



# **New Longton All Saints' C of E Primary School**



## **Headteacher Recruitment 2025**



**Guided by God's Light, we aim to Experience, Enjoy and Excel**

# A Letter from our Chair of Governors:

Dear prospective candidate,

Thank you for your interest in the post of Headteacher at our wonderful school.

New Longton All Saints' is a forward-looking, inclusive school with friendly, hard-working and supportive staff who are committed to teamwork and self-development, dedicated to enabling our pupils to realise their full potential guided by our values and faith. Our pupils are happy, caring, polite, enthusiastic and keen to learn and we are immensely proud of them.



At New Longton All Saints', we are guided by God's light, ensuring our Christian values inform our approach to all areas of school life. Our children experience a richly rewarding school life, at the heart of the local community, through a varied curriculum and a range of enriching extracurricular activities. Our children enjoy time at school, becoming socially intelligent, emotionally mature, and mentally resilient. Our children excel in pursuing their passions and deepening their skills, through the provision of excellent and well-resourced and supported teaching.

We are a hub for our village, having forged strong links with New Longton All Saints' Church, through our Young Saints and Teen Saints programmes and we are continually searching for ways to give our pupils enriching development opportunities both in our community and further afield.

For this role, we are seeking a hardworking, innovative, and dedicated headteacher with a proven track record of excellent leadership and the vision to help us continue to provide our children with the best possible experiences and prepare them for life beyond primary school. This exciting role will provide the successful candidate with a phenomenally well-resourced school and the opportunity to lead our supportive and dedicated school team.

First and foremost, we are looking for an exceptional leader who lives and breathes teaching and learning and embodies servant leadership. At New Longton All Saints' C of E Primary School, our vision is to provide a nurturing and inclusive environment guided by our core Christian values of Love, Forgiveness, Respect, Honesty, Hope, Trust, Joy, Patience, Kindness, and Resilience.

We are committed to fostering a supportive and collaborative community where every member can thrive and contribute to the holistic development of our students, and we strongly encourage you to arrange a look round and book a chat with me or our Deputy Head, Mrs Urey, to better understand our school's ethos, our vision for education and our needs.

Further details about our school are available on the website:  
<https://newlongtonprimary.school> and on our social media channels.

If you share our vision and believe that you have the necessary skills, determination and enthusiasm to join our team, then I encourage you to come and see our school for yourself. Please telephone the school office on 01772 613470 to make an appointment with us and we would be delighted to show you around and answer any questions you may have.



Yours faithfully,  
Dan Cleary  
Chair of Governors



**Adventure & Exploration**



**Aspirations**



**Healthy Body, Healthy Mind**



**Global Citizens**



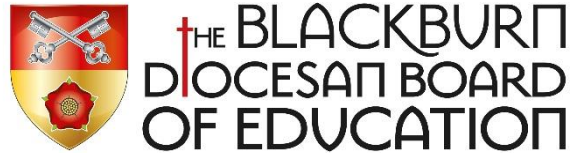
**Guided by God's Light, we aim to Experience, Enjoy and Excel**

# New Longton All Saints' C of E Primary

## A letter of welcome from the Director of Education, Blackburn Diocese

Diocesan Offices  
Clayton House  
Walker Office Park  
Blackburn  
BB1 2QE

Tel (01254) 503404



Dear Applicant,

Thank you for your interest in the Headteacher position at New Longton All Saints' Church of England Primary School. This is a wonderful opportunity to lead a school that is a shining example of the Church School family at the heart of our diocesan vision: Healthy Churches, Transforming Communities. When we speak of "Church," we mean not only our parish congregations but also our family of Church schools-each a precious jewel, and New Longton All Saints' truly sparkles among them.

The recent SIAMS and OFSTED reports celebrate many of the joys that make this school such a privilege to lead. Inspectors noted the school's aspirational Christian vision, its culture of inclusion and dignity, and the flourishing of both pupils and adults. The school's commitment to academic excellence is clear, with exceptional outcomes in English and Mathematics, while a rich curriculum and vibrant extra-curricular life ensure every child can experience, enjoy, and excel. Pupils are happy, safe, and deeply respectful; staff feel valued and supported; and the whole community is bound together by a sense of purpose and care.

