



# Southill Primary School

## Headteacher Recruitment Pack



**Happy** 

**Confident**

**Prepared** 



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# Welcome

## from Keith Evans, Chair of Governors

Dear Prospective Headteacher,

Thank you for considering the opportunity to lead Southill Primary School. We take great pride in our school, and the selection of our next headteacher is a matter of utmost importance to us.

We are fully committed to remaining a local authority maintained school and we are seeking an individual with high expectations and aspirations, someone who will champion our school as we embark on the next phase of our journey. The ideal candidate will have the autonomy to lead our school and will approach challenges collaboratively, infusing enthusiasm and humour into their leadership style. It is crucial that our new headteacher shares our values, possesses a passion for education, and prioritises the wellbeing of both staff and pupils.

At Southill Primary, our evolving curriculum is robust and demanding, designed to equip our pupils for challenges beyond our school. We are fortunate to boast exceptional indoor and outdoor learning environments, including a spacious hall, bright classrooms, a bespoke library, forest school, quiet garden, two playing fields and three playgrounds – all continuously being developed.

We hope you find this Recruitment Pack informative. If you wish to find out more about the headteacher position and our school, please feel free to schedule a visit. During your visit, you will experience first hand the warmth and diligence of our officially 'Outstanding Happy' school and have the opportunity to meet with our dedicated staff, pupils and governors.

We look forward to welcoming you at Southill Primary.

Keith Evans  
Chair of Governors

# Why Southill Primary?

We are a one-form entry primary school with a strong community and awesome aspirations for our pupils. Here at Southill, we're recognisably unique. We pride ourselves in building high quality relationships between our staff and pupils, and we invest in our children's interests - nurturing their talents and skills within an inclusive environment where everyone is well prepared to achieve.

## Our Aims and Ethos

*Southill Primary inspires all children to be happy and ambitious, enabling them to excel by nurturing positive relationships, developing their confidence and preparing them to thrive within a global community. Our aims for children who attend our school is to develop happy children, confident learners and prepared citizens who accept and value others' differences.*

Our full Vision, Values and Aims can be viewed within our current [Prospectus](#).



A Southill Primary pupil is empowered with kindness, consideration and a positive perspective, forming a unique and distinctive flavour which embeds throughout our whole school.

Children naturally adopt and actively encourage an inclusive and caring approach, they understand the value and importance of their actions and are able to recognise and reflect as needed, with strategies and resources to support them such as friendship benches and pupil representatives.



Pupils at Southill Primary are able to utilise our exceptional indoor and outdoor environments, designed and built with purpose to engage, inspire and to support learning and development. Our classrooms are bright, clean and colourful with working wall displays and interactive screens. They benefit from connecting unit areas, which provide quieter learning spaces, cosy reading corners and opportunities to embrace creativity. All are well-resourced and provide plenty of stimulus and inspiration.

Our spacious hall connects with all units and classrooms, providing host to a range of activities with easy access. In 2021 we opened a bespoke school library, which is always bursting with a selection of quality books covering a wide range of topics and genres with a calming space to read and relax. Our children thrive on being able to browse and borrow books themselves and our Reading Champions help to keep it well stocked and relevant.



We are fortunate to have large areas of outdoor space which we have developed to provide high quality provision, children spend time outdoors every day. These areas include an outdoor classroom, a pond, quiet garden, trim trails (including two purpose-built climbing frames), a theatre, story-telling seating, two playing fields with a football pitch and athletic track, three playgrounds with basketball and netball courts (including equipment such as trikes and scooters), a designated Forest School area with fire-pit and also a Woodland Walk, our onsite nature trail.



Our Forest School provides tailored child-centred opportunities for growth through regular sessions delivered by fully qualified staff. Children are able to lead as they explore a programme which embraces repetitive contact with nature, our grounds are well-equipped with resources to support this.



We have taken considerable care to create, update and improve learning environments with a commitment to continuously evolve to best meet the needs and aspirations of our pupils. You'll find our own bespoke graphics and characters, as well as fully functional spaces which allow children to interact with displays from which they all take great pride and ownership.



# Building Learning Power

Prepared for the future

Southill Primary pupils learn how to collaborate with others, to solve problems and to persevere in the face of challenges, helped by developing their own 'learning powers' which they apply to whatever skills or knowledge they choose to pursue in their adult life. By teaching children how to learn, they are ready to choose 'what to learn' for themselves ... and it really works! We've noted four key attributes of independent, successful learners. Our pupils came up with their own fun, colourful characters to represent these characteristics and to help them to better understand their powers:



## Ninja Nutmeg

They are **resourceful**

They are curious and ask questions. They think about what they have learned before and know what resources they can use to help them.



## Sir Owlington

He is **reflective**

He thinks about what he has done before and tries to improve his own work. He takes pride in the things he can do already, but is always aware of how something could be even better.

## Captain Shelby

He is **resilient**

He doesn't give up when things get difficult. He keeps trying until he succeeds!



## Agent Buzzbee

She is **reciprocal**

She knows when it would be best to work by herself and when to work with others. She listens to her teammates and learns from them.

