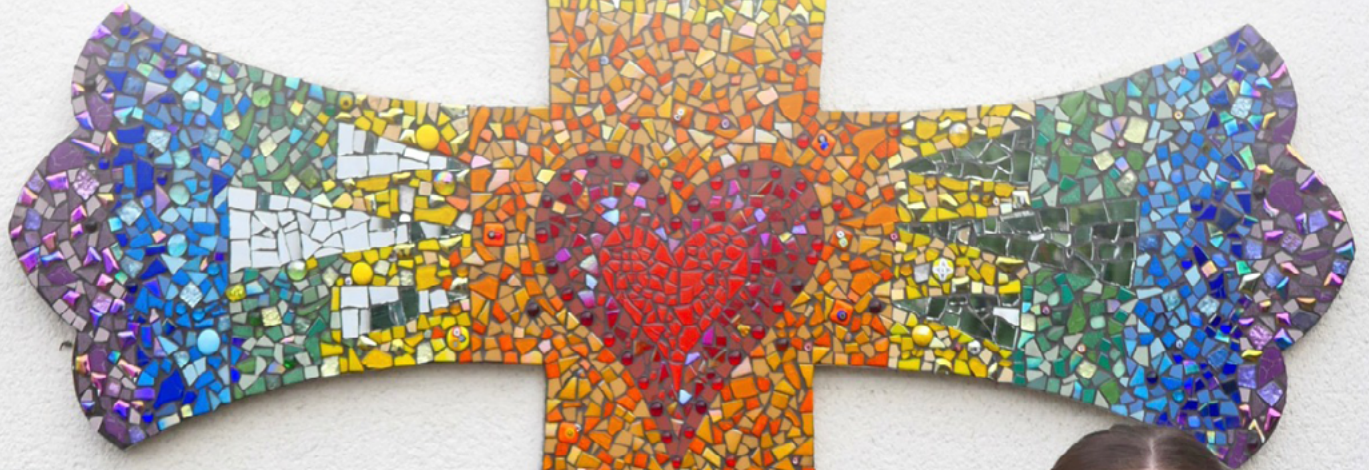


Goring CofE Primary School

HEADTEACHER RECRUITMENT PACK
Spring 2025



Letter from Chair of Governors



Dear Applicant,

On behalf of the Governing Body, may I thank you for showing an interest in the post of Headteacher at Goring C of E Primary School. It is my pleasure to invite you to learn a little more about our school and why we care so deeply about its continued success.

Although we cannot include everything that makes Goring so special in this pack, we hope this gives you a flavour of the school and the role. The pack includes information in the following areas:

- About Our School – Vision and Values
- Ofsted and Siams
- Job Description
- Person Specification
- Information on Worthing

We are looking for a Headteacher who is able to demonstrate outstanding professional leadership with a strong clarity of Christian vision to guide us through the next stage of the school's development. The successful candidate will be guided by Christian principles; able to empower other leaders and be passionate about the development of primary teaching and working with young people.

We are a happy, safe and vibrant community in which children are treated as individuals by a dedicated and welcoming staff team and governing body. We set ourselves high standards in behaviour and attendance, and champion the wellbeing of our team and children. The curriculum we deliver is broad and balanced and designed to enable children to develop strong learning skills which help them grow in independence and understanding in every area of learning: academic, social, moral and spiritual.

Everything that the school does is centred around its values, which I am confident you will see as you get to know the school a bit better. These are:

- Respect
- Aspiration
- Faith
- Fun
- Love
- Equality
- Self-Worth

This pack will give you a feel for our school, but nothing compares to seeing and experiencing it for yourself. Visits to the school from applicants are welcomed and encouraged. To arrange a visit, please contact the school at office@goringprimary.org.

Yours faithfully,

Tim Ransley

Chair of Governors



About Our School **Vision and Values**



The school's vision is to nurture each individual as a whole person and to enable them to achieve their God given potential and to make outstanding progress. The school is committed to the success of the 'whole child'. The Christian ethos is the heartbeat of a school that values, cares for and supports the learning and wellbeing of all. One way that this is achieved is by giving older pupils opportunities to support their younger peers, applying for a range of roles including through the raising voices programme, where they gather the information around well-being.

