



ANSTON HILLCREST PRIMARY SCHOOL

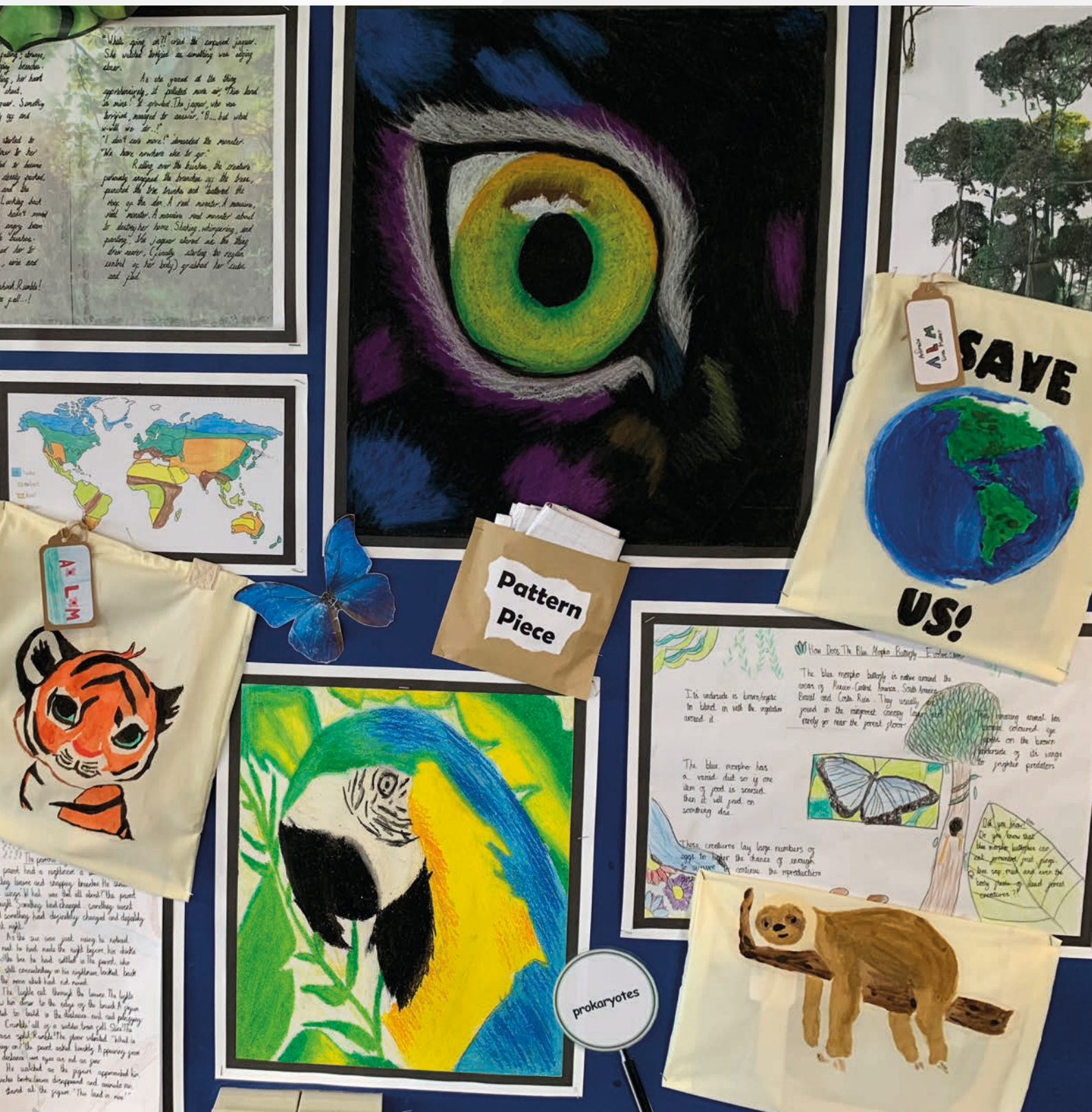
HEADTEACHER
CANDIDATE PACK



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“ I LOVE TO PLAY WITH MY
FRIENDS AT PLAY TIME.”
THOMAS

OUR CORE VALUES

- Respect
- Resilience
- Teamwork
- Kindness





“THE TEACHERS READ
AMAZING STORIES.”
TILLY

HEADTEACHER ADVERTISEMENT

Rotherham Metropolitan Borough Council

Children and Young People's Services.

