LIGHTHOUSE
SCHOOLS PARTNERSHIP

BLAGDON PRIMARY SCHOOL

Headteacher

Blagdon Primary School

Application Pack
February 2026

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BLAGDON PRIMARY SCHOOL

LIGHTHOUSE SCHOOLS PARTNERSHIP

Headteacher

Start date: 1st September 2026
Permanent full-time contract
Pay Scale: L10-14
Salary: £64,691 - £71,330

Welcome from the Chief Executive

Dear Applicant,

Thank you for your interest in the role of Headteacher at Blagdon Primary School. Blagdon is a small rural school in a beautiful village on the edge of the Mendip Hills. The school has around a hundred pupils organised over four mixed-age classes. Its size helps to give the school the warm and friendly family-feel and school staff know the children extremely well whilst providing a caring and nurturing environment.

We are looking for a leader who will:

- Inspire staff and pupils to be their best by sharing a vision of excellence that supports all to flourish
- Embed themselves fully in the school community
- be ambitious for the school's future and lead its growth and development
- fully engage in the work of the whole of Lighthouse Schools Partnership (LSP) and bring skills and opportunities to the Trust
- support the continued journey at Blagdon with a focus on informed practice in all areas of curriculum and pedagogy to ensure the best educational opportunities for all pupils
- bring a track record of success in enabling all pupils to reach their potential, including disadvantaged. SEND and EAL children
- have the knowledge and qualities needed to continue to develop colleagues so that they achieve the highest standards of teaching and learning
- demonstrate a personal commitment to inclusion and diversity
- enjoy celebrating the team's successes.

I hope that you are interested and decide to apply. If you wish to discuss the role informally prior to making an application, please contact Janine Ashman, Director of Professional Learning.

Applications should be submitted via our online eRecruitment system here: job search (webitrent.com)

Deadlines for applications, addressing the person specification, are to be submitted by **9.00am Friday 20 March 2026.**

Dr Gary Lewis

Chief Executive

Trust Vision and Values

LIGHTHOUSE SCHOOLS PARTNERSHIP

We believe that:

Welcome from Chair of Governors

Dear Applicant,

Thank you for your interest in the post of Headteacher here at Blagdon Primary School.

Explore, Excite, Excel

Our School Vision sits under these 3 words and they allow us to focus on the things that really matter to our community as aspirations for every child and every member of staff. It also makes clear our commitment to developing every individual to be their very best within an exciting and engaging curriculum that fits our rural community.

This permanent position has arisen as our previous Headteacher has moved to lead another school within our Trust. Over the past academic year we have had a temporary leadership arrangement in place and we are now excited to appoint a permanent Headteacher who will provide consistent, stable and long-term leadership to the school and its community to achieve our vision.

This pack should contain much of the information that you will need. However, as this is an exceptionally important process for the school and a significant decision in your own professional career, please do not hesitate to contact us if you have any questions.

We are also offering opportunities for prospective candidates to visit our school prior to application. To book a visit please email the Central LSP Admin Team via enquiries@lsp.org.uk

I hope that you will feel encouraged to submit an application to us, and may I thank you in advance for the thought and effort that this will inevitably entail.

