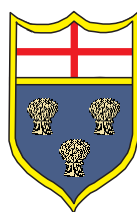




St. Peter's CE Primary School Heswall



Headteacher Application Pack



"Firm Foundations, Shining Bright"

Thurstaston Road, Heswall, Wirral, CH60 4SA
0151 342 2556 schooloffice@stpeters-heswall.wirral.sch.uk



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Thurstaston Road, Heswall, Wirral, CH60 4SA

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HEADTEACHER

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

From September 2024

Salary range L16 – L21 (£68,400 - £77,195), negotiable for a suitably-experienced candidate.

No. on Roll 297

St. Peter's CE Primary School is a popular and aspiring church school with a clear vision rooted in Christian faith and our situation in Heswall. It reflects our proximity to St. Peter's Church alongside which The Lighthouse Church recently opened in Heswall town centre. Our school serves some children living in catchment, but increasingly draws from further across the Wirral, largely because of our distinctive Christian ethos, our St. Peter's values, our new F1 provision and wrap-around-care.

We are seeking to appoint a strong and passionate leader committed to putting children at the heart of the school and providing the very best education for the whole child. This role requires a highly capable, experienced, forward-thinking leader with enthusiasm and vision, able to seize the opportunities and meet the challenges of senior school leadership in the current educational climate.

We seek a Headteacher who:

- has a proven track-record of effective, strategic leadership, clear decision-making and good communication
- has the ability to assess and improve the quality and outcome of teaching and learning in order to deliver key school improvement targets.
- is able to deliver high standards of behaviour and provide good pastoral care
- is a personable, inspirational leader able to motivate our capable staff team, ensuring personal development and well-being
- leads with an authentic Christian faith that models our school vision and values
- can work constructively with the governing body, managing the school budget effectively and wisely to the benefit of the school
- has outstanding interpersonal skills to establish positive relationships which build trust and confidence 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 at 10.00am on Tuesday 23rd January, 1.30pm on Thursday 25th January or a time/date to suit you. Please contact school to book for either of these dates.

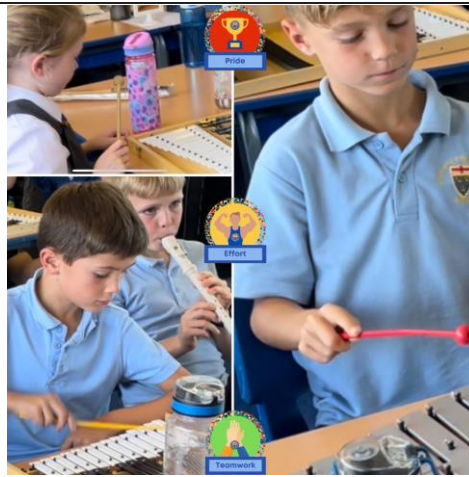
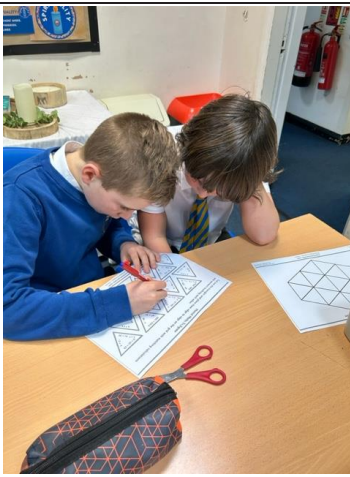
Closing date for applications: 29th January 2024 (12 noon)

Shortlisting: 2nd February 2024 (2pm)

Interviews: Thursday 8th and Friday 9th February 2024

Applications to be returned to: sarahhall@stpeters-heswall.wirral.sch.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. This is clearly expressed in our school vision statement which in turn forms a guiding thread through the whole school and is known and embraced by children and staff alike. Similarly, our St. Peter's values are frequently referenced to inform the academic, social, and personal standards we aspire to, the behaviour and culture of the school community. We regularly celebrate the success of our children across the spectrum of school activities.

The school had a very positive SIAMS inspection in 2023. Our religious studies curriculum and the spiritual ethos of our school are greatly enhanced by strong links with St. Peter's Church. The Rector and other members of the Parish staff are familiar faces in school, leading collective worship once a week. 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. Past pupils have taken part in a mission trip to Uganda this Summer enabling us to strengthen this connection. Links with other local charities, such as Wirral Ark, Foodbank and the Charles Thompson Mission provide opportunities to develop children's commitment to courageous advocacy. We are proud of children's participation in our school Ethos Group and Eco Team.