Anston Hillcrest Primary School

Headteacher

Salary: Group 2 L15 – L21

Number on roll: 243

Age Range: 4-11

Required for September 2021

Information about the school

Anston Hillcrest is a successful primary school located in the pleasant, established and thriving community of Anston, Rotherham. We have a close partnership with local schools and are in the process of academising with the James Montgomery Academy Trust.

We are seeking a talented, motivated, and supportive leader to become the new Headteacher of Anston Hillcrest Primary School. We are looking for someone who is a strong and dynamic leader, committed to the highest standards of teaching and learning to ensure that every child succeeds.

Anston Hillcrest is a beacon school, regularly used as a resource for teacher development. It is a happy, friendly, and inclusive primary school, always striving to improve. Our superb children are eager to learn and develop. Within our school is a local authority speech and language resource which strengthens our inclusive vision of education.

We are seeking someone who will:

- Champion our inclusive environment and support all children to thrive and be successful including those in the speech and language resource.
- Provide inspirational leadership and management that reflects the vision and values of the school with a child-centred approach.
- Demonstrate innovative and passionate leadership and management.
- Lead the school in partnership as it joins an academy trust.
- Have the skills to inspire and promote the highest quality of teaching and learning.
- Model best practice, with the knowledge, skills, and expertise to develop and build on effective systems.
- Work collaboratively with the school governing board.

What we can offer you:

- Happy and enthusiastic children who love learning.
- A popular school with a welcoming, caring atmosphere and ethos.
- Established, skilled, dedicated and supportive staff.
- A school that is at the heart of the community with extensive grounds and excellent resources.
- A broad range of professional development.
- Support for your wellbeing to ensure your success as a leader.
- A committed, supportive and ambitious board of governors.

All potential candidates are warmly invited to visit the school. Your visit may be arranged by calling Karen Hayes, School Business Manager on 01909 550022 to make arrangements. Unfortunately, Covid-19 and the risk assessments that go with it mean that we cannot offer visits during the school day, but we would be delighted to show you around after hours.

Closing Date: Wednesday 10 March 2021 at 12:00 noon

Shortlisting: Monday 15 March 2021

Interview Dates: Monday 22 March 2021 and Tuesday 23 March 2021

Dates for visits to school: Wednesday 24 February at 4:00pm, Tuesday 2 March at 4:00pm, Thursday 4 March at 4:00pm and Monday 8 March at 4:00pm

Completed application forms should be returned to:

Sonia Gilbert, Clerk to the Governing Board, Anston Hillcrest Primary School, Hawthorne Avenue, Lane, South Anston, Sheffield, South Yorkshire, S25 5GR.

Email Address: sgilbert@be.jmat.org.uk

Anston Hillcrest 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. Appointment to this post is subject to an enhanced Disclosure and Barring Service check as well as other pre-appointment checks outlined in Keeping Children Safe in Education (September 2020).



OUR SCHOOL AT A GLANCE

Type of School:

