



## **Headteacher**

**Springfield Junior School, proud to be part of QEGSMAT**

**Permanent**

**1.0FTE**

**Leadership Pay Scale L11 - L17 (£60,488 - £69,970FTE)**

We are excited to advertise an amazing opportunity as Headteacher of Springfield Junior School, part of QEGSMAT. We were inspected in March 2024 and graded 'Good' in all areas. Our school, based in Swadlincote, Derbyshire, is a vibrant community with pupils and staff who are proud to be here, and enthusiastic about their learning.

Our school has 195 pupils from years 3 to 6, including an Enhanced Resource which meets the needs of 16 pupils with an Education, Health and Care Plan.

We are seeking a self-motivated, enthusiastic, and passionate leader who is ready to embed the work we have begun, and to continue driving forward the progress made so far. In a community with a higher-than-average level of pupil premium, we build in opportunities for our pupils to explore the wider world, with residentials, trips and visits which broaden cultural capital, and sporting teams which are both popular and successful. We have a strong School Ambassador programme, with pupils passionate about their roles. Our teachers and support staff dedicate their time and energy to helping all our pupils feel safe, happy and welcome (supported by the school's 'happy hens'!).

We are seeking a Headteacher who can lead and inspire, and shape the strategic direction of the school. You will be able to work collaboratively with our Trust's central team, who will support you and who are a regular presence in the school. You will have a great sense of humour and be ready to enjoy and embrace the successes and challenges of headship, knowing you will have a great team of people there alongside you.

### **Why work for us?**

- At QEGSMAT, we value the hard work and dedication of our team members, and as such we believe that progression should be a simple process. That's why we are proud to offer an automatic pay review program, rather than the traditional annual pay and performance review, as part of our comprehensive benefits package.
- Continual access to CPD opportunities. QEGSMAT works with a large number of organisations to develop staff to fulfil their aspirations and potential. We are committed to providing first-rate training and development to all our staff within this evolving Trust.

- We are committed to promoting equality, challenging discrimination, and developing community cohesion. We welcome applications from all sections of the community.
- All staff have access to our Employee Assistance Programme which provides confidential, independent and unbiased information and guidance 24/7. This can also include bespoke counselling sessions for staff if needed.
- All roles are subject to nationally agreed terms and conditions of service.
- Access to the Teachers' Pension Scheme with an employer contribution rate of 28.68%.
- Family-friendly policies.
- Access to free flu vaccines.
- Opportunities to work flexibly.

QEGSMAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments are subject to an Enhanced DBS check and be eligible to work in the UK. Further information about our commitment to Safeguarding can be found - <https://www.qegsmat.com/documents/safeguarding>

Please be aware, the Trust may also consider performing an online presence check as part of their pre-employment checks.

Opportunities for a walk around the school are available on the 3<sup>rd</sup> May (morning) and 8<sup>th</sup> May (afternoon). If you are interested and wish to have an informal conversation to discuss the role or would like to visit the school, we would be happy to arrange this. Please contact Sharon Taylor on 01335 340830.

Further details about our school can be found on our website: <https://springfield.derbyshire.sch.uk/> or, on our Facebook page: <https://www.facebook.com/SpringfieldJuniorsSwad/>

To apply for this position, please visit: [www.qegsmat.face-ed.co.uk/vacancies](http://www.qegsmat.face-ed.co.uk/vacancies)

**Closing date for applications: 12<sup>th</sup> May 2024**

**Interview date: TBC**

**Potential start date: 1<sup>st</sup> September 2024 or 1<sup>st</sup> January 2025**



## **JOB DESCRIPTION**

**Post Title:** Headteacher

**Reporting to:** Director of Education

**Disclosure Level:** Child Workforce - Enhanced, Childs Barred list

### **PURPOSE OF THE POST:**

#### **Purpose:**

- Responsible for curriculum provision in the school
- Lead on the quality of teaching and learning
- Lead on improving communication with parents and carers
- Organise and oversee interventions and monitor their impact
- Lead on the use of the Pupil Premium
- Develop effective links with stakeholders
- Responsible for the induction and development of staff, students and volunteers

### **Main Duties**

#### **1. School Culture**

- Establish and sustain the school's ethos and strategic direction in partnership with the Trust, and through consultation with local governors and 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

#### **2. Teaching**

- 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

### **3. Curriculum and Assessment**

- 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 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

### **4. Behaviour**

- 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

### **5. Additional and Special Educational Needs and Disabilities (SEND)**

- Ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities
- Establish and sustain a 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

### **6. Professional Development**

- 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 programmes to build capacity and support succession planning

