

Twyford St Mary's C of E Primary School

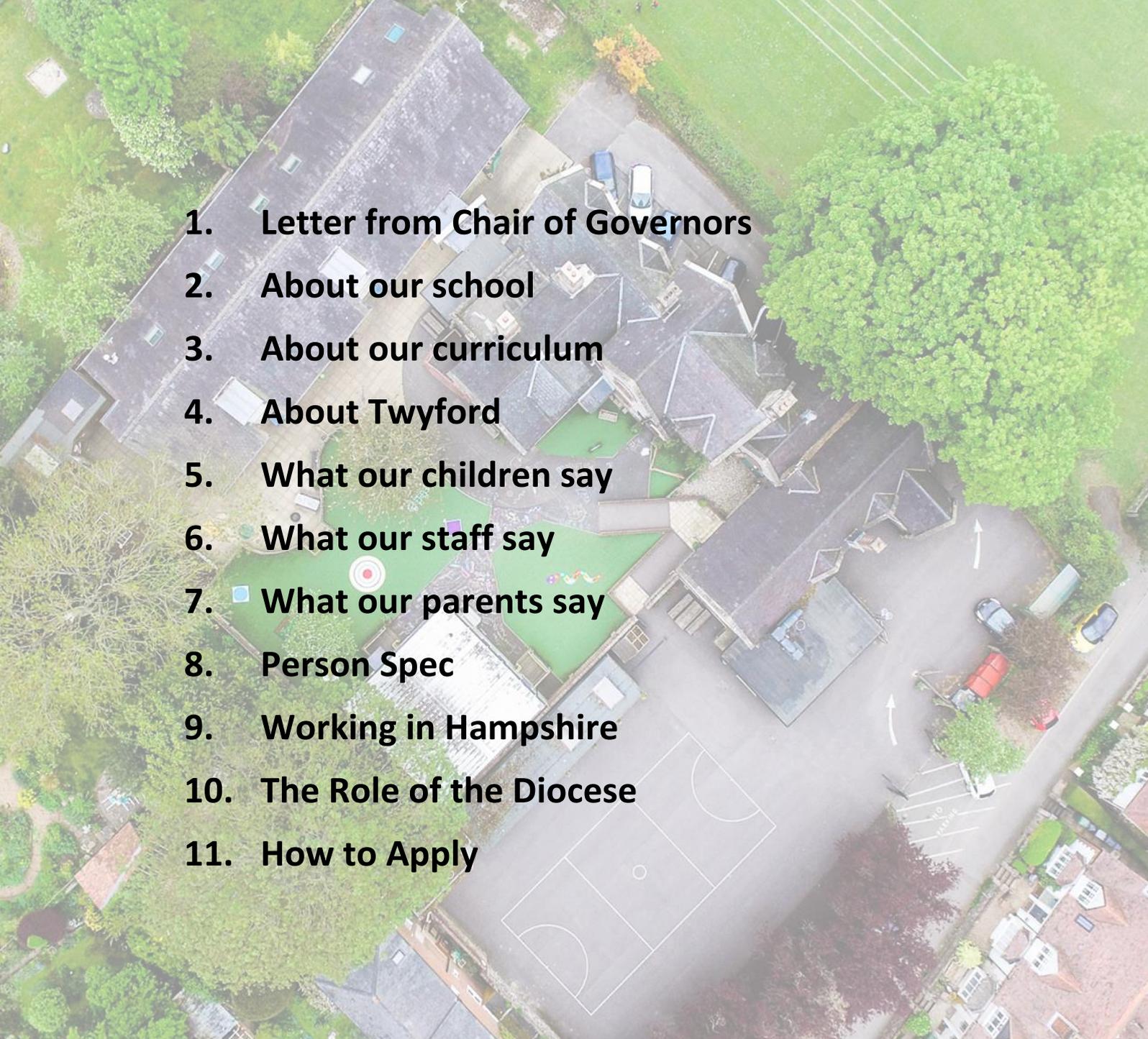
Head Teacher Recruitment Prospectus



Twyford St Mary's
C of E Primary School
School Road, Twyford,
Winchester, SO21 1QQ

