

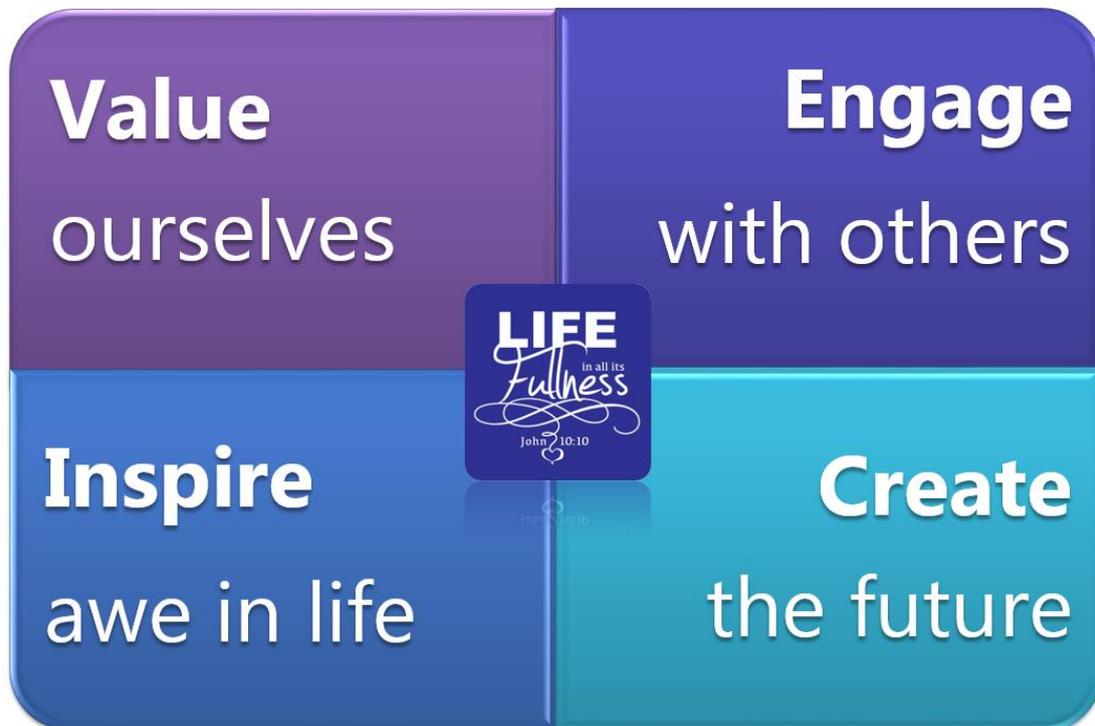


**Christ Church C of E VC Junior School
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Bristol
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**Headteacher Application Pack
and Information for Candidates**



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Welcome from the Chair of Governors

Dear Candidate,

Are you an inspirational school leader who can guide our school to even greater success?

Christ Church Juniors (CCJ) is a thriving Church of England Junior school with a deep-rooted commitment to enabling every child to achieve their full potential. We are a Local Authority maintained school, serving families from both South Gloucestershire and Bristol.

As a proud Church School, we value our strong links with Christ Church, reflected in our recent Church–School Partnership Award. Our vision, *“Learning to live life in all its fullness”*, is supported by four pillars: valuing ourselves, engaging with others, inspiring awe in life, and creating the future. These are embodied daily by staff and pupils through our six core values.

We offer a warm and sincere welcome to families of all faiths and none, and we work in close partnership with our feeder school, Christ Church Infants. We firmly believe in the power of collaboration, and the success of both schools is closely connected, with all stakeholders benefiting from our joint working.

Inclusion lies at the heart of all we do. We are proud of our stable, highly skilled staff and leadership team, who build deep and nurturing relationships with every pupil. We strive to provide all pupils with opportunities to learn through a wide range of experiences. Our recent Ofsted judgement recognised CCJ as a *Good* school, highlighting our supportive parent community, strong sense of belonging, and effective Board of Governors.

The Board is committed to appointing a Headteacher whose personal ethos aligns with our own, and who can elevate and build upon our strong foundations.

We hope you will be inspired to visit our school and experience our culture, ethos, and the rich learning environment we offer our pupils.

Yours faithfully,



Phillipa Devey

Chair of Governors

School Information

We have 75 pupils in each year group. Years 3 & 4 make up the Lower Band (LB), with Years 5 & 6 being the Upper Band (UB). Each band is led by a phase leader, who is part of our Senior Leadership Team (SLT) alongside our SENDCo, Deputy and Headteacher.

