

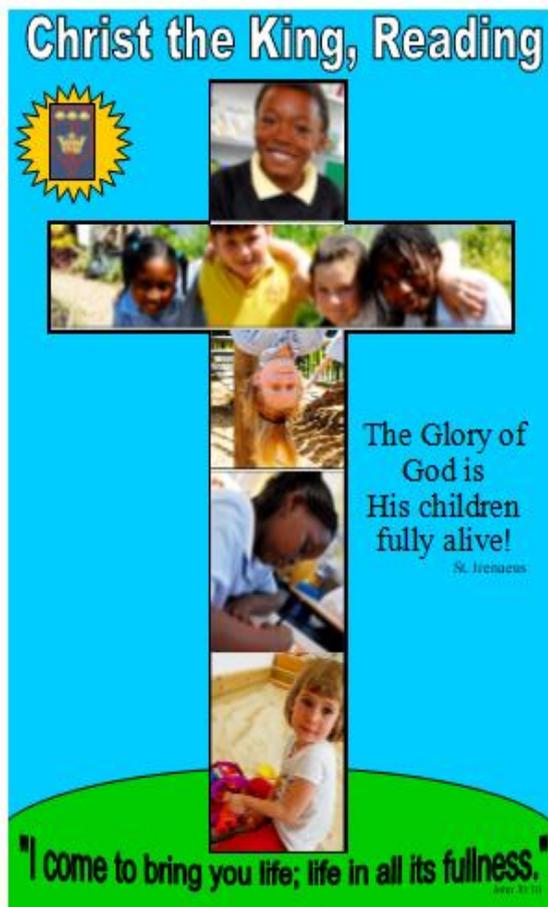


**Christ the King
Catholic Primary School.
Lulworth Road, Reading,
Berkshire, RG2 8LX**

Bursar @christtheking.reading.sch.uk

0118 901 5434

HEADTEACHER INFORMATION PACK



**Required for
September 2019**

**Application closing date
Monday 18th March 2019
at 12 noon.**

**Interview dates
25th and 26th March 2019**

Salary: £60755 - £69673



CHRIST the KING

CATHOLIC PRIMARY SCHOOL and NURSERY



Lulworth Road,
Reading,
RG2 8LX

Dear Applicant,

Thank you for your interest in the post of Headteacher of Christ the King Catholic primary school. This post has arisen due to the retirement of our well respected present Headteacher.

Christ the King is a 1.5 form entry, group 3. It is a very welcoming, friendly and inclusive school, where children and parents positively engage with its caring ethos. In 2011 at the request of Reading Borough Council, a 21 place unit called the Ark was opened to provide for primary aged children with autistic spectrum conditions. The children from the Ark are well integrated into the life of the school. We are the lead school for school direct training. We need a headteacher who will continue to build on the strengths of the school and work with the staff to continue to raise the children's academic achievements, giving the children confidence to achieve high standards in all areas of their lives.

The area of Reading where the school is situated is one of the most deprived and multi-ethnic in Reading, but one where there is a strong sense of community. That community spirit is well demonstrated in the next door parish church. The parish priest is a familiar figure in the school. There is an excellent home, school and parish interaction. The Catholic life of the school is strong, with children being encouraged to engage with local and global concerns.

The school employs a full-time family support worker who helps parents and children and including liaison with social services where that is necessary. Parents frequently come in to see her for help and advice. She owns and trains the school dog, Lottie, who has a successful therapeutic role among the children.

I very much look forward to receiving your application and warmly invite you to visit our vibrant and exciting school, to meet the children and the staff of whom we are very proud. Please telephone the office to arrange a visit 0118 901 5434.

Yours faithfully,

Victoria Hummell, Chair of Governors

School vision *I come to bring you life, life in all its fullness.* John 10: 10

At Christ the King we promote the academic, physical, spiritual and social development of each child. We do this through a stimulating environment and a broad and balanced curriculum.

Mission statement

Our school community will grow and learn in a happy atmosphere of warmth, co-operation and mutual respect, following the teaching of the Catholic faith.

