



# HEADTEACHER

## L24-L39

*Appointed on a 7 point scale within Group 7*

**“A Learning  
Community in  
Pursuit of  
Excellence”**



**Aspiration - Endeavour - Integrity - Respect**

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Required for either September 2025 or  
January 2026: (by agreement)

## Headteacher

*Salary: Highly competitive seven-point scale within Group 7 (L24-39) which will be set on appointment based on the successful candidate's experience.*

Following the retirement of the school's excellent Head of School, the Trust and Governors are seeking an experienced and inspirational leader to take the school into the next phase of its development. The school's recent role in founding The Coastal Collaborative Trust and the promotion of the Headteacher to the role of Deputy Trust Lead have created this wonderful opportunity to make our school consistently excellent.

Are you passionate about high quality teaching and learning?

Do you have the highest expectations of every member of the school community?

Do you have experience, skills, insights and determination to lead our large and thriving academy?

Are you a values-driven leader who models integrity and a commitment to inclusion?

Could you shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff?

Can you inspire and influence others—within and beyond schools— to believe in the fundamental importance of education in young people's lives and to promote the value of education?

If you can answer yes to these questions, we would love to hear from you.

Further details and an application pack are available on the academy website.

If you wish to have an informal discussion about this post, please contact [iain.siddall@cctrust.uk](mailto:iain.siddall@cctrust.uk).

We are holding information sessions and tours of the academy for interested colleagues who wish to visit prior to submitting an application. These will be on the 7th, 8th and 9th April. Please email [katherine.brindle@lsahigh.org](mailto:katherine.brindle@lsahigh.org) to book a place and further details will be supplied.

In addition to the academy application form, candidates are invited to submit a letter outlining their experience and suitability for this particular post (no more than 2 sides).

Applications can be emailed to: [personnel@lsahigh.org](mailto:personnel@lsahigh.org)

Closing date for applications: **9am on Friday 25th April**

Interviews likely to be held on Wednesday 30th April and Thursday 1st May

Successful candidates will be expected to undertake and maintain an Enhanced DBS check. Online checks will be carried out on shortlisted candidates in line with KCSIE 2024





# A Message from the Chair of the Local Governing Body

Dear Colleague,

Welcome to Lytham St Annes High School. Thank you for taking the time to research and explore our school and I hope you find the information here excites and inspires you to apply for this pivotal position.

LSA is a successful, popular and happy school, proud of its comprehensive culture and commitment to all children. The Fylde Coast is a wonderful place to live and work, but like all schools, the student body reflect a far wider area and the school has many challenges.

Having been an early adopter of Foundation Status, the school has recently been a founding member of a new, local trust which you will read more about here (CCT). We are fortunate to have wonderfully committed, skilled and experienced governors and staff who want to ensure the highest standards but also provide the best opportunities for all. We can't wait to work with the new Headteacher to continue our drive for excellence with a commitment to ensure our young people are equipped with the life skills needed to live and thrive in an ever-changing world.

We are grateful to Gill for her time as the Head of School, overseeing a massive transition for LSA into our Trust. Her role allowed the school to retain the skills and experience of the substantive Headteacher, Ray Baker, within the trust. As Headteacher, you will get the chance to build on what works and have the full support of the governors to move the school forward.

*Beverley Harrison*

Chair of Governors



# WELCOME

Dear Colleague,

We are delighted that you have chosen to explore the very exciting vacancy for a Headteacher at Lytham St Annes High School. Hopefully the information provided in this pack gives you a flavour of the school and motivates you to want to apply for this role.

The Coastal Collaborative Trust (CCT) was formed in March 2024 through the conversion of Hodgson Academy from a single to multi-academy trust (MAT) along with four other founding partners: The Blackpool Sixth Form College and Lytham St Annes High School have since formally joined the trust and two further partners are scheduled to join very shortly. The trust came together on a partnership of equals basis and the Trust Board and Executive Leadership Team (ELT) has been constituted to fairly reflect the contributions from the schools and the sixth form college.

Our motivation to come together and form the Trust was driven at each school/college level and collectively, by a desire to collaboratively create something that will serve the needs of local students, families, communities, and businesses and become, over time, greater than the sum of the parts. Our vision and values (detailed in this pack) are the foundation of our ethos and shapes the way that we operate collectively.

