



Coastal Learning  
PARTNERSHIP



# Headteacher Application Pack

## Lilliput CE Infant School







## Contents

|  |    |
|--|----|
| Letter from the CEO, Paul Howieson                         | 3  |
| Letter from the Local Governing Body Chair, Simon Marshall | 5  |
| Advertisement  | 6  |
| Additional School Information                              | 8  |
| Links to Further Information                               | 8  |
| Location   | 8  |
| Headteacher Job Description                                | 9  |
| Headteacher Person Specification                           | 11 |
| Letter from Salisbury Diocesan Board of Education          | 13 |
| Coastal Learning Partnership Benefits                      | 14 |
| Coastal Learning Partnership School Locations              | 15 |



## Letter from the CEO of Coastal Learning Partnership, Paul Howieson



Dear Candidate,

**Thank you for showing interest in the Headteacher vacancy at Lilliput CE Infant School.**

It is our great pleasure to count Lilliput CE Infant amongst the wider family of schools within Coastal Learning Partnership (CLP).

Lilliput joined CLP at its inception in March 2020 when three like-minded trusts joined together to form a new Partnership. As an existing school within one of those three predecessor trusts, Lilliput has been a highly-valued member of CLP from the very start. It is simultaneously warm, caring and inclusive whilst remaining deeply ambitious for its pupils who achieve well, year after year. This is due in no small part to the committed and talented staff; they are a forward-thinking and innovative team, working in meaningful partnership with families who greatly value the work of the school. We are extremely proud of Lilliput CE Infant School.

Lilliput CE Infant is a vibrant, happy and caring school which strives for every pupil to enjoy success. The school boasts a beautiful woodland location situated in Lilliput, close to Sandbanks. Central to the school's vision of education is an ambition that every child will enjoy valuable, enriching learning experiences that provide them with many fond memories and enable them to achieve. The school is rightly proud of its close links with its local community, including with The Church of the Holy Angels, situated next door.

The school has a well-earned and longstanding positive reputation. This is shown in its tendency to be over-subscribed as a clear 'school of choice'. Parents are extremely proud to be associated with the school, valuing the dedication, commitment and professionalism shown by the staff. In the school's very recent questionnaire to parents, the following responses are quite typical of the rest:

*'My daughter is the first one up and dressed ready to go in the morning! She simply loves the staff and the pupils there.'*

*'Such a friendly, welcoming school.'*

*'A wonderful school with fantastic staff and a great learning environment.'*

*'I attended this school. It was excellent then and still is!'*

*'A wonderful school with brilliant teachers and staff, both us and our child couldn't be happier being there. I would not hesitate for a second to recommend it to other parents and already have. Thank you for giving our child and us an incredible warm, welcoming and supportive start to her future.'*

The school's Ofsted inspection in 2023 identified a great many strengths. The positive praise given by inspectors then rings true for the school now and has been built upon even further by this ambitious place of learning. Inspectors' praise ranged from the ambition and breadth of the curriculum, to the 'fun and exciting' learning experiences, to the high levels of respect shown by pupils towards the adults (and each other) in the school. Lilliput CE Infant has the potential to show inspectors an 'exceptional' standard in the future; this really is a chance to make your mark. Consistent with its commitment for schools to remain as expressions of their local communities, each CLP school has its own Local Governing Body. The Local Governors at Lilliput are deeply committed to their school. They stand ready to welcome and support their new Headteacher.

CLP is a Multi Academy Trust of twenty schools across two local authority areas (Dorset and Bournemouth, Christchurch and Poole councils) with professional central offices and training facilities in West Howe. CLP's two furthest points are St. Clement's and St. John's CE Infant School (in a beautiful Victorian building in sunny Boscombe) and St. Mark's in the Purbeck area of Swanage. Within the family of CLP, Lilliput is surrounded by other schools who are keen to collaborate and share, both in the immediate area of Poole but also more widely across CLP's schools.