Local Authority Maintained Primary School
Joining James Montgomery Academy Trust

Number on roll: 243

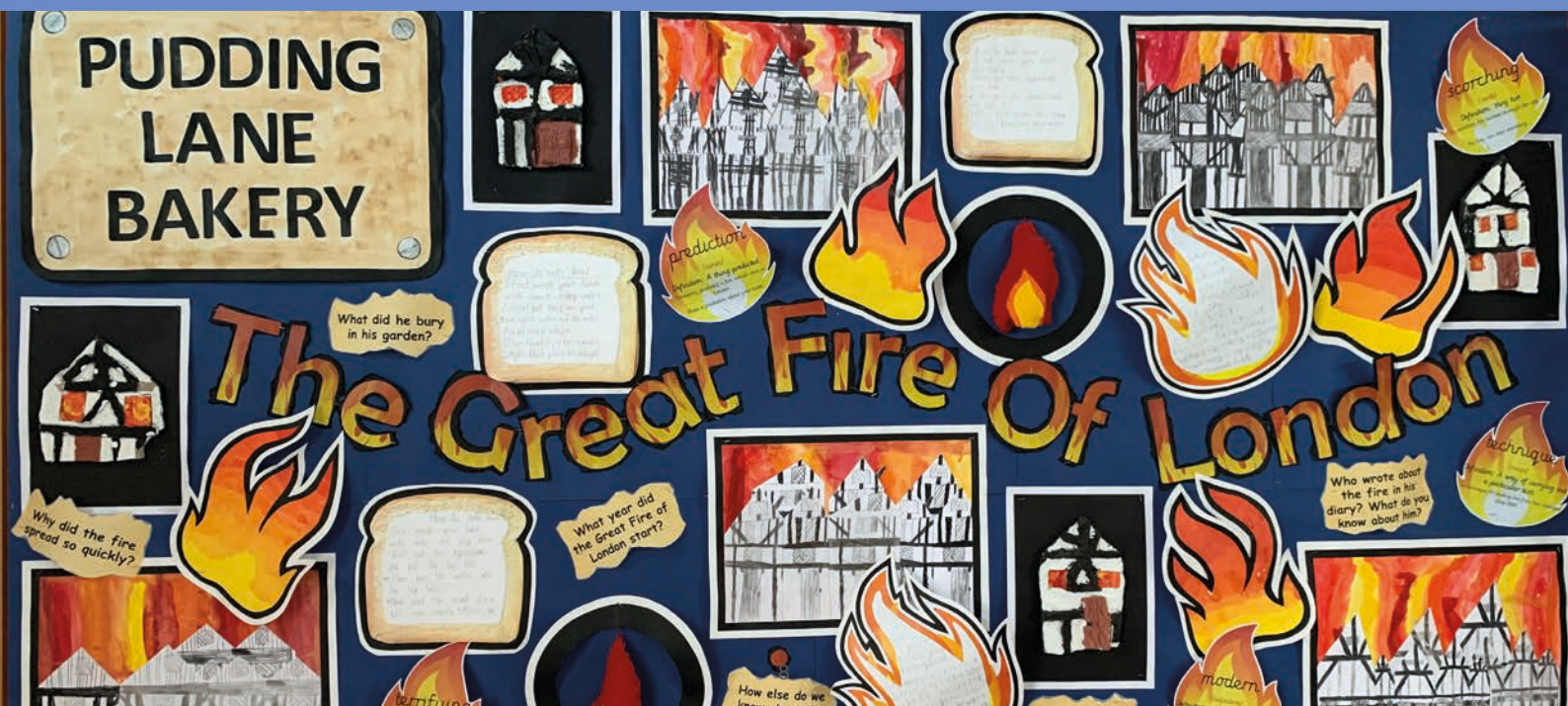
Pupils with an ECHP: 5%

Pupils with SEN support: 12%

Pupils eligible for pupil premium: 14%

Pupils with English as an additional language: 1%

Pupils in receipt of free school meals: 11%





**“ LEARNING IS ALWAYS
FUN AND EXCITING.”**
FINLAY

LETTER FROM OUR CHAIR OF GOVERNORS

Dear Prospective Applicant,

On behalf of the whole governing board, thank you for your interest in the Headteacher position at Anston Hillcrest Primary School. We believe this presents an exciting opportunity to join a popular and thriving single form entry school, situated in South Anston, Rotherham.

At Anston Hillcrest, we work together as a community to provide a happy, safe and secure learning environment where everyone is valued and shown respect. We strive for excellence through a curriculum which stimulates and excites the children's imagination, motivates a desire to achieve and inspires a lifelong love of learning. Our values of respect, resilience, teamwork and kindness are at the heart of our school.

As a school, our motto is 'Making a difference'. We aim to 'Make a difference' to our pupils and raise their awareness of real life issues which changes their outlook on the world and challenges them to make a difference to themselves, our community and the wider world.

Imaginative curriculum design is important to us and we believe that reading should be at the heart everything we do. We aim to provide real life, purposeful and authentic learning opportunities to engage the children and make learning memorable. We want our children to be thinkers: find alternative options, solve problems, take risks, make links between learning and communicate effectively.

At Anston Hillcrest, we are incredibly fortunate to have a dedicated, skilled and passionate staff team who work with the children every day to create a positive and enthusiastic learning environment where there is always much to do, see

and learn. They have a shared passion to help our children achieve their very best.

We are a happy, inclusive and successful school. Our school includes Speech and Language Resource for pupils in Key Stage 1 and 2, which caters for pupils across Rotherham borough who have specific needs. We celebrate difference, value every child and work hard to ensure equal opportunities for everyone. Developing the whole child is incredibly important to us and we are immensely proud of our children's achievements.

When not impacted upon by a global pandemic, we offer a wide range of after school clubs and breakfast club and are proud members of the Rotherham Children's University.

