

Eastover Primary School



Headteacher Recruitment Pack
February 2025

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Key dates

Application Closes: Sunday 9 March 2025.

Interviews: Monday 24 March and Tuesday 25 March 2025.

Appointment starts: Monday 1 September 2025.

Visits: You are warmly welcomed and encouraged to visit the school. We welcome visits to the school on:

Tuesday 25 February

Wednesday 26 February

Tuesday 4 March

Wednesday 5 March

To arrange a visit please email: office@eastoverschool.co.uk
or contact the school office on 01278 422693.

Contact Details:

Eastover Primary School

Wellington Road

Bridgwater

Somerset

TA6 5EX

Tel: 01278 422693

Email: office@eastoverschool.co.uk

Website: <https://www.eastoverschool.co.uk/>

Location: <https://maps.app.goo.gl/xuUbV8eUaoT3dh5c8>

What3words: <https://w3w.co/reinststate.succumbs.layover>

From the Chair of Governors

Dear Candidate

Eastover Primary School is at the heart of a supportive and engaged community of parents, staff and governors who work together so that every child can shine.

In our last Ofsted inspection in May 2023 inspectors said that Leaders and staff strive to live out the school's aim of pupils 'discovering and growing together'. They work hard to ensure the school is inclusive and provides the pastoral support that pupils need. As a result, pupils feel safe and happy at this school.

We are looking for a Headteacher who will appreciate and build on these special qualities of our school. We would love someone who will bring exciting ideas, encourage curiosity and help the children continue to discover and grow in and out of the classroom. If this is you then we look forward to welcoming you.

Yours sincerely

Beryl Cockrell,

Chair of Governors

Eastover Primary School

Introduction to our school

Eastover Primary School is a two-form entry primary school with a current enrolment of 406 pupils. Our SEND profile is higher than national averages, as is pupils eligible for pupil premium and EAL children.

Our values are deeply embedded throughout the school and play a vital role in shaping daily school life. Our vision is to empower children to become outward-looking, curious, and innovative individuals.

At Eastover Primary School our priority is to develop a love of learning, inspired by high quality teaching. Within this we aim to instil our school values: discover and grow together in everything we do to enable our children to become confident, caring, community minded and globally aware citizens.

We work as a team to create the physical, social and intellectual conditions necessary to promote an effective and improving school, where everyone feels they belong and are valued, secure and respected.

Our strong and committed Governing Body fully supports the school in providing the best possible educational opportunities for all. As a school we actively seek to promote community involvement wherever possible.

Our Governing Board

The Governing Board consists currently of 9 Governors representing the Local Authority, local community, parents and staff. We are committed to doing the best for the children in the school, both in their education and their wider development. Our shared vision is to establish confident children who are proud of their achievements. We are committed to supporting the professional development and wellbeing of the staff in the ever-changing education landscape.

We meet regularly as a full Governing Board and every Governor has their own allocated areas of responsibility. We routinely conduct monitoring visits and other activities to support the school's development. In this way, we can provide the appropriate strategic oversight and constructive challenge to the school.

Governing board

Beryl Cockerell

Nicola Darby

Beverley Alcock

Lyn Hunt

Tina Fry

Joseph Knight

Sally Thomas

Chris Thorne

Jonathan Wright



Job Description

To fulfil all the requirements and duties as set out in the 2020 Headteacher Standards;

<https://www.gov.uk/government/publications/national-standards-of-excellence-forheadteachers/headteachers-standards-2020#section-2headteachers-standards>

and to achieve any performance criteria, objectives or targets agreed with or set by the School's 2023 School Teachers' Pay and Conditions Document.

To promote and safeguard the welfare of all children within the school by ensuring that the school's policies and procedures relating to safeguarding children and child protection are fully implemented and followed by all staff, that resources are allocated to allow staff to discharge their responsibilities, and that staff, pupils, parents and others feel able to raise concerns and that these are addressed sensitively and effectively.

