



Headteacher

Northleaze Church of England Primary School

Application Pack
February 2025



LIGHTHOUSE
SCHOOLS PARTNERSHIP



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LIGHTHOUSE
SCHOOLS PARTNERSHIP



Lighthouse Schools Partnership:
'A mature partnership dedicated to the flourishing of our pupils, our colleagues and our whole communities.'



Welcome from Gary Lewis, Chief Executive

Thank you for your interest in the role of Headteacher at Northleaze Church of England Primary School. Northleaze is a thriving school with a talented and committed staff and is one of the 33 schools within the Lighthouse Schools Partnership.

We are looking for a leader who will

- Inspire staff and pupils to be their best by sharing a clear vision of excellence that supports all to 'Let their Light Shine'
- be ambitious for the school's future and lead its growth and development
- work closely with Governors and LSP to develop long term school structures and ensure that Northleaze is the school of choice within its local community
- be fully supportive of and committed to the aims and ethos of the school
- fully engage in the work of the whole of Lighthouse Schools Partnership and bring skills and opportunities to the Trust
- support the continued journey in excellence at Northleaze with a focus on informed practice in the areas of curriculum and pedagogy to ensure outstanding educational opportunities for all pupils
- bring a track record of success in enabling all pupils to reach their potential, including disadvantaged and SEND 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.

We can offer you:

- happy, caring and confident pupils
- an inclusive culture with excellent relationships across our school and wider community
- an inspiring school site where children can be active and learn about the environment
- a supportive and active Governing Body, together with a thriving school community
- a talented and dedicated staff team.

All the information you need on how to apply can be found at the end of this document.

Dr Gary Lewis, Chief Executive

Our Vision and Values



LIGHTHOUSE
SCHOOLS PARTNERSHIP

We believe that:





‘LET YOUR
LIGHT SHINE’



Welcome from Chair of Governors

Dear Applicant,

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

We are proud of the values, standards, and facilities that we can offer to children and families in the local area. Northleaze is the oldest school in Long Ashton and has been serving the local community since the mid-1800s.

The school was led for six years by Victoria Reyes but in the spring of 2024, Victoria decided that the time was right for her to move onto Executive Headship within the Lighthouse Schools Partnership (LSP). As a Local Governing Body we decided that an interim Senior Leadership Team should be formed to lead the school through the remainder of the 2024-25 school year to plan ahead for the next exciting chapter in the life of the school.

The school has a very strong and established vision and ethos and all are encouraged to “Let your light shine” (Matthew 5:16). We want the pupils at our school to shine their light for all to see, to be proud of who they are and to know that we have that light shining through our lives when our actions reflect the nature of Christ; his love, compassion, and forgiveness. His light shines through our attitudes, words, and deeds.

It is now the correct time to appoint a successor to the interim SLT who will lead the school in the journey, maintain a strong understanding of the vision and ethos which currently exists within the school and allowing the school to thrive and achieve in the future.

I hope this application pack contains 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 Lisa Dawson, School Business Manager, lisa.dawson@northleazeschool.co.uk or call 01275 540077, if we can add to or clarify any of the details that you have been sent.

We would encourage prospective candidates to visit our school prior to application. Visits can be made on Tuesday 25 February 1.30 – 5.00 pm or Thursday 27 February 2.00 – 5.00pm. To book a visit please email Janine Ashman: jashman@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.

With best wishes

Dan Charvill, Chair of Governors



Job Advert

Headteacher

Start date: 1 September 2025

Hours: 0.8 – 1 FTE (flexibility to be discussed with successful candidate)

Pay Scale: L13 – L18

Salary: £66,919 - £75,675 pro-rata per annum

We are seeking to recruit a new Headteacher for Northleaze Church of England Primary School due to the appointment of the previous Headteacher as Executive Headteacher within other schools in the Lighthouse Schools Partnership. This has followed a temporary leadership structure this academic year (2024-25) whilst Governors and the Trust reviewed school structures.

Northleaze is a thriving, one-form entry school, educating pupils from 3 to 11 years with a strong ethos of respect and a desire to be the very best they can be. 'Let your light shine' (Matthew 5:16) is their motto and central to all they do.

Their ethos is based on developing children who value themselves and others, care for themselves and others and are able to develop strengths across all areas of the school curriculum. They are a fully inclusive school and wish for the time their pupils spend with them to be both highly rewarding and successful as well as enjoyable. You can see more about how this is worked in practice on their [website](#).

The school benefits from excellent leaders and a wider staff team committed to the principles within the school's overall vision. Northleaze has developed a strong curriculum which staff deliver with skill in an outstanding learning environment. Northleaze has a strong behaviour curriculum and pupils' behaviour supports them to make strong progress. This is reflected in pupil results which are well above national (many subjects in the top quartile) and some of the strongest in the Trust. Leaders at school are generous to share their school with others and regularly contribute to Trust activities.

School contextual information

Northleaze is currently graded as 'good' and was last inspected in [2022](#). They are now working to further strengthen this judgement in their next inspection. The school were also graded 'outstanding' in the last SIAMs inspection (2017), and they are due to be inspected under the new framework during the academic year 2025 – 2026.

The leadership team will consist of the Headteacher and Deputy Headteacher (teaching with half a day out of class for leadership time).



