



# All Saints' Church of England Primary School

This school is committed to safeguarding children

<https://www.allsaintsputney.org.uk/>

Putney Common, London SW15 1HL  
Tel: 020 8788 5196  
Email: [admin@allsaints.wandsworth.sch.uk](mailto:admin@allsaints.wandsworth.sch.uk)

Headteacher: Ms C Wood  
Deputy Headteacher: Mr M Reynolds-Viljoen



## Deputy Headteacher Application Pack May 2023



Dear Applicant,

**Deputy Headteacher – All Saints’ Church of England Primary School, Putney**

Thank you for your interest in the post of Deputy Headteacher at our school.

Our current Headteacher, Ms Claire Wood, is retiring at the end of this academic year. The Governors have successfully appointed Mrs Joanne Ghosh who will continue to ensure that All Saints’ is an exciting place to learn and who will maintain the faith base of the school community. The Governors are now seeking a new Deputy Headteacher who will assist the Headteacher in the leadership and management of this special school

Our unique school is located on the edge of Putney Common, adjacent to the Parish Church and only a few minutes from the River Thames. It is very popular with local parents because of its warm and supportive ethos. There is a very strong staff team and the governors are committed to provide both support and challenge.

Please take a look at our website [www.allsaints.wandsworth.sch.uk](http://www.allsaints.wandsworth.sch.uk) and read some of the weekly newsletters to give you a flavour of the community at All Saints’. This application pack contains more information about the school, the person specification and the job description. If you think that you are the special person we are looking for to assist in leading our school forward then please do come and visit. Contact Mrs June Heard at the school office on 020 8788 5196 to arrange this.

Completed applications should be submitted by **midday on Wednesday 17<sup>th</sup> May 2023**

Interviews will take place w/c 22<sup>nd</sup> May 2023.

I very much look forward to receiving your application and I hope to meet you soon.

Yours sincerely,

Pat Ashworth

Chair of Governors

**Please apply via:**

<https://www.eteach.com/schools/all-saints--cofe-primary-school-putney-30759> or  
<https://jobs.richmondandwandsworth.gov.uk/>

**We welcome applications who fulfil the Person Specification. We would encourage a visit to the school which can be arranged via the school office on 020 8788 5196 or by contacting [admin@allsaints.wandsworth.sch.uk](mailto:admin@allsaints.wandsworth.sch.uk).**





## INFORMATION FOR APPLICANTS

All Saints' C of E Primary School is a one form entry school with a nursery.

## THE HISTORY OF THE SCHOOL

All Saints' School is a co-educational Voluntary Aided Church of England Primary School for children aged 3 to 11 living in the Parish of Putney. The school is situated overlooking Putney Common on land gifted by the Earl Spencer. The school was opened in 1858.

On 12<sup>th</sup> February 1894 a new single storey building opened and was given the name All Saints' Junior Mixed School.

In September 2000 All Saints' opened its Ecumenical Nursery in order to provide excellent education for children from the age of three. A further change to the building occurred in March 2002 with the opening of the new Hall which provides a central gathering place for the whole school as well as for social events out of school hours. The latest building development saw the addition of our wonderful, covered outdoor learning area in 2005 which, along with the Nursery, ensures outstanding provision for all of our Foundation Stage children.

Summer 2015 saw the completion of the latest enhancements to our outdoor environments. The pond area was refurbished with a new raised pond and planting. Two vegetable and fruit gardens were established, with the aim of enhancing the learning across the curriculum. During the academic year 2015-2016, thanks to funding from both FOASS (our PTA) and the Board of Governors, we updated and refurbished our ICT suite; it now contains 30 PCs enabling whole class teaching of Computing skills. FOASS fundraising also enabled us to create an outdoor area for Year 1, to support children in their transition from Reception to Year 1. In 2016-2017 FOASS contributed to a major refurbishment of the playground and our outdoor quiet reflection area, and more recently in 2018-2019 their support enabled us to improve our removable staging which we use for concerts, plays and performances. In 2021-2022 FOASS's support provided smartscreens in every classroom. Also, the governors supported the school in providing a Living Wall in the Junior playground and a full upgrade of IT equipment throughout the school.





