



Headteacher

Candidate information pack



Welcome Letter

Christian Vision: Learning hand in hand together with God

Dear Applicant

On behalf of the Governors, staff and pupils of All Saints' C of E Primary School, I would like to thank you for expressing an interest in our Headteacher vacancy. This vacancy has arisen following our current Headteacher's decision to retire, after eleven dedicated and successful years at the helm of our outstanding school.

This is a very exciting opportunity for the right person to lead our school in the next phase of its development, building upon our many significant strengths and continuing to enable all to flourish. All Saints' is a very special and unique place which is blessed with committed and passionate children, staff, parents and governors and together we make an incredibly successful team.

All Saints' is an inclusive 2 form entry Primary School situated in the beautiful town of Ilkley, on the edge of the Yorkshire Dales. It has strong links with the local clergy, church family and Diocese and has recently had a successful "good" SIAMs report. It is extremely proud of the effective collaborative networks and relationships it has built, both with local partners and connections further afield.

All Saints' is a school with;

- A strong Christian ethos, vision and values which are the focus, foundation and framework of whatever we do (Colossians 3:17)
- Wonderful, inquisitive, empathetic, resilient and aspirational children
- Experienced, inspirational and dedicated staff team
- Supportive parents and enthusiastic PTA
- Skilled and supportive governing body
- Inclusive provision for all
- Commitment to promote wellbeing and positive mental health for all
- Successful School Direct Initial Teacher Training Program
- Strong financial position and recent expansion build

We are fully committed to providing an outstanding educational experience for all our children and to help them to be equipped for their lifelong learning journey and our new headteacher will be an integral part of this journey by "Learning hand in hand together with God".

Ray Tate
Chair of Governors

Rev. Mike Coe
Vicar: All Saints', Ilkley





About our school

Vision

Learning hand in hand together with God.

Biblical underpinning; Colossians 3:17
Whatever you do, whether in word or deed, do it all in the name
of Lord Jesus,
giving thanks to God the Father through him.

Values

All Saints' is a;
Hopeful school through honesty, forgiveness and trust
Achieving school through resilience, respect and ambition
Nurturing school through care, compassion and friendships
Developing school through wisdom, faith and fun
Sharing school through kindness, celebration and love

Key Facts & Statistics

Type of School Voluntary Controlled Maintained

Pupil Information

Age Range	4 – 11
Number of Children	352
% SEN Support	10.4 %
% EHCP	0.9%
Pupil Premium/ free school meals	< 4 %

We offer all our children an
exciting and aspirational
curriculum



Forest School activities run
regularly to support
collaborative learning and
confidence building



We are proud to be an inclusive
school which promotes mental
health and wellbeing



We promote health and
wellbeing through our 5 star in
house lunches and a wealth of
extra-curricular activities

Ilkley

Ilkley is a vibrant town, situated in Wharfedale, on the southern edge of the Yorkshire Dales. With its Roman origins and Victorian spa-town heritage, Ilkley offers beautiful riverside walks, scenic rambles on its famous moor and a wide selection of independent shops, cafés and restaurants.

There are excellent sports facilities and amenities, including a lido and a cinema. Ilkley has good transport links with a regular train service to Leeds and Bradford. All this combines to make Ilkley a highly desirable place to live and work.

Ilkley and beyond

Our many successful and valued collaborations enable us to provide the very best opportunities for our children and school community.

We work very closely with All Saints' Parish Church

We provide a unique teacher training programme that is designed and delivered by us. All of our training is delivered at one of our partners schools by school-based practitioners and accredited by Leeds Trinity University and Yorkshire and Humber Teacher Training

We work with and have the expertise on our staff of a Lead Practitioner for the Maths Hub.

We work very effectively with the Two Valleys Learning Collaborative.



