



ST JUDE'S
C OF E PRIMARY SCHOOL

Learning for Life, Aiming for Excellence;

Ready to Take Our Place in God's Changing World

St Jude's Church of England
(Voluntary Controlled) Primary School
Headteacher Recruitment
& Information Pack

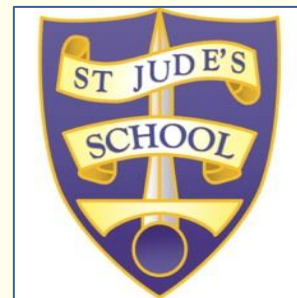


Love Honesty Forgiveness Hope

ST JUDE'S CHURCH OF ENGLAND (VOLUNTARY CONTROLLED) PRIMARY SCHOOL

St Nicholas Street
Old Portsmouth
Hampshire
PO1 2NZ

Telephone: (023) 9282 4061
email: office@st-judes.portsmouth.sch.uk



Letter from the Chair of the Governing Board

March 2023

Dear Candidate,

I am excited that you are interested in applying for the position of Headteacher here at St Jude's CE Primary School. This pack contains:

- information about our school, including our vision and priorities
- messages from our children, our vicar and our Diocesan Education Team
- details of the Job Description, Person Specification and application process
- information about living and working in Portsmouth.

St Jude's is a happy and successful school with a very good reputation. Because our current Headteacher is moving on to take up the next challenge in her career, we are seeking a new Headteacher to continue to take forward our vision for a school where all children can thrive academically, emotionally, physically and spiritually.

When you visit St Jude's, you will see our Christian values of Love, Honesty, Forgiveness and Hope lived out by staff and pupils. You will notice that our identity as a Church of England school provides the foundation for our ethos and vision. You will meet pupils from a broad range of backgrounds, languages and cultures. You will observe staff committed to doing their best for children every day. You will find a site with great open spaces and a Wild Area giving opportunities for outdoor learning. On a personal note, I am happy to say that all three of my own children have attended the school, so I have seen for myself how well the school has cared for them, spurred them on, and prepared them for their next steps.

As a Board of Governors, we are pleased that we have an excellent relationship with the school leadership and staff, and are committed to maintaining this. The school benefits from a close and positive relationship with St Jude's Church, whose vicar is an ex officio governor, as well as good partnerships with St Thomas's Cathedral, in whose parish we sit, the Diocesan Education Team and the Portsmouth Education Partnership, which brings together both maintained school and academies.

The Governing Board are seeking a leader who will inspire our whole community, and be committed to continually seeking excellence, including the continued strengthening of our Christian ethos and values. In your application, we would like to hear about your wider vision for our school and what your priorities might be, in addition to your experience and what qualifies you for this position. We will be looking for examples that provide evidence of your competence and of situations where you have used the skills and knowledge we are looking for.

We would be delighted to show you around the school. If you would like to take up this opportunity, please contact the school on the details above to arrange a visit.

With the current challenges in education and in society more widely, it is more important than ever that our school is led well to provide a safe place where all children can be welcomed, enthused about their learning, given a broad range of opportunities, looked after well, and supported to develop an ethos which will guide them through life. If you believe you could lead the fantastic team which provides all this for our children and families, we'd love to receive your application.

With warmest wishes,
Kathy Bacon, Chair of Governors

Letter from our School Council

Dear Candidate,

Welcome to St Jude's Church of England Primary school and thank you for showing your interest in being our new Headteacher!

Our School is warm, welcoming and wonderful! We love that each and every one of us is different and that this is celebrated every day. Our adults in school help us so much with our learning and do improve, we particularly enjoy earning house points and Headteacher's Awards.

We hope our new headteacher continues to love and look after every child in the school, and knows how important it is to us that we have fun whilst we are learning. We want to be listened to, heard and be able to give our opinions to make our school an even better place!

We thank you for taking the time to read our letter, we look forward to meeting you and are excited to learn more about you.

With best wishes,

The Pupils at St Jude's





Our School Vision

Learning for Life and Aiming for Excellence;
Ready to Take Our Place in God's Changing World

What is it we want for our pupils at St Jude's Church of England Primary School?

The answer is simple: We want it all.

Put quite simply, we want our children to be 'Learning for Life, Aiming for Excellence; Ready to Take Our Place in God's Changing World.'

As a Church of England school, we work hard to ensure we provide a loving environment for all God's children to be cared for and to flourish. We want our children to understand the importance of faith and to live out our school values in all that they do, so that they are ready to be part of God's changing world.

We want our children to experience 'life in all its fullness' (John 10:10) to achieve their very best academically, to be curious and to engage in new experiences together that shape the adults they will become.

