



Archbishop Temple School

Application Pack
for Headteacher

Leadership Spine
24-31

April 2019

Welcome to Archbishop Temple School



Our headlines

- Our pupils are fantastic—highly motivated and engaged young people with supportive and caring parents.
- We are the highest performing, non-selective school in Lancashire and the whole of the North West Region. That means we achieve among the highest GCSE results from 861 comparable schools.
- We are ranked as number 7 in the top 50 schools in the country (without a 6th form) by the Sunday Times in their Good Schools Guide.
- Around 90% of our pupils consistently achieve five GCSE grades at 9-4 (including English and Maths). In 2018, our GCSE results were 88%, this put us in the top 10 of non-selective schools nationally.
- We teach an academically challenging curriculum, in line with government aspirations for all young people.
- We have just under 800 pupils aged 11-16, and 88 staff (47 teachers and 41 support staff).
- We are always heavily oversubscribed for places (we have over 1000 applications for one of our 155 places for 2019).
- As a Church Of England School we aim to maintain a distinctly Christian ethos while being genuinely welcoming and inclusive.
- We run a vibrant and diverse extracurricular programme which involves most staff members.
- We have been told that we are “outstanding” by Ofsted three times – we agree!

Our facts

- 60% of our pupils are white British. The next largest minority are children from an Asian (mainly Indian, Muslim) background (29%).
- 3% of our pupils claim FSM and 6% have SEN and 13% are EAL.
- Attendance is over 98%.
- We have one of the lowest rates in the country for permanent and fixed term exclusions.
- We have very little “in year mobility”.
- Our overall progress score for 2018 was +0.74, and even higher for disadvantaged pupils.



A letter from the Chair of Governors

Dear Applicant



Thank you for expressing an interest in applying for the post of Headteacher at Archbishop Temple School. This vacancy will give the successful applicant the opportunity to lead one of the best schools in the country and comes about as our current headteacher moves to a much bigger school within the Diocesan family of schools. We do hope you find the information contained in this pack informative and that it will enable you to reach a decision on whether to apply for the post.



We are seeking to appoint an experienced colleague who shares our ambition to ensure that every young person at Archbishop Temple School achieves their personal best.

We are a Church of England school which gives us a very distinctive ethos. Our motto of "faith + nurture + service" is central to our work, and we aim to share God's love by being a welcoming and inclusive school that looks for the best in everyone.



We are also very proud to be the highest performing, non selective school in Lancashire. Our GCSE results are consistently the best in the county, averaging around 90% 9-4 (including English and Maths). We are listed in the top 10 highest achieving schools (without a 6th form) in the Sunday Times 100 Best Schools list, one of only two schools in Lancashire to be included.



The school was last inspected by Ofsted in 2009 and was deemed to be "outstanding". We have been visited subsequently by Ofsted for a subject inspection of Maths in 2012, and a HMI visit to write a "good practice example" report on our teaching and learning in Maths. We are particularly proud that the Ofsted inspector commented so favourably on the positivity of our pupils and the excellent way in which our pupils buy into our ethos. SIAMS visited in February 2019 and graded the school as "excellent" in all areas.



We are always oversubscribed in Year 7. This year over 1000 pupils applied for one of our 155 places. Working at Archbishop Temple School represents an exciting opportunity to work in a school which has huge potential. Our staff are incredibly supportive and our pupils are a very positive and enthusiastic group of young people.



We are an innovative school where we are not afraid to try new ideas. We use iPads to enhance our excellent teaching and learning; this is backed up by a superb VLE. Vertical tutoring and a vibrant house system ensures children are well nurtured and supported pastorally.





We have a very rich extra curricular offer. Staff are generous with their time and we have an ethos of providing events which add "magic and sparkle" to school life. We believe our success comes from our ability to get children to buy into the work of the school, and therefore the extra activities matter to us. We also aim to provide an excellent broad education for our young people. Unlike many schools who are choosing to remove performing arts and technology from their curriculum, we want to see these subjects grow and flourish, as we believe they are essential for developing well rounded young people.



The school has recently been granted approval from the Diocese to progress with an application to convert to an Academy. In view of the changes in leadership, this process has been paused.



If you like what you have read so far and wish to be considered for this role, please complete the application form, which is available from our website, and include a letter (of no more than three sides of A4 in Ariel font size 11) explaining your suitability for the post. At Archbishop Temple School we take safeguarding very seriously and consequently the successful candidate will be required to complete a DBS enhanced check. Please do not include CVs with your application as these will be disregarded for safeguarding purposes.



