

Journey to Outstanding



DDAT
Derby Diocesan Academy Trust

Headteacher

St Laurence Church Of England Primary School

Closing date for applications: Midnight 9th February 2025

Provisional interview dates: 27th and 28th February 2025



Welcome from our CEO

Dear applicant,

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.

We want our children and young people to be able to 'experience life in all its fullness' and although this phrase is rooted in a Christian narrative (taken from John 10:10), irrespective of a faith perspective, that is what all of us want for our pupils. This has been borne out by the number of community schools that have chosen to join DDAT, signing up to the vision and values that have children at their core.

I very much hope you are encouraged to apply for the position and if successful, I look forward to meeting you in the near future.

Yours faithfully,

Sarah Clark (Chief Executive Officer – Derby Diocesan Academy Trust)



Working for DDAT

Local Academy Committee

DDAT values local accountability through a Local Academy Committee. 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 Head Teacher, 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](#)

Welcome to our School

Dear Colleague,

Thank you for your interest in the post of Headteacher at St Laurence CE Primary School.

Since joining Derby Diocesan Academy Trust (DDAT) in April 2015, our school has been on an incredible journey of improvement, and in 2021 following an Ofsted inspection we were judged good.

We are a friendly open school with strong links to our local Church and wider community. The link we have with our Parish is extremely important to us and, as Local Academy Committee members, we would like our Headteacher to continue to nurture and grow this relationship.

We are extremely lucky to have a team of talented, highly motivated, enthusiastic, and committed staff who put children first in everything they do. There is a strong sense of 'team' within the school, however every member of the St Laurence team is outward looking and recognises their role in having an impact wider than our school.

Moving forwards, we would like to appoint a Headteacher who can build upon our good judgement from Ofsted and continue our journey to Outstanding.

I hope that you find the information in this recruitment pack useful and, if you have the skills and experience outlined in the person specification, we look forward to receiving your application by the closing date.

We would warmly welcome you to visit our school and arrangements can be made by contacting the school office directly.

Yours faithfully,

Sarah Hallsworth

Chair of Governors

Job Description

JOB DESCRIPTION

Job Title: Headteacher
Salary Grade: Leadership Group Range L11 – L17
Accountable to: The Trust and Local Academy Committee (LAC) of St

Post Objective

To work with the Trust and the LAC, and Derby Diocesan Academy Trust and other stakeholders to realise the school's aims and objectives.

At St Laurence Church of England Primary School, we aim for our school family to 'learn with love and laughter and to grow in God's grace'.

Our school's vision and values ensure:

- We unlock the potential of every child
- Encourage life in all its fullness
- We create a love of learning that are rooted in our school community
- We strive to provide the best provision for all our pupils
- Inspire our pupils to be curious, determined and reflective
- Friendly, welcoming, vibrant and inclusive

The Headteacher will:

- Model the values and vision of the school and of Derby Diocesan Academy Trust and lead by example.
- Develop and manage the curriculum, the quality of teaching and learning, the safety and well-being of all pupils and ensure that robust policies are in place and adhered to.
- Promote excellence, equality and high expectations for all staff and pupils.
- Ensure that the school's ethos is evidenced in how we work and learn.
- Sustain wide and current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.
- Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being.
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.

Other Considerations

It is essential that the post-holder takes all reasonable steps to ensure they positively contribute to their continuous professional development.

Confidentiality must be maintained at all times, unless safeguarding concerns prevent this.

Laurance Church of England Primary School

PRINCIPAL DUTIES AND RESPONSIBILITIES

Qualities and Knowledge

The Headteacher will:

- Be able to effectively communicate a clear vision for the continuous development of an excellent education for all pupils at St Laurence CofE Primary School.
- Have excellent strategic leadership skills that will enable and empower both staff and children to continue to excel.
- Inspire and promote creativity, innovation and the use of appropriate new technologies to achieve excellence.
- Demonstrate a positive attitude to foster excellent relationships with children, staff, parents, LAC members and members of the local community.
- Lead by example demonstrating high levels of integrity, creativity, resilience, flexibility, clarity of purpose and a strong moral compass.
- Have a current, wide understanding of education and school systems and be committed to personal continuous professional development.
- Be able to translate National and Local policies into the school context to support the development of raising achievement for all learners.
- Lead the organisation and implementation of a diverse, stimulating and creative curriculum that ensures high engagement and achievement for all pupils.
- Ensure a consistent school-wide focus on pupil assessment and achievement, using appropriate data and benchmarks to set, monitor, track and evaluate individual/group progress.