We see this appointment as being critically important – LSA is the largest 11-16 school in Lancashire and the students, families and local community are dependent upon us to make a high-quality appointment to lead their local school and to then support that Headteacher to take the school to new and further successes, something we take very seriously. As a Headteacher in our trust, we want you to have the autonomy you need to be able to thrive whilst offering the support and challenge to develop you in role and inspire further success... you will certainly not be micro-managed, however the principle of reciprocal accountability between school and trust is one we hold very close and are determined will drive the school forward to give all students a high-quality education.

If the information interests you then we would very much welcome you to come and look round and meet us at one of the visit slots outlined in the advert and, if you are the person who can come and make the difference that the school desires, we would love to read an application from you.



*Iain Siddall*

Trust Lead



*Ray Baker*

Deputy Trust Lead



# Our School....

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## Who are we?


Lytham St Annes High School, known locally as LSA, is a large, happy and successful school with a proud history of academic achievement and broad learning experiences. With 1625 students on roll (11-16), LSA has long been one of Lancashire's largest providers, but manages to ensure that every child is known and genuinely matters. LSA is proud that the sense of belonging is central to what we do.

**LSA is a school that has changed dramatically in recent years. It has grown, it has been through a major rebuild and has overcome a number of local challenges. The new Headteacher will inherit a school that is skilled in change but looking for consistency and certainty.**



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## Location and Locality



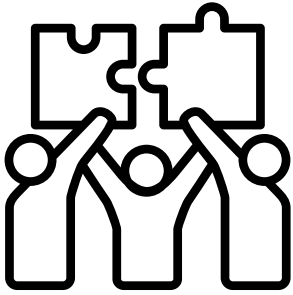
Based between the coastal towns of Lytham and St Annes, LSA is 30 minutes from Preston, 15 minutes from Blackpool and only an hour to Manchester. Most students are local to the school, whilst staff travel from as far afield as Lancaster, Clitheroe and Southport. However, a unique aspect of LSA is that a large number of colleagues attended the school themselves and have actively sought roles in their home town. At last count, there were 40 staff with children attending the school currently, so we reflect the local community perfectly.

LSA serves the wider Fylde coast, with a consistent number of families from the neighbouring towns of Blackpool and Preston applying for places, along with many from rural Fylde. We are the natural provider for our local primary schools, with the school being consistently oversubscribed in recent years. All of our main partner primary schools are excellent providers, so our children arrive well prepared for secondary school. However, this is always a challenge with a cohort of 325, and remains a high priority to always review and improve for our new students,

# Our School...

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## The Culture of LSA



The culture of LSA reflects the commitment of staff to do the very best for the children locally. Our vision is established and centred on the pursuit of excellence. It is NOT about perfectionism, but about continually striving to improve. This vision can only be delivered through a strong set of values, which run through everything at LSA. These are Aspiration, Endeavour, Integrity and Respect.

We are a friendly, kind and inclusive school, but with high expectations of everyone. We serve the local community with pride. Whilst we have excellent relationships with the two other secondary schools in the town, we recognise that we are not only the school of choice but also the only choice for some. It is common for us to teach generations of families, whilst also welcoming newcomers to both the UK and the North West.

After three years of hard work, LSA became a founding member of the Coastal Collaborative Trust. This is a new trust, consisting of strong academies (LSA, Blackpool Sixth Form and Hodgson Academy) and will grow in the coming months with the addition of the McKee College and Chadwick High (AP). There is a sense of excitement throughout the schools about the ways in which our trust will provide opportunities and support for everyone. **The new Headteacher will help to shape this relationship.**



## The Coastal Collaborative Trust







# Our School...

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## Self Evaluation and Outcomes

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The school was last inspected in October 2022 and was judged as remaining good. The report does not tell much about the positivity that inspectors saw and fed back and the school still evaluates itself as good in all areas. The recent dip in KS4 outcomes and the challenge with attendance preclude us from believing anything better, but a close inspection will see a school ready to push forward to be truly excellent.

LSA has an annual income of around £10million. Whilst staffing costs have risen in recent years, the school has strong reserves and manages its finances through an excellent business team. The budget is well managed and there is extensive experience and understanding of the annual costs of running the school, allowing for skilled business planning.

## Finances



With 200 staff, LSA is a busy place to work. The school has a dedicated HR team to support the school leaders to create the right culture and ensure that wellbeing is at the heart of a drive to improve standards. Wellbeing remains a key part of what we do, but there is an understanding that this can only be achieved through offering the best possible environment to work in, with excellent communication. The school manages a number of part-time contracts as part of a commitment to facilitate flexible working. Strong relationships underpin everything and the staff at LSA go above and beyond on a daily basis.

