IN THE ANNUAL SCHOOL TEACHERS' PAY AND CONDITIONS DOCUMENT*

In addition, we are looking for someone who will:

- work collaboratively with colleagues, promoting and developing the skills of individual teachers and delegating effectively where appropriate
- carry out some teaching as required, modelling best practice to meet the needs of learners and promote skills development in staff
- work collaboratively with other Headteachers and the central team within the Vale Academy Trust, playing an active role in promoting school development and excellence of provision for children and staff in schools across the Trust
- promote and present a positive profile for the school within the Wantage community

Candidates will be expected to have considered these aspects and to refer to the qualities and qualifications outlined above in their application.

* https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/636389/School_teachers__pay_and_conditions_document_2017.pdf





OUR IDEAL CANDIDATE

WHAT WE ARE LOOKING FOR

Essential Qualifications

- Qualified teacher status
- Graduate level qualifications
- NPQH or similar appropriate qualification
- Experience of Senior Leadership as Headteacher or Deputy in a primary setting
- Evidence of significant CPD
- An impressive classroom teaching record

Personal Qualities

- An inspirational, enthusiastic leader with an evident passion for working with children
- A positive role model, resilient with a good sense of humour
- The ability to build positive working relationships with children, staff, parents, governors and colleagues across the Vale Academy Trust
- Approachable and visible to children, staff and parents around the school
- Articulate with excellent written and oral skills
- Evident commitment to promoting the development of each child regardless of ability, race, gender or other difference
- Supportive of the school's Christian values and ethos and links with the parish church and committed to promoting understanding and acceptance of those from other faiths or none



Skills and Abilities

- Ability to work with colleagues to plan collaboratively, prioritise and delegate effectively, making the most of the skills of staff, especially the senior leadership team
 - Strong teaching and leadership skills and to lead by example, both in and out of the classroom
 - Firm but compassionate attitude to behaviour management
 - Experience in using a range of evidence, including performance data, to monitor and evaluate teaching and learning effectively and to take appropriate action where needed
 - Ability to use effective appraisal to identify skills and areas for development in staff and provide appropriate training that leads to effective professional development
 - Ability to inspire and motivate others whilst remaining open to challenge
 - Ability to address and discuss issues with parents and staff with understanding and compassion whilst maintaining a strong leadership position
 - The ability to form and communicate a coherent and ambitious vision for the school that promotes the all-round development of each child, regardless of ability, gender, race or other difference
 - Ability to work with governors and others to develop, implement and monitor a strategic school development plan, based on effective self-evaluation
 - Commitment to maintaining an up-to-date knowledge of current issues and research in education, the frameworks for inspection (Ofsted and SIAMS) and other legislation and guidance relating to primary education
 - Ability to work with colleagues, the school business manager, governors and the central finance team to ensure effective control of the budget
 - Knowledge and understanding of current legislation and best practice in safeguarding, equal opportunities, race relations, disability, human rights and employment
 - Commitment to the protection and safeguarding of young people and the promotion of the security and wellbeing of children and staff
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APPLICATION PROCESS

Candidates are requested to complete a Vale Academy Trust Application Form – downloadable from the **TES portal** or from the **Vale Academy Trust's** website under "Vacancies" via the link <http://www.vale-academy.org/vacancies/>

Completed application forms should be emailed to:
vroberts@vale-academy.org by **10am on Monday 19 February 2018.**

Timeline: Appointments for school visits can ideally be made on **Tuesday 6th, Wednesday 7th or Thursday 8th February** by prior appointment with **Vicky Roberts** who is contactable via the email address above or **07387 019785.**

Interested applicants are also invited to contact the CEO of the Vale Academy Trust, **Simon Spiers**, for a preliminary conversation and in the event of any queries about this post – **07790 956162.**

Shortlisting will take place on **Wednesday 21st February.**

Interviews will be held on **Thursday 8th and Friday 9th March 2018**
(2 day process)

WE ARE AN EQUAL OPPORTUNITIES EMPLOYER