



Headteacher Recruitment Pack



Nine Acres
Primary School

Articulate,
Passionate, Persuasive & Positively
influencing the world around us.





Welcome from Chair of Recruitment Panel

Nine Acres Community Primary School is presenting a rare opportunity for you to become our next Headteacher and lead the school into the future. As the school begins this new chapter, we are looking for a new Headteacher who will embody the ethos, values and standards of Nine Acres. The school has recently been graded as 'Outstanding' in all areas by OFSTED and we are looking for someone to be bold and innovative, in order to support our school to excel even further.

If you are an outstanding leader and teacher who can inspire and lead our ambitious curriculum, we want to hear from you!

Nine Acres offers not only a dedicated, motivated and well-established staffing team and pupils who love to learn, but also a very supportive governing body, who wants to see you succeed.

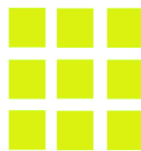
If you would like an informal chat or to arrange a visit to the school, please contact Isle of Wight Council Human Resources who can organise this for you: careers@iow.gov.uk

Kind Regards,

Ross Burroughs - Chair of Panel

*"Pupils are incredibly polite and courteous.
They show tremendous care and respect."*





Welcome to the Isle of Wight

The Island is a great place to live and bring up a family, with wonderful beaches and idyllic countryside. We are fortunate to have fantastic outdoor pursuits such as sailing, water-sports, hiking and riding.

There is a lively social and music scene with a good range of restaurants, pubs, theatres and a strong amateur dramatics scene.

Many famous events take place on the Island, for example Cowes Week Sailing Regatta, the Isle of Wight Scooter Rally and the Isle of Wight Music Festival.

The Island has many thriving industries including hospitality, engineering, boatbuilding, horticulture and agriculture.

This is a really exciting time for education on the Island, with a new Children's Services Directorate and a new Education, Inclusion and

Access Department, serving the Isle of Wight.

Property prices on the Island are very reasonable compared to most other areas in the South of England, and we believe that the quality of life here is outstanding!

There is easy access to Portsmouth, Southampton and the New Forest, with excellent hover, car ferry and fast passenger links to the mainland. Train connections from Southampton and Portsmouth Harbour link directly to London and further afield.

The Island has several historic attractions, making us a major tourist destination.

We believe that the Island is the jewel in the crown of life on the south coast.



Photo courtesy of Visit Isle of Wight



School information

Our wonderful school is situated in the heart of Newport on the Isle of Wight. Nine Acres is a two-form entry Community Primary School, which was recently graded as 'Outstanding' in all areas by OFSTED. We are a consistently oversubscribed school which caters for primary aged pupils who attend mainly from the local area but also travel from all over the Island. At every opportunity we are helping our pupils 'break down barriers' to learning.

We are a school in which everyone is 'Striving for Excellence'. We aim to create an environment where curiosity is encouraged, inquiry welcomed and excitement in learning is fostered. We want to enhance the life of every child, equipping them with the skills and ability to make sense of the world thus creating a community that has values and attitudes that will stand them in good stead for the rest of their lives.

We encourage high standards of self-esteem, aspiration, expectation and respect in all our pupils. We recognise that all are different, but each is special. We are committed to ensuring that pupils leave Nine Acres with good skills in English, communication and Mathematics, which they can apply across all areas of the curriculum and are ready to face the challenges of secondary education with enthusiasm.

We aim to empower every member of our community to make a positive impact on the world by embodying qualities of articulateness, passion and persuasiveness. We are committed to fostering an atmosphere where every pupil, parent/carer and staff member feels valued, respected and treated fairly, promoting a caring community founded on trust and mutual respect.

Our emphasis is on developing essential life skills and, at Nine Acres, we strive for an environment that ensures the safety of everyone, encouraging learners to demonstrate positivity, responsibility and increasing independence within the school community.

Our values, rather than being a mere reward system, are integrated into every aspect of our daily activities. We aspire for all children to exhibit their passion for learning, articulate their thoughts effectively, employ persuasive skills for meaningful conversations, and positively influence their own lives through responsible decision-making.

We are also excited to be receiving a new school building in the near future as part of the school re-building programme. This presents an opportunity for the new Headteacher to 'make their mark' on a brand-new school.





Job Title: Headteacher

Salary Scale: L16 – L22 (£72,162- £83,464)+ Relocation Allowance £8,000 if you meet the criteria

General job expectations and accountabilities: The Headteacher must work in accordance with the Headteacher Standards (2020) and The Seven Principles of Public Life, known as the Nolan Principles. The Governing Body is looking for a Headteacher who is:

- ◆ Aspirational for children
- ◆ Able to demonstrate an excellent understanding of high quality teaching and learning
- ◆ Able to demonstrate understanding of the community Nine Acres serves
- ◆ Able to continue the outstanding journey that Nine Acres is on
- ◆ Innovative and outward looking
- ◆ Willing to take the right risks
- ◆ Aspiring for the highest possible standards for our children
- ◆ Leading by example, inspiring others and having high expectations of all
- ◆ Willing to work closely with a supportive Governing Body

The Job Description and Person Specification are written in alignment with the national standards that underpin the core purpose and key areas of headship.

