

Headteacher Application Pack

Fairisle Infant and Nursery School

Fairisle Road

Lordshill

Southampton

SO16 8BY



Expect Success



Welcome from our Governing Body

Dear Candidate

On behalf of the Governors, staff and children at Fairisle Infant and Nursery School, I would like to thank you for your interest in the Headteacher vacancy. This post represents an excellent opportunity for an ambitious and experienced senior leader with the vision and leadership capacity to ensure the best possible outcomes for our children. My fellow governors and I hope you will find the enclosed pack both informative and inspiring, providing you with a clear picture of the school.

Our motto is 'Expect Success' and we truly believe in giving the children in our care the best possible opportunities to thrive and to be the best that they can be. We are a Rights Respecting School and the promotion of children's rights is at the centre of the school's work.

Our last Ofsted inspection was in September 2019 where we continued to be judged as Good. We are proud that the inspectors said that "The school provides an exciting and varied curriculum. This interests children" and that "Pupils' work, in a wide range of subjects, is of a high quality". However, most of all, we are proud of our children for their cheerfulness and politeness and their enthusiasm for learning.

Fairisle Infant and Nursery School is a vibrant and diverse school situated in two buildings. All staff work cohesively together to ensure the best learning and teaching opportunities for the benefit of every child. We are fortunate to have so many fantastic, dedicated and committed professionals in our school.

I do hope that you find this pack informative and look forward to hearing about your application. If you need any further information, please do not hesitate to contact the school and we would encourage you to come and visit us to meet our wonderful children and staff.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Rick Allan', with a stylized flourish extending from the end.

Rick Allan

Chair of Governors

Our School Motto is "Expect Success"

Our Vision:

Fairisle Infant and Nursery School aspires to achieve excellence for all children and instil an enthusiasm for learning and pride in their achievements. We aim to ensure Children's Rights, as outlined in the United Nations Convention on the Rights of the Children, are respected.

By providing a high quality education through a broad and relevant curriculum in a caring, safe and stimulating learning environment, children will be supported and encouraged to reach their potential and be the best they can be.

We are fully committed to providing equal opportunities for all in an inclusive environment where everyone can feel valued.

We want children to show respect for others and their environment in order to develop into responsible citizens.

We work in partnership with parents/carers to enhance children's learning and well-being.

We will build and maintain effective relationships with external agencies and the wider community to enhance and enrich the education of all children.



Fairisle Infant and Nursery School is situated in Lordshill, which is on the south-west side of the city. It is close to major road, rail and air transport links and within easy reach of the city of Southampton and the county of Hampshire.

Fairisle Infant and Nursery School www.fairisle-inf.co.uk is a 3 form entry infant school with attached nursery provision. We have two nurseries on site catering for

two year olds and three year olds respectively. The nursery has a large garden area for the children to enjoy. The school has spacious accommodation, including a dedicated Music Room and a Nurture Room. There is an additional garden for Year R children to use as part of the EYFS provision.

Currently there are 314 pupils on roll. 21% of our pupils have Special Educational Needs/Disabilities and 4 children have Education Health Care Plans. One fifth of the school have English as an additional language (EAL) with the majority of pupils coming from White British backgrounds. 33% of our pupils qualify for the Pupil Premium Grant.

Fairisle Infant and Nursery School is a Unicef Rights Respecting School and we have held the Level 2 (Gold) award since 2015. The principles of RRS are well embedded in our school and our core purpose is to ensure children are happy, safe, confident and ready to learn. We have an active school council which ensures the pupils have a voice.

If you want to find out more, look at <http://www.unicef.org.uk/rrsa>

We are a warm and welcoming school with strong community links. Visitors often comment on how polite and respectful the children are and the calm and purposeful atmosphere of the school.



Curriculum

The vision at Fairisle Infant and Nursery School is to achieve excellence for all children and instil an enthusiasm for learning and become life-long learners. The curriculum has been carefully designed by subject leaders to be ambitious, knowledge-rich and inspiring. Curriculum long – and medium- term planning is

clearly sequenced so that teachers are clear about the next steps in children's learning.

The curriculum is enhanced by educational visits and visitors. Examples include: Marwell Zoo, Hilliers Arboretum, theatre productions and circus workshops.

The Nursery curriculum is based on EYFS framework and 'Planning in the Moment'. This ensures that children's interests are reflected in the provision in the outside and indoor learning environment.

We are proud of our curriculum and enjoy seeing the impact in children's enthusiasm for learning.



We provide a good range of extra-curricular clubs, e.g. football, street dance, multi-sport and art club. These clubs are well attended and popular with the children.

We run a Breakfast Club for children and this is a popular provision, especially for working parents. The Club is well organised and children are offered a range of healthy breakfast foods.

The school has an active Friends of Fairisle group who organises fund raising activities for the school, including Christmas and Summer Fairs. These are typically well attended by families.

At the end of KS1, the majority of children transfer to Fairisle Junior School in KS2. We have a close working relationship with our KS2 colleagues. This ensures that the children settle well in their Junior School and that there is continuity for families.