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. Years 4, 5 and 6 participate in annual residential at outdoor activity centres, including the CPAS Wirral Schools Venture. Further activities are provided by school partnership with S4YC who provide wrap-around-care before and after school and during school holidays.

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. Throughout the year there are a range of well supported social events to foster these good relationships, such as the "welcome back BBQ" 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 provide 25 iPads for school, a new whiteboard, replacement projector for the main hall, and to refurbish a small sensory/intervention room.



John 8:12 "I am the light of the world.
Whoever follows me will never walk in darkness,
but will have the light of life"

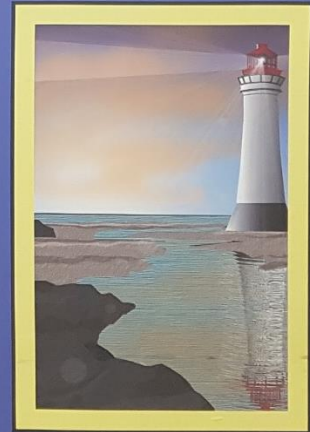
ST.PETER'S C.OF E. PRIMARY SCHOOL

Firm foundations, shining bright

Matthew 16:18 "You are Peter and upon this rock
I shall build my church"

Our Vision

Like St.Peter,
We build upon the rock of Jesus
to enable us to shine:
achieving our potential
and loving ourselves, others,
the world and God.



St. Peter's School Values



Pride



Effort



Teamwork



Empathy



Respect



Spirituality

St. Peter's CE Primary School Heswall



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St. Peter's Church of England Primary School, Heswall

Thurstaston Road, Heswall, Wirral CH60 4SA

firm foundations, shining bright



Dear Applicant

Thank you so much for your interest in the Headteacher position at St Peter's CofE Primary School. Since joining the Governing Body I have been very impressed by the supportive and positive school ethos. Pupils are talented, polite and truly demonstrate the St Peter's values of pride, effort, teamwork, empathy, respect and spirituality.

We are proud that our school community, including parents, staff and the Parish, works collaboratively to ensure a broad, balanced, enriching and distinctively Christian education for all pupils.

My two grown up sons both attended the school and I am pleased to say that the fine start to their education has helped them, and their friends and peers, to be successful adults. I know how they valued the range of opportunities at the school.

Having recently retired after a long career in secondary education, it was a great privilege to have been elected as the Chair of Governors in September 2023. I have been struck by how committed, talented and hardworking the Governing Body is. I am confident that the Governors and wider school community will work productively with the successful candidate to build on the many strengths across the school to make it an even better school.

We are looking to appoint an outstanding practitioner who has already demonstrated whole school leadership and the ability to drive forward school improvement. The successful applicant will be responsible for the consistent implementation of effective systems across the school, which contribute significantly to positive outcomes for all pupils. They will lead by example, have a clear vision for the school underpinned by the school ethos, ensure the delivery of a strong and robust curriculum that embraces challenge, and ensure the safety and wellbeing of all pupils through high quality pastoral care.

The school benefits considerably from a close relationship with St. Peter's Church and the good work undertaken by our pro-active parents' association, the Friends of St Peter's. Our next Headteacher will play a prominent role in liaising with this committee, alongside parents, the clergy, local businesses and a number of other organisations as we seek to live out our faith in practice, support local charities and actively demonstrate courageous advocacy.

Thank you for looking at our Headteacher position. I hope this information pack will encourage you to apply to lead our wonderful school to the next stage of its development. When completing your application please refer to the guidance and your supporting statement should summarise (in no more than 3 sides A4 font 11pt) how your knowledge and experience makes you a strong candidate to be the Headteacher at St Peter's.

Yours sincerely

John Dowler
Chair of Governors
St Peter's CofE School, Heswall



St. Peter's Church of England Primary School Headteacher 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.

The job description reflects guidance from the Chester Diocesan Board of Education and the DfE's Headteachers' Standards

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.

The Core Purpose of the Headteacher in a Church School

The headteacher is the prime mover in creating, inspiring and embodying the Christian character and culture of this Church school, securing its vision 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 and live life in all its fullness.

