

Headteacher Rydon Primary School Candidate Information



Welcome from Education South West

Dear Candidate,

Congratulations on your interest in Education South West – we put staff first so they can put children first. We are always on the lookout for exceptional teachers and leaders to join us and contribute to our team of creative, hard-working education professionals.

At Education South West we believe that education makes children's lives better, it is as simple as that; it enables them to lead great lives in every sense of the word. We believe that every child has the right to achieve all that they are capable of and more, regardless of their background or raw ability.

Across all of our schools our staff aim to provide an educational experience which is outstanding; our schools all believe strongly in the power of a broad and balanced curriculum. Sport, art, technology drama and music play an important role in all of our schools.

We encourage innovation, creativity and individuality. By sharing this individuality and creativity we firmly believe that schools and communities become stronger through such unity and collaboration.

We are caring and compassionate. Every individual in our schools matters and we believe strongly that children and staff should enjoy their time at school, and work. A positive can-do attitude to their work and study is a must. The happier and more stimulated a person is the more motivated they are to improve.

We believe in developing a positive attitude to learning and to life, in having clear goals and in providing a supportive environment to help the realisation of these.

We support and challenge our school leaders and the staff in our schools to be the very best they can, leading effective teams at every level, growing future leaders and working together to provide an exciting education for all.

We welcome and support aspirational and ambitious teachers and classroom support staff, dedicated to supporting children through their time at school.

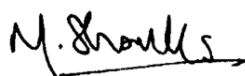
We offer excellent opportunities and professional development through in-school CPD, our Research School status, through our teaching schools and through our links with the wider education community. We are ambitious for our children and our employees and always looking to support, challenge and develop our talent, whatever stage you are in your career.

When recruiting staff to work with children we place great importance on:

- people who go the extra mile
- a commitment to professional development and a desire to continue learning, via research, private study and in learning from others
- a desire to ensure that everything that is done within schools is the very best it can
- a firm commitment to the philosophy that we work in education to improve young people's lives and improve society; we serve our communities and the wider populace
- the ability to develop positive relationships with pupils, children and parents
- good interpersonal and communication skills when liaising with stakeholders
- a good sense of humour
- a commitment to working in partnership with others and sharing selflessly best practice within and outside of ESW

Your journey with ESW starts here and I look forward to meeting you in the future.

Yours faithfully,



Matthew Shanks
Executive Principal and Trust Lead

Welcome from Graham Austin, Chair of the Board

Dear Candidate,

Thank you for your interest in Rydon Primary School. I am delighted that you are considering joining the Education South West family and I hope that this information pack along with the school website gives you all of the information that you need to apply for the position of Headteacher.

Education South West comprises 14 schools spanning primary, all-through and secondary: over 6500 pupils and well over 1000 staff in total. We also have a teaching school which we link to work in partnership with Colyton, SWIFT. We also have a research school, the only one in Devon and run a teacher training institute, SWIFT ITE. The aim of the Trust is simple: to work together so that children can lead great lives. We achieve this through collaboration and sharing of best practice at all levels but especially through the senior leadership teams. Rydon Primary School is a valuable part of the Trust. It is expected that its headteacher will make a significant contribution to the development of the other primary schools in the Trust.

We attract a high calibre of staff to ESW and we support our staff to progress. This position has arisen as a result of the promotion of Catherine to a wider school improvement role. We want all of our staff to be exceptional and so offer unrivalled professional development and support. Many of our senior and middle leaders started as teachers with us and have developed into highly talented practitioners. We provide high quality internal and external training - your professional development is important to us.

If you have a genuine desire to do the best for young people, then we would welcome your application.

Kind regards



Graham Austin
Chair

We are looking for candidates who will:

- be innovative, determined and driven to constantly seek improvement for the children and communities that we serve
- embrace the role of community leadership in order to support families so children can thrive
- have the creative flair and vision to maximize the resources of the school
- continue to promote the highest level of pastoral care
- have proven leadership, management and communication skills
- be proactive in engaging with other schools
- put children first through relational practice which fosters a sense of belonging
- support their staff to be the best they can be in their role



This is a school that is embracing change whilst seeking to maintain all that led OFSTED to proclaim it “a good school” in February 2022. This is a huge opportunity for an ambitious leader to continue the drive to ensure that all pupils at Rydon experience the best education to help them lead great lives. As a Headteacher in an inclusive trust which values its employees, you will have a role to play in the education of over 6500 pupils. Rydon will continue on its journey to become even better.



We can offer:

- the opportunity to lead a successful school as part of a successful and inclusive Trust
- impacting directly on the lives of the staff and children in the school and on the community we serve
- the opportunity of working with enthusiastic and engaging children
- a Trust which cares about the wellbeing and welfare of its employees as well as outcomes
- personalised CPD which is second to none
- Education South West leads South West Institute for Teaching (SWIFT), SWIFT ITE and Kingsbridge Research School
- the opportunity to further career development
- a very supportive, dedicated and enthusiastic staff body
- a parent body committed to moving the school forward
- highly effective common curriculum and shared resources

- the support of dedicated and experienced school leaders
- a shared services operation which unencumbers leaders to be able to lead their schools at the heart of their communities



Rydon Primary School is a popular, creative and vibrant school where children are enthusiastic about their learning. We have highly dedicated staff and committed parents who are seeking an exceptional Headteacher to continue to lead our school.

