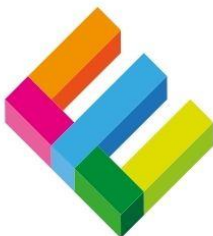


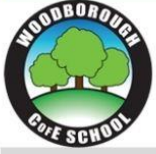
**WOODBOROUGH
CE PRIMARY
SCHOOL**

**HEADTEACHER
RECRUITMENT
PACK**



EQUA

Multi Academy Trust



WELCOME FROM THE CHAIR OF GOVERNORS

Dr Tim Atkins

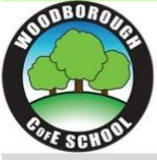
Woodborough CE Primary School is a small village school located in the Wiltshire countryside. Part of the Equa Multi Academy Trust, the school focusses on developing young people to give the best of themselves. Woodborough School has an excellent vibe; a culture that is best described as happiness, learning, respect and togetherness.

The ethos, referred to as Woodborough Magic, is the heart of the school. It has been built over many years and has seen the school through both the best and worst of times. As our Headteacher retires, following 20 years of leading the school, we are seeking an exceptional leader to build upon what has already been achieved. We are seeking someone with energy, emotional intelligence, personal resilience and dedication to lead the school. If that is you we would very much like to hear from you.

Yours sincerely,

Tim Atkins





ABOUT WOODBOROUGH SCHOOL

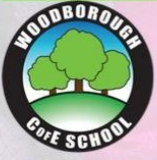
Woodborough School is set in a village location overlooked by the Marlborough Downs. We have approximately 170 pupils accommodated in seven classes. We aim to create an atmosphere in which all children are valued and value their place in a Christian school community. Our dedicated and knowledgeable staff know each of our children as individuals and academic achievement, high standards of work and respectful, considerate behaviour are encouraged. Strong emphasis is put on the pupils' ability to socialise, have empathy with others and to think creatively.

Our school provides a broad, stimulating and inclusive curriculum where learning through experience is a priority. Pupil visits, both day and residential, and regular themed weeks enhance learning and teaching and a wide variety of outside visitors to the school provide variety, breadth and enrichment.

We firmly believe in fostering strong and positive relationships between home and school. Many opportunities arise for parents to become involved with school life and we take great pride in being at the heart of the community. We are certain that children perform best when we all work together.

Over the years our school site has been remodelled to meet the changing needs of the school population. Developments have included the addition of a new kitchen, administrative areas, a spacious school hall and remodelled classrooms. The extensive school grounds are continually being developed to create learning areas for environmental study and stimulating places to play.





ABOUT EQUA

Our name Equa is based on the core belief in equity; every child has an equal right to access excellent education –

Every Child, Every Chance.

Equa Multi Academy Trust is a group of good and outstanding schools, formerly five primary and one secondary, providing excellence in education for children in rural Wiltshire, aged 2-19. Initially, like-minded schools came together in 2016 with a common goal of providing the best possible learning opportunities for children in Wiltshire market towns, and surrounding villages. Equa Multi Academy Trust was formally established on 1 April 2019.

Our strength lies in our passion to make a difference on a daily basis to the lives of young people. Each of our schools has its own distinctive ethos and values, and we share core values and beliefs. Our primary schools are the foundation. In every church school we cherish and embrace Christian distinctiveness, ethos and unique nature of our schools. This enables all children in the Trust to flourish.

School improvement is at our heart. We always seek ways to improve through effective working partnerships, raising aspiration by providing exciting opportunities and enhancing strong academic outcomes through an holistic approach.

Fundamentals of educational provision in Equa schools:

- Adaptability and agility
- Investment in professional leadership development
- Dynamic people strategy
- Forest school provision and outdoor learning
- Equa schools' Pupil Parliament where children's voices are heard
- Sustainability targets
- Exceptional pastoral care
- Health and wellbeing.



CHRISTIAN DISTINCTIVENESS

The successful candidate will be joining the staff of a vibrant family of 194 church schools, serving 43,000 children and young people, all supported and served by the Salisbury Diocesan Board of Education (SDBE).

The SDBE works with school and Multi Academy Trust leaders to build confident, effective church schools and academies that are deeply Christian, that belong at the heart of the church and community, serving society's greater good.

The SDBE:

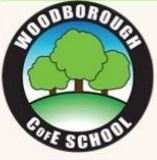
- Prays for the children and young people of the Diocese and those who serve them
- Serves schools and parishes for the common good
- Grows spiritually and professionally.

