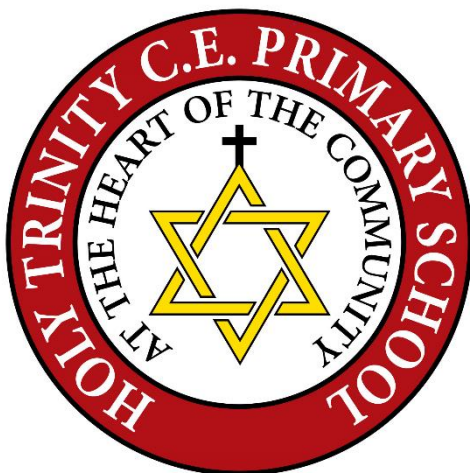




# Holy Trinity C E Primary School Headteacher Recruitment September 2025



Kenyon Street  
Ashton-Under-Lyne  
OL6 7DU

**Telephone:** 0161 330 1065

**Website:** <https://www.holytrinity.tameside.sch.uk/>

**Chair of Governors:** Jo Parry-Gee

# Welcome from the Chair of Governors



Hello, I'm Jo Parry-Gee and as Chair of Governors at Holy Trinity Primary School, I would like to say thank you for your interest in our upcoming vacancy for a Headteacher.

I hope you will find the information in this application pack helpful and relevant, as you consider whether leading our wonderful school could be your next career move.

Holy Trinity is a unique school. Situated within a predominately south Asian community, our school reflects the values and ethos of Christianity, respectfully bringing together different cultures and beliefs within a warm, inclusive environment.

As Governors we are proud to be part of school's cohesive ethos and it's positive impact within the local community. We are committed to the continuous improvement and flourishing, family approach of our school, by recognising, challenging and supporting our excellent leadership team and dedicated staff, who constantly strive for both academic and pastoral excellence.

Holy Trinity is rated as a "Good" school by Ofsted that notably places "the core values of family, respect and encouragement at the heart of the school's work".

These values are reflected in the behaviour, aspirations, attendance and achievements of our fantastic pupils. From our early years children to transitioning leavers, pupils at Holy Trinity make our school a wonderful place to be.

As our current Headteacher prepares to move on to an exciting new opportunity, we are looking for a new Headteacher who is a strong leader with a caring nature. A leader who will build upon existing strengths to take Holy Trinity forward as a beacon of excellence, at the heart of the local community.

If you feel that this could be the right role for you, please feel welcome to get in touch and arrange a visit.

For now, I wish you all the best and look forward to meeting you, if you decide to go ahead with your application.

Warm regards

Jo







The Bible verse that guides our work is from *Micah 6:8 (ESV)*

***"What does the Lord require of you but to do justice, to love kindness and to walk humbly with your God."***

Confidently Christian but respectful of our diverse community, we use this verse to inspire our **School Vision**: to be one school family, at the heart of the community. Looking out to the world with aspiration and integrity. Empowering each other to become motivated learners and loving neighbours.

Our **School Mission** therefore is: to inspire our school family to strive for greatness whilst remaining humble and kind. Through a curriculum rich in vocabulary and experience, we will educate and nurture children to be curious, confident and happy, with the courage to challenge injustice wherever they see it.

### Our Core Values

Every day we bring our Vision and Mission to life through our school values of

Family – Respect – Encouragement – Trust

Excellence – Fairness





## Key Facts and Statistics

Type of school	Church of England, Voluntary Aided
Age Range	3-11
Number of Children on roll	204 <small>(234 including Nursery)</small>
% of children on SEND register	20%
% of children with English as an additional language	85%
% of children eligible for free school meals	62%
% of children with SEN Education, Health, and Care Plan	3%
Ofsted February 2023 (Section 8 Inspection)	Good
SIAMS 2020	Excellent

Please look at our website for more information about our school

From our nursery through to Year 6, our aim is to create a happy, vibrant, caring and safe environment where all children flourish and achieve their full potential. Children receive an excellent education and have the opportunity to develop the academic, social, moral and spiritual skills they need to be able to achieve to the best of their ability. Our February 2023 OFSTED report states that Holy Trinity "is a school where everyone is welcoming and friendly and the core values of family, respect and encouragement are at the heart of the school's work". We are an open, welcoming school that enjoys excellent relationships with both parents and the wider community.

