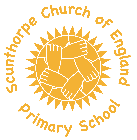
[[](https://scunthorpe.n-lincs.sch.uk/northlincs/primary/scunthorpe)](https://scunthorpe.n-lincs.sch.uk/northlincs/primary/scunthorpe)

**Application Pack for Headteacher**

Compassion Forgiveness Courage Hope



Respect Justice

**CONTENTS**

1. Copy of the Advertisement

2. Welcome Letter from the Chair of Governors

3. Job Description

4. Person Specification

5. Letter from the Diocese

*"For I know the plans I have for you" declares the Lord. "Plans to give you hope and a future." Jeremiah chapter 29 v 11*

**ADVERTISEMENT**

Scunthorpe Church of England Primary School, North Lincolnshire

**Headteacher**

Salary: L15 – 21

Start date: 1st September 2025

Contract term: Permanent

Contract type: Full time

Scunthorpe Church of England Primary School is a friendly and welcoming school which has been judged by Ofsted to be ‘good’. We are situated in the centre of Scunthorpe and are proud of our community links. Due to the promotion of the previous postholder, we are looking to appoint a new Headteacher.

This is an exciting opportunity for the right person to lead our school, which was described recently as the golden strand of hope weaving through the tapestry of life of the local community (SIAMS 2024). We are an inclusive and caring church school family that provides a place of acceptance and hope in our community. We recognise that everyone has immeasurable potential, given the opportunity to shine. We courageously strive to pursue excellence in all that we do.

Our vision is to equip our school community to respond positively to life’s challenges and develop ambition and hope for the future. We celebrate our diversity and work hard to provide an inclusive and equitable environment for everyone. We are a church school that is integral to our multi-racial and multi-faith community. Our values and beliefs underpin our day-to-day learning, teaching and relationships. We have motivated staff who work hard to make sure every child thrives. School leaders have been recognised for their bold decisions. Parents are supportive and appreciative.

We are particularly proud of our pioneering award as a School of Sanctuary which recognises our achievement in welcoming our multi-cultural community.

The successful candidate will:

• Be an inspirational, motivational and compassionate leader, valuing our staff through challenging development opportunities

• Be committed to helping our children flourish and exceed their full potential through an exciting, broad and balanced curriculum

• Build an open, positive, and constructive relationship with the governing body based on trust

• Enable organisational improvement through the development of a culture of commitment

• Develop a deep connection with the community that you serve as Headteacher

• Work in mutually beneficial partnerships with other organisations, based on our values

We can offer you:

• A welcoming, friendly, inclusive school with well-motivated staff and enthusiastic children

• Strong Christian Ethos and Values encouraging an awareness of the meaning and significance of faith

• A very supportive local cluster of schools, local authority and Diocese.

• Strong links with the parish, local nurseries and the community support teams, including Community Centres.

Our school is a happy place where children want to attend and learn. We invite you to come and visit our school, meet our children and staff, and experience our warm and friendly welcome.

Please visit our school’s website to find out more about our school: https://scunthorpe.n-lincs.sch.uk/northlincs/primary/scunthorpe

Visits to the school can be arranged on either 27th January at 2.00 p.m. or 5th February at 10.30 a.m. Appointments can be made via our School Business Manager, Mrs Holman, on the following email address: sbm@scunthorpe.n-lincs.sch.uk or by calling 01724 842526.

We are committed to the safety and well-being of the whole school community. The successful applicant will be required to undertake an enhanced DBS check and participate in a safer recruitment process.

The closing date for applications is Monday, 24th February at noon.

Shortlisting will take place on Wednesday, 26th February.

Interviews will be held on Thursday 13th and Friday 14th March

**LETTER FROM CHAIR OF GOVERNORS**

January 2025

Dear Candidate

I would like to welcome you to Scunthorpe C of E Primary School, a place to shine.

We are immensely proud of our vibrant and diverse community who we welcome with open arms into our Christian family.

Scunthorpe C of E is highly regarded locally. The school is the school of choice for so many families that we have been oversubscribed year on year.

Our pupils are full of hope for the future and we strive to give them a broad and ambitious curriculum to equip them for life in the 21st century.