As a Diocese, we are called to seek justice for all. This Headteacher role is a calling to be an advocate for every young person-ensuring all voices are heard, talents nurtured, and opportunities opened up for every child and family in the school and wider community. You will be the steward of a vision that is guided by God's light, shaping lives so that all may flourish.

The school's vision-*Guided by God's Light, we aim to Experience, Enjoy and Excel*-is at the heart of everything it does. We are seeking a leader who will champion this vision, inspire others, and work in partnership with staff, governors, families, and the parish to continue the school's journey of excellence.

The Bible reminds us:

*"For to everyone who has, more will be given, and they will have an abundance."* (Matthew 25:29)

We pray for a Headteacher who will help every member of the school community discover and develop their God-given talents.

If you are passionate about transforming lives through education rooted in Christian faith and values, we warmly encourage you to apply. I look forward to hearing from you and to welcoming you into our diocesan family.

With every blessing,

Sincerely,

Iain Parks  
Director of Education  
Board of Education for the Diocese of Blackburn



# Messages of welcome and hope from our pupils to our new Headteacher



Please follow the  
QR Code or [click  
here to view our  
pupils' messages](#)



# **New Longton All Saints' C of E Primary School**

## **Job Description for Headteacher Post at a Voluntary Aided School**

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

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

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

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

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

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

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

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

### **B. Headteacher Standards**

#### **1. School culture**

Headteachers:

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

## **2. Teaching**

Headteachers:

- establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn
- ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains
- ensure effective use is made of formative assessment
- ensure that the teaching of Religious Education is high quality and consistent with the teachings of the Church of England

## **3. Curriculum and assessment**

Headteachers:

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

## **4. Behaviour**

Headteachers:

- draw on the Christian vision of the school, establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils
- ensure high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy
- implement consistent, fair and respectful approaches to managing behaviour
- ensure that adults within the school, model and teach the behaviour of a good citizen, according to Christian values

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

Headteachers:

- ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities
- establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively
- ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate
- ensure the school fulfils its statutory duties with regard to the SEND code of practice

## **6. Professional development**

Headteachers:

- ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs
- prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development
- ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning
- ensure that professional development opportunities are provided that enable a deeper understanding and effective development of the Christian ethos, worship and Religious Education in the school, including drawing on expert provision at National Church and Diocesan level

## **7. Organisational management**

Headteachers:

- ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care
- prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds
- ensure staff are deployed and managed well, with due attention paid to workload
- establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently
- ensure rigorous approaches to identifying, managing and mitigating risk

## **8. Continuous school improvement**

Headteachers:

- make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness as a church school and identify priority areas for improvement
- develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context
- ensure careful and effective implementation of improvement strategies which lead to sustained school improvement over time, including improving performance against the SIAMS criteria

## **9. Working in partnership**

Headteachers:

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

## **10. Governance and accountability**

Headteachers:

- understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility
- establish and sustain professional working relationships with those responsible for governance
- ensure that staff know and understand their professional responsibilities and are held to account
- ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties

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

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



# New Longton All Saints' C of E Primary School

## Headteacher Person Specification at a Voluntary Aided School

The applicant will be required to safeguard and promote the welfare of children and young people.

