



# Brenzett Church of England Primary School

(Part of Aquila, The Diocese of Canterbury  
Academies Trust)

Head Teacher Application Pack

Start date: 1<sup>st</sup> January 2022



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## Introduction to the role.

This pack includes information about our school, this position and the application process.

Brenzett has reached an exciting time in its development. The school has worked in close partnership with Kingsnorth Primary under an Executive arrangement with a Head of School but is now ready to appoint a substantive headteacher. We are looking to recruit a visionary school leader who can build on our successes so far and continue to move us forward. This is a fantastic opportunity to work with the new Governing Body to deliver the knowledge rich curriculum, including outdoor learning.

Our last Ofsted inspection graded the school as good with areas of outstanding practice. We are looking for an inspirational leader who can take us those final steps to achieve outstanding in all areas.

We offer you a supportive, dedicated and aspirational staff along with pupils who are eager to do well. Numbers on roll are increasing and we are keen for this trend to continue. We are determined to ensure that our children are interested, engaged and motivated in their learning. Our school is a safe, lively and purposeful place to work and learn, reflective of a rich curriculum and positive relationships.

Our Christian values of friendship, trust, compassion and forgiveness underpin everything we do at our school. We work together as a community, within Aquila the Canterbury Diocese Multi Academy Trust, to ensure success. We foster and celebrate our supportive links with each school in the Trust. Aquila has an excellent track record of staff coaching, training, leadership development and mentoring.

Applications close at noon on 24<sup>th</sup> September 2021

Interviews will be on Tuesday 28<sup>th</sup> September 2021



## Our School

Brenzett is a smaller than average primary school, serving the village of Brenzett but attracting children from Romney Marsh and Ashford through our caring ethos and opportunities for outdoor teaching. We are committed to giving our pupils access to the arts and work with the Marlowe Theatre as well as teaching several different musical instruments.

Our Christian ethos, reflected in our strong Christian values, is important to us and integral to our attitudes to learning and behaviour. Our local links provide us with the opportunities to explore our spiritual beliefs and give us time for reflection.

We hope you will visit our school to see the calm, purposeful and positive atmosphere we have established. We want our school to be a place where everyone can be the best that they can possibly be and achieve the most that they possibly can. We look to provide a wide range of exciting, engaging learning opportunities that cater for a variety of learning styles, a wide range of abilities and encourage individual skills and strengths.

We have achieved the Musicmark and are working with Artwork with support from another Aquila school.



## Vision Statement

Our vision underpins all of our work and all members of the school community demonstrate, and model, our Christian values to the children and each other.

### 'Life in abundance'

*The thief comes only to steal and kill and destroy; I have come that they may have life, and have it in abundance. John 10:10*

### Vision Statement

At Brenzett Church of England Primary School, we will provide children with a purposeful, rich and holistic environment that puts community and family at its heart. We believe that children should be the aspirational champions of their own unique success, by providing them with life in abundance in the eyes of God.

## Church Links.

Our values are compassion, trust, friendship and forgiveness, respect and community and we link these to the following Bible stories or passages.

Trust

Trusting in God; John 14:6

Respect

The Parable of the Good Samaritan; Luke 10:25-37

Compassion

Jesus Heals a Sick Man; John 5:1-15

Friendship

Two are better than one; Ecclesiastes 4: 9-10.

Community

The Believers Share; Acts 4:32-35

Forgiveness

The Prodigal Son; 15:11-32

Brenzett Church of England Primary School has a strong Christian commitment. Our Church school status is very important to us and plays a vital part in the life of our school. We believe through Christian teaching and example children will benefit and be enriched. Like all schools we have a daily act of collective worship, but we believe ours is one in which we explore the truths of the Christian faith and allow children an opportunity to develop spiritually.

There are many highpoints in our Worship calendar; Holy Communion is celebrated at the end of each term, led by the local priest. Weekly Achievement Assemblies reward pupils nominated by staff for their contribution to school life and this is shared with the parent community.



