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| **St. Peter’s Church of England**  **Primary School**    **HEADTEACHER APPLICATION INFORMATION**  **November 2022** |

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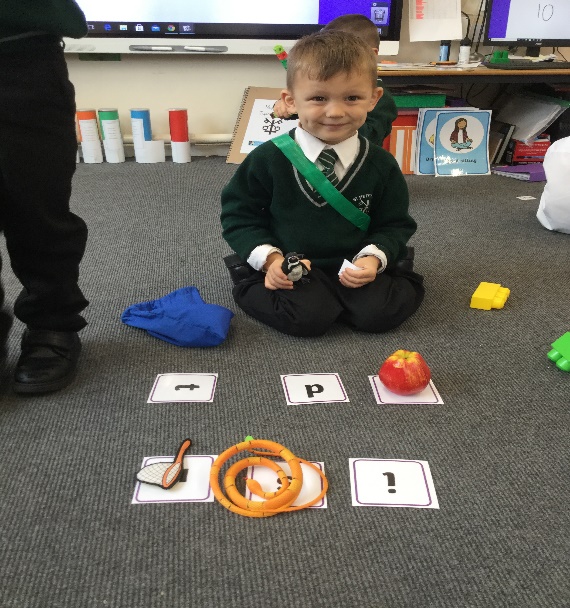
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**St Peter’s Church of England Primary School**



Dear possible new headteacher,

We want to tell you all about our amazing school and why you should come and work with us.

At our school, we have so many opportunities to find out more about ourselves and our interests. Our school has a really big range of equipment that we use to learn including: ukuleles, climbing frames, baking equipment and a huge outdoor area.

Sports is a huge part of our school life. We have won trophies in the past and we are proud of our sporting achievements. School gives us lots of opportunities to join into different sporting clubs, compete in a range of competitions and we have an amazing kit to wear.

At St Peter’s we never feel worried about talking to the staff and sharing how we are feeling. Things are always sorted out and everyone is included. School helps up to make lots of friends and we have extra support from the mental health team if we need it too.

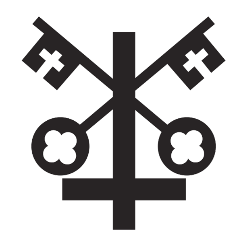
To help us with our learning we love using Times Tables Rockstars, Spelling Shed and the I-pads. Staff always make sure we get to join in with all the celebrations happening throughout the year and this year we had have had some great times for Children in Need and the World Cup already! This is made accessible to all families because school keep these things at a low cost to ensure everyone can join in.

In a headteacher at our school, we want them to have high expectations of our behaviour and what we achieve. They shouldn’t be too strict and we would like it if they came to look at what we are learning. We hope that they will continue to encourage our Christian vision through exciting worships and visits to church. We want someone who is willing to stay with us for a long time, who will look after all of our teachers as well as the children in school. Most importantly they need to ensure that everybody feels included and welcomed at St Peter’s.



We are really excited to meet you,

The children of St Peter’s Church of England Primary School



St Peter’s C.E. Primary School, Turncroft Rd., DARWEN. Lancashire. BB3 2BW

Tel: 01254 701299

office@stpetersdarwen.blackburn.sch.uk

Dear Applicant,

Thank you for your interest in the post of Headteacher at Darwen St Peter’s Church of England Primary School. We hope you find the attached information a useful introduction to our school.

As a distinctively Christian school we are dedicated to creating a unique place of learning, nurturing the gifts that God has given every child in preparing them for life’s journey. This is reflected in our academic achievement, with the school graded by OFSTED as ‘Good’ 2022, as well as “Good” in SIAMS 2021. The school is a very special place committed to inclusion and the pursuit of excellence in all that we do. We are at the centre of a strong community which includes parents, carers, grandparents and our church community. The school has a family feel where all are working together, and our Christian ethos permeates all that we do.

As Governors, we are privileged to be part of this remarkable school and believe that the key to our success is the strong relationships and support between its excellent team of dedicated teachers, support staff and its enthusiastic, caring children. All of which comes together to create a lively and engaging atmosphere in which to work, teach and learn. Our children are keen to learn and to be involved in the running of their school, and their views are aired and shared via our various pupil voice groups. A walk through the school affords you an insight into the current topics, which are showcased through pupils’ amazing work on all display boards and a sense of the schools pride and faith are evident.