The SDBE is a strategic leader in education beyond the diocese. As described through an external review in 2018, the DBE is 'an organisation of rigour, strategy, foresight and inspiration'. In addition, the review reported on the 'enthusiasm and commitment for raising aspirations and promoting ambition within every church school in the diocese'.

The SDBE consists of a dedicated team of staff providing challenge and support to the 194 schools and 21 Multi Academy Trusts, with a commitment to renewing hope, living out God's transforming presence and serving the schools and the parishes to which they belong.

Every church school has the opportunity to partner with SDBE through the Partnership Service Agreement (PSA), and most do so, receiving school-based visit; support for the development of RE and CW leaders; an induction programme for all new school leaders; a programme of development for Foundation Governors and bespoke CPD including support for SIAMS, Spiritual Development and Vision and Values.

You can read more about the DBE's mission and strategic vision [here](#).



HEADTEACHER THE ROLE

The children, staff and parents of Woodborough CE Primary School, part of the Equa Multi Academy Trust, are looking for an inspirational, motivated and dynamic new Headteacher to lead our vibrant village school and to share our Christian ethos.

We are looking for a visionary Head to promote enthusiasm for learning and guide our school through the next phase of its development.

We are seeking an outstanding educational leader who wants to make a difference for our children. The successful candidate will also be an exceptional teacher with the vision and drive for continuous school development and improvement.

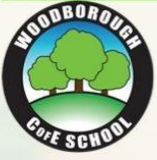
This is an excellent opportunity to work within a high performing Multi Academy Trust at an exciting stage of its development.

We welcome visits to the school from interested candidates. To arrange this please email the school on admin@woodborough.wilts.sch.uk

Contract Type: Permanent

Salary Scale: L12 to L18

Equa Multi Academy Trust is committed to safer recruitment and promoting the safeguarding and welfare of our children and families. This post is subject to an Enhanced Disclosure and Barring Service check.

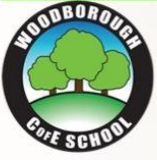


HEADTEACHER JOB DESCRIPTION

The post holder will be responsible for the leadership, internal organisation, management and control of the school, in consultation, where necessary and appropriate, with the LA, Governing Body, staff and parents (subject to any overriding requirements and the professional duties specified in the Condition of Employment of Headteachers referred to in the School Teachers' Pay and Conditions Document).

School culture

- Establish and sustain the school's ethos and strategic direction, in partnership with those responsible for governance and through consultation with the school community.
- Ensure the school's ethos and strategic direction is in line with the values and vision of Equa Multi Academy Trust.
- Create a culture where pupils experience a positive and enriching school life.
- Uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life.
- Promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment.
- Ensure a culture of high staff professionalism.

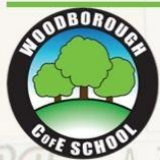


Whole-school organisation, strategy and development

- Provide overall strategic leadership and, alongside others, lead, develop and support the strategic direction, vision, values and priorities of the school.
- Ensure that Equa's strategic direction, vision and values are reflected in the school.
- Establish, oversee and evaluate systems, processes and policies that enable the school to operate effectively and efficiently.
- Produce and implement improvement plans and policies that benefit the development of the school and Equa.
- Make use of effective and proportional processes of evaluation: to identify and analyse complex or persistent problems; barriers which limit school effectiveness; 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 context.
- Ensure careful and effective implementation of improvement strategies which lead to sustained school improvement over time.

Teaching

- Establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of pedagogy.
- 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.
- Lead and manage teaching and learning throughout the school, including ensuring that a teacher is assigned in the school timetable to every class or group of pupils.
- Teach, as required.
- Liaise with other leaders within Equa to secure creative, responsive and effective approaches to teaching and learning.

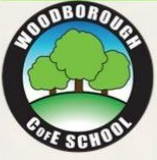


Curriculum and assessment

- 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.
- Ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum.

Health, safety and behaviour

- Promote the safety and wellbeing of pupils and staff.
- Ensure rigorous approaches to identifying, managing and mitigating risk.
- Ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care.
- Ensure good order and discipline amongst pupils and staff.
- Establish and sustain high expectations of behaviour for all pupils, built upon 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 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.