Our school

The school, serves a large and deprived area of social housing in South Reading which was originally opened in 1967. It is very close to Junction 11 of the M4 and a fifteen minute bus ride from Reading town centre. We have 12 classes and 382 pupils on roll including a 52 place Nursery (26 morning, 26 afternoon) and a 21 place ASD Resource. Our popular breakfast club starts at 7.30 in the morning and our after school club runs until 6 p.m.

We have delightful, lively children and very committed, cheerful, enthusiastic and energetic staff who work closely together as a team. Amongst our wonderfully diverse community we have higher than average numbers of pupils with English as an Additional Language, with our children coming from every corner of the globe, including more than 20% of African origin. We also have 27% pupils eligible for the Pupil Premium and 6.9% pupils with Education Health and Care Plans. Baseline assessments show that more than 80% of our children come into Reception at below average levels. In short, Christ the King is a tremendously rewarding school in which to work, and one where every member of staff knows that they can make a real difference to children's lives.



Catholic cluster

Christ the King is an active partner in the Greater Reading Catholic Cluster. This is a group of 9 primary schools, 1 secondary, and an all-through independent school, in Reading, West Berkshire and South Oxfordshire, who work closely together. Headteachers meet six times a year, and we arrange sporting competitions, share INSET, organise joint concerts and worship, and help each other to share the load of school leaders.

Together with the Catholic schools of East Berkshire we form the Frassati partnership, co-operating together and supporting each other for the benefit of our children and the wider mission of the Church.

The Whitley Excellence Cluster

For 25 years the schools of South Reading have formed the Whitley Excellence Cluster (WEC) Our children come together in sporting competitions and for concerts. We hold a public speaking event in the autumn as well as a competitive poetry slam during the summer term. WEC has a special relationship with the outdoor activity centre at Ufton Court and in Year 4 all the children have the opportunity of a residential experience at Ufton, making use of all the centre's facilities at no cost. Many of our children go back to Ufton repeatedly, including most of Year 5 who enjoy three residential visits during the year.

Teachers work together and help each other across all the WEC schools. We have joint training. We support and promote Aspire2, the charity for the children of Whitley which, together with the University of Reading, helps to fund the WEC activities.

HEADTEACHER JOB DESCRIPTION

Job title Headteacher

Salary Range Group 3 nor 382. range: 18-24 £60755 - £69673

The core responsibility of the Headteacher is to provide professional leadership and management for Christ the King Catholic Primary School. In our Catholic school, that professional leadership is provided in the context of a community rooted in the Catholic Faith. It is therefore an essential requirement that applicants have a strong, personal faith and recognise the opportunities and challenges facing Catholic education as a vibrant part of the mission of the Church in education

The Headteacher is an employee of the Governing Body and is required to carry out all duties professionally as detailed in the current School Teacher's Pay and Conditions document. The Headteacher will work in partnership with the staff, Governing Body, Diocese of Portsmouth, Local Authority and any other stakeholders invested in the school and children.

The Headteacher is accountable to the Governing Body for achieving the national Standards of Excellence for Headteachers (2015) at an appropriate level based on previous experience, induction and on-going professional development.

Key roles:

To maintain the Catholic ethos of the school

To provide overall strategic leadership and, with others, lead, develop and support the strategic direction, vision, values and priorities of the school

Continue the good relationship with the parish

Ensure opportunities for spiritual development of pupils and staff

Develop, implement and evaluate the school's policies, practices and procedures

Lead and manage teaching and learning throughout the school

Promote the safety and well-being of pupils and staff

Ensure a positive and inclusive learning environment for the pupils

Lead, manage and develop staff, including appraising and managing performance

Develop clear arrangements for linking appraisal to pay progression and advise the relevant body on pay recommendations for teachers

Organise and effectively deploy resources within the school

Promote harmonious working relationships within the school

Maintain relationships with organisations representing teachers and other members of staff

Lead and manage the staff with a proper regard for their well-being and legitimate expectations, including the expectation of a balance between work and other commitments

Promote the participation of staff in relevant continuing professional development

Participate in arrangements for the appraisal and review of their own performance

Consult and communicate with the Governing Body, staff, pupils, parents and carers