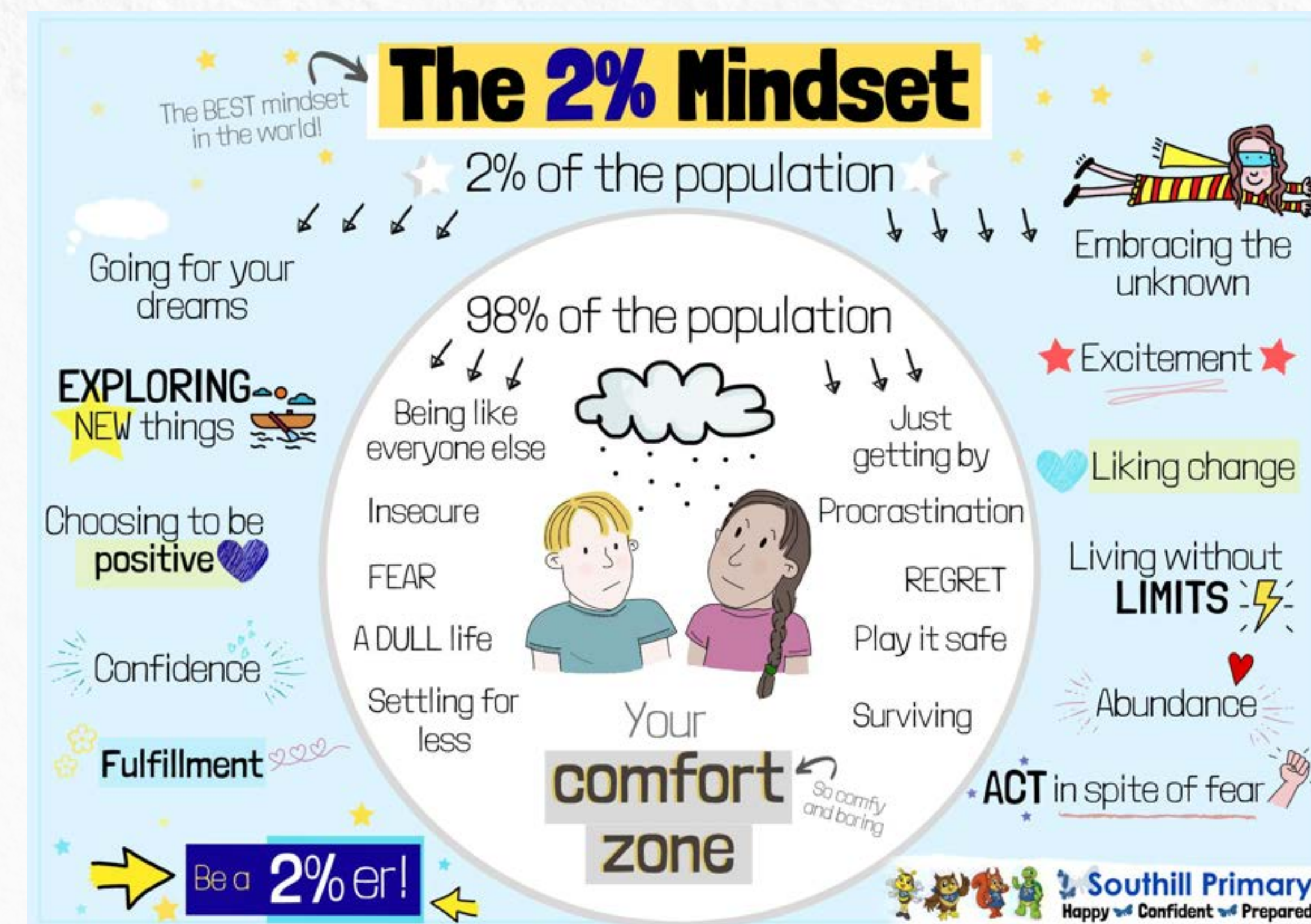


Our BLP characters are well loved, you'll find them all around our school. Postcards are regularly sent home in recognition of children who display elements of these learning powers at school, staff are pleased to spot these attributes and children are always keen to collect them all!

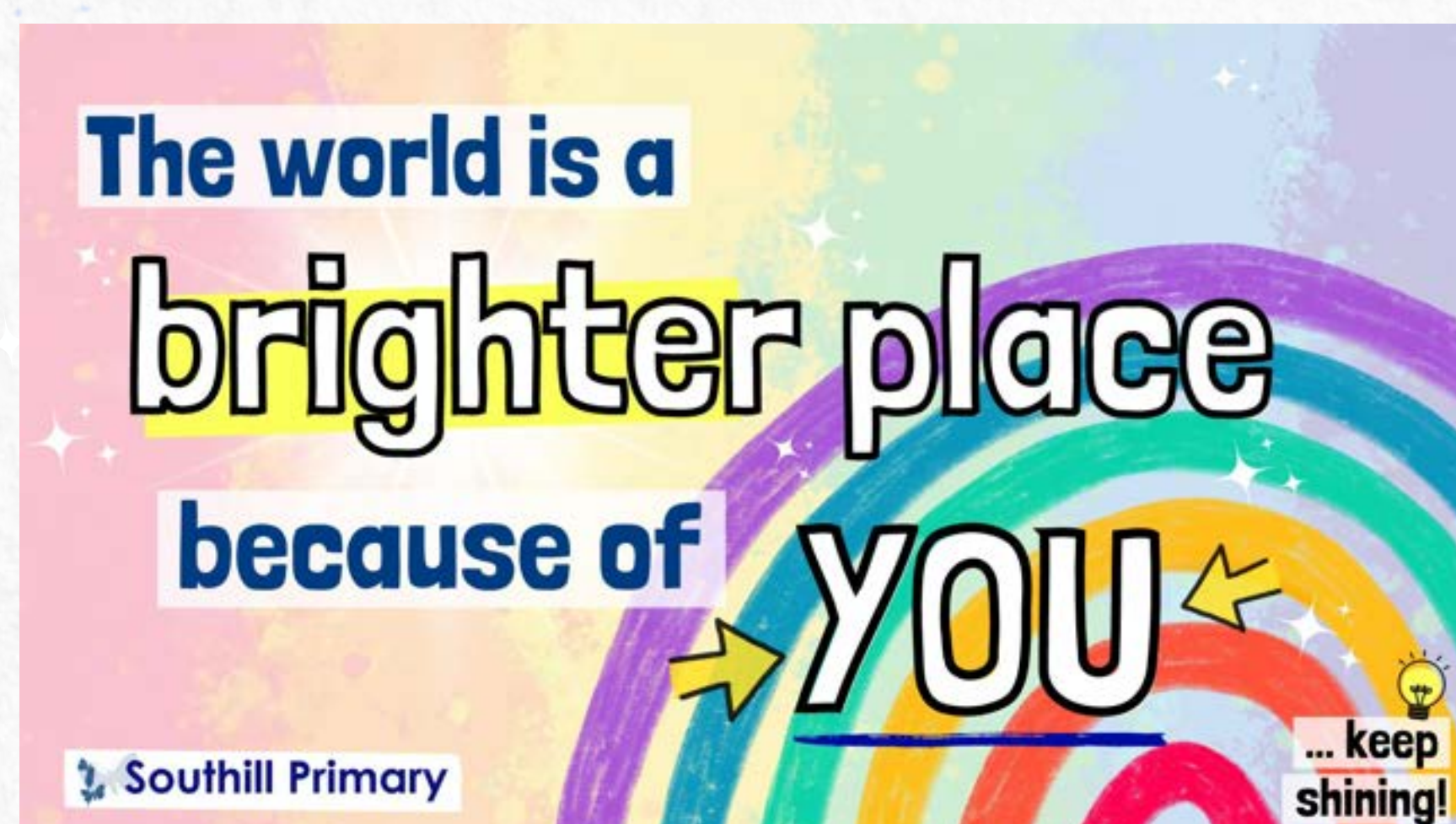
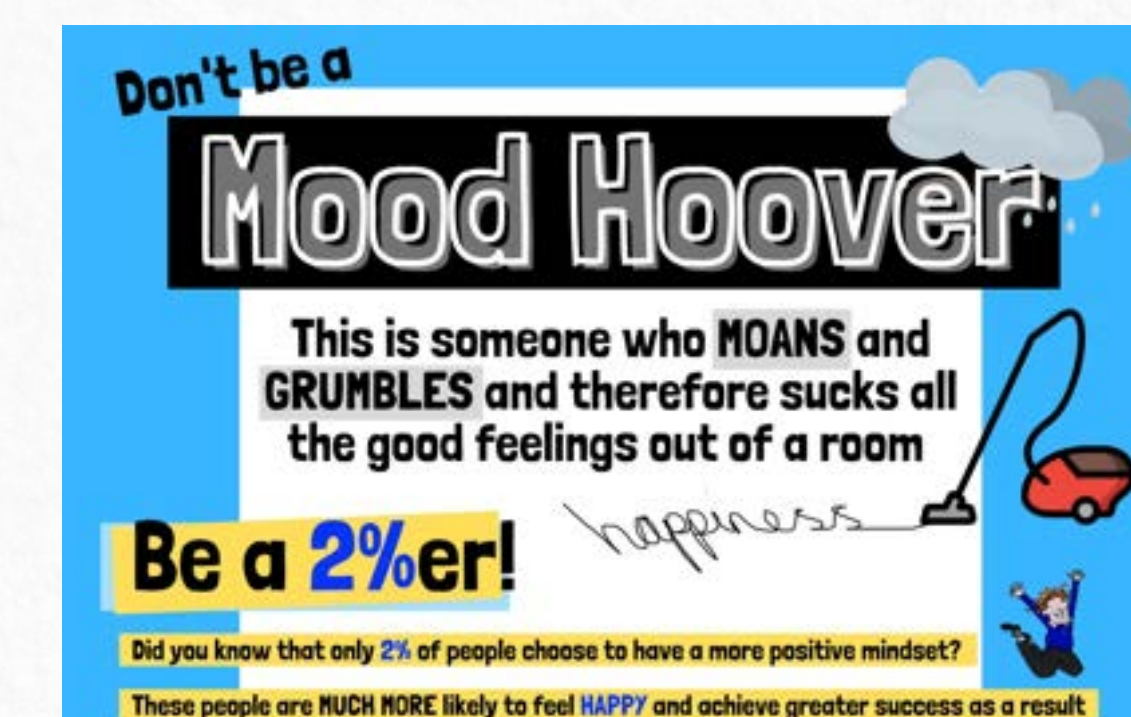