Leadership and Management

The Headteacher will:

- Be responsible for the highest of standards and ensure that high expectations exist towards the quality of teaching and learning and for pupils' achievements within a successful learning culture.
- Implement strategies that maintain high standards of behaviour and attendance.

- Strive to achieve all school targets and define, implement, monitor and report upon the action plans to achieve objectives, evidencing implementation, evaluation and impact.
- Ensure that the school is a self-evaluating institution with a robust system of quality assurance identifying priorities for continuous improvement.
- Lead, manage and support the senior leaders within the school and delegate professional duties to a nominated senior leader in the event of the headteacher's absence from the school.
- Ensure that the school's ethos and commitment to Christian values is evidenced in how we work and learn.
- Ensure that our staff have the necessary skills and knowledge to promote equality and take pride in diversity and promote the rights of children.
- Strategically and tactically lead performance management for all staff to ensure:
 - the annual performance management of all staff
 - consistently high levels of performance and commitment from all members of staff
 - appropriate opportunities for professional development for all staff
- Challenge underperformance at all levels with effective corrective action.
- Continue to develop the school's vision and plans with LAC members and staff and lead the school improvement planning process.
- Build and maintain excellent relationships with stakeholders.
- Oversee the school review process and quality assure the outcomes of regular school self-reviews with external evaluations in order to develop the school.
- Ensure high management standards of staff so that their contribution to the work of the school is developed and maximised.
- Manage the school involvement in relevant networks.
- Manage resources and allocate them to support effective teaching and learning.
- Prepare and lead the school effectively through Ofsted inspections.
- Take responsibility for the day-to-day running of the school as appropriate.

Teaching and Learning

The Headteacher will:

- Make sure teaching and learning reflects the vision and values of the school and ensures the highest standards in every pupils' learning.

- Ensure high quality transition from pre-schools and through to secondary schools the pupils may transfer to, with curriculum continuity and maximised pupil progress.
- Ensure a consistent and continuous focus on pupils' achievement, with systems for recording individual pupil's progress, and effective use of data and benchmarks to monitor progress in every student's learning.
- Monitor, evaluate and review classroom practice and promote improvement strategies.
- Give regular feedback to colleagues in a way which recognises good practice and supports their progress against professional and performance management objectives, resulting in a tangible impact on pupils' learning.
- Participate in appropriate meetings with colleagues and parents relating to the above duties.
- A headteacher should be a teacher at heart, who is able to model outstanding teaching, and as such will be expected to:
 - undertake a teaching commitment at a level consistent with the needs of the school and the demands of the post in which the headteacher can demonstrate their outstanding practice and lead by example.
 - facilitate development of teaching and support and coach teaching to outstanding levels.
 - effectively lead on teaching and learning
 - have an understanding of all the changes to the curriculum and assessment and effectively implement them in school.

Systems and Processes

The Headteacher will:

- Take responsibility for establishing and monitoring the systems and culture of the school to promote and safeguard the welfare of the children and staff.
- Establish and manage rigorous, fair and transparent performance management procedures for teachers and support staff. Recognising excellent practice, supporting staff improvement and where necessary addressing poor performance.
- Support the LAC to understand its role and to carry out effective monitoring and evaluation of all school processes, developments and pupil progress.
- Promote distributive leadership throughout the whole school.
- Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency and integrity.
- Manage the school's financial and human resources (in liaison with the School Business Manager) effectively and efficiently to achieve the school's educational priorities, children's achievement and school sustainability.

- Adhere to and keep up to date with all relevant Safeguarding guidance and Health and Safety legislation to secure a safe working environment for children and staff.
- Ensure that evidence-based improvement plans and policies for the development of the school and its facilities are clearly produced and effectively implemented.
- Ensure effective transition is in place for both children entering school, moving between phases within the school and moving on to other schools/secondary education.

The self-improving school system

The Headteacher will:

- Contribute to the development of the education system by working with other schools and organisations sharing effective practice, working in partnership and promoting innovative initiatives.
- Develop effective relationships with professionals and colleagues in other public services to improve academic and social and welfare outcomes for all children.
- Promote and support the provision of high quality teaching through training and sustained professional development for all staff.
- Have the ability to be able to analyse and challenge educational development and systems and utilise these findings to develop school self-improvement.
- Be a “risk taker” within secure well evidenced research and knowledge.

