

Brackley
Junior School
CHURCH OF ENGLAND

Brackley C of E Junior School

Headteacher

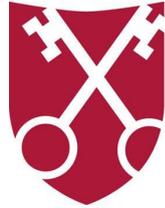
Application Pack



“We are a Caring, Celebratory, Courageous, Christ-Inspired,
Community rooted in Love’

Manor Road, Brackley, Northamptonshire, NN13 6EE

01280 707060 Office@brackleyjunior.northants.sch.uk



Brackley Junior School

CHURCH OF ENGLAND

HEADTEACHER

Brackley Church of England Junior School, Brackley, NN13 6EE

From September 2024

Salary range L8-L21 £56,082 - £76,430 negotiable for a suitably-experienced candidate.

No. on Roll 185 (School Roll Capacity 270)

Brackley C of E Junior School is located in the centre of the small town of Brackley. We hold a special place in the community as the only Church of England School in the town. We have a clear distinct Christian vision which is supported well by our close ties with St. Peter's Church and its ministry team. Our school serves the children of our local community and provides a wrap-around-care provision during term time and a full-time holiday club that supports children from both Brackley C of E Junior School and other local schools. We pride ourselves on embracing our Christian value of community by allowing our extensive grounds and buildings to be used by local community groups to encourage a sense of belonging.

We are seeking to appoint a strong and passionate leader committed to putting children at the heart of the school and providing the very best education for the whole child. This role requires a highly capable, experienced, forward-thinking leader with enthusiasm and vision, able to seize the opportunities and meet the challenges unique to a junior school.

We seek a Headteacher who:

- has a proven track-record of effective, strategic leadership, clear decision-making and good communication:
- has the ability to assess and improve the quality and outcome of teaching and learning in order to deliver key school improvement targets.
- is able to deliver high standards of behaviour and provide good pastoral care
- is a personable, inspirational leader able to motivate our capable staff team, ensuring personal development and well-being
- leads with an authentic Christian faith that models our school vision and values
- can work constructively with the governing body, managing the school budget effectively and wisely to the benefit of the school
- has outstanding interpersonal skills to establish positive relationships which build trust and confidence with our children, parents, staff, governors, church and local community

If you believe that you have the skills, expertise and faith commitment to fulfil this exciting and challenging role we would be pleased to hear from you. Visits to our school would be welcomed from Wednesday 28th February to Friday 1st March. Please contact school to book a date and time.

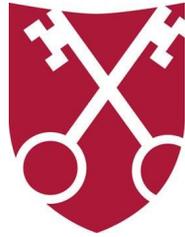
Closing date for applications: 1st March 2024 at 3pm

Shortlisting: 4th to 6th March 2024

Interviews: Monday 18th March 2024

Applications to be returned to: chairofgovernors@brackleyjunior.northants.sch.uk

Brackley C of E Junior School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to receipt of an enhanced disclosure from the DBS. All applicants will be considered on the basis of suitability for the post regardless of gender, sexual orientation, ethnicity or disability.



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All about Brackley Church of England Junior School

We are a Church of England (Voluntary Controlled) Primary School, committed to providing the highest standards of education in a caring and stimulating environment. We recognise that every child is unique and therefore we provide a friendly, caring atmosphere which is designed to help every child realise their full potential. This is clearly expressed in our school vision statement which in turn forms a guiding thread through the whole school and is known and embraced by children and staff alike.

Our traditional values are guided by our Christian ethos. We believe that through hard work and placing our trust in God, we can provide an environment where our child will flourish. Our aim is to ensure that every child enjoys a full and exciting curriculum in the classroom and beyond. By exploring and learning beyond the classroom we believe our children will recognise their vital role in their community and the wider world.

The school had a very positive Ofsted inspection in May 2022 where we gained a 'Good' Judgement. Inspectors recognised that:

'Pupils are happy at Brackley Church of England Junior School. They are well motivated and enjoy challenging lessons. Pupils work hard and speak with confidence about what they have learned in a range of subjects. Pupils respond well to the high expectations staff place on them. They are attentive in lessons and conduct themselves well around school.'

'Everyone is proud of the school's Christian ethos, which threads through the life of the school. Pupils and staff try to live out the school's key values of being 'a caring, celebratory, Christ-inspired community, rooted in love'.'