In addition to the DfE role requirements listed above, the Governing Body of Eastover Primary School have identified the following as specific and essential roles of the Headteacher of our school:

- To provide effective leadership to ensure that the school is maintained as a stimulating place of learning,
- To continue the rise in standards across the school with particular reference to academic performance, so that all pupils achieve to the very best of their ability. To lead in the provision of excellent learning and teaching.
- To provide an innovative and enriched curriculum including the spiritual, moral, social cultural development of all pupils, to support our vision of four walls that hold tomorrow.
- To have due consideration for the National Standards of Excellence for Headteachers as published by the DfE.
- In consultation with the Governing Body and staff, to review the School Development Plan and, underpinned by sound financial planning, set a clear vision and direction for the school, identifying priorities and targets, and determining how high standards will be maintained.
- To lead the school through rigorous self-evaluation, including quality assurance and performance management at all levels.
- To further develop partnerships with a variety of stakeholders through collaboration.

Thank you for your interest in this wonderful opportunity at Eastover Primary School. We look forward to hearing from you.

Completed application forms and covering letters to be emailed to:

sserecruitment@somerset.gov.uk

Person specification

This document outlines the key skills and experience we are looking for. The selection panel will assess each applicant against the criteria, expecting applicants to demonstrate knowledge and understanding of each area and show evidence of having applied (or an awareness of how to apply) this knowledge and understanding in the school context.

	Essential
Qualifications and Experience	<ul style="list-style-type: none"> • Qualified teacher status (NPQH desirable). • Proven successful leadership as a Head Teacher, Deputy Head or Assistant Head. • An experienced primary teacher, able to relate well to children across the whole primary range. • Evidence of recent and relevant professional and personal development. • Good understanding of whole school development process. • Experience of managing budgets or finances. • Ability to determine priorities and implement them effectively. • Experience of working collaboratively across schools.
Personal Qualities	<ul style="list-style-type: none"> • Passionate about education. • Excellent communication skills. • Excellent interpersonal skills. • Exceptional organisational skills. • Honesty and integrity. • Personal resilience.
Shaping the future	<ul style="list-style-type: none"> • Evidence of successfully and creatively leading change and innovation. The ability to put policy into practice. • An ability to think and plan strategically and communicate and implement a coherent vision. • Ability to use data (including financial) to evaluate, inform and prioritise school improvement. • A wide knowledge of current and proposed education policies, priorities and legislation and the legal framework within which schools must operate.
Teaching and Learning	<ul style="list-style-type: none"> • Identify, achieve and model high standards of teaching and learning and continue to raise levels of attainment and progress for all. • Experience of developing a differentiated, challenging, broad and creative curriculum to pupils with a diverse range of social, emotional, cultural, intellectual, spiritual and physical needs. • Demonstrate a clear focus on those needing additional support including Pupil Premium, EAL and those with additional and specialist needs and disabilities. • Demonstrate successful experience in evaluating and using data to plan and improve pupil performance. • Maintain an ethos of the highest standards of pupil behaviour and attendance.

Person specification

	Essential
Developing self and working with others	<ul style="list-style-type: none"> • Ability to inspire, lead and work collaboratively with others within the school and with external partners including other schools, the LA, external providers and other professionals. • Evidence of valuing, supporting and encouraging the professional development of all staff members. • Be a visible role model in the school and an ambassador for the school in the wider community. • Offer high level interpersonal and management skills, and be an outstanding communicator – able to listen, understand and inspire with children and adults alike. • Provide evidence of building and nurturing a strong, positive, open and collaborative team culture that can both challenge and inspire all staff to work effectively together to deliver school improvement. • Build, develop and maintain effective relationships with parents, carers, governors, and all members of the school and wider community to enhance the education of all students.
Managing the organisation	<ul style="list-style-type: none"> • Be able to manage the school efficiently and effectively on a day-to-day basis, delegating management tasks and monitoring their implementation as appropriate including estates and HR. • Ability to create, implement, review and evaluate a strategic school improvement plan. • Ability to deliver effective: strategic financial planning, financial management, value for money. • Evidence of effective performance management.
Accountability	<ul style="list-style-type: none"> • Ability to use a range of evidence including performance data, to support, monitor, evaluate and improve aspects of school life including challenging poor performance. • Ability to engage the school community (including Governors) in systematic and rigorous school self-evaluation.
Knowledge	<ul style="list-style-type: none"> • Up to date knowledge of current educational issues, including their implications and potential impact.
Safeguarding Children	<ul style="list-style-type: none"> • Recent up to date safeguarding training • Advanced Child Protection training level 2 desirable. • Sustain a safe, secure and healthy school environment to safeguard the welfare of children and staff. Demonstrate experience of dealing with child protection and safeguarding issues.