



THE DIOCESE
OF GLOUCESTER
ACADEMIES TRUST
unlocking potential



Application Pack for:

Headteacher at
Dursley Church of England
Primary Academy



MESSAGE FROM THE CHIEF EXECUTIVE

Dear Candidate,

Thank you for your interest in the post at one of our family of schools - Dursley Church of England Primary Academy. We are proud of all of our schools and are keen to find the right leader for this for this popular and successful setting.

Originally established in 2012 as one of the first Diocesan Multi-Academy Trusts, The Diocese of Gloucester Academies Trust is now recognised as a successful and growing MAT and I am sure that you will find we have much to offer you. There are currently seventeen schools within the Trust, including sixteen church schools and one community school. Fourteen of the seventeen schools within the Trust are rated as at least 'good' by Ofsted, with one, as a new Free School, yet to be inspected.

Our family of schools work in close collaboration with each other to share good practice and develop innovative approaches to teaching and curriculum development. Whilst close working has led to many Trust academies adopting some similarities, for example an enquiry-based approach to learning through Philosophy for Children, each academy retains its distinctive characteristics, driven by the needs of the local community it serves. Whilst some of our academies are developing an international curriculum, others focus on the outdoor environment or learning based on real life experiences; it is the breadth and diversity of our schools, and the willingness to share learning, that is a unique feature of the Trust.

This post offers an exciting opportunity for an outstanding and experienced school leader. The new Headteacher will be someone who inspires others, who understands what excellent teaching and learning looks like, who can build the confidence and trust of families, who will continue to build on the successes of the school and continue to enhance the Christian character of the school.

We look forward to hearing from you.



Canon Rachel Howie
Chief Executive



MESSAGE FROM THE CHAIR OF GOVERNORS

Dear Candidate,

On behalf of the local governing board I would like to thank you for your interest in the post of Headteacher at Dursley CofE Primary Academy.

Dursley CofE Primary Academy joined DGAT, as the Trust's first school, in 2012. During this time we have been led by an inspiring and much respected Principal, who is leaving us at Christmas to start a new stage of his life.

As Governors we hope to appoint as our new Headteacher an accomplished leader who values a collaborative and innovative approach to education, who will bring creativity and vision to the role to continue to move the school forward. Someone who will work to maintain and build on the relationships that we have within the Trust, our local town community and those at St James, our parish church. Our links with the local church are vital to us, as is our Christian foundation and our academy values. We value all of these partnerships as we serve our mixed catchment, which includes some families with great social need. Someone who is approachable, caring and supportive is essential for this post to ensure successful working within our close knit community.

We look forward to meeting you.

Neil Grecian
Chair of Governors.



THE VISION OF THE DIOCESE OF GLOUCESTER ACADEMIES TRUST

Our vision is to be:

- * Authentically Christian
- * Boldly passionate about excellence in learning
- * Relentlessly driven in our aspiration for everyone

Our vision is rooted in our Christian foundation and our belief that all within our family should experience life in all its fullness.

Our core principles

These underpin all we do and all the decisions we take.

- * We aspire to be the best we can be in an ever-changing environment - providing opportunities for all to flourish.
- * Within our DGAT family we cherish everyone as individuals; appreciating and celebrating diversity.
- * We act with integrity; we are open to challenge and we are reflective about our practice.
- * We treat everyone with dignity and respect.
- * Through collaboration, in a nurturing community, we grow, learn and achieve.

A picture of who we are

As a Trust set up by the Diocese of Gloucester Board of Education, all we do is steeped in both the National Church of England Vision for Education: Deeply Christian – Serving the Common Good and the diocesan LIFE vision.

Deeply Christian - Serving the Common Good is permeated by four core elements WISDOM, HOPE, COMMUNITY, DIGNITY. Our work is rooted in these elements and in all our schools these will be in evidence in our decision making, our relationships, our communications and our learning.

Together the Trust Board, central staff and our school communities are united in enabling children and staff to grow, flourish and succeed in an environment of educational excellence.

Enjoyment

Passion

Inspiration

Creativity



BENEFITS OF LEADING A DGAT ACADEMY

- * No school is an island
- * Good practice is shared
- * Opportunities to lead Trust-wide initiatives
- * Professional support and challenge from our highly experienced school improvement team
- * Regular facilitated discussion and dialogue with other academy leaders
- * Trust-wide professional development opportunities, driven by the needs of schools
- * Comprehensive support for all business, finance and estate management functions

Trust academies work together to build capacity, support the professional development of staff and ensure that each academy remains a vibrant and dynamic place where everyone can flourish. We want our academies to remain places of learning, not just for pupils, but for staff and governors too.

In adopting a collaborative approach, we have developed flexible models of working which fully utilise the expertise which exists within our schools. All DGAT academies play an active role in sharing best practice and learning from one another.



In addition, teachers and senior leaders have participated in a range of peer reviews to share best practice, ensuring there is mutual accountability across the Trust. To date, staff and governors have worked together to review the leadership of maths, the use of funding to support pupil premium, effective governance, safeguarding procedures and the use of Teaching Assistants to support learning. Several Trust academies have also shared their good practice with a wider audience. For example, Minchinhampton C of E Primary Academy has also led a one year long research project which looks at how formative assessment can support children's learning.

With high expectations the norm, we offer an extensive range of professional development opportunities for staff, based on the collective needs of academies. This has included a six day 'good to outstanding' teaching programme, training and support for teaching assistants and an bi-annual conference for all academies.