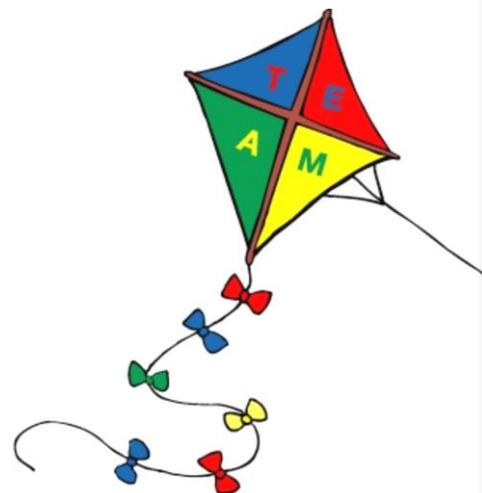
January 2020

Contents

- 
- 1. Letter from Chair of Governors**
 - 2. About our school**
 - 3. About our curriculum**
 - 4. About Twyford**
 - 5. What our children say**
 - 6. What our staff say**
 - 7. What our parents say**
 - 8. Person Spec**
 - 9. Working in Hampshire**
 - 10. The Role of the Diocese**
 - 11. How to Apply**

**Twyford St Mary's C of E
Primary School**

School Road, Twyford, Winchester,
SO21 1QQ



Dear Applicant,

Thank you for your interest in Twyford St Mary's.

Twyford St Mary's is a small, ambitious school in the heart of the delightful village of Twyford. We have high academic standards and are proud that children from across the academic spectrum make excellent progress at our school. Following the recent promotion of our current Headteacher, we are looking for a new Headteacher who is committed to getting the very best outcomes for all of our children in a warm, friendly and nurturing environment.

Whether you are looking for a new leadership challenge or wanting to start your senior leadership career with us, Twyford St. Mary's has a lot to offer. The successful candidate will have the backing of a dedicated team of staff, an effective governing body, engaged parents, and supportive Church and wider community.

In 2016, the school was designated 'Good' by Ofsted and we are awaiting the report from our December 2019 inspection (due mid-January). We are very proud of the 'Excellent' rating received from our June 2019 SIAMS inspection. It further highlighted that as a voluntary-controlled Church of England school, we foster an inclusive Christian ethos welcoming and respecting those of all faiths and none.

I hope this information pack gives you good insight into our school, but please do come and visit the school to see it for yourself. Visits can be arranged by telephoning 01962 713358 or by emailing Sarah Wyatt on swyatt@twyfordteam.com.

If you have any questions for me, you can email me directly on ffixler@twyfordteam.com. I wish you luck with your application and look forward to meeting you.

Yours sincerely,

Freya Fixler
Chair of Governors

About the School

Twyford St Mary's is a C of E controlled primary school with approximately 160 pupils. It has a Head Teacher, a classroom-based Deputy Head, four class teachers, seven LSAs, two admin staff, a caretaker/handyman plus a Schools Direct Student and a dedicated sports coach. Twyford St Mary's has an annual budget of approximately £800k. With five classrooms we have mixed-year classes.



The school consists of the original Victorian schoolhouse and hall, together with modern extensions, two sizable playground areas and a newly created outdoor classroom. Adjoining the school, we have a large playing field overlooking beautiful water meadows.

Most of our school leavers go to Westgate or Kings' in Winchester, which are both highly regarded secondary schools. Teachers at these schools tell us that our children are well behaved and enthusiastic about learning. After secondary school, children can continue to Peter Symonds 6th Form College in Winchester, which consistently appears in the top handful of schools in the country.