We share our site management team with Fairisle Junior School, which means that there is always a site manager available throughout the day.



Lordshill and Redbridge Federation

The school is also part of the Redbridge and Lordshill Federation www.rlfederation.net consisting of eleven schools. The schools work in close partnership and offers many professional development opportunities for staff



Thank you for considering the Headteacher vacancy at Fairisle Infant and Nursery School.

The school has played an active part in the Federation from the beginning, and continues to do so.

There are many joint working initiatives taking place across the schools and being a part of this means we have been able to develop new ways of working, review curriculum and assessment ideas, and enhance the day to day experience for many of the pupils in the local area.

There is lots going on to support the leadership of the school from regular Headteacher, Deputy Headteacher, Subject Leader, and Business Manager forums. Support is available from HR staff employed to work across the Federation and there are often joint procurement opportunities improving the value for money we can get for our key stakeholders.

As all the schools have voluntarily elected to work in the Federation each school is able to maintain its own unique identity, but remain part of a much larger group of schools.

For more information about the Federation please visit <http://www.rlfederation.net>



Job Description

Job details

Salary:	Leadership Scale £64,143 - £73,559 (L18 - L24)
Hours:	Full-Time
Contract type:	Permanent
Responsible to:	The Governing Body of Fairisle Infant and Nursery School

Main purpose

The headteacher will:

- Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community.
- Create a culture where pupils experience a positive and enriching school life.
- Establish and oversee systems, processes and policies so the school can operate effectively.
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context.
- Make sure school improvement strategies are effectively implemented.
- Monitor progress towards achieving the school's aims and objectives.
- Allocate financial resources appropriately, efficiently and effectively.

Qualities

The headteacher will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct.
- Build positive and respectful relationships across the school community.
- Serve in the best interest of the school's pupils.
- Show tolerance of, and respect for, the rights of others, recognising differences and respecting cultural diversity within contemporary Britain.
- Uphold fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths.
- Know, understand and act within the statutory frameworks which sets out their professional duties and responsibilities.

Duties and responsibilities

School culture and behaviour

The headteacher will:

- 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 in order to prepare pupils from all backgrounds for their next phase of education and life.
- Establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively.
- Promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment.
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school.
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy.
- Ensure a culture of high staff professionalism.

Teaching, curriculum and assessment

The headteacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on an evidence-informed understanding of effective teaching and how children learn.
- Ensure teaching is underpinned by high levels of subject expertise.
- Ensure effective use is made of formative assessment.

- Ensure a broad, structured and coherent curriculum which sets out the knowledge, skills and values that will be taught.
- Establish curriculum leadership, including subject leaders with relevant expertise and 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.
- Use valid, reliable and proportionate approaches when assessing pupils' knowledge and understanding of the curriculum.

Additional and special educational needs (SEN) and disabilities

The headteacher will:

- Promote a culture and practices that enable all pupils to access the curriculum and learn effectively.
- Have ambitious expectations for all pupils with additional and special educational needs and disabilities.
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate.
- Make sure the school fulfils its statutory duties regarding the [SEND Code of Practice](#).

Organisational management

The headteacher will:

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of 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 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.

Professional development

The headteacher will:

- Ensure staff have access to high quality, sustained professional development opportunities.
- Prioritise the professional development of staff, ensuring effective planning, delivery and evaluation.
- 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.

Governance, accountability and working in partnership

The headteacher will:

- Understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility.
- Establish and sustain professional working relationships with those responsible for governance.
- Ensure that staff 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.
- 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 to improve educational outcomes for all pupils.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the headteacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.