We have the highest academic expectations of our children in every year group. As a result of this, and high quality teaching, children make outstanding progress from their starting points. Staff and governors are committed to ensuring that all children leave Holy Trinity with the skills, understanding and attitudes necessary to carry them through their teenage years and into adult life. We encourage them to challenge prejudice and intolerance against any group or individual and to think about and act on the issues they see in the world around them. As our last SIAMS inspection said, "Pupils are articulate in their explanation of how RE and worship help them to reflect on and develop deeper knowledge of their own and others' faith. They have developed a healthy respect for difference and demonstrate tolerance and respect with impressive maturity".

# About our School



In our recent Ofsted Inspection (February 2023) the inspector reported that:

- Pupils feel happy and safe at Holy Trinity C of E Primary School.
- They said this is a school where everyone is welcoming and friendly.
- The core values of family, respect and encouragement are at the heart of the school's work
- Pupils behave consistently well. Leaders have high expectations of behaviour and learning for all pupils
- The curriculum is well organised and develops pupils' knowledge across a broad range of subjects.
- Leaders have made sure that the curriculum is thoughtfully sequenced from early years to Year 6.

We had our last Statutory Inspection of Anglican and Methodist Schools evaluation in February 2020 where we were awarded the highest grade of **excellent**.

Comments in the report included:

- There is a rich and exciting curriculum
- There is a nurturing and pastoral culture in the school, modelled particularly well by the headteacher, that supports pupils, staff and parents alike so that they all feel valued and cared for
- The relationships between adults and pupils are exceptionally strong, and are underpinned by core Christian values and a vision that embodies the work of the school.

## Visit our School!

We encourage candidates to visit our school to delve into the life of Holy Trinity. There are two scheduled dates for candidates to visit:

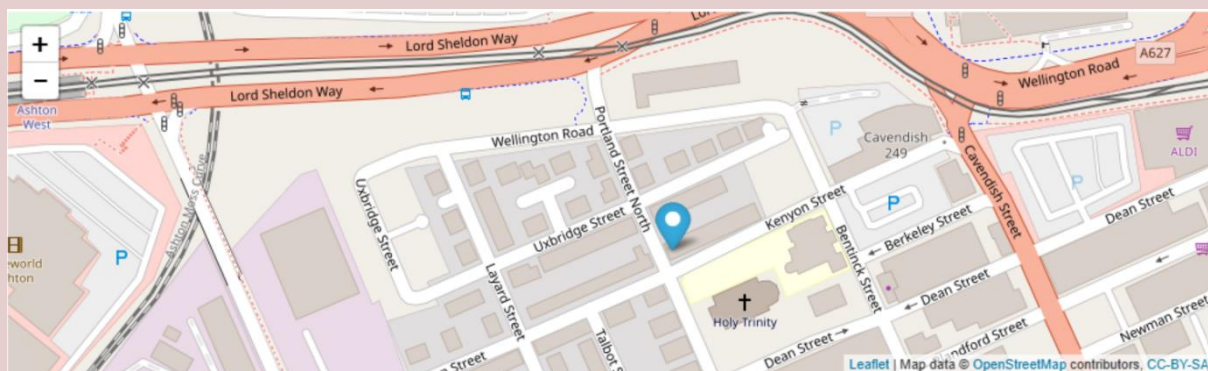
Tuesday 7<sup>th</sup> January 2025 at 9.30am, 1.30pm or 4pm

Tuesday 15<sup>th</sup> January 2025 at 9.30am or 1.30pm.