Thus, the core purpose of the headteacher is to provide professional leadership and management for the school within the context of the Trust Deed and the Church of England's vision for education. 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 must establish a culture that promotes excellence, equality and high expectations of all pupils within a strong Christian ethos to enable them to 'live life in all its fullness' (John 10:10). In leading this church school, the headteacher will ensure that it is educating for wisdom, knowledge and skills; for hope and aspiration; for community and living well together; and for dignity and respect (Church of England's vision for education).

The headteacher is the leading education professional in the school. Accountable to the governing board, the headteacher provides, 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 in accordance with its mission statement, 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, local churches, local and wider diocesan schools, other services and agencies for children, the Local Authority, Diocesan officers, 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.

Ethics and professional conduct

The Headteacher is expected to demonstrate consistently high standards of principled and professional conduct and is expected to meet the teachers' standards and be responsible for providing the conditions in which teachers can fulfil them.

The Headteacher is to uphold and demonstrate the Seven Principles of Public Life at all times. Known as the Nolan principles, these form the basis of the ethical standards expected of public office holders:

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership

The Headteacher upholds public trust in school leadership and maintains high standards of ethics and behaviour. Both within and outside school, the Headteacher will:

- build relationships rooted in mutual respect, and at all times observe proper boundaries appropriate to their professional position
- show tolerance of and respect for the rights of others, recognising differences and respecting cultural diversity within contemporary Britain
- uphold fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensure that personal beliefs are not expressed in ways which exploit their position, pupils' vulnerability or might lead pupils to break the law

Main Duties

School Culture

Within the school's Christian character, the Headteacher will:

- establish and sustain the school's Christian vision and ethos, founded on Christian values and moral purpose, and its strategic direction in partnership with those responsible for governance and through consultation with the school community
- create a culture where pupils experience a positive and enriching school life that enables them to flourish
- uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and to experience life in all its fullness
- promote positive and respectful relationships across the church school community and a safe, orderly and inclusive environment
- ensure a culture of high staff professionalism

- secure knowledge and understanding of church school distinctiveness, keeping up with national and diocesan developments and ensure high quality RE and collective worship.
- lead creative Christian collective worship that engages with the school's Christian vision and values, enabling the community to flourish and grow spiritually.

Teaching

Within the schools' Christian character, the Headteacher will:

- 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
- ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains
- ensure effective use is made of formative assessment

Curriculum and assessment

Within the schools' Christian character, the Headteacher will:

- ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught
- establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
- ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading
- ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum

Behaviour

Within the school's Christian character, the Headteacher will:

- establish and sustain high expectations of behaviour for all pupils, built upon the school's Christian vision, relationships, rules and routines, which are understood clearly by all staff and pupils
- ensure high standards of pupil behaviour and courteous conduct in accordance with the church school's behaviour policy
- implement consistent, fair and respectful approaches to managing behaviour
- ensure that adults within the school model and teach the behaviour of a good citizen and reflect Christian values.

Additional and special educational needs and disabilities

Within the school's Christian character, the Headteacher will:

- ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities
- establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively
- ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate
- ensure the school fulfils its statutory duties with regard to the SEND code of practice

Professional Development Systems and Process

Within the school's Christian character, the Headteacher will:

- ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs
- 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
- ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning. This includes the development of future church school leaders
- ensure that professional development opportunities include access to good quality CPD that supports the understanding of church school ethos and areas inspected under SIAMS

Organisational management

Within the school's Christian character, the Headteacher will:

- ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care
- prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds
- ensure staff are deployed and managed well with due attention paid to workload
- establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently
- ensure rigorous approaches to identifying, managing and mitigating risk

Continuous school improvement

Within the school's Christian character, the Headteacher will:

- make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement
- develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's Christian context
- ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time

Working in partnership

Within the school's Christian character, the Headteacher will:

- forge constructive relationships beyond the church school, working in partnership with parents, carers, the parish and local community and the Diocese
- commit their school to work successfully with other schools and organisations, including the Diocesan Education team and Diocesan schools in a climate of mutual challenge and support
- establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils

Governance and accountability

Within the school's Christian character, the Headteacher will:

- understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility
- establish and sustain professional working relationship with those responsible for governance
- ensure that staff know and understand their professional responsibilities and are held to account
- ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties

Additional Requirements

This job description outlines the main duties of the post, incorporating the Department for Education Headteachers' Standards 2020, but does not exclude other duties which may be undertaken to ensure the efficient operation of the school. Other duties required will be consistent with those listed above and appropriate to the title and grade of the post.

