



'Success – everyone, everyday'



Deputy Headteacher
Required for April 2020
Recruitment Information Pack
Thirsk Community Primary School
Hambleton Place, Thirsk, YO7 1SL

Dear Applicant,

Thank you your interest in the role of Deputy Head Teacher at Thirsk Community Primary School. I hope that this Information Pack gives you further insight in to our school.

Our school has 227 pupils on role from Nursery through to Year 6. Typically, we have a mixture of single age classes and mixed age classes. Pupils come from the local areas surrounding our school – although a small number of pupils travel from local villages. We have a real mix of pupils and it is this that makes it such a special place to work. Our parents are very proud and supportive of our school and work hard to support their children. Thirsk Community Primary School is a highly rewarding place to be - the work that you do really does make a difference to pupils lives.

Our last OFSTED was in March 2020 and the school was judged as Requiring Improvement. The school is determined to improve this and the successful candidate will be someone who also has a passion for school improvement and ensuring young people reach their full potential.

As part of our commitment to raise standards we made a significant change to how we teach Literacy and Mathematics and use an approach called McKie Mastery. This approach carefully groups pupils according to what they need to know next in order to make progress. Already we are seeing how this is making a huge impact, with many of our pupils making excellent progress. As Deputy Head Teacher you will need to be open to taking on and supporting this approach to teaching and learning. More information about this way of learning can be found at <http://mckiemastery.co.uk/>

The school has a strong culture of enrichment and offers a large number of extra-curricular opportunities for pupils. As a result, the school has achieved the Sainsbury's Games Gold Award for the past 3 years.

The successful candidate will be someone who has a passion to raise standards and is able to commit to supporting the school to move rapidly forward.

Visits to our school prior to applying are warmly welcome.

Yours faithfully

Richard Chandler

Head Teacher

About our School

Thirsk Community Primary School is an enhanced mainstream primary (EMS) with 227 pupils on roll and is situated in the small market town of Thirsk, with easy connectivity to the A19.

Our School motto **"success, everyone, everyday"** is intrinsic to how we work. We are very proud of our school community and our core values of compassion, perseverance, respect, enjoyment and excellence and are at the core of everything we do. The curriculum is underpinned by these values and are taught on their own and through all areas of the curriculum, including assemblies.

Our school mission statement is:

'To develop confident young people who enjoy learning and strive to achieve the best. Together we will provide each pupil with a safe and caring school community that promotes fairness, tolerance and respect'.

We are proud of our school having created a welcoming, safe and positive learning environment in which we inspire all children to realise their full potential and achieve their very best. To do this, we provide our pupils with a rich, broad and balanced curriculum which meets the needs of all our pupils, whatever their starting points. Our aim is to bring learning alive for all children and to make learning as relevant, exciting and as stimulating as possible. We value the strengths that each child has and develop them, providing support and encouragement along the way.

Our school has a range of pastoral provisions including wrap-around care from 07:45am – 17:45pm. We offer a breakfast club and after-school club (all ages) where a variety of activities are offered. We offer a variety of sporting activities such as athletics, football, rugby, cricket and yoga and our school holds the Sainsbury Gold Award for Sport. We also have a nursery provision which is housed in the Foundation Unit alongside Reception classes.



To gain more of a feel of our school please visit our website at:

<https://www.thirsk-pri.n-yorks.sch.uk/website>

Performance Data 2018/2019

Progress score in reading, writing and maths ?

Reading

Below average

-2.5

[More score details ?](#)

Writing

Average

0

[More score details ?](#)

Maths

Average

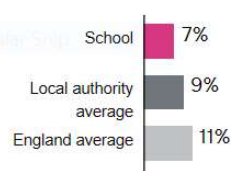
-0.8

[More score details ?](#)

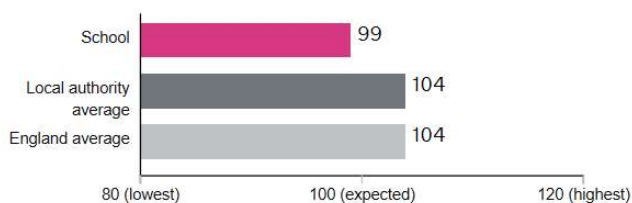
Pupils meeting expected standard in reading, writing and maths ?