Designated Safeguarding Lead

The Headteacher will:

- Possess the skills and ability to identify abuse.
- Know how to refer concerns to the appropriate investigating agencies.
- Maintain detailed and accurate written records of child protection concerns.
- Support, advise and share expertise with all members of the school staff.
- Ensure staff members have access to and understand the school's safeguarding policies and procedures, and any local procedures.
- Ensure child protection training is part of the induction for all new staff and that relevant training is provided where necessary.

- Annually review and update the school's safeguarding policies and procedures in light of any new guidance and present them to the LAC for approval.
- Provide a copy of the child protection policies and procedures to parents who request to see them.
- Contribute towards local child protection policy and groups by actively attending and contributing to meetings.
- Provide written reports to the LAC in a timely manner.
- Ensure that the LAC is updated on a regular basis regarding all child protection issues and investigations.
- Ensure that relevant safeguarding files are copied and forwarded, in line with data protection law, when a pupil transfers to another school.
- Lead a team reviewing and monitoring any causes of concern relating to pupils.

Health and Safety

The Headteacher will:

- Ensure that the school complies with national and local health and safety legislation and procedures.
- Ensure, as far as is reasonably practicable, that the school premises and any plant or substances used therein are safe and present no risks to the health of anyone using them.
- Ensure robust health and safety policy and procedures are in place and understood by all members of school staff.
- Provide a copy of the health and safety policies and procedures to parents who request to see them.
- Take responsibility for closing the school where health and safety concerns require it.
- Order contractors to cease working where health and safety concerns require it.
- In collaboration with the Site Manager, ensure that the school's facilities and assets, including all electric, gas and water facilities, meet legal requirements and remain safe to use.
- Take responsibility for the health and safety of all staff, pupils and visitors on a day-to-day basis.
- Delegate selected responsibilities as necessary to ensure the timely delivery and implementation of policy and to ensure records, checklists, risk assessments and guidance documents from local and national sources are up-to-date.

Strengthening Community and Ties with the Broader Community

- Creating and maintaining an effective partnership with parents/carers and the local community.
- Strengthening the school's positive image in the wider community.
- Actively supporting the diversity of the school's community and pupils.
- Ensure learning experiences for St Laurance CofE Primary children are linked into and integrated with the wider community.
- Developing strong and positive relationships with colleagues in the MAT, contribute to collaborative work across other academies and schools.
- Participating in sector-wide activities in order to share best practice.

Person Specification

PERSON SPECIFICATION

Post Title: Headteacher

School: St Laurence CofE Primary School

Salary Scale: L11 – L17

Evidence Codes

AF – Application Form

JRT – Job Related Task

D - Documentation

M - Medical

I - Interview

R - References

Job Criteria				
	Essential	Source of Evidence	Desirable	Source of Evidence
Experience	Be able to demonstrate experience in the following:			
	Significant recent and relevant experience as a Head teacher, Head of School or Deputy Head teacher (at least 3 years).	AF//R		
	A proven track record of either raising attainment or sustaining good attainment and progress in a whole school environment.	AF//R		
	Successful experience of leading and managing significant change in a school.	AF//R		
	Working with and engaging the involvement of external partners and the local community	AF//R		
	Planning, determining and organising major curriculum areas.	AF/I		
	Track record of promoting and managing safeguarding procedures in school	AF//R		
	Successful teaching of pupils in the primary/Early Years/KS1/KS2/ phases	AF//R		
	Experience of SENCO or line management of staff with responsibility for SEND	AF//R		

Job Criteria				
	Experience of being designated lead or deputy lead for safeguarding	AF/I/R		
Qualifications	DFE recognised qualified teacher status	AF/D	Successful completion of NPQH	AF
	Evidence of recent continuing professional development	AF/I/D	Postgraduate qualification	AF/D
Knowledge and Understanding	Be able to demonstrate knowledge and understanding of current issues and best practice including:			
	Safeguarding children and staff including Prevent, FGM, CSE	AF/I	What makes a good/outstanding school	AF/I
	Processes of strategic planning and school self-evaluation	AF/I	Legal issues relating to school management	I
	Different ways to communicate and translate a shared vision into practice	I/JRT		
	Application of new technologies to teaching, learning and management	I		
	Effective use of comparative data and performance indicators to establish targets for achievement and improvement	I/JRT		
	National policy frameworks and current legislation and initiatives	AF/I		
	Principles of effective teaching and assessment for learning	I/JRT		
	Roles and responsibilities of the Local Academy Committee (LAC), Academy Trust, the Local Authority and the requirements for accountability	I		
	School budget management and financial responsibilities	AF/I/R		
	People management strategies to maximise the effectiveness of the schools staffing resource alongside ensuring staff well-being	AF/I/JRT		
	Strategies for fostering effective school improvement, including attendance and behaviour for learning	I/JRT		
	Knowledge and understanding of School Specific issues: -Issues that schools with Nursery provision face	A/I		
	Strong personal motivation and drive for continued good results	I/R	Demonstrate genuine drive and aspiration for Outstanding results	I

