



# Southill Primary School

## Deputy Headteacher

## Recruitment Pack



**Happy**

**Confident**

**Prepared**

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# Welcome

Thank you for considering the opportunity to join our team at Southill Primary. It is an exciting time for us as we have a new Headteacher from September and are looking for a Deputy Head to join our newly formed Senior Leadership Team.

We're so proud of our thriving, happy school. We want all our pupils to be excited to come to school every day and to go home buzzing with stories about the exciting things they have learned. We celebrate the uniqueness of every child and nurture their talents and interests.

We are looking for a Deputy Headteacher who is positive, enthusiastic, kind and creative. They should be an exceptional class teacher with experience across the primary age range. They will have excellent management, organisational and leadership skills and a proven track record of school improvement with experience of performance management and appraisals. They should have experience of preparation for Ofsted visits using the inspection framework and effective self-evaluation. They will have high expectations of children's behaviour and learning and will share our commitment to a values-based nurture-driven approach. They will be keen for growth and development with high aspirations for everyone.

The successful candidate will embrace our commitment to ensuring that Southill Primary pupils get an exceptional education with a wealth of extra-curricular experiences which contribute to their personal development. They will be required to lead and develop our curriculum to inspire and motivate children. They will also need to be passionate and knowledgeable about children's books and literature and be a reading role model to all. They will also need the skills and drive to improve writing and maths. They will have excellent interpersonal and communication skills and be committed to the wider values of the school and community.

The position will be teaching in a KS2 class 3 days per week.

We hope you find this recruitment pack informative. If you wish to find out more about our school and this opportunity please schedule a visit so you can experience first-hand the warmth of our officially 'Outstandingly Happy' school and have the opportunity to meet with our wonderful staff and pupils.

We look forward to welcoming you to Southill Primary.

# 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.

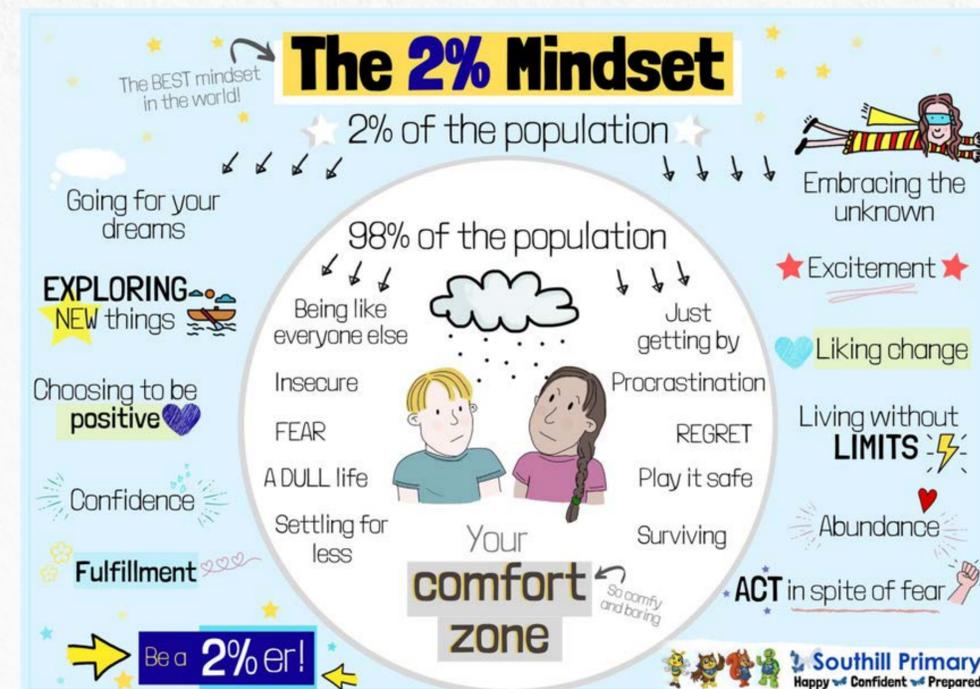


Our BLP characters are well loved, you'll find them all around our school. Postcards are regularly sent home in recognition of children who display elements of these learning powers at school, staff are pleased to spot these attributes and children are always keen to collect them all!

