

Soaring Skies
Federation

SOARING SKIES FEDERATION

HEAD OF SCHOOL



Soaring Skies Federation

Colvestone Primary School

Thomas Fairchild Community School

Miss C King

Executive Headteacher



Soaring Skies Federation



'Educating the mind without educating the heart is no education at all...'

On September 4th 2017 Soaring Skies was launched.

Soaring Skies is the hard federation of Colvestone Primary School and Thomas Fairchild Community School. We previously worked in a successful partnership for 3 years before federating.

Our vision is to build on the foundations already set to grow into a successful federation which continues to develop the hearts and minds of all the children in our care.

Soaring Skies is committed to providing the best education and opportunities for the 500+ children across the two schools.

Education of the whole child will continue to be at the heart of the vision I hold as the Executive Headteacher of Soaring Skies; it will be this that drives our philosophy. Keeping the children at the centre of all our decisions will enable all adults working in our federation to fully contribute to our children taking their rightful place in the world as confident, responsible and successful global citizens.

We worked together to create and fully embed the vision, philosophy and ethos of Soaring Skies.

Miss Caroline King

Executive Headteacher



THOMAS FAIRCHILD COMMUNITY SCHOOL

HOW TO APPLY

Salary:

L14 – L17

School visits:

Thursday 3rd October & Tuesday 8th October 2019

Application closing date:

Thursday 10th October 2019

Shortlist:

Friday 11th October 2019

Interviews will be held on:

Tuesday 15th October 2019

1. Please read this application pack carefully. Page 4 you will find the key competencies that we are looking for this role.
2. Complete the enclosed application form; CVs will not be accepted.
3. Please make sure you address the criteria outlined in the competencies and person specification when writing your personal supporting statement.
4. We highly recommend that you visit our school before applying to the position. To arrange visits, please call Lynn Myring, Office Manager, on 0207 253 9469
5. Completed applications should be sent by email to admin@colvestone.hackney.sch.uk



References will be sought for shortlisted candidates prior to the interview date. The successful candidate will be required to complete an enhanced DBS check.



THE SCHOOL

Thomas Fairchild Community School is a welcoming two-form entry primary school where every child is encouraged to achieve to his or her full potential in a dynamic and creative environment. We are delighted to welcome everyone to our new building which provides the ideal environment for 21st century learning.

We are very proud of our school community and the progress it is making but we know that we still have work to do to become a good school. Our priority is to raise standards and bring them in line with national expectations.

We serve a diverse and rewarding community with wonderful cultural and ethnic mix. There are around 350 children on roll and around 30 different languages spoken. Our school has a Language Resource provision for children with language impairment and we are supported by a speech and language team who contribute to the richness of our provision.

Our staff team is made up of a wide range of experiences and disciplines and everyone is valued. We have high expectations of ourselves and each other as we build strong teams with the children's success as our shared priority. **You will principally be based at Thomas Fairchild but collaborative philosophy will undertake both schools.**

We look for people who know how to motivate, inspire and teach children so that they leave our school with the skills that are needed to be resilient, confident, literate and numerate adults to succeed now and in the future. That's why we offer high quality senior leadership, continuous professional development (CPD) opportunities, in class support and a fully involved and supportive governing body.

Mission Statement

Soaring Skies is a federation at the heart of the community where every child is valued and included. We "make it happen together" ensuring that all our children are critical thinkers with high expectations who understand that learning never stops.

A school where

- there are high standards and expectations;
- every child is welcomed, valued and included;
- every child enjoys learning and is encouraged to think creatively and achieve the highest possible standards;
- every child is respected and listened to;
- individual are valued by respecting and supporting each other;
- barriers are broken down to achieve success;
- every child has equal access to rich learning opportunities;
- every child experiences success and their learning is celebrated.

Our principles

- children always come first
- education matters: Our school can and should make a difference
- everyone should enjoy learning;
- partnership are vital to success;
- team work is essential

HEAD OF SCHOOL'S COMPETENCIES

To carry out the professional duties of a Head of School candidates must take heed of this information.

The assessment process at interview will be looking for the following criteria:

Strategic direction and development of the school

-Provide inspiring and purposeful leadership for the staff and pupils. To treat people fairly, equitably with dignity and respect to create and maintain a school culture and positive climate that motivates pupils, staff and other members of the school community.

-Work in partnership with the Executive Head, Governing Body, staff and parents generating the ethos and values which will underpin the school. Within this partnership work with the Executive Head and Governing Body to enable it to meet its responsibilities and present to it, on a regular basis an accurate account of the school performance.

-Continue to implement a School Improvement Plan which will secure continuous school improvement.

-Monitor and evaluate the performance of the school and respond and report to the Executive Head and Governing Body as required.

-In conjunction with the Executive Head, ensure that management, finances, organisation and administration of the school supports its vision and aims.

-Ensure that school policies and practices take account of national, local and school requirements.

