

# **Headteacher** **St James' CE Primary School**

## **Recruitment Pack**

Closing Date: 9am, Monday 12th May 2025



**Watergrove  
Trust**  
Providing more

 **THE CHURCH  
OF ENGLAND**  
Diocese of Manchester



## Are you looking for an **exciting challenge** and an opportunity to **make a difference** as a **Headteacher**?

We are seeking to appoint an **inspirational** Headteacher to lead our **supportive and friendly** team at St James' CE Primary School.

If you are an individual who is **versatile** and keen to **learn and develop**, then we encourage your application.



We hope to appoint somebody who is passionately invested in leadership which creates and sustains a culture of **coach, challenge and innovation** to produce the very best educational experience for children.



An applicant who prioritises team over self and quality over comfort will excel in this role and will enjoy full support and access to an unusually rich professional development offer in return.

St James' is a one form entry **Church of England** primary school which forms part of the **Diocese of Manchester** family of schools.

Located in the heart of **Wardle village**, its energetic and forward-looking ethos has seen the school continuously develop in order to provide the highest standard of education.

Indeed, the whole St James' community is '**Committed to Excellence**'.

## WHAT MAKES ST JAMES' SPECIAL



### Curriculum

At St James' CE Primary School we aim to provide the children with a **curriculum** which is broad, well balanced and above all stimulates the children to learn.

In addition to acquiring skills and knowledge, we aim to help the children to grow in confidence and maturity so that they can enter secondary school, and later, adulthood with the ability to pursue wholeheartedly, academic, social and cultural activities.

It is a curriculum which is both coherent and cohesive.



### St. James' Child

Our **children** are at the forefront of everything we do at St James'. We strive for the best possible academic outcomes for all children and deliver an engaging curriculum full of exciting opportunities which promote a life-long love of learning.

Most importantly, we work tirelessly with families to create independent learners who are adaptable, questioning, curious and confident in their own ability to achieve their full potential, and children that we are proud to say are from St. James.



### Community

The spirit of **community** at St James' is one of its defining features.

Founded on a Church of England tradition the school welcomes children of all faiths and beliefs to a community that emphasises values of spiritual awareness, understanding and respect for others.

We celebrate achievement and individuality, providing a diverse range of experiences that encourages children to understand the value of working together and recognising the talents and contributions of their peers.

To ensure the experience for children at St James' CE Primary School continues to be deeply rooted in the Christian faith, we are looking for someone who shares the school's values and has the **vision, drive, resilience, and experience** to build on the school's success to date.



A rich enactment of the **SIAMS framework** is critical and an important aspect of the role will be working with the church community of Wardle in order to support the Christian ethos of the school.

Moreover, the school is a member of the **Watergrove Diocesan** cluster of schools, overseen by a Director of Education.

As such, whilst the Headteacher will have autonomy, they will also be part of a tight-knit community of faith schools with significant opportunity for collaboration and mutual support.

As Headteacher of a CE school, the school's leader will also be accountable to the **Diocese of Manchester Board of Education**.

## Role Information:






The Headteacher is responsible for the direction of travel for the school (strategic and operational) and the successful candidate will have a proven track record of sustained development.



They will be committed to our school and its mission and have excellent interpersonal skills.

They will also be able to take initiatives, embrace new opportunities and have the ability to lead the school, building strong, effective partnerships with all stakeholders.

Trustees and Governors are looking for a **strategic thinker** with proven **leadership, management and interpersonal skills** who can also demonstrate:

- 
 A commitment to team work and partnerships
- 
 A passion and dedication to excellence in education and high expectations
- 
 A strategic leader who inspires, motivates and empowers others
- 
 An excellent classroom practitioner who is equally passionate about the emotional and academic development of every child in their care
- 
 An innovative and knowledgeable individual with the confidence to lead on the school's vision for the new curriculum



## We can offer you:



The opportunity to join a hardworking, dedicated team who have a committed desire to deliver improvement across the school.



Supportive and collaborative improvement network across the Watergrove Trust



Enthusiastic, inquisitive and friendly children



A commitment to your professional development



## Safeguarding and Diversity:

Watergrove Trust is committed to **safeguarding** and promoting the **welfare** of children and young people and expects all staff and volunteers to share this commitment. Appointment to this post is subject to pre-employment clearances including enhanced **Disclosure and Barring and Childcare Disqualification Check**.

The Watergrove Trust values **diversity** in its workforce. We are committed to ensuring that **no unlawful discrimination** occurs in the recruitment and selection process on the grounds of age, sex, race, disability, sexual orientation, transgender, including those with non-binary identities, religion or belief or pregnancy and maternity.

## About Watergrove Trust:

The Watergrove Trust comprises nine schools, six primary and three secondary, each bringing their own special qualities and expertise to share.

It is not only **excellent educational practice** which is available within the Watergrove Trust, but **resources** too. Coordinated by a strong support team, the Watergrove Trust is the largest and most successful trust in the Rochdale area.



Choosing to work at Watergrove Trust means becoming part of a community that values **integrity, excellence, and accountability**.

We are dedicated to ensuring our academies operate within a framework of best practices, and we seek individuals who share our passion for education and our commitment to making a positive impact.

This is a unique opportunity to be part of a dynamic and forward-thinking Multi-Academy Trust committed to **"Providing more"** to its communities.

Joining our team means contributing to a vibrant educational environment where **coach, challenge, and innovation** are at the heart of everything we do.

## Our Schools:



The Watergrove Trust boasts an incredible wealth of experience and knowledge that is shared via collaborative forums, training offers and dedicated support services.

# Trust Services



As a part-centralised Trust, we celebrate the uniqueness of each school and ensure that we all **Coach, Challenge** and **Innovate** together.

At Watergrove Trust we believe that every child has great potential and we want to work together, as a team, to ensure that every child has the opportunity to fulfil that potential.

If you share this belief and would like to play a key role in enhancing the lives of our students, then **we want to hear from you.**

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**Thank you** for taking the time to read the application pack.

Please find details of **how to apply** for the role below.

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## Application Details:

## Job Description and Person Spec

Download



If you are ready to embark on an exciting leadership journey and become a part of our dedicated team, we encourage you to apply today.

Please complete our online application form (link below) by **9.00am, Monday 12th May 2025.**

**If you would like to come and visit St James'** on any of the following dates, please contact the school office on [office@stjameswardle.co.uk](mailto:office@stjameswardle.co.uk)

**Thursday 1st May, Wednesday 7th May and Friday 9th May**

**Closing date for applications:**  
9:00am, Monday 12th May 2025

**Interviews:** 19th and 20th May 2025

**Salary:** ISR L13 – L17

**If you have any queries,** please contact the Trust People team at: [people@watergrovetrust.co.uk](mailto:people@watergrovetrust.co.uk)

**APPLY NOW**



**Please be aware** that if you are shortlisted for an interview that references (and online search checks) will be sought.

**Please note** we will only contact shortlisted candidates. If you haven't heard from us by the interview date please assume you have been unsuccessful on this occasion.