## Our People







# Our School...

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## Our Estate



As one of the pilot schools in the government's Rebuilding School's programme, LSA has been through a significant period of change. After three years of temporary accommodation, the school took ownership of their £24million new block, built to the Government's Net Zero Carbon framework. This building includes new dining facilities, central spaces and an over-sized sports hall.

However, the school is a campus style and as such, retained five legacy buildings, each in different ages and stages. The site team are excellent and ensure that there is a strong culture of Health and Safety, but with a full understanding of how a school needs to operate. Processes and routines are continually developing across the campus and there is always opportunity to refine and improve the experience.

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LSA has worked hard to become an outward facing school, with excellent relationships with parents, the community and other schools. We have an active PTFA, alongside our strong relationships with the local primary schools to ensure the best possible transition to secondary school. We are also fortunate to work with local charitable foundations in order to bolster our provision. The Fylde Rugby Foundation have helped to establish Rugby Union in the school, whilst the Lytham School's Foundation has offered financial support to projects such as the library and the sports hall.

## Local Partnerships



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## More Than Grades!

As part of developing young adults with the ability to contribute and engage in the wider world, LSA has an excellent reputation for the opportunities they provide beyond the classroom. Sport, music and art are all championed equally. The school runs an "excellence" academy for elite young athletes, whilst we support students at all stages of their interest and development. From pure beginners through to international performers, LSA ensures our values of Aspiration and Integrity shine through our large Duke of Edinburgh cohorts each year.



# Our School...

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## The Next Steps at LSA?

LSA has undergone significant change and development in recent years. Our aim is to return the school to the trajectory of improvement that was routinely enjoyed prior to Covid. We want outcomes to improve so that they represent more fairly the hard work of the students, staff and families. At the heart of this is the urgent need to address attendance.

Like all schools, we sometimes forget to celebrate the incredible daily achievements of our students and staff and can be guilty of focusing on what we want to improve. However, LSA is a school that is determined to be the best it can be in everything. Our motto of being a “learning community in pursuit of excellence” is as true now as ever. The school is full of genuinely brilliant practice and has a staff body fiercely proud of the past and excited for the future.





# Job Description

## Headteacher

Lytham St Annes High School

**Salary:** Leadership Scale, Group 7 (set on appointment)

**Responsible to:** The Trust Board and Local Governing Body of Lytham St Anne's High School, Trust Leader and Deputy Trust Leader

### Key Responsibilities and Accountabilities

#### 1. Strategic Direction and Development of the School

- a) Provide strategic leadership and direction of the school.
- b) Ensure that all activities within the school serve the vision, strategic direction and priorities outlined by the Trust and LGB.
- c) Provide inspiring and purposeful leadership for the staff and pupils within a caring and secure environment.
- d) Work in partnership with the Trust Leadership, Local Governing Body, pupils, staff, parents and other stakeholders to instill the ethos and values which underpin all activities within the school.
- e) Create and implement strategic development plans underpinned by sound financial planning, which identify short, medium and long-term priorities and targets for achieving and sustaining excellence.
- f) Develop the school as a centre of excellence in leadership.
- g) Regularly monitor and evaluate the performance of the school and respond and report to the Trust Leadership, Trustee Board and LGB.
- h) Implement the Trust's policy on equal opportunities for all the staff and pupils.
- i) Ensure that management, finances, organisation and administration of the school support its vision and aims.
- j) Ensure that policies and practices take account of national, local and school data including inspection and the outcomes of school self-review.
- k) Maintain positive relationships with strategic partners at all levels, both within the Trust and in the wider community, in particular championing our work with our excellent local Primary Schools



**Aspiration  
Endeavour  
Integrity  
Respect**



# Job Description

## 2. Curriculum, Teaching and Learning

- a) Create and maintain a scholarly ethos of excellence and endeavour that promotes and secures outstanding teaching, excellent learning and the highest standards of achievement.
- b) Organise, implement and monitor the curriculum and its assessment and ensure that it:
  - i) Provides an academic focus for all pupils.
  - ii) Is broad, structured, coherent and sets out the key knowledge that will be taught.
  - iii) Is relevant to the needs of all pupils.
  - iv) Fulfils the school's legal responsibilities.
  - v) Leads to outstanding achievement by all pupils, regardless of prior ability.
- c) Ensure that standards in literacy, numeracy and ALL subjects are priority targets for all pupils, including those with special educational needs.
- d) Establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities.
- e) Ensure that the reading curriculum is high quality and evidence-informed.
- f) Ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum.
- g) Monitor and evaluate the quality of teaching, and standards of learning and achievement of all pupils in the school.
- h) Participate, to such an extent as may be appropriate having regard to the Headteacher's other duties, in teaching pupils in the school

