

**INSPIRE** \* **BELIEVE** \* **ACHIEVE**



## **DEPUTY HEADTEACHER APPLICATION PACK**



# A Welcome from St. George's

Dear Potential Candidate,

On behalf of the whole school community, we would like to thank you for your interest in applying for the post of Deputy Headteacher at St. George's Primary School. Thank you for exploring the possibility of joining our school.

Following the promotion of the previous Deputy Headteacher to Headteacher we are seeking to appoint an inspirational leader who is passionate about creating an exciting future for our school. St George's is a supportive, happy place and is an intrinsic part of our local community. We are the only maintained school on Portland, but work in close partnership with six other local authority schools, the Chesil Collaboration.

This is an amazing opportunity for a leader with a proven track record who is passionate about school improvement and wants to refine their skills ready for headship.

The Deputy Headteacher will play a pivotal role in shaping our school and leading our dedicated, experienced staff, supportive governing board and happy, motivated pupils. We invite you to read our application pack then come and visit our amazing school.

Our motto 'Inspire, Believe, Achieve' underpins everything about our daily practice. The role of the Deputy Headteacher carries with it the formal professional responsibilities but also requires a colleague who will embrace innovation whilst creating an excellent, inclusive and ambitious education for all.

The successful candidate will commit to and further develop our strategic vision to provide an outstanding education within a secure and happy environment, where each pupil is valued and equipped with the necessary skills, knowledge and understanding to become caring, confident, and successful individuals.

Opportunities for a tour around the school will be available from the week commencing Monday 10th June 2024. 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. You can contact the Headteacher's P.A. Mrs Kim Hughes, on **01305 820520** or email: **office@stgeorgesportland.dorset.sch.uk**.

Good luck with your application and we look forward to meeting you in the future.

Yours sincerely,

**Mr M Coombs**  
**Headteacher**

**Mrs L Vranck-Wellman**  
**Chair of Governors**

## The role

This is an exciting opportunity for an experienced leader who is an ambitious, inspiring, innovative and talented individual whose next step will be headship.

The Deputy Headteacher will work with the Headteacher and all stakeholders to further enhance the vision and priorities of the school by developing strategic plans which will motivate all members of the school community to provide an outstanding and inclusive education for the children in our care. They will share responsibility for shaping our fantastic school, the development of an inspiring curriculum and teaching, learning and assessment across the school. We will also continue to develop the creation of a learning culture where all children are valued and given the opportunities that will allow them to reach and fulfil their potential.

The successful candidate must be an exceptional class teacher with experience across the primary age range. They must be able to use these skills in the development of a highly effective staff, inspiring motivational and engaging teaching and learning in all areas of the curriculum and school life. They will enhance the learning experience of every pupil and show a commitment to the best innovation and learning based on experience and educational research. They must be empathetic with excellent interpersonal skills and an effective communicator. They should have a proven track record of school improvement with experience of school self-evaluation, performance management and Ofsted preparation. The right candidate will be organised and have high expectations of themselves and others. The position will involve a teaching commitment.

### **We are looking for a leader who is able to:**

- Demonstrate inspirational and outstanding teaching. Develop outstanding teaching and learning across the primary age range in line with the National Curriculum and Ofsted framework.
- Ensure standards are met and the best possible outcomes for all children.
- Use rigorous monitoring and assessment strategies to review progress and set targets.
- Work in partnership with all stakeholders and other leaders across the Chesil Collaboration.
- Provide in-depth information and analysis of data for different audiences: Headteacher, SLT and Governors.
- Strengthen and maintain community links.
- Operate strictly in accordance with school policy and create new policies.
- Be flexible, organised, committed and dedicated.
- Deputise for the Headteacher in their absence.

### **We can offer you:**

- A happy, supportive and nurturing environment with a dedicated, experienced team.
- Children who are eager and motivated to learn.
- Opportunities to refine your leadership practice and develop the knowledge and skills needed for future headship.
- A commitment to your continued professional development.