The health and well-being of our staff and pupils is paramount, and we have several innovative initiatives to support this.

We are proud to be ‘School of Sanctuary’ pioneers in Lincolnshire and I would urge you to watch our video on the homepage of the website.

Thank you for your interest in Scunthorpe C of E.

Kind regards

Amanda Cleaver

Chair of Governors

**JOB DESCRIPTION**

**Headteacher at Scunthorpe Church of England Primary School**

**General duties**

1. The Headteacher shall carry out the duties of a Headteacher as set out in the current School Teachers Pay and Conditions Document and Headteacher Standards Document, and any subsequent document which may replace it.
2. The Headteacher has overall management responsibility for Scunthorpe Church of England Primary School:

* internal organisation
* management
* control of the school – in accordance with the current Teacher’s Pay and Conditions Document, the policies of the Governing Body (including the budget), applicable legislation and the policies of North Lincolnshire Council (hereafter referred to as the Local Authority) and the Lincoln Diocesan Board of Education (LDBE)

1. The Headteacher, working with the Governing Body will:
   * + develop a strategic view for the school in its community.
     + communicate compellingly the school’s Christian vision and drive the strategic leadership, empowering all pupils and staff to excel.
     + drive forward the School of Sanctuary status.
     + analyse and plan for its future needs, development and improvement.
     + ensure effective management in the context of School, Diocesan and

Local Authority (LA) policies.

**Specific responsibilities**

1. **Ethos**
2. To maintain an ethos in which individuals feel valued and where personal endeavour and responsibility are encouraged.
3. Create a strong Christian ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
4. Hold and articulate Christian values and moral purpose, focused on providing a world class education for the pupils they serve.
5. To maintain high morale and to set an example of professional standards and leadership.
6. To maintain an environment where all members of the school community actively demonstrate their care and concern for everyone, with regard to school policies (equality/anti-prejudice/anti-bullying).
7. To have responsibility for promoting and safeguarding the welfare of all learners
8. **The Organisation and Management of the school**
   1. To assume responsibility for the overall internal organisation and management of the school and to exercise supervision over teaching and support staff.
   2. To manage the process for selection and appointment of appropriately qualified teaching and support staff, and to provide information about staff which may be relevant to their future employment.
   3. To deploy and manage all teaching and support staff and allocate particular duties to them consistent with their conditions of employment and job descriptions. This includes delegation of some of the Headteacher’s duties and responsibilities to others if appropriate.
   4. To participate in teaching, to such an extent as may be appropriate, (including PPA time in line with current guidelines) whilst having regard to the Headteacher’s leadership, other functions and duties.
   5. To ensure that absent teachers are appropriately and fairly covered.
9. **Pupils**
   1. To ensure the school holds ambitious expectations for all pupils, including those with additional and special educational needs and disabilities.
   2. To have overall responsibility for the health and safety of all staff and pupils.
   3. To have up to date knowledge of relevant legislation and guidance, in relation to working with, and the protection of, children and young people.
   4. To display commitment to the protection and safeguarding of children and young people.
   5. To ensure the social, emotional and pastoral needs of the pupils are recognised and met, especially in relation to Pupil Voice.
   6. To ensure pupils are always engaged in safe and healthy educational activities in a school environment.
   7. To ensure that inclusion is promoted for all learners.
   8. To ensure maintenance of good order and discipline in line with the school’s behaviour policy.
10. **Staff** 
    1. To ensure that all staff have requisite non-contact time in accordance with their role.
    2. To ensure that appropriate levels of personal management including wellbeing, mentoring, and professional development are available to all staff.
    3. To evaluate the standards of teaching and learning in the school and ensure that proper standards of professional performance are established and maintained.
    4. To support all staff members in the performance of their work by providing clear expectations and guidance, encouraging responsibility in their own management, and valuing each individual’s contribution and responsibilities.
    5. To ensure that teachers receive information needed to carry out their professional duties effectively (including advice from the LA, Diocese, and Department for Education [DfE]).
    6. To fulfil the requirements for the appraisal of staff and to involve staff in decision making processes related to school development.
    7. To monitor and review staff deployment and ensure the most effective use of human resources.
    8. To ensure all entitled staff take breaks of reasonable length during each school day.
    9. To carry out required personnel procedures including disciplinary procedures.
    10. To maintain positive relationships with Staff Unions and Professional Associations.
11. **Governing Body** 
    1. To encourage all Governors to participate in school life and activities.
    2. To attend, provide information for, and report to Governors’ full and special committee meetings including:
       * School Development Plan
       * Termly reports
       * Budget reports
       * Any other relevant information

c. To ensure Governors are fully conversant with the workings of the school and to assist and support them in the fulfilment of their responsibilities.