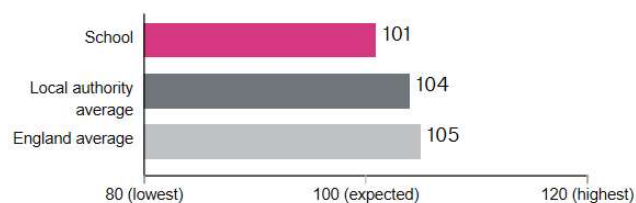
Pupils achieving at a higher standard in reading, writing and maths ?



Average score in reading ?



Average score in maths ?



Full details can be accessed [here](#).

Living & working in North Yorkshire

Thirsk

Thirsk is a traditional North Yorkshire Market town superbly positioned midway between the stunning North York Moors and the beautiful Yorkshire Dales. It is near to the medieval city of York, Harrogate, Ripon and our county town Northallerton. Situated on the A19, and close to the main north-south A1 road, it offers easy connectivity to major bordering cities.

Thirsk has a charm of its own and centres around a bustling cobbled market square, dominated by the town clock, with its Monday & Saturday markets and independent shopping. Visitors can enjoy a number of short walks through the town and along the river or may prefer to travel a little further afield to explore the pretty villages. More strenuous walking can be found on the Hambleton Hills and the moorland tracks such as The Drove Road. The Swale Way long distance path passes through Thirsk connecting Boroughbridge and Kirby Stephen.

North Yorkshire

Within the county of North Yorkshire are the Yorkshire Dales and North York Moors National Parks, three Areas of Outstanding Natural Beauty, the Pennines and a stunning coastline around Scarborough and Whitby. The area hosted the opening stages of the Tour de France in 2014, and due to its success has created the Tour de Yorkshire with global recognition and recently the UCI Cycling World Championships. There are ruined castles and abbeys, serene gardens, unique breweries, thrilling rides and industrial heritage. Something for everyone!

For outdoor enthusiasts North Yorkshire has plenty to offer. From the hard gritstone of Almscliff and Brimham Rocks to the limestone of Malham, Gordale and Kilnsey, climbing venues are in abundance. Within 2 hours' drive, the Yorkshire Dales is a premier area for caving, while for mountain biking there are the bridleways of the Dales and North York Moors as well as the renowned trail centre at Dalby Forest. Further afield, the Lake District and the fells, crags and coast of Northumberland are all easily accessible for days and weekends away.



There are a small number of sailing clubs on reservoirs around the county and fantastic, if chilly, surf sport venues, outdoor swimming and sea kayaking on the east coast.

While the county is rightly known for its wide open spaces, it also incorporates attractive market towns including Knaresborough, Ripon, Malton, Helmsley, Northallerton and Skipton, the traditional seaside towns of Whitby and Scarborough, as well as the ancient city of York, the most visited city outside of London. With a wide range of shopping, leisure and cultural facilities including the Northern Ballet and Helmsley Art Centre, as well as excellent schools, universities, road and rail links, there really is everything to offer you and your family as a place to work, live and enjoy.

Travelling further afield we have convenient connectivity, with close proximity to metropolitan cities of Leeds and Newcastle and a journey time of under two hours by rail from York to London. We border the Lake District, Lancashire, County Durham, and Yorkshire and Humber regions with all they have to offer.

JOB DESCRIPTION

Deputy Headteacher at Thirsk Community Primary School

Date Effective: April 2020



The Deputy Headteacher will be responsible for working with and supporting the Headteacher on the following key school leadership and management areas. They will have a shared class commitment, this is likely to be 0.5 and depending on the successful candidates' strengths will be in either Key Stage One or Key Stage Two –the ability to be flexible is essential.

This role will involve accepting responsibility for aspects of these key areas.

Strategic direction and development of the school

- Working with the Headteacher to contribute to a strategic view for the school in its community and analyse and plan for its future needs and further development within the local, national and international context.
- Demonstrating high standards of personal integrity, loyalty, discretion and professionalism.
- Publicly supporting all decisions of the Headteacher and Governing Body.

Pupil Performance

- Providing an example of 'excellence' in teaching and be able to model and coach staff to help inspire, motivate and raise standards.
- Working with the Senior Leadership Team and Headteacher to sustain high expectations and excellent practice in teaching and learning throughout the school.
- Monitor and evaluate the quality of teaching and standards of pupil's achievement and use benchmarks and set targets for improvement.

Leading and Managing staff

- Working with the Headteacher to lead, motivate, support, challenge and develop all staff to secure continual improvement including his/her own continual professional development.
- To support the Headteacher with Performance Management of staff.
- To lead Teaching Assistants in Performance Management and training development.
- Lead the Inclusion and Support Staff teams.

