

Stockham

Primary School



Candidate Information Pack

Headteacher

Application Deadline: **Monday 15 April 2024**

Interview Date: **Thursday 25 April 2024**

Stockham Primary School

Welcome from the Governors



Thank you for your interest in the role of headteacher at Stockham Primary School.

This is a wonderful opportunity to join an aspirational and inclusive school, with strong roots embedded in its local community. Stockham is a school set in the rapidly expanding town of Wantage in South Oxfordshire, and is committed to providing its life-long learners with confidence, ambition and independence. At the heart of its ethos, the school proactively maintains a warmth for the individual child and their family.

Our aim, and school motto, reflects the spirit of the nearby nesting red kites, often seen gliding above the playing field. Every child is given the tools and opportunities to 'Soar High', inclusive of all starting points and the school strives to ensure all children have the skills to be the best they can be. The school culture reflects exceptionally positive attitudes for learning, for community and for life.

Having been inspected by Ofsted in May 2019 as Outstanding, we are looking for a new headteacher who is a dynamic, reflective and visioned leader.

Following a lengthy headship which has provided steady progress and achievements for the school, we are seeking a person who embraces the challenges that lie ahead with fresh perspectives. The successful candidate must be ready to build relationships with our children, staff, governors and immerse themselves within Stockham and its wider community.

A demonstrated ability to lead by example to all stakeholders, whilst challenging our children to realise their full potential, is vital. Stockham Primary School is driven to sustain high outcomes for all groups of children through an inspiring and innovative curriculum.

To lead Stockham into its next phase, it is important that our new headteacher is an accomplished passionate educator, an agile thinker and a genuine listener and communicator.

We enthusiastically invite prospective candidates to visit our school we are so proud of, and we are committed to finding a headteacher who will be proud of Stockham too.



About Our School

Stockham Primary School is located in Wantage, South Oxfordshire; an historic market town which is currently experiencing rapid expansion.

The school sits within a residential area formed just over 50 years ago and its cohort is reflective of this generational community. Our children live within the town but are just a short walk away from our surrounding countryside.

The Vale of the White Horse, the Downs and its chalk-lined brook remain a focus for projects in school, providing a foundation to local humanities studies.

Wantage is also the home to many who work within neighbouring Science, Technology and Engineering hubs. Culham, Rutherford Appleton Laboratories and Williams Racing are all local resources used by Stockham School to provide contemporary, world-leading enrichment to the children's studies.

Stockham has an inclusive, broad and yet comprehensive stance to developing cultural capital; making the most of both the urban and rural elements of South Oxfordshire. Throughout their time at Stockham, children experience teaching and learning outside of the usual school environment. Embedded within the curriculum, Forest School runs on-site, whilst local trips to the town, the museum and within the local landscape, offer stimuli for our children's broader learning.

Further afield, the whole school go to see the pantomime, whilst year groups visit the Space Museum, Marwell Zoo or embark on residential trips to PGL to name but a few experiences.

Stockham Primary School remains an Oxfordshire County Council run school. Headteachers in the local area have formed the Springline Partnership, a collaboration of primary schools in the community. This partnership not only provides invaluable support to one another, with regards to monitoring, assessing and training but also provides a platform for schools to share good practice, whilst the children benefit from inter-school competitions and pooled resources.

School Priorities

- To excel in providing a cohesive, progressive and deep broad and balanced curriculum that reflects a diverse world
- To foster a culture of nurture, self-care and respect across the whole school community
- To ensure all pupils benefit from a whole school progressive and embedded approach to building cultural capital
- Every child able to achieve to their highest academic potential, regardless of their background or prior attainment. To accelerate the progress of SEND and disadvantaged pupils

Our Data

| | |
|--------------------------|--|
| <i>Age Range</i> | Foundation through Year 6 |
| <i>Pupil Number</i> | 211 |
| <i>Ofsted Rating</i> | Outstanding (last inspected May 2019) |
| <i>PAN</i> | 30 |
| <i>EAL</i> | 10% |
| <i>Free school meals</i> | 17% |
| <i>Pupil premium</i> | 24% |
| <i>SEND</i> | 25% |
| <i>EHCP</i> | 4% |
| <i>Attendance</i> | 95.6% (2022/23) |



The Stockham Community



On visiting Stockham Primary School, you will be welcomed by a warm and friendly buzz of positive energy.