## 3. Personal Development, Behaviour and Welfare

- a) Secure excellent attendance for all pupils, through rigorous implementation of the school's attendance policy and effective use of intervention strategies where required.
- b) Establish and sustain high expectations of behaviour for all pupils, built upon a behaviour curriculum, rules and routines, which are understood clearly and implemented consistently.
- c) Ensure high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy.
- d) Implement consistent, fair and respectful approaches to managing behaviour.
- e) Ensure that adults within the school model and teach the behaviours required for success beyond school.
- f) Ensure the effectiveness of safeguarding arrangements, through the rigorous implementation of the school's safeguarding policy and the promotion of a robust safeguarding culture.
- g) Determine, organise and implement a programme for character education, including the high-quality teaching of RSHE.
- h) Determine and implement policies which promote:
  - i) Character development, self-discipline and commitment to British values, the law and active citizenship.
  - ii) Outstanding conduct and the development of exemplary citizens.
  - iii) Positive strategies for developing excellent understanding and respect for all people, cultures and communities.
- i) Develop effective links with the community, including voluntary organisations and enterprises, to extend the curriculum and enhance learning and teaching.
- j) Create and sustain an effective partnership with parents to support and improve pupils' achievement and personal development.
- k) Promote extra-curricular activities across the curriculum.





# Job Description

## 4. Leading and Managing Staff

- a) Provide effective and regular operational management of senior leaders with regular oversight, appraisal and delegation of responsibilities.
- b) Lead in the recruitment and selection of teaching and non-teaching staff.
- c) Plan, allocate, support and evaluate work undertaken by groups, teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities in a manner consistent with conditions of employment.
- d) Implement and sustain effective systems for the management of staff performance including the development and maintenance of a culture of high expectations of self and of others, taking appropriate action when performance is unsatisfactory.
- e) Lead, co-ordinate and monitor the continuing professional development of staff, including Early Career Teachers.
- f) Ensure that professional duties are fulfilled, as specified in the Contract of Employment.
- g) Prioritise the development on leadership skills at all levels, to ensure a school with excellent succession planning.
- h) Develop good working relationships with the Trust Leadership, governors, staff, pupils, parents/carers, the community and other stakeholders within and beyond the Trust.

## 5. Efficient and Effective Deployment of Staff and Resources

- a) Lead the development of school-level policies and procedures for approval at trust level concerning the school's resource and asset management.
- b) Set appropriate priorities for expenditure, allocation of funds and effective administration and control by:
  - i) Effective management of the school's budget.
  - ii) Rational allocation and monitoring of time, space and material resources.
  - iii) Ensuring effective and safe arrangements for the siting and storage of material and equipment.
- c) Exploit financial opportunities to improve and develop the school building, and manage and organise the accommodation efficiently and effectively to ensure it meets the needs of the curriculum and Health and Safety regulations.
- d) Make arrangements for the security and effective supervision of the school buildings, their contents and the grounds.
- e) Ensure that any lack of maintenance, repairs or modification, including breaches of Health and Safety legislation, is acted upon promptly and in accordance with the delegation arrangements of the Trust.
- f) Ensure effective working relationships with external agencies and services contracted to the school and the Trust.

## 6. Wider Responsibilities to The Coastal Collaborative Trust

- a) Support the activities of the Trust.
- b) Share excellent practice and learn from, with and about other schools in the CCT family of Schools and Academies.
- c) Liaise effectively with, and support the work of, the Trust Leadership Team to enable it to ensure the effectiveness of all CCT Schools and Academies.
- d) Play an active role in the local family of schools and academies.