We want to ignite their excitement about learning and for them to be proud of themselves, their community and the part they play. We want them to build strong relationships and develop a moral compass that helps them make difficult decisions, remembering 'I can do all things through Christ who strengthens me' (Philippians 4:13).



Our School Priorities

These are the current priorities which are in progress in our School Improvement Plan. As a new Headteacher, we would of course expect you to review these and also to review our Vision and Values as you bring to bear your own vision for the school.

- 1) To make effective use of the Catch-Up Premium
- 2) To conduct a review of all elements of our St Jude's Curriculum and implement necessary changes
- 3) To develop our practices, policies and curriculum to ensure our Christian Distinction remains unmistakable
- 4) To develop rigorous and robust Health & Safety Systems that are actioned and supported by competent personnel in appropriate roles



ST JUDE'S SOUTHSEA

Message from the Vicar

Dear Prospective Headteacher,

I am delighted you are considering applying to join our school. I have been in Southsea for just under 3 years, and it is a wonderful place to live and work. It is a privilege to be both a foundation governor, the vicar and also a parent of a child in the school.

The links between the school, church and cathedral are strong, and I am grateful for the care and seriousness the leadership of the school has given to the spiritual welfare of the school. It is important to the governors that as the new Headteacher, you will further develop these links.

The connection between St Jude's School and the church goes back to the foundations of both. The builder of the church, Thomas Ellis Owen, was instrumental in setting up the school, and the connection with the church has never been lost. I take seriously my responsibility to continue to nurture and build on the close relationship between school and church. I'm happy to say that there are church members on the governing board, the staff team and importantly among the children at the school.

As a church, we have a vision to make Jesus the heart of Southsea through growing faith, offering hope and sharing God's love. This vision for the church guides the way we engage with the school.

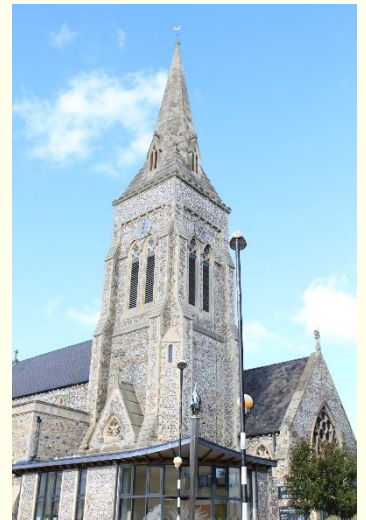
Work with children and young people has been part of the DNA of the church for a long time. It remains one of the larger churches in Portsmouth Diocese in terms of engagement with under-18s, and we own and operate our own school nursery, situated between the church and school, who often feed children into Foundation Stage.

Staff from the church, including myself, lead collective worship each week. We take part in



overseeing the collective worship champions and regularly have visits from the school, either for a special service, or for various projects. Before the pandemic we ran after-school clubs and hope to restart them again soon. We also ensure the wider school community is amongst the first to be invited to our events and special services.

The school's last SIAMS inspection was in 2015, which means the next one is due shortly (and indeed may have happened by the time this goes to print!). At that time, the school attained an outstanding grade. I wasn't in post when the inspection was



carried out, but having read the report again recently, I recognise much of what the school was commended for almost 8 years ago. As the rest of the pack will highlight, the school values – founded on Christian principles – are well embedded into the life of the school, and the children not only know and understand them, but practise them in their day-to-day life.



The church holds its relationship with the school of utmost importance. As soon as the previous head announced her resignation, we began praying for her successor – and I can assure you that those prayers, and all the support we can give you, will continue through the interview process and throughout your time in role.

We are really looking forward to meeting you, getting to know you, and doing all we can to support you in helping our children to 'learn for life, aim for excellence; and be ready to take their place in God's changing world.'

With Blessings

Rev. Adam Tams

Vicar, St Jude's Southsea



Further details about the school

Unique reference number: 116344

Local authority: Portsmouth

Diocesan Board of Education: Portsmouth & Winchester

Current Ofsted grade: Good, last inspection February 2019

Current SIAMS inspection grade: Outstanding, last inspection July 2015

Links to further information:

[School website](#)

[Department for Education Performance Tables](#)

[Ofsted reports](#)

[SIAMS report](#)





Headteacher Job Description

Post Title: Headteacher

Salary: £67,351 to £78,010 (L18-L24), depending upon experience

Accountable to: Governing Board

Accountable for: The day-to-day management of the school, the quality of education provided, the progress of pupils and the safety and welfare of the children and staff.

Purpose of the Job:

The Headteacher will understand and promote the distinctive ethos of our Church of England school, foster and model the school's Christian values and maintain good links with St Jude's Church, St Thomas's Cathedral and the Diocese.

The Headteacher will be a strong and effective leader of staff, pupils and stakeholders and will work in partnership with the Governing Board and the Local Authority to provide leadership that gives clear educational direction to the work of the school.