## MISSION AND VALUES

Stepping through the school gate, a visitor will be immediately struck by the feeling of warmth and purpose and the happy sparkle of the children. It is clearly a place where children love both belonging and learning.

We aim to be an inspirational school to produce good citizens for the future in an atmosphere that promotes confidence, resilience, academic achievement, physical health, and emotional well-being.

Vision: **Confident Futures**

Mission: **Inspiring and enabling each other, through our Christian values, to flourish and be outstanding in everything we do**

Values: **Kindness, Respect, Resilience**

Our pupils are thoughtful and well behaved. Three questions support them in their interactions with others:

Is it kind? Is it safe or sensible? Is it necessary?

Strong Christian values underpin all aspects of life and learning at All Saints'. Children from different faiths and non-faith backgrounds are welcomed into our school. We expect all members of our school community – children, families, staff, governors and visitors – to respect our Christian principles.

## WHAT ARE WE MOST PROUD OF?

Our welcoming, inclusive, caring, faith-based community.

Our pupils: their exemplary behaviour, thoughtfulness, resilience and all of their achievements.

Our broad creative curriculum which is supported by many enrichment workshops and trips.

Our sporting achievements. We have a strong swimming history with swimming lessons provided for Y1 to Y6. We achieved first place in the 2022 Boys Wandsworth Swimming Gala and second place in the 2022 Girls Wandsworth Swimming Gala. The school regularly enters teams in district Boys and Girls Football, Netball, Athletics, Cross Country, Cricket and Rounders. The school also enters SEND sports events.

Residentials for Years 4, 5 & 6.

Our pupils' love of music, singing and drama.



## **WHAT PEOPLE SAY ABOUT OUR SCHOOL**

### **Children**

I'm not sure who you will be but I am writing to you because I love this school and I really care about it so I want to make sure that whoever you are cares about it too.

If you like children, this is the place for you.

All Saints' is such a brilliant school. The students are cheerful and the teachers are lovely.

Everyone is so kind. It's like a little family.

Our school is one big community that works together and helps each other.

I love the fact that every teacher I pass always gives a smile to me.

The teachers teach really interesting topics in a very fun way.

### **Staff**

As a small school everyone knows each other and staff are always willing to go the extra mile to support one another and the children. It's one of the kindest places I have ever worked.

We have Putney Common as our back garden and All Saints' Church on our doorstep.

All Saints' is a loving, nurturing, small school with an ever growing diverse community.

Our school ethos is the foundation of everything we do and try to achieve for everyone at All Saints' School.

### **Parents**

The staff know the children. They promote a love of learning and have developed within my daughter a thirst for knowledge and discovery. Above all, core values of kindness and respect are promoted within the framework of the Christian faith.

One of the school's greatest strengths is the strong sense of community, with its links to the church, a dynamic parent body and teachers who really care about the academic and all-round development of the children.

There is so much going on outside of the classroom - from trips to the Tate Modern, African Dance Workshops and most recently a guided tour around the Houses of Parliament - the curriculum is rich and varied.





### Comments from OFSTED

The school had an OFSTED inspection in October 2022. The school was judged to be **Good** in all areas. Under the heading “What is it like to attend this school” were the following comments:

- This is a caring and friendly place for pupils to learn in. Pupils are incredibly proud of their school. They get on well with each other and play happily at break and lunch times. “Confident Futures” is a vision that leaders, governors and staff share for all pupils. They aspire for pupils to flourish and be well prepared for life in modern Britain. The curriculum enables pupils to learn well and achieve academically. It also promotes their social and emotional development effectively.
- Pupils know and live by the school’s core values of kindness, respect and resilience. When moving around the school their behaviour is exemplary. In lessons, pupils behave well and show respect.
- Pupils enjoy taking on additional responsibilities such as being a house captain or a digital or anti-bullying ambassador. Extra-curricular clubs and whole school events, such as the summer concert, provide many opportunities to support pupils in exploring their talents and interests.