# Job Description

## 7. Accountability

- a) Be accountable for standards across all aspects of provision.
- b) Be ambitious for pupil outcomes, ensuring targets for academic performance are met.
- c) Create and develop an organisation in which all staff recognise that they are accountable for the success of the school.
- d) Present a coherent and accurate account of the school's performance in a form appropriate to the range of audiences, including staff, Trust Leadership, LGB, local community, Ofsted, and others to enable them to play their part effectively.
- e) Ensure that parents/carers and pupils are well informed about the curriculum, attainment, behaviour, attendance and progress, and about the contribution they can make in supporting their child's learning and achieving the school's targets for improvement.
- f) Maintain such records of the school as are appropriate to communicate its development, improvements and achievements.
- g) Carry out any such duties as may be reasonably required by the Trust Leadership, Trust Board and LGB.

## 8. Other Responsibilities

- a) Be a member of the Trust's Executive Leadership Team, consisting of the Trust Leadership and the Headteachers/Principal of the other academies.
- b) Promote the Trust's vision.
- c) Champion the Trust's values.
- d) Contribute to the wider life of the Trust, its schools and its community through partnership work.
- e) Carry out any such duties as may be reasonably required by the Trust.

## 9. Records Management

- a) All staff who create, receive, and use records in the course of their job are responsible for ensuring that records are managed appropriately. It is therefore likely that this post-holder will have responsibility for recordkeeping as part of the role. Employees are required to be conversant with the Trust's policies and procedures on records management.



# Person Specification

<b>1. Qualifications</b>		<b>Essential</b>	<b>Desirable</b>
1a	Degree	*	
1b	Teaching qualification	*	
1c	Higher relevant qualification (e.g. NPQ, masters)		*

<b>2. Experience</b>		<b>Essential</b>	<b>Desirable</b>
2a	Extensive senior leadership experience	*	
2b	Track record of leading whole school improvements	*	
2c	Experience of Senior Leadership in more than one school		*
2d	Teaching experience	*	
2e	Involvement in school self-evaluation and development planning	*	
2f	Demonstrable experience of successful line management and staff development	*	
2g	Experience of Headship (or acting headship or Head of School)		*
2h	Experience of leadership in a large school (over 1000 students)		*

<b>3. Knowledge</b>		<b>Essential</b>	<b>Desirable</b>
3a	Expert understanding of national and local education	*	
3b	Knowledge of safer recruitment in education and working together to safeguard children	*	
3c	Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve	*	
3d	Understanding of school finances and financial management	*	



# Person Specification

<b>4. Skills</b>		<b>Essential</b>	<b>Desirable</b>
4a	Excellent interpersonal skills with ability to engage stakeholders	*	
4b	Excellent communication skills in written and verbal formats including report-writing and presentations	*	
4c	Adept at problem-solving, including being able to identify and resolve issues in a timely manner	*	
4d	Demonstrable numerical and analytical skills	*	
4e	Ability to absorb and assimilate a wide range of information	*	
4f	Data analysis skills, and the ability to use data to set targets and identify weaknesses	*	
4g	Ability to communicate a vision and inspire others	*	
4h	Ability to build effective working relationships	*	
4i	Ability to work under pressure and to tight deadlines with the ability to prioritise and organise workloads	*	
4j	Demonstrable computer and IT skills with proficiency in MS Office suite	*	

<b>5. Personal Qualities</b>		<b>Essential</b>	<b>Desirable</b>
5a	Commitment to uphold the 7 principles of public life (the Nolan Principles) at all times	*	
5b	A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the academy	*	
5c	Ability to work under pressure and prioritise effectively	*	
5d	Commitment to maintaining confidentiality at all times	*	
5e	Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position	*	





# Living on the Fylde Coast

Lytham St Annes, a picturesque and vibrant town on the Fylde coast of Lancashire, offers an exceptional environment to both live and work in a community-oriented setting. With a blend of historic charm, modern amenities, and a welcoming atmosphere, the town provides an ideal backdrop for anyone considering working or re-locating to the area.

## **Local Attractions and Community**

Lytham St Annes is well known for its attractive coastline, green spaces, and rich cultural heritage. The town is home to Lytham Green, a scenic open space that stretches along the Ribble Estuary and is the site of various community events, including the renowned Lytham Festival, which attracts internationally acclaimed musicians. Lytham Windmill, a historic landmark, and the nearby Lytham Hall, an 18th-century Georgian manor, both serve as focal points of local heritage and education.

St Anne's Beach and its iconic Victorian pier offer traditional seaside attractions, while the Fairhaven Lake provides opportunities for water sports and leisurely boat rides. The RSPB Ribble Discovery Centre, situated at Fairhaven, offers a chance to explore the area's diverse birdlife, fostering educational opportunities for schools.