One of CLP's core values is 'Empower' and that shines in the way CLP encourages and celebrates variety and difference between its schools, setting it apart from other Multi Academy Trusts. CLP does not ask schools to be the same as each other but rather to learn from and support each other. Bringing its own expertise and character, each CLP school adds to the overall diversity of the group. As an infant school, Lilliput is one of five within CLP, all within reasonably close proximity to each other. This brings real collaborative benefit - in addition to links with the primary and junior schools, too. All schools within CLP, whatever their size or type, are equally valued and share the same vision: to be 'schools of choice' which enable all children to become confident, compassionate, respectful and proficient citizens.

As Headteacher at Lilliput CE Infant School, you will immediately become part of a supportive and professionally generous network of Headteachers. You will also be supported by a highly competent central team, ready to assist you in realising your ambitions for your school. You can expect to be supported in all challenges around leadership of your school, including areas such as finance and HR, firmly within a climate of respect for your position as senior lead of the school. CLP ensures that its Headteachers have the space for creativity and vision. They are encouraged to be themselves, bringing their own character and style to their schools. Furthermore, CLP's Headteachers have a genuine 'voice'; through our collaborative approach and the value we place on working together in co-construction, Headteachers' opinions and talents influence what CLP is like and what it becomes. Through all of this, CLP's core value of 'Serve' is freely demonstrated.

CLP's schools have enjoyed a good deal of success together. We have seen multiple schools judged as 'good' since March 2020, including a number of schools which have improved since joining CLP from 'requires improvement' or 'inadequate'. We are delighted that the hard work of those Headteachers and their teams has been endorsed in this way. These experiences not only capture the impressive work of those schools but they also recognise the positive impact of being part of the CLP family.

CLP's core values are 'serve', 'inspire' and 'empower' and I hope that some early sense of those values comes through this information pack. Our schools serve one another and, in turn, are served by a central team. Our Headteachers are empowered to confidently lead their schools' ongoing improvement journeys – and we all draw inspiration from each other along the way. The Headteacher of Lilliput CE Infant will not be doing the job alone!

I would strongly encourage you to make an informal visit to Lilliput. You will find a warm and welcoming school with a big heart. Similarly, I would be delighted to speak with you about the school and about life in CLP more generally. The newly appointed Headteacher can count on the support, guidance and encouragement of CLP, including the Local Governing Body.

Thank you for your interest in Lilliput CE Infant School and best wishes  
for your application.

Yours faithfully,



**Paul Howieson**  
**Chief Executive Officer**







## Letter from the Local Governing Body Chair, Simon Marshall

Dear Candidate,

### Thank you for your interest in Lilliput CE Infant School

We are seeking to appoint a new Headteacher to lead our wonderful school.

We are proud that our school is thriving so well, continuing to be really popular and often over-subscribed. There are many reasons why I believe this is the case, but most importantly it is the wonderful atmosphere within the school. I urge you to visit us if you can.

There is a purposeful learning environment with teaching and support staff bringing out the best in each and every child. There is a real 'family' feel to the school where every child is greeted warmly when they arrive in the morning and where positive and purposeful relationships with parents are a priority. There is excellent support for children as we prioritise well-being with effective pastoral care. As a result, behaviour is excellent and children with additional needs are extremely well supported.

The children at Lilliput achieve really well and we are proud of that. Achievement across the school is consistently well above national averages. But the staff at Lilliput really are ambitious for the children; they are always striving for more.

The school's values are love, respect and serve. These core Christian values were introduced some years ago and continue to be a strong and relevant foundation of our work. As a Church of England school, we enjoy a close link with our local church, situated just next door: The Church of the Holy Angels.

Lilliput is truly blessed in its environment. The school is purpose-built and extremely well-appointed; outside is green and wooded and just a delightful environment for our children. The recent installation of an astro-turfed Multi-Use Games Area (MUGA) was a great addition to the outside space.

Relationships with parents are excellent as Paul Howieson has demonstrated with his examples of some comments following our very recent parents' survey. The highly experienced and talented staff are dedicated and hard-working. Our committed local governing body is made up of parent governors and local people with a keen interest, and we will fully support and work closely with the new Headteacher.

We seek an inspirational and ambitious leader who will take our school even further!

We really do believe that Lilliput CE Infant is a school community that can be truly exceptional.

With many thanks for your interest in our wonderful school.