'Leaders have set out an ambitious curriculum. They have identified the most important knowledge and skills they want pupils to know.'

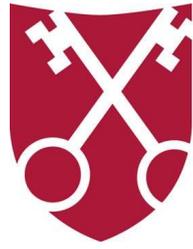
Our religious studies curriculum and the spiritual ethos of our school are greatly enhanced by carefully crafted, personalised schemes designed to meet the unique nature of both a local authority school and voluntary controlled school which are obliged to follow both the local agreed syllabus and the Peterborough Diocese syllabus. The vicar and other members of the Parish staff are familiar faces in school, leading collective worship once a week. We also enjoy regular whole-school services at St. Peter's church in celebration of key events in both the Christian and school calendar.

We have worked hard to ensure the pupils of Brackley C of E Junior School are brought up in a happy and safe environment. We have developed our own SEMH pathway so that children experiencing difficulties can be identified quickly and signposted to the most appropriate support. To provide high quality pastoral care, our Learning Support Assistants are trained in a wide variety of interventions, and this is supported by a range of external professionals, including a counsellor who comes into school for one day a week. Through our Collective Worship, RHE (PSHE) and Computing Curriculum, we promote positive and respectful relationships across the church school community and into the wider world.

Beyond academic activities there are many opportunities for our children to develop through extra-curricular activities in sport, music and the arts. School teams regularly compete in sporting events with other schools across the district. Year 6 participate in annual residential at an outdoor activity centre.

Through our shared Christian ethos and values, we promote the development and nurturing of healthy relationship. Our Restorative Approaches to behaviour management underpins our values and is fundamental in helping our children to foster an attitude that: we take responsibility for our own mistakes (Trust and Courage); we forgive one other for our mistakes (Forgiveness, Friendship, Compassion and Christ-inspired); we repair the damage we may have caused through our actions and deeds (Courage, Service and Love).





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Letter from the Chair of Governors

Dear Applicant

Thank you for your interest in the position of Headteacher. On behalf of our Governors, can I wish you the warmest of welcomes to Brackley Church of England Junior School.

Our values and ethos form a huge part of our school identity. We are rightly proud of our historical Christian tradition. This treasured uniqueness within the local community dates all the way back to 1871 when we were known as the 'Feed My Lambs' school. Although we later became Brackley C of E Junior School, we are still referred to as the Feed My Lambs school by some! It is this Gospel story that we use as the model for the pastoral care of our children. ***We aim to nourish and equip our children to live life in all its fullness, building on our Feed My Lambs heritage and inspired by the love of Jesus Christ.*** * John 10:10, 21:15

The successful candidate will join a dedicated team of staff and Governors, who are committed to ensuring each child in our school is treated as a unique individual and is enabled to achieve their full potential, whatever their academic ability or challenges they may face.

We believe that '*With God all things are possible*' and hold our Christian values of thankfulness, peace, compassion, forgiveness, trust and friendship close to our hearts. Our Christian ethos is woven through the fabric of everyday life in school, to teach and nurture each pupil from Year 3 to Year 6, to become confident, resourceful, resilient, and motivated young adults, ready to be assured leaders of the future.

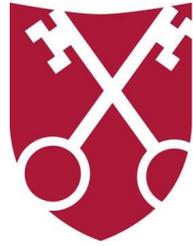
We are currently looking to appoint an outstanding practitioner who has already demonstrated whole school leadership and the ability to drive forward school improvement. The successful applicant will be responsible for the consistent implementation of effective systems across the school, which contribute significantly to positive outcomes for all pupils. Amongst other things we are looking for someone who will:

- Lead by example
- Have a clear vision for the school – underpinned by our ethos
- Ensure the delivery of a strong and robust curriculum that embraces challenge
- Ensure the safety and wellbeing of all pupils through high quality pastoral care

I hope this information pack will encourage you to apply to lead our wonderful school throughout its next stage of development and growth.

When completing your application please refer to the pack. Your supporting statement should summarise (in no more than three sides of A4, 11pt font) how your knowledge and experience makes you an ideal candidate to be the Headteacher at Brackley Church of England Junior School.

Further information about our school can be found on the website. I warmly invite you to visit us, meet our wonderful children and staff and see for yourself just what a special school Brackley C of E Junior School is and everything we have to offer you.