# OUTSTANDINGLY HAPPY @ Southill Primary

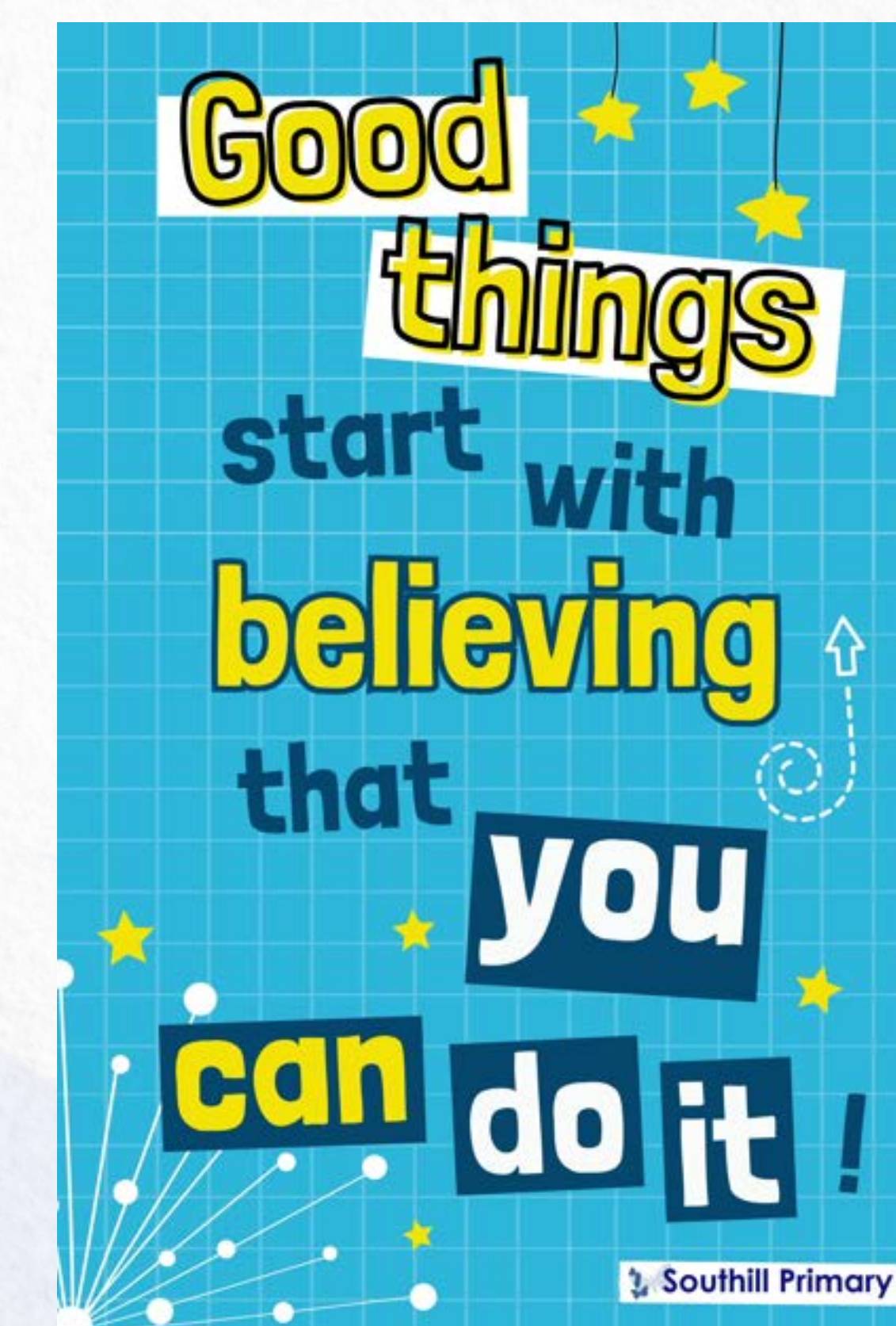
Be a 2%er! NOT a Mood Hoover. This is a well-known and understood phrase here at Southill Primary, we make it our mission to be part of the 2% of the population who choose to adopt a more positive outlook. We even share a 2%er Assembly where we celebrate children weekly who display this attitude! You can't make yourself be happy, but you can choose to be positive and are therefore more likely to feel happiness and achieve success as a result. We've many tricks and tips that we like to share to help other people, our Wellbeing Wizards meet regularly as ambassadors within each class.



