

Queensgate Foundation Primary School



Headteacher Recruitment Pack

Welcome from Chair of Governors



Dear Applicant,

Thank you sincerely for your interest in the position of Headteacher of Queensgate Foundation Primary School.

We are excited to announce this rare opportunity to join our exceptional school.

Queensgate Foundation Primary emerged from the merger of two schools into a state-of-the-art facility completed in March 2020. Since then, we have consistently achieved four consecutive 'Good' OFSTED inspections.

As a member of the selection panel, I am privileged to be part of the process of appointing our new Headteacher, who, we hope, will elevate our school to new heights of achievement while preserving our cherished community spirit.

Our goal is to excel in all areas. Our recent OFSTED inspection highlighted our exceptional provision for pupils' personal development, particularly through our 'out and about' curriculum, which enriches students' understanding of the Island they call home.

Our accolades are many, including a Platinum Sports Award,

recognition in the Island Choir Competition, and an Eco School Award.

We take pride in our facilities, which support our students' growth, including a dedicated cookery suite, music room, sports facilities, and our outdoor Patch, where children can explore nature and embrace new challenges.

Alongside our outstanding facilities, we are fortunate to have wonderful children, a dedicated, talented staff team ... and a school dog named Benji! All set in the beautiful Island environment.

We eagerly anticipate welcoming a new Headteacher who will continue to build on our successes and support us in further raising attainment.

Yours sincerely,

Peter Genari

Chair of Governors



Working Together for a Successful Future

Welcome to our school



Queensgate Foundation Primary School is accommodated in a purpose-built modern light and spacious building with fourteen classrooms (two per year group).

We have a library in the heart of the school, which helps us emphasise the importance of a love of reading to all our children. Plus, a cookery suite enables us to teach every child to cook independently by the time they leave Queensgate. This is also used to support curriculum work in subjects such as History and Geography.

Music is an important part of our curriculum, and we have a comprehensive array of musical instruments and a music specialist who teaches two days a week in our music room, situated in a separate block. Our Choir has been very successful in Island competitions and recently had the privilege of performing at Newport Minster.

Queensgate Foundation Primary School has excellent PE facilities and is successful within the Island sporting scene, receiving many awards, including the Platinum Award for sport and PE.

In addition, the school owns a minibus, which allows us to run an Out and About Curriculum, where the children go

around the Island to enhance their learning through the themes of heritage, maritime and environment. This is linked to the curriculum, and we also use this work to provide real-life writing experiences for the children.

Our out-and-about teachers also introduce a variety of vocabulary to the children on these trips. This was much praised during our recent OFSTED inspection.

The school's dog, Benji, is a valuable part of the team and is on hand to calm anxious children and encourage those who feel down or find coming to school tough.

The Queensgate Code (written and illustrated by the children) is the bedrock of the behaviour system. In our recent OFSTED Report, the inspectors commented: "Pupils enjoy attending this vibrant and caring school. They rise to the high expectations that the school has for their conduct by following the 'Queensgate Code'. As a result, pupils consistently demonstrate respect for each other. They behave well and respond positively to instructions."

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Photo courtesy of Visit Isle of Wight



Photo courtesy of Visit Isle of Wight



Welcome to the Isle of Wight

The Isle of Wight is a wonderful place to live and raise a family, offering beautiful beaches and idyllic countryside. It is recognised as a major tourist destination, rich in historic attractions, and we believe it is the jewel in the crown of life on the south coast.

The Island's thriving industries include hospitality, engineering, boatbuilding, horticulture, and agriculture. And, as Islanders, we are fortunate to have access to fantastic outdoor pursuits such as sailing, water sports, hiking, cycling and riding. The Island boasts a vibrant social and music scene, with a variety of pubs, restaurants, theatres, and a strong amateur dramatics community.

Famous events like Cowes Week Sailing Regatta, the Isle of Wight Scooter Rally, the Randonee Cycling Event, and the Isle of Wight Music Festival all take place here.

This is an exciting time for education on the Island, too, with a new Children's Services Directorate and an Education, Inclusion, and Access Department.



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Photo courtesy of Visit Isle of Wight



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Job Title: Headteacher

Salary Scale:

L15 – L21 (£70,293 - £81,441)+ Relocation Allowance

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 Board are looking for a Headteacher who is:

- Able to put children at the centre of decision making
- Is able to further develop the curriculum
- Believes that all children can attain well; exceeding national averages
- Can lead by example and inspire others
- Has a strong understanding of educating children with SEND
- Will keep Queensgate working at the heart of the community of East Cowes and the island

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 Queensgate Foundation Primary School adheres to KCSiE.