Collaborate and work with colleagues and other relevant professionals within and beyond the school including relevant external agencies and bodies

HEADTEACHER PERSON SPECIFICATION

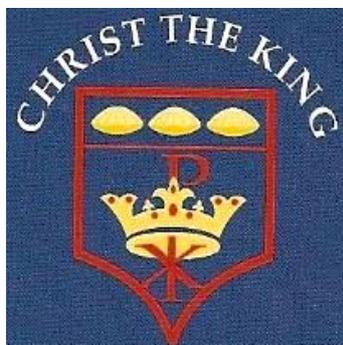
	Essential	Desirable
Faith Commitment		
A practising and committed Catholic	✓	
A secure understanding of the distinctive nature of a Catholic school	✓	
Ability to lead acts of worship in a Catholic school	✓	
Involvement in the parish community		✓
Qualifications and Experience		
Qualified teacher status or DfE recognised teaching qualification	✓	
Hold the Catholic Certificate in Religious Studies or equivalent, or be willing to undertake study to attain	✓	
NPQH		✓
Senior leadership experience	✓	
Evidence of recent and relevant CPD relating to school leadership and management;	✓	
Have experience of children with specific learning difficulties		✓
Show leadership and the ability to inspire, motivate and manage our school community.	✓	
Hold and articulate clear Catholic values and moral purpose that will fulfil our Mission Statement	✓	
Lead by example – with integrity, creativity, resilience and clarity	✓	
Communicate compellingly the school’s vision and drive the strategic leadership,	✓	
Knowledge and experience of a range of teaching, learning and assessment strategies that meet the needs of all pupils	✓	
The use of self-evaluation evidence, including data to establish priorities for school improvement	✓	
Be approachable and enthusiastic with a positive caring attitude and enjoy being highly visible to children and parents.	✓	
Encourage parents to be involved in their children’s learning	✓	
Understand the role of the Governing Body in a Catholic school	✓	
Understanding of and commitment to promoting safeguarding and welfare of pupils	✓	

	Essential	Desirable
Self-motivated with good organisational skills and the ability to prioritise and delegate workload effectively	✓	
Able to think creatively, solve problems and make decisions based on sound judgement	✓	
Passionate about delivering high quality education to all children	✓	
Values diversity, the unique place every individual has and the contribution they make to our learning community	✓	
Relationships with Pupils and Staff		
Based on knowledge and experience as a primary practitioner be able to develop the practice of others	✓	
Having high standards and expectations for all children irrespective of any disadvantage, by understanding how to use effective monitoring and evaluation to develop the teaching and learning	✓	
Able to build and develop effective working relationships by encouraging a culture of openness, challenge and accountability	✓	
Experience of working in collaboration with other schools, sharing best practice, moderating the outcomes of children's work to ensure effective assessment and recording		✓



Staffing:

The staff are dedicated and work hard to ensure the best possible outcomes for all our pupils. The teaching staff are well supported by a strong team of teaching assistants and higher level teaching assistants. More information is on the website.



School Attainment

End of Year 2; Key Stage 1 SATs 2018			
	Christ the King	Reading	National
Reading	60	75	75
Writing	60	68	70
Maths	60	76	76
End of Year 6; standard in Key Stage 2 SATs 2018			
	% achieving the expected	% achieving higher standard	
Reading	64	16	
Writing	68	9	
Grammar, punctuation and spelling	66	16	
Combined figure	50	9	
Maths	64	12	

We are extremely proud of the achievement of all our children and that we are a very inclusive school. In May 2018 we had 44 children in Year 6. Of these, 4 (9%) had Education and Health Care Plans (EHCPs). Removing these children from the statistics gives the proportion of our children who achieved the national benchmark as, Reading: 70%; Writing 75%; Maths 68%

Our children of the school council say:

we would like a headteacher who:

- Is caring, kind, has a sense of humour, is gentle and gives children a second chance
- Values everyone equally and believes in them.
- Cares about the children and the teachers.
- Understand how well we our learning and doing our best.
- Has an open door
- Prays and tells us stories about Jesus
- Is good at teaching
- Won't change the 'Star of the Week' awards
- Encourages sports and competition with other schools