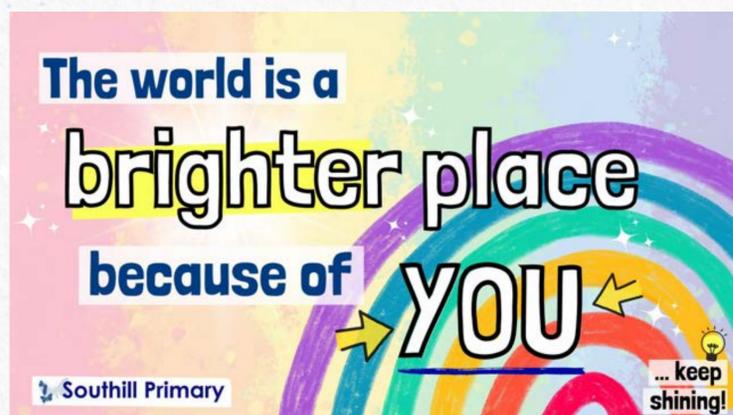
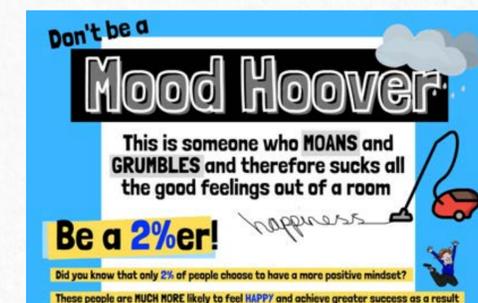


# OUTSTANDINGLY HAPPY @ Southill Primary

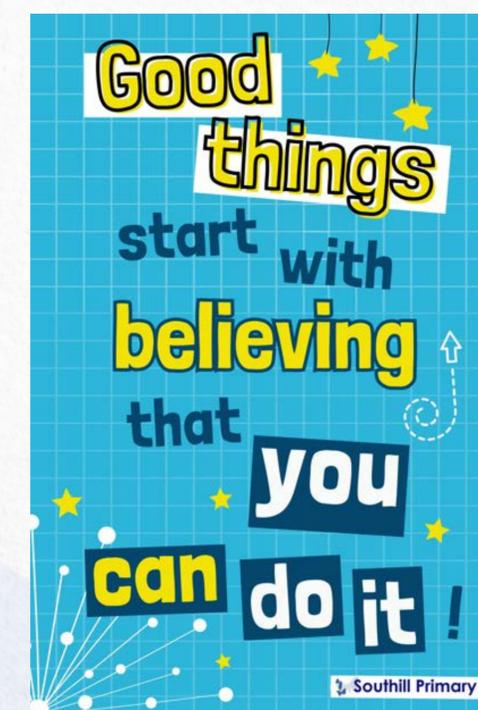
Be a 2%er! NOT a Mood Hoover. This is a well-known and understood phrase here at Southill Primary, we make it our mission to be part of the 2% of the population who choose to adopt a more positive outlook. We even share a 2%er Assembly where we celebrate children weekly who display this attitude! You 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	

# 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.



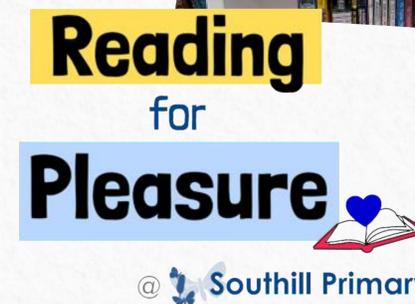
Our approach to the daily teaching of English and Maths is cohesive, purposeful and inspiring, through use of Little Wandle Letters and Sounds, Talk for Writing and White Rose Maths. We teach foundation subjects through a project based approach. Our outdoor provision is unique and enables children to 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.

