

# Head Teacher Information Pack



Aldermoor Farm Primary School

## **Headteacher Vacancy**

**Salary:** Leadership Scale L21—L27

**Responsible to:** The Board of Governors at Aldermoor Farm Primary School

**Start date:** September 2022

**For school visits, and application forms,** please contact Cat Grantham, School Business Manager [cat.grantham@aldermoorfarm.coventry.sch.uk](mailto:cat.grantham@aldermoorfarm.coventry.sch.uk)

### **Closing date**

Monday 24th January 2022 at noon

### **Short Listing**

Tuesday 25th January 2022

### **Assessment Day and Interviews**

Thursday 10th and Friday 11th February

Aldermoor Farm Primary School is committed to safeguarding and promoting the welfare of children and young people. We expect that our staff, volunteers and visitors share this commitment. Through Safer Recruitment we ensure that all our recruitment and selection processes reflect this commitment. This post will be subject to an Enhanced Disclosure and Barring Service (DBS) check. Reference checks will be performed prior to the interviews for those candidates successfully short listed.

## **Aldermoor Farm Primary School**

Acorn Street, Coventry CV3 1DP

Tel: 02476 456272

Email: [admin@aldermoorfarm.coventry.sch.uk](mailto:admin@aldermoorfarm.coventry.sch.uk)

[www.aldermoorfarm.eschools.co.uk](http://www.aldermoorfarm.eschools.co.uk)



*‘Leaders want  
all pupils to do  
well’*

Ofsted Sept 19

## Letter from the Chair of Governors

Dear all Prospective Applicants,

Thank you for your interest in the post of Head Teacher at Aldermoor Farm Primary School. The announcement of our Head Teacher’s retirement in July 2022 has created an opportunity for an inspiring and unique leader to join our team. The current Head Teacher leaves the school with strong foundations for any future Head Teacher to build on.

We are proud of the fact that our school is a great place to be and to work. The children are a delight and their enthusiasm is clear for all to see. They, along with their parents and carers, take pride in the school and are a key part of what makes the school a unique place to be.

We are seeking someone who can build on our school’s successes and achievements, maintain our progress, and work effectively with staff, governors, children and parents to drive the school forward and into the future.

We welcome candidates with vision, passion, and commitment to work in a diverse and vibrant school, with children at all levels, whilst ensuring a high standard of teaching and learning. We are keen to maintain spiritual, moral, social and cultural development and to maintain exceptional support for pupils with social, emotional and behavioural needs. We welcome new ideas which will continue the journey started by our current Head Teacher.

You can find out more about us in this pack and on our website.

If you are an experienced Head Teacher or Deputy who is ready to take on the challenge and become the leader of our team please come and visit to see for yourself what makes Aldermoor Farm unique.

Yours faithfully

**Susan Lomas**

Chair of Governors

# Aldermoor Farm Primary School— Key Facts

- \* Location: **Stoke Aldermoor, Coventry**
- \* Ofsted rating: **Requires Improvement, 2019**
- \* Pupil Numbers: **545**
- \* Average Class size: **26**
- \* Staff: **88**
- \* Attendance: **92.9%**
- \* EAL: **44%**
- \* Number of Languages: **42**
- \* SEND: **23%**
- \* Pupil Premium: **37%**
- \* Budget: **£2.8m**

**Aldermoor Farm Primary School** is a larger than average primary School. It is a three-form entry school, with a 60 place Nursery, offering 15 and 30 hour provision.

Aldermoor Farm Primary School is a successful and happy school with a strong inclusive ethos. We are located in the Stoke Aldermoor area of Coventry. The school covers a varied and changing catchment area, primarily social housing, with an increasing number of children attending from neighbouring housing estates.

We pride ourselves in our relationships with the local community and external agencies, working closely to remove barriers and solve problems which impact our children's progress and learning.

At Aldermoor Farm Primary School we are committed to working together to provide every member of our community with the best opportunities to achieve their full potential.

Our Vision at Aldermoor Farm Primary School is to embody our vision statement of **Aspire, Inspire** and **Motivate** through a commitment to educate all areas of child development.

This vision is embedded across the whole school, within the curriculum and our Growth Mindset initiative.

At Aldermoor Farm Primary School we follow a whole school social and emotional programme called Thrive which aims to develop a child's awareness of how to express and manage their feelings using activities within the class.





## **Our staff**

The school has a well established team of staff which are dedicated to ensuring the children achieve their full potential. Their involvement in the school is valued and they are encouraged to develop their teaching through continuing professional development.

### **Our Senior Management Team includes:**

Head Teacher

Deputy Head Teacher

EYFS/KS1 Assistant Head Teacher

KS2 Assistant Head Teacher

### **The Extended Management Team includes;**

School Business Manager

EYFS/KS1 SENCo

KS2/ERP SENCo

Standards Leader for each year group

Pastoral Support Manager

## **Teaching Staff**

Aldermoor Farm currently have 33 teaching staff, including senior leaders and 2 SEN coordinators

### **Teaching Support Staff**

There is an extensive Teaching Assistant team, each class in Early Years and Key Stage 1 have a named Teaching Assistant. Key Stage 2 have two named Teaching Assistants within each year group

### **Pastoral Team**

Aldermoor Farm Primary School has a Pastoral Support Manager, a Family Support Worker and a team of four Learning Mentors. This team supports both children and families.

### **Governing Board**

We have fully committed, hard working governors that work closely with the school to provide support and challenge. Collectively they have high aspirations for the children and are determined to ensure they receive the highest standard of education.