Safeguarding Responsibility: Ensure that all children are kept safe and that Nine Acres Primary School adheres to KCSiE.

Financial Management Responsibility: Advise the Governing Body on the school's annual budget and the budget revision as appropriate.

Accountable to: The Governing Body of Nine Acres Primary School.



Job Description

As our Headteacher you will:

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
- 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

Teaching

- establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn
- 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

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, particularly the use of systematic synthetic phonics in schools that teach early reading
- ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum



"The ambitious curriculum is intertwined with an extensive personal development offer."



As our Headteacher you will:

Behaviour

- 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

Additional and special educational needs and disabilities

- ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities
- establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively
- ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate

- ensure the school fulfils its statutory duties with regard to the SEND code of practice

Professional development

- 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 standard 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

"No matter how complex a pupil's needs are, staff explore all opportunities to overcome any barriers to learning."





As our Headteacher you will:

Organisational management

- ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care
- prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds
- ensure staff are deployed and managed well with due attention paid to workload
- establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently
- ensure rigorous approaches to identifying, managing and mitigating risk

Continuous school improvement

- make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and 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

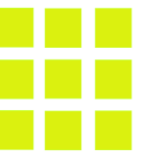
Working in partnership

- forge constructive relationships beyond the school, working in partnership with parents, carers and the local community
- commit their school to work 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

Governance and accountability

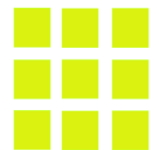
- understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility
- establish and sustain professional working relationship with those responsible for governance
- ensure that staff know and understand their professional responsibilities and are held to account
- ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties





Person Specification This Person Specification should be read in conjunction with: The Headteacher Standards (2020) The Seven Principles of Public Life(Nolan Principles)		Assessed by: Application (A) Interview (I) Reference (R)		Assessed by: Application (A) Interview (I) Reference (R)
	Essential		Desirable	
Qualifications and Skills	<ul style="list-style-type: none"> • Degree level • Qualified teacher status • Evidence of continued professional development • Effective interpersonal and communication skills (including written, oral, ICT) 	A A A A/I/R	<ul style="list-style-type: none"> • Evidence of further study • NPQH or equivalent • Post graduate qualification 	A A A
Experience	<ul style="list-style-type: none"> • Experience and evidence of outstanding teaching ability • Recent successful senior leadership experience • Demonstratable track record of raising educational standards • Experience of leading effective school improvement • A strong understanding of the educational landscape 	A A A A/I A/I	<ul style="list-style-type: none"> • Successful primary leadership experience • Experience of removing barriers for all groups of pupils 	A A
Personal Qualities	<ul style="list-style-type: none"> • Welcoming, approachable and an active listener • Excellent interpersonal skills and ability to communicate with all stakeholders • A reflective leader who embraces feedback • Ability to be an advocate for all pupils and an ambassador for Nine Acres Primary, our families and the local community • An outward looking leader who actively seeks best practice nationally 	A/I A/I A/I A/I A/I		

"The impressive range of opportunities that are available help to nurture pupils' talents and interests."



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	Essential		Desirable	
Culture and Ethos	<ul style="list-style-type: none"> Ability to motivate, enthuse and empower staff and pupils Ability to prioritise, delegate and model leadership Commitment to working collaboratively with colleagues, the Governing Body and the wider community Commitment to the continued professional development of all staff Ability to successfully lead change and inspire others 	A/I/R A/I/R A/I/R A/I/R A/I/R	<ul style="list-style-type: none"> Experience of collaborative working with other schools and community provisions 	A/R
Curriculum and Teaching	<ul style="list-style-type: none"> Experience of leading high-quality inclusive teaching, learning and assessment Evidence of leading innovative curriculum design Ability to lead and inspire the staff team to drive up standards Experience of improving outcomes for all pupils Excellent understanding of self-evaluation and school improvement planning, with evidence of impact 	A/I/R A/R A/I/R A/I A	<ul style="list-style-type: none"> An understanding of the educational provision on the IOW 	I
Organisational Effectiveness	<ul style="list-style-type: none"> Ability to innovate and manage change Understanding of school finances 	A/I A/I		
Safeguarding Children	<ul style="list-style-type: none"> Commitment to keep yourself up to date with relevant safeguarding practice nationally Excellent understanding of KCSIE which promotes the positive welfare of pupils Thorough understanding of safeguarding practices and safer recruitment 	A/I A/I/R A/I	<ul style="list-style-type: none"> Experience of being a designated safeguarding lead 	A

The stated duties are not exhaustive, and the post-holder may be required to undertake tasks, roles and responsibilities from time to time, consistent with the status and the role assigned to them by the Governing Body.

"The school invests in training for staff and ensures that they are confident across the full range of subjects."



"Pupils blossom at Nine Acres. They are inspired and enthusiastic learners."

Nine Acres Primary School is committed to safeguarding and promoting the welfare of children and expects 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 and Barring Service checks along with other relevant pre-employment checks, including online searches/checks.