



**LIGHTHOUSE**  
SCHOOLS PARTNERSHIP



# Headteacher

Horfield Church of England Primary School

**Application Pack**  
March 2026



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**LIGHTHOUSE**  
SCHOOLS PARTNERSHIP



# Headteacher

Start date: 1st September 2026

Permanent full-time contract

Pay Scale: L19- L23

Salary: £80,655 - £88,951

## Welcome from the Chief Executive

Dear Applicant,

Thank you for your interest in the role of Headteacher at Horfield Church of England Primary School. The school serves a very vibrant part of the city of Bristol and has a reputation for its friendly culture and development musical and creative opportunities for pupils. The school joined Lighthouse Schools Partnership in August 2025 and prior to that had faced some difficult circumstances that are captured in the [Ofsted Report](#) of April 2024. Much has since been done to implement new a curriculum and give colleagues at the school the structures and CPD that they need; this work is ongoing. The new Headteacher will have the full support of my team and our staff at the school in leading these changes.

### We are now 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
- build strong trust and confidence in and with staff to drive the school's journey of ongoing improvement
- positively embrace and develop the school's Christian character in a school serving the whole 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 Horfield with a focus on informed practice in all areas of curriculum and pedagogy to ensure the best educational opportunities for all pupils
- 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 [Neil Lankester, Director of Primary Education](#).

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 Tuesday 21 April 2026**.

**Dr Gary Lewis**

**Chief Executive**

# Trust Vision and Values



**LIGHTHOUSE**  
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## We believe that:



# Welcome from Chair of Governors

Dear Applicant,

Thank you for your interest in the post of Headteacher at Horfield Church of England Primary School.

We are a Church of England school and our vision “Deeply rooted, flourishing together, reaching great heights” flows from Psalm 1:3. We are proud of our inclusive and nurturing culture; we value each child and want them to thrive and flourish. We are ambitious for our pupils in terms of academic outcomes, access to enriching experiences, and fostering a love for learning.

Our catchment covers several diverse communities in North Bristol, and we want to deepen the partnership between staff, parents, governors, church, and the trust to make a difference in the lives of our children. We have close links with our parish church, and the Diocese of Bristol has recently supported us with a chaplain.

Our move to Lighthouse Schools Partnership in August 2025 followed a challenging Ofsted inspection and a period of intense support from the Trust. That support has continued and developed. We have drawn on the experience and support of other Schools and the Central Team and are beginning to make our own contributions to the Trust through the expertise of our staff.

We are ambitious to be an exceptional school. It has been a period of significant change, and there is more to do, building on our strengths and addressing the areas for development identified by the Trust and by Ofsted. As a local governing body, we are confident in the commitment and ability of all the teaching and supporting staff and the strength of the leadership team. This is a pivotal moment in our journey as a school, and we need – and will support – the right leader in taking us on the next steps.

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 welcome to visit our school prior to application; to request a visit please email [Neil Lankester](mailto:Neil.Lankester@horfieldcepschool.org), Director of Primary.

I hope that you will feel encouraged to apply to join us and thank you in advance for the investment of thought and effort that this will entail.

