

Latymer All Saints CofE
Primary School
Edmonton, Enfield

HEADTEACHER

Letter from the Chair of Governors

Dear Headteacher applicant,

On behalf of the Governors, I would like to thank you for your interest in becoming the Headteacher of our Primary school. This role presents an exciting opportunity for an inspiring leader to continue and develop the excellent work already happening throughout our school.

Everything we do at Latymer All Saints is underpinned by our clear Christian vision:

Love – Aspiration – Service

“Live a life of love, following the example of Christ. He loved us and offered himself as a sacrifice for us”

(Ephesians 5:2)

Our Deputy Headteacher will join a happy and secure Christian environment in which every child is able to fulfil their potential and flourish with their God-given talents.

We are looking for a strong and committed leader who will continue to promote our values both within and outside the school community whilst ensuring a high quality of education for all the pupils. We are a thriving and happy three-form entry primary school, based in the Parish of All Saints in Edmonton. We are a successful school that has always been driven by our values within every area of the curriculum. This role provides a great opportunity to continue this work.

We are blessed to serve a richly diverse community and are proud that all our staff and children have a deep sense of belonging and security within our school. We value our nurturing environment where our experienced and dedicated staff work as a team to develop and implement our individual curriculum. The successful candidate will build upon this work, along with the Governing board to continually improve and meet the challenges we face.

You are welcome and encouraged to come and visit us where you will be able to form your own opinion about our unique and inclusive Christian character.

I wish you every success in your application and look forward to welcoming you to our school.

Best wishes
Stella Mwa

Chair of Governors

We are looking for:

A strong, resilient and visionary leader who can lead our school with compassion and a strategic outlook. They should have:

- A track record of bringing about excellent outcomes for pupils
- A track record of excellent leadership
- The ability to manage financial challenges, manage budgets and drive financial strategy
- The best interests of pupils and the highest ambitions for pupils, as the guiding principles of personal practice
- A determination to shape the school's vision, which aligns with our school's distinct Christian character
- Successful teaching experience in the primary setting
- A collaborative approach to work with colleagues in other schools
- Care and compassion alongside high expectations of all stakeholders

What we can offer:

The opportunity to be a driving force in our educational journey and the opportunity to be a catalyst for positive change in our community. We also offer:

- The opportunity to lead a highly motivated, ambitious team dedicated to the needs of all pupils
- Staff with a range of experience and the capacity to manage distributive leadership
- A reputation for developing future school leaders
- A school with a strong ethos of inclusion
- A supportive community eager to help the school improve
- Governors committed to your professional development
- Governors with a genuine concern for the wellbeing of school leaders, who understand the challenges facing schools
- An oversubscribed school roll which helps to ease the financial pressure
- A school with a strong Christian ethos

ABOUT US



About Us

At Latymer All Saints our school vision underpins everything that we do.

Our Christian ethos is a strength of the school, and in our Anglican Schools Inspection (2015) it was recognised that:

“Leaders and Governors have a clear Christian vision for the school and have developed and nurtured a school community that is loving, aspirational and which places service of God and other at its heart”.

We have a close relationship with All Saints Church and enjoy services there throughout the year. Local clergy visit the school regularly and lead collective worship.

We are a proudly inclusive, multi-cultural and multi-faith school, set in the vibrant and diverse area of Edmonton Green. We take pride in our many achievements including our recent Primary Science Gold Quality Mark, Gold Award for Sustainable Travel and Sandwell Charter Mark for mental health and well being awareness.

Our children are supported by committed, caring and talented staff who work hard to ensure each child progresses well and achieves their full potential. As a school we are fully committed to a growth mindset culture and endeavour to develop a love of learning in all members of our school community. We believe in working in partnership with our families in order to ensure our children achieve well and our Parent Support Adviser is always on hand to offer help and advice.

Our children work hard and develop a real love of learning. They make excellent progress whilst enjoying an innovative, engaging and experience based curriculum which is broad, balanced and relevant.

We offer a range of extra-curricular opportunities and our children achieve very well in a variety of sporting events. We offer opportunities for children to develop their musical and performance talents too.

Our children enjoy school and their behaviour is excellent. We work hard to develop happy, self-confident, articulate young people who will carry our school vision and values throughout their lives as responsible citizens.



Our School Vision

Our Vision:

In our school:

We **love** deeply, respecting everyone and treating them with dignity;

We **aspire** with confidence, working hard and embracing challenge;

We **serve** God and the community, following the example of Jesus, to create a better world.