The school aims to serve its community by providing an education of the highest quality within the context of Christian belief and practice. It encourages an understanding of the meaning and significance of faith, and promotes Christian values through the experience it offers to all its pupils.

Artwork following RE day is regularly displayed in local amenities including shop windows, gyms and libraries. The children play an integral part of life at St Mary's Church and there is a strong bond between the two.



As a community the school seeks to demonstrate love and respect for all of God's creation. The vision from Chichester Diocese is for pupils to:

“Learn with meaning and purpose: to know God and shape the world”

It is expected that teaching and learning is rooted in the Christian narrative of creation, redemption and future hope. The curriculum and pedagogy in Church schools should foster a spirit of enquiry and creativity. Christian belief and values should resonate in every aspect of school life. High academic achievement for all is part of each school's Christian responsibility to do their best by every child and family in their care.



Goring C of E Primary is a school that seeks to provide an exciting, broad and ambitious curriculum that equips learners for the future. We collaborate regularly with pupils and parents in developing a range of opportunities that pupils should have experienced by the time they leave school. Each year group will experience opportunities for learning outside the classroom and the school itself and, in key stage two, a chance to lead worship. Our EYFS and key stage one children take part in the annual nativity, with Year 2 leading it each year. In Year 3, children enjoy a residential trip to Lodge Hill and, along with Year 4, take part in a fabulous school production. In Year 6 children are given the opportunity not only to take their first sailing steps in taking an RYA qualification, but also being part of a stage production, ably supported by the singing of Year 5. In the last few years, productions of *Matilda*, *Shrek* and *Olivia* have brought the house down.



Goring CofE Primary School

Key Facts:

Type of School: Church of England (Voluntary Aided) Primary

School Age Range: 4-11 years

Arrangement of Year Groups: 2 Form Entry

Location: Goring by Sea, West Sussex

Denomination: Church of England

Co-Educational or Single Sex:

Co-Educational

Budget: In surplus with plans for building work

Number of Children on roll: 419

Average Class Size: EYFS/KS1 - 30, KS2 - 32

Attendance Rate: 96.1%

Number of Teaching Staff: 20

% of Children on FSM: 9.78%

% of Children with SEND Support: 12.1%

% of Children with Pupil Premium: 11.69%

Siams Grade: Outstanding

Ofsted Grade: Good (Nov 2023)



OFSTED, SIAMS and Pupil Voice

“Before I started, I didn’t know much about God - I didn’t know about Him and didn’t know His stories. When I walked in, it changed my life. Now I know Him and pray to Him.” Year 5 Pupil.



“The Christian ethos is the ‘heartbeat’ of the school that values, cares for and supports the learning and wellbeing of all.” Siams Inspection 2017

“Our teacher makes writing really fun and exciting. We are definitely making progress with our writing. We can look back and see improvements.” Year 4 Pupil.



“Pupils are learning well, especially in the core subjects. They produce work of a high standard, which meets the high expectations the school has of them.” Ofsted Report Nov 2017

“Pupils demonstrate the school’s values of faith, love and respect in all they do. They engage politely with staff and each other”. Ofsted Report Nov 2023.



“God made the planet, we believe it’s His planet and we don’t want to put rubbish in it; we need to look after it.” Year 2 Pupil.



“The school has invested significant time in developing their curriculum. There has been careful consideration of the knowledge pupils need across each of the subjects. This is ambitious and broad.” Ofsted Report Nov 2023



“The Christian mission ‘Faith, Love and Learning’ and the Christian values of the school are lived out by leadership at all levels.” Siams Inspection 2017



Job Description

School Name: Goring by Sea C of E Primary School

Job Title: Headteacher

Pay Range: Headteacher Scale L16-L22, £72,162 - £83,464. Level of appointment dependent on experience.

Responsible to: The Board of Governors, the Local Authority and the Diocese of Chichester.

Main Purposes of the Job:

To carry out the duties set out in the School Teachers' Pay and Conditions Document.

To provide professional leadership for the school which secures its success and improvement, ensuring high quality education which inspires and motivates its pupils and improves standards of learning and achievement.

To work with and through others to secure the commitment of the wider community to the school.

