



Andover Church of England Primary **Headteacher Recruitment**



Love, Courage & Forgiveness

Role - Headteacher

Salary range - L16-L21 £68,400 - £77,195

Start date - 1 September 2024

Andover Church of England Primary School

Letter from the Chair

Dear Applicant

Thank you for the interest you have expressed in our school.

Andover CE Primary School is a welcoming and friendly school with a great community spirit and good links with our local Church, St Mary's.

We want our children to enjoy a rich and broad curriculum giving them opportunity to reach their full potential. We want them to be safe and happy learners, showing respect for those around them while striving for excellence in everything they do. We are seeking a Headteacher who will share this commitment and drive forward the required improvement in teaching and learning.

In 2022 the school was given a Requires Improvement rating by Ofsted. We have had a very experienced part-time Interim Headteacher since January 2023, who is making great progress on developing excellent and consistent teaching across the school. There is a relentless focus on achievement for all pupils, enriched with an exciting and varied curriculum.

We are looking for a strong, inspiring and passionate Headteacher to lead our school and provide the best education possible for our children. This is a challenging and exciting role for the right person. If you are determined, motivated, and have the skills to meet these challenges, it will be a great opportunity to enrich your experience, develop your career, and make a real difference to our children, staff, parents and carers, and the wider community.

We would encourage you to visit our school. In the first instance, please contact the Chair of Governors, Mrs Nicky Parker, on n.parker@andover-pri.hants.sch.uk to arrange a tour.

If you are ready to meet the exciting challenges Andover CE Primary School has to offer, we want to hear from you.

Mrs Nicky Parker
Chair of Governors

About our school

Love, Courage and Forgiveness

Our vision: We strive for children to **love** others, themselves and God's World, to live comfortably with difference, making positive choices. We support children to be confident and reflective; to have **courage** to persevere; to **forgive** others, themselves and to achieve their best. Our school reflects God's love where everyone is valued.

The governors and staff of Andover CE Primary School are committed to providing a wide range of learning opportunities to help pupils become strong, independent and responsible young people. While helping them to achieve their own potential, we place great value on having consideration for others, along with being polite, helpful and lacking in prejudice. We believe much of this must come from the nurturing of spiritual and moral values in the children's daily lives underpinned by our Christian ethos.

With the active participation and support of parents and carers, we aim to provide an environment which allows all children to develop lively and enquiring minds, to acquire knowledge and derive real enjoyment from learning.

Key facts about the school ...

Maximum capacity	210
Current NOR	189
Attendance	95%
Number of pupils from ethnic minority	37%
Number of pupils EAL	27.5%
Percentage of SEND	23.8%
Statement/EHCP	8
Percentage of FSM	33.9%
Percentage of Pupil Premium	38%

Location

The school is set close to the small market town of Andover. The town dates back to Saxon times. The school itself is a Grade II listed building opened in 1860 by the Church of England as three separate schools – an Infant, and two junior schools – one for boys and one for girls. Fast forward to 2000 and the school had additional buildings added to offer the facilities you see today.

The school grounds are very impressive, with sufficient space to offer the occasional landing spot for the Air Ambulance! We have a team of committed amateur gardeners who strive to grow vegetables and flowers and keep everything looking attractive. An enriched outdoor learning space is constantly being reviewed to deliver additional opportunities for the children.

The school is a one form entry school serving children from 4-11 years. We have been recently investing in decorating areas of the school to ensure we maintain a welcome environment for all.

Community collaboration

Parents are very committed to supporting the school and their children's learning. The school is well supported by a very active PTA, who raise valuable funds every year for the school.

As a Church of England School we have strong links to our local church – St Mary's Andover. Our vicar, Reverend Sam Waako, who is leading collective worship on a regular basis, as well as being a school governor.. The Church are also working on helping us more deeply embed the Christian ethos throughout the school.

We also have good connections with some of the local businesses and community groups, who provide various items to support the school and our families.