## **Transport Links**

Lytham St Anne's benefits from excellent transport connections, making it a convenient location for those commuting from surrounding areas. The town is served by two railway stations, Lytham and St Anne's-on-the-Sea, both providing direct links to Blackpool, Preston, and further afield to Manchester. Road connections are also strong, with the M55 motorway offering easy access to the M6, making travel to major northern cities straightforward.

For those requiring air travel, Manchester Airport is approximately an hour's drive away, providing national and international connectivity. Liverpool John Lennon Airport is also within reach, further expanding travel options.

## **Leisure and Lifestyle**

Lytham St Anne's boasts a thriving town centre with a variety of independent shops, restaurants, and cafés, as well as larger retail options. The area is well known for its high standard of living, with a relaxed pace of life and a strong sense of community.

For those with an interest in sport and outdoor activities, the town is home to several prestigious golf courses, including the world-famous Royal Lytham & St Annes Golf Club, which has hosted multiple Open Championships. Tennis courts, sports centres, and local parks also cater to a wide range of interests.

Families are well catered for with a range of excellent schools, community groups, and recreational activities. The town has a strong emphasis on arts and culture, with venues such as The Lowther Pavilion hosting theatre productions, concerts, and exhibitions throughout the year.

Lytham St Anne's offers an exceptional quality of life. The town's strong community spirit, excellent amenities, and outstanding natural surroundings make it an attractive place to live and work. With its combination of historical charm, modern conveniences, and excellent transport links, it presents an ideal location to live, work and commute to and from.



**The Coastal Collaborative Trust is a new and developing Multi Academy Trust, based in Lancashire.**

Our MAT grew from the historic successes of Hodgson Academy, converting from a single to a multi-Academy Trust in 2024. The founding partners are all good, strong and proven providers:

- Hodgson Academy (11-16, NOR 1100, Ofsted Good)
- Blackpool Sixth Form (16-18, NOR 2000, Ofsted Outstanding)
- Lytham St Annes High School (11-16, NOR 1625 , Ofsted Good)

Joining this year will be two of Lancashire’s PRUs, McKee College and The Chadwick High School.

## Values



## Vision

Our vision is to *nurture a love of learning, raise aspirations and improve life chances for our students. We will achieve this by delivering an ambitious and inclusive curriculum, recruiting and investing in high calibre staff, and providing a caring and supportive environment in which our students and staff can thrive.*



Our MAT is developing quickly with an excellent board of local trustees and a small, but highly experienced central team. All employees have been appointed from the founding schools and there is a commitment to developing excellent schools and supporting Headteachers to lead. With good schools, this is easy!

Our aim is to create the environment where school leaders can focus on teaching, learning and excellent student behaviour. We value staff as our greatest asset and we want to make a genuine difference to our local communities. The role of the CCT is to enable school leaders to make this happen.

Our MAT is new and the potential to make a difference in this area and beyond is limitless. Developing and establishing up relationships and working practice will take time, but there is a genuine understanding of the complexity of our roles and respect for our commitment and experiences. **The Headteacher at LSA will help shape the future within and beyond our school.**



# The Application Process

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## **Timeline:**

28th March: Advert goes live in national press

7th, 8th, 9th April: School visits available by appointment ([katherine.brindle@lsahigh.org](mailto:katherine.brindle@lsahigh.org))

Completed applications can be emailed to: [personnel@lsahigh.org](mailto:personnel@lsahigh.org)

## **25th April: Applications close at 9am**

Successful candidates will be informed during the afternoon of 25th April

30th April: Interview

1st May: Final interviews for successful candidates

## **Notes:**

We recognise the challenge that applying for a role during this term can bring, especially with the nature of the different Easter breaks. If this is an issue, please contact the school for a confidential chat.

This job will be advertised nationally and the governors are determined to appoint the very best person for the post. The chosen methods for advertising will be Schools Week, DfE and social media.

We also recognise that the second day of the interview will preclude a serving headteacher from starting in September. This has been planned for and we also want to ensure the school from which the successful candidate comes from, has time to plan and appoint.

Lytham St Annes High School is committed to safeguarding and promoting the welfare of young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake and maintain an enhanced DBS check.

Please note that in line with Keeping Children Safe in Education 2024 an online search will be carried out as part of our due diligence on shortlisted candidates.

This post is exempt from the Rehabilitation of Offenders Act 1974; therefore, applicants must disclose all spent and unspent convictions, cautions, and reprimands, subject to the relevant filtering rules.