### PARENTS and FRIENDS of ALL SAINTS’ SCHOOL (FOASS)

We place great value on working together with parents to ensure the progress of all pupils. FOASS is energetic in arranging social activities throughout the year for parents and children. Their fundraising provides additional equipment and funds to enhance the curriculum. Recently FOASS has provided interactive smartboards and whole school enrichment workshops. Parents are invited to Eucharist services in the church and celebration worship in school. Many parents volunteer to help with reading groups, facilitating the school libraries, walking children to swimming lessons, and with school trips.

### FUTURE PLANS and PRIORITIES

Staff and governors input into overall school planning. The Leadership Team with all staff review planned actions regularly and report to governors. Governors act as critical friends and are supportive in helping the school to keep on track.

Priorities for this academic year are:

- Extend the *Little Wandle* phonics scheme to Y2 and KS2 to support all pupils in reading skills.
- Close the gap between Greater Depth in writing and reading using *The Write Stuff* scheme.
- Develop the strategies in *Ordinarily Available Provision* to upskill all staff to ensure SEND pupils have the same opportunity to thrive and learn as their peers.
- Undertake a review and refresh of the RSHE/PSHE curriculum.
- Through Integrity Coaching’s *The Race Conversation* develop understanding of race equality.
- Develop a whole school approach to Mental Health and Well-being.
- Create a Sustainability Staff lead and a Sustainability Governor.
- Upskill Middle Leaders to share the data assessment role with the Deputy Headteacher.
- Refurbish the Reception outdoor learning classroom area.
- Review and refurbish the staffroom.

# All Saints' CE Primary School – 2022/23

OUR PUPILS		SCHOOL IMPROVEMENT PRIORITIES		OFSTED		
Capacity: 262 Currently on roll: 227 % boys: 48% % girls: 52% % free school meals: 16.7% % looked after: 0% % previously looked after: 0% % SEND: 18% % EAL: 33.5% % service: 2.2%		Curriculum and Learning Safeguarding Equalities Leadership and Governance Early Years and Foundation Stage See Strategic School Plan (SSP)		Current grade: Good Date of last inspection: October 2022		
				ATTENDANCE		
				2021/22	OUR SCHOOL	NAT'L AVERAGE
				% UNAUTHORISED	0.28%	Not reported due to COVID
				% PERSISTENT	1.78% 4 children	Not reported due to COVID
PERFORMANCE DATA 2021/22 *						
PROGRESS		Reading + 0.1, Writing + 3.2, Maths -1.0				
ATTAINMENT		% of pupils meeting the expected standard in reading, writing and maths – 62.5% % of pupils attaining the higher standard in reading, writing and maths – 12.5% Average scaled scores in reading – 106.2 and maths – 103.7				
PREVIOUS PERFORMANCE DATA 2018/19 (Last reported due to covid)						
PROGRESS		Reading 2.8 (above average) Writing 1.8 (average) Maths 0.5 (average)				
ATTAINMENT		% of pupils meeting the expected standard in reading, writing and maths – 92% % of pupils attaining the higher standard in reading, writing and maths – 36% Average scaled scores in reading – 111 and maths – 109				

\*Note that, apart from the effects of covid, last year's Year 6 was a smaller than average class with several pupils with SEND.



## CURRICULUM

At All Saints', we do not just talk about a broad and balanced curriculum for our children, we live it! We do this through the many and varied enrichment activities that we offer: from trips to external venues, to workshops and shows in school and through to residentials. We also have many varied before and after school clubs.

Being in South West London means that we have access to many wonderful venues, from the museums and libraries through to the Houses of Parliament and City Hall, where learning can really be brought to life for the children.

Each class is encouraged to book an external trip every term; these can be as simple as a Science walk on the Common to a workshop at the Thames Barrier.

Sometimes, a class will have a workshop in school to enhance their learning about a particular topic (Space in Year 5 or The Great Fire of London in Year 2, for example); at other times, the whole school is involved, with maths challenges, dance, music or drama workshops, for example.

In KS2, we offer our children the opportunity to attend residentials from Year 4, where they spend one night away. In Year 5, they spend a week at Hooke Court in Dorset and in Year 6, they spend a few days staying in teepees at Thames Young Mariners.





