



Grange Farm Primary School



Deputy Head Teacher Application Pack

Summer 2022



Grange Farm Primary School Deputy Headteacher

At Grange Farm Primary School we want our pupils to have an enthusiasm for life and their learning.

We are looking for an exceptional individual who is:

- innovative, hardworking and passionate about improving educational standards
- an inspirational and strategic leader who can support the Headteacher in building on the school's strong tradition of continuous improvement

who wants to:

- empower and motivate staff and pupils to achieve their full potential
- promote and maintain excellent relationships with Parent, Carers and the wider Community
- develop healthy, independent and curious learners
- acknowledge and celebrate strengths of all individuals
- meet the challenges of the future and continue on our journey to 'Outstanding'.

If you believe you possess the qualities to take on this exciting challenge then we would be delighted to hear from you.

Salary Range – Leadership Scale (Point 6 to 12)

Start date: January 2023 (or earlier if possible)

If you would like an informal discussion about this exciting post or arrange a school visit, please contact us at Grange Farm Primary School: 024 76 411098 or email: adminstaff@grangefarm.coventry.sch.uk

Pre Interview School Visits: Contact school to arrange a convenient time

Closing date: Midday on Thursday 7th July 2022

Short Listing: Thursday 7th July 2022

Interviews: Wednesday 13th July 2022

Grange Farm Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

There is a requirement for the successful applicant to complete an enhanced disclosure and barring service (DBS) check.



Welcome Letter

Dear Applicant,

Thank you for your interest in the post of Deputy Head Teacher at Grange Farm Primary School.

This is an excellent opportunity for an ambitious and inspirational leader. Grange Farm is set for an exciting period of change and opportunity with a new headteacher in place from September 2022. We are looking for someone to join them in building on the school's strong traditions of high standards in all areas and our commitment to continuous improvement. You do not need to have previous experience as a Deputy Head Teacher but experience of leadership and the ability to demonstrate an impact on raising standards is key.

You will be very well supported by the Board of Governors who are committed to build upon the achievements and success of the past and move the school further in providing a first-class education for local children.

Grange Farm Primary School was inspected by Ofsted in October 2018, retaining its overall judgement as a "good" school.

The information provided in this recruitment pack, along with the job description and person specification detail the skills and qualities we are looking for in our new Deputy Headteacher and how to make your application.

If you would like further information or would like to arrange a school visit and/or a conversation with our new headteacher, please contact Erica Smith at Grange Farm Primary School.

Tel: 02476 411098 or Email: adminstaff@grangefarm.coventry.gov.uk

Yours faithfully,

Colin Marscheider
Chair of Governors Grange Farm Primary School



About Grange Farm

Grange Farm Primary School is a popular Local Authority maintained school located in the Styvechale suburb of Coventry.

It is larger than average with approximately 420 pupils comprising of cohorts based on 60 children from Reception to Year 6. September 2018 marked the completion of an increase in school size from one-form to two-form entry.

The school maintains a very good reputation within the local community and across wider Coventry. Pupil numbers are consistently high with very few free spaces in any cohort. Successful appeals to the local admissions team, admissions due to high-level SEND or due to Looked After Children status occasionally result in class sizes above 30 but this is against the general school policy. The school has a higher than average stability within the pupil population.

The school's Reception intake typically comes from a wide range of Early Years settings around Coventry (over 25 different settings). About 70% to 75% of Year 6 leavers move to Finham Park Academy. The remaining children go to a number of alternative settings, both within Coventry and beyond into Warwickshire, including into the selective schools system.

The school underwent a period of building work approximately 10 years ago in order to provide classroom space for an increase to two-form entry cohorts. There are 14 classroom spaces and each year group from Year 1 to Year 6 has a shared additional "break-out" space. The school also has a library, a hall and a separate dining room. School meals are cooked on site. The school's outdoor space includes an EYFS outdoor learning environment, a field, a tarmac playground, a woodland area, a storytelling area and various pieces of fixed play equipment.

The proportion of children eligible for Free School Meals and in receipt of the Pupil Premium is well below the national average although this has shown a generally increasing trend in recent years. Also, the proportion of children on the Special Educational Needs register is below the national average. Although these groups remain small compared to other settings, there has been a noticeable rise in the needs of pupils joining the school since the increase to two-form entry (such that we now have a higher than average proportion of children with an EHC Plan).



The school has a multi-cultural population with the most significant proportions coming from White British and Indian backgrounds but with a large number of other ethnic backgrounds also represented. The proportion of children speaking a home language believed to be other than English is above the national average although very few children are in the very early stages of English language acquisition.

Achievement trends over time have been generally strong. Attainment is typically above national averages and whilst progress measures have represented a greater challenge, these have shown improvement in recent years.

The school has a new headteacher taking up post in September 2022 and the new Deputy Headteacher will support them in leading the school in its next stages of development. A skilled and experienced Senior Leadership Team are in place to provide further leadership capacity.

The teaching staff profile ranges from colleagues in the first years of their careers to teachers on the Upper Pay Scale who have many years of classroom experience. Staff turnover is low and advertised posts attract competitive fields and good quality shortlists.

The Governing body currently has no vacancies and includes members with a wide range of knowledge and experience. The body represents a full range of interests from across the school community. There is a balance between long-standing governors (the Chair of Governors has been in role for over 10 years and has been a governor at the school for 20 years) and newly appointed governors.

The school receives support from Coventry Local Authority and also engages fully with the Coventry Education Partnership including engaging with a school improvement network of 10 primary schools from across the city. The school also engages the services of a variety of external advisors with different areas of expertise.





Vision & Intent

Inspiring learning
Achieving potential
Flourishing in life

Our vision and our intent is for our children to...

- feel safe, secure and heard
- engage with and succeed in learning across a broad, diverse and ambitious curriculum
- enjoy memorable experiences drawn from a wide range of cultures
- share personal achievements with pride and value the successes of others
- lead a healthy, active lifestyle
- develop emotional awareness and empathy
- embrace challenge and new experiences and opportunities
- be curious, motivated and enthusiastic
- talk with confidence and clarity about their learning
- build resilience, solve problems and accept setbacks
- respect other people and their environment
- value, celebrate and develop a rich knowledge and understanding of our diverse world

Be Grange Farm





Application Process

Applications for this post will only be accepted using the application form provided – this must be completed in full. Please use the “application questions” section to explain how your knowledge, skills and experience meet the demands of the person specification above. There is no word limit for this statement but we would ask candidates to work to a guide of two to three sides of A4.

We would also ask candidates to complete and return an Equal Opportunities form.

The closing date for applications is midday on Thursday 7th July. These should be returned to adminstaff@grangefarm.coventry.sch.uk or posted to the school address.

Pre interview visits can be arranged by contacting the school.

Shortlisting will take place on Thursday 7th July and all candidates will then be contacted by email.

Shortlisted candidates need to be available for interview on Wednesday 13th July.

If you have any questions relating to the application process, please do let us know.

We look forward to hearing from you.



GRANGE FARM
Primary School

Inspire, achieve, flourish