To be responsible for the leadership, internal organisation, management and control of the school, consulting appropriately with stakeholders.

To create a safe and caring environment for all pupils and staff by ensuring that the relevant policies are known and adhered to and to promote and safeguard the welfare of all pupils and staff.

Main Tasks:

School culture

The headteacher will:

- | |
|---|
| ▪ establish and sustain the school's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community. |
| ▪ create a culture where pupils experience a positive and enriching school life. |
| ▪ uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life. |
| ▪ promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment. |
| ▪ ensure a culture of high staff professionalism. |

Teaching

The headteacher will:

- | |
|---|
| ▪ Establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn. |
| ▪ Ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains. |
| ▪ Ensure effective use is made of formative assessment. |



Curriculum and assessment

The headteacher will:

- | |
|---|
| ▪ Ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught. |
| ▪ Establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities. |
| ▪ Ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading. |
| ▪ Ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum. |

Behaviour

The headteacher will:

- | |
|---|
| ▪ Establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils |
| ▪ Ensure high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy |
| ▪ Implement consistent, fair and respectful approaches to managing behaviour |
| ▪ Ensure that adults within the school model and teach the behaviour of a good citizen |

Additional and Special Educational Needs and Disabilities

The headteacher will:

- | |
|---|
| ▪ Ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities. |
| ▪ Establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively. |
| ▪ Ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate. |
| ▪ Ensure the school fulfils its statutory duties with regard to the SEND code of practice. |

Professional Development

The headteacher will:

- | |
|--|
| ▪ Ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs. |
| ▪ Prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development. |
| ▪ Ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning. |



Organisational Management

The headteacher will:

- | |
|---|
| ▪ Ensure the protection and safety of pupils and staff through effective approaches to safeguarding as part of the duty of care. |
| ▪ Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds. |
| ▪ Ensure staff are deployed and managed well with due attention paid to workload. |
| ▪ Establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently. |
| ▪ Ensure rigorous approaches to identifying, managing and mitigating risk. |

Continuous School Improvement

The headteacher will:

- | |
|--|
| ▪ Make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness and identify priority areas for improvement. |
| ▪ Develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context. |
| ▪ Ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time. |

Working in Partnership

The headteacher will:

- | |
|--|
| ▪ Forge constructive relationships beyond the school, working in partnership with parents, carers and the local community. |
| ▪ Commit their school to work successfully with other schools and organisations in a climate of mutual challenge and support. |
| ▪ Establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils. |

Governance and Accountability

The headteacher will:

- | |
|--|
| ▪ Understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility. |
| ▪ Establish and sustain professional working relationship with those responsible for governance. |
| ▪ Ensure that staff know and understand their professional responsibilities and are held to account. |
| ▪ Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties. |



PERSON SPECIFICATION

Goring by Sea C of E Primary School has been wonderfully led for many years. The Governing Body is determined that the successful applicant will build on the many strengths of the school, ensuring that expectations remain high of all pupils and the school is a centre of learning for all within its community. As a Christian, the Headteacher will be expected to maintain the Christian ethos and distinctiveness of the school where it can be described as 'front and centre'. **The successful applicant will have the following characteristics:**



Qualities and Knowledge	Essential	Desirable
1. To be able to demonstrate and be able to communicate a clear school vision and its Christian values, focusing on providing an outstanding education for all pupils.	X	
2. To be able to develop positive relationships and demonstrate positive attitudes towards pupils, staff, parents, governors and members of the local community,	X	
3. To be able to lead by example with integrity, creativity, resilience and clarity – drawing on their own expertise and skills and that of those around them.	X	
4. To show that they have kept up to date with changes to legislation, guidance and research that is relevant to the school and pursued continuous professional development.	X	
5. To be able to work with careful judgement and sound financial prudence within a clear set of principles centred on the school's vision.	X	
6. To be able to communicate the school's vision and drive the strategic leadership of that vision, empowering all pupils and staff to excel.	X	
7. To be able to show that they can maintain a culture that entrusts responsibility to emerging leaders by empowerment and holding other leaders to account for their decision making.	X	
8. To have achieved a national professional qualification for headship (NPQH) or other further professional qualification.		X
9. To have achieved a Masters in education or other post graduate qualification		X