**Simon Marshall**  
Chair of Governors  
Lilliput CE Infant School



## **Headteacher at Lilliput CE Infant School, Poole, Dorset**

**Salary: L15 – L21, (£73,105 to £82,654)**

**Start date: 1st September 2026**

**Are you an ambitious and inspiring school leader ready to shape the future of a thriving infant school?**

Following the retirement of the long-serving Headteacher, Lilliput CE Infant School - a large, four-form-entry infant school situated in the beautiful coastal area of Lilliput, near Sandbanks - is seeking a visionary and compassionate Headteacher to lead the happy, nurturing and ambitious community into its next exciting chapter. We are looking for someone who can lead with creativity and ambition, bringing a deep commitment to every child's flourishing. We are looking for someone who will inspire everyone in the school community to build strongly on its positive reputation and strong Christian foundations.

### **About Our School**

Lilliput CE Infant School is thriving! In a recent parent survey, 99% of its families said that they would recommend Lilliput CE Infants to other parents. It is a hugely popular school, its longstanding positive reputation ensuring that it is typically full and over-subscribed. Children are happy at Lilliput and they achieve well, supported by parents who value their close engagement with the school. The Lilliput team is experienced and professional, creating a school climate that is ambitious for its pupils, without losing its warmth and welcoming, inclusive character. Lilliput is a strong, values-led, Church of England school where its values of love, respect and serve are at the heart of its work. At its last Ofsted inspection in 2023, inspectors celebrated that the school's vision of 'loving, respecting, serving' threads through all aspects of school life and that Lilliput is a friendly, safe and nurturing school. Inspectors noted that staff are proud to be a member of the school's community. Lilliput CE Infant is set within beautiful, extensive woodland grounds setting the tone for the premises and facilities throughout the school.

### **We're looking for a Headteacher who will:**

- Inspire with positivity and purpose
- Champion an inclusive and ambitious learning culture rooted in Christian values
- Lead with integrity, empathy, and a commitment to wellbeing
- Build strong relationships with pupils, staff, families and the wider church and local community
- Embrace the opportunities of working within a thriving multi-academy trust



## In return, we offer:

- A caring and committed school community with strong Christian values
- A strong peer network of Headteachers across CLP
- Supportive and experienced senior leaders within the Partnership
- Access to a skilled central team offering wide-ranging professional support
- A role that is deeply rewarding

We invite applications from experienced Headteachers as well as from those seeking to secure their first Headship.

Informal visits to the school are warmly encouraged. You are also invited to contact the Chief Executive Officer of Coastal Learning Partnership, Paul Howieson, who would be delighted to speak with you about the school and the wider Partnership. To arrange a convenient time for a conversation, please contact Helen Moors on 01202 806155. To arrange a visit to the school, please contact the school directly on 01202 709013.

**Applications:** Please send a completed application form to: [recruitment@coastalpartnership.co.uk](mailto:recruitment@coastalpartnership.co.uk)

**Closing date:** Midnight on Sunday 22<sup>nd</sup> February 2026

**Selection event:** 3<sup>rd</sup> March 2026

To comply with our statutory safer recruitment practices and obligations, we are unable to shortlist incomplete applications. Please ensure you include a full employment and education history, details of two referees and explain any gaps in employment. **CVs will not be accepted.**

*Coastal Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment.*

*The successful candidate will be required to demonstrate that they meet the essential elements of the person specification and will be subject to pre-employment checks including a health check, and Enhanced DBS check, Child Barred List check and satisfactory references. We will conduct online searches of shortlisted candidates. This check will be part of a safeguarding check, and the search will purely be based on whether an individual is suitable to work with children. As care must be taken to avoid unconscious bias and any risk of discrimination a person who will not be on the appointment panel will conduct the search and will only share information if and when findings are relevant and of concern. Applicants are advised that it is an offense to apply for the role if they are barred from engaging in regulated activity relevant to children.*







## Additional School Information

|                |       |
|----------------|-------|
| Pupils on roll | 341   |
| Form entry     | 4     |
| SEND pupils    | 9.1%  |
| EAL pupils     | 14.1% |
| Pupil premium  | 7.6%  |

## Links to further information

[Ofsted Report](#)

[SIAMS Report](#)

## School Information

Lilliput CE Infant School was a maintained school, managed by the then Borough of Poole Council. On 1<sup>st</sup> July 2016 the school joined five other local schools to form Harbourside Learning Partnership. Harbourside merged with two other local Trusts in March 2020 to form Coastal Learning Partnership.