The closing date for applications is Tuesday 7th May 2019 (noon) and interviews are planned for Thursday 16th & Friday 17th May 2019. Electronic applications are fully acceptable and these should be emailed to Mrs Simpson, Head's PA, c.simpson@archbishoptemple.com. Candidates called for interview will be contacted by phone in the first instance with detailed information following by email. I hope you will consider joining this school to lead our team and I look forward to receiving your application.



You are invited to tour the school at 10am on Tuesday 30th April 2019 and ask that you contact Mrs Simpson if you wish to take up this opportunity.



Yours sincerely




Mrs Janice Astley
Chair of Governors



A letter from the outgoing Headteacher

Dear Applicant,

I am delighted that you are interested in applying to be the next Headteacher at Archbishop Temple School. I have been in post for 7 years, and while I am excited about my new post, I am saddened to be leaving behind such a wonderful school.

Archbishop Temple School is a diamond of a school. It may be a small school, but in my view, its work is very fine. In terms of data and outcomes we have been the best non selective school in Lancashire for many years, but since DfE have published league tables electronically we can see that we are one of the best schools in England. This is something I remind our MP about frequently! I am particularly proud of the excellent progress made by our most vulnerable children – Archbishop Temple School changes lives for the better.

The school is about far more than simply delivering excellent exam results. There is a real and tangible sense of community. Staff turnover is extremely low, so staff morale is very high. Our parents value the school, and many have gone out of their way to ensure their child gets a place here. It makes a difference to a school when over 80% of the parents have actively chosen to send their child here, rather than simply gone for the nearest secondary school to home. We are regularly well over subscribed, and in some years we have more appeals for places than the rest of Lancashire schools put together.

In my time as Headteacher I have developed the school to be more outward looking and value working collaboratively across the school and in partnership with other schools. The work we do within the Preston Teaching School Alliance (www.prestontsa.org.uk) is particularly valuable. The benefits to the school are tangible, both in recruiting new teachers and in developing the skills of more experienced staff.

The Christian ethos of the school is another strength of the school, and one that defines who we are, and who we aspire to be. We were inspected by SIAMS in February this year, and judged as “excellent” in all areas. I was very touched by the inspector warning us that we would be disappointed with the final report, as he only had 1000 words, and didn’t feel he would be able to do justice to the richness of this school in so few words. That’s the sort of disappointment any headteacher can live with!

The work of the school is recognised far more widely than in our immediate community. In 2018 we were designated as one of nine schools nationally as a centre of excellence for the teaching of Modern Foreign Languages. While this recognition is wonderful, I genuinely believe the DfE could have chosen any subject area in this school.

The new Headteacher at Archbishop Temple School will find a very experienced and capable leadership team, and a superb, creative and innovative team of middle leaders here. Our approach to teaching and learning is ground breaking and is clearly successful. Obviously, there are always new challenges and our new Headteacher can be assured of a committed staff team and a supportive governing body, who will embrace being led to future success.

Yours sincerely



Mrs Gill Jackson

A letter from the Head Prefects

Dear potential Headteacher,

As you will know, Archbishop Temple School is a fantastic school, however, we thought we could give you some insight into what the learning environment is really like and what makes the school so special – things that can't be portrayed solely through statistics.

Archbishop Temple School aims to develop a strong sense of faith and morality in all its pupils regardless of race or religion. We believe that we need a Headteacher who can continue to uphold these values and allow pupils to reach their full potential, both personally and academically. Whilst we are primarily a Christian school, Archbishop Temple School unites a range of people from different cultures and faiths. We think this school is unique, in that different people not only co-exist, but flourish. There is a strong rapport between pupils and staff, and as Head Boy and Girl we think that this has shaped us into who we are today. We benefit from staff who give us continued support and share their intense passion for learning with us.

We would like our new Headteacher to be someone who sees the potential in all pupils and not only nurtures individuals, but allows pupils to feel part of the whole school community. We think it is vital that our new Headteacher seizes all opportunities for improvement and gives each individual a purpose and voice within school life. We hope we can find the right person to lead our school and continue supporting all pupils to flourish.

Yours sincerely,

Karol and Hannah

Head Boy and Head Girl

About Archbishop Temple School

Introduction

Archbishop Temple School opened in 1964 as a mixed comprehensive school for pupils aged 11-16. We have a very pleasant site in the north of Preston, in the affluent suburb of Fulwood. There are currently 774 pupils on roll.