* + - 1. To present LA, Diocese and DfE advice to Governors when formulating policy.

1. **School Improvement** 
   1. To formulate and develop strong and clear leadership in line with all current legislation.
   2. To formulate the overall aims and objectives of the school, and policies for their implementation, and to ensure that they are effectively communicated and understood by staff, parents and others with a legitimate interest in the life and work of the school.
   3. To keep the work and organisation of the school under review, maintain a development plan, and ensure its implementation in the context of the school’s budget, and school, LA and national developments.
   4. To initiate and maintain effective administration procedures and records to ensure the efficient operation of the school.
   5. To complete any statistical returns, follow given procedures and write any necessary reports which may be required by the LA, Diocese, and other relevant bodies, in compliance with current Data Protection legislation.
2. **The Curriculum**
   1. To develop, implement and monitor curriculum policies within the school.
   2. To ensure a broad and balanced curriculum, relevant to the abilities, aptitudes and needs of all pupils, set firmly within the framework of the National Curriculum, and with scope for differentiation to cover the full age and ability range within the school, and cross-linked between subject areas.
   3. To have careful regard to the Early Years and Foundation Stage Curriculum, and how this feeds into the National Curriculum.
   4. To ensure that there are appropriate schemes of work and planning methods to cater for both individual pupils’ learning needs, and the creative delivery of the curriculum, and to monitor their implementation.
   5. To ensure that adequate and appropriate records of pupil performance are maintained to promote continuity of learning and progress in school and on transfer.
   6. To ensure that each pupil has a carefully considered Individual Learning Plan that reflects his/her learning needs and is regularly reviewed and reformulated.
   7. To ensure that the National Curriculum, Religious Education, PHSE and Citizenship are delivered as a minimum requirement and that collective worship takes place in accordance with legal requirements.
   8. To ensure the school takes account of local and national initiatives and policies relevant to teaching and learning.
   9. To ensure the ongoing monitoring, regular evaluation and development of the curriculum by maintaining close links with classroom practice and teaching throughout the school when the opportunity arises and on a timetabled basis.
   10. In consultation with staff, to develop appropriate criteria for the evaluation of the effectiveness of both teaching and learning, and to use the results to initiate improvement and development.
   11. To promote and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn.
   12. To ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains.
3. **Finance, premises and resources**
   1. To manage all the delegated financial resources available to the school taking into account the changing needs of the school population, the school development plan, and the need to maintain the high and well-regarded status of the school.
   2. To manage financial resources made available to the school by private means.
   3. To maintain appropriate records, accounts and monitoring information, ensuring all conditions are met in line with current legislation.
   4. To propose to the Governing Body a balanced budget that meets the needs of the school and takes particular cognisance of the School Development Plan.
   5. To monitor the monthly budget reports and to take action as appropriate.
   6. To present the termly budget reports to the Governing Body with an analysis of the figures therein.
   7. To proactively seek new opportunities to generate new income for the school where appropriate, advising and making recommendations to the Governing Body for their approval.
   8. To supervise the maintenance and security of equipment and accommodation.
   9. To provide an appropriate safe and stimulating environment within which high quality educational opportunities will be made available to all pupils. This will include oversight, monitoring and evaluation of services provided by the LA, Diocese and other agencies.
   10. In the capacity of Premises Manager, ensure that the building and its contents are well maintained, cleaned and repaired as necessary.
   11. To allocate, supply and maintain resources and equipment in line with school policies and development plan.

