



# St. Peter's CE Primary School Heswall



Headteacher

Application Pack



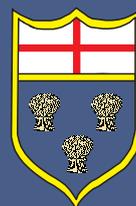
"Caring for all - Committed to excellence"

Thurstaston Road, Heswall, Wirral, CH60 4SA  
0151 342 2556 [schooloffice@stpeters-heswall.wirral.sch.uk](mailto:schooloffice@stpeters-heswall.wirral.sch.uk)



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## HEADTEACHER

### St Peter's CE (Aided) Primary School, Heswall

From January 2018, or earlier if possible.

Salary range L14 – L20 (£53,712 - £62,240), negotiable for a suitably-experienced candidate.

No. on Roll 312

St. Peter's CE Primary School is a popular, successful church school dedicated to serving the needs of children in Heswall and its locality on the Wirral.

Due to the promotion of our highly-respected Headteacher to the post of Chester Diocesan Director of Education, governors, staff and pupils are seeking to appoint an inspirational leader with a clear vision of education and a strong personal Christian commitment, to build upon the strengths of our happy school and lead us forward into the next phase of school life. With a "good" Ofsted rating we are proud of our academic and extra-curricular achievements to date, but see plenty of scope to develop the school further and raise levels to "outstanding" within the Christian ethos that shapes our caring school community.

We seek a Headteacher who:

- is clearly committed to the spiritual development of children in a church school.
- has a proven track-record of effective leadership
- has the ability to assess and improve the quality and outcome of teaching and learning
- is able to ensure high standards of behaviour and promote good pastoral care
- can motivate and inspire our capable staff team
- will build upon the already-strong and positive relationships 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 in the week commencing 22<sup>nd</sup> May and can be made by appointment with a member of the Governing Body via the School Office.

Closing date for applications: Friday 2<sup>nd</sup> June (12 noon)

Shortlisting: Wednesday 8<sup>th</sup> June

Interviews: Monday 26<sup>th</sup> and Tuesday 27<sup>th</sup> June.

Further details and applications to be returned by post to: Paula Rowlands, School Support Officer, Birkenhead Town Hall, Hamilton Street, Birkenhead, CH41 5BR Tel: 0151 666 5204 or by email to: [paularowlands@wirral.gov.uk](mailto:paularowlands@wirral.gov.uk)

St Peter's 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.



## All about St. Peter's Church of England Primary School

We are a dynamic Church of England (Aided) Primary School, committed to providing the highest standards of education in a caring and stimulating environment. We aim to foster a happy, Christian ethos in which every child is valued and is given the opportunity to realise their full potential. We set high academic, behavioural, social, sporting and cultural standards, and we regularly celebrate the success of our children across the spectrum of school activities.

St. Peter's is a larger than average-sized primary school with 312 pupils on the roll. There are two smaller FS2 classes, and from Y1 pupils are grouped vertically with mixed ability classes in Y1/2, Y3/4 and Y5/6. Attainment is consistently high at both KS1 and KS2, and pupils make good progress during their time in the school. A distinguishing feature of our academic curriculum is the introduction in September 2016 of the Singapore method for the teaching of mathematics across the whole school: this has been well-received and is already generating promising results amongst our students.

Our religious studies curriculum and the spiritual ethos of our school are greatly enhanced by strong links with St. Peter's Church and the Church of the Good Shepherd in Heswall. The Rector and clergy of the parish are familiar faces in school, providing regular ministry at collective worship. We also enjoy regular whole-school services at St. Peter's church in celebration of key events in both the Christian and school calendar. A unique feature of our school is our established relationship with the Heswall based charity "Rock of Joy" and the three schools they support in Uganda. Our children view this as an integral part of their school community, being enthusiastic participants in frequent fundraising activities for the Rock of Joy Trust. School staff, governors and ex-St. Peter's pupils are regular participants in the annual Missions to Uganda, meaning our children gain a rare insight into another culture very distinct from their own.

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 Wirral. There is an active school choir and orchestra who perform regularly.

The strong Christian ethos of the school means we fully embrace the concept of school as a wider family, actively cultivating positive and strong relationships with our parents. We stress the responsibility we share with parents for teaching our children to ensure they achieve their full potential. The role our parents play as co-educators, both through assisting as volunteers within the school setting and through engagement with home study, is vital to our success. Throughout the year there are a range of well supported social events to foster these good relationships, such as "welcome back BBQ" and Bonfire Night. The Friends of St. Peter's also organise regular fundraising events to bring parents together and to raise additional funds for the school. Most recently money raised has enabled us to resurface the school playground and place interactive whiteboards in all classrooms.

St. Peter's has a history of promoting learning, caring for others and respect for the world in which we live, and looks to the future with hope, commitment and confidence to continue to develop these strengths set against the foundation of a solid Christian faith.

# St. Peter's C E Primary School

## Our Vision

Inspired by God's love for us in Jesus Christ, we seek to enable our children to fulfil their God-given potential, loving themselves, each other, the world and God.