“Live a life of love, following the example of Christ. He loves us and offered himself as a sacrifice for us”

- **Ephesians 5:2 (NLT)**



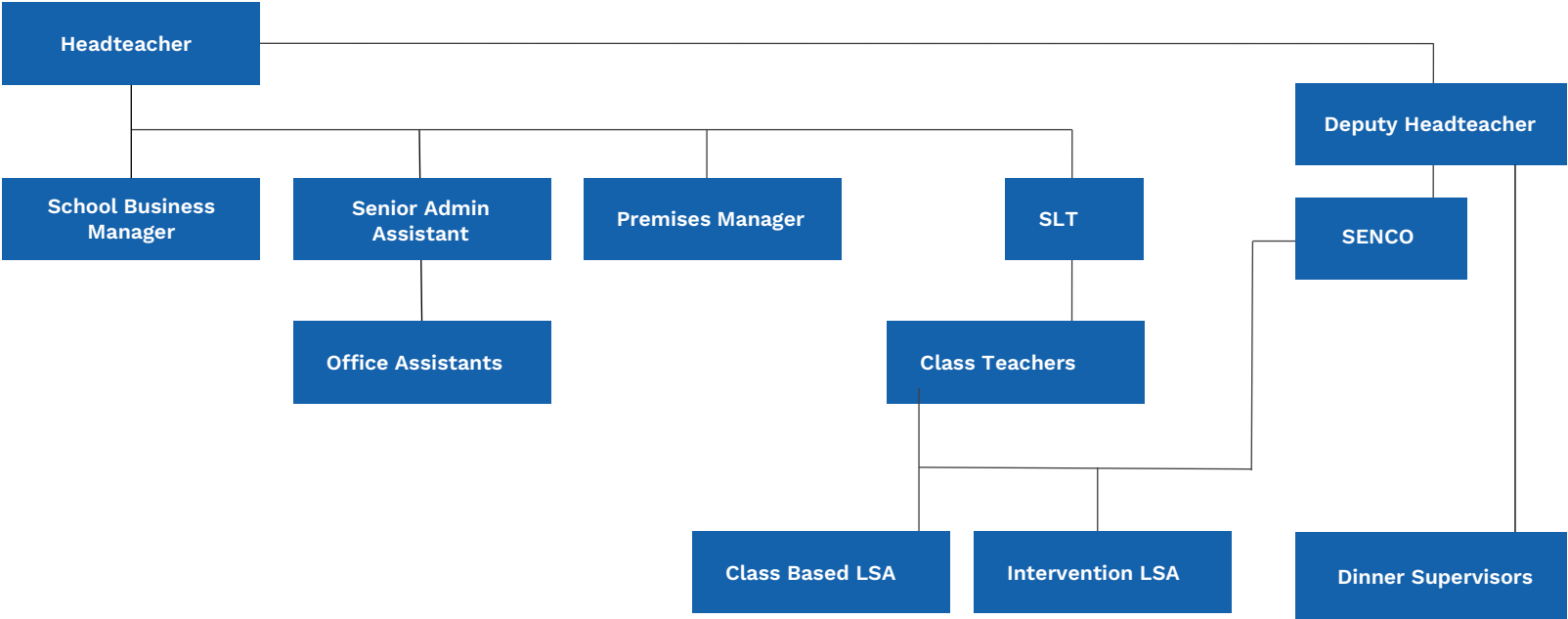
Our school vision was introduced in September 2018 after consultation with the whole school community. At its core are our three core values of:

LOVE
ASPIRATION
SERVICE

These are underpinned by scripture and rooted in the aspirational exhortation to follow Jesus' example of love and sacrificial service that is found in our adopted school verse (Ephesians 5:2).

Our school vision is central to everything we do at Latymer All Saints. It is reflected in our curriculum, our community and our worship. The children know our school vision well and are reminded of it every morning as it forms the basis of our morning prayer.

Staffing Structure 2022-2023



MORE
ABOUT OUR
SCHOOL



577

pupils on roll
(including Nursery)

SEN Children	18%
EHCP Children	4.5%
Receiving Any Premium Ever (FSM ever/PP/Service Children)	37.2%

SCHOOL DATA

Key Stage 1 Teacher Assessment Results

Children working at the Expected level in Reading (2023)	Children working at the expected level in Writing (2023)	Children working at the expected level in Mathematics (2023)	Y2 children working at the expected level in Phonics (2023)
65%	55%	66%	80.82%

Children working at Greater Depth in Reading (2023)	Children working at Greater Depth in Writing (2023)	Children working at Greater Depth in Mathematics (2023)
16%	0%	10%

For further details of the school population, finances and historical outcomes for pupils please visit the Department for Education School Comparison Website [here](#).