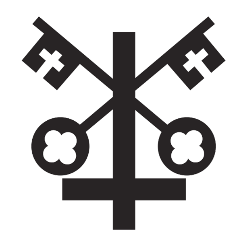
St Peter’s is a school where we are all working together to deliver to the best of our capabilities which, going forward, will be exemplified by a successful candidate who is a dynamic, motivated and inspirational leader, an outstanding practitioner, and is equipped to uphold and develop the school’s strong Christian ethos and distinctiveness. Someone who has the wisdom, experience and confidence to take the school forward. Who will build on what is currently good by embracing the opportunities and challenges which are offered to ensure that all pupils are supported in attaining their full academic and social potential. They will have excellent interpersonal skills and the ability to communicate effectively with all members of the school and its wider community.

More information about St Peter’s Church of England Primary School can be found on our website, h[ttps://www.stpeterscep.co.uk](https://www.stpeterscep.co.uk/). I warmly welcome interested candidates to visit our school, arrangements can be made by contacting the Headteacher, Mrs Victoria Weddle, on 01254 701229 or email office@stpetersdarwen.blackburn.sch.uk

Yours Faithfully

Fred Kershaw

Chair of Governors

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**St Peter’s Church of England Primary School**

**Appointment of Headteacher**

**Summer 2023**

**Agreed Timetable**

School visits Week commencing 12th December 2022

Closing dates for applications Thursday 5th January 2023 at 12:00 noon.

Shortlisting meeting Wednesday 11th January 2023

Interview day 1 (at school) Wednesday 25th January 2023.

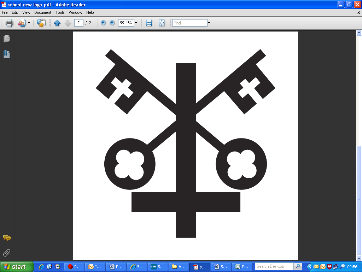
Formal Interviews and appointment Thursday 26th January 2023 (all day).

New Headteacher takes up post April 2023.

**IPR (Individual Pay Range for HT)**

**Leadership Pay Spine, Group 2, points 14 (£61,042) to 21 (£71,765)**

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**St Peter’s Church of England Primary School, Turncroft Road, Darwen, Lancashire**

**BB3 2BW**

**HEADTEACHER**

**Leadership Pay Spine, Group 2, points 14 (£61,042) to 21 (£71,765)**

**Number on roll - 258**

Required Beginning of summer term 2023.

The Governors of St Peter’s Church of England Primary School are seeking to appoint an inspirational and forward thinking Headteacher, who has the skills and ability to drive our vision as a progressive primary school.

We are looking for you to have:

* A proven track record of effective leadership and management of people and a commitment to working in partnership with governors, staff, parents/carers, other schools and the local community.
* The ability to nurture talent.
* The ability to contribute to the vision and mission of St Peter’s Church of England Primary School within the school, the parish and the wider community.

In return we can offer:

* A caring, inclusive school community built on Christian values.
* A team of dedicated, hardworking staff and senior leaders.
* A highly supportive Governing Body.
* A welcoming and well maintained school.
* Strong links with Blackburn Diocese and the Local Authority.
* A commitment to continuing professional and spiritual development.
* Over 250 enthusiastic and engaged learners

However, to truly get a feel for this fabulous school and to understand the real opportunity to build on its successes, a visit is highly recommended. To arrange a visit please contact the Headteacher, Vicky Weddle on 01254 701299 or email [office@stpetersdarwen.blackburn.sch.uk](mailto:office@stpetersdarwen.blackburn.sch.uk)

St Peter’s Church of England Primary School is committed to promoting the welfare of children and expects all staff to share this commitment. The successful applicant will need to: undertake an enhanced DBS check, provide suitable references, provide evidence of qualifications and be subject to identity checks.

**Recruitment and Selection Process**

Shortlisting will take place on 11th January 2023

Interviews will be held on 25th and 26th January 2023

Shortlisted applicants will be expected to attend on both day and further details will be provided to candidates called to interview. Applicants will be advised by no later than 13th January 2023 if they are to be invited to attend an interview.

**Applications**

You should provide a full statement in support of your application. Please do not exceed four sides of A4 paper, font size 11 and please do not restate factual details already included elsewhere on the application form.

