

Journey to Outstanding



DDAT
Derby Diocesan Academy Trust

Application Pack

HEADTEACHER

ST WERBURGH'S CHURCH OF ENGLAND AIDED PRIMARY SCHOOL

Closing date: 12 noon Sunday 23 May 2021

Interview date: Wednesday 26 & Thursday 27 May 2021



Welcome to our Trust

Thank you for showing an interest in working for DDAT.

Our trust was established in 2014 for schools choosing to become an academy as well as for those who found themselves in need of a sponsor.

DDAT's vision is to build a better future for all within our academies who in turn will positively impact their communities.

The DDAT family of schools consists of both Church and non-Church schools who all work together to achieve the aims of the Trust as follows:

- Provide children with excellent educational provision
- Rapidly improve underperforming schools
- Develop effective school-to-school support
- Build strong relationships and promote work with external partners
- Raise aspirations and tackle disadvantage so that no pupil is failed by their school.

DDAT academies demonstrate their distinctiveness by providing an inspirational and holistic education that enables all children and staff to develop and achieve their full potential. Church schools within DDAT are not faith schools for the faithful, but Church schools for the community.

Welcome to our School

Dear Colleague,

The Governors, staff, parents and, most importantly, the children of St Werburgh's CofE Aided Primary School welcome your interest in the role of Headteacher.

We are a popular school that places a high degree of importance on inclusivity. We were judged to be good at our last section 8 inspection, and excellent in our most recent SIAMS inspection. The school sits in generous grounds within a leafy suburb of Derby.

We are passionate about developing the whole child and pride ourselves on the many enrichment opportunities we have to offer.

The Parish Church community lives, works and prays in close partnership with our school.

We are excited about the future leadership of our school and look forward to showing any prospective candidates around our wonderful school. If you would like to organise a visit or an informal conversation about this post please contact Jo Harris in the first instance on 07712 530864.

Yours sincerely

Kate Leatherbarrow
Chair of Governors

Location

St Werburgh's CofE Aided Primary School is situated in the heart of the village of Spondon which lies 3.5 miles east of the City of Derby. Whilst Spondon falls within the city boundaries, it retains a friendly village identity.

School Address:	St Werburgh's Church of England Primary School Church Street Spondon Derby DE21 7LL
School Website:	http://www.stwerburghs.co.uk
Parish Church Website:	For more details on our inclusive Parish Church please see: www.stwerburgh.com
Age Range:	4-11
NOR:	314
Ofsted Rating:	Good
SIAMS Rating:	Excellent
Religious Character:	Church of England
Teaching Establishment:	12.4 FTE
Head Teaching Commitment:	Flexible Teaching commitment as and when require
Management Structure:	Head Teacher Deputy Headteacher, and Assistant Headteacher
Support Staff:	13.4 FTE

Accommodation

The original school building was constructed circa 1969 and is of a traditional construction. The school was extended in 1993 with the addition of a further seven classrooms, a studio/PPA area and toilets. There was an additional standalone classroom added in 2001. This classroom is connected to the school by a link corridor. The reception classroom was the latest extension, constructed in 2008.

The accommodation comprises of approximately 10 classrooms, a school hall together with other ancillary teaching areas, practical activity areas, library/resources, boys, girls, staff and accessible WCs, administration office, plant room, storerooms, and a kitchen servery. Externally there are two playgrounds a school field and a carpark.

The school building and site has been well cared for and continues to provide a suitably built teaching environment.



Midday meals are served on the premises by the Chartwells catering staff.

Secondary Education

Most pupils that attend St Werburgh’s CofE (A) Primary School from the catchment area transfer to West Park School.

OFSTED Inspection

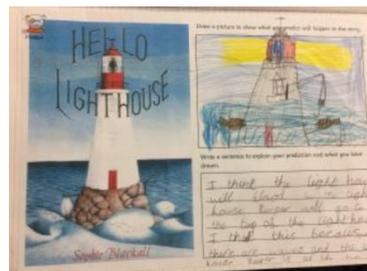
The school was inspected in January 2019 and was judged a Good school.

SIAMS Inspection

The school was inspected in March 2019 and was judged an Excellent Church School.