We believe that true success is achieved when we work in genuine partnership with our children, parents, staff, governors and the wider school community and that is reflected in all we do.

Gail Foster

Chair of Governors

Please see our website and Twitter feed for more of an insight into life at Anston Hillcrest Primary.

www.anstonhillcrestprimary.co.uk @HillcrestAnston

If you would like to arrange a visit to school, please email our school Business Manager, Mrs Karen Hayes.

khayes@ahp.jmat.org.uk



**“LEARNING AT HILLCREST IS
AMAZING. I LOVE EVERYTHING.”**
AMEEN

PERSON SPECIFICATION

[A] TRAINING AND QUALIFICATIONS			
	Essential	Desirable	Source A - application C/Q – certificates of qualifications I - interview R - references
Qualified teacher status	✓		A, C/Q
Degree	✓		A, C/Q
NPQH		✓	A, C/Q
Recent participation in a range of relevant professional training and development including leadership development	✓		A, I, R

[B] EXPERIENCE OF TEACHING AND SCHOOL MANAGEMENT			
	Essential	Desirable	Source A - application C/Q – certificates of qualifications I - interview R - references
Senior leadership experience	✓		A, I, R
Experience of leading and managing a school initiative	✓		A, I, R
Significant experience working in the primary phase (minimum 5 years)	✓		A, I
Experience of strategic financial planning, budget management and the principles of best value	✓		A, I, R
Experience of leading change and improvement	✓		A, I, R
Understanding of new technologies – their use and impact	✓		I
Experience of monitoring and evaluating performance to inform school self-evaluation	✓		A, I, R
Understanding of curriculum design	✓		I
Experience of supporting disadvantaged children and families with additional and complex needs	✓		A, I, R

[C] PROFESSIONAL KNOWLEDGE AND UNDERSTANDING

Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to the specific phase.

	Essential	Desirable	Source A - application C/Q – certificates of qualifications I - interview R - references
Pupils' educational development	✓		I
School leadership and management including strategic planning	✓		A, I, R
Curriculum and assessment, including subjects and cross curricular aspects	✓		I
Effective teaching and learning strategies	✓		I, R
School improvement strategies	✓		A, I
Local and national policies, priorities and statutory frameworks including the current Ofsted inspection framework	✓		I
Governance	✓		A, I
Safeguarding arrangements	✓		I
SEND	✓		I, R
Education in a multi-cultural context		✓	I
Knowledge and understanding of the Equality Act 2010	✓		

[D] PERSONAL SKILLS AND ABILITIES

Applicants should be able to provide evidence that they have the necessary personal skills and abilities required by the post

	Essential	Desirable	Source A - application C/Q – certificates of qualifications I - interview R - references
Show a passion for, and commitment to, improving outcomes for children and families	✓		I, R
Prioritise, plan and organise themselves and other staff	✓		I, R
Think strategically and make informed decisions	✓		I, R
Ability to analyse and interpret performance data and share this with a range of audiences	✓		I, R
Good interpersonal and communication skills	✓		A, I
Competent in the use of ICT	✓		I
Capacity to inspire and motivate others	✓		I, R
Experience of performance managing, supporting and developing staff	✓		A, I, R
Ability to engage effectively with families and the community	✓		A, I, R
Experience of working with a range of external agencies	✓		A, I

[E] OTHER REQUIREMENTS			
	Essential	Desirable	Source A - application C/Q - certificates of qualifications I - interview R - references
Application forms should be completed in full	✓		A
Letters should be clear and concise (3 sides of A4 maximum at Arial or similar Point 12)	✓		A
Should address the criteria identified in the person specification	✓		A

[F] CONFIDENTIAL REFERENCES AND REPORTS			
	Essential	Desirable	Source A - application C/Q - certificates of qualifications I - interview R - references
Two written references only (one from the most recent employer)	✓		R
Confirming professional and personal knowledge, skills and abilities referred to above	✓		R
Positive recommendation from current employer	✓		R





**“TEACHERS ARE KIND, CARING AND
THEY HELP US TO DO OUR BEST.”**

SOFIA

JOB DESCRIPTION

Post Title	Headteacher
Contract	Leadership Scale
Salary	Group L15 – L21
Responsible to	The Governing Board
Core Purpose	To provide professional leadership and management for the school, subject to the Conditions of Employment for Headteachers contained in the current School Teachers' Pay and Conditions Document (STPCD).