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.

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

St. Peter's Church of England Primary School Headteacher Person Specification

FAITH COMMITMENT	Essential	Desirable
A practicing and worshipping member of a church affiliated to Churches Together in Britain and Ireland		X
A committed Christian who is an active member of the church he/she attends		X
Fully committed to promoting the school's Christian values and to developing links between the parish church and school	X	
Has an understanding of the importance of collective worship and RE in a church school	X	
A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Christian ethos of the school	X	
Has an understanding of how relationships should be fostered and developed between the school, local Church and its community and the Diocese	X	
QUALIFICATIONS	Essential	Desirable
Honours degree	X	
Qualified Teacher Status (QTS)	X	
Evidence of personal and professional development	X	
NPQH (or working towards)	X	
EXPERIENCE	Essential	Desirable
Substantial and successful experience in a senior leadership role including curriculum development, monitoring and assessment	X	
Successful implementation of strategies to improve teaching and learning to raise the standards of achievement for all pupils	X	
Evidence of managing or making a substantial contribution to the effective management of change.	X	
Experience of working effectively and in partnership with Governors, parents and the wider community	X	
Experience of developing further systems for school self-evaluation, effective monitoring and inspection.	X	
KNOWLEDGE		
Good knowledge and understanding of what constitutes an effective school and have the necessary skills of leadership and management to help create such a school	X	
Knowledge of the statutory requirements and other relevant legislation relating to school leadership and management	X	
Knowledge of statutory education frameworks, including governance	X	
Knowledge of the statutory requirements and other relevant legislation relating to child protection procedures and safeguarding.	X	
Knowledge of ways to build, communicate and implement a shared vision	X	
Knowledge of strategic planning processes	X	
Knowledge of new technologies, their use and impact including social media	X	
Knowledge of the work of other agencies and opportunities for collaboration	X	

SKILLS & ABILITIES	Essential	Desirable
Ability to have a vision of the overall aims and direction of a successful school and be able to communicate these in order to inspire and motivate others	X	
Ability to manage and monitor budgets and deploy human resources	X	
Ability to access and analyse relevant data and to use this information to set priorities and determine school action	X	
Ability to work under pressure, determine priorities and meet deadlines, communicating effectively to all stakeholders	X	
Ability to lead with optimism, continually building and developing positive relationships	X	
Ability to help create and maintain a school that ensures the health and safety of staff and pupils and which presents a stimulating and attractive learning environment for pupils	X	
The ability to relate positively to all stakeholders and inspire high quality teaching, learning and behaviour	X	
LEADING LEARNING & TEACHING	Essential	Desirable
In-depth knowledge of EYFS and Key Stages 1 & 2.		X
An outstanding classroom practitioner, who will lead by example and inspire staff to improve and develop.	X	
A good understanding of what contributes to successful learning and the ability to promote the most effective teaching strategies to bring this about	X	
Ability to acknowledge teaching excellence and challenge any underperformance across the school to improve the quality of learning	X	
Ability to motivate and engage pupils to maximise learning opportunities and outcomes, ensuring equal opportunities for all	X	
Knowledge of how assessment strategies and target-setting are used to inform learning in order to help all pupils make progress	X	
Proven ability in raising achievement for all pupils including those with high prior attainment, rapid learners and those requiring SEND provision	X	
Ability to secure excellent pastoral care, behaviour and good attendance for all	X	
Evidence of developing and implementing strategies for school improvement, including data analysis, target setting and strategies for improving the quality of teaching and learning for all pupils	X	
Engaged in the use of performance appraisal, performance related pay and managing effective professional development	X	
Understanding of effective financial management across all aspects of school life	X	
MAINTAINING AND ENHANCING THE SCHOOL'S ETHOS	Essential	Desirable
Commitment to preserve and develop the distinctive Christian character and ethos of the school	X	
Ability to share the future by building and articulating a shared vision and engaging people to secure a successful future	X	