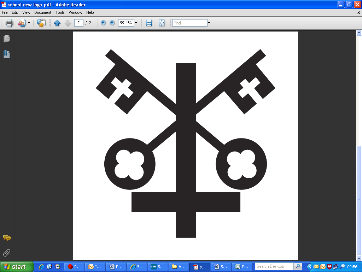
Your completed application should be submitted to [schoolhrteam@blackburn.gov.uk](mailto:schoolhrteam@blackburn.gov.uk) or posted to School HR Team, 4th Floor, Blackburn with Darwen Borough Council, King William Street, Blackburn, BB1 7DY. Please mark any posted or hand delivered applications Private and Confidential.

**The closing date for applications is 5th January 2023**

St. Peter’s Church of England Primary School is committed to promoting the welfare of children and expects all staff to share this commitment. The successful applicant will need to: undertake an enhanced DBS check, provide suitable references, provide evidence of qualifications and be subject to identity checks.

If you would like to find out more about the school please visit our website:

[www.stpeterscep.co.uk](http://www.stpeterscep.co.uk/)



**St. Peter’s Church of England Primary School**

**Headteacher Job Description**

**December 2022**

This job description reflects the **Headteachers' Standards** (2020). These standards are built upon The Teaching Standards (2012) which apply to all teachers, including Headteachers.

The appointment is subject to the current conditions of employment of Headteachers, contained in the **School Teachers’ Pay and Conditions** document and other current educational and employment legislation, including that of the Department for Education and in the terms of the National Society contract. In carrying out his/her duties, the Headteacher shall consult, where appropriate, with the Local Authority, the Diocesan Authority, the Governing Board, the staff of the school, its pupils and the parents of its pupils.

**A. The Core Purpose of the Headteacher**

The core purpose of the Headteacher is to create, inspire and embody a distinctive Christian ethos and culture in this church school, embedding a unambiguous Christian vision that seeks to empower all stakeholders to experience ‘life in all its fulness’ (John 10:10). The headteacher will provide professional leadership and management for the school that ensures compliance with the Trust Deed and enhances the Christian character of the school. This will promote a secure foundation from which to achieve high standards in all areas of the school’s work. To gain this success the Headteacher must establish high quality education by effectively managing teaching and learning and using personalised learning to realise the potential of all pupils. The Headteacher should establish a culture that promotes excellence, equality and high expectations of all pupils within a strong Christian ethos.

The Headteacher is the leading professional in the school. Accountable to the Governing Board, the Headteacher provides vision, leadership and direction for the school and ensures that it is managed and organised to meet its aims and targets. The Headteacher, working with others, is responsible for evaluating the school’s performance to identify the priorities for continuous improvement and raising standards; ensuring equality of opportunity for all; developing policies and practices; ensuring that resources are efficiently and effectively used to achieve the school’s aims and objectives and for the day-to-day management, organisation and administration of the school.

As a leader of a church school, the Headteacher is responsible for ensuring that the provision of high quality worship and Religious Education consistent with the teachings of the Church of England/Methodist Church are central.

The Headteacher, working with and through others, secures the commitment of the wider community to the school by developing and maintaining effective partnerships with, for example, schools, other services and agencies for children, the Local Authority, the Diocese/Methodist District, higher education institutions and employers. Through such partnerships and other activities, Headteachers play a key role in contributing to the development of the education system as a whole and collaborate with others to raise standards locally.

Drawing on the support provided by members of the school community, the Headteacher is responsible for creating a productive learning environment which is engaging and fulfilling for all pupils.

**B. Headteacher Standards**

**1. School culture**

Headteachers:

* establish and sustain the school’s Christian ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community and wider Diocese/Methodist Circuit
* create a culture where pupils experience a positive and enriching school life
* uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life
* promote positive and respectful relationships based on Biblical values across the school community and a safe, orderly and inclusive environment
* ensure a culture of high staff professionalism.

**2. Teaching**

Headteachers:

* establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn
* 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
* ensure that the teaching of Religious Education is high quality and consistent with the teachings of the Church of England.

**3. Curriculum and assessment**

Headteachers:

* ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught
* ensure that a high quality enquiry based Religious Education curriculum is used which is consistent with Church of England teaching
* establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
* ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading
* ensure valid, reliable and proportionate approaches are used when assessing pupils’ knowledge and understanding of the curriculum.

1. **Behaviour**

Headteachers:

* drawing on the Christian vision of the school, establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils
* ensure high standards of pupil 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, according to Christian values.