Leadership

The new Headteacher will inherit a senior team who know the school well, and who are very capable and experienced leaders. As the senior team, we recognise the importance of CPD in helping staff to develop professionally in order to realise their own potential and improve the life chances of all the children they work with.

The Governing Body is made up of 16 governors. There is a wealth of experience and professional expertise available to the Headteacher. The governors are extremely supportive of the school, and work to ensure that the strengths of the school are protected and developed.

A Church of England School

We take being a Church school seriously and expect all colleagues to support our ethos, whatever their own personal faith position may be. Our aim is simply to serve our local community through providing an outstanding education to children of all faiths and none. We emphasise our Christian distinctiveness through regular acts of worship, but more importantly by valuing and caring for every member of our community.

National Teaching School / National Support School

Archbishop Temple School was designated as a National Teaching School in September 2015. We are very proud of this recognition of our work. We work within the Preston Teaching School Alliance, in collaboration with over 45 other schools in the area. We are an unusual alliance in that we are one of three designated lead schools. This enables us to share expertise with a wide range of colleagues, and ensure that we always have opportunities to improve our professional practice.

Curriculum

Archbishop Temple School aims to provide a curriculum that meets the needs of all pupils by offering a breadth of educational opportunity. Subjects are taught according to National Curriculum guidelines and a wide range of teaching and learning styles are used to ensure that pupils are actively engaged in their lessons. In Years 10 and 11 all pupils follow a core curriculum of English, mathematics, science, RE, PSHE and PE. In addition, pupils select courses from a wide-ranging choice of GCSE options. We give our pupils the opportunity to take the EBacc suite of qualifications, with the most able following single science courses. The curriculum is based on five 60 minute periods per day, organised as a two week timetable.

Pastoral care and academic guidance

The Heads of House and form tutors have responsibility for the welfare, academic progress and discipline of the pupils in their care. The tutors in each house team have a particularly important role since they look after the same group of children as they move through the school. Time is set aside each day for a programme of activities designed to promote the pupils' social and learning skills. We moved to vertical tutor groups in 2007 to further strengthen care, guidance and support for pupils, and to create a family atmosphere in the tutor room. Pupil Voice is important at Archbishop Temple School and we have an active School Council and House Councils.

Links between home and school

We aim to develop strong links between home and school. We hold consultative evening meetings between staff and parents to discuss any concerns, acknowledge successes and agree targets for further improvement. Parents also receive termly monitoring reports and are provided with regular communications about developments in school.

In addition, we publish various brochures and organise information evenings for parents at key points in their children's education, together with awards' evenings to celebrate the success of pupils at different Key Stages. We hold regular Parents' Forum meetings which address many of the concerns and questions raised by parents and given them an opportunity to support the school. We have a vibrant and supportive PTA who raise many thousands of pounds for the school each year.

Special educational needs and disabilities

At Archbishop Temple School we place equal value on the education of all pupils. Those with special educational needs or disabilities are encouraged to achieve their potential within each curriculum area where they are provided with differentiated materials by their class teachers, whilst teaching assistants also offer additional individual support. Some pupils are withdrawn from lessons for brief periods to work with specialist staff.

Extra-curricular activities

A wide variety of out-of-school clubs and activities are available to pupils and their families. These vary across the academic year but might include dance, science, cookery, film club, eco club, IT and many others. There are a wide range of opportunities in physical education and the arts. The school enjoys a high reputation for music; we have school bands and choirs, and a large number of musical functions are held annually. There are also excellent opportunities for pupils to begin or continue instrumental tuition as well as to participate in the annual school musical production. A wide variety of sports teams are available to children across all year groups, and enjoy conspicuous success in local and regional sports competitions. There's also a rich tradition of inter-house sports competitions. Educational visits and exchanges all appear in our annual programme. Enrichment activities are vital to the development of our pupils and we continue to seek new and exciting educational opportunities to develop each individual.

School uniform

Pupils are expected to dress appropriately for a learning environment. School uniform is compulsory for all pupils.

ICT resources

In recent years the school has invested heavily to develop our ICT provision and we have a state of the art wifi system and an excellent Virtual Learning Environment. Every pupil has their own iPad for use in learning, and this technology leads our innovative teaching and learning. Every teacher has a laptop for personal use, an iPad and PC in their classroom.