## School Facilities

- Nursery Provision for 3—4 year olds offering 15 and 30 hour places
- Well-equipped classrooms with up to date IT equipment and a multi use studio with musical resources
- Extensive grounds with a large wildlife area and outdoor pavilion used frequently for the Forest School provision.
- Minibus—providing transport to enable children to extend their learning outside the classroom and attend extra curricular events.
- Wraparound Provision supporting working families with before and after school child care.



- Dedicated Sports Coaches delivering a specialized broad and balanced PE curriculum while allowing Teachers to develop their own skills.
- The Enhanced Resource Provision (ERP) is a purpose built facility with Local Authority support to provide provision for children with a diagnosis of autism. It is managed by the KS2 SEN coordinator and supported by four dedicated SEN Teaching Assistants.

*‘Parents appreciate the warm and welcoming atmosphere in the school. They also appreciate the wide range of activities the children take part in.’*

## Curriculum at Aldermoor Farm

The Senior Leadership Team and Governors ensure that the curriculum is based upon the formal requirements of the National Curriculum.

This includes activities that will be planned to promote learning and personal and social development. The curriculum is designed so that children grow into positive responsible citizens, who can work and cooperate with others while at the same time developing their knowledge and skills, in order to be the best they can be.

## Community and Parental Engagement

Aldermoor Farm School actively encourages parental involvement and runs many initiatives to encourage parents to take an active role in their children's learning. Through our Pastoral Team the school supports parents, financially and emotionally with benefit advice sessions and parenting advice workshops.

By building close relationships with our children and families we have created a warm and welcoming school community. Our school is committed to involvement with both the community in which the school is based and the wider community.

# Our Literary Magazine

tall

unnoticed

young

loud

blonde

old

quiet

green

Dear diary 30th June  
I've got trapped in the forest  
and I'm excited to see  
my uncle. The guards  
wanted to take me away so when I  
was in a dusty, dark  
prison cell I was cold but  
only they bit  
the food was  
wonderful. I was  
in a castle with  
red walls and  
a white dragon  
in the sky. She  
was beautiful and  
happy.

George went to the sweet  
shop and the unicorn broke  
something on the shop.

The dragon played  
in the library.

George made a unicorn  
and he built a  
unicorn machine.

George made  
a unicorn  
and he built  
a unicorn machine.

Ann  
Year 2

Thursday 27th May  
Dear Diary

You will not know what  
happened to me. When I  
was flying in the sky I saw a  
huge tower. It was my uncle's  
tower. We decided to land on  
the tower and see my uncle.  
The tower had a purple  
roof. In the roof there were  
different floors.

At first I went to my Uncle's  
castle. He said I could be a doctor  
so he told his men to save me. So  
they trapped me up. I couldn't get  
out and I started to feel sad. I cried  
and I stopped. I thought I was  
ruined. The next morning I felt very  
sad I couldn't get out.

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and the doctors helped me.  
I cried when the king shouted at me.  
I went to the old doctor's castle.  
I saw a white rat in the dragon's  
mouth.

Alivia, Year 2

Alex, Year 2

Lexie, Year 2

## **Headteacher Person Specification**

### **Qualifications**

- Qualified Teacher Status
- Honours degree or equivalent
- NPQH or evidence of further professional qualifications is desirable

### **Experience**

- Previous Headship or Deputy Headship
- Success in leading one or more subject areas
- Substantial, successful teaching experience

### **Professional Development**

- Evidence of continuing professional development relating to school leadership and management, and curriculum/teaching and learning
- Experience of leading the professional development of others

### **Strategic Leadership**

- Ability to articulate, share and deliver a vision of primary education
- Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement
- Ability to analyse data, develop strategic plans, set targets and evaluate progress
- Ability to develop and deliver quality educational provision and strategies to raise standards and the attainment of all pupils
- Experience, understanding, and commitment to, promoting and safeguarding the welfare and well-being of pupils and staff
- Experience and commitment to, developing links with other schools, agencies, parents and the wider community

### **Teaching and Learning**

- Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils
- Experience of effective monitoring and evaluation of teaching and learning and the ability to devise and implement subsequent improvement plans
- Excellent knowledge of statutory requirements relating to the curriculum and assessment and the use of assessment to inform the next stages of learning
- Success in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management



## **Headteacher Person Specification continued**

### **Leading and Managing Staff**

- Experience in effective working with and leading staff teams
- Ability to successfully delegate work and support colleagues in undertaking responsibilities
- Developing a culture of high expectations and achievements
- Success in performance management and supporting the continuing
- Effective budget planning and resource deployment

### **Accountability**

- Ability to communicate with a range of audiences - e.g., staff, pupils, parents, governors, colleagues, the Local Authority, the community and other professionals
- Experience of effective whole-school self-evaluation and successful improvement strategies
- Ability to provide clear information and advice to staff and governors
- Secure understanding of strategies for performance management
- Experience of offering challenge and support to improve performance

### **Skills, qualities , and abilities**

- High quality teaching skills
- Ability to organise work, prioritise tasks, make decisions and manage time effectively
- Ability to remain positive and enthusiastic when working under pressure, embody stamina, resilience and
- Ability to foster a culture of respect and openness
- Ability and belief in developing the whole child

### **References**

- Unequivocal recommendation in professional references

**The Governors at Aldermoor Farm look forward to receiving applications for prospective candidates who meet the outlined Person Specification. If you require any further information please contact the school directly on  
02476 456272**



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