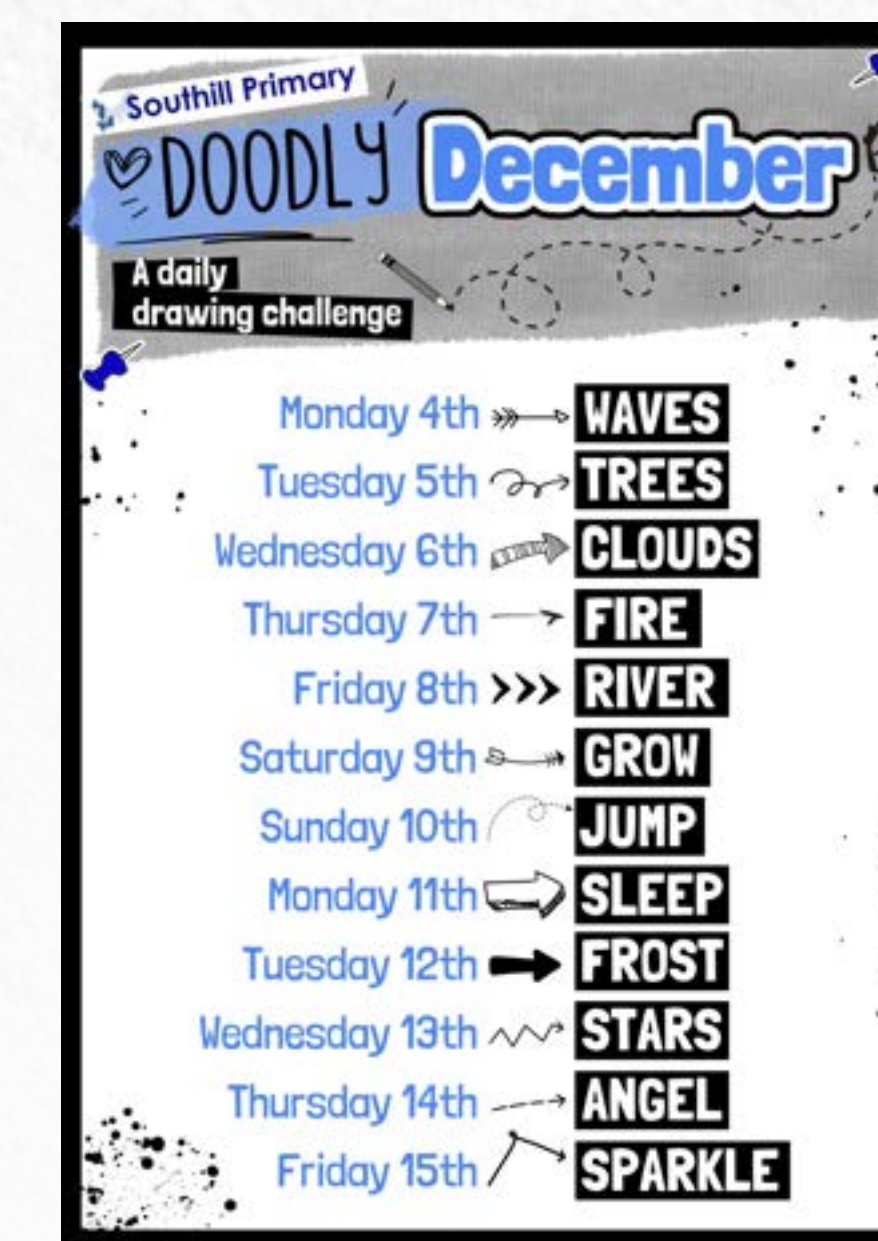
You'll find many of our motivational graphics throughout the school. We inspire children daily in a number of ways, placing strong value on the importance of their emotional wellbeing. Classes also take part in daily Stormbreak sessions, a programme of activities designed to support both physical and mental health linking to specific concepts such as Resilience, Relationships, Self-worth and Hope and Optimism.



We regularly discuss, plan and celebrate our aspirations too, with focus on knowing which steps are needed in order to achieve them. Supporting children to aim high also ignites their imagination, where anything is possible. Our pupils dream of becoming astronauts, zoo keepers, musicians, vloggers, business owners and ('the best') fish and chip sellers! We have a variety of books available to help children to aspire, we ensure that these are physically available within interactive displays for them browse whenever they wish.



Our school community are a very valuable asset to our school, we foster strong home/school links and welcome our families in many ways. We recognise that these connections are vital in ensuring the very best for our pupils and take great pride and effort in building these important relationships. In addition, we are lucky to be situated within an area where we can extend these links to the wider community, pupils can often visit local care homes, Emmanuel Church and amenities within easy walking distance and we also regularly share interactive activities and celebrations within Southill.



## Fitness Thursdays

Fitness Thursdays take place before school and feature a themed physical activity each week, ranging from 'Scoot n'toot' circuits with bikes and scooters, 'Hula Havoc' hoops, dancercise aerobics and walks to school. Families join us for these sessions, including our staff. Our very own Bike Bus, organised by parents, sets off through Southill on Fridays with multiple bike bus stops for children and families to join us on a cycle ride to school. They make a great start to the day and residents often take to the pavements to wave (and encourage) our riders along the way. Families are also invited to join us at weekly Celebration Assemblies where we recognise children's achievements both in and out of school.



In addition to our school website, we have a host of active and informative social media channels where our school community can regularly engage. Class blog posts link to these pages, along with monthly bedtime stories read and recorded by Southill staff, innovative and interactive projects, updates and activities. Our channels are well subscribed and we invest time into media elements which can therefore extend beyond the classroom. These channels, along with our website and electronic messaging, form effective, multipurpose links by enabling us to reach out to our families and school community in a variety of effective ways.