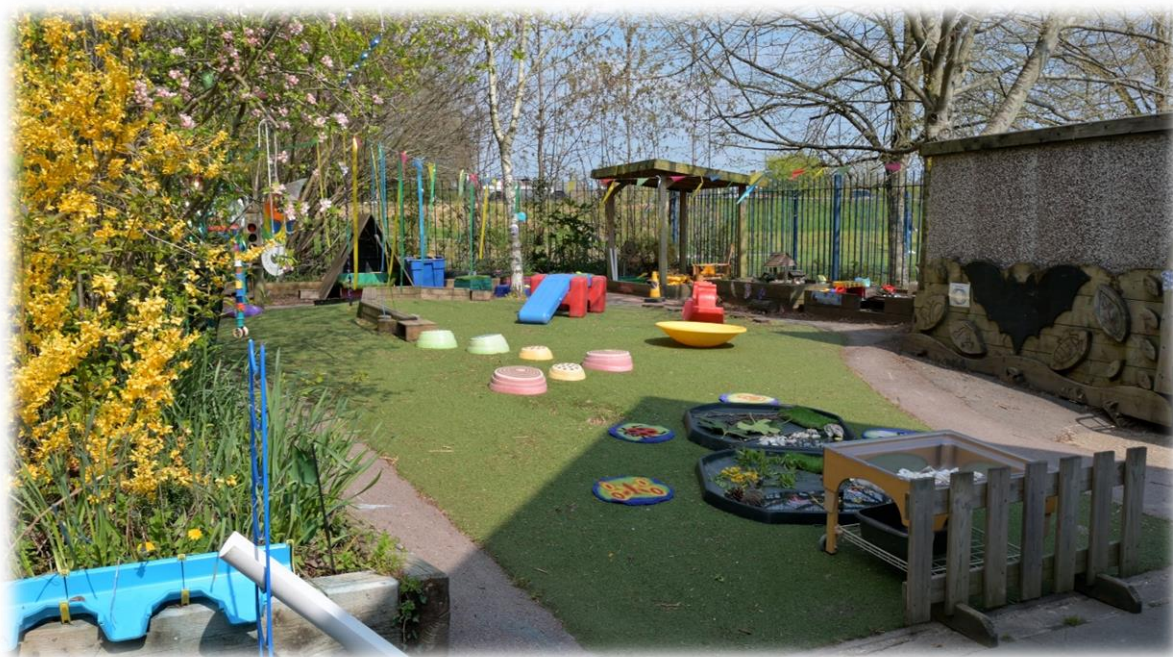
For full details please refer to the role of Headteachers as defined by the National Standards for Headteachers and for conditions refer to School Teachers' Pay and Conditions 2021.

Person Specification

Factor	Essential	Desirable
Professional Qualifications	Qualified teacher status Degree Evidence of significant and relevant professional development	National Professional Qualification for Headship Masters or other professional qualification.
Experience	Significant and successful leadership experience primary	Headship

	<p>education (minimum of 3 years)</p> <p>Teaching experience (minimum of 5 years experience, including EYFS and KS1)</p> <p>Proven track record of improving the quality of teaching and learning</p> <p>Involvement in school self-evaluation and development planning</p> <p>Successfully used a range of evidence to improve pupils' progress, attainment and attendance</p> <p>Demonstrable experience of successful line management and staff development</p> <p>Proven track record of building effective partnership with parents</p> <p>Have maintained a strong safeguarding ethos and culture within school and across the school community</p> <p>Evidence of improving well-being for staff and children</p> <p>Experience of planning and leading staff development initiatives</p>	<p>Has a clear understanding of the SEN code of practice</p> <p>Has experience of UNICEF Rights Respecting School award</p> <p>Evidence of managing underperformance</p> <p>Experience of cross school collaboration, including transition points.</p>
Skills and knowledge	<p>Data analysis skills, and the ability to use data to set targets and identify weaknesses</p> <p>Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve</p> <p>Effective communication and interpersonal skills</p>	<p>Understanding of school finances and financial management</p> <p>Passionate about improvement to teaching and learning through the use of IT</p>

	<p>Ability to communicate a vision and inspire others</p> <p>Ability to build effective working relationships</p> <p>Ability to build a cohesive strategy to support school improvement</p> <p>Keeping abreast of local and national developments</p>	
Personal qualities	<p>Commitment to uphold the 7 principles of public life (the Nolan principles) at all times</p> <p>Has a presence that inspires confidence and trust and an ability and willingness to delegate</p> <p>A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school</p> <p>Ability to create and develop teams (of staff) to lead and manage within the school environment</p> <p>Ability to work under pressure and prioritise effectively</p> <p>Commitment to maintaining confidentiality at all times</p> <p>Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.</p>	



Application Process

Informal Visits

If you are keen to find out more about the school, visits are warmly welcomed and encouraged. To arrange a visit or for further information please contact the School Business Manager, Jane May on 023 80731199 or by email at j.may@fairisle-inf.co.uk

Application

Candidates should complete the application form and return it via email so that it is received no later than noon on 31/01/2022 at 12.00 noon.

E-mail address: robert@rlfederation.net

You should provide a full statement in support of your application, which should not exceed two sides of A4 paper. Please do not state factual details already included elsewhere on the application form.

Selection Procedure

The shortlist will be drawn up on 7th February 2022 and the selection process will take place on 3rd & 4th March 2022. Further details will be sent to those candidates called for interview.

Applicants will be advised within 3 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 within 2 working days of receipt. If you do not receive an acknowledgement within this time, please contact Rob Atkinson, HR Manager immediately at robert@rlfederation.net

Safer Recruitment

Fairisle Infant and Nursery School are committed to safeguarding and promoting the welfare of children and young people and 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.

Privacy Notice – The School collects information about you in order to provide you with recruitment and employment services. We will use the information for the recruitment and selection process and, if successful, to activate employment with the school.

The legal basis for processing your personal data is that it is necessary for the performance of the employment contract or in order to take steps before entering into a contract and if necessary for the local authority to comply with a legal obligation.

The legal basis for processing special category data is that processing is necessary for the purposes of carrying out the right and obligations in the field of employment, that it is necessary for the reasons of substantial public interest and that it is necessary for the purposes of the assessment of the working capacity of the employee.