Archbishop Temple active in the community

Pupils at Archbishop Temple School are encouraged to learn from the expertise, experience and information available within the local community. The school in return aims to provide a significant contribution to the community through the high quality education, guidance and care we provide for our young people and through participation in fundraising and community service. We give the opportunity to children in local primary schools to join us for enrichment activities and to take part in a range of Gifted & Talented programmes. Archbishop Temple School is active in its support of charities and each year the four houses organise a number of fundraising activities. We are also committed to sustaining and extending our links with local businesses, both to enrich the curriculum and to encourage sponsorship and financial support for the work of the school.

BUPA Cover

All permanent staff at ATS are welcome to join our BUPA scheme. You can choose cover for yourself and your family through our tax efficient salary sacrifice scheme. This extensive health care insurance will be considerably cheaper than buying it independently.

Our local area

Despite being a university city and home to 135,000 people over two thirds of Preston is classed as a rural area. Surrounded by many pretty villages, it is a very pleasant place to live. Preston is frequently quoted in national studies as a city that has got things right in terms of town planning and infrastructure development. Preston benefits from excellent rail and road links, indeed the school is easily accessed from the M6 motorway. The city offers the usual attractions of a vibrant place to live, but also has some beautiful areas of outstanding natural beauty on the doorstep. The coast is easily accessed; Blackpool, the beautiful Fylde Coast and Morecambe Bay are within 30 minutes drive. The Lake District is 40 minutes away. Liverpool and Manchester are less than 1 hour away. London is 2 hours away by train, with Preston being a mainline west coast station, giving easy access to Scotland.

Job description

Church of England Voluntary/Methodist Aided Schools/Foundation Schools/Academies

This appointment is with the Governing Body of the school under the terms of the National Society Contract signed by the Governors as employees.

This job description reflects the **National Standards of Excellence for Headteachers** (2015). These standards are built upon The Teaching Standards (2011) which apply to all teachers, including Headteachers.

The appointment is subject to the current conditions of employment of Headteachers, contained in the **School Teachers' Pay and Conditions** document and other current educational and employment legislation, including that of the Department for Education, and the terms of the National Society contract. In carrying out his/her duties, the Headteacher shall consult, where appropriate, with the Local Authority, the Governing Body, the staff of the school, its pupils and the parents of its pupils.

A. The Core Purpose of the Headteacher

The Headteacher is the prime mover in creating, inspiring and embodying the Christian ethos and culture of this Church school, securing its Mission statement with all members of the school community and ensuring an environment for teaching and learning that empowers both staff and students to achieve their highest potential.

The core purpose of the Headteacher is to provide professional leadership and management for the school within the context of the Trust Deed. This will promote a secure foundation from which to achieve high standards in all areas of the school's work. To gain this success the Headteacher must establish high quality education by effectively managing teaching and learning and using personalised learning to realise the potential of all pupils. The Headteacher should establish a culture that promotes excellence, equality and high expectations of all pupils within a strong Christian ethos.

The Headteacher is the leading professional in the school. Accountable to the Governing Body, the Headteacher provides vision, leadership and direction for the school and ensures that it is managed and organised to meet its aims and targets. The Headteacher, working with others, is responsible for evaluating the school's performance to identify the priorities for continuous improvement and raising standards; ensuring equality of opportunity for all; developing policies and practices; ensuring that resources are efficiently and effectively used to achieve the school's aims and objectives and for the day-to-day management, organisation and administration of the school.

The Headteacher, working with and through others, secures the commitment of the wider community to the school by developing and maintaining effective partnerships with, for example, schools, other services and agencies for children, the Local Authority, the Diocese, Methodist District officers, higher education institutions and employers. Through such partnerships and other activities, Headteachers play a key role in contributing to the development of the education system as a whole and collaborate with others to raise standards locally.

Drawing on the support provided by members of the school community, the Headteacher is responsible for creating a productive learning environment which is engaging and fulfilling for all pupils.

B. The Four Domains of Headship

Domain One: Qualities and knowledge

Within the school's Christian ethos, the Headteacher will:

1. Hold and articulate clear Christian values and moral purpose focused on providing a world-class education for the pupils they serve and reflecting the Church foundation of the school.
2. Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, Governors and members of the local Church and wider 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 that reflects the needs of a Church of England/Methodist school.
5. Work with political and financial astuteness, within a clear set of principles centred on the school's Christian vision, ably translating local, national, Diocesan and Methodist policies into the school's context.
6. Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel.