SCHOOL DATA

Key Stage 2 SATs Results

Children working at the Expected level in Reading (2023)	Children working at the Expected level in Writing (2023)	Children working at the Expected level in Mathematics (2023)	Children working at the Expected level in Reading, Writing and Mathematics combined (2023)
82%	69%	76%	61%

Children working at Greater Depth in Reading (2023)	Children working at Greater Depth in Writing (2023)	Children working at Greater Depth in Mathematics (2023)	Children working at Greater Depth in Reading, Writing and Mathematics combined (2023)
33%	0%	28%	0%

Progress in Reading (2022)	Progress in Writing (2022)	Progress in Mathematics (2023)
1.88	-1.19	1.80

For further details of the school population, finances and historical outcomes for pupils please visit the Department for Education School Comparison Website [here](#).

JOB DETAILS



Job description: **HEADTEACHER**

Job Title: Headteacher of Latymer All Saints CofE Primary School

Group size: 4

Salary: Outer London Leadership scale L14-L27

Contract type: Full time, permanent

Reporting to: Board of Governors

Responsible for: All grades of staff employed by the school.

Qualities:

The Headteacher will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct.
- Build positive and respectful relationships across the school community, the church and diocese.
- Serve in the best interests of the school's pupils.
- Shape the Future by establishing and implementing a strategic plan that inspires and motivates all stakeholders, which ensures pupils achieve high standards and develop in all aspects of their education and reflects the needs of both schools and their communities.

Main Purposes of the Role:

The Headteacher will:

- Provide effective leadership for Latymer All Saints CofE Primary School, securing success and continuous improvement across the whole school, ensuring high quality education for all pupils and the highest standards of learning and achievement in accordance with statutory requirements. As a Church of England School, the Headteacher will be required to uphold and promote the schools' Christian vision, ethos and values within day-to-day working practices;
- Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community;
- Establish and oversee systems, processes and policies so the school can operate effectively;
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context;
- Make sure these school improvement strategies are effectively implemented;
- Monitor progress towards achieving the school's aims and objectives;
- Allocate financial resources appropriately, efficiently and effectively.

Duties and Responsibilities

1. School Culture and Behaviour

The Headteacher will:

- Create a culture where pupils experience a positive and enriching school life.
- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life.
- Ensure a culture of staff professionalism.
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils, and clearly demonstrated by all adults in school.
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy and Christian vision.

2. Teaching, Curriculum and Assessment

The Headteacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence.
- Ensure teaching is underpinned by subject expertise.
- Effectively use formative assessment to inform strategy and decisions.
- Ensure the teaching of a broad, structured and coherent curriculum.
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities.
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum.
- Ensure the use of evidence-informed approaches to reading so that all pupils are taught to read.

Duties and Responsibilities

3. Additional and Special Educational Needs (SEN) and Disabilities

The Headteacher will:

- Promote a culture and practice that enables all pupils to access the curriculum.
- Have ambitious expectations for all pupils with SEN and disabilities.
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate.
- Make sure the school fulfils statutory duties regarding the [SEND Code of Practice](#).

4. Managing the School

The Headteacher will:

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care.
- Manage staff well with due attention to workload.
- Ensure rigorous approaches to identifying, managing and mitigating risk,

5. Professional Development

The Headteacher will:

- Ensure staff have access to appropriate, high standard professional development opportunities.
- Keep up to date with developments in education.
- Seek training and continuing professional development to meet needs.

Duties and Responsibilities

6. Safeguarding

The Headteacher will:

- Ensure there are effective, robust safeguarding procedures in place, which cover all statutory requirements, including effective reporting systems.
- Take responsibility for ensuring that all staff understand and follow safeguarding policies and procedures.
- Ensure that all teaching and support staff are fully inducted in, and made aware of, the school safeguarding procedures including knowing the names of the designated safeguarding leader and the Deputy safeguarding leader.
- Be responsible for monitoring that all policies and procedures are followed by all teaching and support staff.
- Ensure that the designated safeguarding lead in each school is given the appropriate resources to carry out the duties of that role effectively and is sufficiently supported by deputy designated leaders.