The board of Education South West are looking to appoint an inspirational and dedicated Headteacher to continue to emphasise the importance of our values of respect, resilience, responsibility and teamwork. We are looking for a Headteacher who will continue to raise standards for all children and have the ability to communicate their vision effectively and engaging staff and the wider community in making it a reality.

If you think that you are a highly motivated, outward looking, passionate and creative person; one who wants to play a key role as part of a successful multi-academy trust, and is able to lead and inspire our team and make a difference to our children's lives then we would be delighted to talk with you.

Education South West and Rydon Primary School have a dedicated and hardworking staff team; pupils are well-behaved and have a love for learning.

ABOUT OUR SCHOOL

Situated in a pleasant area of Kingsteignton, Rydon Primary School serves a diverse catchment area. The school is a central focus point for the community and is well regarded by local families. The children play an active role in many local events and are proud to represent their school and town.

Our Pupils

Our pupils are well motivated and responsible, and we receive many plaudits when they are out and about on visits or engaged in projects in the local community. They are proud of their school and this shines through in the way that they represent it.

Relationships between staff and pupils at Rydon are excellent and are a real strength of the school. We take a relational approach when supporting children to develop appropriate behaviour. We believe in high expectations but also understand that every child is unique and some need more support in making positive choices. Building strong relationships are a key part of what makes our school special.



Our Curriculum

We believe that learning should be fun, purposeful and challenging. Through our inspiring, broad and engaging curriculum, we aim to equip each child with the skills and knowledge they need for lifelong learning. We strive to develop confident and resilient learners, who are respectful of themselves and others. Teamwork and collaboration are fostered in an environment where everyone is encouraged to thrive and achieve as individuals, preparing them for their role as responsible and active citizens in modern Britain.

We believe it is important to make the curriculum relevant and meaningful to pupils and for putting knowledge into context. We also place an emphasis on developing the qualities our children need for future learning, including our school values of resilience, respect, responsibility and teamwork which permeate all areas of school life.

Eleven by Eleven

Here at Rydon Primary School, we educate children so they can live great lives. We inspire children to develop the knowledge and character that enable them to leave school ready to lead rewarding lives in a rapidly changing world. Cultural, sporting and artistic experiences help them discover their full potential. They further develop character through a resilient, determined and positive response to challenge. We want all of our children to leave our school with fantastic academic outcome but also the confidence and resilience to thrive in Key Stage 3 and beyond.



Character Education is the wider personal development of a child beyond the academic education they receive in school. It aims to instil in pupils a number of key characteristics and values such as resilience, honesty, motivation and humility, all of which will help them in their adult lives. At Rydon, we deliver Character Education through our Eleven by Eleven programme of opportunities and experiences.



Our Community

At Rydon Primary School, we are proud of our local community. We think it is vitally important for the children to develop a sense of responsibility and pride for the town in which they live. We help them to understand the way our locality has developed over time and give them a range of opportunities to get involved in projects and work with local groups to improve our community for future generations.

Facilities and School Grounds

All visitors to our school are not only struck by the warm and caring ethos but also by our lovely buildings and grounds. We are hugely lucky to benefit from:

- Extensive playgrounds for children across all key stages
- Well-situated outdoor learning areas adjacent to class rooms
- A fantastic forest school area - an absolute favourite place to be for many of our school community
- Spacious and well-resourced classrooms with good ventilation and natural light
- An easily accessible field which provides plentiful space for games, playtimes and sports fixtures
- A large hall with integrated audio and visual systems
- Specialist intervention and learning spaces equipped for group and individual learning sessions
- A comfortable staff room with good facilities
- Spacious office and administration areas
- Ample onsite car parking



RYDON PRIMARY SCHOOL

Job Description



Post Title: Headteacher
Responsible to: CEO, Education South West
Scale: L20-L24

Job Purpose

To provide professional Leadership and Management of the school that will promote a secure foundation from which to achieve high standards in all areas of the school's work.

To achieve success, the Headteacher will work with the Directors, Governing Body and other key stakeholders to:

1. Provide vision, leadership and direction
2. Effectively lead teaching and learning
3. Promote excellence, equality and high expectations of all children
4. Deploy resources to achieve the school's aims
5. Evaluate School performance and identify priorities for continuous improvement
6. Carry out day-to-day management, organisation and administration
7. Secure the commitment of the wider community
8. Create a safe and productive learning environment that is engaging and fulfilling for all children

Key Responsibilities

Qualities and Knowledge

1. Hold and articulate clear values and moral purpose, focused on providing a world class education for the children they serve.
2. Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their children and staff, and towards parents, governors and members of the local community.
3. Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them.
4. Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.
5. Work with political and financial astuteness, within a clear set of principles centred on the school's vision, ably translating local and national policy into the school's context.
6. Communicate compellingly the school's vision and drive the strategic leadership, empowering all children and staff to excel.