## Local Area Information

Lilliput is a beautiful village on the shoreline of Poole Harbour, it borders Sandbanks and Canford Cliffs, with views of Brownsea Island and the Purbeck hills. The school is at the heart of the village, and benefits from a row of shops, cafés and restaurants, all with views of the harbour.

If this role would require you to relocate to the Poole area, the links below may be of interest to you:

[Poole tourist information](#)

[Bournemouth, Christchurch and Poole Council](#)





## Job Description: Headteacher, Lilliput CE Infant School

*Details of the role and professional responsibilities of a Headteacher are provided in the DfE's National Standards of Excellence for Headteachers. While the Headteacher is expected to meet those requirements and to carry out the duties as set out in the School Teacher's Pay and Conditions Document, we are looking for a Headteacher who will also regard the following as priorities in their leadership of the school.*

### Main Purpose

- Be a visionary leader who continually inspires, motivates and supports colleagues to provide an outstanding learning experience for every pupil in the school, fostering an environment of honesty and openness for all.
- Engender respect and trust throughout the school, and be able to plan and deliver improvements through effective leadership, management and delegation.
- Work closely with the local governing body and the wider Partnership to ensure all children are eager to learn, aspire to reach their full potential and grow as emotionally-intelligent, well-rounded individuals.
- Be welcoming and approachable, have high personal expectations as well as high expectations of colleagues, parents and pupils and show professional accountability, as well as deep loyalty to the school.
- Position Lilliput as a proactive and professionally generous member of the CLP family of schools.

### Vision

- To establish and sustain the School's Christian ethos and strategic direction with the Partnership, the diocese and with the church and school community.
- Lead by example, drawing on own expertise and skills and that of others.
- Embrace and build on existing successful practice, whilst looking at effective and innovative ways to enhance the educational experience to enable each pupil to flourish.
- Maintain a wide, current knowledge and understanding of education and school systems and pursue own continuous professional development.
- Be able to translate local and national policy into the school's context, taking into account ethos and vision.

### Leadership & Management – Curriculum and Learning

- Set the climate and standards for inspirational teaching to occur in every classroom.
- Ensure the creation of a rich and inspirational curriculum which meets the needs of every pupil.
- Expect ambitious standards to be set for all pupils, overcoming disadvantage and advancing equality, holding staff accountable for pupils' outcomes.
- Evaluate the school's performance accurately and consistently, identifying priorities and means of improvement.
- Build further upon the current collaborative, friendly and nurturing ethos of the school and the culture of open classrooms in order to share best practice.
- Support, care for and sustain the enthusiastic, dedicated and cohesive staff.
- Encourage and challenge colleagues at all levels to develop through high-quality training and sustained professional development.

- Build on existing strong partnerships with parents and carers, retaining an informal and open approach, ensuring they are well informed about the progress of their children and school curriculum, policies and achievements.

### **Leadership & Management - Systems and Processes**

- Ensure that the school's systems, organisation and processes are well-considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity and aligning with the arrangements of the wider Partnership where appropriate.
- Exercise strategic, visionary, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, is in the best interests of pupils' achievements and the school's sustainability.
- Maintain the safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils, and recognising their exemplary behaviour in school and wider society.
- Work with CLP and local governors to recruit and retain staff of the highest quality, making appropriate arrangements for their induction to the school and.
- Work with colleagues to deploy and develop all staff effectively in order to maintain and improve the quality of education provided.
- Oversee rigorous, fair and transparent systems and measures for managing the performance, professional conduct and practice of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.