The school is supported by an experienced and very committed governing body with members drawn from local businesses, the church and the village. The PTA is also very active, organising an amazing summer fete, an annual fireworks spectacular, occasional cooked breakfasts on the playground and tea and cake every Friday afternoon.

The school was rated Good by Ofsted in 2016.

Ofsted came to see us again in December 2019.

Their report will be available January 2020 here:

<https://reports.ofsted.gov.uk/provider/21/116320>

About Our Curriculum



The Twyford St Mary's Curriculum is the result of an annual review process based on two cycles. This is because our children are taught in mixed aged classes.

At our school, we have a strong sense of community which celebrates every child as an individual. Our aim is to develop the whole child so that they feel well equipped, valued, ambitious and confident in an ever-changing world. Through our interdisciplinary approach, we will provide rich, meaningful learning opportunities that not only equip our children with the basic skills but also harness their creativity and independence.

Through our curriculum we aim to enable children to:

- Be nurtured as adaptable and resilient learners so that they meet their own ambitions and those the school has for them.
- Appreciate the uniqueness of their community and the diversity beyond it.
- Master the Skills that will be essential throughout their lives.
- Develop the knowledge and understanding laid out in the National Curriculum (a framework), adapted to the needs of our children.

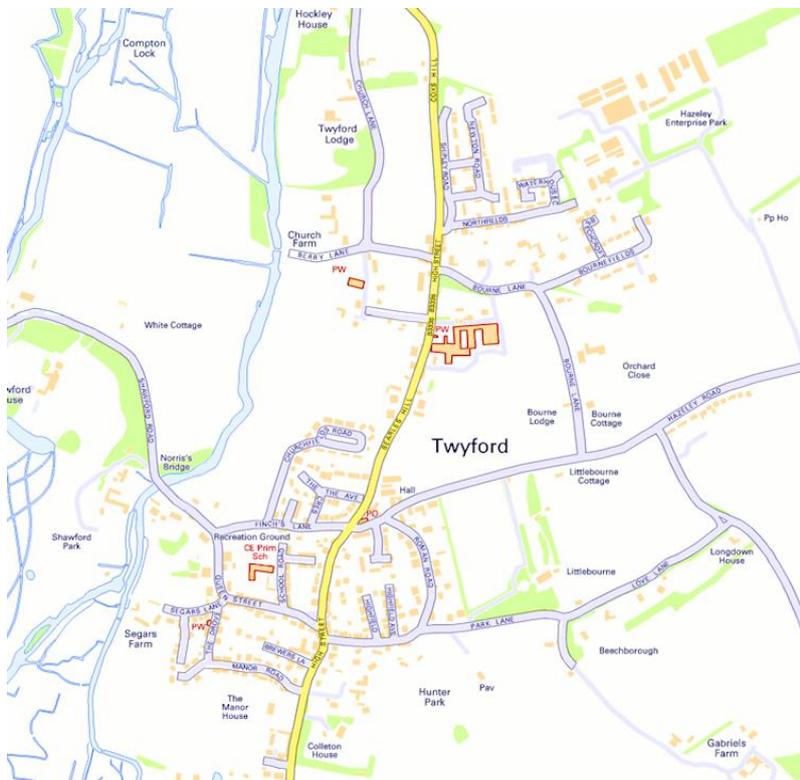
These aims are evidenced throughout each year and across the curriculum, which we constantly review. A variety of learning approaches, designed to uncover the curriculum rather than deliver it, are included. These aim to ensure that our children become active, practical and constructive learners in order for them to develop skills from enquiry and scholarship. It includes purposeful opportunities for our children to build on their learning in school by involving themselves in activities beyond it and appreciate that learning can come from their locality. Above all, our curriculum provides children with experiences which allow for deep and immersive learning of new skills and concepts, regular revisits to allow pupils to practise and refine their skills and frequent opportunities to apply their skills in purposeful and meaning contexts.

Our values of Courage, Joy, Care and Respect, and our Learning Keys, permeate every aspect of our school life and help our children to become the social, moral, spiritual and cultural ambassadors of tomorrow.