Our school serves a very mixed community. We currently have 11 languages represented across the school, with just over 7% of students who speak English as an additional language.

There are 62 pupils on the SEND register, equal to 20.6% of the pupil roll with 11 of those having an EHCP which is 3.7% of the pupil roll.

Year Group	Numbers
Yr 3	78
Yr 4	79
Yr 5	79
Yr 6	66
Total	302
<hr/>	
Total number of Pupil Premium	30
<hr/>	
Total number of Young Carers	27

We were inspected by Ofsted in April 2025, and we maintained our previous grade of 'good'. Our last SIAMS inspection was in October 2017, when we were graded 'outstanding' and we anticipate our next SIAMS inspection, under the new framework, to take place before the end of the current academic year. In 2024-25 we were awarded the Gold Church & School Partnership Award.

We take a holistic approach to pupil progress and attainment and are proud of our broad and balance curriculum and our pupils consistently achieve SATs results in line with or exceeding the national average.

We encourage you to visit our website for more information.

[Christ Church CofE VC Junior School](#)

Job Description

Job Title: Headteacher

Based at: Christ Church CofE VC Junior School

Salary: L13 – L19

Hours: full-time

Accountable to: The Board of Governors

Start date: 01 September 2026

Contract type: Permanent

PURPOSE

To provide professional leadership, in line with the conditions of employment as set out in the current School Teacher's Pay and Conditions document and the National Standards of Excellence for Headteachers, to secure the school's success and improvement, ensuring high quality education for all its pupils and good standards of learning and achievement.

KEY RESPONSIBILITIES:

Leadership and Management

- Ensure the school's vision and values are clearly articulated, understood, and embedded in everyday work and practice.
- To understand the unique context of the school and be committed to working with all stakeholders including our school community, Christ Church and the Infant school.
- To lead, improve and sustain achievement for all children and embrace and promote the Christian ethos of the school
- To undertake all the required duties and responsibilities of the post of Headteacher to ensure the safe and successful operation of the school.
- To continue the implementation and evolution of the School Development Plan in line with the school's strategic priorities.
- To provide strong strategic and operational leadership for the school, being a visible presence on a day-to-day basis.
- To engage fully in the work of the Ignite Hub and the Local Authority looking for opportunities for the school to learn from best practice but also to share best practice.
- To be responsible for the leadership of the staff team to secure effective teaching, successful learning, and achievement of our pupils.

- To work with the staff team to secure effective development in pupils' spiritual, moral, cultural, social, and physical development, preparing them for the opportunities and experiences of life beyond the school.
- Ensure staff roles, responsibilities and accountabilities are clearly defined and understood and that they have effective opportunities for professional growth.
- Ensure the safety and well-being of all pupils and staff.
- To be responsible for child protection and safeguarding across the school.

Safeguarding commitment

- Ensure that all safeguarding policies and practices fully meet the latest national guidelines and are updated and published as required.
- Ensure all staff are fully trained and aware of their responsibilities.
- Work with all relevant agencies to protect children.

Teaching and learning

- Work with the leadership team to support, motivate and inspire staff so that the school delivers the highest standards of learning, teaching, and behaviour.
- Engage in research and evidence-based approaches.
- Understand and apply the principles of adaptive teaching to meet needs of all learners including those that are disadvantaged and/or those with SEND.
- Sustain an environment that supports effective and creative approaches to learning and teaching in all areas of the curriculum.
- Monitor and evaluate the quality of teaching, the impact of interventions and learning outcomes and use this information to develop improvement strategies.
- Develop an effective partnership with parents/carers to support pupils' achievement and personal development.
- Ensure that the school's provision extends and enhances the curriculum, including using links with the Local Authority, Church, Infant School and wider community to support this.

Leading and managing staff

- Lead on, and be a role model for, constructive and respectful working relationships across the school community, including staff, Governing Board, pupils, parents/carers, Friends of CCJ, Church and Christ Church Infant school

- Foster an environment where all staff are motivated and supported to develop their own skills and knowledge and to support each other through professional growth.
- Engage staff in professional learning opportunities at school, Local Authority and Diocesan level.
- Adopt and adjust effective staffing structures and staff deployment as needed to maximise the contribution of staff in improving provision at the school.
- Be responsible for the leadership and management of all staff, including recruitment, induction, deployment, performance management, attendance, and conduct.