Financial Management Responsibility:

Advise the Governing Board on the school's annual budget and the budget revision as appropriate.

Accountable to:

The Governing Board of Queensgate Foundation Primary School.

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

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



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As our Headteacher you will:

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

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



As our Headteacher you will:

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

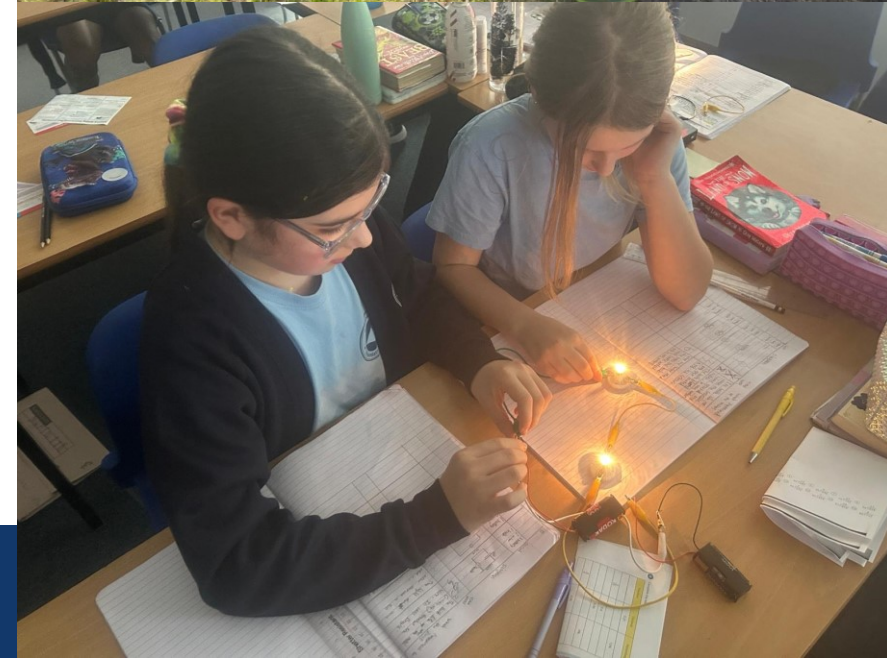
Working in partnership

- 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



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Person Specification This Person Specification should be read in conjunction with: The Headteacher Standards (2020) The Seven Principles of Public Life, known as the 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 Post graduate qualification Qualified teacher status Evidence of continued professional development Excellent presentation skills, including ICT skills 	A A A A/I A/I	<ul style="list-style-type: none"> Evidence of further study NPQH 	A A
Experience	<ul style="list-style-type: none"> Recent senior leadership experience Demonstratable track record of raising educational standards Experience of leading effective school improvement A sound understanding of the educational landscape 	A A A A/I	<ul style="list-style-type: none"> Successful primary leadership experience Experience of managing the learning needs of children with SEND 	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 To be a champion for children and their families 	A/I A/I A/I	<ul style="list-style-type: none"> A reflective leader who embraces feedback 	A/I
Culture and Ethos	<ul style="list-style-type: none"> Ability to prioritise, delegate and model leadership To work collaboratively with colleagues, the Governing Body and the wider community Commitment to the continued professional development of all staff Experience of multi-agency working Experience of developing and building a team to deliver a shared vision Ability to successfully lead change and inspire other 	A/I/R 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

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	Essential		Desirable	
Curriculum and Teaching	<ul style="list-style-type: none"> • Experience of leading high-quality inclusive teaching, learning and assessment • Experience of leading and inspiring a team of leaders to drive up standards • Experience in using a range of evidence to monitor and raise standards • Experience of improving outcomes for children SEND • Experience of implementing effective improvement plans 	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"> • A strategic leader who is outward facing • Ability to innovate and manage change • Understanding of school finances • Is committed to a trauma informed approach • Has a strategic overview of managing attendance 	A/I/R A/I A/I A/I A/I		
Safeguarding Children	<ul style="list-style-type: none"> • To keep yourself up to date with relevant safeguarding practice nationally • Good understanding of KCSiE which promotes the positive welfare of children • 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 • Experience of being a designated teacher for looked after children 	A A
<p>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 Board.</p>				



Queensgate Foundation 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.





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