Domain Two: Pupils and staff

Within the school's Christian ethos, the Headteacher will:

1. Demand ambitious standards of achievement and attendance for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.
2. Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being, taking full account of the school's Church of England/Methodist foundation.
3. Establish an educational culture of "open classrooms" as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis.
4. Create an ethos based on Christian values within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.

5. Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.

6. Hold all staff to account for their professional conduct and practice.

Domain Three: Systems and process

In a Church school, the relationship between the mission statement and the provision of effective governance, organisation and management should reflect the school's Christian aims. In order to provide an efficient, effective and safe Christian learning environment, the Headteacher will:

1. 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 within a Christian context.
2. Within the school's Christian ethos, provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.
3. 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.
4. 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 pupil, staff and financial performance.
5. Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements, the school's sustainability and its Christian character.
6. 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.

Domain Four: The self-improving school system

Working in a spirit of collaboration to secure Christian principles of equity and entitlement, the Headteacher will:

1. Create an outward-facing school which works with other schools, organisations and the local community – in a climate of mutual challenge – to champion best practice and secure excellent achievements for all pupils.
2. Develop effective relationships with fellow professionals, colleagues in other public services, parents/carers and the Church community to improve academic and social outcomes for all pupils.
3. 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.

4. Shape the current and future quality of the teaching profession through high quality training and sustained professional development of all staff.
5. Within the school's Christian ethos, model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability.
6. Inspire and influence others- within and beyond schools- to believe in the fundamental importance of education in young people's lives and to promote the value of education especially within a Christian context.

The applicant will be required to safeguard and promote the welfare of children and young people. The Headteacher is expected to demonstrate this commitment to safeguarding and promoting the welfare of children and young people and is expected to hold all staff and volunteers accountable for their contribution to the safeguarding regulations.

This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions Document as they relate to Headteachers.

Person Specification

The applicant will be required to safeguard and promote the welfare of children and young people

Selection decisions will be based on the criteria below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met and the ability to fulfil the job description for the post.

Candidates failing to meet any of the essential criteria will automatically be excluded at any stage of the process.

The appointing panel will use a combination of assessment tools to determine each candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form, supporting statement, information gathered during the interview process and references.

[A] Faith Commitment		Essential/Desirable
1.	Full and active member of a church in membership of Churches Together in England. (This requires evidence of current church involvement and a clear indication of the applicant's beliefs in relation to a Church school).	E
To be able to demonstrate their knowledge and understanding of the following in the context of a Church school:		
2.	Ways of leading and developing religious education and school worship	E
3.	A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Christian ethos of the school	E
4.	How relationships should be fostered and developed between the school, local Church and its community and Diocese of Blackburn	E
5.	Ways of leading the spiritual development of all the school community	E
[B] Qualifications		
6.	Qualified teacher status	E
7.	Degree	E
[C] Professional Development		
8.	Evidence of recent and appropriate professional development for the role of headteacher	E
9.	Up to date safeguarding training and knowledge of legislation for the protection of young people	E
[D] School leadership and management knowledge and experience		
10.	Successful leadership as a Headteacher in a secondary school	D
11.	Successful leadership as a Deputy Headteacher or Assistant Headteacher in a secondary school	E
12.	Evidence of successfully leading school improvement and change management	E
13.	Evidence of the application of strategies to review, evaluate and improve teaching and learning	E
14.	Experience of curriculum leadership and development	E
15.	Experience of working constructively with parents	E
16.	Experience of monitoring and developing staff performance	E
17.	Experience of effective budget management and financial analysis	D
18.	The ability to provide support and advice to the Governing Body to enable it to meet its responsibilities	E