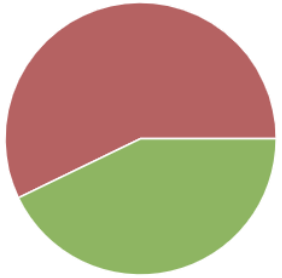
Patrick Keating

Chair of Governors

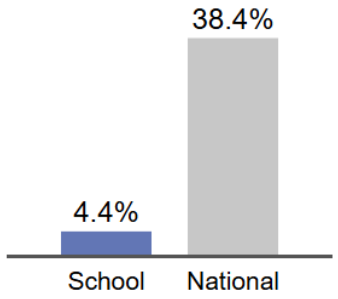
School Context

Key Data

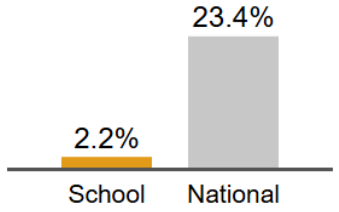
Gender



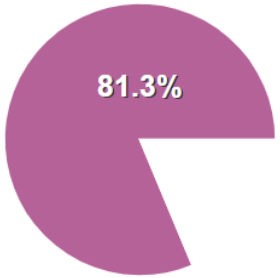
Minority Ethnic Background



EAL

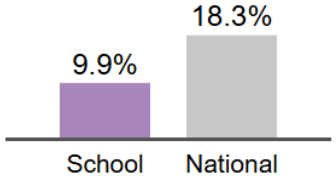


Homegrown Pupils



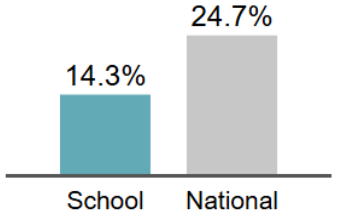
Only includes pupils in Reception and above.

Pupils with SEND



	# Pupils	% Pupils	National
SEN Support	4	4.4%	14.8%
EHC Plan	5	5.5%	3.5%

Free School Meals



Only includes pupils in Reception and above.

School Context

Blagdon is a vibrant, rural school educated children from 4 to 11 years of age. The school vision of ‘Explore, Excite, Excel’ makes clear the School's commitment to developing every individual to be their very best within an exciting and engaging curriculum that fits their community.

Blagdon Primary School believes that positive relationships are the heart of the school. The staff are committed to creating an environment where exemplary behaviour aids productive learning. Central to the school’s ethos on behaviour is the quality of the relationships between adults and pupils as well as the caring and nurturing approach taken to develop and support the children. Through this, they create a calm, happy and caring school.

Blagdon was the first school in North Somerset to be designated a School of Sanctury. This reflects the work that school has done to help pupils and the wider community whilst demonstrating key values of understanding, tolerance and kindness.

The school is situated on a beautiful site with well maintained Victorian buildings. There has been considerable capital development on the school site and children learn in inspiring classrooms and outdoor areas. Staff and pupils are proud of their school environment and take great pride in it.

Since joining Lighthouse Schools Partnership (LSP) in January 2019, Blagdon has been developing and broadening its curriculum by adopting the LSP core curriculum. The school is well supported and resourced by a strong partnership with the LSP Central Team. Working within LSP also gives school staff the opportunity to contribute to Trust-wide priorities and development opportunities.

Blagdon Primary School is an idyllic place to learn and work!

School Leadership within Lighthouse Schools Partnership

Working as a Headteacher within the Lighthouse Schools Partnership (LSP) offers advantages that contribute to both professional growth and personal well-being. The LSP is a well-established multi-academy trust comprising 34 primary and secondary schools across North Somerset, Bristol and Bath and Northeast Somerset, serving nearly 13,000 students and 1700 staff. This expansive network provides a dynamic and supportive environment for our headteachers.

Collaborative Leadership and School Improvement

Within the LSP school improvement is a collaborative and strategic endeavour, placing headteachers at the core of self-evaluation and shared learning among schools. This approach fosters a culture where best practices are disseminated, and innovative strategies are developed collectively. As a headteacher, you are empowered to lead your school while benefiting from the collective wisdom and support of a broad network of educational leaders.

Supportive Community and Governance

Being part of the LSP means joining a supportive and active governing body, along with encouraging and involved parents. This community fosters a positive atmosphere where headteachers can thrive, knowing they have a robust support system. The partnership's commitment to safeguarding and promoting the welfare of children and young people ensures that headteachers operate within a framework that prioritises student well-being.

Commitment to Equality and Inclusion

The partnership is deeply committed to equity, striving to ensure that all pupils achieve their full potential. This commitment involves prioritising the experiences and progress of disadvantaged and vulnerable learners. As a headteacher within the LSP, you have the opportunity to implement and influence policies that break down barriers and create inclusive educational environments, thereby making a significant impact on students' lives. We have a Director of Inclusion and a SEND and Inclusion Team who work closely with our school leaders to support the development of inclusive practice within each LSP school. They are on hand to support and advise in specific cases as needed!

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School Leadership within Lighthouse Schools Partnership

LIGHTHOUSE SCHOOLS PARTNERSHIP

Professional Development Opportunities

The LSP places a strong emphasis on professional learning, delivered through Lighthouse Learning. Headteachers have access to meaningful Continued Professional Development (CPD) programmes, mentorship, coaching and training opportunities designed to enhance leadership skills and educational expertise. This focus on professional growth ensures that you remain at the forefront of educational best practices and leadership strategies.