Job Criteria				
Personal and Professional qualities	Exceptional communication skills in a variety of media to a range of audiences including LAC members, pupils, parents/carers, colleagues and the wider school Community	AF/I/JRT/R		
	The ability to (i) gain and maintain credibility and (ii) Inspire and motivate staff, children and the wider community to engage their active commitment to the shared vision	AF/I/JRT/R		
	A genuine enthusiasm for, and commitment to, the development of the whole child	AF/I/JRT/R		
	Commitment to own personal and professional development and that of all staff	AF/I/R		
	A commitment to the well- being and work/life balance of all staff	I/R		
	High order analytical and problem solving skills and the ability to make informed judgements	I/JRT		
	The ability to present oneself confidently and professionally in all situations	AF/I/JRT		
	The ability to communicate effectively (both written and verbal) in a timely way and be receptive to other peoples' opinions	AF/I/JRT		
	Commitment to personal integrity, the values of the school and an ethical, open and collaborative style of management	I/JRT		
	The ability to form and maintain appropriate relationships and personal boundaries with children	I/JRT/R		
	The ability to project the school in a positive way and establish the school at the heart of the community	I/JRT		
	The ability to engage parents in supporting children's learning	I/JRT/R		
	The ability to fill the role of lead professional in classroom practice	AF/I/JRT		
	Evidence of collaborative working and networking with others, within and beyond the school, to sustain a learning community	AF/I/R		
	A commitment to maintain and develop links with the local Church	AF/I		
	A commitment to supporting and promoting the strong Christian ethos of the school	AF/I		
The ability to understand and appreciate the school's current strengths and the ways in which these might be further developed	I/JRT			
Job Circumstances	Satisfactory Enhanced DBS and Barred List Check	D		

Job Criteria				
Equalities	Commitment to ensuring inclusion, addressing diversity and access	I		
	Understanding of and commitment to the pursuit of Inclusion and Equality in respect of pupils, LAC Members, staff and the wider community	I/JRT		

Guidance on the Appointment Process

These notes are intended to guide you when making an application for a post within DDAT.

The Application Form

Please complete the application form neatly, fully and accurately, including exact dates. Where there are any gaps in employment or education, please provide further information and reasons related to all unaccounted periods. The form may be typed or handwritten but if you do write it by hand, please make sure that it is legible.

Indicate clearly on the front page the post you are applying for. You are requested to submit a concise application.

Education and Training

Please state your qualifications and any training you have undertaken relevant to the post.

Current employment

Make it clear what your present post is, which establishment you work in and who your employer is.

Previous Appointments

When completing this section, it is important that you offer a continuous record, or an explanation of any gaps to allow full account to be taken of your experience, for example, child raising, voluntary work. This is a requirement under our recruitment and safeguarding policies.

Referees

Suitable referees are people who have direct, recent experience of your work and who are in responsible positions. We may need to contact them at short notice so please be specific with regard to contact addresses including e-mail and telephone numbers.

The Supporting Statement/Letter of Application

The supporting statement or letter is regarded as a very important part of your application. You should make statements that demonstrate how your qualifications and experience match the post. You should take particular care to demonstrate how you meet the person specification included as part of these details. Please limit your supporting statement to two sides of A4 in size 11 font.

Arrangements for Interview

Shortlisted applicants will be contacted as soon as possible after the closing date. Referees are contacted prior to the interview stage for teaching and some support staff posts. We would ask that all shortlisted applicants read the safeguarding information on the school website prior to attending the interview.

The Interview Candidates will be invited to the Trust Central Office or one of our schools for interview. Where necessary, interviews will be facilitated via an on-line means through Microsoft Teams or Zoom.

Feedback Verbal feedback is offered to those candidates who are shortlisted and not recommended for appointment. It is hoped that this information will help you with future applications.

Selection for Appointment

Selection is made conditional upon the successful candidate meeting the Trust's requirements for health, physical capacity and conduct.

Arrangements for Applications

When you have completed your application, please submit your application in line with the instructions provided on the advert by the closing date and time.