Financial Budget

The school’s basic school budget for the 2020 – 2021 financial year is £1,495,821.



Head Teacher Appointment Information:

St Werburgh's CofE Aided Primary School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

Date of Appointment	September 2021
Salary	Individual School Range L15 – L21

Applications

Candidates should apply **online** on a DDAT Application Form, together with a supporting statement letter matching their skills and experience to the headings in the Job Description and Person Specification. The letter should be no longer than 1500 words (please include word count). CVs should not be attached.

If preferred, **postal application forms** are available upon request.

Completed applications should be sent to DDAT HR via hr@ddat.org.uk

In order to comply with the safer recruitment requirements candidates must fully complete the application form including the section on references. It is not acceptable to substitute parts of the form with your own version. All gaps in employment should be accounted for and explained.

References

Open testimonials are not accepted for this post and it is intended that the school will take up a professional reference from your **existing employer** and one other professional reference of your choice. ***If you are not currently working with children, references will be requested from a previous employer where this was the case. You are, therefore, requested to supply contact details for this organisation and also to alert all referees to expect a request, should you be shortlisted.*** References from relatives or people writing solely in the capacity of friends will not be accepted.

Security Checks

*Due to this post having access to children and/or vulnerable adults, candidates will be required to undertake a Disclosure and Barring Service check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided. **Candidates who are foreign nationals, or a UK national who has lived abroad at any point in their adult life, MUST provide a Certificate of Good Conduct prior to taking up an appointment.***

Interviews

It is intended that interviews will take place on Wednesday 26 May and Thursday 27 May 2021.

Candidates selected for interview will be contacted by email or telephone. If you have not been contacted within seven days of the proposed interview dates you should assume, on this occasion, that you have not been shortlisted for interview.

Closing Date:

12 Noon on Sunday 23 May 2021

Working for DDAT

Governance

DDAT values local accountability through a Local Governing Body. In the circumstances where a school is less than good, DDAT will take responsibility for governance and work to quickly rebuild the capacity of leaders at all levels so that the school regains earned autonomy.

Curriculum

All DDAT schools follow the National Curriculum and supplement it with a vast range of extra-curricular activities which bring learning to life for all pupils.

Terms and Conditions

DDAT aims to ensure consistency of terms and conditions at the time of conversion and also for new staff joining after conversion. As such all staff should be treated no less favourably than they would within a LA school whilst working for DDAT.

External Partners

DDAT works closely with external partners such as Local Authorities, Universities and Teaching Schools. DDAT broker support across church and community schools and purchase services from a range of providers, including the LA, in the best interest of the school. DDAT encourages full involvement with other schools and regional initiatives.

Support

DDAT provides business, legal, finance, building, HR and governance support through a hub team. Our schools are only one call away from the help they need.

School Improvement

All schools, including Good and Outstanding schools, receive a minimum of six visits per year from one of our own team of school improvement professionals. All of our own team undertaking these minimum visits have experience as Headteacher, Local Authority Adviser/Partner and Inspector on behalf of Ofsted. Additional school-school and system-wide support is actively

encouraged with other DDAT schools, the diocese, one of our many partners, or a proven partner identified by the school. Our diocesan team also includes people with considerable experience of Church school inspection.

Continuous professional development (CPD)

DDAT believe that all staff should continue to grow as professionals and as people. Our ethos of working to fulfil every individual's potential applies to staff as well as to pupils.

DDAT staff are involved in a continuing process of improvement and we are committed to fostering a positive belief and practice in continuous learning. Continuing Professional Development (CPD) is an important way of motivating and developing our staff and a carefully planned programme of DDAT CPD improves standards, raises morale and assists with recruitment, retention and succession planning.

All those involved in our school community will have an entitlement to equality of access to high-quality induction and continuing professional development. The focus of DDAT CPD is on improving standards and the quality of teaching and learning.

To see our current CPD opportunities visit: [Upcoming Events – DDAT](#)

DDAT aspire to be the employer of choice for our staff. The diocese has high aspirations for our schools and the pupils in their care as evident in our vision. For more information about DDAT and working in our diocese please visit:

- [Derby Diocesan Board of Education \(anglican.org\)](#)
- [Home - DDAT](#)