**5. Additional and special educational needs and disabilities**

Headteachers:

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

**6. Professional development**

Headteachers:

* 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
* ensure that professional development opportunities are provided that enable a deeper understanding and effective development of the Christian ethos, worship and Religious Education in the school, including drawing on expert provision at National Church and Diocesan level.

**7. Organisational management**

Headteachers:

* ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care
* prioritise and allocate financial resources appropriately, 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.

**8. Continuous school improvement**

Headteachers:

* make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness as a church school 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, including improving performance against the SIAMS criteria.

**9. Working in partnership**

Headteachers:

* forge constructive relationships beyond the school, working in partnership with parents, carers, the church and the local community
* commit their school to work successfully with other schools and organisations in a climate of mutual challenge and support
* establish and maintain working relationships with fellow professionals and colleagues in the Diocesan Authority and across other public services to improve educational outcomes for all pupils.

**10. Governance and accountability**

Headteachers:

* understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility
* establish and sustain professional working relationships with those responsible for governance
* 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.

|  |
| --- |
| **The applicant will be required to safeguard and promote the welfare of children and young people. The Headteacher is expected to demonstrate this commitment to safeguarding and promoting the welfare of children and young people and is expected to hold all staff and volunteers accountable for their contribution to the safeguarding regulations.** |

This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the current conditions of employment in the School Teachers’ Pay and Conditions Document as they relate to Headteacher.

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***Person Specification for***

***Headteacher in St Peter’s Church of England Primary School***

***The applicant will be required to safeguard and promote***

***the welfare of children and young people***

Selection decisions will be based on the criteria below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met and the ability to fulfil the job description for the post.

Candidates failing to meet any of the essential criteria will automatically be excluded at any stage of the process.

The appointing panel will use a combination of assessment tools to determine each candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form, supporting statement, information gathered during the interview process and references.

**A] Faith Commitment**

|  |  |
| --- | --- |
|  | **Essential/Desirable** |
| Full and active member of a church in membership of Churches Together in England, AMiE, Evangelical Alliance or North West Partnership. (This requires evidence of current church involvement and a clear indication of the applicant's beliefs in relation to a Church school). | **E** |

**To be able to demonstrate their knowledge and understanding of the following in the context of a Church school.**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Source** |
| Leading school worship. | E |  | AIR |
| Ways of developing religious education and worship. | E |  | AIR |
| A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Christian ethos of the school*.* | E |  | AIR |
| How relationships should be fostered and developed between the school, local Church and its community and Diocese of Blackburn. | E |  | AIR |
| Ways of leading the spiritual development of all the school community. | E |  | AIR |

**B] Qualifications**

|  |  |  |  |
| --- | --- | --- | --- |
| **Qualification requirements** | **Essential** | **Desirable** | **Source** |
| Qualified teacher status. | E |  | AIR |
| Degree. | E |  | AIR |
| NPQH or equivalent. |  | D | AIR |

**C] Professional Development**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Source** |
| Evidence of recent leadership and management professional development. | E |  | AIR |
| Up to date safeguarding training and knowledge of legislation for the protection of young people. | E |  | AIR |

**D] School Leadership and Management Knowledge and Experience**

|  | **Essential** | **Desirable** | **Source** |
| --- | --- | --- | --- |
| Successful leadership as a headteacher. |  | D | AIR |
| Successful leadership as a deputy headteacher or assistant headteacher. | E |  | AIR |
| Evidence of successfully leading school improvement. | E |  | AIR |
| Evidence of the application of strategies to review, evaluate and improve teaching and learning. | E |  | AIR |
| Experience of curriculum leadership and development. | E |  | AIR |
| Experience of monitoring staff performance. | E |  | AIR |
| Experience of effective budget management and financial analysis. |  | D | AIR |
| The ability to provide support and advice to the Governing Body to enable it to meets its responsibilities. | E |  | AIR |
| An understanding of strategic financial planning in relation to its contribution to school improvement and pupil achievement. |  | D | AIR |
| To have had experience of guiding, coaching, mentoring or training individuals or teams. | E |  | AIR |
| Maintains good awareness of current national education policy and strategy. | E |  | AIR |