School Improvement

Our top priorities to maintain and secure rapid improvement are:

1. Improve the quality of teaching so it is consistently good or better
2. Raise all pupils' levels of attainment and accelerate progress across all groups
3. Maintain the strong safeguarding culture across the school
4. Deeply embed the Christian ethos within the school



Our Curriculum

Our curriculum is organised into a series of learning journeys. Using a blend of thematic approaches, meaningful links add value, enrich the children's learning, and give them opportunities to enjoy experiences they may not have had before, both within school and the wider community.

Through our commitment to build and develop spiritual and moral values, we explore opportunities to raise funds for charity, work with community groups and local organisations. The School Council has also been developed to ensure the student voice is heard, and they are able to make valuable contributions to School life.



The role of Headteacher

Job Description

As the Headteacher, we expect you to provide strong leadership for the school, and hold overall accountability for the direction, standards achieved and quality of education. In your first year, you will need to maintain the upward trajectory for the school, whilst maintaining our strong safeguarding protocols throughout the school and ensuring the Christian ethos remains at the heart.

Andover Church of England Primary School

Your core roles and responsibilities

- Provide strategic and professional leadership and effective management of teaching and learning at Andover CE Primary School
- Drive forward the school improvement plan
- Foster the school ethos and vision
- Maintain a strong and consistent safeguarding culture
- Recruit and retain the highest possible calibre of staff
- Improve teaching and learning variability
- Maintain and raise standards of behaviour
- Ensure all pupils make consistently good progress
- Ensure sound and effective financial management
- Work collaboratively with all stakeholders

Your key tasks

- Maintain and secure the upward trajectory of the school with the aim of raising attainment, and improving pupil progress and achievement throughout the school
- Improve the quality of teaching, learning and assessment to raise achievement for all pupils, particularly the most able and disadvantaged
- Provide motivational and professional leadership and management to ensure school improvements are embedded and sustained
- Ensure there is a strong culture of inclusion

- Support and pursue a broad curriculum, ensuring opportunities for pupils' Christian, spiritual, moral, social and cultural development are maximised
- Enable all staff and pupils to achieve their full potential
- Communicate effectively, and continue to develop cohesive and productive partnerships within the school community

The post holder is subject to the conditions of employment for Headteachers contained in the current School Teachers' Pay and Conditions Document.

The Headteacher is the Designated Safeguarding Lead.

The Headteacher will be responsible to the Governing Body for achieving the National Standards of Excellence for Headteachers (2020). This will be at an appropriate level based on previous experience, induction and ongoing professional development.

Person Specification

Your application statement should refer to your consideration of the relevant experiences, achievements and skills identified as A (application) below and the key focus areas described in the job description.

Core professional experiences, qualifications	Shortlisting evidence sought in application (A), reference (R) or interview (I)
1. Is a qualified teacher with Qualified Teacher Status (Statutory) Essential	A
2. Evidence of relevant professional study and/or qualification eg NPQH Desirable	A
3. Has a proven track record of success as a senior leader within the Primary sector (Deputy Head / Assistan Head / Acting Head / Head of School) Essential	A, R, I
4. Has knowledge and understand of strategic financial planning, budgetary management and principles of best value Desirable	A, I
5. Has experience of using a range of evidence, including performance data, to support, monitor and evaluate and improve aspects of school life, including challenging poor performance Essential	A, I
6. Has implemented effective planning, allocation, support and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities Essential	A, R, I

Person Specification (continued)

National Standards for Headteachers (2020)

The standards are intended as guidance to underpin best practice, whatever the job description of the Headteacher. They are to be interpreted in the context of each individual Headteacher and school, and designed to be relevant to all Headteachers, irrespective of length of service in Post

	Shortlisting evidence sought in application (A), reference (R) or interview (I)
1. Promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment	I
2. 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	R, I
3. Ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught	A, R, I
4. Establish and sustain high expectations of behaviour from all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils	R, I
5. Establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively	A, R, I
6. 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	A, R, I
7. Ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care	A, R, I
8. Ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time	A, R, I
9. Forge constructive relationships beyond the school, working in partnership with parents, carers and the local community	A, R, I
10. Establish and sustain professional working relationship with those responsible for governance	A, R, I



Equal opportunities statement

Andover CE Primary School and Hampshire County Council recognise their responsibilities in the employment of staff in the school. In accordance with those responsibilities, they wish to ensure the fair and equal treatment of all staff, all those who are applicants to work in Andover CE Primary School and those individuals who undertake to work on the school premises.

