



Winterbourne Valley CE VA First School



Appointment of Headteacher

Recruitment Pack

" To have good fruit you must have a healthy tree. A tree is known by the fruit it bears"
based on Matthew 12 v 33



Welcome

In the pack we enclose some useful information about Winterbourne Valley CE VA First School. Please also look at our website at www.winterbournevalley.dorset.sch.uk

Winterbourne Valley First School is committed to safeguarding and promoting the welfare of the children and expects all staff and volunteers to share this commitment. Enhanced DBS checks and disqualification declaration will be required for this post.

Any offer of a position will be subject to satisfactory references.

Key Dates for the recruitment process:

24th and 27th February – Visits to the school are invited. Please contact the School Secretary Jude Shaw-Gore on 01305 889297 or email – office@winterbournevalley.dorset.sch.uk

6th March (5pm) – Closing date for application

10th-15th March - Shortlisting (Candidates not shortlisted will be notified by email.)

27th March – Formal interviews at school.

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Letter from Chair of Governors

Dear Applicant,

Thank you for your interest in the post of Headteacher at Winterbourne Valley CE VA First School. We are a small school with a big heart! Our children are known for their welcoming smiles and their eagerness to engage with adults and other children across the age groups.

Our school is a happy place where children thrive, and staff are experienced and dedicated.

We are particularly proud of our Early Years provision including Pre-school, which takes children from 2yrs 9 months, and our Breakfast and After School clubs which offer wrap around care from 8am to 5.30pm.

Our aim is to develop the whole child; academically, physically, spiritually, psychologically, and culturally. Making the most of our location and extensive grounds means we can offer great outside learning opportunities within the PE curriculum, which pupils, teachers and parents value.

The school places great importance on our core values of: Respect, Kindness and Courage. This ethos is informed by our status as a Church school, so we are looking for a Head who is sympathetic to the Christian ethos.

Our recent OFSTED report (July 2023) speaks for itself; it recognises the strengths and challenges of a small close knit community, the impact of staff changeovers, and rightly flagged up concerns with our curriculum planning. We are confident that these will be rectified by the end of this academic year. Our recent SIAMS inspection Report (Jan 2024) was very positive and stated the school is living up to its foundation as a Church School.

I am sure a visit to the school will be an essential element in your considerations, and to that end I would like to invite you to make an appointment to come and see us in action on either 24th or 27th February.

Please email the School Secretary Jude Shaw-Gore @ office@winterbournevally.dorset.sch.uk or telephone the school on 01305 889297.

We hope you are the kind of person who will enjoy working in a fantastic school, with friendly, confident children and a highly committed staff.

Best wishes,

Peter Steel

Peter Steel

Chair of Governors

Headteacher Job Description

Post Title: HEADTEACHER

Salary: Group 1: L6 – L12 £56,316 – £63,815

Contract type: Full-time

Responsible to: Board of Governors

Responsible for: All staff, volunteers, and children within the school

The school's strong values permeate our community, curriculum and pastoral identity and we are looking for someone with a positive and confident outlook who will embrace and strengthen that philosophy and build on that legacy.

Main Purpose:

To carry out the duties of Headteacher in accordance with the Teachers' Pay and Conditions Act, which are built on The Headteachers' Standards (2020) and the Teachers' Standards (2011).

Ethics and professional conduct:

The Headteacher will demonstrate consistently high standards of principles and professional conduct; meet the teachers' standards and be responsible for providing the conditions in which teachers can fulfil them; uphold and demonstrate the seven Nolan principles of public life.

The Headteacher will:

- Demonstrate the school's vision and Christian values in everyday work and practice
- Serve in the best interests of the school's pupils
- Conduct themselves in a manner compatible with their influential position in society by behaving ethically, fulfilling their professional responsibilities and modelling the behaviour of a good citizen
- Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community
- Build positive and respectful relationships across the school community
- Manage the financial resources appropriately, efficiently and effectively
- Uphold their obligation to give account and accept responsibility
- Know, understand, and act within the statutory frameworks which set out their professional duties and responsibilities
- Take responsibility for their own continued professional development, engaging critically with educational research
- Undertake teaching duties for a minimum of 1 day a week or equivalent hours

This job description outlines the key responsibilities for the role of Headteacher and it may be necessary to undertake additional duties as required. This job description will be reviewed at least annually as part of the Headteacher's performance management programme.

Headteacher Person Specification

The following is a summary of the main attributes which the Governing Body is seeking in a Headteacher. Candidates should refer to the National Standards for Excellence of Headteachers 2020. While it may be desirable that a practising Christian is appointed, this is not essential to be an effective leader of a Church school. We welcome applicants of any faith, or none, who will nurture and grow our school's vision and values.