**Richard Manley**  
**Chair of Governors**

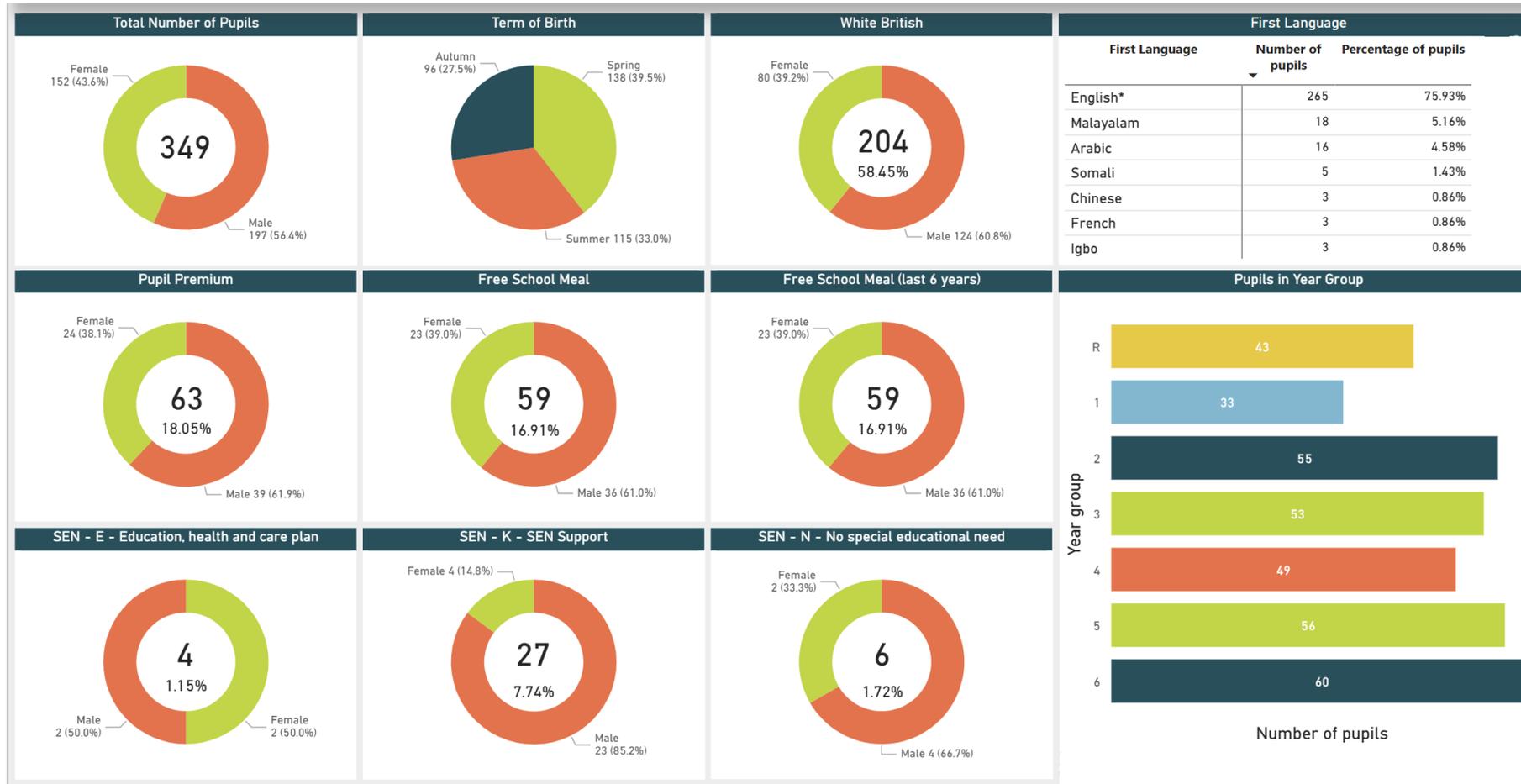
*“Deeply rooted,  
flourishing together,  
reaching great heights”*



# Key Data at March 2026



## School Context



# School Context



Horfield is a vibrant and diverse city school serving an incredible community by educating pupils from 4 to 11 years.

We have chosen Psalm 1 verse 3 as the inspiration for our school vision as we feel it shows our hope and ambition for our school: 'Like a tree firmly planted by streams of living water' we therefore aim to be: **Deeply rooted, flourishing together, reaching great heights**

Since joining Lighthouse Schools Partnership (LSP) in August 2025, Horfield has been developing and broadening its curriculum by adopting the LSP core curriculum. The recent implementation of the new phonics scheme (Unlocking Letters and Sounds) has led to improving outcomes since adoption.

This is a school 'on the up' and the team are positive about the journey to improve outcomes and provide the children in this fantastic community with the tools they need to succeed. The school is well supported and resourced by a strong partnership with the LSP Central Team to enable leaders to make this journey of rapid improvement. This has recently included the secondment of an experienced Headteacher from another LSP school. The school is just moving into LSP's managed business service with very comprehensive support for finance, HR and estates matters. Over half of LSP Primary Schools already successfully operate under this model of support and expertise.