### **7. Organisational Management**

- Ensure the protection and safety of pupils and staff through effective approaches to safeguarding and health and safety, 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

## **8. Continuous School Improvement**

- 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

## **9. Working in Partnership**

- Forge constructive relationships beyond the school, working in partnership with parents, carers and the local and wider community
- Commit their school to work successfully with other schools and organisations 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

## **10. Governance and Accountability**

- Understand and welcome effective governance, upholding the obligation to give account and accept responsibility
- Establish and sustain professional working relationship with those responsible for governance
- Ensure staff know and understand their professional responsibilities and are held to account effectively
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties



## Person Specification

QEGSMAT is seeking a passionate & dynamic leader with the following attributes:

- Strong, quantified record of achievement within primary education
- Significant leadership and management experience with a participative and inclusive style
- Student-centred, with a strong drive to improve the life-chances and educational outcomes of young people
- Significant experience in raising (or maintaining) high academic achievement and attainment with a commitment to equality, diversity and inclusivity
- Highly developed interpersonal skills with an ability to engage effectively with a wide range of stakeholders
- Evidence of sound commercial acumen and the ability to seek out opportunities and manage projects

Post requirements	Essential	Desirable	Evidence and Assessment
<b>Qualifications</b>			
Degree or equivalent	✓		Application form, certificates
UK Recognised Teaching Qualification and QTS	✓		Application form, certificates
Postgraduate qualification	✓		Application form, certificates
Possession of NPQH		✓	Application form, certificates
<b>Knowledge and experience</b>			
At least 3 years successful, quantified, senior management & leadership experience in a school	✓		Application form, personal statement, current school/college results, references
Understanding of current developments in the educational sector	✓		Personal statement, assessment process
Direct experience of strategic planning and managing budgets	✓		Application form, personal statement, current school/college results, references, assessment process
Experience of developing successful relationships with external organisations	✓		Application form, personal statement, current school/college results, references, assessment process

Experienced in successfully representing and promoting an institution to a variety of external groups and committees	✓		Application form, personal statement, current school/college results, references, assessment process
Experienced in developing good relationships with Governors, the wider stakeholder community and external media	✓		Application form, personal statement, current school/college results, references, assessment process
Experienced in successfully managing the external inspection process. Committed to continuous personal development	✓		Application form, personal statement, current school/college results, references, assessment process
<b>Personal skills and qualities</b>			
Inspirational people leadership and teambuilding skills, combined with sound judgement & effective problem-solving at a whole-school level	✓		Application form, personal statement, current school/college results, references, assessment process
Drive and determination to ensure the implementation of strategic plans and priorities	✓		Application form, personal statement, current school/college results, references, assessment process
Ability to present persuasively, effectively, compellingly, inclusively and motivationally to a variety of audiences	✓		Application form, personal statement, current school/college results, references, assessment process
An open, but creative, inspirational and decisive management style	✓		Application form, personal statement, current school/college results, references, assessment process
Ability to develop effective social and work networks, with a wide-ranging remit	✓		Application form, personal statement, current school/college results, references, assessment process
Ability to effectively delegate, prioritise, organise and manage the performance of others, including tackling underperformance & rewarding merit	✓		Application form, personal statement, current school/college results, references, assessment process
A clear and compelling moral purpose and the ability to communicate this to all stakeholders	✓		Application form, personal statement, current school/college results, references, assessment process
<b>Specific skills</b>			
Ability to translate skills, experience and knowledge to the specific context of Springfield Junior School		✓	Application form, personal statement, current school/college results, references, assessment process

Curriculum design		✓	Application form, personal statement, current school/college results, references, assessment process
Outstanding teaching and learning	✓		Application form, personal statement, current school/college results, references, assessment process
Maximising pupil progress	✓		Application form, personal statement, current school/college results, references, assessment process
Highly effective data systems	✓		Application form, personal statement, current school/college results, references, assessment process
Pastoral care, guidance and support	✓		Application form, personal statement, current school/college results, references, assessment process
Developing leadership in others	✓		Application form, personal statement, current school/college results, references, assessment process
Working across phases and in partnership with other schools		✓	Application form, personal statement, current school/college results, references, assessment process
Stakeholder involvement and engagement		✓	Application form, personal statement, current school/college results, references, assessment process
<b>Work related requirements</b>			
Clear enhanced DBS check	✓		DBS check Application papers
Full, unrestricted UK driving licence (a limited number of penalty points is acceptable provided the ability to drive is not restricted)	✓		Sight of original, current, driving licence

<b>Signature</b>	
<b>Date</b>	