19.	An understanding of strategic financial planning in relation to its contribution to school improvement and pupil achievement	E
20.	Successful experience of guiding, coaching, mentoring or training individuals or teams.	E
21.	Good awareness of current national education policy and strategy.	E
[E] Experience and knowledge of teaching		
22.	Successful teaching of pupils in the secondary phase	E
23.	Experience of teaching in more than one school	D
24.	A working and current knowledge and understanding of Key Stage 3 and Key Stage 4	E
25.	An ability to understand school data and to identify appropriate actions to bring about school improvement	E
26.	Commitment to developing the faith, nurture and service of all	E
27.	A sound understanding of how children learn, how teachers can best teach and how to raise achievement for all pupils	E
[F] Professional Attributes		
28.	An ability to develop positive relationships and set high standards for good behaviour	E
29.	An ability to communicate effectively, both orally and in writing, with a range of stakeholders	E
30.	To be a leader of learning demonstrating, promoting and encouraging excellent classroom practice	E
31.	A commitment to the professional development for all staff, and self	E
32.	A good commitment to sustained attendance at work	E
33.	A commitment to engage and work collaboratively with parents and carers	E
[G] Personal Qualities		
34.	A passion for achieving the very best outcomes for all children	E
35.	The ability to build, create, communicate and deliver a compelling vision for Archbishop Temple School as an innovative, progressive and forward-thinking school	E
36.	The capacity to provide inspirational, enthusiastic and innovative educational leadership	E
37.	A caring and considerate attitude towards children, which values each child's potential and recognises each child as an individual	E
38.	Flexibility, initiative and drive to maintain a positive attitude in the face of a challenging and demanding job	E
39.	A commitment and ability to establish effective working relationships with a wide and diverse range of people including pupils, parents, governors, colleagues, other professionals and wider community	E
40.	The ability to inspire and instil confidence	E
41.	Excellent interpersonal skills	E
42.	Think analytically and creatively and demonstrate initiative in solving problems	E
43.	Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others	E

[H] Safeguarding		
44.	Displays commitment to the protection and safeguarding of children and young people	E
45.	The ability to form and maintain appropriate relationships and personal boundaries with young people	E
46.	Has up to date knowledge and understanding of relevant legislation and guidance in relation to working with and protection of children and young people	E
47.	Will co-operate and work with relevant agencies to protect young people	E

[I] Professional Skills

Each candidate will be expected to demonstrate knowledge and understanding of the National Standards of Excellence for Headteachers 2015 which also form the basis of the Job Description for a Headteacher in a VA school. Candidates will be expected to show evidence of having applied this knowledge and understanding in their current setting as well as an awareness of how this will be applied in our school.

[J] Confidential References and Reports

48.	Positive and supportive faith reference from the priest/minister where the applicant regularly worships. <i>Candidates who do not use their Parish priest/minister must give an explanation in the letter of application</i>	E
49.	Positive recommendation from all referees, including current employer	E

[K] Application Form and Supporting Statement

The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post and no more than three sides of A4 in Ariel font size 11.

Annex 10: Church Criteria
CHURCH OF ENGLAND AND METHODIST VOLUNTARY AIDED SCHOOLS
(in which the Governing Body is the employer)

The following information offers advice regarding the Church criteria.

The requirement is for a "full and active member of a Church in membership of Churches Together in England or of a Church in membership of the equivalent bodies in Northern Ireland, Scotland or Wales".

"Full and active" means a regular churchgoer who attends more than once a month, is known to the parish priest / minister and is involved in church activities.

The list of Churches Together in England and its associated bodies can be found on its website: www.cte.org.uk Applications will be checked against the current list.

Churches Together in England (January 2014)	
Antiochian Orthodox Church Apostolic Pastoral Congress Armenian Orthodox Church Assemblies of God Baptist Union of Great Britain Catholic Bishops' Council for England & Wales Cherubim and Seraphim Council of Churches Church of England Church of God of Prophecy Church of Scotland (Presbytery of England) Churches in Communities International Congregational Federation Coptic Orthodox Church Council of African and Afro-Caribbean Churches UK Council for Lutheran Churches Council of Oriental Orthodox Christian churches Elim Pentecostal Church Evangelical Lutheran Church of England Evangeliische Synode Deutscher Sprache in Grossbritannien Exarchate of Orthodox Parishes of the Russian Tradition (Ecumenical Patriarchate)	Free Church of England Ground Level Ichthus Christian Fellowship Independent Methodist Churches International Ministerial Council of Great Britain Joint Council for Anglo-Caribbean churches Malankara Orthodox Syrian Church (Indian Orthodox Church) Mar Thoma Church Methodist Church Moravian Church New Testament Assembly New Testament Church of God Oecumenical Patriarchate Pioneer Redeemed Christian Church of God Religious Society of Friends Ruach Network of Churches Russian Orthodox Church (Moscow Patriarchate) Salvation Army Trans-Atlantic Pacific Alliance of Churches United Reformed Church Wesleyan Holiness Church Observer: Seventh Day Adventist Church The list can be checked on the website at www.cte.org.uk .

Guidance for Candidates:

It is essential that the Diocesan application form is used.