System and Process	Essential	Desirable
1. To be able to ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the Nolan Principles of public life at all times.	X	
2. To be able to ensure that pastoral care, and appropriate support is available to all pupils, including the most vulnerable and those with special needs or disabilities.	X	
3. To be able to demonstrate an exceptional grasp of all safeguarding requirements in order to ensure that the safety and welfare of all children is maintained within the school community.	X	
4. To be equipped to provide a safe, caring and calm environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school.	X	
5. To be able to 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.	X	
6. To welcome strong governance and actively support the governing body to understand its role and deliver its functions effectively – in particular its functions in relation to the school's improvement strategy and holding the headteacher to account for pupil, staff and financial performance. To support a new Chair and Vice Chair in their roles.	X	
7. To be able to demonstrate and exercise strategic, curriculum led financial planning to ensure the suitable deployment of budgets and recourses in the best interest of pupils achievements and the school's sustainability.	X	
8. To have ambitious expectations for all pupils with SEN and disabilities and work collaboratively with parents, carers and professionals to identity additional needs and provide support and adaptation where appropriate.	X	



Experience	Essential	Desirable
1. Leadership of whole school improvement including self evaluation and strategic planning based on a thorough analysis of what is working well and identification of complex barriers.		X
2. To be able to demonstrate experience of successful management of staff and staff development.	X	
3. Participation in school peer-review/school to school collaborative arrangements.		X

Christian Character of the School	Essential	Desirable
1. Be a committed Christian who is an active member of a church in that works with and fosters the long established and clear Anglican ethos and practice of the school and community		X
2. Consistently and confidently articulate and live out a Christian vision rooted in distinctive Christian values.	X	
3. Promote the Christian ethos of the school such that it remains front and centre of life at Goring.	X	
4. Understand the importance of the school within the context of the life of St Mary's Church and the wider community.	X	

Teaching, Curriculum and Assessment	Essential	Desirable
1. To be able to ensure the teaching of a broad, structured and coherent curriculum, including the use of evidence based approaches to reading, writing and maths.	X	
2. To be able to maintain high quality teaching across all subjects.	X	
3. To be able to further develop curriculum leadership including subject leaders across the school.	X	
4. Demonstrate the use of valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum.	X	
5. To have experience of benchmarking the school's performance against other schools, both locally and nationally	X	
6. To have experience of ensuring effective use of formative assessment to inform teaching and learning.	X	



Information about **Worthing**

Goring by Sea C of E School is situated to the West of Worthing on the South Coast. Nestled between the South Downs and the sea, Goring is a vibrant area of Worthing with local amenities such as a library, parks, restaurants and cafes all close to the school. The beach is a 10 minute walk from the school and plays regular host to paddle boarders, swimmers and kite surfers.



As well as being only 11 miles from Brighton and 18 miles from Chichester Worthing has great travel connections to London. It is home to a well-loved pier and the only exact replica of the Sistine Chapel ceiling in the world!



Application Process

Applications should be submitted using the application form to Recruitment Services Administration (RSA) at hchooladverts@westsussex.gov.uk quoting job reference **16435** by **noon on 3rd March 2025**. A letter of application should address the person specification and provide evidence from your current or past experience of how you consider you meet the requirements set out. Your letter when typed should not exceed two sides of A4.

Interviews will be held on 27th and 28th March 2025.

References, one of which should be from your current (or, if appropriate previous) Chair of Governors/Headteacher, another from your local authority will be sought for shortlisted candidates prior to the interview date. A references from a Church Minister will also be welcomed. All applications will be treated in the strictest of confidence.

Visits to the school from applicants, are welcomed and encouraged. For further information or to arrange an informal visit to the school please contact by email office@goringprimary.org. A Governor will be happy to show you round the school.

Goring Church of England Primary School and West Sussex County Council 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 an appropriate Disclosure and Barring Service check along with other relevant employment checks, including satisfactory references. This is a non-exhaustive list.





Contact Details

**Goring-by-Sea C of E
Primary School**

Mulberry Lane

Goring By Sea

Worthing

West Sussex

BN12 4RN

01903 241175

office@goringprimary.org

www.goring.w-sussex.sch.uk