### ACADEMICALLY

Proud to achieve their best

### EMOTIONALLY

Encouraging happiness and resilience

### SPIRITUALLY

Knowing and sharing God's love

Nurturing friendship and respect

Promoting healthy choices and lifestyles

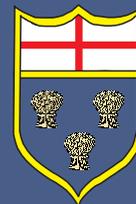
### SOCIALLY

### PHYSICALLY



**Caring for all  
Committed to excellence**

# St. Peter's CE Primary School Heswall



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Dear Applicant

Thank you very much for your interest in the position of Head Teacher at St Peter's CE Primary School. The position has become available following the current Headteacher moving into the role of Director of Education for the Chester Diocese.

The Governing Body will appoint a teacher and leader of the highest calibre.

The position offers the opportunity to work with children who are enthusiastic, happy, friendly and demonstrate a high standard of behaviour. The children take great pride in the School and enjoy the wide range of extra curricular activities and opportunities available to them.

The successful applicant will be an outstanding, energetic and innovative leader who can build effective working relationships with a strong leadership team and talented staff. We will look for you to enthuse and inspire young people and colleagues and ensure that the teaching team delivers the highest quality of education to the children in a caring Christian environment.

The School maintains excellent partnerships with our parents, an active and successful Parents' Association, our Parish churches, other local schools and the wider community. There is a pro-active and supportive Governing Body who seek accountability from the Headteacher for the performance of the teaching staff and pupil achievement.

Whilst the School is well placed in terms of financial management and academic achievement, with the last Ofsted assessment giving an overall 'good' level of attainment, the Governing Body are looking to the incoming Headteacher to lead the school to an 'outstanding' status.

I hope you find this pack informative; I encourage you to visit our website for more information and to arrange to visit the school prior to submitting an application.

Yours faithfully

Dan Thompson  
Chair of Governors

## Head Teacher Job Description

This appointment is with the governing body of St Peter's C.E. Primary School under the terms of the National Society Contract signed by the governors as employees.

This job description reflects the **National Standards of Excellence for Headteachers** (2015) and is built upon The Teaching Standards (2011) which apply to all teachers, including headteachers.

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.

### A. The Core Purpose of the Headteacher

The headteacher is the prime mover in creating, inspiring and embodying the Christian ethos and culture of this Church School, securing its Mission statement 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.

The core purpose of the headteacher is to provide professional leadership and management for the school within the context of the Trust Deed. 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 should establish a culture that promotes excellence, equality and high expectations of all pupils within a strong Christian ethos.

The headteacher is the leading professional in the school. Accountable to the governing body, the headteacher provides vision, 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 and effectively used to achieve the school's aims and objectives 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, schools, other services and agencies for children, the Local Authority, the Diocese, higher education institutions and employers. Through such partnerships and other activities, headteachers play a key role in contributing to the development of the education system as a whole and collaborate with others to raise standards locally.

Drawing on the support provided by members of the school community, the Headteacher is responsible for creating a productive learning environment which is engaging and fulfilling for all pupils.

## **B. The Four Domains of Headship**

### **Domain One: Qualities and knowledge**

Within the Christian ethos of St Peter's, the headteacher will

1. hold and articulate clear Christian values and moral purpose focused on providing a world-class education for the pupils they serve and reflecting the Church foundation of the school
2. demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local Church and wider community
3. lead by example – with integrity, creativity, resilience, and clarity – drawing on their own scholarship, expertise and skills, and that of those around them
4. sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development that reflects the needs of a Church of England school
5. work with political and financial astuteness, within a clear set of principles centred on the school's Christian vision, ably translating local, national and Diocesan policy into the school's context
6. communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel.

### **Domain Two: Pupils and staff**

Within the Christian ethos of St Peter's, the headteacher will

1. demand ambitious standards of achievement and attendance for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes
2. 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 school's Church of England foundation
3. establish an educational culture of "open classrooms" as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis
4. create an ethos based on Christian values within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other
5. identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning
6. hold all staff to account for their professional conduct and practice.

### **Domain Three: Systems and process**

In a Church school, the relationship between the mission statement and the provision of effective governance, organisation and management should reflect the school's Christian aims. In order to provide an efficient, effective and safe Christian learning environment, the headteacher will

1. ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity within a Christian context.

2. within the school's Christian ethos, provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society
3. establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice
4. welcome strong governance and actively support the governing body to understand its role and deliver its functions effectively – in particular its functions to set school strategy and hold the headteacher to account for pupil, staff and financial performance
5. exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements, the school's sustainability and its Christian character
6. distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.

#### **Domain Four: The self-improving school system**

Working in a spirit of collaboration to secure Christian principles of equity and entitlement, the headteacher will

1. create an outward-facing school which works with other schools, organisations and the local community– in a climate of mutual challenge – to champion best practice and secure excellent achievements for all pupils
2. develop effective relationships with fellow professionals, colleagues in other public services, parents/carers and the Church community to improve academic and social outcomes for all pupils
3. challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improving schools
4. shape the current and future quality of the teaching profession through high quality training and sustained professional development of all staff
5. within the school's Christian ethos, model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability
6. inspire and influence others- within and beyond schools- to believe in the fundamental importance of education in young people's lives and to promote the value of education especially within a Christian context.