The school community has a strong foundation in its experienced and vibrant staff, including its teachers, teaching assistants and administrators.

Staff members embody the school values of: Kindness, Friendship, Celebrating differences, Humility, Goals and Ambitions, Confidence, Healthy Me, Trust, Self-belief and Courage. These values individually form a whole-school focus each term, providing a basis for PSHCE lessons.

You will find strong relationships between staff members; communication is paramount to the strength of the team. Staff are very motivated to meet goals through collaborative conversations and seek contemporary pedagogy to develop their teaching practice. Teachers actively engage with the wider school community.

The weekly newsletter celebrates those children who have particularly 'Soared High', whilst Class Dojo is a live regular method of communication, providing an instant connection between school and home.

Our changing catchment draws from households from a broad range of socio-economic backgrounds. Our diverse parent and carer community are active and engaged in the improvement of our school.

The Friends of Stockham (FOS) not only put on the usual school fundraisers, such as discos and the summer BBQ, but are also an innovative group that have put together a profitable school calendar. It is with these additional funds that the whole school can visit the pantomime, the playground has recently benefitted from a new phase of equipment and projectors and stage lighting have been purchased for the school hall.



What We Are Looking For

We have engaged with our school community who expressed their views on the appointment of a new headteacher...

Staff Feedback

Someone the children can look up to

Kind and inspiring leader with genuine care for staff well-being and morale

Excellent knowledge and experience of children with SEND

Fresh thinking and pro-active with new ideas whilst maintaining the ethos and essence of Stockham school

Motivate and challenge - bring impactful changes

Children and staff's well-being at the forefront of everything

Shows gratitude towards staff flexibility and extra effort

Family friendly, compassionate and a good listener

Firm but fair

Has fun with children and staff with a good sense of humour, especially during challenging times

Ambitious for the team – encourages CPD, wider roles and career progression

Lead by example and ready to 'lend-a-hand' approach

Good communication

Experienced in managing budgets with good financial awareness

Moves the school forward with clear structures for communication, finance, safeguarding and health and safety

Appreciative of the community in which the school is set

Doesn't shy away from difficult conversations with staff or parents

Parent Feedback

Passionate about education and the school

Hands-on, engaging with children individually

Is a good communicator

Warm, personable, and caring

Brings fresh ideas while valuing the school's existing principles

Invested in the school's success

Exhibits a good sense of humour

Firm but fair, empathetic, and continues support for restorative behaviour practices

Prioritises digital literacy and safety

Encourages participation in the arts

Approachable, acting as an advocate for all children

Has leadership experience and is known for being fair and supportive

Knows children by name, ensuring a safe and secure environment

Responsive to parents, with honest and open communication

Follows through on actions, admitting to and learning from mistakes

Job Description

Job title: Headteacher, Stockham Primary School

Location: Stockham Primary School, Stockham Way, Wantage, OX12 9HL

School type: Local authority maintained school

School size: 211 pupils enrolled

Accountable to: The Governing Body

Contract: Permanent, full time

Salary: L12-L18, £61,882 - £71,729

Disclosures: Enhanced DBS

Role: The Headteacher should work with the staff and governors to provide professional and inspirational leadership, vision and strategic direction for the school to continue its core ethos and ensure the highest quality of education for all its pupils.

This role profile should be read in conjunction with the duties of the Head teacher as set out in the latest National School Teachers' Pay and Conditions document, the Headteachers' Standards 2020, and the policies and procedures of the Governing Board.

Accountability:

- Responsible for the overall organisation, management and conduct of the school
- Ensure the school operates effectively and efficiently within the required regulatory frameworks and meets all statutory duties
- Ensure that strategic planning is informed by rigorous self-evaluation to enhance leadership and governance; teaching and learning; the curriculum and standards of achievement.