# Our School Population

210

Numbers of pupils

96.3%

Attendance

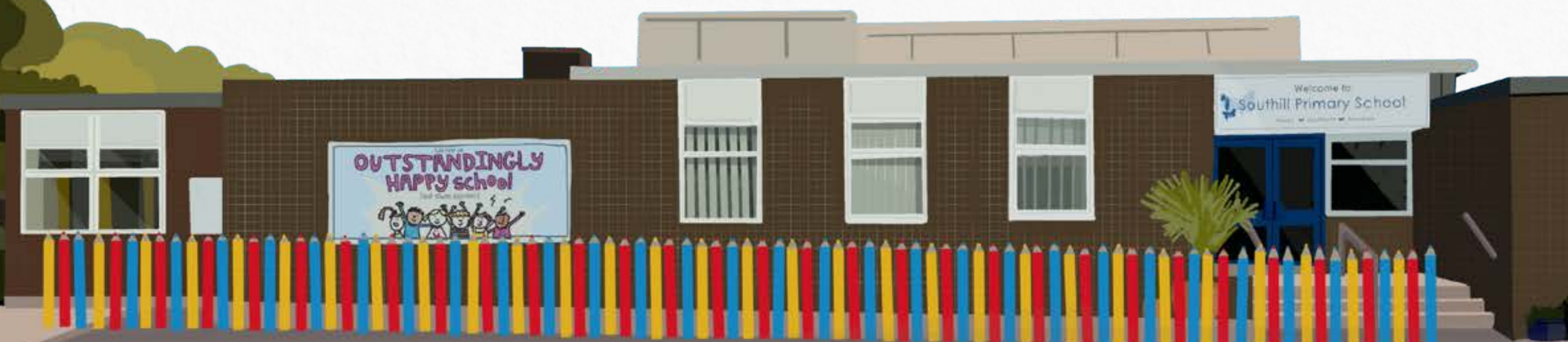
28  
(13%)

Pupil Premium 2023

29  
(14%)

SEN

Teachers	11	
Teaching Assistants	10	+
Admin Team	3	SEN Co-ordinator
Lunchtime Staff	7	Headteacher
Breakfast Club	2	Deputy Headteacher
Site Staff	2	School Governors



# Pupil Attainment Information

## Summer 2019–2023

KS2	2023		2022		2019	
Subject:	ARE+	GD	ARE+	GD	ARE+	GD
Reading %	81	28	97	42	68	13
Maths %	84	22	77	16	55	6
Writing %	75	9	71	6	68	13
Grammar, Punctuation & Spelling %	81	38	87	29	65	19
Combined, Reading, Writing & Maths %	66	6	65	3	48	0
KS1	2023		2022		2019	
Subject:	ARE+	GD	ARE+	GD	ARE+	GD
Reading %	83	30	82	42	80	13
Maths %	67	13	71	16	77	17
Writing %	57	0	71	6	63	10
Combined R, W, M %	56.7	0	67.9	3.6	56.7	6.7
EYFS	2023		2022		2019	
Good level of development %	76		76		67	
Average number of ELGs at expected level	16.0		15.6		n/a	
Year 1 phonics %	93		93		93	

# Where to find us:

Weymouth is perfectly positioned on the south coast of Dorset, with a population of circa 73,000 people with an additional 1.6 million overnight visitors and 2.1 million day visitors per annum. The town has excellent transport links with access by train to London and Bristol in under three hours and there are also several road links offering beautiful coastal drives, with efficient access to Poole, Bournemouth and Exeter.

Geographically our area is rich in beaches, rivers, biodiverse land and the stunning Jurassic Coast; a 95 mile-long stretch of coastline in southern England situated within the counties of Dorset and Devon. The Jurassic Coast is a UNESCO World Heritage Site recognised for its outstanding rocks, fossils and landforms and is the only place on Earth where rocks from the Triassic, Jurassic and Cretaceous Periods can be seen in one place, representing 185 million years of the Earth's history.



Historically, Weymouth is at the forefront of providing lessons in our past from many different centuries. George III regularly stayed in Weymouth in the late 18th century and popularised our seaside town. Weymouth's history developed in the 20th century as it played an important part in WW1 as a convalescence base for over 120,000 ANZAC troops and in WW2 where over 500,000 troops passed through the port, including those on their way to the D-Day landings. The Nothe Fort was built from 1859 to 1869 as a Victorian coastal defence, providing sea defence during both the first and second world wars. In current times, the fort can be visited to learn about its rich history and it also hosts regular events and celebrations as an entertainment venue.

Dorset hosts regular literacy festivals, with Hardy's Wessex referring to Weymouth as 'Budmouth'. We are lucky to once call Thomas Hardy, TE Lawrence and William Barnes locals to Dorset and also proud to note that Enid Blyton took inspiration from Dorset in her writing. Today, we take much inspiration from local people such as Julian Fellowes and Martin Clunes. Many film and TV productions are filmed within our local area benefiting from our stunning scenery and historical scenes. A recent example including a documentary by Sir David Attenborough on the excavation of a giant 'sea monster' pliosaur fossil.

Weymouth and Portland is a key location for sailing and was host at the 2012 Olympic Games. The British Sailing Team have recently announced that they plan to build a £9m Performance and Innovation Centre adjacent to the current Weymouth and Portland Sailing Academy.