*This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions Document as they relate to headteachers.*

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

# Head Teacher Person Specification

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

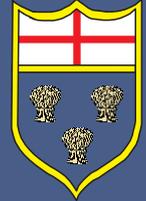
**Note:** Candidates failing to meet any of the essential criteria will automatically be excluded. Evidence may be gathered from application (A), interview (I) or references (R).

**Criteria – Essential (E), Desirable (D)**

<b>Qualifications</b>	<b>E/D</b>	<b>A/I/R</b>
Full and active member of a church in membership of Churches Together in England.	<b>E</b>	<b>A/R</b>
Qualified Teacher Status	<b>E</b>	<b>A</b>
Degree	<b>E</b>	<b>A</b>
Has NPQH qualification or committed to attaining it.	<b>E</b>	<b>A</b>
<b>Experience</b>		
Successful strategic leadership and management experience in post as a Head or Deputy Head within a Primary School	<b>E</b>	<b>A/I/R</b>
A range of curriculum management/responsibilities, which have resulted in consistent career progression.	<b>E</b>	<b>A/I/R</b>
Experience of/ability to lead inspirational collective worship	<b>E</b>	<b>A/I/R</b>
Experience of working with a wide ability range including higher ability and SEN pupils	<b>D</b>	<b>A/I/R</b>
Experience of working and engaging effectively with parents, governors and the wider community	<b>E</b>	<b>A/I/R</b>
Experience of building effective relationships with other schools, the church and the wider community.	<b>D</b>	<b>A/I/R</b>
Significant contribution to the writing and implementation of the School Self Evaluation and School Development Plan.	<b>E</b>	<b>A/I/R</b>
Experience of analysing data to inform school improvement	<b>E</b>	<b>A/I/R</b>
Experience of using pupil premium to diminish the difference	<b>D</b>	<b>A/I/R</b>

<b>Knowledge and Skills</b>		
Leading relevant and recent CPD on a variety of educational topics	E	A/I/R
Excellent communication and interpersonal skills to engage all stakeholders	E	A/I/R
Experience of the implications of strategic budget management, financial procedures and accountability.	D	A/I/R
An understanding performance management and its use to ensure all staff make an appropriate contribution to the whole school developments	E	A/I/R
Knowledge of safeguarding procedures and of the Prevent Strategy	E	A/I/R
Proven excellence as a classroom teacher across Keystages	E	A/I/R
ICT skills relevant to headship, and sound knowledge of the role of ICT in teaching and learning across the curriculum	E	I/R
Knowledge of current educational developments and their implications for leading schools	E	A/I
Clear personal philosophy of education	E	A/I
Ability to work collaboratively recognising current skills and strength of the staff team	E	A/I
<b>Personal Qualities</b>		
Strong commitment to ensure equality and celebrating diversity within a positive Christian ethos	E	A/I
Ability to recruit, develop and lead a high performance team	E	A/I/R
The strength to challenge under achievement	E	A/I
Ability to set targets, meet deadlines and work under pressure	E	A/I/R
Ability to relate to people at all levels and good communication skills	E	A/I/R
Present a good role model for pupils and staff	E	I/R
A commitment to pastoral care for the pupils and staff of the school	E	A/I/R
Ability to manage all the stakeholders of the school	E	A/I
Resilience and optimism for long term future of school.	E	A/I

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## Heswall, Wirral

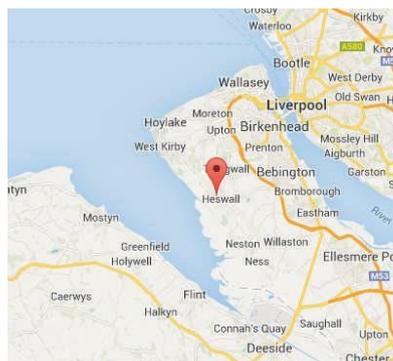


### About Heswall

Heswall is a thriving, small town on the west of the Wirral peninsula, overlooking the Dee Estuary in the North West of England. Whilst being conveniently located just 10 miles from Liverpool and 13 miles from Chester, Heswall benefits from stunning countryside and coastal surroundings.

Heswall has a strong community and homes in the town are much sought-after by people working in the wider North West region. The beautiful areas of North Wales are also within easy reach.

The main ("upper") part of the town is lively and has a good variety of shops, restaurants and community facilities, including a library and Heswall Hall, which hosts regular social events. The "lower village", which has a modest number of shops and facilities, is a designated conservation area and retains much of its original character. St. Peter's CE Primary School is situated towards the lower village, and its partner churches are located in the lower (St. Peter's Church) and upper (Church of the Good Shepherd) parts of town.



Thurstaston Road, Heswall, Wirral, CH60 4SA