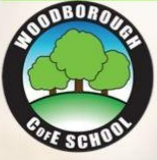


SEND and additional needs

- Ensure the school holds ambitious expectations for all pupils with SEND and additional needs.
- Establish and sustain culture and practices that enable pupils with SEND and additional needs to access the curriculum and learn effectively.
- Ensure the school works effectively in partnership with parents and professionals to identify the additional needs and SEND of pupils, and ensure support and adaptation are provided where appropriate.
- Ensure the school fulfils its statutory duties with regards to the SEND code of practice.

Management of staff and resources

- Lead, manage and develop staff members, including appraising and managing their performance.
- Develop clear arrangements for linking appraisal to pay progression and advise the Local Governing Body on pay recommendations for teachers.
- Organise and deploy resources within the school.
- Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds.
- Promote harmonious working relationships within the school.
- Maintain relationships with organisations representing staff members, e.g. unions.
- Ensure staff are deployed and managed well, with due attention paid to workload.
- Ensure resources are managed in line with Equa's policies and procedures.

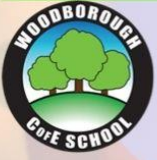


Professional development

- Promote the participation of staff in relevant CPD.
- 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 'Standards 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.
- Participate in arrangements for the appraisal and review of their own performance and, where appropriate, that of other staff members.
- Participate in arrangements for their own further training and professional development and, where appropriate, that of other teachers and support staff, including induction.
- Take responsibility for their own CPD, engaging critically with education research.

Communication and working with others

- Consult and communicate with the Local Governing Body, staff, pupils and parents.
- Collaborate and work with colleagues and other relevant professionals within and beyond the school, including relevant external agencies and bodies.
- Forge constructive relationships beyond the school, working in partnership with parents, carers and the local community.
- Commit to ensuring the school works successfully with other schools and organisations 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.
- Build and maintain excellent relationships with other schools in Equa, the LGB and the Board of Trustees.

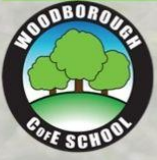


Governance and accountability

- Understand and welcome the role of effective governance, upholding obligations to give account and accept responsibility.
- Establish and sustain professional working relationships 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.

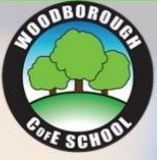
Ethics and professional conduct

- Uphold and demonstrate the Seven Principles of Public Life at all times – selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
 - Uphold public trust in school leadership and maintain high standards of ethics and behaviour.
 - Build relationships rooted in mutual respect and observe proper boundaries appropriate to the position.
 - Show tolerance of, and respect for, the rights of others, recognising differences and respecting cultural diversity.
 - 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 the position or pupils' vulnerability or which might lead pupils to break the law.
 - Serve in the best interests of the school's pupils.
 - Demonstrate conduct compatible with this influential position in society by acting ethically.
 - Uphold the obligation to give account and accept responsibility.
 - Know, understand and act in line with the relevant statutory frameworks which set out professional duties and responsibilities.
 - Make a positive contribution to the wider education system.
-



THE SUCCESSFUL CANDIDATE WILL:

- Have the expertise and capacity to provide the leadership and improvement support required.
- Have the ability and organisational skills to provide any day-to-day support with staffing.
- Have the ability to lead and shape the vision of the school and the Trust.
- Have excellent communication skills and the ability to celebrate and promote high-quality teaching and learning.
- Have the ability to support, challenge and inspire our children, encouraging them to achieve the best they can.
- Have a positive and optimistic approach; be proactive and confident.
- Be able to build relationships quickly
- Have a thirst for educational issues, approaches and alternatives from around the world.
- Use resources, intellect, creativity and innovation to be successful.
- Have the ability to be a team player and leader who will go the extra mile to support children and families.
- Be committed to partnership, collaboration and sharing.



HOW TO APPLY

- Have you got what it takes to be our primary school leader?
- Are you passionate about learning and teaching and want every child to be taught in an excellent school?
- Are you someone who enjoys taking measure risks, embraces change, challenges the status quo, thinks creatively and believes in teamwork and collaboration?

If so, please send your completed application form, along with a covering letter of no more than two sides of A4, outlining your suitability for the post, to Sarah Lowkis, Director of Primary Education, at info@equa.org.uk

Please note that references will be requested only for shortlisted candidates prior to interview.

Closing date: 1st March 2023

Shortlisting date: 3rd March 2023

Interview date: Week commencing 6th March 2023