You must give a faith referee, as outlined on the application form. The referee should be your present parish priest / minister. If you do not use him/her, you must give an explanation on the application form or in your letter of application.

You are asked in your letter of application to describe how your previous experience and achievements have helped to prepare you for a post in a Church school. You should give a clear statement of your educational philosophy, its implementation in practice and your commitment to developing the Christian character of the school. You should address the areas shown in the person specification and job description.

Please include any other information you feel would be helpful. Your letter must be clear and concise with well organised views, addressing the specific post in the specific school.

Other matters.

The National Society / Methodist Contract of employment will be used.

The relevant section of the contract is as follows:

As the Headteacher/[Deputy Headteacher] of a Church of England / Methodist Church school, you are required to have regard to the Christian character of the School and its Foundation and to undertake not to do anything in any way contrary to the interests of the Foundation.

You are required to give and/or supervise the giving of religious education in accordance with the doctrines of the Church of England/Methodist Church and the Trust Deed of the school.

You are required to take part in and lead acts of religious worship [if required by the Headteacher].

Annex 11: Education with a Christian Perspective - Blackburn Diocese

The Diocese

The Diocese of Blackburn covers most of the County of Lancashire, the Unitary Authorities of Blackburn with Darwen, Blackpool and part of the Metropolitan Borough of Wigan.

There are 211 parishes and 280 churches within the Diocese, divided into two arch deaneries, served by the Bishop of Blackburn and his two Suffragan Bishops of Burnley and Lancaster.

The Diocese and its schools

No other Diocese has such an extensive commitment to Church of England and Methodist schools. Combined the total is 150 Voluntary Aided primary schools, 28 Voluntary Controlled primary schools, 7 primary Church of England Academies, 3 Voluntary Aided secondary schools, 1 Voluntary Controlled secondary school, 5 Church of England secondary Academies. Schools range in size from 1600 pupils in the largest to small primary schools in rural communities with less than 30 on roll, educating over 44 000 students on a daily basis.

The Diocese, like the Church of England nationally, believes that church school education stands at the centre of the church's mission and rigorously promotes the distinctive nature of church schools. Church schools endeavour to ensure that a Christian perspective informs all aspects of life. This is reflected in our promotion of Christian belief and values throughout the whole curriculum, the high priority given to worship and religious education and in the Christian nurture and care afforded to all members of the school community.

Diocesan support for Church education

The staff of the Diocesan Board of Education provide a considerable range of services to the schools of the Diocese: Governor training, preparation of policies, advice before and after Inspection, SIAMs Inspection service, Admission/appeal advice, support for religious education and worship, legal, practical and financial help for Aided school buildings, negotiations with local authorities, the Church of England Education Office and the DFE.

In addition, a co-operative approach has been developed with the Methodist Church and its education officers for the support of Methodist schools in the North West Districts. There is also very close liaison between the Church of England Dioceses in the North of England.

Application Information

Group 5 Leadership Spine points L24 – L31

The initial starting salary will be at the bottom of this range. If, as a result of their current salary, the successful candidate is eligible to be appointed on a point other than the minimum point of the advertised leadership pay spine range, then the governing body will pay one point higher than their existing salary up to point 30. (Note – for an experienced colleague starting at the top of this range: as a result of rising pupil numbers, governors expect to review the salary range as a Group 6 school in the near future).

24	£70,370	28	£77,613
25	£72,119	29	£79,535
26	£73,903	30	£81,515
27	£75,735	31	£83,528

Appointment wef 1st September 2019 (or 1st January 2020 for a serving Headteacher)

Thank you for your interest in the above vacancy.

Please return the application form, with all sections fully completed, together with a supporting letter of application (of no more than three sides of A4 in Ariel font size 11) which

- sets out your educational philosophy;
- suggests how your career to date has provided you with the skills and experience necessary to satisfy the enclosed selection criteria.

Your completed application form and letter should be returned **to arrive by noon on Tuesday 7th May 2019**

by email to: c.simpson@archbishoptemple.com

or by post to:

Mrs Carol Simpson
Head's PA
Archbishop Temple School
St Vincent's Road
Fulwood
Preston
PR2 8RA

Visit to school: Tuesday 30th April 2019 at 10am

Closing date: Tuesday 7th May 2019 (noon)

Shortlisting: Friday 10th May 2019

Interviews: Thursday 16th & Friday 17th May 2019

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share the commitment to this and the trust deed.