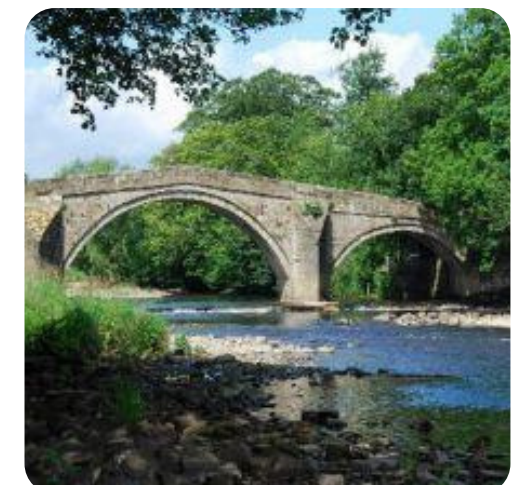
**Cow and
Calf Rocks**



Ilkley Lido



**All Saints
Parish Church**

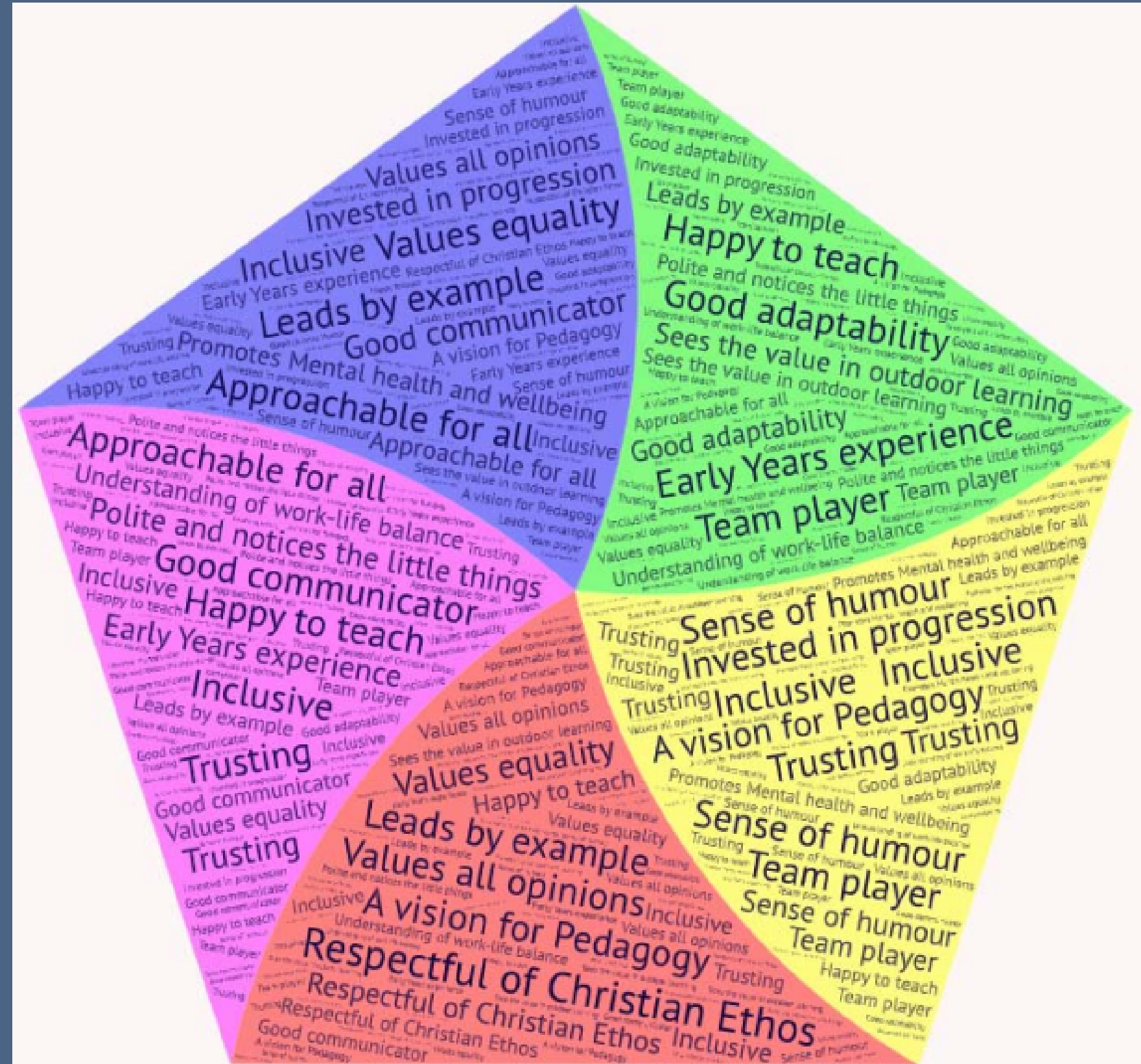


**Ilkley Riverside
Gardens**

What our pupils want in a Headteacher



What our staff want in a Headteacher



School: All Saints' C of E Primary School
Contract Term: Permanent
Salary: L18 to L24 (£64,143 – £74,295 fte pa)
Job starts: January 2023
Closing date: Monday 12 September 2022 (at 12 noon)
Selection Interviews: Wednesday 28 and Thursday 29 September 2022
School Tours: Week Commencing 5 September 2022