To book your slot, please email [admin@holytrinity.tameside.sch.uk](mailto:admin@holytrinity.tameside.sch.uk)

Where you will find us:

Holy Trinity CE  
Primary School  
Kenyon Street  
Ashton-Under-  
Lyne  
OL6 7DU



Please note there is no on site parking; however, street parking is available





Tameside is a metropolitan borough of Greater Manchester, England, named after the River Tame, which flows through it, and includes the town of Ashton-under-Lyne. It has motorway access to the M60, which is less than a mile away. The population was 48,604 at the 2021 census. Historically in Lancashire, it is on the north bank of the River Tame, in the foothills of the Pennines, 6 miles east of Manchester.

## Portland Basin

The town of Ashton-under-Lyne became the focus of three canals which were constructed in Tameside in the 1790s because it was an important centre of coal mining in the Lancashire coalfield. The 1790s has been characterised as a period of mania for canal building in England. The first of the three to be built was the Ashton Canal, which was constructed between 1792 and 1797. Connecting Manchester to Ashton-under-Lyne, with a branch to Oldham.



## Vision Tameside



Vision Tameside is a redevelopment initiative by Tameside Council and Tameside College, aimed at enhancing educational facilities and community infrastructure. The project includes new advanced learning centres and skills centres, such as the Clarendon Sixth Form College and an advanced technologies centre, to support vocational and technical education. The Victorian town hall and old water board offices are being preserved, and Ashton's old public

baths have been transformed into a high-tech business incubator. The Beaufort Road campus is being upgraded for modern learning, with continued support for students with severe learning difficulties. Ashton's market has also been refurbished. Completion of these developments was aimed for 2018 but is ongoing.



Needs to be kind, caring and helpful and honest

Guide us if we make mistakes

Respects us, our teachers and our family

Listen to us

## What do our children want from their new Headteacher?

To always try to improve the school

Be supportive

Smiley, happy and funny

Challenge us

Flexible with their time

To have a sense of humour

Understand our values



# Parish of the Good Shepherd

## Ashton under Lyne



### To whom it may concern

Thank you for your interest in Holy Trinity Church of England School!

Holy Trinity Church is a proud member of the vibrant and growing Parish of the Good Shepherd in Ashton under Lyne, Diocese of Manchester.

Holy Trinity School enjoys exceptional links with the Church in a partnership offering a great many mutual benefits. The church remains firmly committed to this relationship.

At present, our links comprise worship in the church and school, visits, and input into classes. We pray, laugh, and grow together. We continually explore new ways of growing these links with the goal of reciprocated flourishing.

I commend the school to you and very much look forward to working with you.

Yours faithfully

**Revd Dr Paul MONK**

The Vicar of Ashton

Team Rector of the Parish of the Good Shepherd



**We are an inclusive church**

The Vicarage, 2A Hutton Avenue, Ashton under Lyne OL6 6QY

M (07854) 776 410

E vicar.of.ashton@gmail.com



# Job Description



**Main Purpose:** To provide professional leadership for Holy Trinity school with full regard to The Church of England Vision for Education (2016). To ensure high quality education for all pupils through continuous improvement and secure standards of achievement

**Location:** Ashton-under-Lyne

**Name:** Holy Trinity C of E Primary School

**Job Title:** Headteacher

**Salary Range:** L13 – L19

**Reporting to:** The Governing Body

**Responsible for:** The Headteacher carries out duties in line with the conditions of employment as set out in the School Teachers' Pay and Conditions Document, Teacher Standards, The National Standards of Excellence for Headteachers and the policies and procedures of the Governing Body.