Main duties and responsibilities


The following six key areas represent the role of the Headteacher. Although interdependent, it is expected that the Headteacher will identify priorities within these as they define the strategic and operational priorities within the school.

Strategic Direction and Development of the School	<p>Working with the Governing Board and others to create a shared vision, strategic plan and positive culture which inspires and motivates pupils, staff and other members of the school community. This includes:</p> <ul style="list-style-type: none"> • The setting and achievement of ambitious, challenging goals and targets. • Leading change, creativity and innovation. • Promoting and safeguarding the welfare of the children. • Working with the school community to translate vision into clear objectives and operational plans to promote and sustain a flourishing, continually improving school.
Leading Teaching and Learning	<p>Developing a successful learning culture focused on raising the quality of teaching, learning and pupil achievement. This includes:</p> <ul style="list-style-type: none"> • Ensuring a consistent and continuous school-wide focus on pupils' achievement and attainment, using robust data analysis and benchmarks to monitor progress in every child's learning. • Ensuring that learning is at the centre of strategic planning and resource management. • Monitoring and evaluation to identify areas for improvement in curriculum and assessment. • Designing and implementing a rich, diverse, flexible curriculum to meet the personalised learning needs of every child, including SEN and more able children and fulfilling the requirements of the National Curriculum. • Overcoming disadvantage. • Ensuring that the locally agreed policy on Religious Education is fulfilled. • Promoting a school ethos which extends opportunities for learning and encourages extra-curricular activities. • Modelling entrepreneurial and innovative approaches to school improvement. • Acknowledging and sharing excellence.
Leading and Managing Staff	<p>Ensure effective relationships, which enable everyone in the school to achieve. This includes:</p> <ul style="list-style-type: none"> • Assisting the Governing Board in determining the staffing structure of the school. • Effective team working. • Performance Management. • Appropriate continuing professional development for all. • Developing and maintaining a culture of high expectations for self and others, taking appropriate action when performance is unsatisfactory. • Building a collaborative learning culture within the school, actively engaging with other schools to build effective learning communities.

Managing the School	<p>Provide effective organisation and management, grounded in rigorous self-evaluation and quality assurance, which ensures an effective, efficient and safe learning environment. This includes:</p> <ul style="list-style-type: none"> • Establishing and sustaining appropriate structures, systems and policies which reflect the school's priorities and are in line with legal requirements. • Day to day management of a calm, well-ordered school with exemplary pupil behaviour. • Financial planning and management of the budget. • Delegating management tasks and monitoring their implementation. • Coaching current and aspiring leaders in pursuit of excellence, to support clear succession planning. • Maintaining knowledge of the Ofsted framework. • Building capacity for improvement and ensuring value for money. • Sustaining a safe, secure, attractive and healthy school environment.
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Accountability	<p>Ensure that the Headteacher's legal and contractual responsibilities are met. This includes:</p> <ul style="list-style-type: none"> • Working with the Governing Board to meet its responsibilities, providing advice and information. • Ensuring individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation. • Engaging the whole school community in self-evaluation of its work. • Supporting the school's ethos which enables everyone to work together to share knowledge and understanding, celebrate success and accept responsibility for outcomes. • Ensuring parents are kept regularly informed of their child's progress. • Working with Local Authority officers in the monitoring and evaluation of the school according to such arrangements as may be required by and/or agreed between the Governing Board and the Local Authority. • Having regard to the provisions of the Code of Practice on Local Authority/School Relations. • Liaising, in the best interest of pupils or in the meeting of statutory obligations, with other educational professionals, medical, social and other support services.
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Strengthening Community	<p>Work collaboratively at both strategic and operational levels with parents, carers, external agencies and the wider community to ensure the well-being of all children and enhance their educational opportunities. This includes:</p> <ul style="list-style-type: none"> • Creating and maintaining effective partnerships with parents and carers to support and improve pupils' achievement and personal development. • Seeking opportunities to invite parents, carers and other stakeholders into the school to enhance and enrich the school and its value to the wider community. • Communicating British Values and principles across the curriculum and through all aspects of school life. • Promote the value of education to parents and carers and the wider community. • Developing links with local employers for the benefit of pupils and the school.
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Date:	Friday 12 February 2021	
Signed:		Chair of Governors

The job description is current at the date shown, but after consultation with the Governing Board, may be changed to reflect or anticipate changes in the job requirements.