1. **Parents/carers**
   1. To ensure that parent/carer participation is fully encouraged and that parents/carers have appropriate access to all aspects of planning for their child, information about school policies and developments, and are made to feel welcome in school.
   2. To have due regard for parents’/carers’ needs, requirements and entitlements and to provide counselling and guidance to learners and parents/carers as appropriate, and to liaise with other agencies on their behalf.
   3. To ensure that statutory requirements for reporting to parents/carers through the Annual Report and the Annual Review of the Statement of Special Educational Needs are met, and that the school’s own procedures for informing and reporting to parents are followed.
2. **Liaison**
   1. To maintain the high profile within the community, further developing the school as an integral part of the community and to include the school in the life of the community wherever possible.
   2. To develop and promote effective communication processes with all involved in the school, including being available to colleagues and Governors, to discuss matters of concern to them.
   3. To share with schools and other educational establishments in developments for both individual children and the school as a whole.
   4. To link and work collaboratively with the LA, the Diocese, statutory and voluntary agencies, local businesses, link schools and the wider community, ensuring multi-professional working in line with good practice for pupil learning and welfare.
   5. To work with the LA to develop educational services, structures and procedures within North Lincolnshire and the Diocese.
   6. To ensure compliance with all LA, Diocese and DfE policy requirements in consultation with Governors and staff.
   7. To consult with the LA, Diocese and DfE representatives as appropriate.
   8. To assist in the education and training of those who may, in the future, work within the field.
   9. To ensure efficient and effective collaboration with colleagues working within school, in order that their contribution to each pupil’s progress is fully incorporated into planning and practice.
3. **Other Duties**

The Headteacher will be expected to be flexible in undertaking the duties and responsibilities attached to the post and may be asked to perform other duties, which reasonably correspond to the general character of the post and are commensurate with its level of responsibility.

|  |
| --- |
| Person Specification  Headteacher at Scunthorpe Church of England Primary School |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **CRITERIA** | **Essential / Desirable** | **Shortlist criteria** |
|  |  |  |  |
| **A** | **Qualifications and Training** |  |  |
| 1 | Honours degree (2/2 or higher) | Essential | ✓ |
| 2 | Qualified teacher status | Essential | ✓ |
| 3 | Evidence of recent and relevant continuing professional development, including leadership development | Essential | ✓ |
| 4 | Recent and relevant safeguarding training | Essential | ✓ |
| 5 | NPQH | Desirable |  |
| 6 | Post graduate level qualification or recognised alternative | Desirable |  |
|  | | | |
| **B** | **Relevant experience, knowledge and understanding** |  |  |
| 7 | Recent experience as a successful senior leader in the relevant phase | Essential | ✓ |
| 8 | A commitment to continue to embed and develop the Christian ethos and values | Essential | ✓ |
| 9 | A person who understands the distinctive and inclusive nature of our Church Schools and their role in the community | Essential | ✓ |
| 10 | Proven experience of securing excellent teaching through an analytical understanding of how pupils learn and the core features of successful classroom practice | Essential | ✓ |
| 11 | In-depth knowledge and understanding of the wider educational agenda including current national policies and educational issues | Essential | ✓ |
| 12 | Proven experience of curriculum design, alongside an understanding of current issues relating to this | Essential | ✓ |
| 13 | Proven track record in raising pupil attainment and progress across the whole school | Essential | ✓ |
| 14 | Proven experience of strategic financial planning to ensure the equitable deployment of budgets and resources, in the best interests pupil achievements and the school’s sustainability | Essential | ✓ |
| 15 | Proven experience of leading effective school improvement, including the review/analysis of key indicators such as pupil outcomes data, planning and implementing sustained change at whole school level | Essential | ✓ |
| 16 | Proven experience of positive behaviour management, developing a pupil focussed, inclusive and effective learning environment so that behaviour and attendance are excellent | Essential | ✓ |
| 17 | Evidence of setting ambitious standards for all pupils, overcoming disadvantage and advancing equality and inclusion | Essential | ✓ |
| 18 | Proven track record in leading, monitoring and managing staff including building a successful team, delegating effectively and empowering others | Essential | ✓ |