# The Ideal Candidate

We are a happy, positive and hardworking team. Our ideal candidate is someone who can fit right in with our ambition to provide an exceptional education for our pupils and is committed to going the extra mile to further their personal development and achievements.

Our new Deputy Headteacher will be kind, compassionate and fair to all with the ability to inspire, challenge, motivate and empower others. We prioritise the wellbeing of our staff and pupils so we're looking for someone with an excellent understanding of strategies to support mental health and promote a culture in which our staff and pupils thrive.

The role of Deputy Headteacher at Southill Primary is exciting and challenging. You will have significant responsibilities for whole school development including performance management of staff, research-based pedagogical improvements across the curriculum, raising standards in writing and maths and preparation for Ofsted inspections. You will lead assemblies, meetings and training days as well as offering clubs and trips.

We're in the process of creating our own bespoke Southill Primary curriculum and our new Deputy Head will be responsible for leading and developing it. They'll need to know exactly what makes an engaging and effective curriculum.

Our new Deputy Headteacher will be responsible for leading and managing a team of staff so they'll need great communication and organisational skills with experience of leading appraisals as well as leading training and professional development.

We're proud of our exceptional reading culture. Our new Deputy will be passionate and knowledgeable about children's literature and will inspire children to read for pleasure.

We're lucky to have a fantastic PTA committee who work hard to put on a wide range of events for pupils and their families. We're looking for someone who is going to take an active role in Friends of Southill School; attending meetings and supporting fundraising events.

We're looking forward to welcoming someone with hobbies and talents outside of school that the children could benefit from e.g. cycling and bringing energy, positivity and a sense of fun to our happy and thriving school.

# Why work at Southill Primary?

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 Team 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.



# 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 literary 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.

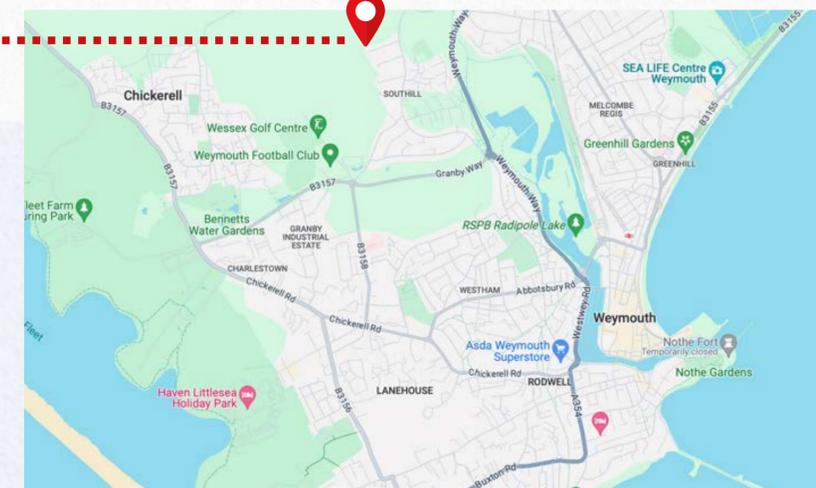
Scientifically, Weymouth played a crucial role when the bouncing bomb was tested on the Fleet and has many reserves of scientific interest including Radipole, Lodmoor, Lorton Meadows and Chesil Beach. There are a wealth of these special sites to be enjoyed across the whole of Dorset. Weymouth Sealife 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**  
Sycamore Road  
WEYMOUTH  
Dorset. DT4 9UF  
01305 773144



# Summary / How to Apply

*Job Title* Deputy Headteacher  
*Contract Type/Term* Full-time, permanent  
*Salary Range* L5 - 9  
*Start Date* September 2024  
*Location* Weymouth, Dorset

*Closing date* 11.59pm on Sunday 28th April 2024  
*Shortlisting date* Monday 29th April 2024  
Applicants will be advised within 3 working days after the shortlisting date whether they have been successful.

*Interview date* Thursday 9 May 2024

To apply, candidates should submit their application through Dorset Council website.

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](#),

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

**Southill Primary**  
Happy • Confident • Prepared

# Southill Primary School

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