### **Shaping the Future & Strengthening Community**

- Fully embrace the work of CLP, actively engaging in all discussions and developments.
- Share innovation and work with others in the Partnership to develop excellent practice.
- Ensure the school is outward-facing, working with other schools to champion best practice and secure excellent achievements for all pupils.
- Continue to foster links and further develop the strong relationships which exist with parents, Governors, the LA, the Diocese, the wider community and the agencies which support the school.
- Ensure that new initiatives are carefully planned and thoughtfully executed in order to meet objectives, through clear and open communication with pupils, staff and parents/carers.
- Identify emerging talents, coaching current and aspiring leaders.

### **Safeguarding**

- Ensure that robust processes are in place to secure the welfare and safety of children, complying with both local and national requirements.
- Ensure that all staff share a strong commitment to safeguarding.

*This job description will be reviewed annually as part of the Headteacher's appraisal arrangements.*



## Person Specification: Headteacher

| Criteria                         | Essential   | Desirable  |
|----------------------------------|---|--|
| Qualifications:                  | <ul style="list-style-type: none"> <li>▪ Qualified Teacher Status</li> <li>▪ Evidence of, and commitment to, relevant continuing professional development</li> </ul>  | <ul style="list-style-type: none"> <li>▪ A relevant degree or higher degree qualification</li> <li>▪ NPQH qualification</li> </ul>   |
| Experience:                      | <ul style="list-style-type: none"> <li>▪ Significant senior leadership experience (not necessarily at Headteacher level).</li> <li>▪ A proven track record of effective leadership and implementing whole school initiatives which have brought sustained improvement.</li> <li>▪ Effective management of the performance, professional conduct and practise of colleagues, including addressing underperformance, supporting all staff to improve.</li> <li>▪ Understanding of the current Ofsted evaluation framework.</li> </ul>   | <ul style="list-style-type: none"> <li>▪ Leadership experience within an infant school environment</li> <li>▪ Recent experience of the inspection process.</li> <li>▪ Experience of collaborative working across schools.</li> <li>▪ Experience within a Church school.</li> </ul>   |
| Professional knowledge & skills: | <ul style="list-style-type: none"> <li>▪ Excellent understanding of how to achieve highly effective education.</li> <li>▪ Knowledge of the latest and proposed changes in educational policies and procedures.</li> <li>▪ Up to date knowledge of exemplary safeguarding practice.</li> <li>▪ Ability to articulate and communicate a vision for the development of the school, respecting our Christian values.</li> <li>▪ Have the credibility as an excellent teacher to monitor, evaluate and review classroom practice, promote improvement strategies and challenge underperformance at all levels.</li> <li>▪ Ability to accurately analyse and appropriately use performance data and other contextual information to identify areas for improvement.</li> <li>▪ Enhance the value of the school to the wider community and involve that community in enriching the learning experiences of pupils.</li> <li>▪ Ability to identify emerging talents and grow current and aspiring leaders.</li> </ul> | <ul style="list-style-type: none"> <li>▪ Awareness of key policy areas key policy areas including inclusion and equal opportunities and health and safety.</li> <li>▪ Awareness of the Church of England vision for education</li> <li>▪ Knowledge of the wider legal and financial context of school leadership.</li> <li>▪ Exercise strategic, visionary, curriculum-led financial planning to ensure the effective use of budgets and resources.</li> </ul> |



|                         |  |  |
|-------------------------|--|--|
| Philosophy & Commitment | <ul style="list-style-type: none"> <li>▪ Champion the pursuit of an inspiring educational experience for all where every pupil can achieve success and be engaged in learning.</li> <li>▪ Commitment to the school's wider community</li> </ul>  |  |
| Personal Attributes     | <ul style="list-style-type: none"> <li>▪ Set the highest standards of honesty, integrity and professionalism at all times.</li> <li>▪ A self-initiator and developer, capable of self-reflection and able to set challenging personal targets.</li> <li>▪ Ability to work accountably under authority.</li> <li>▪ Approachable, visible with the ability to inspire trust and commitment from the school community.</li> <li>▪ Excellent interpersonal skills to foster the links with staff and stakeholders, e.g. governors, parents/carers, Partnership, local community, etc.</li> </ul> |  |

*The post holder may be required to travel to other local sites, including other CLP schools as part of routine networking*