- Work in partnership with the Governing Body, staff and school community to maintain and improve behavioural and safeguarding standards, creating a school environment in which children feel happy, safe, secure and their exemplary behaviour reflects this
- Identify problems and barriers to school effectiveness, and develop and implement strategies for school improvement that are realistic, timely and suited to the school's context
- Implement strategic, innovative and efficient financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements and the school sustainability
- Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency and integrity
- Maintain and provide adequate and appropriate records, statistical data and reports, in accordance with current legislation and policies
- Continue to engage the Governing Body in the strategic analysis of data to enable effective challenge and support of educational standards.

Leadership and Management:

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Provide effective, supportive and appreciative leadership and management for staff, acting with integrity, care and fairness
- Delegate effectively, giving SLT members and other staff responsibility to lead throughout the school taking responsibility for individual school priorities, phase and subject leadership

Job Description

- Champion the school's staff, taking action to reduce workload where possible
- Line manage and conduct the appraisals of all members of the SLT and teaching staff (as appropriate) in an open, professional and consistent way and train other leaders to do likewise
- Ensures appropriate appraisal objectives are set for all staff and that these targets (and pay progressions) are linked to both pupil achievement and personal development
- Set clear roles and responsibilities for specific roles including Assistant Headteacher and School Business Manager; review and update job descriptions when necessary; 'know what excellent looks like' in all roles
- Plan and lead (or delegate) whole-school staff development activities (e.g. on INSET days) that are relevant and engaging
- Develop a transparent framework for continued professional staff development. Identify emerging talents, coaching current and aspiring leaders and creating opportunities for staff to excel, in a climate where excellence is the expected standard
- Ensure rigorous approaches to identifying, managing and mitigating risk
- Lead necessary change within the school thoughtfully, consulting and bringing staff along 'on the journey'
- Respond calmly, decisively and effectively to all challenges the school might face
- Promote and monitor staff well-being, including by regular surveys of all staff and act on feedback provided
- If required, lead on staff disciplinary matters without shying away from difficult conversations.

Teaching and Curriculum:

- Sustain and develop quality first teaching across all subjects
- Build and maintain a learning environment in which pupils' behaviour is excellent, their curiosity for learning is engaged and the expectations of all pupils and staff are high
- Ensure the teaching of a broad, structured and creative curriculum, underpinned by subject expertise and using as wide a range of experiences as possible
- Promote curriculum leadership, supporting subject leaders with relevant expertise and access to professional networks and communities
- Oversee and protect the provision of appropriate, high-quality teaching and learning for pupils with special educational needs and disability
- Understand the factors likely to affect pupils' learning, in the context of the school community, and work with staff to develop appropriate strategies to promote positive learning behaviour
- Engage in classroom activity where practical and appropriate to support the staffing team and provide an outward facing, approachable presence amongst pupils.

Monitoring and Assessment:

- Systematically use valid, consistent and reliable approaches to monitoring and assessing pupils' knowledge and understanding of the curriculum setting challenging but realistic targets for improvement
- Use monitoring data to work with staff to make timely impactful intervention to benefit pupils when attainment gaps emerge

Job Description

- Prioritise the closing of attainment and progress gaps for identified groups, including pupils in receipt of pupil premium funding
- Use assessment effectively to inform medium to long-term strategy and decisions, with an appreciation that one size does not fit all
- Effective use internal and external data (including from assessment, moderation and peer review) to monitor impact and identify areas for improvement.

People and Relationships:

- Quickly establish effective and open communications to engage all stakeholders; pupils, parents, staff, Governors and the wider community.
- Lead by example to inspire and influence others within the school and wider community. Setting standards and expectations for work/life balance, continuous professional development amongst staff and exemplary behaviour of pupils.
- Speak to pupils in a way that makes them feel safe, valued and involved in the life of the school
- Communicate clearly with all staff, using appropriate methods, ensuring no one is left out
- Support staff in communications and discussions with parents and carers
- Keep parents and carers informed and engaged through concise and appropriate communications that celebrate the life of the school
- Ensure communication relating to disciplinary matters, including fixed term exclusions, is clear, concise and understood by parents and carers

- Maintain good and open communication with Friends of Stockham
- Further develop the existing wider community and external links with other schools and organisations to champion best practice and secure excellent achievements for all pupils.