About Twyford



Twyford is a village in Hampshire, approximately four miles south of Winchester and a mile or so from the M3. The village has around 2,000 residents and lies on the River Itchen, which passes through nearby water meadows.



Surrounded by gorgeous countryside with many scenic walks, Twyford has an amazing village shop, off-licence, post office, delicatessen and cafe packed with local produce and unusual fayre, two pubs (one traditional and one gastro), two hairdressers, and a lively social club.

Other local amenities include St Mary's parish church which in addition to services hosts classical music recitals; a multi-room village hall which also houses the local pre-school; a doctors surgery with pharmacy; a dental practice; and a large lottery-funded recreational ground with a cricket pitch, two football pitches, tennis courts and a pavilion.

Twyford is approximately an hour by train to London from the local Shawford Station but only 10 miles to the coast with great road, air and sea links.



What our children say they want from a Headteacher



What our staff would like in a Headteacher



Parents' thoughts on the school



Person specification

To be read in conjunction with the National Standards of Excellence for Headteachers

Attainments and experience

- A Qualified Teacher
- An experienced senior leader in the primary phase
- NPQH (desirable)

Personal attributes

- An excellent communicator
- Professional and approachable
- Empathetic
- Organised and able to organise others
- Able to build rapport with others, and resilient under pressure

Leadership and management

- An inspirational leader who can build, communicate and implement a shared vision of excellence
- Able to encourage and develop leadership at all levels, and able to cultivate the skills and experience of all staff
- Promotes staff wellbeing and ensures all are treated with dignity and respect
- Drives fair, rigorous and supportive performance management
- Committed to developing yourself and your staff through continuing professional development
- Able to establish an open and self-reflective culture
- Able to maintain a strong professional partnership with governors, providing timely, relevant and insightful reports
- Curious about innovation and courageous enough to drive change when necessary
- Able to identify and implement best practice through collaboration with outside agencies and other schools

Person specification (cont.)

Leadership and management (cont.)

- Skilled in building strong relationships with the children, staff, parents, governors, Church and wider community
- Able to deploy resources effectively and efficiently to achieve the school's educational goals
- Able to make use of a wide range of data sources
- Welcomes constructive challenge and support
- Values and encourages parental engagement with their children's education

Quality of Education

- Behind the school's ethos of developing children to be good friends, resilient hard workers and confident individuals.
- Able to develop and deliver a curriculum for mixed age classes
- Able to model outstanding practice
- Driven to continuously improve the quality of education at our school
- Able to drive curriculum development
- Holds high aspirations for all staff and children
- Undertakes accurate, timely and rigorous analysis of pupil progress data
- Values enquiring minds and independent learning
- Experienced in managing children's behaviour consistently to engage them effectively with learning

Inclusion and diversity

- Committed to ensuring equality of opportunity for all
- Welcomes those of all faiths, and none
- Ensures children learn about different world views, including non-Christian ones.
- Comfortable leading Christian acts of collective worship

Working in Hampshire

Choosing to teach in Hampshire may be the best move you can make. As one of the largest authorities in the country, we can offer an unrivalled diversity in teaching opportunities; from the challenges of the urban and city school through to the rural primary which will provide a vibrant environment for development and promotion. Hampshire schools are encouraged to operate and develop in a way which serves their local community, reflecting the cultural diversity the county has to offer. We feel this is best achieved through local management, with the Local Authority providing a supporting role wherever needed. The county of Hampshire has over 170,000 school-age children in approximately 438 primary, 71 secondary and 26 special schools and other provisions. Whilst the majority are community schools, the LA has forged strong partnerships with Diocesan Bodies, and seeks to maintain the provision of places in Church schools. The county has 26 special schools, with an additional 42 units in mainstream schools, providing education and support for children with moderate, severe or complex learning difficulties, physical and sensory disabilities, and emotional and behavioural issues.



