



Eastchurch Church of England Primary School

(Part of Aquila, The Diocese of Canterbury
Academies Trust)

Head Teacher Application Pack

Start date: 1st September 2024



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Introduction to the role.

This pack includes information about our school, this position and the application process.

Eastchurch C E Primary is at a pivotal time in its development. Having recently demerged from St Clement CE Primary School, with the two schools previously having been together as one school but on split sites, we are looking to recruit a visionary school leader who can build on our successes so far and continue to move us forward on our journey. This is a fantastic opportunity to work with the Trust and the experienced Governing Board to move the school to 'good in all areas, for the benefit of the pupils and community of Eastchurch.

Our last Ofsted inspection graded the school as requires improvement with areas of good practice. We are looking for an inspirational leader who can take us those final steps to achieve good in all areas.

We can offer you a supportive, dedicated staff team along with pupils who are well behaved and eager to do well. Numbers on roll are currently quite low, leading to smaller than average class sizes and we are keen for an increase of numbers to happen in the future. We are determined to ensure that our children are interested, engaged and motivated in their learning, reflective of a rich curriculum and positive relationships within the school community.

Our Christian values of Love, Respect, Courage, Honesty, Kindness and Forgiveness underpin everything we do at our school. We work together as a community, within Aquila the Canterbury Diocese Multi Academy Trust, to ensure success. We foster and celebrate our supportive links with each school in the Trust. Aquila has an excellent track record of staff coaching, training, leadership development and mentoring.

Applications close at noon on 8th May 2024

Interviews will be on 20th May 2024



Our School

Eastchurch Primary School is a nurturing, inclusive, learning community that celebrates all possibilities. Through a journey of faith and exploration, we strive to enable all to grow as resilient life-long learners who value themselves and others. Rooted in God's love and our Christian values, we are a nurturing, inclusive community where all can flourish and achieve their full potential.

Our vision flows from our biblical strapline taken from Philippians 4:13 "I can do all things through Christ who strengthens me." Together with our vision our core values of courage, forgiveness, honesty, kindness, love and respect are at the heart of everything we do.

As a single form entry school with a nursery class in a village location, we aim to offer a family friendly and unique experience for staff and families. Our school has a well-established Christian ethos and our staff team work together to ensure our children experience success and excitement in their learning every day. We are a member of Aquila, The Diocese of Canterbury Academies Trust (www.aquilatrust.co.uk).

We are proud of our ECO status and take an active role in the environment and community life. We value outdoor learning.

Our Learning Environment

At Eastchurch, we believe that our learning environment should be engaging and inspiring for all members of our community, and we are committed to developing and maintaining the highest quality environment to help raise standards and enhance our rich and varied curriculum.

Our environment for learning guidance is underpinned by our school values and we therefore have very clear guidelines and expectations for how our environments are established and maintained. All staff are expected to evaluate and maintain the quality of their learning environments in order to inspire and encourage the best outcomes for our children and to show that their learning and work is valued.



Vision Statement

Our vision underpins all of our work and all members of the school community demonstrate, and model, our Christian values to the children and each other.

Vision Statement

Through a **journey** of faith and **exploration**, we strive to enable all to grow as **resilient life-long learners** who **value themselves and others**. Rooted in **God's love** and **our Christian values**, we are a **nurturing, inclusive community** where all can **flourish and achieve their full potential**.

Eastchurch is committed to providing opportunities for children, from the nursery to Year 6 which equip them to be good role models and citizens of the world. We recognise that we are all life-long learners and through upholding our values of respect, love and courage, we promote high expectations and resilience.

We recognise and celebrate success and effort, by encouraging our community to take risks within their learning that will enable them to learn and challenge themselves so that they can achieve the very best.

Our nursery class provides a strong start for our pupils and is fully integrated into the life of our school.



Church Links.

Our six Christian values have been chosen by pupils, staff and governors and are promoted across the whole school by all adults. They have been linked to bible stories and PSHE themes and are used at the foundation of our Collective Worship teachings. The values are also linked to the curriculum including R.E. and other subjects.

Classes regularly take turns to lead whole school Collective Worship using the current value to base their presentation and prayers around.

Pupils also take an active role in writing and leading prayers for our school, key stage and class Collective worship and their prayers reflect the values.

Love

Respect

Courage

Kindness

Forgiveness

Honesty

There are many highpoints in our Worship calendar; Holy Communion is celebrated at the end of each term, led by the local priest. Weekly Achievement Assemblies reward pupils nominated by staff for their contribution to school life and this is shared with the parent community.



We educate children with a firm foundation of Christian knowledge and experience in order to encourage their spiritual development. This means respecting the beliefs and values of other people whether they have a religious background or not.



Curriculum

We endeavour to make learning relevant and purposeful. We strive for successful, determined, imaginative learners and our unique curriculum is planned and delivered with our vision and values at its core.

At Eastchurch CE Primary we have some mixed age classes, so our curriculum changes each year depending on the mix of our classes to ensure that children are continually learning something new.

We teach through discrete subjects, mapped against the National Curriculum programmes of study, to encourage strength and depth of learning. We endeavour to give the children a variety of experiences which will bring learning to life. Wherever possible, learning is then shared with the school community to ensure that it is relevant and purposeful. We are constantly thinking of new ways to share what we have learnt.

Phonics is taught daily through the Little Wandle programme and begins in Year R. We support the development of early reading skills using high quality texts which support our reading provision to ensure that children develop a love of reading. From Year 2, the children access the Accelerated Reader Programme to further develop their comprehension skills.