The Headteacher will play a major part in maintaining a positive ethos reflecting the commitment of the school to achievement, an effective learning environment, good relationships between and equality of opportunity for all pupils, staff and stakeholders.

The Headteacher will promote a positive image of the school to the wider community.

This job description is written to complement the description of the Headteacher's responsibilities in the current School Teachers' Pay and Conditions Document, which can be found [here](#).

Main Responsibilities:

- Exercise the role of Headteacher in accordance with the Headteachers' Standards (2020), which can be found [here](#)
- In consultation with the Governing Board and stakeholders, lead on the process of delivering continuous improvement
- Take a proactive approach to strategic change as determined by the Governing Board and central government Education Policy
- Make best use of available resources and develop an effective staff team
- Undertake relevant personal and professional development

- Oversee the provision of extended day and curriculum activities
- As Designated Safeguarding Lead, take lead responsibility for safeguarding and child protection (including online safety)

St Jude's Primary School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.

Headteacher Person Specification

QUALIFICATIONS		
Specification	Essential/ Desirable	Evidenced by
Qualified Teacher Status	E	Application form References
NPQH (or equivalent further qualification)	D	Application form References
Evidence of significant and relevant continued professional development	E	Application form References
Further study and qualifications	D	Application form References
Safer Recruitment trained	D	Application form References
Designated Safeguarding Lead trained	D	Application form References
LEADERSHIP AND MANAGEMENT COMPETENCIES AND EXPERIENCE		
Experience and proven track record in a senior leadership role as Head/Assistant Head/Deputy Head or Advisor within the primary age range	E	Application form References Interview
Proven track record of raising standards	E	Application form References Interview
Substantial involvement in school improvement planning, including its implementation, monitoring and evaluation	E	Application form References Interview
Experience of leading a senior management team, delegating and devolving responsibility appropriately and establishing relevant monitoring / control mechanisms	E	Application form References Interview
Experience of reviewing the performance of staff, acknowledging and developing excellent performance, and challenging poor performance, taking action where performance is unsatisfactory	E	Application form References Interview
Able to direct and co-ordinate the work of others, motivating, inspiring and supporting staff in all matters of	E	Application form References

classroom practice, organisation, management and teaching methods		Interview
A good understanding of the primary curriculum and have a proactive approach in developing the curriculum	E	Application form References Interview
Experience of setting and implementing, with the support of the Governing Body, aspects of the strategic direction of the school	E	Application form References Interview
Experience of managing and implementing effective development and responding to new initiatives	E	Application form References Interview
Experience of successfully managing school budgets and the effective use of resources in accordance with the priorities of the school	E	Application form References Interview
Proven expertise in developing and managing school policies and procedures	E	Application form References Interview
Effectively collect, analyse and interpret data to understand the strengths and weaknesses of the school and drive school improvement for all pupils, including those with additional educational needs	E	Application form References Interview
Demonstrate commitment to working collaboratively with the Governing Board	E	Application form References Interview
TEACHING, LEARNING AND ASSESSMENT COMPETENCIES		
Understanding of the curriculum and its assessments across all relevant key stages; Early Years Foundation & Key Stages 1 and 2	E	Application form References Interview
Track record of excellent classroom practice and innovative curriculum development	E	Application form References Interview
Teaching experience in more than one school	D	Application form References Interview
Evidence of using data to monitor children's progress in learning. Ability to review, monitor and evaluate progress and attainment and have impact on further strategies to accelerate learning, including for pupils with SEND	E	Application form References Interview
Experience of effective benchmarking and assessment	E	Application form References Interview
PARTNERSHIP WORKING AND ACCOUNTABILITY		
Ability to communicate the aims, objectives and values of the school to parents, pupils, staff, Governors, local employers, the Church and the community	E	Application form References Interview
Able to demonstrate an understanding of national policy and the statutory frameworks for education	E	Application form References

		Interview
Able to demonstrate an understanding of current legislation and opportunities and their impact on schools and their wider community	E	Application form References Interview
Able to ensure positive links with other schools, organisations and partners, including secondary schools	E	Application form References Interview
PERSONAL SKILLS AND ATTRIBUTES		
Understands and supports the Christian ethos of our school and is committed to further develop its Christian character	E	Application form References Interview
Is committed to demonstrating and developing Christian Collective Worship within the school	E	Application form References Interview
Experience of working in a church controlled or aided school	D	Application form References Interview
Have vision and enthusiasm with high expectations of pupils and self	E	Application form References Interview
Ability to be reflective, self-aware and self-critical	E	Application form References Interview
Personal impact, presence and excellent interpersonal skills	E	Application form References Interview

Application and selection procedures

Application forms can be downloaded, or are available from the Recruitment Team by emailing recruit@portsmouthcc.gov.uk quoting reference number **590**.