We educate children with a firm foundation of Christian knowledge and experience in order to encourage their spiritual development. This means respecting the beliefs and values of other people whether they have a religious background or not.



## Curriculum

The Brenzett Curriculum is knowledge rich. Much work has been done to link subjects to make learning more meaningful and motivating for the children. We believe that learning should be fun and that learners should have access to first-hand experiences, (e.g. school visits and visitors, use of artefacts etc.). We endeavour to make learning relevant and purposeful. We strive for successful, determined, imaginative learners and our unique curriculum is planned and delivered with our vision and values at its core.

At Brenzett CE Primary we have mixed age classes, so our curriculum changes each year depending on the mix of our classes to ensure that children are continually learning something new.

In our Library, we now have our full curriculum map to help children understand and see how everything they are learning links together.

We teach through discrete subjects, mapped against the National Curriculum programmes of study, to encourage strength and depth of learning. We endeavour to give the children a variety of experiences which will bring learning to life. Wherever possible, learning is then shared with the school community to ensure that it is relevant and purposeful. We are constantly thinking of new ways to share what we have learnt.

Phonics is taught daily through the RWI programme and begins in Year R. We support the development of early reading skills using high quality texts which support our reading provision to ensure that children develop a love of reading. From Year 2, the children access the Accelerated Reader Programme to further develop their comprehension skills.

RE is central to our curriculum and reflective of our Christian ethos. We follow the Understanding Christianity resources as well as exploring other world faiths through separate Canterbury Diocese Planning.



## Teaching and Learning

Our staff work hard to ensure that teaching captures the interests and imagination of pupils. As a result, our pupils are highly motivated, develop a thirst for learning and are absorbed in all that they do. They make strong progress from their starting points. Teachers and teaching assistants have very positive relationships with pupils and model high expectations for pupils' achievement and behaviour. Our pupils have excellent attitudes to learning. They persevere and show resilience.



## Forest School

Every child attends Forest School; a child-centred inspirational learning process, that offers opportunities for holistic growth through regular sessions. It is a long-term program that supports play, exploration and supported risk taking. It develops confidence and self-esteem through learner inspired, hands-on experiences in a natural setting. It helps our learners develop socially, emotionally, spiritually, physically and intellectually in a safe, non-judgemental nurturing environment which allows learners to take risks. Forest School inspires a deep and meaningful connection to the world and an understanding of how a learner fits within it. Our approach to risk means that learners constantly expand on their abilities by solving real-world issues, building self-belief and resilience.



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## Assessment

As part of Aquila, the school has implemented an effective assessment tracking system. Progress and attainment is tracked using teacher judgements and a range of test resources. This is monitored, with suitable rigour, each term. The progress of specific groups of children is discussed in pupil progress meetings and action plans are developed to ensure rapid progress for all.



## The Local Governing Body

The School Local Governing Body is being created from committed individuals from a diverse cross section of the local community. All will share a passion for the overall aim of maintaining the very high educational standards of the school and ensuring the ongoing safety of all the staff and pupils. We want the school to continue to develop and share best practice. The development of the LGB is being led by the Aquila Head of Governance and Estates who will continue to support the school when the new Headteacher is appointed.

## Support

As a new headteacher, Aquila will provide you with an experienced Headteacher as a mentor. You will also be part of their network of senior leaders who will freely offer help and guidance and answer any questions you may have. The Aquila central team will advise on school improvement as well as freeing your time to concentrate on teaching and learning by ensuring statutory policies and checks are completed for you. You will work with an experienced Aquila Finance Officer who will support you in setting and monitoring budget spend. The HR support for you comes from a legal team.

## **Key accountabilities and Focus**

Salary Range: Brenzett is a Group 1 school currently. The salary range for this group size is L6 to L18. Numbers are continuity to increase and the school will move to a Group 2 as soon as the threshold is reached.