## Person Specification

Criteria	Qualities
<b>Qualifications knowledge and experience</b>	<ul style="list-style-type: none"><li>• Qualified Teacher Status.</li><li>• Degree.</li><li>• Evidence of further professional development e.g. NPQ.</li><li>• Successful experience of a leadership role.</li><li>• Successful experience of leading in one or more core subjects/key areas.</li><li>• Evidence of teaching across the primary age range with a proven track record as an excellent, creative teacher who motivates children.</li><li>• Experience of rigorous monitoring and assessment strategies to review progress and set targets.</li><li>• Experience of safeguarding in school.</li></ul>
<b>Strategic Leadership</b>	<ul style="list-style-type: none"><li>• Strong commitment to the school's vision.</li><li>• Involvement in school self-evaluation and development planning.</li><li>• Experience of staff performance development.</li><li>• Ability to analyse data and use it effectively to develop strategic plans and monitor and evaluate progress towards these.</li><li>• Ability to communicate effectively both in person and in writing, for a range of audiences.</li><li>• Proven record of enabling and motivating others when leading initiatives.</li><li>• Understanding of school finances.</li><li>• Understanding of accountability at a personal and school level.</li><li>• Ability to promote a learning culture with evidence of research-led school improvement.</li><li>• Commitment to working with all stakeholders and the local community.</li></ul>
<b>School Culture and Personal Qualities</b>	<ul style="list-style-type: none"><li>• Ambitious and innovative.</li><li>• Commitment to inclusivity, diversity, equality and equity.</li><li>• Ability to build effective relationships.</li><li>• Effective communicator, well organised and able to prioritise</li><li>• Commitment to participate in all aspects of school and community life.</li><li>• Demonstrates high professional standards.</li><li>• Upholds ambitious standards for yourself and others.</li></ul>

# INSPIRE \* BELIEVE \* ACHIEVE

## About our school

St. George's Primary School is located on the beautiful Island of Portland, Dorset, along the Jurassic Coast, a World Heritage Site and joined to the mainland by Chesil Beach. We are embedded in the heart of the community and we ensure our school provides a friendly, inclusive and nurturing environment for our children.

We are a thriving and welcoming 2-form entry Primary School catering for children aged between 4 - 11 years. We are a popular school that is annually over-subscribed in Reception. There are presently 432 children on roll. The school is located on a large site that includes: an athletic's track; orienteering course; two fantastic football pitches; excellent wildlife and Forest School area; a heated open-air swimming pool; a MUGA sport's pitch and two separate playgrounds for Key Stage 1 and 2.

We were judged as 'good' by OFSTED in our last inspection in October 2021 - 'St. George's Primary School is a large school with the ethos and feel of a small school. The school's motto of 'Inspire, Believe, Achieve' sums up St. George's Primary. Pupils are inspired by interesting and captivating lessons. Staff believe in every pupil. Pupils achieve well, including those with special educational needs and/or disabilities (SEND).'

Welcome to  
**ST. GEORGE'S PRIMARY SCHOOL**

**INSPIRE \* BELIEVE \* ACHIEVE**

Our school is proud to provide an excellent, inclusive education, that develops the whole child.  
We embrace, respect and value our community and its heritage.  
Our aim is to prepare ambitious learners who are ready to progress into the wider world.

**INSPIRE**  
We inspire good behaviour and excellent manners.  
We inspire positive attitudes and mutual respect.  
We inspire a love of learning.

**BELIEVE**  
We believe in ourselves.  
We believe in each other.  
We believe in our school and community.

**ACHIEVE**  
We achieve by always trying our best and working hard.  
We achieve through Choice and Challenge.  
We achieve by having a 'Growth Mindset'.



## Curriculum and Enrichment

St. George's offers children a safe and happy environment where children can be inspired to take brave steps in their learning. Our relational and nurturing approach provides children with the self-belief and belief in others so that each individual can achieve success at an academic, social, spiritual and emotional level. Through our bespoke curriculum we aspire for our children to develop a lifelong love of learning and to build a secure knowledge that they will stay with them for their entire lives. We not only exceed the legal requirements of the National Curriculum (including the Foundation Stage) but provide a wide range of experiences and opportunities that enables our children to develop the life skills and confidence needed to be happy, successful and resilient when they venture out into the wider world.