Person Specification

Qualifications and Training:

- DfE Qualified Teacher status
- Evidence of appropriate, recent professional development that prepares for this post (National Professional Qualification for Headteachers (NPQH) or Senior Leaders (NPQSL) or working towards this).

Knowledge and Experience:

- Substantial and relevant teaching experience across all primary age range
- Significant knowledge and experience of primary education and the issues and challenges facing the sector
- A good understanding of the Ofsted framework and requirements
- Up-to-date knowledge of safeguarding procedures and responsibilities with the expectation that the headteacher would serve as the designated safeguarding lead for the school
- Thorough knowledge of the statutory frameworks and good practice for planning, delivery and assessment of a broad and balanced curriculum across the primary setting
- Experience of providing quality first teaching for children with special educational needs within an inclusive classroom alongside effective monitoring and improvement (NASENCO qualification would be desirable)
- Experience of monitoring and evaluating performance and practice
- High expectations of pupil behaviour and the effective use of behaviour management strategies
- A good understanding of school finances and setting budgets.

Leadership:

- Excellent ability to lead, manage, support and inspire staff, particularly through periods of change
- The ability to communicate clearly and confidently to children, staff, parents and the wider community
- The ability to build effective relationships with a wide variety of people- staff, children, senior leaders, governors, families and the wider community
- Ability to hold people to account and to challenge under-performance
- Excellent analytical, problem solving, negotiating and decision-making skills
- The ability to confidently analyse and use data to improve the quality of teaching and learning
- The ability to create a strategic school improvement plan and operationally deliver, based on effective self-review which identifies priorities and targets ensuring that every child can be their best.

Personal Qualities:

- Proven ability to lead by example, seeking and acting on feedback (positive and negative) to develop the highest quality provision for all pupils
- Resilience and drive to shape school improvement
- Approachable for children, families and staff and effectively communicate in an open manner
- A willingness to get involved with wider school life and a genuine passion for celebrating children's achievements, large and small
- Aspirational and ambitious for the whole school community – themselves, staff, children and their families
- Experience in ensuring a fully inclusive environment and equal opportunities for all.

Application Process

Visits to the school are encouraged, please contact our School Business Manager (mdoyle@stockham.oxon.sch.uk) for an appointment.

Completed applications (application form and letter of application, 2 sides of A4 maximum) should be emailed to the Chair of Governors (office.2583@stockham.oxon.sch.uk) with the title *Head Teacher Recruitment* in the subject line by 5pm on Monday 15th April 2024.

Please ensure you explain any gaps in your employment history.

If you are shortlisted, we will take up written references before your interview so please provide permission for this and provide accurate phone and email contact details for your referees. One of your referees must be your current or last employer, and if you are currently employed in a school, you must include your Head Teacher, if not applicable your Chair of Governors.

Closing date for applications is Monday 15th April 2024

Further details will be sent to those candidates called for interview.

The selection process will take place on Thursday 25th April 2024

Should you have any questions please contact the school:

Telephone: 01235 764407 or **email:** office.2583@stockham.oxon.sch.uk

Receipt of Application

Applications are acknowledged by email within three working days of receipt. If you do not receive an acknowledgement within this time, please contact the School Office.

Equality Monitoring

All applicants will be required to complete an Equality Monitoring form. As an equal opportunities employer, we encourage applications from suitably qualified candidates irrespective of background. Therefore, if you need adjustments to support your application, please provide details on your application. For example, extra time or flexibility on the assessment process and/or a visit to the school to accommodate a particular need.

Safer Recruitment

Stockham Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. The successful applicant for any position will be required to undertake an enhanced disclosure via the DBS (disclosure and barring system) and appropriate Right to Work clearances in line with our recruitment and selection practices.

Data Protection Act 1998

You should be aware that the information you have provided will be stored on Oxfordshire County Council's secure database and will only be used to process your application. It will not be passed to any other organisation.