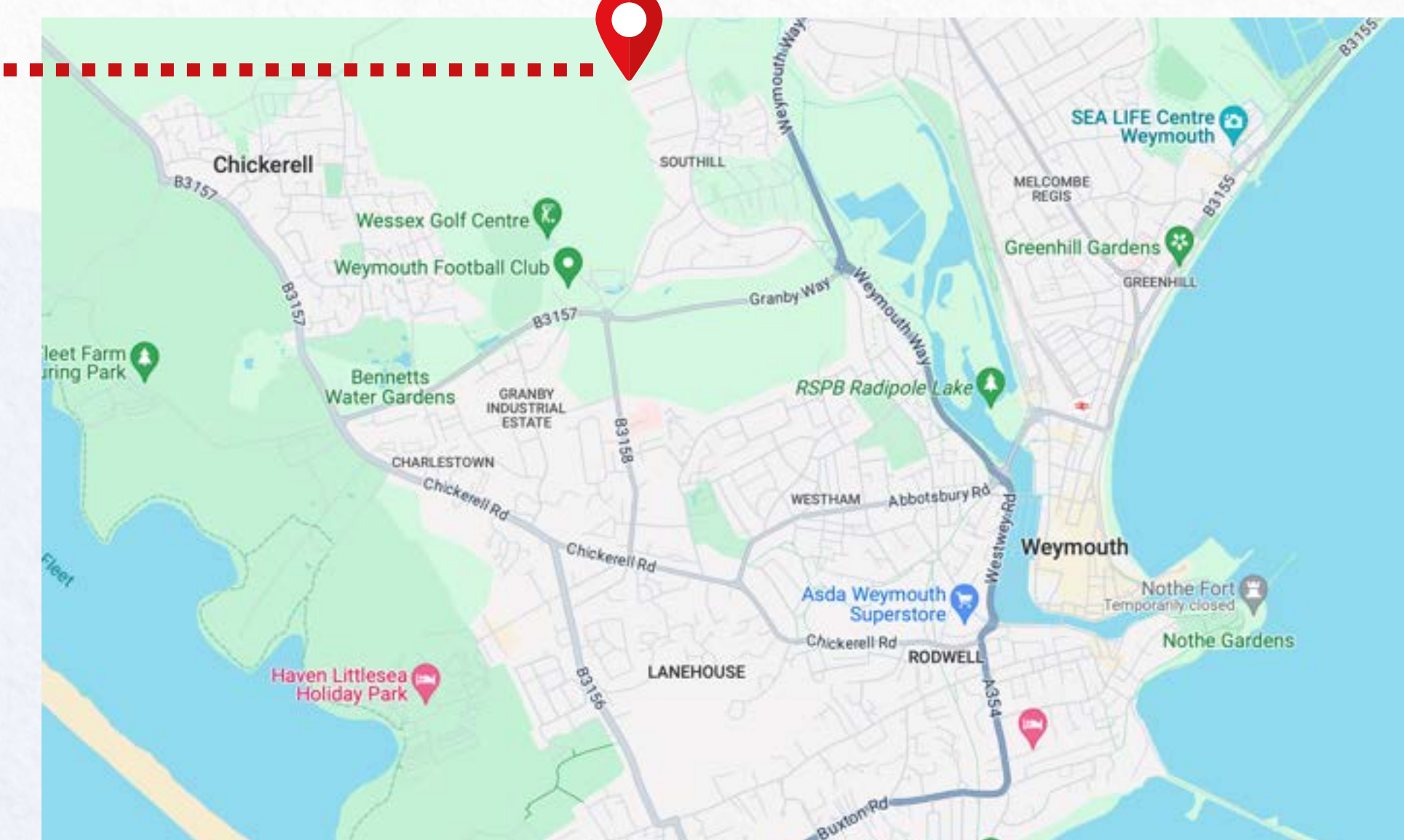
Scientifically, Weymouth played a crucial role when the bouncing bomb was tested on the Fleet and has many reserves of scientific interest including Radipole, Lodmoor, Lorton Meadows and Chesil Beach. There are a wealth of these special sites to be enjoyed across the whole of Dorset. Weymouth Sealife Centre, along with being a popular tourist attraction, provides vital conservation as a sanctuary for marine life.

Residents of Weymouth are able to make the most of a beautiful, quaint and picturesque location with a deep sense of community, within an area that is continually developing. As a school, we are able to utilise our local area well, with plenty of first-hand experiences and opportunities enabling us to explore as we learn. It's great fun!

References:  
[Jurassic Coast World Heritage Site](#)  
[Weymouth Town Council Corporate Plan](#)  
[Nothe Fort Weymouth - Museum & History](#)  
[Hardy's Wessex](#)  
[Dorset Echo - Performance & Innovation Centre for sailing team](#)



**Southill Primary School**  
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WEYMOUTH  
Dorset. DT4 9UF  
01305 773144



# Our Curriculum and Enrichment

The curriculum at Southill Primary is designed to be rich and demanding. It provides opportunities for all children to develop as independent, confident, curious and successful learners with high aspirations, who know how to make a positive contribution to their community and to the wider society.

We are committed to ensure that academic success, creativity and problem solving, as well as physical development, wellbeing and mental health are key elements that support the development of the whole child. We promote positive behaviour and attitudes to learning, with many strategies in place to support this. Our school celebrates and embraces diversity while supporting children's spiritual, moral, social and cultural development, ensuring that they are well prepared for life in modern Britain. Our curriculum incorporates the statutory requirements of the National Curriculum and is carefully sequenced so that children build on prior learning, skills and knowledge.



Our approach to the daily teaching of English and Maths is cohesive, purposeful and inspiring, through use of Letters and Sounds, Talk for Writing and White Rose Maths. To support our teaching of foundation subjects, teachers use Cornerstones Maestro whilst taking time to ensure that each project is relevant for each cohort and adapting lessons as appropriate. Our outdoor provision is unique and enables children to spend time outside every day, with the addition of frequent educational trips and visits (at least once per term) which are always carefully planned to enhance and enrich learning within these subjects. Staff work closely with national, accredited trainers in both Talk for Writing and White Rose Maths to ensure that our planning is sequential and progressive and that our staff are fully trained and confident in their delivery.





Subject Leaders play an important part in the success of our curriculum by leading a regular programme of monitoring, evaluation and review including the celebration of good practice, contributing to our ongoing commitment to evolve and improve. All leaders are given training and opportunities to continuously develop their subject knowledge, skills and understanding, to sufficiently equip and empower them to support our staff and curriculum.

Reading is at the heart of all we do, we pride ourselves on our exceptional reading culture and prioritise the teaching of reading. Children who read daily are more likely to succeed and we see the results of this in class. We invest heavily in training our staff to be reading teachers and in books and other materials to excite, inspire and encourage all children to read for pleasure. And, that is exactly what our pupils do! The book buzz here at Southill Primary is infectious, children lead by their own recommendations and are read aloud to in class every day alongside a variety of daily activities such as phonics, guided group and whole class reading and book talks. Our enthusiastic team of Reading Champions meet weekly and are involved in multiple reading projects which they help to implement across the whole school based on their very own ideas. Our school library is open to children every day, it's a very popular place to hang out!



We delight with ensuring that children enjoy a wide range of sporting activities with regular opportunities to keep fit, active and healthy. Our PE curriculum is carefully planned and we ensure that staff have the skills and knowledge to teach effectively. In addition to our lively PE sessions, children will work with specialist coaches as they learn new skills in rugby, tennis, and cricket. There are also plenty of opportunities to represent our school in many local games and competitions and children absorb regular key messages about the importance of physical activity and all its benefits. We extend sessions within our school community with popular weekly Fitness Thursdays and a Bike Bus. We are also proud to continue to hold the 'Active School Games GOLD Award' for competitive sports.



We are lucky to have a specialist music teacher who focuses on engaging pupils with creative and practical lessons using innovative technological approaches. Children compose, sing and learn to play a wide variety of instruments and they tell us that they love music! They also have the opportunity for guitar and drum tuition from specialist teachers. Our Rock Band performs several concerts throughout the year including end-of-term spectaculars, talent shows and at events within the local community. Children master the art of teamwork by playing together and to a wide variety of audience, while being introduced to instruments they may not have previously experienced.

