

Due to the retirement of our long-serving and very highly regarded Headteacher, the Governors are seeking to appoint a highly motivated, enthusiastic and caring Individual who will build upon our many strengths and continue to develop and lead our very successful school.

At Bidford on Avon C of E Primary School we are proud of our Christian ethos and our dedication to high quality teaching, learning and community. We are looking for someone who also holds these values dear and will ensure that learning is enjoyable, creative, enriching and underpinned by their Christian faith

We are looking to appoint a leader who will guide our learners to develop:

- Self-awareness and self-management skills.
- Social awareness and relationship skills.
- Responsible decision making.
- Compassion and courage.
- Faith and hope.
- Curiosity and creativity.

Our school, through its inclusive Christian ethos, promotes the well-being, aspiration and self-worth of all pupils and staff. By sowing the seeds of curiosity, creativity, compassion, faith, hope and courage pupils flourish as valued members of the world community, as educated citizens and as part of God's creation.

"Pupils thrive at this school" - Ofsted 2020

The school is an exciting, inclusive and joyful place for all. A love of learning, enquiry, independence, creativity, well-being and resilience are key factors in our learning culture and we provide a vibrant, knowledge rich, experiential curriculum.

Our skilled pastoral team ensure that every child feels ready to take on the opportunities, responsibilities and challenges that life offers.

Through engaging teaching, great relationships and strong partnerships, we work hard to ensure that Bidford on Avon C of E Primary School is the best possible primary school experience for every child.

The school is set in the historic village of Bidford on Avon, downstream from Stratford upon Avon.

Our modern and attractive classrooms provide a stimulating learning environment and pupils benefit from a dedicated ICT suite and library, shared group work areas, a well-resourced hall and extensive outdoor facilities, including a specialist reception play area, Forest School and outdoor gym.

We currently have 315 children on roll, aged from four to eleven years, based in 11 classrooms. The majority come from Bidford on Avon and the local villages of Broom, Wixford and Salford Priors. There is a possibility that the school will move to two form entry in the next few years

The school has strong links with the local community, St Laurence's church and the Baptist church.

Our parents take an active role in the Bidford School Association (BSA), arranging and attending School events and fund raising activities. Members of the community also help in School with reading, writing, art work and cookery classes.

Visits to the school would be warmly welcomed.



Job Description:	Headteacher
School:	Bidford on Avon C Of E Primary School
Group Size:	2
Pay Range:	L15 – L22
Responsible to:	The Governing Board

Salary starting point based on experience

Main Purposes of the job

To carry out the duties set out in the [School Teachers' Pay and Conditions Document](#). The Headteacher will create a learning environment in which the resources of the school are effectively managed to secure the achievement of both children and staff.

To create a safe and caring environment for all pupils and staff and to promote and safeguard the welfare of all pupils and staff

To provide professional leadership for the school which secures its success and improvement, ensuring high quality education which inspires and motivates its pupils and improves standards of learning and achievement.

To work with and through others to secure the commitment of the wider community to the school.

To be responsible for the leadership, internal organisation, management and control of the school, consulting appropriately with stakeholders.

Main tasks

School culture

The headteacher will:

- Establish and sustain the school's ethos and 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.
- Uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life.
- Promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment.
- Ensure a culture of high staff professionalism.

Teaching

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 assessment.

Curriculum and assessment

The headteacher will:

- Ensure a broad, structured and coherent curriculum 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 through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading.
- Ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum.
- Adapt teaching and curriculum approaches in line with research and best practice.

Behaviour

The headteacher will:

- Establish and sustain high expectations of behaviour for all pupils, built upon 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 school's 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

Additional and special educational needs and disabilities

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

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.
- 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 programs to build capacity and support succession planning.

Organisational management

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 and adherence to the School Financial Procedures Policy.
- 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

The headteacher will:

- Work closely with the Board of Governors to 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 context.
- Ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time.

Working in partnership

The headteacher will:

- Forge constructive relationships beyond the school, working in partnership with parents, carers, the Church and the local community.
- Establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils.

Governance and accountability

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 relationship 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.

Bidford on Avon C of E Primary School

Person Specification for the Role of Headteacher

The Governing Board of Bidford on Avon C of E Primary School are determined to ensure that the school remains one which has the highest aspirations and provides an excellent centre of learning for all within its community and operates in line with the vision and values of the school and Diocese. We are looking for a headteacher that can both deliver and further develop this vision. The successful applicant will have the following qualifications and characteristics:

Person Specification

Personal Qualities, Qualifications and Experience		Measured By				
		Essential	Desirable	Application	Interview Process	References
Qualifications and Experience						
1	Honours Degree or equivalent	x		x		
2	Qualified Teacher Status	x		x		
3	Senior Leadership Development (e.g., National professional qualification for headship (NPQH)) or equivalent		x	x	x	x
4	Substantial successful experience of teaching	x		x	x	x
5	Evidence of commitment to continuous professional development relating to school leadership and management and curriculum / teaching and learning	x		x	x	
6	Experience of raising standards		x	x		
7	To teach across the primary age range, including mixed-age classes	x		x	x	
8	Successful experience of raising standards for all pupils, including vulnerable groups, with clearly demonstrable outcomes	x		x	x	x
9	Knowledge and understanding of safeguarding requirements and good practice	x		x	x	x
10	Knowledge of recent developments in the National Curriculum	x		x	x	
11	Experience of supporting children with Special Educational Needs in an inclusive environment	x		x	x	x
12	An understanding of the role of parents as partners in education	x		x	x	x
13	A commitment to, and evidence of, promoting diversity and equal opportunities within the workplace, classroom, curriculum and employment practice	x		x	x	x
14	Understanding the distinctive Christian character of a Church school	x		x	x	x
15	Knowledge of recent developments in the Education Inspection framework		x	x	x	x
16	Leadership of whole school improvement including self-evaluation and strategic planning based on a thorough analysis of what is working well and identification of complex barriers	x		x	x	x
17	Demonstrable experience of successful management of staff and staff development	x		x	x	x
18	Knowledge of effective governance and a willingness to engage constructively in accountability processes	x		x	x	x
Skills and Abilities						
1	A proven track record in ensuring the highest possible standards in teaching and learning	x		x	x	

2	Good understanding and application of effective pedagogical approaches and evidence informed practice	x		x	x	
3	The ability to lead, influence and manage change	x		x	x	
4	Ability to communicate a vision and inspire others	x			x	x
5	Ability to plan strategically and evaluate accurately	x			x	x
6	Data analysis skills, and the ability to use data to set targets and identify areas for development	x		x	x	x
7	Understanding of school finances and financial management	x		x	x	
8	Successful experience of positive behaviour management and developing a pupil focused, inclusive and effective, learning environment so that all pupils can excel	x		x	x	

Personal Qualities						
1	Has high expectations and personal integrity with the ability to promote and sustain the values, culture and Christian ethos of the school	x		x	x	
2	Is committed to putting continuous improvement and pupil outcomes at the core aspects of leadership and management	x		x	x	
3	Is articulate and approachable with excellent interpersonal communication skills both verbally and in writing	x		x		
4	Ability to work under pressure and prioritise effectively	x		x	x	x
4	Is able to manage, inspire, encourage and empower staff	x		x		
5	Is an excellent, reflective practitioner with high quality teaching skills and high expectations for pupils' learning and attainment	x		x		