Comprehensive Employee Benefits

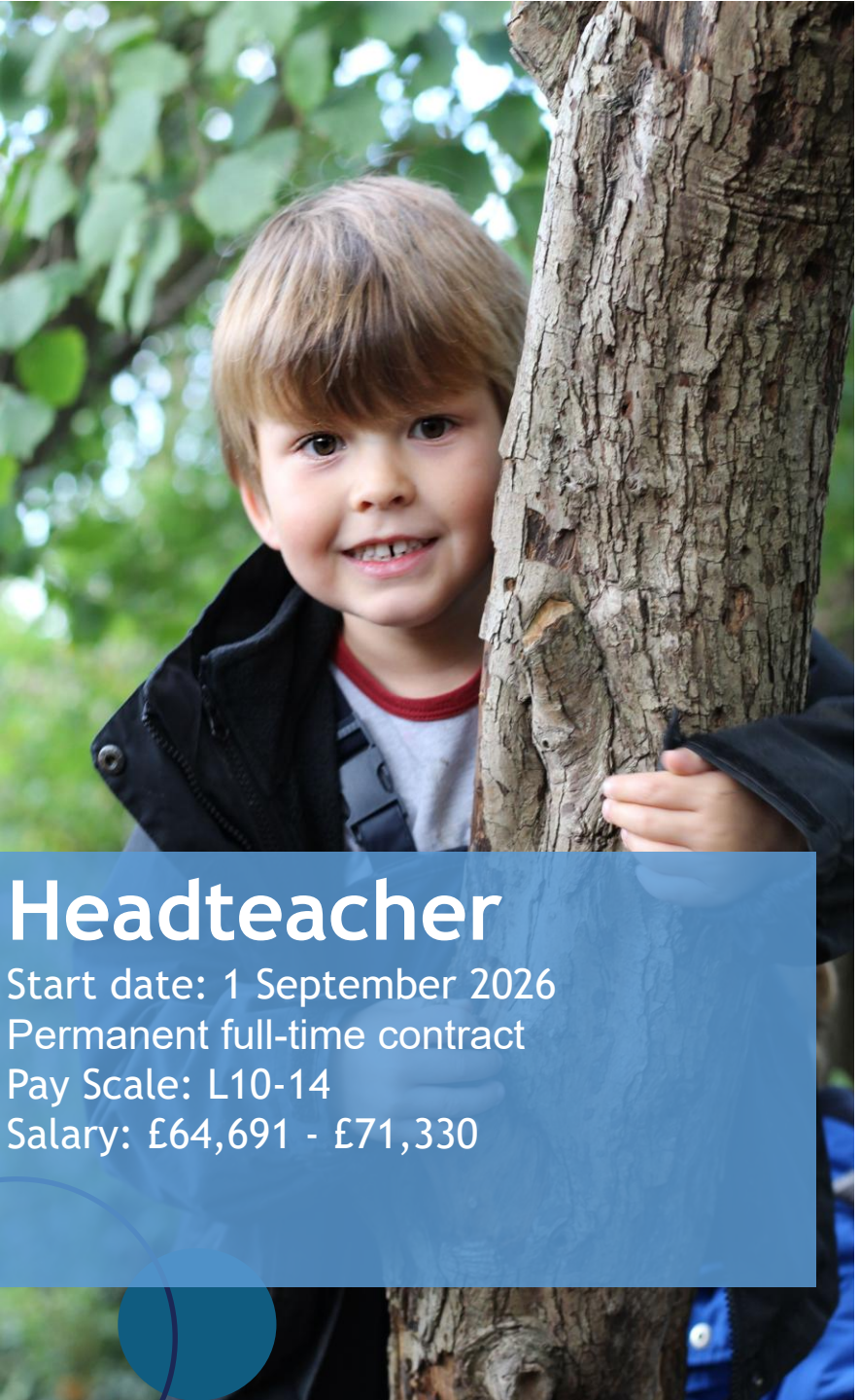
Understanding the importance of staff wellbeing, the LSP offers a comprehensive benefits package.

This includes:

- Access to a 24-hour confidential Employee Assistance phoneline
- Healthcare Cash Plan
- Cycle to work discounts
- Retail discounts

These benefits are designed to support the personal and professional wellbeing of staff, allowing them to focus on their pivotal role in education.

