



Headteacher

Candidate information pack



Welcome Letter



Ray Tate

Chair of Governors



Revd. Mike Coe

Vicar; All Saints' Ilkley

Thank you for your interest in the Headteacher vacancy at our school.

We believe this is a very exciting opportunity for the right person to lead us in the next phase of our development, building upon our significant strengths as we face important strategic challenges in an ever-changing landscape to deliver outstanding education for all of our fantastic pupils. Now you'd expect us to say all that! So let us outline some of the great things about All Saints' School to back it up, which you can find more information about in this pack.

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);
- A close and active partnership with the clergy and church family at All Saints' Church;
- A good recent SIAMS report;
- Increasing popularity and growing pupil numbers (we are expanding to two classes per year group);
- A skilled and supportive governing body;
- An experienced and committed staff team;
- An enthusiastic and dedicated PTA;
- Good provision for SEND and vulnerable pupils;
- Commitment to promote wellbeing and positive mental health for pupils and staff;
- A well-established, effective Initial Teacher Training (ITT) programme with a current cohort of 16 students;
- A local network of supportive headteachers (the Two Valleys Learning Collaborative – 2VLC) who work in partnership on strategic initiatives;
- A stable financial position with consistently strong annual accounts and diverse income streams;
- A recently completed building project giving expanded excellent facilities.

And if that wasn't enough to capture your attention, there are also two unique opportunities that All Saints' can offer its new Headteacher!

- A great location to live and work in (Ilkley was recently declared the best place to live in the UK in the Sunday Times annual guide);
- The chance to appoint the Deputy Headteacher (our excellent current Deputy Head is leaving in July to take up his first Headteacher role.)

In addition to all of the above the best 'selling-point' for this role is the pupils you would be serving! They are a lively, inquisitive, questioning and motivated group who can sometimes be frustrating and hard work but are far more often inspiring and a joy to be with and it's a real privilege to be part of their learning and life journey. We are 100% dedicated to providing an outstanding education for, and celebrating the achievements of, all of them and we are 100% committed to helping them to fulfil their academic, emotional, intellectual, social civic and spiritual potential.

Our new Headteacher will be an integral part of this work and we are looking forward to welcoming them as they lead us in learning hand in hand together with God.

Ray Tate
Chair of Governors

Revd. Mike Coe
Vicar: All Saints', Ilkley



About our school

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

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

Prayer

Hold my hand God,
Lead the way
Help me be good every day.
Let me know what is wrong and right,
Keep me safe in your guiding light.
Let me know what you have planned,
Lead the way God Hold my hand.

Key Facts & Statistics

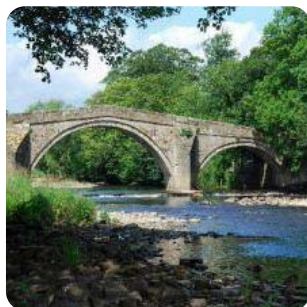
Type of School Voluntary Controlled Maintained

Pupil Information

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



**All Saints
Parish
Church**



**Ilkley
Riverside
Gardens**



**Cow and
Calf Rocks**



Ilkley Lido

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 for families.

Some useful links:

<https://theyorkshirepress.co.uk/news/ilkley-named-best-place-to-live/>

<http://www.allsaintsilkley.org/>

<https://ilkleybid.co.uk/>

<https://www.facebook.com/ilkleyfoodmarket/>

<https://towncouncil.ilkley.org/>

The word cloud is shaped like a hand with five fingers. The words are color-coded by finger:

- Thumb (Left):** Inspires us, Good listener, Kind not strict, Funny, Calm, Mindful, Plays music, Lets us have party Fridays, Keeps us safe, Imaginative, Good at football, Nurturing, Loving, Positive, Cheerful, Generous, Honesty, Honest, Calm, Mindful, Plays music, Lets us have party Fridays, Keeps us safe, Imaginative, Good at football, Nurturing, Loving, Positive, Cheerful, Generous, Honesty.
- Index Finger (Right):** Good at football, Nurturing, Keeps us safe, Generous, Calm, Mindful, Plays music, Lets us have party Fridays, Keeps us safe, Imaginative, Good at football, Nurturing, Loving, Positive, Cheerful, Generous, Honesty.
- Middle Finger (Center):** Kind not strict, Funny, Calm, Mindful, Plays music, Lets us have party Fridays, Keeps us safe, Imaginative, Good at football, Nurturing, Loving, Positive, Cheerful, Generous, Honesty.
- Ring Finger (Left):** Good listener, Kind not strict, Funny, Calm, Mindful, Plays music, Lets us have party Fridays, Keeps us safe, Imaginative, Good at football, Nurturing, Loving, Positive, Cheerful, Generous, Honesty.
- Pinky (Right):** Good listener, Kind not strict, Funny, Calm, Mindful, Plays music, Lets us have party Fridays, Keeps us safe, Imaginative, Good at football, Nurturing, Loving, Positive, Cheerful, Generous, Honesty.

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 23 May 2022 (at 12 noon)
Selection Interviews: Wednesday 22 and Thursday 23 June 2022
School Tours: Weeks Commencing 9 and 16 May 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 significant strengths as we face important strategic challenges to deliver outstanding education to all our pupils. 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:

- Has a commitment to maintaining and developing the Christian vision and values of the school and promoting an understanding of other faiths and cultures
- Has held a leadership role within education and is seeking to advance their career, ideally in a Church of England School
- Is a committed leader who can motivate and manage all stakeholders, effectively shaping and delivering the strategic plan
- Is a skilled and confident communicator
- Will actively support others to develop and grow to achieve their full potential
- Recognises the importance of maintaining the school's existing values whilst instilling their own leadership and identity

In return, we offer:

- The opportunity to build and work with a new supportive leadership team
- An able, driven and talented staff group
- Pupils who are motivated and willing to learn
- A skilled and supportive Governing Body
- Personalised CPD as needed to support our headteacher to grow within the role and achieve their full potential
- A close and active partnership with the clergy and church family of All Saints' Church

A tour of the school is available as per the above dates. Please email Mrs R Sugden, School Business Manager at recruitment@allsaintsilkeleybradford.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 Practises.

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

A

Application Stage

P

Pre-employment check stage
(inc. references)

I

Interview and Assessment Stage

E

Essential

D

Desireable

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) | E | 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). A faith reference will be requested in addition to two standard references (Equality Act 2010: Genuine Occupational Requirement) | D | A | P | I |

A

Application Stage

P

Pre-employment check stage
(inc. references)

I

Interview and Assessment Stage

E

Essential

D

Desireable

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 I
- Able to model high-quality teaching for others and support others to improve E A 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

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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