Your application should relate specifically to the person specification and also include information on:

- Your education philosophy
- Your view of the role of the Headteacher
- What you feel you could bring to this school, including your vision for the school and what your priorities might be
- your skills, qualities, knowledge, and experience, with examples, showing how you meet the person specification

Please send completed applications to recruit@portsmouthcc.gov.uk

Deadline for applications: Tuesday 11 April 12noon

Assessments, Presentations and Interviews: Thursday 27 April and Friday 28 April

Data Protection Act 1998

You should be aware that the information you have provided will be stored on Portsmouth City Council's secure recruitment database and will only be used to process your application. You can read the full Data Protection Privacy notice [here](#).

Living and working in Portsmouth

Living in Portsmouth

The historic naval and maritime city of Portsmouth offers a wide range of housing from period cottages to modern waterfront apartments, unique historic houses of all sizes, modern housing and council and housing association homes. The city has a diverse range of hotels, self-catering and unique B&B's for visitors. The surrounding area provides a vast range of accommodation options including small town, village or countryside settings.

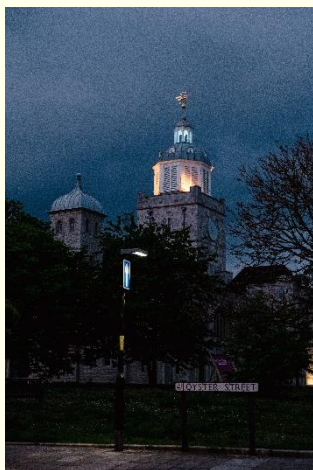


Education

Portsmouth is a city focused on life-long learning. It offers an extensive range of school provision, including nursery and childcare facilities, nearly 50 primary schools, 11 secondary schools and a number of private and special schools, including academies. The City and surrounding area have a variety of 16+ colleges with a diverse range of specialisations. Portsmouth also has a world-class university which continues to grow and invest heavily in the City.

Leisure

With its two cathedrals, Portsmouth is a dynamic and vibrant waterfront city. From its proud naval and maritime heritage to its towering world-class visitor attractions, museums and galleries, miles of beautiful waterfront, Portsmouth offers something for absolutely everyone. Situated on the south coast, the UK's only island city, Portsmouth has a rich culture with magnificent theatres, contemporary art galleries, live music venues and festivals throughout the year.



Its literary heritage encompasses Charles Dickens and Arthur Conan Doyle. The City is world famous for its Historic Dockyard with HMS Victory, HMS Warrior and the Mary Rose.



Transport Connections

The train will take you from Portsmouth to London in as little as 92 minutes, with a choice of London stations. The city is just over an hour from Heathrow and Gatwick airports, and has cross-channel transport links to Caen, Le Havre, St Malo, Santander and Bilbao, in addition to ferry services to the Channel Islands and the Isle of Wight.

Shopping

Portsmouth is a popular retail destination for the area with boutique and independent traders in Southsea and an enormous number of retail outlets, restaurants and bars at Gunwharf Quays.

For further information about Portsmouth, visit:

<https://www.visitportsmouth.co.uk/>

<https://careers.portsmouth.gov.uk/working-in-portsmouth/>



The Dioceses of Portsmouth & Winchester

Diocesan Board of Education

Within the Dioceses of Portsmouth and Winchester there are 153 schools with links to the Church of England. Consisting of 86 Voluntary Controlled, 49 Voluntary Aided, 1 Foundation, 2 Joint Anglican and Roman Catholic, 6 Academies, 11 Affiliated, 7 Federated Schools and 32 Independent Church Schools. These are spread across six local authority areas, Bournemouth, Dorset, Hampshire, Southampton, Portsmouth and the Isle of Wight.

The Bishops of Portsmouth and Winchester encourage Church school Headteachers and governing bodies to consider carefully, with parish clergy and parochial church councils, matters relating to the spiritual, moral, social and cultural development, ethos, worship, religious education and the partnership between school and parish.

The Diocesan Board of Education and its staff support church schools in these matters as well as working alongside Local Authorities with general support, advice and training for church schools and their governing bodies. The education staff also support parishes and clergy in developing their work with schools.

New Headteachers are encouraged to attend leadership training courses provided by the Diocese as part of their induction process. The Diocese also offers courses and events for school staff on all aspects of church school leadership and management.

The diocesan representative involved in the appointment process at the school you are applying to will be:

Richard Wharton

Church Schools Advisor

If you are successful in the post you are applying for, the Diocesan Director of Education and his staff will be pleased to offer you whatever support they can during your time in the school.





ST JUDE'S

C OF E PRIMARY SCHOOL