## Core Purpose

- Establish and sustain the school's ethos and strategic direction together with the governing body 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 from school improvement that are realistic, timely and suited to the school's context.
- Make sure the school improvement strategies are effectively implemented.
- Monitor progress towards achieving the school's aims and objectives.
- Allocate financial resources appropriately, efficiently, and effectively.
- Abiding by the Framework for Ethical Leadership in Education and the Seven Principles of Public Life (The Nolan Principles)

## School Culture

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour, and professional conduct.
- Inspire and motivate pupils, staff, and members of the school community to excellence standards of achievement.
- Build a positive and respectful relationship across the school community.
- Serve in the best interests of the school's pupils.
- Promote positive and respectful relationships across the school community and a safe, orderly, and inclusive environment.
- The school is a multi-cultural provision, and the cultures and beliefs of all communities are respected while preparing children for life in wider British Society.

## Teaching, Curriculum and Assessment

- 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.
- Our school believes that educational attainment is one of the keys to success but that the development of broad cultural understanding and appreciation of the arts are also important and should be developed.



## Behaviour

- 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.
- Good behaviour across the school is essential to maintain an effective learning environment and the Headteacher will work to ensure that this is a characteristic of our school.

## Additional and Special Educational Needs (SEN) and Disabilities

- Promote a culture and practices that enables all pupils to access the curriculum.
- Have ambitious expectations for all pupils with SEN and disabilities.
- Ensure the school works effectively with parents, carers, and professionals to identify additional needs and provide support and adaptation where appropriate.
- Ensure the school fulfils statutory duties regarding the SEND Code of Practice.
- Works to ensure that children in receipt of pupil premium benefit from that funding scheme to narrow any achievement gaps between them and other children in the school.

## Managing the School

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding as part of duty of care.
- Prioritise and allocate financial resources appropriately, ensuring efficient, effectiveness and probity in the use of public funds.
- Manage staff well with due attention to workload.
- Ensure rigorous approaches to identifying, managing, and mitigating risk.
- Create a supportive working environment.

## Continuous School Improvement

- Make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barrier, 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 sequences and suited to the school's context.
- Ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time.
- Collaborate with other schools and advisers to ensure that the school benefits from leading edge practice that contributes to school improvement.

## Governance, Accountability and Working in Partnership

- 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 and organisations.
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils.



## **Professional Development**

- 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 own development needs.

## **Safeguarding**

- 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.
- Ensure that the child protection and safeguarding policies and procedures adopted by the governing body are fully implemented and followed by all staff.
- Ensure that sufficient resources and time are allocated to enable staff to discharge their child protection and safeguarding related responsibilities effectively.



# Person Specification



Criterion	Criterion assessed by:		
	A	I	R
<b>Qualifications and Training</b>			
Qualified teacher status - degree level	E	✓	
Evidence of Continuing Professional Development relating to school leadership and curriculum development	E	✓	✓ ✓
Commitment to Continuing Professional Development	E	✓	✓ ✓
NPQH or other leadership qualification (or working towards)	D	✓	✓ ✓
Christian Leadership qualification and/or experience	D	✓	✓ ✓
<b>Experience</b>			
Successful senior leadership in a primary school	E	✓	✓ ✓
Implementing safeguarding protocols and recognising responsibilities to protect pupils from harm or potential harm	E	✓	✓ ✓
Track record as an outstanding primary school teacher	E	✓	✓ ✓
Leading and implementing curriculum development	E	✓	✓ ✓
Implementing change to raise standards and expectations	E	✓	✓ ✓
Tracking pupil progress, planning appropriate interventions and monitoring the impact of actions taken	E	✓	✓ ✓
Having a significant positive impact on outcomes and progress for pupils, regardless of their individual, special or additional needs	E	✓	✓ ✓
Developing positive behaviour management strategies	E	✓	✓ ✓
Leading on safeguarding / being the named DSL	D	✓	✓ ✓
Working in the church school sector	D	✓	✓ ✓
Teaching in more than one key stage	D	✓	✓ ✓
Working with governors to develop and review key objectives	D	✓	✓ ✓
Working with external agencies for the well-being of pupils and their families	E	✓	✓ ✓
Involvement in managing school budget or strategic financial planning	E	✓	✓ ✓
Using and evaluating a range of data to improve pupil outcomes	E	✓	✓ ✓
Developing and reviewing the school's strategic plan, ensuring that key objectives are used to develop school improvement plans	E	✓	✓ ✓