Efficient and effective deployment of staff and resources

- In consultation with, and by the direction of the Headteacher, deploy people and resources efficiently and effectively to meet specific objectives in line with the school's plan and financial context i.e. cover supervision timetables, deployment of HLTA's and supply staff and Teaching Assistant's timetables and deployment.

Accountability

- Supporting the Headteacher and Governors in accounting for the efficiency and effectiveness of the school to all relevant stakeholders.

Specific Duties

- Deputise for the Headteacher in his absence.
- Take a major role in the day-to-day running of the school.
- Lead SEND throughout the School.
- Have strategic leadership of the curriculum.
- Be responsible for the effective use of Pupil Premium funding to support vulnerable pupils.
- Lead on ensuring high levels of attendance.
- Contribute to a positive ethos for learning.
- Promote the values and achievements of the school to the community.
- Advise on the school's resource needs and co-ordinate these resources.
- Manage the schools' lunchtime arrangements along with other senior teachers.
- Assist with the appointment and induction of new staff and provide monitoring and support for NQT's and students as necessary.
- Support the Headteacher and Governors in annual budget planning and monitoring.
- Assist in the preparation, implementation and monitoring of the School Development Plan.

PERSON SPECIFICATION

Deputy Headteacher at Thirsk Community Primary School



The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

| QUALIFICATIONS AND TRAINING | Essential on appointment | Desirable on appointment (if not attained, development may be provided for successful candidate) |
|--|--------------------------|---|
| Qualified teacher status or recognised equivalent | x | |
| NPQML | | x |
| Hold the SENCO qualification or recognised equivalent (if already hold the role as SENCO for more than 12 months) | | x |
| Hold the SENCO qualification or recognised equivalent (if not already in the role as SENCO or have been in role for less than 12 months) | x | |
| PROFESSIONAL EXPERIENCE, KNOWLEDGE AND SKILLS | Essential on appointment | Desirable on appointment |
| McKie Mastery teacher or the willingness to train. | | x |
| Recent experience of working successfully as a senior leader in a school. | x | |
| Experience of leading SEND within a primary school. | x | |
| A recent record of excellence in teaching within the Primary phase. | x | |
| Evidence of major whole school responsibilities and experience of turning policy into effective and successful practice. | x | |
| Leadership of a significant area or phase or inclusion including responsibility for raising standards across the whole school. | x | |
| Strategic leadership and development of curriculum. | | x |
| A clear understanding of the essential qualities necessary for effective teaching and learning. | x | |
| Up to date knowledge of statutory regulations and guidance relating to the post including SEND. | x | |
| Analyse data, to evaluate the performance of pupil groups, pupil progress and plan an appropriate course of action for whole school improvement. | x | |
| Develop and review whole school systems to ensure robust evaluation of school performance and actions to secure improvements. | x | |
| Lead and manage a school team/s to successfully achieve agreed goals. | x | |
| Be an effective team player that works collaboratively and effectively with others. | x | |

| | | |
|--|---------------------------------|---------------------------------|
| Develop and deliver effective and inspirational professional development for staff (including mentoring and coaching as appropriate). | x | |
| Communicate effectively to a wide range of different audiences (verbal, written, using ICT as appropriate). | x | |
| Demonstrate high quality teaching strategies. | x | |
| Support, motivate and inspire both colleagues and pupils by leading through example. | x | |
| Contribute effectively to the work of the Headteacher and senior leadership team. | x | |
| Deal successfully with situations that may include tackling difficult situations and conflict resolution. | x | |
| Work successfully with a range of external agencies. | x | |
| COMMITMENT Demonstrate a commitment to: | Essential on appointment | Desirable on appointment |
| Equalities. | x | |
| promoting the school's vision and ethos. | x | |
| high quality, stimulating learning environment. | x | |
| relating positively to and showing respect for all members of the school and wider community. | x | |
| ongoing relevant professional self-development. | x | |
| safeguarding and child protection. | x | |
| SAFEGUARDING These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure | Essential on appointment | Desirable on appointment |
| Demonstrate a commitment to safeguarding and the welfare of children and young people. | x | |
| Ability to form and maintain appropriate relationships and personal boundaries. | x | |
| Emotional resilience in working with challenging behaviours. | x | |
| Appropriate use of authority and discipline. | x | |