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

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

Job title: Headteacher	L14 – L20
Establishment: New Longton All Saints' Church of England Primary School	
Requirements (based on the job description)	Essential (E) or desirable (D)

### Qualifications, Experience and Professional Development.

#### [A] Faith Commitment

		Essential/ Desirable
1.	Regular involvement in a church in membership of Churches Together in England, The Evangelical Alliance or Northwest Gospel Partnership. <i>(This requires evidence of current church involvement and a clear indication of the applicant's beliefs in relation to a Church school)</i>	E

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

		Essential/ Desirable
2.	Strategic thinking and planning that builds, communicates and carries forward a coherent and shared Christian vision for the school	E
3.	Ways to ensure that the Christian vision enables the flourishing of pupils and adults within the school and its community	E
4.	Leading school worship	E
5.	Ways of developing the effectiveness of religious education and the impact of collective worship	E
6.	How relationships should be fostered and developed between the school, local Church and its community and Diocese	E
7.	Ways of leading the spiritual development of all the school community	E

[B] Qualifications

	Qualification requirements	Essential/ Desirable
8.	Qualified teacher status	E
9.	Degree	E

[C] Professional Development

		Essential/ Desirable
10.	Evidence of recent and appropriate professional development for the role of Headteacher (for a first-time head) Or Evidence of ongoing leadership and management professional development (if a serving head)	E
11.	Up to date safeguarding training and knowledge of legislation for the protection of young people	E

[D] School leadership and management knowledge and experience

		Essential/ Desirable
12.	Successful leadership as a Headteacher OR Deputy Headteacher OR Assistant Headteacher	E
13.	Evidence of successfully leading school improvement	E
14.	Evidence of the application of strategies to review, evaluate and improve teaching and learning	E
15.	Experience of leading curriculum development	E
16.	Experience of monitoring staff performance	E
17.	Experience of effective budget management and financial analysis	D
18.	An understanding of strategic financial planning in relation to its contribution to school improvement and pupil achievement	E
19.	The ability to provide support and advice to the Governing Board to enable it to meet its responsibilities	E
20.	To have had experience of guiding, mentoring or training individuals or teams	E
21.	Maintains good awareness of current national education policy and strategy	E

[E] Experience and knowledge of teaching

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

#### [F] Professional Attributes

		Essential/ Desirable
27.	Strong behaviour management skills	E
28.	An ability to communicate effectively, both orally and in writing, with a range of audiences	E
29.	To be a leader of learning; demonstrating, promoting and encouraging excellent classroom practice	E
30.	A commitment to the professional development for all staff, and self	E
31.	Have a good commitment to sustaining regular attendance at work	E
32.	To be able to assess and balance risks and opportunities	E
33.	An ability to engage and work collaboratively with parents and carers	E
34.	The ability to plan, prioritise and organise self and others	E

#### [G] Personal Qualities

		Essential/ Desirable
35.	A passion for achieving the very best outcomes for all children	E
36.	The capacity to provide inspirational, enthusiastic and innovative educational leadership	E
37.	A caring and considerate attitude towards children, which values each child's potential and recognises each child as an individual.	E
38.	An ability to establish effective working relationships with a wide and diverse range of people including pupils, parents, governors, colleagues, other professionals and wider community	E
39.	The ability to inspire confidence through excellent interpersonal skills	E
40.	Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others	E

#### [H] Safeguarding

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

#### [I] Professional Skills

Each candidate will be expected to demonstrate knowledge and understanding of the Headteachers' Standards 2020 which also form the basis of the Job Description. Candidates will be expected to show evidence of having applied this knowledge and understanding in their current setting as well as an awareness of how this will be applied in New Longton All Saints' Church of England Aided school.

[J] Confidential References and Reports

	Positive and supportive faith reference from the priest/minister where the applicant regularly worships  <i>Candidates who do not use their Parish priest/minister must give an explanation in the letter of application</i>	E
	Positive recommendation from all referees, including current employer	E

[K] Application Form and Letter of Application

*The form must be fully completed and legible. The letter of application should be clear, concise and related to the specific post.*

Closing date for applications	Monday 16 <sup>th</sup> June midday
Governors' shortlisting	Thursday 19 <sup>th</sup> June – 5pm
Interview dates	Monday 7 <sup>th</sup> July – at school Tuesday 8 <sup>th</sup> July – Hutton 6 <sup>th</sup> Form Centre

**Visits to our school are warmly recommended so that you can see us first-hand.**

**All relevant information is available on our school website and we encourage candidates to visit it.**

**It can be reached via the link below:**

**<https://newlongtonprimary.school>**



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