Criterion	Criterion assessed by:			
	A	I	R	
<b>Wisdom</b>				
The distinctive Christian character of a Church of England school as expressed through its vision, value and ethos	E	✓	✓	✓
The legislative framework for a VA school, including governance; working with governors; curriculum and inspection frameworks; and the requirements for statutory assessment	E	✓	✓	✓
Principles for the development of effective teaching and learning to reflect the needs and worth of every pupil	E	✓	✓	✓
Principles of school self-evaluation and strategies for planning school improvement to enable flourishing for all	E	✓	✓	✓
Strategies to develop 'community and living well' through partnership with families, and relationships with church and the local community	E	✓	✓	✓
The range of data available for the evaluation and improvement of school performance and how to share this in an accessible way with staff, governors and families	E	✓	✓	✓
The Church of England Vision for Education	E	✓	✓	✓
The unique context of Holy Trinity Primary School	E	✓	✓	✓
Personnel issues relevant to school leadership	E	✓	✓	✓
<b>Faith Commitment</b>				
Committed to the ethos and values of a Church of England school.	E	✓	✓	✓
Committed to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Christian ethos of the school.	E	✓	✓	✓
Willing to lead collective school worship that reflects the Christian identity of the school	E	✓	✓	✓
A practising Christian	D	✓	✓	

# Person Specification



Criterion	Criterion assessed by:			
	A	I	R	
<b>Professional Skills and Attributes</b>				
To be a leader of learning - demonstrating, promoting and encouraging outstanding classroom practice.	E	✓	✓	✓
Able to create a culture where SEND and Pupil Premium Pupils experience a positive and enriching school life, across all year groups.	E	✓	✓	✓
Able to demonstrate an understanding, awareness and empathy for the needs of the pupils and how these could be met.	E	✓	✓	✓
Able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies.	E	✓	✓	✓
Excellent written and verbal communication skills (which will be assessed at all stages of the process).	E	✓	✓	✓
Able to manage own workload and that of others to allow a work-life balance	E	✓	✓	✓
To show a strong commitment to sustained attendance at work	E	✓	✓	✓
<b>Personal Qualities</b>				
An effective communicator in spoken word and in writing, in a range of contexts and with sensitivity to the given audience	E	✓	✓	✓
Able to relate constructively to all, in a respectful, non-judgemental manner.	E	✓	✓	✓
Able to motivate and inspire confidence in others, supporting pupils and staff to flourish within a culture that positively recognises individual strengths and needs	E	✓	✓	✓

## Application Form and Supporting Statement

The application form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post, following the guidance outlined in the sections above.

The governors wish your supporting statement to be no more than 3 sides of A4, Arial point 11.

Key  
**A** application **I** Interview **R** Recruitment Task





## Equal Opportunities

Holy Trinity CofE Primary School welcomes pupils and staff from a wide range of backgrounds. We believe that their different cultures, talents, and life experiences brings richness and vibrancy to school life, whilst assisting to create an environment that supports all in learning from each other.

We take our duties to eliminate discrimination, promote equal opportunities and foster good relationships between people of all backgrounds very seriously. Our duty is set out in the Equality Act 2010, which covers age, sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, marriage, and civil partnership.

## Applicants with Disabilities

Applicants with disabilities applicants are guaranteed an interview if they meet the essential requirements of the Person Specification. As an equal rights and opportunities employer, our school is committed to make reasonable adjustments to the selection process, the job role and the working environment that would enable access to employment opportunities for people with disabilities. Where an applicant with a disability is being assessed the selection panel's decisions will be based on an assessment of the candidates expected capabilities once reasonable adjustments have been made.