Staff surveys show our school leaders are supported by the Trust and value the opportunities to work collaboratively across our schools.
Most are eager to stay within our Trust and take advantages of the career development we offer.



Headteacher

Start date: 1 September 2026
Permanent full-time contract
Pay Scale: L10-14
Salary: £64,691 - £71,330

Job Description

Purpose of the post:
To provide professional leadership of the school, securing its continuing success and improvement, ensuring high quality education for all its pupils and excellent standards of learning, progress and achievement.

Reporting to:
The Chief Executive of Lighthouse Schools Partnership (LSP) (or nominated designate) and the School's Local Governing Body.

Line Managed by:
A member of the LSP Education Team and accountable to the School's Local Governing Body.

Headteacher Responsibilities:
This job description reflects and references the DfE Headteacher Standards 2020.

Ethics and Behaviour

- build relationships rooted in mutual respect, and always observe proper boundaries appropriate to this professional position
- show tolerance of and respect for the rights of others, recognising differences and respecting cultural diversity within contemporary Britain
- uphold fundamental British values including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensure that personal beliefs are not expressed in ways which exploit the position, students' vulnerability or might lead students to break the law.

As the Head of the school community and the leading professional:

- serve in the best interests of the pupils
- conduct yourself in a manner compatible with this influential position in society by behaving ethically, fulfilling the professional responsibilities, and modelling the behaviour of a good citizen
- uphold the obligation to give account and accept responsibility
- know, understand, and act within the statutory frameworks which set out their professional duties and responsibilities
- take responsibility for your own continued professional development, engaging critically with educational research
- make a positive contribution to the wider education system

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Job Description

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School Culture

- strengthen and sustain the school vision and ethos in partnership with the Local Governing Body and through consultation with the school community
- continue to create a culture where students experience a positive and enriching school life
- uphold ambitious educational standards which prepare students from all backgrounds for the 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
- work with Governors and the LSP to ensure that Blagdon is the school of choice within its local community
- be ambitious for the school's future and lead its growth and development

Teaching

- establish and sustain high-quality, expert teaching across all subjects and key stages
- built on an evidence- informed understanding of effective teaching and how students learn
- ensure that effective strategies are in place, closely monitored and reviewed, to continue to rapidly close the gap for disadvantaged students and other vulnerable groups
- 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 to shape and develop the curriculum

Curriculum and Assessment

- 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 valid, dependable, and proportionate approaches are used when assessing students' knowledge and understanding of the curriculum

Behaviour

- establish and sustain high expectations of behaviour for all students, built upon relationships, rules and routines, which are understood clearly by all staff and students
- ensure high standards of student 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

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Job Description

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Additional and Special Educational Needs and Disabilities

- ensure the school holds ambitious expectations for all students with additional and special educational needs and disabilities
- establish and sustain culture and practices that enable students 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 students, providing support and adaptation where appropriate
- ensure the school fulfils its statutory duties regarding the SEND code of practice

Professional Development

- 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

- ensure the protection and safety of students and staff through effective approaches to safeguarding, as part of the duty of care
- prioritise and allocate financial resources appropriately in line with the School Improvement Plan, 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

- make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit the school's 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

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Job Description

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Working in partnership

- forge constructive relationships beyond the school, working in partnership with parents, carers, and the local community
- commit the school to collaborate successfully with other schools and organisations within and beyond Lighthouse Schools Partnership 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 students

Governance and Accountability

- understand and welcome the role of effective governance, delivering leaders' obligations to give account and accept responsibility
- establish and sustain professional working relationship with the Local Governing Body and the Board of Trustees
- 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

This job description may not necessarily be a comprehensive definition of the post.
It will be reviewed as appropriate and may be subject to modification or amendment at any time after consultation with the holder of the post.