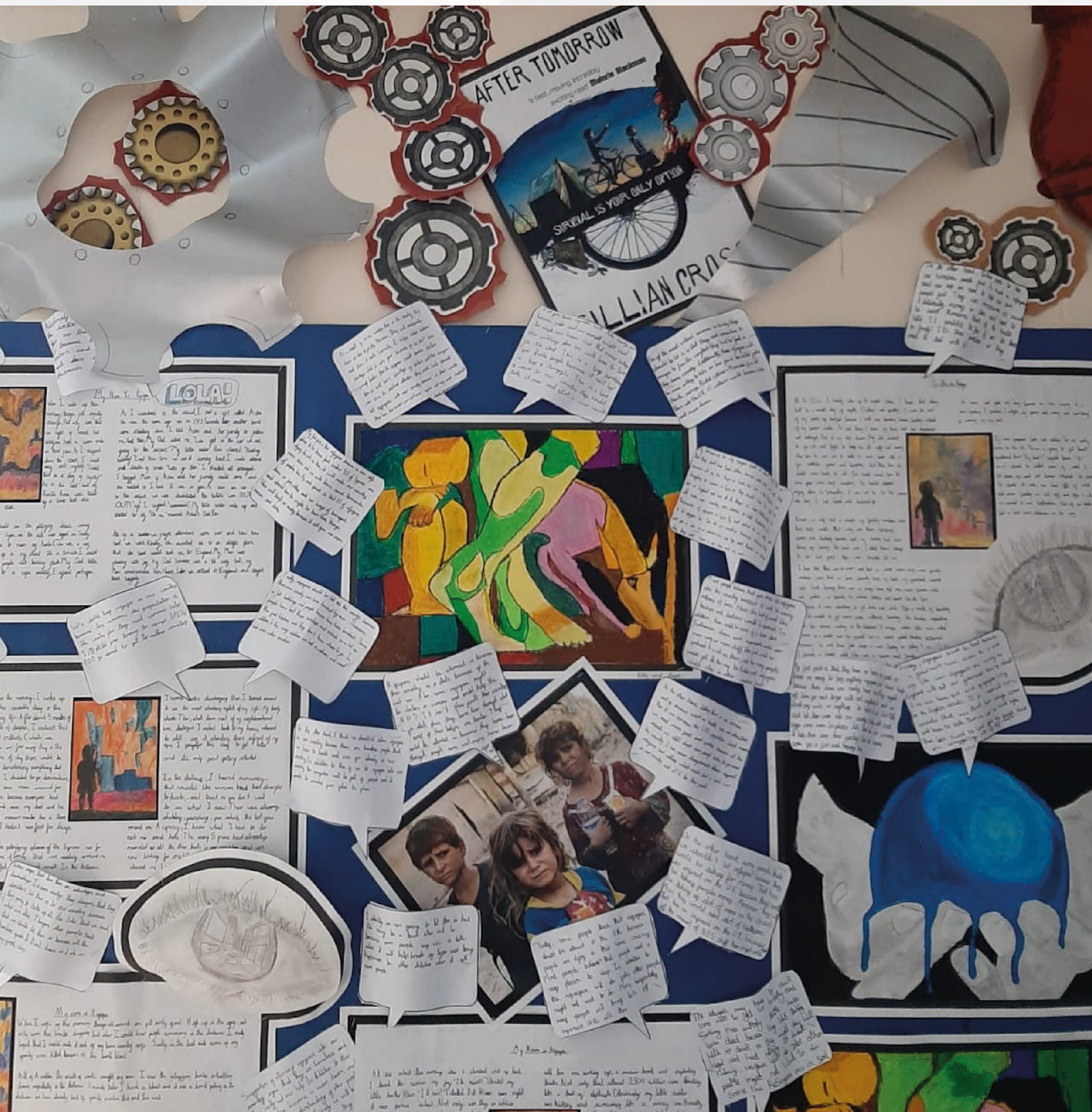
Whilst every effort has been made to detail the main duties and responsibilities of the post, each individual task and duty to be undertaken has not been identified.

This position is subject to a Disclosure and Barring Service enhanced check, satisfactory references, and proof of qualifications and the right to work in the UK.



“ I LOVE HISTORY. I CAN REMEMBER EVERY SINGLE THING I HAVE BEEN TAUGHT. ”

LOLA



**“FRIENDSHIP, HAPPINESS AND LAUGHTER
IS WHAT MAKES OUR SCHOOL.
ISAAC**



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01909 550022

www.anstonhillcrestprimary.co.uk