Maths is taught using the White Rose Hub maths Resources.

RE is central to our curriculum and reflective of our Christian ethos. We follow the Understanding Christianity resources as well as exploring other world faiths through separate Canterbury Diocese Planning.

We are lucky in Eastchurch to have our own wonderful nursery provision in its own purpose built building, to give our children a flying start to their time at school.



Assessment

As part of Aquila, the school has implemented an effective assessment tracking system. Progress and attainment is tracked using teacher judgements and a range of test resources. This is monitored, with suitable rigour, each term. The progress of specific groups of children is discussed in pupil progress meetings and action plans are developed to ensure rapid progress for all.

The Local Governing Body

The School Local Governing Board is created from committed individuals from a diverse cross section of the local community. Many have a background within education and all share a passion for the overall aim of maintaining the very high educational standards of the school and ensuring the ongoing safety of all the staff and pupils. We want the school to continue to develop and share best practice.

Support

As a new headteacher, Aquila will provide you with an experienced Headteacher as a mentor. You will also be part of their network of senior leaders who will freely offer help and guidance and answer any questions you may have. The Aquila central team will advise on school improvement as well as freeing your time to concentrate on teaching and learning by ensuring statutory policies and checks are completed for you. You will work with an experienced Aquila Finance Officer who will support you in setting and monitoring budget spend. The HR support for you comes from a legal team.

Key accountabilities and Focus

Salary Range: Eastchurch is a Group 1 school currently. The salary range for this group size is L10 to L18. Should numbers increase, the school move to a Group 2 as soon as the threshold is reached.

Eastchurch Headteacher salary range on appointment will be equivalent to L10-L15

The post holder is subject to the current conditions of employment for Headteachers contained in the current school teacher's pay and conditions document.



The core purpose of the Headteacher is to provide professional leadership and management for Eastchurch Primary School. This will promote a secure foundation from which to continue to achieve success in all areas of the school's work.

The Headteacher is accountable to the Governing Body for the four domains taken from the national standards of excellence for Headteachers, which will be achieved through learning from previous experience, induction and on-going professional development in post. Aquila are offering a bespoke mentoring and coaching package with experienced practitioners to support you on this journey.

- Qualities and knowledge
- Pupils and staff
- Systems and processes
- The self-improving school system

The school engages in the Aquila Peer Review programme.



Person Specification

- Qualified Teacher with QTS
- Shows evidence of further professional development such as leadership and management training (NPQH/SL courses/ post graduate training at masters level) that led to a clear impact on personal and school performance.

A practising Christian or must demonstrate significant Christian commitment

Experience

- Successful strategic leadership and management experience as a Deputy Head.
- Experience of teaching in a primary school and can demonstrate passion about children's learning and development and understanding of the needs of individual children in education. Can provide evidence of researching and implementing innovation

Qualities

- Evidence of innovative thinking and overcoming challenging situations.
- Can demonstrate leadership of school improvement actions and impact on pupil outcomes.
- Evidence of refining an effective, inclusive and rich curriculum.
- Clear understanding of recent developments in teaching and learning and education generally.
- Experience of promoting a strong safeguarding ethos and culture within school.
- Strong evidence of a collaborative approach and capacity to become a system leader

Pupils and Staff

- Evidence of demanding ambitious outcomes for all children, as individuals, whatever their perceived barriers to learning.
- Evidence of developing effective leadership in order to secure school improvement priorities.
- Evidence of leading effective, impactful staff development and creating a culture where staff are proactive in their own development.
- Evidence of developing others through inspirational leadership, managing teamwork, conflict and influencing change by pursuing collective goals.



Self-Improving School System

- Evidence of successful implementation of school improvement plan from concept to action.
- Evidence of development and maintenance of systems which ensure effective monitoring, evaluation and support to bring about significant and sustained improvements in teaching and learning.
- Evidence of developing effective working relationships with the governing body and with other schools
- Able to demonstrate a pro-active approach to engagement with the wider community.

Head Teacher Job Description Responsible to: The Governing Body.

For full details please refer to the role of Head Teachers as defined by the National Standards for Head Teachers and for conditions refer to School Teachers Pay and Conditions 2019.



Application Procedure

Applicants should fully complete the application form including their supporting statement and return it through Kent Teach by no later than noon on 8th May 2024

You should provide a full statement in support of your application. Please do not exceed two sides of A4 paper and do not restate factual details already included elsewhere on the application form.

Recruitment and Selection procedure

The shortlist will be drawn up and the selection process will be held on 20th May 2024. Further details will be provided to candidates called to interview.

Applicants will be advised on 8th May whether they have been called for interview or not.

Equality Monitoring

All applicants will be required to complete an Equality Monitoring Form.

Safer Recruitment

Eastchurch and Aquila are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring checks along with other relevant employment checks.

Privacy notice

The School collects information about you in order to provide you with recruitment and employment services. We will use the information for the recruitment and selection process and, if successful, to activate employment with the School.

The legal basis for processing your personal data is that it is necessary for the performance of the employment contract or in order to take steps before entering into a contract and is necessary for the Trust to comply with a legal obligation.

The legal basis for processing special category data is that processing is necessary for the purposes of carrying out the rights and obligations in the field of employment, that it is necessary for the reasons of substantial public interest and that it is necessary for the purposes of the assessment of the working capacity of the employee.