**E] Experience and knowledge of teaching**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Source** |
| Successful teaching of pupils in the primary phase. | E |  | AIR |
| To have a working and current knowledge and understanding of all 3 Key Stages in the primary phase. | E |  | AIR |
| Can effectively analyse school data and identify appropriate actions which then form part of the  school improvement plan. | E |  | AIR |
| Commitment to ensuring inclusion and addressing diversity positively. | E |  | AIR |
| A sound understanding of how children learn, how teachers can best teach and how to raise achievement for all pupils. | E |  | AIR |

**F] Professional Attributes**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Source** |
| Strong behaviour management skills. | E |  | AIR |
| An ability to communicate effectively, both orally and in writing, with a range of audiences. | E |  | AIR |
| To be a leader of learning demonstrating, promoting and encouraging excellent classroom practice. | E |  | AIR |
| A commitment to the professional development for all staff and self. | E |  | AIR |
| Have a good commitment to sustained attendance at work | E |  | AIR |
| To have good judgement, including the ability to assess and balance risks and opportunities | E |  | AIR |
| A desire to engage and work collaboratively and constructively with parents and carers. | E |  | AIR |
| The ability to plan, prioritise and organise self and others | E |  | AIR |

**G] Personal Qualities**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Source** |
| A passion for achieving the very best outcomes for all children | E |  | AIR |
| The capacity to provide inspirational, enthusiastic and innovative educational leadership. | E |  | AIR |
| A caring and considerate attitude towards children, which values each child's potential and recognises each child as an individual. | E |  | AIR |
| Flexibility, initiative and drive to maintain a positive attitude in the face of a challenging and demanding job. | E |  | AIR |
| An ability to establish effective working relationships with other professionals and the wider community | E |  | AIR |
| Excellent interpersonal skills. | E |  | AIR |
| The ability to perform effectively under pressure. | E |  | AIR |
| The ability to build, create and then communicate a clear Christian vision for our forward thinking school | E |  | AIR |
| Think analytically and creatively and demonstrate initiative in solving problems | E |  | AIR |
| Be aware of their own strengths and areas for development; listen to and reflect constructively upon feedback from others. | E |  | AIR |

**H] Safeguarding**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Source** |
| Displays commitment to the protection and safeguarding of children and young people. | E |  | AIR |
| The ability to form and maintain appropriate relationships and personal boundaries with young people. | E |  | AIR |
| Has up to date knowledge and understanding of relevant legislation and guidance in relation to working with and protection of children and young people. | E |  | AIR |
| Will co-operate and work with relevant agencies to protect young people. | E |  | AIR |

**[I] Professional Skills**

Each candidate will be expected to demonstrate knowledge and understanding of the National Headteachers’ Standards (2020) which also form the basis of the Job Description for a Headteacher in a VA school. Candidates will be expected to show evidence of having applied this knowledge and understanding in their current setting as well as an awareness of how this will be applied in St. Peter’s Church of England Primary school.

**[J] Confidential References and Reports**

|  |  |
| --- | --- |
| Positive and supportive faith reference from the priest/minister or Pastor where the applicant regularly worships**.**  Candidates who do not use their Parish priest/minister must give an explanation in the letter of application. | **E** |
| Positive recommendation from all referees, including either Local Authority or CEO Trust Lead. | E |

**[K] Application Form and Supporting Statement**

*The form must be fully completed. The supporting statement should be clear, concise and related to the specific post; it should be no longer than four sides of A4, font size 11.*

*PLEASE DO NOT INCLUDE CVs with your application as these will not be considered.*



November 2022

Dear Prospective candidate

**FAITH REFERENCES**

As you are aware the person specification for the post for which you are applying states that you are asked to provide a ‘*positive and supportive faith reference from the priest/minister where the applicant regularly worships’*.

In the light of this and given that a priest is often managing ministry teams and/or more than one church/parish, we offer the following advice when seeking faith references.

1. Speak to the priest before completing your application to ask them to agree to act as a referee.

2. Ensure that the priest is aware of:

* your involvement in parish life e.g. groups you attend/lead, Bible reading or intercession rota etc. (it may be that currently you are not heavily involved in parish life due to other commitments)
* your present post – name of school, areas of responsibility, etc
* the post to which you are applying – name of school, post, etc

By following the above advice, you are able to prepare the priest for the reference request and so ensure it will be completed as fully as possible~~.~~

Candidates who do not use their Parish priest/minister must explain the reason for this in the letter of application. This can be for a number of reasons, e.g. because the parish is in vacancy, or has a recently appointed priest. Whatever the situation, failure to explain may lead to your application not progressing further in the process.