Each academy is very well supported and challenged by our school improvement team.

In order to ensure that each academy remains free to focus on what schools do best, the education of children, we undertake a range of financial and business activities for our academies, from compilation of statutory accounts, to VAT and pension returns.



SEEKING AN INSPIRATIONAL LEADER...

We are seeking to appoint a dynamic and energetic headteacher at Dursley Church of England Primary Academy. We are looking for someone who can provide the strategic vision to build upon on our school's success with creativity and intelligence.

We can offer you:

- * A team of highly professional, hard-working and dedicated staff who are committed to the school.
- * Enthusiastic, well-motivated and happy children.
- * A supportive multi-academy Trust central team.
- * Committed local governors, eager to support and challenge.
- * A school where shared values are central.
- * A truly special place to work.

We are looking for a leader who will:

- * Have outcomes for pupils at the centre of their decision making.
- * Excel in communication and have a lively and positive engagement with children, parents, church and local community.
- * Can lead and inspire outstanding teaching and learning.
- * Fully support the Christian values of the school.

We also asked our pupils and staff the type of person they would like to see as their Headteacher.

Our pupils said:

Someone who ...

- * Is fun and happy and has a sense of humour
- * Spends time with us learning and playing
- * Is a good listener and is kind
- * Is understanding and supportive
- * Is sporty
- * Is helpful and respectful
- * Is caring and forgiving
- * Is thoughtful and calm
- * Is friendly
- * Is optimistic
- * Creates a happy environment
- * Is sharing
- * Is courageous and resourceful
- * Is strict but fair
- * Will shine with us together and love us all

Our staff said:

Someone who ...

- * Is aspirational, inspirational and a risk taker
- * Is fair and approachable
- * Is enthusiastic
- * Is community-minded and understanding
- * Is supportive and a role model
- * Is organised
- * Is visible all around school
- * Supports staff to use their strengths and develop
- * Has a good understanding of SEND and EYFS
- * Has the children and staff at the centre of decisions
- * Is respectful of everyone's opinions
- * Supports wellbeing and mental health of everyone



PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
Qualifications and knowledge	<ul style="list-style-type: none"> • Qualified teaching status • An up to date understanding of national policy, curriculum developments and the statutory and legal framework within which a church school operates, including the new OFSTED + SIAMS frameworks, EYFS framework, SEND requirements, safeguarding and child protection procedures. 	<ul style="list-style-type: none"> • NPQH* (or working towards)
Leadership Management and Experience	<ul style="list-style-type: none"> • Proven track record of successful leadership. • Outstanding classroom practitioner with knowledge and experience of the development of children's learning across the primary range. • Knowledge and understanding of effective school improvement planning, self evaluation, and analysis of performance data. • Experience of taking a leading role in raising standards. • An understanding of targeting resources to support pupils with SEND and Pupil Premium. • Familiar with school budgetary processes and the importance of sound financial management. • Solid understanding of current Ofsted processes and the New Ofsted framework. • Experience of implementing rigorous safeguarding and child protection procedures. • Have experience of, and be committed to, performance management and the development of staff. • An excellent natural empathetic and positive communicator. • Evidence of commitment to CPD. 	<ul style="list-style-type: none"> • Successful headship experience. • Can demonstrate effective working with governors, other professional agencies, learning networks, cluster groups and partnerships. • SENCO training and/or experience. • Understanding the implications of Academy status. • Broad range of teaching experience. • Experience of working in a church school. • Experience of the preparation required for SIAMS and OFSTED.

ESSENTIAL

DESIRABLE

Knowledge and Skills

- Must have the skills and knowledge to safeguard and promote the welfare of children and young people and ensure all staff and volunteers share this commitment.
- A dynamic leader who is able to motivate, inspire and listen to, all members of the school community.
- Be passionate about encouraging all children to flourish and develop an excitement for learning.
- Proven ability in tracking and promoting high standards of pupil attainment and achievement.
- Able to set and work towards a clear vision, working in partnership with the staff and governors.
- Ability to support families and encourage parents and careers to support their children's personal development.
- Able to listen to, reflect and act on feedback and make change where necessary.

- Interest and enthusiasm to promote extra- curricular activities. An understanding of the wider curriculum beyond school and the opportunities it provides for pupils and the school community.

Personal Qualities

- Passionate about education and the development of children.
- Able to maintain the welcoming atmosphere in our school.
- Provides a positive role model with a visible presence around the school.
- Excellent communicator with the ability to form positive and caring relationships with all staff, pupils, parents and governors.
- A commitment to continue to nurture the Christian ethos and maintain strong links with local church and community.
- Supportive of the aims and ethos of the school and the Diocese of Gloucester Academy Trust.
- Capacity to be flexible, adaptable and creative.
- Can manage own workload and that of others to allow an appropriate, healthy work-life balance.
- High levels of written skills.

- Practising Christian.

For an application form or to register interest in the Trust,
please contact Emma Anderson at: eanderson@glosdioc.org.uk

Closing date for applications: Noon 2 July 2021

Interviews: 14 and 15 July 2021

We would strongly encourage candidates to visit us. If you would like to arrange a visit to the school please contact the School Office, Mrs Lou Mee, 01453 542304 or email admin@dursley.gloucs.sch.uk

Dursley CofE Primary Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for the successful candidate.

WE ARE WORKING FOR EQUALITY IN EMPLOYMENT

Dursley CofE Primary Academy is part of the Diocese of Gloucester Academies Trust (DGAT).



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