Children and Staff

7. Demand ambitious standards for all children, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on children's outcomes.
8. Secure excellent teaching through an analytical understanding of how children learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and children's well-being.
9. Establish an educational culture of 'open classrooms' as a basis for sharing best practice within and between the Academies in Education South West, drawing on and conducting relevant research and robust data analysis.

10. Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
11. Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
12. Hold all staff to account for their professional conduct and practice.

Systems and Processes

13. Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.
14. Provide a safe, calm and well-ordered environment for all children and staff, focused on safeguarding children and developing their exemplary behaviour in the school and in the wider society.
15. Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.
16. Welcome strong governance and actively support the governing body to understand its role and deliver its functions effectively – in particular its functions to set school strategy and hold the Headteacher to account for student, staff and financial performance.
17. Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of children' achievements and the school's sustainability.
18. Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.

The Self-Improving School System

19. Create an outward-facing School which works with other schools in Education South West and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all children.
20. Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all children.
21. Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improving schools.
22. Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
23. Model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability.
24. Inspire and influence others - within and beyond the school - to believe in the fundamental importance of education in young people's lives and to promote the value of education.

The Headteacher will carry out his/her professional duties in accordance with and subject to, the National Conditions of Employment for Headteachers and Education and Employment legislation.

The Headteacher is accountable to the CEO of Education South West, the Deputy CEO, Directors and Governors for the standards achieved and the conduct, management and administration of the School, subject to any policies that the DfE may make.

This job description is subject to annual review.

Name:		Date:	
--------------	--	--------------	--

Signed:	(CEO)	Signed:	(Member of Staff)
----------------	-------	----------------	-------------------

RYDON PRIMARY SCHOOL

Headteacher

Person Specification



The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process.

Essential	Desirable
Qualifications	
<ul style="list-style-type: none"> • Qualified teacher status • Good honours degree or equivalent 	<ul style="list-style-type: none"> • NPQH • Steplab, or similar, instructional coaching qualification
Professional Experience and Knowledge	
<ul style="list-style-type: none"> • Successful recent experience of whole school senior leadership at Assistant Head level or higher • Proven track record of contributing to sustained school improvement • Experience of leading and managing innovation and change • Experience of performance management processes to maximise the contribution of colleagues throughout the School 	<ul style="list-style-type: none"> • Proven track record of developing community links • Experience of working with other schools • Experience of more than one school • Experience of leading a school through inspection
Skills	
<ul style="list-style-type: none"> • Proven ability to drive sustained improvements in teaching and learning • Proven ability to analyse and interpret student performance data, set challenging targets, devise and oversee effective intervention strategies and monitor outcomes • Ability to empower, challenge and motivate staff to become high performing as individuals and as teams • Ability to develop, embed and maintain systems and processes to ensure excellent outcomes are delivered • Ability to build and develop strategic partnerships • Ability to communicate vision confidently, clearly and passionately 	<ul style="list-style-type: none"> • Proven ability to build capacity in colleagues through coaching or mentoring and brokering/delivering INSET
Knowledge	
<ul style="list-style-type: none"> • Thorough knowledge of the statutory requirements and relevant legislation relating to school leadership and management, including health and safety, child protection and safeguarding • Understanding of current issues in education locally, nationally and internationally 	<ul style="list-style-type: none"> • Knowledge of Steplab or similar, instructional coaching platforms
Personal qualities and attitude	
<ul style="list-style-type: none"> • Strong personal presence • Determination and commitment with an exceptional capacity for productive work • Sense of personal drive and ambition • Enjoys being highly visible and meeting with a range of audiences • Approachability, openness and integrity 	<ul style="list-style-type: none"> • Ability to further own leadership skills



How to apply

Application deadline

The closing date for applications is **Friday 24th January 2025 (9am)**.

Interviews will take place during the week commencing **Monday 30th January 2025**

Completing your application

To apply, please complete the application process on My New Term.

The Governors are committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an enhanced disclosure via the Disclosure and Barring Service. Checks on candidate's social media profiles will also be undertaken as part of this recruitment process.

Discussion and visits

Confidential and informal discussions are welcomed, as are visits to the school. Please contact us via contact@educationsouthwest.org.uk

References

Candidates are advised that references will be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are informed of the need to respond within the timescale set. Two professional references are required.

The post will be offered subject to satisfactory completion of pre-employment checks and references.





Blackawton Primary School



Kingsbridge Primary School



Christow Community Primary School



Kingsteignton School



Coombeshead Academy



Rydon Primary School



Dartmouth Academy



South Devon UTC



East Allington Primary School



Stoke Fleming Primary School



King Edward VI Community College



Teign School



Kingsbridge Community College



Wynstream Primary School