School Context

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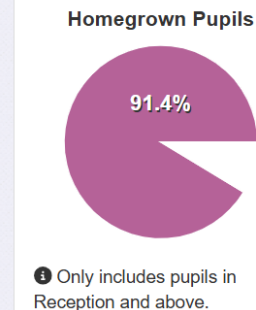
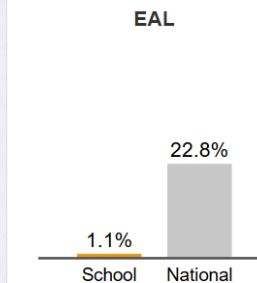
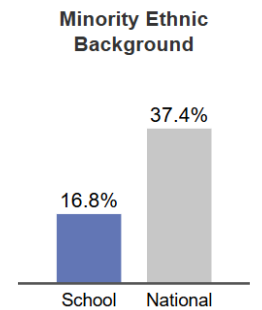
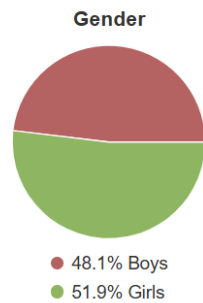


School Context

Key Data

2024-2025: 185 Pupils

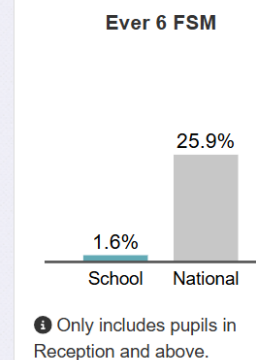
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Pupils with SEND

	# Pupils	% Pupils	National
SEN Support	12	6.5%	14.1%
EHC Plan	3	1.6%	3.0%

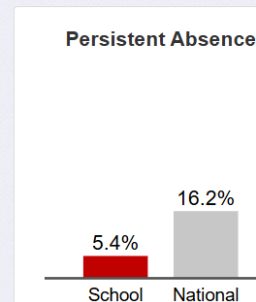
Category	Percentage
School	8.1%
National	17.1%



Absence Rates

	School	National
Overall absence rate	2.9%	5.9%
- Authorised absence rate	2.4%	4.2%
- Unauthorised absence rate	0.5%	1.6%

Category	Percentage
School	2.9%
National	5.9%



i School absence figures only include pupils in Y1 to Y6. This is to be inline with national reporting.

i Percentage of Y1 to Y6 pupils who miss 10% or more sessions

A young boy with curly brown hair is sitting at a desk, intently reading a book. He is wearing a dark green school uniform. In the background, another student is visible, and there are colorful posters on the wall. A blue semi-transparent banner is overlaid on the bottom left of the image, containing the text 'Links to Church and Diocese'.

Links to Church and Diocese

Being a Church School is important to us and serving our local community is central to Northleaze CofE Primary School.

Our partnership with our local churches is active and strong and enriches the lives of all in our community.

We welcome all regardless of faith or belief. We aim to value faith and encourage reflection on Christian values and tradition within the wider context of collective worship and the whole curriculum.

'Let your light shine.' (Matthew 5:16)

In Matthew 5:14-16, God's word says, "You are the light of the world. A town built on a hill cannot be hidden. Neither do people light a lamp and put it under a bowl. Instead, they put it on its stand, and it gives light to everyone in the house. In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven."

This verse is saying that our actions tell others what is inside of us. We want the pupils at our school to shine their light for all to see, to be proud of who they are and to know that we have that light shining through our lives when our actions reflect the nature of Christ—His love, compassion, and forgiveness. His light shines through our attitudes, words, and deeds.

In our last SIAMS inspection (September 2017) the school was awarded 'outstanding' with the report noting that, *'Christian values clearly drive the school and create an environment that promotes high quality learning. Relationships based on Christian values are evident and result in pupils' behaviour which is of the highest standard.'*

[Statutory Inspection of Anglican and Methodist Schools Report - September 2017](#)



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 33 primary and secondary schools across North Somerset 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 has 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 SEND and inclusion team who work closely with our school leaders

Continued.....



School Leadership within Lighthouse Schools Partnership



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Professional Development Opportunities

The LSP places a strong emphasis on continual professional learning, delivered through Lighthouse Learning. Headteachers have access to meaningful Continuing 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

LSP understand the importance of staff wellbeing and we offer 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 advantage of the career development we offer.



Job Description

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) 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

continued....

A photograph of two young children in a forest. One child, a boy with brown hair, is wearing a dark jacket and is hugging a tree trunk. Another child, a girl with blonde hair, is wearing a blue jacket and is also hugging the tree trunk. The background is filled with green foliage.

Job Description

continued....

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 LSP to ensure that Northleaze 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

continued....

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

continued....



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
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 the aims and ethos of a community school.	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

Person Specification

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	Leadership of collaboration between schools	Application
6	Experience in leading CPD or shaping educational thought through publication or academic activity	Application



How to apply

Headteacher

Start date: 1 September 2025

Hours: 0.8 – 1 FTE (flexibility to be discussed with successful candidate)

Pay Scale: L13 – L18

Salary: £66,919 - £75,675 pro-rata per annum

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 Learning](#) or [Gary Lewis, Chief Executive](#) to discuss this opportunity.

We would encourage prospective candidates to visit the school prior to application. Visits can be made on

- Tuesday 25 February 1.30 – 5.00 pm
- Thursday 27 February 2.00 – 5.00pm.

To book a visit please email Janine Ashman: jashman@lsp.org.uk

Applications should be submitted via our online eRecruitment system here:.

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

12 noon Monday 3 March 2025.

Proposed interview dates 11 and 12 March 2025.

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.



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Lighthouse Schools Partnership, St Marys Road,
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www.lsp.org.uk