Learning outside the classroom is a valuable opportunity to develop confidence and resilience, take on new challenges and to work with different people in new ways. Visits and residential trips are always well supported by our families and provide memorable experiences, in addition to diverse and rich opportunities from which children can learn first-hand, developing a range of transferable skills and providing a wealth of opportunity in writing for a purpose.



Our pupils express that they love learning outside of school. We offer a varied timetable for extra-curricular activities with clubs that support the core curriculum offer, as well as those which develop specialist skills which have included our very own Rock Band, POP Stars, art and crafts, Reading Champions, board games, sewing, nature, eco and film clubs. We also regularly enjoy unique experiences such as stargazing evenings and theatre trips, often taking to the stage ourselves!



Opportunities for children to share their learning are frequent and include with each other and staff/pupils from other classes through school-based and external exhibitions, their families, performances, competitions and events with other local schools. Developing pupils' independence, confidence and motivation as learners and their sense of responsibility as future citizens is a key focus of all our teaching and learning. We also regularly celebrate pupil engagement and achievement through weekly wellbeing and celebration assemblies, postcards which are sent home, interactive displays and badges and certificates.

# What makes a good Headteacher?



Someone who ...

... has to be the very BEST Headteacher!

... can protect us and keep us safe

... is fair and nice

... is polite and helpful

... can understand us

Our pupils say

... makes wise decisions

... MUST be a 2%er!

... loves books and reading

... enjoys the outdoors

... is organised

... can celebrate our success

.. is energetic

... leads by example



## Someone who ...

... has a good sense of humour

... can keep calm under pressure

... lives by the phrase, 'it takes a village to raise a child'

... knows they are privileged to be responsible for the all-round development of the children in their care

## Our staff say

... has a clear vision for the school, is forward thinking and confident to try new things

... has excellent communication and listening skills and is approachable to all

... knows the importance of a collaborative and cohesive staff team and strives to provide a positive, rewarding work environment where all staff are valued and empowered

... can continue to support and expand on our excellent practice of curriculum breadth, willing to invest time, resources and energy into things such as the arts, sports and trips

... has high expectations, setting targets accordingly for both staff and pupils

... prioritises mental health

... will be supportive to our amazing staff and children

... is able to protect and offer the extensive range of experiences that our Southill pupils have available (trips, visitors, practical lessons, etc)

... is selfless, putting the school, children and staff first

... is proactive and innovative

## Our families say

... is approachable, fair and inclusive

... will immerse themselves into the school and local community

... is fun but firm

... is a great communicator and listener

... is dedicated to the future of our children

... is present and has a love for learning



# Summary / How to Apply

*Job Title* Headteacher  
*Contract Type/Term* Full-time, permanent  
*Salary Range* L12 - 18  
*Start Date* September 2024  
*Location* Weymouth, Dorset

*Closing date* Monday 19th February, 2024  
*Shortlisting date* Tuesday 20th February, 2024

Applicants will be advised within 3 working days after the shortlisting date whether they have been successful. Failure to submit applications as described may invalidate your application

*Interview dates* Tuesday 12th, Wednesday 13th March, 2024

Candidates may be shortlisted again following the first day of interviews

To apply, candidates should submit the following via email (details below):

- An Application Form, which must be completed in full. We regret that we cannot accept CVs.
- A personal statement (approx 500 words) which addresses skills and experience based on the Job Description and Person Specification.

Visits to our school are welcomed by appointment. To arrange a convenient time or for an informal chat, please get in touch:

Mrs Sharon Howe, Senior Admin Officer

01305 773144

[office@southill.dorset.sch.uk](mailto:office@southill.dorset.sch.uk)

We are committed to robust Safer Recruitment processes as part of our commitment to safeguarding and promoting the welfare of children and young people. As part of this process, we will conduct online searches of shortlisted candidates. The purpose of these checks are purely based on the suitability of an individual to work with children, and includes all aspects of social media and online activity (internet searches). As care must be taken to avoid unconscious bias and any risk of discrimination, these searches will be conducted by a person not part of our appointment panel and information will only be shared if and when findings are relevant and of concern.

This role is UK based and your Right to Work will need to be established as part of the appointment process.

Southill Primary values diversity and inclusivity. We aim to eliminate unlawful discrimination and promote diversity throughout our whole workforce. We want our workforce to be representative of all sections of our community, we therefore give equal opportunities to all applicants. We do not discriminate on any basis. More info can be found within our Equality Information and Objectives policy [HERE](#),

## Why work for us?

Southill Primary actively promotes and models excellent behaviour (see our policy [HERE](#)). We are proud of our wellbeing practice and support our staff in a number of ways, ensuring that we maintain a safe and welcoming working environment.

We are 'Outstandingly Happy' and this is official!

We have adopted a 2%er mindset and are committed within school to contribute to this.

We are an Ofsted 'good' school with high academic aspirations.

We work closely with Mental Health Schools Leaders to ensure that our practice is up-to-date and relevant to best support all our staff, pupils and our families.

As a maintained school under Dorset Council, we provide our staff with a competitive range of benefits, including:

- Flexible working - we are open to discussing this at hiring point. We acknowledge that flexible working enables us to attract and retain the best talent to enable the very best outcomes for pupils in our school;
- Pay increases based on competency increments;
- Learning, career development and progression opportunities;
- CPD time with resources to enable staff to keep a personal portfolio;
- Additional leave and entitlements including a range of paid leave and career break options;
- Family friendly policies including enhanced maternity leave, adoption and paternity pay (above statutory provisions);
- Salary sacrifice schemes including childcare vouchers and 'bike to work';
- Membership to the Teachers Pension Scheme (a career average scheme);
- Specialised advice and guidance to support your wellbeing.

We want staff to build a rewarding and successful career with us. Our generous range of benefits are designed to help staff to perform their best by providing a work/life balance to support wellbeing and by encouraging personal and professional growth.



# Job Description

## Purpose

To lead and manage within the agreed strategic framework so that the school is effective, self managing, self-evaluating and self improving and with high achieving pupils.

To establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with stakeholders and the school community.

To maintain a positive partnership between all members of the school and the wider community and ensure that the school has an open and inclusive ethos.

To establish and oversee systems, processes and policies so the school can operate effectively and efficiently.

To identify barriers to school effectiveness, and develop realistic and timely strategies for school improvement.

To make sure school improvement strategies are effectively implemented in a timely manner.

To monitor progress towards achieving the school's aims and objectives.