Person Specification

LIGHTHOUSE SCHOOLS PARTNERSHIP

Essential Requirements		Form of Assessment
Qualifications and experience		
1	Qualified Teacher Status.	Application
2	Evidence of continuous professional development.	Application
3	At least three years of proven strong, successful leadership as a Deputy Headteacher or more senior role in a primary school.	Application, Reference & Interview/Assessment
Leadership		
4	Be fully supportive of and committed to ethos of the school and wider Trust. Lead the school in a way that honours and delivers these values.	Application, Reference & Interview/Assessment
5	The ability to think strategically and take the leading role to develop, build on and communicate a shared vision and strategic plan which inspires and motivates the whole school community.	Application, Reference & Interview/Assessment
6	Evidence of successfully implementing, managing and evaluating change.	Application, Reference & Interview/Assessment
7	The ability to build on current strengths and initiatives and ensure a smooth transition that delivers continuous improvement.	Application, Reference & Interview/Assessment
8	A clear understanding of and enthusiasm for current issues in education and evidence of embracing, implementing and embedding new research/approaches/technologies which are relevant to teaching and learning.	Application & Interview/Assessment

Pupils and staff		
9	Evidence of raising standards that have impacted positively on pupil attainment and teaching and learning.	Application, Reference & Interview/Assessment
10	Significant experience in evaluating and using data to plan and improve pupil experience and outcomes.	Interview/Assessment
11	A clear understanding of what makes good and outstanding teaching and the ability to develop a culture where striving for outstanding teaching and learning is central to the school's work.	Interview/Assessment
12	A commitment to valuing, supporting and encouraging the professional development of all staff members.	Application & Interview/Assessment
13	An understanding of how to create whole community accountability systems and implement them with the support of the leadership team to combine data from a range of sources in order to maximise the achievement of pupils.	Interview/Assessment
14	Experience in financial planning and budget setting.	Application & Interview/Assessment
15	A clear understanding of and commitment to promoting and safeguarding the welfare of children.	Application, Reference & Interview/Assessment
Community		
16	Evidence of building and nurturing a strong, positive and collaborative team culture that enables all staff to carry out their respective roles to the highest standard and for all staff to work effectively together to deliver school improvement.	Application, Reference & Interview/Assessment
17	A commitment to building and maintaining effective and positive relationships with parents, carers, governors, the wider community and other schools.	Application, Reference & Interview/Assessment

Personal qualities		
18	Can inspire and influence others, within and beyond the school, to believe in the fundamental importance and value of education in young people's lives.	Interview/Assessment
19	Excellent communication skills and proven ability to listen to, understand and work effectively with all children, staff, governors and parents.	Application, Reference & Interview/Assessment
20	The ability to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level.	Application & Interview/Assessment
21	Knows how to set limits on working life and supports others in doing so.	Application, Reference & Interview/Assessment

Desirable experience		
1	NPQH or equivalent	Application
2	Relevant postgraduate qualification such as Master's degree	Application
3	Previous/current Headship experience	Application
4	Experience in budget setting, monitoring and review at whole school level	Application
5	Experience of leading a school with a resource base provision.	Application
6	Leadership of collaboration between schools	Application
7	Experience in leading CPD or shaping educational thought through publication or academic activity	Application

How to apply

Headteacher
Start date: 1 September 2026
Permanent full-time contract
Pay Scale: L10-14
Salary: £64,691 - £71,330

We do hope to receive your application for this exciting opportunity.

Please find below a summary of the key information on applying for this position.

If you wish to discuss the role informally prior to making an application, please contact Janine Ashman Director of Professional Learning to discuss this opportunity.

We would encourage prospective candidates to visit the school prior to application.

To book a visit please email the LSP Central Admin Team via enquiries@lsp.org.uk

School visits are available:

- Wednesday 11 March
- Wednesday 18 March

Applications should be submitted via our online eRecruitment system here:

job search (webitrent.com).

You should also submit a cover letter detailing why you wish to apply for this position. This should be submitted online with your application form and should be no more than two sides A4.

Deadlines for applications, addressing the person specification, are to be submitted by:

Closing Date: Friday 20 March at 9.00am

Proposed interview dates: Exact dates to be confirmed. These will take place before the end of Term 4.

Lighthouse Schools Partnership is committed to safeguarding and promoting the welfare of children.

All appointments will be subject to a satisfactory completion of safeguarding and reference checks.

The images used in this document are indicative and feature primary schools from across LSP.

LIGHTHOUSE
SCHOOLS PARTNERSHIP

Lighthouse Schools Partnership, St Marys Road,
Portishead, Bristol ,BS20 7QR

01275 841396

www.lsp.org.uk