Advert

All Saints' C of E Primary School requires a highly motivated and skilled leader to guide our pupils, staff and local community in the next phase of our development, building upon our existing strengths. The school prides itself on its strong Christian ethos, vision and values which are the focus, foundation and framework of what we do.

This is an opportunity for an exceptional candidate who:

- Will ensure the school's Christian Vision and Values are maintained and developed
- Has a proven track record as an effective and innovative leader ready to lead our school
- Is committed to further developing our outward facing professional networks
- Will motivate, manage and communicate effectively with all stakeholders to shape the strategic direction of the school
- Will be a reflective leader who is committed to their own professional development as well as empowering and developing the whole school community
- Will exemplify the joyous experience of working in primary education, enabling all adults and pupils to flourish

In return, we offer:

- An experienced and highly effective team
- Pupils who are motivated and eager to learn
- A skilled and supportive Governing Body
- Personalised CPD and appropriate support
- A close and active partnership with the Church family of All Saints' Church
- Collaborative work and support from effective networks

A tour of the school is available as per the above dates. Please email Mrs R Sugden, School Business Manager at recruitment@allsaintsilkey.bradford.sch.uk for more information. A candidate pack which includes the Job Description and Person Specification can be downloaded from www.prospectsonline.co.uk Please note that CVs are not accepted.

The school prides itself on being an equal opportunities employer and abides by Safer Recruitment Practices.

Included within the Candidate Pack you will find the Advert, Job Description and Person Specification for the position of Headteacher at All Saints' C of E Primary School Ilkley.

Criteria within the Person Specification

All aspects of the person specification marked with an 'A' must be addressed in your application. On your online application, you can use the additional space in the 'Further Leadership Information' section to expand on these criteria.



Headteacher Job Description

Salary: LDR 18 to LDR 24 (£64,143 to £74,295)

Hours: Full time

Contract type: Permanent

Reports to: Chair of the Local Governing Body

Responsible for: Senior Leadership Team

Main Purpose

The headteacher will:

- o Provide effective professional leadership of the school in a way that reflects the school's Church of England foundation and enables adults and pupils to flourish
- o Lead by example, actively modelling and embedding into all areas of school life, the Christian vision and core Christian values of the school
- o Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community, Local Authority and the Diocese
- o Establish and oversee systems, processes and policies so the school can operate effectively
- o Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- o Make sure these school improvement strategies are effectively implemented
- o Monitor progress towards achieving the school's aims and objectives
- o Allocate financial resources appropriately, efficiently and effectively

Please Note: This is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the headteacher will carry out.
The post-holder may be required to do other duties appropriate to the level of the role.

Qualities

The headteacher will:

- Establish and promote a distinctive Christian vision, underpinned by core values and a moral purpose, focused on providing a world-class education in the context of the Christian ethos of the school;
- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the school community
- Serve in the best interests of the school's pupils

Other Areas of Responsibility

The headteacher will:

- Ensure the effective and efficient operation of the before and after school club provision
- Safeguard and promote the welfare of children

Teaching, Curriculum and Assessment

The headteacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum
- Ensure the use of evidence-informed approaches to reading so that all pupils are taught to read

Additional and Special Educational Needs (SEN) and Disabilities

The headteacher will:

- Promote a culture and practices that enables all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfils statutory duties regarding the SEND Code of Practice

Managing the School

The headteacher will:

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Manage staff well with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk
- Ensure robust processes are in place for financial management, including appropriate checks and controls on spend and clear priorities for budgeting

Professional Development

The headteacher will:

- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Seek training and continuing professional development to meet needs

Governance, Accountability and Working in Partnership

The headteacher will:

- Understand and welcome the role of effective governance, including accepting responsibility
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Ensure a successful working partnership with the leadership of All Saints' Church
- Work successfully with other schools and organisations
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

School Culture and Behaviour

The headteacher will:

- 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, taking full account of the Church of England foundation
- Create a culture where pupils experience a positive and enriching school life
- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy

Headteacher Person Specification

Qualifications and Training

- | | | | |
|---|---|---|---|
| • Qualified Teacher Status (QTS) | E | A | P |
| • Degree level Qualification | E | A | P |
| • National Professional Qualification for Headship (NPQH) | D | A | P |

Experience

- | | | | | |
|---|---|---|---|---|
| • Successful leadership and management experience in a school | E | A | P | I |
| • Have previously held a senior leadership position in a school for a minimum of 2 years | E | A | P | I |
| • Significant teaching experience in a similar school setting | E | A | P | I |
| • Personal involvement in school self-evaluation and development planning | E | A | I | |
| • Personal experience of line management and staff development | E | A | I | |
| • Personal experience of successfully implementing new approaches to learning, teaching and management to drive forward standards and impacts | E | A | I | |

Church School Commitment

- | | | | | |
|---|---|---|---|---|
| • Commitment to maintaining and developing the Christian vision and values of the school and promoting an understanding of other faiths and cultures | E | A | P | I |
| • Practising Christian, who will actively live out and embed the Christian vision and core Christian values of the school, in accordance with the tenets of the religious denomination of the school (i.e. belonging to a church in membership of Churches Together in Britain and Ireland). Candidates may wish to provide a faith reference in addition to two standard references. | D | A | P | I |



Application Stage



Pre-employment check stage
(inc. references)



Interview and Assessment Stage



Essential



Desirable

Headteacher Person Specification

Skills and Knowledge

- | | | | | |
|---|---|---|---|---|
| • Able to assess quality of teaching based on evidence and effectively feedback findings to support others' practice | E | A | P | I |
| • Able to model high-quality teaching for others and support others to improve | E | A | P | I |
| • Able to effectively analyse data | E | A | I | |
| • Able to use data to set targets and identify weaknesses | E | A | I | |
| • Understanding of the principles of school financial management | E | A | I | |
| • Able to effectively communicate with and listen to a wide range of audiences | E | A | I | |
| • Able to work with others to create a compelling vision for the school and its impact and communicate a vision to a wide range of audiences and inspire others | E | A | I | |
| • Able to build and maintain effective working relationships | E | A | I | |

Personal Qualities

- | | | | | |
|--|---|---|---|--|
| • Committed to achieving the best outcomes for all pupils | E | A | I | |
| • Committed to promoting the ethos and values of All Saints' C of E Primary school | E | A | I | |
| • Able to work effectively under pressure | E | A | I | |
| • Able to prioritise work and demands effectively | E | A | I | |
| • Able to delegate duties across the wider leadership team effectively | E | A | I | |
| • Committed to maintaining confidentiality and protecting data at all times | E | A | I | |
| • Committed to safeguarding | E | A | I | |
| • Committed to equality, diversity and inclusion | E | A | I | |
| • Commitment to uphold the 7 principles of public life at all times | E | A | I | |
| • Committed to tackling the climate | D | A | I | |

A

Application Stage

P

Pre-employment check stage
(inc. references)

I

Interview and Assessment Stage

E

Essential

D

Desirable

Equal Opportunities Information



Equality

All Saints' Primary School welcomes pupils and staff from a wide range of backgrounds. We believe that their different cultures, talents and life experiences bring richness and vibrancy to school life and help to create an environment that supports us all in learning from each other. We take seriously our duties to eliminate discrimination, promote equality of opportunity and foster good relations between people of all backgrounds. This duty is set out in the Equality Act of 2010, which covers sex, race, disability, religion or belief, sexual orientation, gender reassignment and pregnancy or maternity.

Disabled Applicants

Disabled applicants are guaranteed an interview if they meet the essential requirements of the Personnel Specification. As an equal rights employer our school is committed to make any necessary reasonable adjustments to the selection process, the job role and the working environment that would enable access to employment opportunities for disabled people. Where a disabled applicant is being assessed the selection panel's decisions will be based on an assessment of that person's expected capabilities once reasonable adjustments have been made.



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