Hampshire County Council

Hampshire's 'Early Admission' policy allows children to start school at the beginning of the school year in which they are five years old. At the other end of the age range, Hampshire was one of the first authorities in the country to establish a joint agreement on the 14-19 education of all students with the Local Skills Council. With the County Office in Winchester, Hampshire Authority has an established network of advisors which provides a responsive and flexible service to the schools in their respective areas. There is also a strong ethos for collaboration and liaison, with regular meetings of Headteachers in phase, cluster and area groupings, aimed at maintaining a policy of communication and cooperation with the LA and between schools.

In Hampshire, we pride ourselves on providing first-class learning opportunities for our teachers both internally and with outside course providers. For new Headteachers, in partnership with governors, the LA operates a structured induction development programme which also helps develop close working relationships with other Headteachers and LA Colleagues. Hampshire's most recent Annual Performance Assessment confirmed that we are an Authority that provides excellent education and has an excellent capacity for further improvement. We are continually looking for innovative ways of improving standards in our schools, which can only be achieved through a commitment to our staff. To find out more about Hampshire and what it has to offer, visit our website at www.hants.gov.uk. Hampshire has a lot to offer. We hope you will join us.

First Year Induction and Support

Working in partnership with the Local Authority we will provide a suitable induction support package, based on the successful candidate's individual needs. This forms part of the school's strong relationship with the Local Authority and the Hampshire Inspection and Advisory Service (HIAS). Governors will ensure that appropriate professional development is provided to support you in your own professional development, to ensure the school's operational and strategic priorities are secured and to keep all children safe at all times.

The role of the Diocese



DIOCESE of
WINCHESTER

Diocesan Board of Education

Within the Dioceses of Portsmouth and Winchester there are 153 schools with links to the Church of England. Consisting of 86 Voluntary Controlled, 49 Voluntary Aided, 1 Foundation, 2 Joint Anglican and Roman Catholic, 6 Academies, 11 Affiliated, 7 Federated Schools and 32 Independent Church Schools. These are spread across six local authority areas, Bournemouth, Dorset, Hampshire, Southampton, Portsmouth and the Isle of Wight.

The Bishops of Portsmouth and Winchester encourage Church school headteachers and governing bodies to consider carefully, with parish clergy and parochial church councils, matters relating to the spiritual, moral, social and cultural development, ethos, worship, religious education and the partnership between school and parish.

The Diocesan Board of Education and its staff support church schools in these matters as well as working alongside Local Authorities with general support, advice and training for church schools and their governing bodies. The education staff also support parishes and clergy in developing their work with schools.

Training

New headteachers are encouraged to attend leadership training courses provided by the Diocese as part of their induction process. The Diocese also offers courses and events for school staff on all aspects of church school leadership and management.

The diocesan representative involved in the appointment process at the school you are applying will be:

Rob Sanders
Deputy Director of Education

If you are successful in the post you are applying for, the Diocesan Director of Education and his staff will be pleased to offer you whatever support they can during your time in the school.



How to apply

If interested in the position, candidates should complete the application form and submit it to our Senior Administration Officer, Mrs Sarah Wyatt (swyatt@twyfordteam.com) so that it is received no later than midday on 24 January 2020.

Selection Procedure

Shortlisting will take place on Tuesday 28 January 2020. Further details will be sent to those candidates called for interview. Interviews will be held on 24 and 25 February 2020.

Applicants will be advised within 2 working days after the shortlisting date whether they have been successful or not.

Equality Monitoring

All applications will be required to complete an Equality Monitoring form.

Receipt of Application

Applications are acknowledged (by email whenever possible) within three working days of receipt. If you do not receive an acknowledgement within this time, please contact the school office immediately.

Safer Recruitment

Twyford St Mary's C of E Primary School is committed to safeguarding and promoting the welfare of children and young people and we expect 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 & Barring checks along with other relevant employment checks.