E - denotes essential attributes D - denotes those attributes which are desirable		
Professional qualifications	Qualified teacher status & eligibility to work in the UK	E
	NPQH qualified or actively seeking such status or similar	D
	Further professional qualifications	D
Knowledge and Experience	An excellent teacher able to give evidence of accelerating progress and raising attainment in classes taught and subjects led	E
	Understanding of the issues specific to small schools and mixed age classes	E
	Evidence of promoting inclusive practices to support disadvantaged learners, vulnerable children and those with special educational needs and/or disabilities	E
	Experience or understanding of the current Ofsted inspection framework and requirements	E
	Experience or understanding of the current SIAMS inspection framework and requirements	D
	Secure knowledge of Child Protection & H&S legislation and understanding of the role and responsibilities of Safeguarding Leads	E
	Successful experience of setting and managing budgets to support school improvement	D
	Experience of partnership working with other schools and agencies	D
	Evidence of recent CPD appropriate to the role of Headteacher, including safeguarding	E
Leadership and Management	A proven leader with a track record of success in a senior role, including evidence of using whole-school self-evaluation to raise standards, plan development and bring about school improvement	E
	Ability to recognise and cherish our strengths, to grow and build on them whilst identifying areas for improvement	E
	Strong data analysis skills and the ability to use data to agree targets, evaluate progress and make strategic decisions	E

	Ability to prioritise and effectively delegate to achieve outcomes and development opportunities for staff	E
	Evidence of involvement with performance management and professional development of staff	E
	Experience of leading and developing an ambitious, broad and balanced curriculum that develops and supports children enabling them to flourish and achieve their full potential	E
	Evidence of a clear commitment to promoting health, wellbeing, safety and welfare of children and staff	E
Personal Qualities	Ability to inspire with enthusiasm and a sense of humour	E
	Ability to lead by example with integrity	E
	A good listener and effective communicator, who is empathetic, visible and approachable	E
	Ability to inspire trust and commitment from the children, staff, parents and the wider community	E
	Resilient, self-motivated and collaborative, but able to make the final decision	E

Key school information

Type of school	Local Authority Maintained CE VA First School
Age range	Reception – Yr4 + Pre-school (from 2 years 9 months)
Location	Winterbourne Abbas, Dorchester, Dorset DT2 9LW
Number of pupils on roll	66
Number of teaching staff	2 x F/T class teacher, 2 x P/T class teacher (job share), and 4 x TAs
Office staff	1 x Admin Officer/secretary, 1 x Finance Officer(P/T)
Number / make up of classes	3
Average class size	20
School Budget	Deficit with planned surplus in future
% of pupils with SEND	18%
% of pupils on PP / FSM	15% /5% FSM
% of pupils with EAL	3%
2023/24 Year 1 Phonics screening	90%
EYFS 2023/24(ARE/ARE+)	Reading 62.5% Writing 62.5% Maths 75% PSED 50%
Y2 attainment 2023/24 (ARE/ARE+)	Reading 64% Writing 36% Maths 58%
School website	Home Winterbourne Valley CE VA First School
Latest SIAMS report: Good – Dec 2023	siams-report-winterbourne-valley-church-of-england-va-first-school-113820-100124.pdf
Latest Ofsted report: Required Improvement – July 2023	Winterbourne Valley Church of England Aided First School - Open - Find an Inspection Report - Ofsted

Winterbourne Valley CE VA First School: About us

Winterbourne Valley is a small, rural school located in the heart of the beautiful village of Winterbourne Abbas in West Dorset. Children come from the local villages around Winterbourne Abbas and also from the larger town of Dorchester.



We are enormously proud of our reputation for delivering strong pastoral care in an inclusive environment in which both children and staff can thrive. The school has strong links with both the local church and the local community. Parents value our commitment to achieving the best outcome for their children and are regularly encouraged to participate in school life.

Our school pursues excellence in learning and teaching, encouraging every child to seek and achieve their potential within an ambitious and wide-ranging curriculum. We provide high-quality teaching and support in a nurturing environment where every child feels they belong and can succeed regardless of ability or need.

Stage / Year	Class Name	Number in class	
Early Years Foundation Stage Pre-School	Blossom Class	8	
Early Years Foundation Stage Reception	Cherry Class	13	
Mixed Year 1 and 2	Beech Class	Yr 1	8
		Yr 2	13
Mixed Year 3 and 4	Silver Birch	Yr 3	15
		Yr 4	17

Winterbourne Valley CE VA First School

Our Vision: To create an exciting, inspiring and nurturing environment that our pupils want to come to every day. To be uncompromising in our aspirations for our pupils by creating strong roots for future success.