Brenzett Headteacher salary range on appointment will be broadly equivalent to L6- L11

The post holder is subject to the current conditions of employment for Headteachers contained in the current school teacher's pay and conditions document.

The core purpose of the Headteacher is to provide professional leadership and management for Brenzett Primary School. This will promote a secure foundation from which to continue to achieve success in all areas of the school's work.

The Headteacher is accountable to the Governing Body for the four domains taken from the national standards of excellence for Headteachers, which will be achieved through learning from previous experience, induction and on-going professional development in post. Aquila are offering a bespoke mentoring and coaching package with experienced practitioners to support you on this journey.

- Qualities and knowledge
- Pupils and staff
- Systems and processes
- The self-improving school system

The school engages in the Aquila Peer Review programme.

## Person Specification

- Qualified Teacher with QTS
- Shows evidence of further professional development such as leadership and management training (NPQH/SL courses/ post graduate training at masters level) that led to a clear impact on personal and school performance.

A practising Christian or must demonstrate significant Christian commitment

### *Experience*

- Successful strategic leadership and management experience as a Deputy Head.
- Experience of teaching in a primary school and can demonstrate passion about children's learning and development and understanding of the needs of individual children in education. Can provide evidence of researching and implementing innovation

### *Qualities*

- Evidence of innovative thinking and overcoming challenging situations.
- Can demonstrate leadership of school improvement actions and their impact on pupil outcomes.
- Evidence of refining an effective, inclusive and rich curriculum.
- Clear understanding of recent developments in teaching and learning and education generally.
- Experience of a strong safeguarding ethos and culture within school.
- Strong evidence of a collaborative approach and capacity to become a system leader

### *Pupils and Staff*

- Evidence of demanding ambitious outcomes for all children, as individuals, whatever their perceived barriers to learning.
- Evidence of developing effective leadership in order to secure school improvement priorities.
- Evidence of leading effective, impactful staff development and creating a culture where staff are proactive in their own development.

- Evidence of developing others through inspirational leadership, managing teamwork, conflict and influencing change by pursuing collective goals.

#### *Self-Improving School System*

- Evidence of successful implementation of school improvement plan from concept to action.
- Evidence of development and maintenance of systems which ensure effective monitoring, evaluation and support to bring about significant and sustained improvements in teaching and learning.
- Evidence of developing effective working relationships with the governing body and with other schools
- Able to demonstrate a pro-active approach to engagement with the wider community.

**Head Teacher Job Description Responsible to:** The Governing Body.

For full details please refer to the role of Head Teachers as defined by the National Standards for Head Teachers and for conditions refer to School Teachers Pay and Conditions 2019.



## Application Procedure

Applicants should fully complete the application form including their supporting statement and return it through Kent Teach by no later than noon on **24<sup>th</sup> September 2021**

You should provide a full statement in support of your application. Please do not exceed two sides of A4 paper and do not restate factual details already included elsewhere on the application form.

### *Recruitment and Selection procedure*

The shortlist will be drawn up and the selection process will be held on **28<sup>th</sup> September 2021**. Further details will be provided to candidates called to interview.

Applicants will be advised as soon as possible after noon on 24<sup>th</sup> September whether they have been called for interview or not.

### *Equality Monitoring*

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

### *Safer Recruitment*

Brenzett and Aquila are 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. All successful candidates will be subject to Disclosure and Barring checks along with other relevant employment checks.

### *Privacy notice*

The School collects information about you in order to provide you with recruitment and employment services. We will use the information for the recruitment and selection process and, if successful, to activate employment with the School.

The legal basis for processing your personal data is that it is necessary for the performance of the employment contract or in order to take steps before entering into a contract and is necessary for the Trust to comply with a legal obligation.

The legal basis for processing special category data is that processing is necessary for the purposes of carrying out the rights and obligations in the field of employment, that it is necessary for the reasons of substantial public interest and that it is necessary for the purposes of the assessment of the working capacity of the employee.