*Coastal Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment.*

*The successful candidate will be required to demonstrate that they meet the essential elements of the person specification and will be subject to pre-employment checks including a health check, and Enhanced DBS check, Child Barred List check and satisfactory references. We will conduct online searches of shortlisted candidates. This check will be part of a safeguarding check, and the search will purely be based on whether an individual is suitable to work with children. As care must be taken to avoid unconscious bias and any risk of discrimination a person who will not on the appointment panel will conduct the search and will only share information if and when findings are relevant and of concern. Applicants are advised that it is an offense to apply for the role if they are barred from engaging in regulated activity relevant to children.*



# MAKING JESUS KNOWN

BEING PRESENT, WE WILL SHOW COMPASSION, SPEAK TRUTH AND OFFER HOPE

Dear Candidate,

Thank you for your interest in joining a school within the Diocese of Salisbury community. We support 190 church schools, serving over 40,000 children and young people, with a focus on deeply Christian education rooted in church and community life. Working with us means being part of a team committed to prayer, service, and growth. The Salisbury Diocesan Board of Education (SDBE) collaborates with leaders to create confident, effective church schools and academies, fostering the development of both students and staff.

Throughout His earthly ministry, Jesus consistently modelled the values that sit at the heart of our work in serving schools, trusts, and church communities. Therefore, we commit to following the way of Christ by:

***Being present, we will show compassion, speak truth and offer hope***

Working within this vision, our core aims are:

- Promoting courageous Christian leadership and governance
- Empowering Christian Flourishing
- Astute Stewardship



We strive to inspire and equip transformative leaders, recognising the diverse skills within our Trusts, schools, and parishes. SDBE is nationally respected for its significant impact on shaping education and protecting the Christian character of Church schools.

Therefore, we work to equip schools and school leaders to:

- Live out their deeply embedded and well-connected theologically rooted Christian vision
- Deliver high quality and impactful Religious Education and Collective Worship
- Empower spiritual growth

As a school within a Trust equipped with a full team of Programme for Church School Flourishing (PCSF) strategic leaders, you benefit from support delivered directly through your Trust's trained PCSF roles. Through this model, your Trust is fully resourced to provide the guidance, training and development opportunities that previously formed part of the SDBE Partner Service Agreement (PSA). The SDBE works in close partnership with your Trust through PCSF networks, quality assurance activities, and wider diocesan training, ensuring that your school remains connected, supported, and able to flourish within a strong, trust-led framework.

Working with the SDBE, you will become part of a compassionate community focused on educating, serving and growing school communities so that all can flourish.

We look forward to welcoming you to our community.

**The Salisbury Diocesan Board of Education**

[Church of Holy Angels, Lilliput](#) We enjoy a close partnership with the church community, clergy lead regular worship in school and we are welcomed to the church for key events during the Christian calendar.



## Coastal Learning Partnership – an employer of choice

CLP is committed to creating a diverse environment and is proud to be an equal opportunity employer. All applicants who meet the person specification will receive equal consideration for employment. We value the fact that our schools are very different, as are our colleagues within them. Our culture is one in which colleagues serve and inspire each other in the spirit of professional generosity; colleagues are empowered to be themselves and to be their best. At CLP, everyone is welcome and encouraged to achieve and be heard.

### Financial

#### Competitive Salary

Recognising Continuous Service  
from other relevant employments

Higher than average Pension  
Contributions via our Occupational  
Pension Schemes

Holiday pay, increasing with service

Occupational Maternity and  
Paternity pay

### CPD and Training

Excellent networking and training and  
development opportunities for all staff,  
from courses and qualifications to  
effective appraisal and internal  
transfer and promotional opportunities

### Medical and Wellbeing Support

Free and confidential counselling,  
physiotherapy, weight management  
support, menopause help, personal  
training, GP referral service and some  
private surgical procedures

### Employee discount schemes

Discounted BH Active Membership

Discount schemes offering a range of  
high street, restaurant, holiday,  
finance and other benefits

Cycle and Tech Schemes offering  
discounted equipment via payroll

Free Eye Tests for VDU





# Coastal Learning Partnership School Locations

## Coastal Learning Partnership School Map