Our Ethos: Prioritises academic excellence, spiritual growth and community. Rooted in Christian values, each child is nurtured to reach their full potential.

Our Core Values: Respect, Kindness and Courage



The School Aims:

To foster Christian values regardless of differences in culture, race, physical characteristics and capabilities.

- To promote a warm, caring family atmosphere where everybody is equally valued.
- To help each child to develop an enquiring mind, an enthusiasm for learning and, through encouragement and praise, to achieve his or her full potential.
- To equip children with the skills, knowledge and attitudes to help them succeed in the next stage of education.
- To encourage self-esteem and responsibility through independent and collaborative activities.
- To develop self-motivated, self-controlled, responsible individuals who are physically and emotionally healthy, by engaging children's interest through the provision of an exciting curriculum which is broad, balanced and relevant.
- Every member of the school staff has a responsibility to value, respect, care for, praise and listen to each individual in order to encourage such attitudes in our children.
- To treat other people with care and consideration.
- To appreciate each other's strengths and to understand each other's weaknesses.
- To encourage everyone to work hard and develop pride in their work, their achievements and their school.
- To encourage children to be polite, well mannered and sensitive to the needs of others.

There are clear guidelines for acceptable behaviour in the form of Home School Agreements, Class Charters, Playground Charter and Eco Code.

Children have a fundamental right to come to school to work and play without being disturbed or disrupted.

Our new Headteacher - What the children say ...

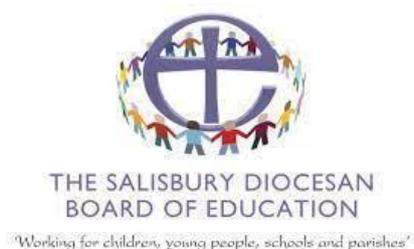
We'd like our new Headteacher to be.....



Our new Headteacher - What the staff say ...

- We would like a Headteacher to put the children's enjoyment and wellbeing at the forefront of all their decisions.
- We'd like them to delegate with clear direction and instil confidence in the staff to be able to act on their own initiative.
- The new Headteacher must be a strong but sympathetic leader who leads by example and takes into account staff mental health, their well-being and workload.
- Is available both before and after school to meet with staff and discuss their concerns and issues.
- Is up-to-date with current teaching practices and DfE Guidance.
- Maintains and supports staff training and encourages CPD and career development.
- Has a strong modern vision for the school.
- Demonstrates and follows our Christian Values.
- Builds relationships with all parents, children and the wider community.

Welcome to Salisbury Diocesan Board of Education



The successful candidate will be joining the staff of a vibrant family of 191 church schools, serving 42,000 children and young people, all supported and served by the Diocesan Board of Education (DBE).

The Salisbury Diocesan Board of Education works with school and Multi Academy Trust leaders to build confident, effective church schools and academies that are deeply Christian, belonging at the heart of the church and community, serving society's greater good.

The DBE and wider Diocese communities, parishes and leadership teams:

- Prays for the children and young people of the Diocese and those who serve them
- Serve schools and parishes for the common good
- Seeks spiritual and professional growth in schools

As apostolic leaders, we get things done; we look to God for wisdom and seek to inspire and motivate those we serve toward God given goals which build the Kingdom of God – making Jesus known. We prioritise the development of spiritual leadership, for those working at all levels, with children and young people, and for children and young people themselves.

We place the voice of children and young people at the heart of the SDBE and wider diocesan ministry and mission, rejoicing and recognising their honest, innocent, and far-reaching voice as the leaders of today as well as of the future.

We equip leaders to be transformative and life giving in their practice, bringing hope to their communities, encouraging all to understand what it is to live a Jesus shaped life. We deeply value the interdependence and independence of Trusts, schools, parishes and the magnificence of their skills and gifts. In our presence, in all contexts, it is our purpose to live out our values, showing compassion, speaking truth and offering hope.

The DBE is a strategic leader in education beyond the diocese. As described through an external review in 2022, 'The work of the SDBE is highly respected by schools and has played a significant part in protecting and developing the Christian character of church schools and in shaping the educational landscape across the Diocese, for the greater good of all schools.'

Every church school has the opportunity to partner with SDBE through the Programme for Church School Flourishing or through the Partnership Service Agreement (PSA), and almost all schools do so, receiving school-based visits; support for the development of RE and CW leaders; an induction programme for all new school leaders; a programme of development for Foundation Governors and bespoke CPD including support for SIAMS, Spiritual Development and Vision and Values.