Music is the school's passion. A large number of children learn and play musical instruments and enjoy opportunities to perform in orchestral ensembles and over 80 children sing in the KS2 Choir. The school has been awarded Artsmark Platinum three consecutive times and has recently been awarded a 20K grant to develop song through worship across schools in the Diocese of Bristol. The SIAMS inspection in December 2024 states *'The vision for all to reach great heights drives the truly exceptional art and music opportunities in the school. These are inspirational and open windows of opportunity for many pupils and staff.'* Two members of staff have worked over the last year as creators for the Oak National Academy writing and filming lessons for the KS1 and 2 music curriculum. Children at Horfield have worked with a videographer to create resources for the units of work and have enjoyed working with national partners such as Royal Ballet and Opera and the National Children's Orchestra.

Recently leaders at the school have been reviewing the school's approach to inclusion with a particular focus on universal provision and adaptive teaching. The new headteacher will be leading this important work forward.



## Links to Church and Diocese

Being a Church School is important to us and we have developed strong and effective partnerships with our local churches. Horfield CE Primary is well supported by our local parish church ([Holy Trinity, Horfield](#)). The school also currently benefits from a Chaplain who complements and strengthens the pastoral and Christian distinctiveness values in school activities. School life is enriched through regular visitors leading and supporting collective worship sessions and through the development of prayer spaces. the Prayer spaces are invitational and inclusive for all. We welcome all pupils regardless of faith or belief.

The school was last inspected by [SIAMS in December 2024](#) and was praised for its ethos and vision. The curriculum for RE was not then effective and the school is now moving over to the LSP's RE curriculum which fully meets the Church of England's requirements.

Our schools are supported by a member of the LSP Central Team who leads on Christian character. As part of the LSP Church School Offer, church school leaders across the Trust attend The Church Schools Network focussed on training and development alongside the sharing of best practice. We also encourage our Heads of CofE Schools to make full use of the Diocese of Bristol's extensive programme of training, events, conferences and retreats so that they are fully able to develop this central aspect of school culture. The Diocese has generously funded chaplaincy support and our new chaplain started with us in January.

It is not essential for prospective candidates to have church school experience, but we will want to appoint someone who is both comfortable and enthusiastic about what the school's church foundation can bring to children and their community. Church of England schools are not 'faith schools' but are for the whole community and we will expect the new Headteacher to be able to develop a school that is inclusive in every sense.



# 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 North East 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



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## **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
- Medical support including GP services, physiotherapy and support for conditions including cancer, critical illness and menopause
- 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: L19 - L23

Salary: £80,655 - £88,951

## 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 Horfield 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



Essential Requirements		Form of Assessment
<b>Qualifications and experience</b>		
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
<b>Leadership</b>		
4	<p>Be fully supportive of and committed to the aims and ethos of a Church of England school and be able to demonstrate the ability to maintain and develop the religious character of such a school</p> <p>Able to demonstrate and articulate church school distinctiveness</p> <p>Willingness to promote and embed the school's Christian vision and values in an inclusive way</p> <p>Able to model good collective worship</p>	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

<b>Pupils and staff</b>		
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
<b>Community</b>		
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

<b>Personal qualities</b>		
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

<b>Desirable experience</b>		
1	NPQH or equivalent	Application
2	Experience of working within a Church of England School and actively contributed towards its distinctive Christian character and ethos  Recent experience of Section 48 SIAMS inspection at a leadership level	Application
3	Relevant postgraduate qualification such as Master's degree	Application
4	Previous/current Headship experience	Application
5	Experience in budget setting, monitoring and review at whole school level	Application
6	Experience of leading a school with a resource base provision.	Application
7	Leadership of collaboration between schools	Application
8	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: L19- 23

Salary: £80,655 - £88,951

**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 or would like to visit the school prior to making an application, please contact [Neil Lankester, Director of Primary](#).

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:** Tuesday 21 April 2026 at 9.00am

**Interview dates:** Tuesday 28 and Wednesday 29 April 2026

*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**  
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