|  |  |  |  |
| --- | --- | --- | --- |
| 19 | Evidence of creating an ethos within which all staff are motivated and supported to develop their own skills and knowledge | Essential | ✓ |
| 20 | Demonstrable understanding of and commitment to, addressing workload issues for staff in order to promote recruitment, retention and wellbeing | Essential | ✓ |
| 21 | Commitment to strong Governance and to working collaboratively with the Governing Body enabling them to deliver their functions effectively | Essential | ✓ |
| 22 | Ability to communicate the school’s ethos, vision and priorities to all stakeholders | Essential | ✓ |
| 23 | A commitment to developing an outward facing approach, working with other schools, agencies and organisations, in order to share best practice and secure excellent outcomes for all pupils | Essential | ✓ |
| 24 | Experience of managing HR issues, including staff appointments, capability and discipline | Desirable |  |
| 25 | Experience of a recent SIAMs inspection at leadership level | Desirable |  |
| 26 | Experience of a recent Ofsted inspection at a leadership level | Desirable |  |
| **C** | **Professional skills and personal qualities** |  |  |
| 27 | Be a visible, high profile, positive role model with an optimistic professional approach that inspires excellence, and the confidence, trust and respect of the school and wider community | Essential | ✓ |
| 28 | Effective interpersonal and communication skills appropriate to audience | Essential | ✓ |
| 29 | Work well in challenging situations and be able to prioritise work to meet deadlines | Essential | ✓ |
| 30 | Proven ability to think creatively to anticipate and identify problems/needs and construct solutions | Essential | ✓ |
| 31 | A healthy regard for a work - life balance | Essential | ✓ |

A purple rectangles with white text

Description automatically generated

**Canon Paul Thompson**

**Diocesan Director of Education**

Dear Applicant,

Thank you for your interest in the position of Headteacher at Scunthorpe Church of England Primary School.

As headteacher of a church school, you will be able to access a breadth of support services from both the Local Authority and the Lincoln Diocesan Board of Education (LDBE).

You will be warmly welcomed into the church school family. In the family, there is the diocesan education team and there are 142 Church of England schools and academies in the diocese of Lincoln. Each year, we hold the Church Schools Festival in Lincoln Cathedral for all Y6 pupils, staff and volunteers. This is a very special ‘family’ occasion and you of course would be most welcome to join us at this event if you are appointed.

When you start in your new post, we will ensure that a diocesan education adviser is allocated to you and in conjunction with the LA, we will arrange for you to have an experienced church school headteacher to mentor you in the first year of your new post. The diocese will invite you to engage in a range of activities to support you in your leadership role. They include:

* A diocesan development day for new church school headteachers
* Termly headteacher briefings

Edward King House – Minster Yard – Lincoln – LN2 1PU

01522 504010

[paul.thompson@lincoln.anglican.org](mailto:paul.thompson@lincoln.anglican.org) – [www.lincolndiocesaneducation.com](http://www.lincolndiocesaneducation.com)

Registered charity number – 1151733

Company number - 08334622

* Informal and bespoke support and advice from a named diocesan adviser and church school head mentor
* An annual adviser visit to help you further develop church school effectiveness
* Headteacher performance management support from a church school perspective
* School Improvement support
* Training, courses and conferences on a range of themes for yourself and leaders at all levels. Themes include SIAMS, RE, Collective Worship, Vision and church school distinctiveness and effectiveness.

For a more detailed overview of the diocesan support on offer, please visit the diocesan website at [www.lincolndiocesaneducation.com](http://www.lincolndiocesaneducation.com) where you will find the diocesan service level agreement and a range of other resources and materials.

I hope this letter gives you an overview of the breadth of support available to complement the support offered by the Local Authority, teaching school hub and Governing Board.

Thank you again for your interest in the post and we look forward to receiving your application.

Yours sincerely

Paul JE Thompson

Canon Paul Thompson

Diocesan Director of Education.

Edward King House – Minster Yard – Lincoln – LN2 1PU

01522 504010

[paul.thompson@lincoln.anglican.org](mailto:paul.thompson@lincoln.anglican.org) – [www.lincolndiocesaneducation.com](http://www.lincolndiocesaneducation.com)

Registered charity number – 1151733

Company number - 08334622