Systems, processes and resources

- Manage the school's resources to ensure the highest quality of education and pupil achievements, ensure efficiency and value for money.
- Manage and organise the school site effectively to ensure it meets the needs of the curriculum and provides a safe and well-ordered environment.
- Undertake all the duties of the role in accordance with relevant legal requirements, including health and safety, employment regulations, and safeguarding legislation.

Accountability

- Provide information to and work in close partnership with the Governing Board to ensure an effective and transparent working relationship.
- Develop an environment in which all staff recognise that they are accountable for the success of the school and that their contribution is valued.
- Ensure parents and carers are well-informed about the curriculum, and their child's attainment and progress and how they can contribute to their child's achievements.

This job description is subject to the general conditions of service for a Headteacher as set out in the School Teachers' Pay and conditions Document. The job description is based on the Headteachers' Standards 2020.

Person Specification

	Essential	Desirable
Qualifications		
Qualified Teacher Status	E	
Degree or equivalent	E	
NPQH (or working towards it)	E	
Demonstratable commitment to professional growth	E	
Experience		
An exemplary leader of teaching and learning	E	
Senior leadership in at least one Primary School	E	
Senior leadership role that has been through an Ofsted inspection process or equivalent	E	
Senior leadership role in at least one Church School		D
Experience of implementing strategies that have demonstrable outcomes for pupils	E	
Experience of leading and managing whole school initiatives	E	
Experience of monitoring and evaluating teaching and learning	E	
Developing positive relationships with Governing Board, external professional partners, parents, carers, and the wider community	E	
Significant experience of school finance and resource management	E	
Experience and understanding of the range of ability in KS2 including those children with SEND and those in receipt of Pupil Premium	E	
Skills		
Commitment to offering a high-quality experience for every child that allows them to be their authentic selves	E	

	Essential	Desirable
Strategic thinking and opportunity scanning in the context of the school's place in the Diocese and LA	E	
Demonstrate integrity and gain respect from all members of the school community and to motivate all to aspire	E	
Create a sense of belonging in school where every individual is valued and respected and where diversity and inclusion are celebrated	E	
Investigate and resolve problems, prioritise effectively, and make sound decisions, often under pressure and to tight deadlines	E	
Seek professional guidance and support and supervision from the LA, Headteacher colleagues & external advisors	E	
Delegate tasks and responsibilities and utilise the expertise within the school	E	
Manage people sensitively and with compassion but challenge professionally	E	
Knowledge and understanding		
Of developments in education, teaching and learning, and effective practice for strong outcomes	E	
An understanding of the school and the community it serves	E	
The context in which the school operates at local, area and Diocesan levels	E	
Safeguarding and child protection processes including changes to KCSIE, Prevent duty and safer recruitment	E	
33Inclusion and SEND including adaptive teaching strategies	E	
Equality and diversity including a secure understanding of the Equality Act 2010 and protected characteristics	E	

	Essential	Desirable
Data and how this can be used in areas such as academic performance, attendance, suspensions, finance, estates and workforce	E	
Professional growth approaches and how professional development can support teaching and support staff	E	
Personal Qualities		
The ability to be outward facing, and welcoming to the school community	E	
Principled and a subscriber to the school's values	E	
Strong commitment to the distinctive Christian Character of the school	E	
Demonstrates compassion and understanding to children, families, staff, and other stakeholders	E	
Resilient and strong in the face of challenges and an ability to inspire the same in others	E	

Application Process

All prospective candidates are strongly encouraged to visit the school for an informal tour. To reserve a place on one of our visit days, please email:

phillipa.devey@gmail.org.uk

Key dates

Activity	Date
Application goes live	Friday 20 th February
Candidate visits to school	Friday 27 th February 2:30pm
Candidate visits to school	Tuesday 3 rd March 9.00 am
Candidate visits to school	Wednesday 11 th March 5.00 pm
Closing date for applications	Friday 13 th March, 12noon
Candidates to be invited for interview	Friday 20 th March
Interview – Day 1	Tuesday 31 st March
Interview – Day 2	Wednesday 1 st April

Applying

The application form can be downloaded from the E-teach platform (www.eteach.com) or the DfE website ([Find a job in teaching or education - GOV.UK](https://www.gov.uk)).

Completed applications should be submitted via email by midday on 13/03/26 to: frances.mcmillan@sgmail.org.uk

References will be requested for all applicants who are shortlisted.