Safeguarding statement

Andover CE Primary School and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to DBS checks along with other relevant employment checks.



Application Procedure

Candidates should complete the application form and return it, to be received no later than **noon on 5 January 2024**.

Education Recruitment
Education Personnel Services
3rd Floor Hampshire House
84-98 Southampton Road
Eastleigh SO50 5PA

T: 02380 383537/33

E: eps-recruitment@hants.gov.uk

You should provide a full statement in support of your application. This should include details of how you will drive forward Andover CE Primary School's improvement priorities. Please do not restate the factual details already included elsewhere on the application form.

Selection Procedure

The shortlist will be drawn up on **9 January 2024**, and the selection process will take place on **17 & 18 January 2024**. Further details will be sent to those candidates called for interview. Applicants will be advised within 3 working days after the shortlisting date whether they have been successful or not.

Failure to send your application form to the above address may invalidate your application.

Equality Monitoring

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

Receipt of Application

Applications are acknowledged (by email whenever possible) within three working days of receipt. If you do not receive an acknowledgement within this time, please contact the Recruitment Team immediately on the number above.



Andover Church of England Primary School

East Street . Andover
Hampshire . SP10 1EB

Telephone 01264 352322

Email adminoffice@andover-pri.hants.sch.uk

Visit us online at www.andover-pri.hants.sch.uk

Education in Hampshire

Choosing to teach in Hampshire may be the best move you can make. As one of the largest authorities in the country, we can offer an unrivalled diversity in teaching opportunities; from the challenges of the urban and city school through to the rural primary which will provide a vibrant environment for development and promotion.

Hampshire schools are encouraged to operate and develop in a way which serves their local community, reflecting the cultural diversity the county has to offer. We feel this is best achieved through local management, with the Local Authority providing a supporting role wherever needed.

The county of Hampshire has over 170,000 school-age children in approximately 438 primary, 71 secondary and 26 special schools and other provisions. Whilst the majority are community schools, the LA has forged strong partnerships with Diocesan Bodies, and seeks to maintain the provision of places in Church schools. The county has 26 special schools, with an additional 42 units in mainstream schools, providing education and support for children with moderate, severe or complex learning difficulties, physical and sensory disabilities, and emotional and behavioural issues.

Hampshire's 'Early Admission' policy allows children to start school at the beginning of the school year in which they are five years old. At the other end of the age range, Hampshire was one of the first authorities in the country to establish a joint agreement on the 14-19 education of all students with the Local Skills Council.

With the County Office in Winchester, Hampshire Authority has an established network of advisors which provides a responsive and flexible service to the schools in their respective areas. There is also a strong ethos for collaboration and liaison, with regular meetings of Head teachers in phase, cluster and area groupings, aimed at maintaining a policy of communication and cooperation with the LA and between schools.

In Hampshire, we pride ourselves on providing first-class learning opportunities for our teachers both internally and with outside course providers. For new Head teachers, in partnership with governors, the LA operates a structured induction development programme which also helps develop close working relationships with other Headteachers and LA colleagues.

Hampshire's most recent Annual Performance Assessment confirmed that we are an Authority that provides excellent education and has an excellent capacity for further improvement. We are continually looking for innovative ways of improving standards in our schools, which can only be achieved through a commitment to our staff.

To find out more about Hampshire and what it has to offer, visit our website at www.hants.gov.uk. Hampshire has a lot to offer. We hope you will join us.