Our staff say: we would like a headteacher who:

- Values our dedication
- Provides good leadership
- Understands what it is to work with vulnerable children and those with special needs.
- Is aware of the impact of family life on our children.
- Provides a stable and friendly learning environment
- Is kind and compassionate



DIOCESE OF PORTSMOUTH CATHOLIC ACADEMIES AND SCHOOLS OFFICE



The Diocese of Portsmouth stretches from Oxford in the north to the south coast and also includes the Isle of Wight and the Channel Islands. In the Diocese there are 56 Catholic schools currently maintained by thirteen local authorities and the States of Guernsey. The schools have recently been placed into 'partnership areas' to facilitate and encourage greater collaborative working. An exciting time to be joining one of our diocesan schools.

Forty six of the schools are primary schools; there is one middle school, eight secondary schools and one all through school (4-18).

In addition there are also 21 independent preparatory or secondary schools.

The Catholic Academies and Schools Office supports Catholic schools in implementing their mission, in delivering an education which is religious in both its context and content within a community founded on the values of the Gospel. In carrying out this work the Catholic Academies and Schools Office (CASO):

- promotes a community of schools sharing a common vision of the purpose of Catholic education and working collaboratively to develop this for the good of all;
- promotes and develops all aspects of Catholic provision in the Diocese;
- advises, develops and inspects the quality and provision of religious education and collective worship;
- represents the Bishop at the appointment of Headteachers, Deputy Headteachers, Assistant Headteachers and Heads and Co-ordinators of Religious Education;
- advises and supports Governing Bodies in their statutory and legal responsibilities as Catholic maintained schools and academies;
- Works in partnership with the local authorities and other agencies.

In partnership with the schools CASO has established a comprehensive "Framework for the Self-Review and Evaluation of Catholic Education by Schools in the Diocese of Portsmouth" which fulfils all the requirements of Section 48 inspection. The framework is a key feature of the life of schools in the diocese.

CASO provides a programme of development opportunities for teachers at all levels in Catholic schools from first appointments through to headteachers. There are induction courses for newly qualified teachers, courses for teachers of religious education and preparation for aspiring deputy heads and headteachers. There is also an induction and mentoring programme for recently appointed headteachers and headteachers new to the diocese.

Further information on the work of the Catholic Academies and Schools Office can be found at www.portsmouthdiocese.org.uk/schools

APPLICATION PROCEDURE

Candidates should complete the application form and return it so that it is received no later than noon on **18th March 2019**.

It should be returned to: E-mail address: Bursar@christtheking.reading.sch.uk

Telephone 0118 901 5434

You should provide a full statement in support of your application, which should not exceed two sides of A4 paper. Please do not restate the factual details already included elsewhere on the application form.

Selection Procedure

The shortlisting will be drawn up on **19th March 2019** at 6 pm. Further details will be sent to those candidates called for interview.

Applicants will be advised within 3 working days after the shortlisting date whether they have been successful or not.

Failure to send your application form to the above email address may invalidate your application.

Equality Monitoring

All applications will be required to complete an Equality Monitoring form.

Receipt of Application

Applications are acknowledged (by email whenever possible) within three working days of receipt. If you do not receive an acknowledgement within this time, please contact the Recruitment Team immediately on the number above.

Safer Recruitment

Christ the King Catholic Primary School are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure & Barring checks along with other relevant employment checks.

Privacy Notice

The School collects information about you in order to provide you with recruitment and employment services. We will use the information for the recruitment and selection process and, if successful, to activate employment with the School.

The legal basis for processing your personal data is that it is necessary for the performance of the employment contract or in order to take steps before entering into a contract and is necessary for the Reading Borough Council to comply with a legal obligation.

The legal basis for processing special category data is that processing is necessary for the purposes of carrying out the rights and obligations in the field of employment, that it is necessary for the reasons of substantial public interest and that it is necessary for the purposes of the assessment of the working capacity of the employee.

You have some legal rights in respect of the personal information we collect from you. Please see the School's website for further details on their privacy notice and data protection policy.

You can contact the School's Data Protection Officer if you have a concern about the way they collect or use your data.