The following websites set out the current list of churches that are members of Churches Together in England, the Evangelical Alliance and North-West Gospel Partnership. Please ensure that your place of worship is on the list. If you have any questions with regard to your church’s affiliation or the contents of this letter you should contact the Diocesan Adviser for the appointment at [janet.grime@blackburn.anglican.org](mailto:janet.grime@blackburn.anglican.org)

The list of Churches Together in England and its associated bodies can be found at [www.cte.org.uk](http://www.cte.org.uk/) The list of member churches of the Evangelical Alliance can be found at [www.eauk.org](http://www.eauk.org/) The list of member churches of the North West Gospel Partnership can be found at <https://northwestpartnership.com/>

Yours faithfully,

Janet Grime

**Associate Adviser for Blackburn Diocese**

**Other matters.**

The National Society Contract of employment will be used.

The relevant section of the contract is as follows:

*As the Headteacher of a Church of England school, you are required to have regard to the Christian character of the School and its Foundation and to undertake not to do anything in any way contrary to the interests of the Foundation.*

*You are required to give and/or supervise the giving of religious education in accordance with the doctrines of the Church of England and the Trust Deed of the school.*

*You are required to take part in and lead acts of religious worship.*

Education with a Christian Perspective - Blackburn Diocese

[Blackburn-Diocesan-Board-of-Education.pdf (bdeducation.org.uk)](https://www.bdeducation.org.uk/wp-content/uploads/2020/08/Blackburn-Diocesan-Board-of-Education.pdf)

**Board of Education**

Diocesan Offices

Clayton House

Walker Office Park

Blackburn

BB1 2QE

Tel. 01254 503070

**The Diocese**

The Diocese of Blackburn covers most of the County of Lancashire, the Unitary Authorities of Blackburn with Darwen, Blackpool and part of the Metropolitan Borough of Wigan.

There are 211 parishes and 280 churches within the Diocese, divided into two arch deaneries, served by the Bishop of Blackburn and his two Suffragan Bishops of Burnley and Lancaster.

**The Diocese and its schools**

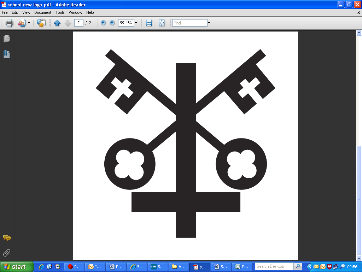
No other Diocese has such an extensive commitment to Church of England and Methodist schools. The diocese has some of the most distinctive schools, most of which are aided or formerly aided. There are a small number of church academies in comparison with many being part of three multi-academy trusts that have church majority membership. Schools range in size from 1600 pupils in the largest to small primary schools in rural communities with less than 30 on roll, educating over 44 000 students on a daily basis.

The Diocese, like the Church of England nationally, believes that church school education stands at the centre of the church’s mission and rigorously promotes the distinctive nature of church schools. Church schools endeavour to ensure that a Christian perspective informs all aspects of life. This is reflected in our promotion of Christian belief and values throughout the whole curriculum, the high priority given to worship and religious education and in the Christian nurture and care afforded to all members of the school community.

**Diocesan support for Church education**

The staff of the Diocesan Board of Education provide a considerable range of services to the schools of the Diocese: governor training, preparation of policies, advice before and after Inspection, SIAMs Inspection service, Admission/appeal advice, support for religious education and worship, legal, practical and financial help for Aided school buildings, negotiations with local authorities, the Church of England Education Office and the DFE.

In addition, a co-operative approach has been developed with the Methodist Church and its education officers for the support of Methodist schools in the North West Districts. There is also very close liaison between the Church of England Dioceses in the North of England.



**Attendance Policy Statement**

St Peter’s Church of England Primary School is committed to achieving and maintaining a high level of attendance from all employees through the application of good management practice. All employees must recognise the importance of good attendance and ensure that any sickness absence is kept to a minimum.

Whilst supporting employees during periods of sickness, the school’s leadership team monitors levels of sickness absence in school regularly and takes action in accordance with the guidelines adopted by the school to deal with unacceptable levels and frequency of sickness absence.

Good attendance enhances the service delivered by the school, minimises staffing difficulties and ensures best value to the school. All employees in this school must understand the importance of good attendance to the operation, performance and image of the school and must show a commitment to achieving and maintaining a high level of attendance.