-Monitor, evaluate and review the impact of policies, priorities and targets of the school in practice, and take action if necessary.

-Ensure that all those involved in the school are committed to its aims, motivated to achieve them, and involved in meeting long, medium and short term objectives and targets which secure the educational success of the school.

Teaching and learning

-Maintain an environment that promotes and secures good teaching, effective learning, high standards of achievement and good behaviour.

-Organise, implement and monitor the curriculum and its assessment and ensure that statutory requirements are met.

-Organise and implement a policy for the personal, social and moral development of pupils.

-Monitor and evaluate the quality of teaching and learning and standards of achievement of all pupils in the school through appropriate methods including modelling outstanding teaching.

-Implement positive strategies and programmes which ensure good pupil behaviour and discipline.

-Develop and maintain effective links with the community including business and industry, to extend the curriculum and enhance teaching and learning.

-Continue to maintain an effective partnership with parents and the wider community to support and improve pupils' achievement and personal development.

-Promote extracurricular activities in accordance with the educational aims of the school.

Leading and managing staff

-Plan, allocate, support and evaluate work undertaken by groups, teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities in a manner consistent with conditions of employment.

-In conjunction with the Executive Head, implement and sustain effective systems for the management of staff performance, incorporating performance management and target setting.

-Promote and monitor the continuing professional development of staff including the induction of newly qualified teachers.

-Continue the development of good working relationships with governors, staff, pupils, parents/carers and the community.

Efficient and effective deployment of staff and resources

-Work with governors and the Executive Head to recruit and retain staff of the highest quality.

-Make arrangements for the security and effective supervision of the school buildings, their contents and the grounds.

-Manage and organise the accommodation efficiently and effectively to ensure it meets the needs of the curriculum, community use and health and safety regulations.

-Work with colleagues to deploy and develop all staff effectively in order to maintain and improve the quality of education provided.

-Manage, monitor and review the range, quality and use of all available resources in order to improve the quality of education, improve pupils' achievement, ensure efficiency and secure value for money.

Accountability

-Continue to develop an organisation in which all the staff recognise that they are accountable for the success of the school.

-In conjunction with the Executive Head, present a coherent and accurate account of the school's performance in a form appropriate to the range of audiences, including governors, the LEA, the local community, Ofsted and others to enable them to play their part effectively.

-Ensure that parents/carers and pupils are well informed about the curriculum, attainment and progress and about the contribution they can make in supporting their child's learning and achieving the school's targets for improvement.

-Provide information, objective advice and support to the Governing Body to enable it to meet its responsibilities for securing effective teaching and learning and improve standards of achievement, and for achieving.

HEAD OF SCHOOL PERSON SPECIFICATION

We are seeking an ambitious and outstanding leader who thrive on a challenge. For this crucial role we will be looking for the following:

Qualities and knowledge

- Hold and articulate clear values and moral purpose, focused on providing outstanding education for pupils.
- Demonstrate optimistic personal behaviour, proven track record of positive relationships and attitudes towards, pupils and staff, parents, governors, members of the local community and outside agencies.
- Lead by example – with integrity, creativity, resilience, and clarity-drawing on their own expertise and skills, and that of those around them to drive school improvement.
- Work with political and financial astuteness, within a clear set of principles centred on the school's vision. Aply translating local and national policy into the school's context.
- Communicate the school's vision and drive the strategic leadership, empowering all pupils and staff to excel.

Pupils and staff

- Demand outstanding standards for all pupils, overcoming disadvantage and advancing equality. Instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.
- Secure excellent teaching through an analytical understanding on how pupils learn.
- Establish an educational culture of 'best practice' within and between schools, drawing on research and robust data analysis.
- Create an ethos within which all staff are motivated and supported and challenged to develop their own skills and subject knowledge, as well as supporting each other.
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- Hold all staff to account for their professional conduct and practice.

Systems and process

- Ensure that the school's systems, organisation and processes are well considered, efficient and for purpose, upholding the principles of transparency, integrity and probity.
- Provide a safe, calm and well-ordered environment for all, focused in safeguarding pupils and developing exemplary behaviour in school and in the wider society.
- Maintain rigorous, fair and transparent systems for managing the performance of all staff, addressing any underperformance. Supporting staff to improve and valuing excellent practice.
- Embrace strong governance and support the governing body to understand its role and deliver its function effectively. In particular, its functions to set school strategy and hold the Senior Leadership Team to account for pupil, staff and financial performance.

-Create an outward-facing school which works with other schools, particularly Colvestone Primary School, and organisations – in a climate of mutual challenge – to champion best practice and secure excellent achievements for all pupils.

-Shape the quality of the staff in school through high quality training and sustained professional development for all.

-Use and model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability.

Qualifications and experience

- Qualified teacher status.
- Other relevant qualifications, including degree.
- Evidence of recent (within the last four years) relevant CPD.
- Successful senior leadership experience.