## Safeguarding

**We are committed to the rights of the child's safety and emotional wellbeing, and the protection of children from all forms of abuse.**

## Rehabilitation of Offenders

All posts involving direct contact with children are exempt from the Rehabilitation of Offenders Act 1974. However, amendments to the exceptions order 1975 (2013 & 2020) provide that certain spent convictions and cautions are 'protected'. These are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the [Ministry of Justice website](#).

Shortlisted candidates will be asked to provide details of all unspent convictions and those that would not be filtered, prior to the date of interview. You may be asked for further information about your criminal history during the recruitment process. If your application is successful, this self-disclosure information will be checked against information from the Disclosure and Barring Service before your appointment is confirmed. [Please click here to view the guidance for spent and unspent convictions – this document should be viewed before completing the below.](#)

## Overseas Applicants

If you have lived or worked overseas in the past 10 years for a period of 12 months or longer whilst over the age of 18, you will be asked to provide 'Certificates of Good Conduct' from those nations. The application process for criminal records checks or 'Certificates of Good Conduct' for someone from overseas varies from country to country. You'll have to apply in the country or to the relevant embassy in the UK.

Certificates of Good Character MUST be provided if appointed.

Please read the [guidance document](#) if you have any queries. If you have any questions on applying for a criminal record check in the UK, please contact the [Disclosure & Barring Service](#).

# Headteacher

Closing Friday 17 January 2025 at 12noon



The Governors at Holy Trinity C of E Primary are looking to recruit a wonderful new Headteacher to provide the professional leadership and management of our wonderful. Community-based school. We are looking for an inspirational and committed leader with the vision, confidence, and skills to lead our school forward into its next exciting stage.

<b>Employer</b>	The Governors of Holy Trinity C of E Primary School	<b>Closing Date</b>	17 January 2025 at 12noon
<b>Location</b>	Ashton-under-Lyne OL6 7DU	<b>Shortlisting Date</b>	20 January 2025
<b>Salary</b>	L13 – L19	<b>Interviews</b>	30 January 2025 & 31 January 2025
<b>Contract Type</b>	Full-time / Permanent	<b>Start Date</b>	1 September 2025

## Are you;

- An experienced leader already contributing to whole school development?
- Passionate about high standards, achievement and excellence for all?
- Committed to positive working relationships with fellow professionals and colleagues to improve educational outcomes for children?

## Do you want to;

- Be part of a caring, committed team including teaching staff, non-teaching staff, parents and a strong governing body?
- Drive and develop the future of Holy Trinity C of E Primary School?
- Be surrounded by happy, remarkable and motivated children?



Our successful candidate will embrace diversity and work collaboratively with pupils, staff, governors, parents, the church, multi-faith groups and wider community, ensuring that our interdenominational school reflects a welcoming, inclusive hub, promoting the Church of England Vision for Education (2016):

- Educating for Wisdom, Knowledge and Skills
- Educating for Hope and Aspiration
- Educating for Community and Living Well Together
- Educating for Dignity and Respect

If this sounds like a Headship you would like to apply for, we welcome you to come and visit on Tuesday 7<sup>th</sup> January 2025 at 9.30am, 1.30pm or 4pm, Tuesday 14<sup>th</sup> January 2025 at 9.30am or 1.30pm To arrange a visit, please contact our School Business Manager Sue Whitehead on 0161 330 1065.

**[Applications must be sent to recruitment@fusionbusiness.org.uk](mailto:recruitment@fusionbusiness.org.uk)**

Holy Trinity C of E Primary School is committed to safeguarding and promoting the welfare of children and expects staff and volunteers to share this commitment. The successful candidate will be subject to vetting checks in line with Safer Recruitment Best Practice and Keeping Children Safe in Education, as well as an Enhanced Disclosure and Barring Service Check.