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Brackley Church of England Junior School Headteacher Job Description

The appointment is subject to the current conditions of employment of headteachers, contained in the School Teachers' Pay and Conditions Document and other current educational and employment legislation, including that of the Department for Education, and the terms of the National Society contract. In carrying out his/her duties, the headteacher shall consult, where appropriate, with the Diocese, the Local Authority, the governing body, the staff of the school, its pupils and the parents of its pupils.

The Core Purpose of the Headteacher in a Church School

The Headteacher is the prime motivator in creating, inspiring and embodying the distinct Christian character and culture of the school, securing its vision with all members of the school community and ensuring an environment for teaching and learning that empowers both staff and students to achieve their highest potential and live life in all its fullness.

Thus, the core purpose of the Headteacher is to provide professional leadership and management for the school within the context of the Trust Deed and the Church of England's vision for education. This will promote a secure foundation from which to achieve high standards in all areas of the school's work. To gain this success, the Headteacher must establish high quality education by effectively managing teaching and learning and using personalised learning to realise the potential of all pupils. The Headteacher must establish a culture that promotes excellence, equality and high expectations of all pupils and staff within a strong Christian ethos to enable them to 'live life in all its fullness' (John 10:10). In leading this church school, the headteacher will ensure that it is educating for wisdom, knowledge and skills, for hope and aspiration, for courage and justice, for community and love, living well together, and for dignity and respect (Church of England's vision for education).

The headteacher is the leading education professional in the school. Accountable to the governing body, the headteacher provides leadership and direction for the school and ensures that it is managed and organised to meet its aims and targets. The headteacher, working with others, is responsible for evaluating the school's performance to identify the priorities for continuous improvement and raising standards; ensuring equality of opportunity for all; developing policies and practices; ensuring that resources are efficiently used to achieve the school's aims school, and for the day-to-day management, organisation and administration of the school.

The Headteacher, working with and through others, secures the commitment of the wider community to the school by developing and maintaining effective partnerships with, for example, local churches, local and wider diocesan schools, other services and agencies for children, the Local Authority, Diocesan officers, higher education institutions and employers. Through such partnerships and other activities, the Headteacher will play a key role in contributing to the development of the education system as a whole and collaborate with others to raise standards locally.

Ethics and professional conduct

The Headteacher is expected to demonstrate consistently high standards of principled and professional conduct and is expected to meet the teachers' standards and be responsible for providing the conditions in which teachers can fulfil them.

The Headteacher will always uphold and demonstrate the Seven Principles of Public Life at all times. Known as the Nolan principles, these form the basis of the ethical standards expected of public office holders:

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership

The Headteacher upholds public trust in school leadership and maintains high standards of ethics and behaviour. Both within and outside school, the Headteacher will:

- build relationships rooted in mutual respect, and at all times observe proper boundaries appropriate to their professional position
- show tolerance of and respect for the rights of others, recognising differences and respecting cultural diversity within contemporary Britain
- uphold fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensure that personal beliefs are not expressed in ways which exploit their position, pupils' vulnerability or might lead pupils to break the law

Main Duties

School Culture

Within the school's distinct Christian character, the Headteacher will:

- establish and sustain the school's Christian vision and ethos, founded on Christian values and moral purpose, and its strategic direction in partnership with those responsible for governance and through consultation with the school community
- create a culture where pupils experience a positive and enriching school life that enables them to flourish
- lead creative Christian collective worship that engages with the school's Christian vision and values, enabling the community to flourish so that those of all faiths and none grow spiritually
- uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and to experience life in all its fullness
- promote positive and respectful relationships across the church school community and a safe, orderly and inclusive environment
- build a positive and productive and ensure a culture of high staff professionalism
- secure knowledge and understanding of church school distinctiveness, keeping up with national and diocesan developments and ensure high quality RE and collective worship



- Work cooperatively with pupils, staff governors, parents, the church and other members of the community to achieve and support the School's Christian vision

Teaching

Within the school's distinct Christian character, the Headteacher will:

- establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn
- ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains
- ensure effective use is made of formative assessment
- Instil a strong sense of accountability in staff for the impact of their work on pupils' outcome, hopes and aspirations

