



HILLCREST

PRIMARY SCHOOL

Headteacher Applicant Pack



Letter from our Chair of Governors

Dear Applicant,

Thank you for your interest in the position of Headteacher at our school. Hillcrest Primary is a high achieving school and compares well in national ratings. Downham Market is enjoying a period of growth and investment and the school is in the early phase of expansion, moving to three-form entry, to accommodate this.

Downham Market is a small, vibrant market town situated at the edge of the Fens benefitting from excellent transport links, including a direct train line to London's King's Cross.

Our current Headteacher retires at the end of this academic year, following 15 years of building a fantastic school ethos and achieving excellent standards of learning. We are seeking to appoint a dynamic, inspirational and committed leader to work in partnership with our experienced and dedicated staff, to build on the school's successes and drive the school forward in future development and growth.

The Governors are justly proud of our school with its excellent team of committed teachers, support staff and its enthusiastic and caring children. We have a strong working partnership with parents and the local community.

This will be a challenging and rewarding role for the successful candidate and the Governors are fully committed to providing the new Headteacher with all the support that he/she will need in taking up the post. The Governing Body encourages and supports the take-up of opportunities for continuing professional development.

Visits to our school are warmly welcomed, where you will be greeted by our current Headteacher as she showcases the school. Please contact Marie-Anne Crawley, School Support Manager, on 01366 388191 if you would like to arrange a visit.

You can learn more about our school from our website at www.hillcrest.norfolk.sch.uk

Our shortlisting will be based on the online application form and your accompanying letter.

The closing date for applications is Friday 10th July 2015.

On behalf of the Governing Body, thank you again for your interest in this position. We look forward to receiving your application.

Yours faithfully

Mr John Doyle

Chair of Governors

WELCOME TO DOWNHAM MARKET



Downham Market is a traditional market town on the edge of the Fens, yet less than an hour from the beautiful Norfolk coastline with its sandy beaches, bird sanctuaries and seal colonies.

There is a wide range of shops from individual traders to national chains. From take-aways to a variety of restaurants, the town caters for all tastes whilst sporting facilities in the area are many and varied.

Downham Market is twinned with Civray in France and there are numerous clubs and organisations in the town, all of whom welcome new members.

Throughout the year, events are held on the Town Square, starting with the Chinese New Year Lion Dance and then the St George's Day celebrations in which local schoolchildren are involved. Next is the St Winnold's breakfast where local Mayors and dignitaries parade through the town to honour our markets including the Horse Fair held in the town for many years and which was the largest in Europe.

During the summer, it is not uncommon to have local bands, barrel organs and Molly dancers perform in the town, whilst in August we hold a Water Festival on the river where dragon boat teams race against each other, providing a free day out for people of the area.

Halloween events are held and our Christmas Lights 'switch on' fills the town centre.

Downham Market and the surrounding villages offer a good quality of life, endorsed by a recent newspaper poll which voted the town as one of the best places to live in the country.

WELCOME TO HILLCREST PRIMARY SCHOOL



Growing together.....achieving together

Hillcrest is a school that acknowledges the central role of high quality basic skills of English, Mathematics and Computing. We provide a purposeful, stimulating and safe environment where children enjoy and are enthused by their learning. Our aim is that our children will make progress beyond what is expected.

At our core is the development of the social skills, attitudes, self-worth and moral values of our children to ensure that they become valued members of the future community. We enable our children to develop the ability to think, to adapt and to take responsibility for actions based on reasoned choices.

We aim to develop a love of education, music, sport and the arts, which will remain with them in adult life. Hillcrest is a socially inclusive school and equal opportunities will be given to everyone regardless of ability, race, colour, creed, gender, sexual orientation or disability.

AIMS

We aim:

- to enthuse and motivate all children to embrace life-long learning
- to ensure that each child is valued, respected and encouraged to become a balanced, happy and socially competent individual
- to ensure that all of our children leave Hillcrest having reached their own full potential
- to provide support for children in developing tolerance and understanding of themselves, others and the rules and expectations of the societies in which they live
- to enable children to flourish in a safe, structured learning environment where they have a feeling of self-worth and knowledge that their achievements are recognised and appreciated
- to commit to progression, the raising of standards and equality of opportunity for all



Headteacher Person Specification

N.B. The job description is set out in the School Teachers' Pay and Conditions Document.

The essential (E) and desirable (D) qualifications and qualities sought from candidates are set out below.

Qualifications	
Qualified to degree level or equivalent.	E
Qualified to work and to teach and eligible to work in the UK.	E
NPQH, or equivalent, achieved.	E
Skills, experience and Knowledge	
Has experience of leading by example – with integrity, creativity, resilience, and clarity - drawing on own scholarship, expertise and skills, and that of those around them.	E
Experience of working with financial and political astuteness, within a clear set of principles centred on the school's vision. Able to translate local and national policy into the schools' context.	E
Experienced in having led the success of a school through its leadership, pupil outcomes and pupil experience, striving towards "Outstanding".	E
Competent with new and emerging technologies.	E
Professional Qualities	
Teaching and Learning:	
Able to demand ambitious standards for all pupils, overcoming disadvantage and advancing equality.	E
Able to instill a strong sense of accountability in staff for the impact of their work on pupils' outcomes.	E
Able to secure excellent teaching through an understanding of how pupils learn, successful classroom practice and curriculum design.	E
Leadership:	
Able to create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.	E
Able to 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.	E
Strategy, systems and process	
Effective use of data to inform and shape teaching and leadership and to manage the performance of all staff to secure outstanding outcomes for pupils.	E
Able to 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.	E
The self-improving school system	
Experience of challenging educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improving schools.	D
Personal Characteristics	
Self-reflection.	D
Critical thinking skills.	D
Able to inspire trust and confidence in others.	E
Curious about new ideas in education.	D