Through our commitment to provide all children with an excellent, broad, balanced and enriched curriculum, we provide high quality, inspiring lessons and enriching experiences and opportunities that caters for the needs of every child. Our enviable 'Enrichment Programme,' includes:

- Specially selected visitors to help bring the curriculum alive.
- Day visits to: the Farm, beach, Farmer Palmers, castles, Pantomime and museums.
- Theme Days and Weeks: 3 Games Days, Space, Finance and World Book Weeks.
- West End Theatre Shows in London.
- Sailing at Andrew Simpson Sailing Academy.
- Residential Trips: Year 3 sleepover, Year 4 - Ancient Technology Centre, Year 5 - Hooke Court and Year 6 - Carey Camp.
- A full extra-curricular activity programme.

## SEND Provision

St. George's Primary School has high aspirations for all children identified as having SEND in our school. We are committed to making sure all our pupils have the chance to thrive and support them to meet their full potential. We are focused on creating an inclusive environment, where provision is adapted to the needs and abilities of pupils, no matter how varied.

## Partnership

St. George's Primary School works in partnership with six other local authority maintained primary schools, The Chesil Collaboration. The main foci of this collaboration is to aid and enhance school improvement, provide support and high quality continuous professional development and to share good practice across the primary schools.

We have also developed good relationships with other local organisations and groups: the Church, local charities, Portland Museum and work in partnership with our main feeder pre-schools and Atlantic Academy.

St. George's Primary School encourages parental/carer involvement and we work with parents to provide the information and guidance they need to support their child's health, wellbeing, happiness and overall educational needs. We have a fantastic Parent Teacher Association who run many special events for our pupils throughout the year.

## Attainment Information Summer 2023

KS2	2023		2022		2019	
Subject	ARE+	GD	ARE+	GD	ARE+	GD
Reading	80%	27%	82	33	81	24
Maths	75%	25%	78	28	91	32
Writing	75%	5%	53	0	85	34
Grammar, Punctuation & Spelling	81%	24%	87	33	88	40
Combined Reading, Writing & Maths	56%	5%	50%	0%	72%	12%

KS1	2023		2022		2019	
Subject	ARE+	GD	ARE+	GD	ARE+	GD
Reading	66	15	63	14	80	33
Maths	66	15	68	8	77	23
Writing	58	7	56	5	72	26

**432**  
pupils  
on roll

**92%**  
attendance

**28%**  
pupil  
premium

**0%**  
EAL

**32%**  
SEND

## How to apply

<b>Post:</b>	Deputy Headteacher
<b>Authority:</b>	Dorset Council
<b>Location:</b>	St. George's Primary School, Portland
<b>Salary Range:</b>	Leadership Pay Range L10 – L15
<b>Contract Type:</b>	Full time and permanent
<b>Closing Date for Applications:</b>	Monday 2nd September 2024 at 11.59pm
<b>Interview Dates:</b>	Week commencing 16th September 2024
<b>Start Date:</b>	1st January 2025 or earlier if able to be released.

Visits welcome: From week commencing Monday 10th June 2024 – Informal school tours with the Headteacher. Tours are by appointment only, please contact Mrs Kim Hughes to book an appointment time.

Please apply for this position via [jobs.dorsetcouncil.gov.uk/vacancies/](https://jobs.dorsetcouncil.gov.uk/vacancies/)

As part of your application form please include a personal statement (no more than two sides of A4, Calibri, Size 10 font). In your statement please tell us:

- about you and why you are suitably experienced for the position with evidence of your impact
- your philosophy of education as our next Deputy Headteacher

Interviews will take place in the week commencing 16th September 2024. Information about the format of the two days will be communicated upon invitation, if you are successfully short listed.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to have an Enhanced DBS check in line with government safer recruitment guidelines.

### Where to find us:

Clarence Road,  
Portland,  
Dorset DT5 2BD

01305 820520

[office@stgeorgesportland.dorset.sch.uk](mailto:office@stgeorgesportland.dorset.sch.uk)

[www.stgeorgesportland.dorset.sch.uk](http://www.stgeorgesportland.dorset.sch.uk)

'What3Words' reference [///homelands.tuned.bugs](https://www.what3words.com/?q=///homelands.tuned.bugs)