7. Governance, Accountability and Working in Partnership

The Headteacher will:

- Understand and welcome the role of effective governance, including accepting responsibility.
- Ensure that staff 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.
- Work successfully with other schools, the diocese, the church and other organisations.
- Maintain working relationship with fellow professionals and colleague to improve educational outcomes for all pupils.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the headteacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.

Person Specification

E/D: Essential or Desirable

A/I/R: Assessed at Application (A), Interview (I), Reference (R)

	E/D	A/I/R
Qualifications and Training:		
Qualified teacher status	E	A
Degree	E	A
National Professional Qualification for Headship (NPQH)	D	A
Experience:		
Successful leadership and management experience in a school	E	A/I/R
At least 5 years Teaching experience	E	A
Involvement in school self-evaluation and development planning	E	A/I/R
Demonstrable experience of successful line management and staff development	E	A/I/R
Experience of teaching in more than one school	D	A

	E/D	A/I/R
Skills and Knowledge:		
Data analysis skills, and the ability to use data to set targets and identify weaknesses	E	A/I
Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve	E	A/I
Understanding of school finances and financial management	E	A/I
Effective communication and interpersonal skills	E	A/I
Ability to communicate a vision and inspire others	E	A/I
Ability to build effective working relationships	E	A/I
Personal Qualities:		
Commitment to uphold the 7 principles of public life (the Nolan principles) at all times	E	A/I

	E/D	A/I/R
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	E	A/I/R
Commitment to promote and develop the distinctive Christian vision in all aspects of school life	E	A/I
Ability to work under pressure and prioritise effectively	E	A/I/R
Commitment to maintaining confidentiality at all times	E	A/I/R
Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position	E	A/I/R

Further information

Salary:

Dependent on experience
Outer London Leadership Scale
L14 – L27
Full Time, Permanent Contract

School Visits:

If you are interested in applying
for this position, or visiting
our school, please contact Mrs
Embleton on 0208 8072679

Key Dates:

Closing date: Tuesday 19th March
2024

Interviews: Wednesday 27th March
2024

How to Apply:

Please submit your completed
application form via email to:
cembleton@latymerallsaints.enfield.sch.uk

Notes:

This job description may be amended at any time in consultation with the postholder.

Introducing the LDBS

**We have been serving
and supporting schools
since 1836**

There are

155

Church schools in the Diocese
of London:

136

primaries with 89 nursery classes.
4 all through, 16 secondary, and 2
schools for children with SEND

Our schools

include Voluntary Aided schools,
Single and Multi-Academy Trusts
and a Voluntary Controlled school

Our schools are distinctively Christian in ethos

Christian
distinctiveness

should shape everything that
happens in a Church school

We support Churches and
schools to

work together

for mutual benefit

We support schools to provide

high quality
Collective
Worship

There are almost

300

LDBS appointed Foundation
governors and trustees serving on
the boards of Church schools
across London

We support

chaplaincy
in educational settings

Outcomes from the Statutory
Inspection of Anglican and
Methodist Schools (SIAMS) reflect
the Christian distinctiveness of our
schools: more of our schools are
rated as

Excellent

than the national average.

“I have come in order that you might have life – life in all its fullness.”
John 10:10

Introducing the LDBS

Our schools serve 55,000 young Londoners

More
than half

of pupils in our schools have an Asian, Black, Mixed or Other background. One quarter have a white British background

Our schools are
inclusive:
they have more primary children with a recognised special education need and/or Education Health Care Plan (EHP) than the London and national averages

They are from the Christian faith, other faith and no faith backgrounds

Our schools serve
deprived communities:
there are more primary children registered for free school meals in our schools than the London and national averages

LDBS provides:

Training, advice
and resources
for school leaders to support
school improvement

HR support

A comprehensive
programme of
governor
training

Data protection
support

Many
community and Roman Catholic
schools buy our school
improvement and support services

We run a SCITT (School Centred
Initial Teacher Training which is
rated
outstanding
by Ofsted

Our schools transform futures:

Young people make more progress
and attain
higher standards
in our secondary schools than the
London and England averages

Primary children in our
schools make
more progress
in reading than the London
and national averages

More primary
children
In our schools achieve the expected
primary schools standards in
reading, writing and maths than the
London and national averages



London Diocesan Board for Schools
www.ldbs.co.uk 020 7932 1100

London Diocesan Board for Schools is a Charitable Company Limited by Guarantee.
Company Registration No 198131. Charity Registration No 313000.

Registered Address: London Diocesan House, 36 Causton Street, London, SW1P 4AU