Curriculum and assessment

Within the school's distinct Christian character, the Headteacher will:

- ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught
- establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
- ensure that all pupils are taught to read, using the evidence-informed approaches to reading, particularly the use of systematic synthetic phonics as a school that teach early reading
- ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum

Behaviour

Within the school's distinct Christian character, the Headteacher will:

- establish and sustain high expectations of behaviour for all pupils, built upon the Restorative Approached model and school's Christian vision
- establish and sustain relationships, rules and routines, which are understood clearly by all staff and pupils
- ensure high standards of pupil behaviour and courteous conduct in accordance with the church school's Restorative Approach and Behaviour policy
- implement consistent, fair and respectful approaches to managing behaviour
- ensure that adults within the school model and teach the behaviour of a good citizen and reflect Christian and school values of compassion forgiveness and trust

Additional and Special Educational Needs and Disabilities

Within the school's distinct Christian character, the Headteacher will:

- ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities
- establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively
- ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate
- ensure the school fulfils its statutory duties with regard to the SEND code of practice

Professional Development Systems and Process

Within the school's distinct Christian character, the Headteacher will:

- ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs
- prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development and in line with the School Development Plan
- ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning. This includes the development of future church school leaders
- ensure that professional development opportunities include access to good quality CPD that supports the understanding of church school ethos and areas inspected under SIAMS

Organisational management

Within the school's distinct Christian character, the Headteacher will:

- ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care
- prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds
- ensure staff are deployed and managed well with due attention paid to workload
- establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently
- ensure rigorous approaches to identifying, managing and mitigating risk

Continuous school improvement

Within the school's distinct Christian character, the Headteacher will:

- make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement
- develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's Christian context
- ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time
- create a community within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other demonstrating the school's Christian Values

Working in partnership

Within the school's distinct Christian character, the Headteacher will:

- forge constructive relationships beyond the church school, working in partnership with parents, carers, the parish and local community and the Diocese
- commit their school to work successfully with other schools and organisations, including the Diocesan Education Team and Diocesan schools in a climate of mutual challenge and support
- establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils

Governance and accountability

Within the school's distinct Christian character, the Headteacher will:

- understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility
- establish and sustain professional working relationships with those responsible for governance
- ensure that staff know and 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

Additional Requirements

This job description outlines the main duties of the post, incorporating the Department for Education Headteachers' Standards 2020, but does not exclude other duties which may be undertaken to ensure the efficient operation of the school. Other duties required will be consistent with those listed above and appropriate to the title and grade of the post.

The appointment is subject to the current conditions of employment of Headteachers, contained in the School Teachers' Pay and Conditions document and other current educational and employment legislation.

The Headteacher will be required to safeguard and promote the welfare of children and young people and is expected to demonstrate this commitment, holding all staff and volunteers accountable for their contribution to the safeguarding regulations.



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Person Specification for Headteacher at Brackley C of E Junior School

***The applicant will be required to safeguard and promote
the welfare of children and young people***

The appointing panel will use a combination of assessment tools to determine each candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form, supporting statement, information gathered during the interview process and references.

Faith Commitment

		Essential/ Desirable
1.	Experienced and able to sustain and develop the distinct Christian ethos and character of our church school	E
2.	A practising committed Christian <i>(This requires evidence of current church involvement and a clear indication of the applicant's beliefs in relation to a church school)</i>	D

To be able to demonstrate their knowledge and understanding of the following in the context of a Church school:

		Essential/ Desirable
3.	A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the distinct Christian ethos of the school	E
4.	Ways to ensure that the Christian vision and ethos enables the flourishing of all pupils and adults within the school and its community	E
5.	Leading school collective worship	E
6.	An oversight of ways of developing the effectiveness of religious education and collective worship	E
7.	An understanding of the importance of collective worship and RE in a church school and its place in a multi-cultural society	E
8.	How relationships should be fostered and developed between the school, local Church and its community and the Diocese of Peterborough	E
9.	Ways of leading the spiritual development of the whole school community	E

Qualifications

		Essential/ Desirable
10.	Qualified teacher status	E
11.	Degree	E
12.	NPQH or be willing to undertake it	D