To ensure financial resources are deployed appropriately, efficiently and effectively.

## Accountability

To be accountable to the Board of Governors for the overall performance of the school and its strategic operation.

## Qualities

Will uphold community trust in school leadership and maintain high standards of ethics, behaviour and professional conduct.

Will build positive and respectful relationships across the school community in line with our equality, diversity and inclusion policies.

## School Culture and Behaviour

Will create a culture where pupils and staff experience a positive and enriching school life.

Will promote the intellectual, moral, cultural and physical development of pupils through strong professional and personal leadership. Securing the conditions for all pupils to develop to their full potential irrespective of social or economic factors, race, gender, ethnicity, disability or learning needs.

To uphold educational standards and have ambitious expectations for all pupils in order to prepare pupils for their next phase of education and life.

Ensure staff professionalism across the school and create an environment where the staff voice is encouraged and considered in the development of school initiatives.

Apply consistent and fair approaches to managing behaviour, in line with the school's behaviour policy.

## Teaching and Learning

To implement and develop the school curriculum as agreed with the Board of Governors.

To develop, monitor, evaluate and improve the quality of teaching for all pupils.

To ensure achievement is maintained and improved and that challenging and motivating targets are set for individual pupils and across the school.

Ensure a rich, broad and balanced curriculum structured to promote successful teaching, high standards, engagement and achievement.

Ensure teaching is underpinned by subject expertise establishing curriculum leadership including subject leaders with relevant expertise.

Promote a culture and practices that enables all pupils to access the curriculum.

To have ambitious expectations for all pupils.

Ensure the school works effectively with families, guardians and carers to identify additional needs and provide support where necessary, making sure the school fulfils statutory duties regarding the SEND code of practice.

## Leadership and Management

Will promote and safeguard the welfare of all children within the school, ensuring that the school policy relating to safeguarding are fully implemented and followed. That resources are allocated and deployed to allow staff to discharge their responsibilities and that all concerns are addressed sensitively and effectively.

To manage all staff with due attention to workload and other factors that may affect their wellbeing.

Ensure rigorous approach to identifying, managing, and migrating risk to ensure that the school is a safe environment where children and staff are protected and cared for.

To ensure staff have access to appropriate, high standard professional development opportunities within and beyond their areas of expertise.

Manage all staff, maintaining a professional culture support and challenge staff, dealing with underperformance sensitively and effectively while making sure staff are given the support to do their jobs well.

Set and manage the school's budget and resources supported by the Board of Governors, management of cash-flow and all other financial management processes.

Implement the school's appraisal policy and other management processes and systems, undertake self-evaluation and school improvement planning to improve areas of weakness in the school.

Recruit and retain high quality teaching and support staff and ensure that safe recruitment requirements are met.

Identify areas of progression and promotion for staff that support professional development and succession planning for the school.

Monitor the outcomes of pupils and draw out any patterns of underperformance in key groups of pupils, such as high achievers, disadvantaged pupils or pupils with special educational needs.

Ensure the efficient and effective use of school resources.

To work closely with the Governing Board and establish a positive working relationship with all Governors, providing objective advice and support to enable the Board to meet its responsibilities.

To ensure that parents and pupils are well informed about curriculum attainment and progress and are able to understand targets for improvement.

Strengthen the Southill Community by ensuring parents are well informed about progress of their children, curriculum provision, school policies, improvement plans and achievements.

Sustain and enhance Southill's standing and role within the local community, driving Southill as the school of choice across the community.

Sustain and develop the communication strategy to ensuring consistent and informative across all media channels.

# Person Specification

## Qualifications

### *Essential*

Qualified Teacher Status and evidence of continuing professional development that prepares the candidate for this role.

### *Desirable*

An NPQH qualification.

## Experience

### *Essential*

- Successful teaching experience within a range of environments.
- Evidence of teaching in primary education.
- Evidence of strong and successful leadership and management experience of at least two to three years.
- Experience of working with pupils with special education needs.
- Inspirational leadership and team building skills, combined with sound judgement and effective problem solving at a whole school level.
- Evidence of an ability to involve the local community and education agencies in order to enhance pupil achievement.
- Staff development and providing excellent collaborative leadership.
- Use of formative and summative data to monitor and influence pupil progression through strategies within whole school.
- Development and implementation of an innovative curriculum resulting in improved performance and results.
- Instrumental within the delivery of school improvement.
- An ability to promote and sustain a calm and positive ethos within a school environment.

### *Desirable*

- Experience of staff deployment and resources to optimise impact.
- Evidence of building relationships with Governors and Education Challenge Leads.
- Strong ICT skills along with an understanding of the use of new and emerging technologies to support learning and teaching.

## Leadership and Change Management

### *Essential*

- Intellectual and organisational qualities to lead by example, especially in the professional development of staff.
- Strategic leadership, evidence of the ability to capture a clear vision, develop and implement a school strategy.
- Evidence of developing and implementing school development plan.
- Ability to empower staff and cultivate leadership skills.

### *Desirable*

- Experience of introducing and managing organisational change.
- Ability to give direction and guidance on special needs education.

## Educational Development

### *Essential*

- Ability to develop aspirations and prepare pupils for life and education beyond primary school.
- Track record of improving academic outcomes for all children EYFS to Year 6.
- Commitment to promoting diversity, equity and inclusion within the school community.

### *Desirable*

- Excellent understanding of current curriculum challenges as well as recent educational developments and important legislative changes, and an understanding of their significance for the leadership and management of the school.

## Financial Management

### *Essential*

- Understanding of the financial and budgetary aspects of schools and the ability to manage finance effectively in line with the priorities of the school.

## Safeguarding

### *Essential*

- Commitment to safeguarding and the ability to take the lead role for safeguarding within the school.
- Ability to work collaboratively with external agencies to provide necessary support for pupil welfare.

## Communications

### *Essential*

- Effective communicator within the whole school community including educational services.

### *Desirable*

- Awareness and understanding of channels of communication, including promotion of the school.

## Personal Characteristics

### *Essential*

- Demonstrate integrity and professionalism.
- Passionate about delivering high quality and engaging education.
- Approachable with a positive attitude and a good sense of humour.
- High expectations of self and others.
- Encourage high aspirations of everyone.
- Ability to think and act strategically.
- Creative, forward-thinking and confident to implement new approaches.
- A positive role model with a strong sense of accountability.

**Diverse**  
**Inclusive**  
**Accepting**  
**Welcoming**  
**Safe Space**  
**For Everyone**

**Southill Primary**  
Happy Confident Prepared

# Southill Primary School

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