Commitment to participate in school and community activities	X	
Commitment to the creation of a climate of open communication where people feel able to express opinion and know their views will be respected	X	
LEADERSHIP & COLLABORATION	Essential	Desirable
An excellent communicator, diplomatic, confident and able to quickly build trust with all stakeholders	X	
Ability to deal sensitively with people with very different and demanding expectations, demonstrating an ability to avert and resolve conflict	X	
A highly visible presence and good role model who inspires confidence and trust, empowering and motivating all stakeholders	X	
Committed to engaging with the local church and wider community to build partnerships, share resources, promote collective events and ensure advocacy for children and young people	X	
MANAGING THE ORGANISATION	Essential	Desirable
Able to demonstrate an inspirational and supportive style of leadership	X	
Plan, organise and exercise sound judgement and communicate and delegate effectively	X	
An understanding of and commitment to the requirements of safeguarding children and an ability to maintain a culture of vigilance	X	
An strategic decision maker with the ability to take a brave and courageous approach to initiating, implementing and monitoring policies and practices. Being able to pioneer new ways of thinking for the good of children	X	
SECURING ACCOUNTABILITY	Essential	Desirable
Committed to working with the Governing Body, LA and Diocese to enable it to meet its statutory responsibilities	X	
Able to present an accurate and understandable account of the school's performance to stakeholders	X	
Develop a school ethos underpinned by inclusive Christian values that enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes	X	
Demonstrate political insight and be aware of a range of school improvement strategies which accelerate progress for all children	X	
SAFEGUARDING	Essential	Desirable
Commitment to safeguarding and promoting the welfare of children	X	
Ability to maintain and develop a 'culture of vigilance' with regard to safeguarding and child protection	X	
PERSONAL	Essential	Desirable
Ability to prioritise and manage time appropriately, being able to work under pressure and in changing circumstances	X	
Is self-motivating and achieves challenging professional goals.	X	
Demonstrates enthusiasm for, and commitment to, the role; along with reliability, integrity and a passion for education.	X	

<p>Demonstrates:</p> <ul style="list-style-type: none"> ● Emotional self-awareness ● Accurate self-assessment ● Self confidence ● Empathy ● Organisational awareness ● Emotional self-control 	X	
<ul style="list-style-type: none"> ● Transparency ● Adaptability ● Optimistic ● Inspirational leadership ● Good team worker and collaborative ● Regularly reviews own practice, sets personal targets and takes responsibility for own personal development ● Knowledge, understanding and commitment to developing a growth mindset, and developing a learning culture in our school ● A personal character which is built upon resilience, integrity, inspiration and encouragement. ● Ability to manage time well and meet deadlines whilst managing a healthy work-life balance 	X	

St. Peter's CE Primary School Heswall



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St. Peter's Church of England Primary School Welcome from Pupils

Welcome,

Thank you for taking an interest in the role of Headteacher at our school St Peter's CE Primary School. We would like to use this opportunity to tell you about the wonderful things we have here in our school and in our wider community.

Voices of Head Pupils

At St Peters, we follow our Christian values of PETERS. P is for pride, E is for effort, T is for teamwork, E is for empathy, R is for respect and finally S is for spirituality. Our role as Head Pupils is to assist children enabling them to follow our Peter's values by leading by example. By being positive role models, we believe our contributions help make our school a happy and enthusiastic place to learn and grow. Our values help build firm foundations that shine bright.

Voices of the Etho Team

As Ethos team members, our role is to contribute to Ethos meetings on how to make our school show spirituality throughout. We have been to many Ethos meetings and have created posters on how we can show our PETERS Values. So far, we have led one assembly and there will be another one coming up soon. Our assemblies are extra special because we invite our parents to watch.

Pupil Comments About Our Community

We have a strong link with our church St Peters, which we visit for services every half term. We enjoy taking part in leading our Church services. Our most recent church services were, The Christingle service by year 3/4, and The Carol Church service by year 5/6. The parish has allowed us to have set up long term communication with a locally founded charity that supports a group of schools in Uganda. We also regularly support local charities such as the Charles Thompson mission.

Sports

We enjoy showing the value of Teamwork through our sports competitions and local sporting games. Through School Games Mark, we have currently earned the reward of platinum. In year 6, we get coached by playmakers to lead playground games, which allows us to facilitate activity games during play times and lunch times. This gives us the opportunities to learn leadership skills.

Assemblies

Our collective worship unites the school community and provides a variety of activities that promote opportunities for spiritual exploration and reflection. We use this time to come together and celebrate.

We hope to hear from you soon, Pupils of St Peter's

The Pupils desired wishes for their future Permanent Headteacher.....

Years



Years



Years