Professional development and Safeguarding

		Essential/ Desirable
13.	Evidence of recent and appropriate professional development for the role of Headteacher (for a first-time head) Or Evidence of ongoing leadership and management professional development (if a serving head)	E
14.	Displays commitment to the protection and safeguarding of children and young people	E
15.	Up to date safeguarding training and knowledge of legislation for the protection of young people	E
16.	Has successfully undertaken 'safer recruitment' training or has a commitment to do so within 12 months of taking up the post	E
17.	Will co-operate and work with relevant agencies to protect young people	E

School leadership and management knowledge and experience

		Essential/ Desirable
18.	Recent successful leadership as a headteacher or as a deputy headteacher	E
19.	A clear vision for an innovative and forward-thinking church school	E
20.	Evidence of successfully leading school improvement	E
21.	To have an active involvement in school self-evaluation and development planning	E
22.	To have had experience of and ability to contribute to staff development (e.g. coaching, mentoring, leading INSET etc.)	E
23.	Experience of monitoring staff performance	E
24.	Knowledge and understanding of strategic financial planning and budget management	E
25.	The ability to provide support and advice to the Governing Board to enable it to meet its responsibilities	E
26.	Maintains good awareness of current national education policy and strategy	E
27.	Evidence of leading a school through an ofsted 'good' judgement and the ability to make evidence-based sound decisions	E

Experience and knowledge of teaching

		Essential/ Desirable
28.	Experience of teaching and leading in more than one school in a similar school context	E
29.	To have taught in at least two key stages (EYFS/KS 1/KS 2/KS 3) appropriate to the school's context	E
30.	Can effectively analyse school data and identify appropriate actions to raise standards/address weaknesses	E
31.	Commitment to ensuring inclusion, equality and addressing diversity positively	E

32.	Have a thorough knowledge and understanding of the Ofsted framework, particularly Quality of Education, and how this shapes a high quality primary curriculum.	
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Professional attributes and skills

		Essential/ Desirable
33.	Demonstrate an understanding of the needs of the pupils at our school and how these can be met	E
34.	Demonstrate a clear rationale for behaviour management and a proven track record of the implementation of a range of behaviour strategies	E
35.	An ability to secure excellent pastoral care, behaviour and good attendance for all	E
36.	An ability to communicate effectively, both orally and in writing, to a range of audiences	E
37.	To be a leader of learning; demonstrating, promoting and encouraging excellent classroom practice	E
38.	A commitment to the professional development for all staff, and self	E
39.	Plan, organise and exercise sound judgement and communicate and delegate effectively	E
40.	Ability to deal sensitively with people with very different and demanding expectations, demonstrating an ability to avert and resolve conflict	E

Personal Qualities

		Essential/ Desirable
41.	A passion for achieving the very best outcomes for all children	E
42.	The capacity to provide inspirational, enthusiastic and innovative educational leadership	E
43.	A strategic decision maker with the ability to take a courageous approach to initiating, implementing and monitoring policies and practices. Being able to pioneer new ways of thinking for the good of the children	E
44.	Flexibility, initiative and personal 'hands on' responsibility to maintain a positive attitude in the face of a challenging and demanding job	E
45.	Resilient, robust but compassionate when managing challenging situations/ periods of time	
46.	An ability to establish effective working relationships with a wide and diverse range of people including pupils, parents, governors, colleagues, other professionals and wider community	E
47.	The ability to inspire confidence within the wider school community	E
48.	The ability to build, create and then communicate a clear theologically-rooted distinct Christian vision for the school	E
49.	An awareness of their own strengths and areas for development and an ability to listen and reflect (and act) on the feedback of others, as appropriate	E

Professional Skills

Each candidate will be expected to demonstrate knowledge and understanding of the Headteachers' Standards 2020 which also form the basis of the Job Description. Candidates will be expected to show evidence of having applied this knowledge and understanding in their current setting as well as an awareness of how this will be applied in our school.

Confidential References and Reports

Positive recommendation from all referees, including current employer	E
Positive and supportive faith reference from the priest/minister where the applicant regularly worships <i>Candidates who do not use their Parish priest/minister must give an explanation in the letter of application</i>	D

Application Form and Supporting Statement

The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post, **and be no more than 3 sides of A4 - Arial font, size 11.**