## **JOB DESCRIPTION**

This job description should be read in conjunction with the range of duties and responsibilities of Deputy Headteachers as set out in the Teacher's Pay and Conditions document. It may be modified by the Headteacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title

### **Job Purpose**

- To assist the Headteacher in the leadership and management of the school and to accept the responsibility for the efficient running of the school in the Headteacher's absence
- To promote the inclusive Christian ethos and values in which individuals feel safe and valued

### **Leadership and Management**

- Supporting, assisting and deputising for the Headteacher
- Leading collective worship
- Maintaining a strategic overview of school improvement by supporting the Headteacher in monitoring the quality of teaching and learning, evaluating performance data within target setting processes
- Understanding issues relating to the organisation, ordering and funding of resources
- Supporting and upholding the school's policies
- Undertaking responsibility for leading and managing assessment for learning opportunities throughout the Foundation Stage, Key Stage 1 and Key Stage 2 including statutory arrangements for completing SATs
- Arranging and monitoring the quality of supply teachers covering for teacher absence and teacher training opportunities
- Acting as designated mentor and liaison officer for ECTs, student teachers and work experience placements
- Arranging for the delivery of training to the teaching staff in accordance to priorities identified within the school improvement plan
- Organising and managing curriculum timetables and playground duty rotas
- Assisting in the formation of school policy documents
- Leading all residential trips
- Managing relevant budgets

### **Teaching, Learning and Standards**

- Carrying out teaching duties in accordance with the school's schemes of work and National Curriculum
- Liaising with colleagues to deliver units of work in a collaborative way
- Setting targets for pupil attainment levels. Monitor, track, record and report on progress and attainment
- Providing colleagues with an example of outstanding practice – including proven track record of above average teaching and above average progress of children in class over time
- Acting as class teacher for an agreed number of days per week

### **Community**

- Maintain a happy and welcoming Christian based school community reflecting the richness and diversity of pupils, parents, staff, governors and volunteers
- Ensure effective liaison with Southwark Diocesan Board of Education and Wandsworth Borough Council
- Develop and maintain positive links with the parish and wider community including other primary schools and secondary schools to which pupils may transfer

### **Communication**

- Maintain high quality communication channels with all stakeholders

**PERSON SPECIFICATION**

	<b>Requirements (Essential unless otherwise stated)</b>
	<b>Qualifications and Experience</b>
1.	Degree and Qualified Teacher Status
2.	Proven commitment to continued professional development
3.	Experience of teaching across the primary range
4.	Experience of supporting or managing students and/or newly qualified teachers
5.	Experience in organising and/or delivering INSET to colleague
6.	Experience of data tracking systems
	<b>Skills and Knowledge</b>
7.	Exemplary classroom practice
8.	Strong literacy, numeracy and ICT skills
9.	Effective communication skills
10.	Thorough understanding of nursery and primary pupil needs
11.	Comprehensive understanding of effective assessment for learning strategies
12.	Detailed knowledge and understanding of salient curriculum initiatives
13.	Understanding of the statutory role of Governing bodies
14.	Understand the importance of inclusion and positive benefits of living in a culturally and ethnically diverse society
15.	Ability to motivate and inspire colleagues
16.	Ability to plan strategically for school improvement
17.	Ability to lead, implement and manage change
18.	Ability to analyse performance data and set appropriate targets
19.	Ability to work effectively in partnership with stakeholders
	<b>Personal Qualities</b>
20.	Strong Christian values
21.	Reliability, enthusiasm, initiative and flexibility
22.	A willingness to learn
23.	High expectations and commitment to continual school improvement

**SAFER RECRUITMENT**

The role of Deputy Headteacher is a key strategic one in relation to safeguarding. Evidence of commitment to, and experience of, leading on Safeguarding will be sought at both application and interview stage. The successful applicant will be subject to an Enhanced DBS Check with barred list information as part of the vetting process for this role. You can read all of the school policies on our website including our Safeguarding and Child Protection Policy.

**HOW TO APPLY AND NEXT STEPS**

To apply and for more information please click on the website: <https://www.eteach.com/schools/all-saints--cofe-primary-school-putney-30759> or <https://jobs.richmondandwandsworth.gov.uk/>